

**City of Snoqualmie**  
**Non-Represented, Management & Professional (M&P)**  
**2024 Salary Schedule**  
**Monthly Wage Table - 60th Percentile**

**COLA Adjustment Proposed = 6.00%**

All employees will be eligible for a step increase in a given year following a satisfactory annual performance evaluation as established by the Administration.

Grade	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Contract	City Administrator									18,943
13	City Attorney	11,782	12,232	12,700	13,185	13,689	14,213	14,756	15,320	15,906
13	Parks & Public Works Director <sup>1</sup>	11,782	12,232	12,700	13,185	13,689	14,213	14,756	15,320	15,906
13	Police Chief	11,782	12,232	12,700	13,185	13,689	14,213	14,756	15,320	15,906
13	Fire Chief	11,782	12,232	12,700	13,185	13,689	14,213	14,756	15,320	15,906
13	Information Technology Director <sup>1</sup>	11,782	12,232	12,700	13,185	13,689	14,213	14,756	15,320	15,906
12	Finance Director	11,011	11,432	11,869	12,323	12,794	13,283	13,791	14,318	14,865
11	Community Development Director	10,291	10,684	11,093	11,517	11,957	12,414	12,888	13,381	13,893
11	Police Captain <sup>1</sup>	10,291	10,684	11,093	11,517	11,957	12,414	12,888	13,381	13,893
11	Deputy Fire Chief <sup>1</sup>	10,291	10,684	11,093	11,517	11,957	12,414	12,888	13,381	13,893
11	Deputy Parks & Public Works Director	10,291	10,684	11,093	11,517	11,957	12,414	12,888	13,381	13,893
10	Accounting Manager	8,814	9,150	9,500	9,863	10,240	10,632	11,038	11,460	11,898
10	Budget Manager	8,814	9,150	9,500	9,863	10,240	10,632	11,038	11,460	11,898
10	Information Technology Manager <sup>1</sup>	8,814	9,150	9,500	9,863	10,240	10,632	11,038	11,460	11,898
10	Human Resources Manager	8,814	9,150	9,500	9,863	10,240	10,632	11,038	11,460	11,898
10	City Clerk	8,814	9,150	9,500	9,863	10,240	10,632	11,038	11,460	11,898
9	Revenue Manager	8,199	8,512	8,837	9,175	9,526	9,890	10,268	10,661	11,068
9	CIP Project Manager	8,199	8,512	8,837	9,175	9,526	9,890	10,268	10,661	11,068
9	Mental Health Professional & Community Co-Responder (L2) <sup>2</sup>	8,199	8,512	8,837	9,175	9,526	9,890	10,268	10,661	11,068
8	Building Official <sup>3</sup>	7,627	7,918	8,221	8,535	8,861	9,200	9,552	9,917	10,296
8	Communications Coordinator	7,627	7,918	8,221	8,535	8,861	9,200	9,552	9,917	10,296
7	Management Analyst	7,095	7,366	7,647	7,940	8,243	8,558	8,885	9,225	9,578
6	Budget Analyst	6,600	6,852	7,114	7,386	7,668	7,961	8,266	8,582	8,910
6	Human Resources Analyst <sup>1</sup>	6,600	6,852	7,114	7,386	7,668	7,961	8,266	8,582	8,910
6	Project Specialist	6,600	6,852	7,114	7,386	7,668	7,961	8,266	8,582	8,910
6	Mental Health Professional & Community Co-Responder (L1) <sup>1</sup>	6,600	6,852	7,114	7,386	7,668	7,961	8,266	8,582	8,910
6	Community Liaison	6,600	6,852	7,114	7,386	7,668	7,961	8,266	8,582	8,910
5	Deputy City Clerk/Legal Assistant <sup>1</sup>	6,139	6,374	6,618	6,870	7,133	7,406	7,689	7,983	8,288

**Retention Pay System**

All employees will receive retention pay in addition to their salaries as follows:

Service Time	% of Salary
0-3 Years of Service	0%
4-5 Years of Service	1%
6-10 Years of Service	2%
11-15 Years of Service	4%
16+ Years of Service	5%

Note: Each step includes a 3.82% increase over the previous step.

<sup>1</sup> These positions are currently vacant.

<sup>2</sup> The L2 position represents increasing responsibility and would allow for career development. There is no current plan to add a second Mental Health Professional at the L1 level.

<sup>3</sup>The pay scale of this position may require an administrative update following the provision of legal advise.