

City of Snoqualmie
Non-Represented, Management & Professional (M&P)
2026 Salary Schedule
Monthly Rate of Pay Table

COLA Adjustment Proposed = 2.72%

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									20,164.85
13	City Attorney	12,541.79	13,021.16	13,518.90	14,035.71	14,572.21	15,129.20	15,707.58	16,307.95	16,931.38
13	Parks & Public Works Director	12,541.79	13,021.16	13,518.90	14,035.71	14,572.21	15,129.20	15,707.58	16,307.95	16,931.38
13	Police Chief ¹	12,541.79	13,021.16	13,518.90	14,035.71	14,572.21	15,129.20	15,707.58	16,307.95	16,931.38
13	Fire Chief	12,541.79	13,021.16	13,518.90	14,035.71	14,572.21	15,129.20	15,707.58	16,307.95	16,931.38
13	Information Technology Director	12,541.79	13,021.16	13,518.90	14,035.71	14,572.21	15,129.20	15,707.58	16,307.95	16,931.38
12	Finance Director	11,721.25	12,169.31	12,634.49	13,117.50	13,618.87	14,139.50	14,679.99	15,241.06	15,823.69
11	Community Development Director	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
11	Human Resources Director	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
11	Police Captain	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
11	Deputy Fire Chief	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
11	Deputy Parks & Public Works Director	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
11	Deputy Finance Director	10,954.46	11,373.16	11,807.91	12,259.35	12,727.90	13,214.46	13,719.56	14,243.99	14,788.48
10	Budget Manager	9,381.95	9,740.50	10,112.90	10,499.48	10,900.79	11,317.45	11,750.08	12,199.20	12,665.63
10	Information Technology Manager ¹	9,381.95	9,740.50	10,112.90	10,499.48	10,900.79	11,317.45	11,750.08	12,199.20	12,665.63
10	City Clerk	9,381.95	9,740.50	10,112.90	10,499.48	10,900.79	11,317.45	11,750.08	12,199.20	12,665.63
9	CIP Manager	8,727.38	9,061.01	9,407.32	9,766.94	10,140.31	10,527.87	10,930.33	11,348.14	11,781.92
9	Mental Health Professional & Community Co-Responder (L2) ¹²	8,727.38	9,061.01	9,407.32	9,766.94	10,140.31	10,527.87	10,930.33	11,348.14	11,781.92
8	Building Official	8,118.49	8,428.88	8,751.06	9,085.58	9,432.87	9,793.46	10,167.81	10,556.43	10,959.96
8	Communications Coordinator	8,118.49	8,428.88	8,751.06	9,085.58	9,432.87	9,793.46	10,167.81	10,556.43	10,959.96
7	Management Analyst ¹	7,552.09	7,840.75	8,140.49	8,451.67	8,774.75	9,110.15	9,458.41	9,819.90	10,195.39
6	Budget Analyst ¹	7,025.26	7,293.78	7,572.59	7,862.04	8,162.58	8,474.56	8,798.52	9,134.90	9,484.05
6	Human Resources Analyst	7,025.26	7,293.78	7,572.59	7,862.04	8,162.58	8,474.56	8,798.52	9,134.90	9,484.05
6	Project Specialist	7,025.26	7,293.78	7,572.59	7,862.04	8,162.58	8,474.56	8,798.52	9,134.90	9,484.05
6	Mental Health Professional & Community Co-Responder (L1) ¹	7,025.26	7,293.78	7,572.59	7,862.04	8,162.58	8,474.56	8,798.52	9,134.90	9,484.05
6	Community Liaison	7,025.26	7,293.78	7,572.59	7,862.04	8,162.58	8,474.56	8,798.52	9,134.90	9,484.05
5	Deputy City Clerk/Legal Assistant	6,535.07	6,784.87	7,044.25	7,313.47	7,593.08	7,883.33	8,184.67	8,497.54	8,822.29

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.

¹ These positions are currently vacant.

² 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.