

RESOLUTION NO. XXXX

**A RESOLUTION OF THE CITY OF SNOQUALMIE, WASHINGTON,
ADOPTING THE 2026 SALARY SCHEDULE FOR NON-
REPRESENTED EMPLOYEES AND INCORPORATING POSITION
GRADE AND TITLE CHANGES**

WHEREAS, the City Council first approved, by motion, a salary schedule for non-represented employees in January 2006; and

WHEREAS, the City Council has approved, by motions, subsequent cost of living (COLA) adjustments for non-represented employees on an annual basis; and

WHEREAS, in 2024, the city completed a classification and compensation study that evaluated the competitiveness of salaries and benefits offered by the city to each grade and position in Teamsters and non-represented groups; and

WHEREAS, RCW 35A.34.070 requires that the salary ranges for various employee positions in the City be made a part of the biennial budget through the adoption of a biennial budget ordinance; and

WHEREAS, the City adopted the 2025-2026 biennial budget and established 2025-2026 salary ranges on October 3, 2024, through Ordinance 1296; and

WHEREAS, for 2024, the City Council approved placement of the non-represented employee group at the 60th percentile with a 6% COLA; and

WHEREAS, for 2025, the City Council approved a 3.63% COLA equal to the June-to-June percentage change in the CPI-W; and

WHEREAS, the 2023-2026 Teamsters collective bargaining agreement includes a COLA for 2026 of 100% of the Seattle-Tacoma-Bellevue CPI-W (June to June) with a minimum of 1% and a maximum of 3.5%; and

WHEREAS, the 2024-2026 Snoqualmie Police Association collective bargaining agreement includes a COLA for 2026 of 3.5%; and

WHEREAS, the City Council desires to provide non-represented salary adjustments equivalent to that of similarly situated represented employees; and

WHEREAS, the City Council desires to amend the Salary Schedule positions and titles as proposed and set forth below.

NOW, THEREFORE, BE IT RESOLVED:

Section 1. Salary Schedule Adopted. The City Council hereby adopts the 2026 salary schedule for non-represented employees as shown in Exhibit A.

Section 2. Amendments to Positions. The City Council adopts the grade and title changes as follows:

Human Resources Manager, Grade 10, shall be changed to Human Resources Director, Grade 11

Deputy Finance Director, Grade 10, shall be changed to Grade 11

CIP Project Manager, Grade 9, shall be changed to CIP Manager

Section 3. Effective Date. This resolution shall be effective January 1, 2026.

PASSED by the City Council of the City of Snoqualmie, Washington, this 10th day of November 2025.

Katherine Ross, Mayor

ATTEST:

Deana Dean, City Clerk