

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

COLA Adjustment Proposed = 3.11%

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									242,896.93
13	City Attorney	151,072.89	156,847.22	162,842.74	169,067.99	175,530.45	182,239.75	189,206.55	196,438.36	203,947.98
13	Parks & Public Works Director	151,072.89	156,847.22	162,842.74	169,067.99	175,530.45	182,239.75	189,206.55	196,438.36	203,947.98
13	Police Chief ¹	151,072.89	156,847.22	162,842.74	169,067.99	175,530.45	182,239.75	189,206.55	196,438.36	203,947.98
13	Fire Chief	151,072.89	156,847.22	162,842.74	169,067.99	175,530.45	182,239.75	189,206.55	196,438.36	203,947.98
13	Information Technology Director	151,072.89	156,847.22	162,842.74	169,067.99	175,530.45	182,239.75	189,206.55	196,438.36	203,947.98
12	Finance Director	141,189.00	146,586.14	152,189.51	158,007.65	164,046.97	170,318.17	176,828.72	183,587.16	190,605.26
11	Community Development Director	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
11	Human Resources Director	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
11	Police Captain	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
11	Deputy Fire Chief	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
11	Deputy Parks & Public Works Director	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
11	Deputy Finance Director	131,952.64	136,996.09	142,232.95	147,670.70	153,314.67	159,175.55	165,259.75	171,576.90	178,135.53
10	Budget Manager	113,010.83	117,329.82	121,815.50	126,472.15	131,306.18	136,325.06	141,536.27	146,946.24	152,564.56
10	Information Technology Manager ¹	113,010.83	117,329.82	121,815.50	126,472.15	131,306.18	136,325.06	141,536.27	146,946.24	152,564.56
10	City Clerk	113,010.83	117,329.82	121,815.50	126,472.15	131,306.18	136,325.06	141,536.27	146,946.24	152,564.56
9	CIP Manager	105,126.15	109,144.89	113,316.42	117,648.24	122,145.68	126,814.08	131,662.00	136,694.77	141,919.88
9	Mental Health Professional & Community Co-Responder (L2) ^{1,2}	105,126.15	109,144.89	113,316.42	117,648.24	122,145.68	126,814.08	131,662.00	136,694.77	141,919.88
8	Building Official	97,791.77	101,530.55	105,411.45	109,440.87	113,624.16	117,967.73	122,476.92	127,158.15	132,018.89
8	Communications Coordinator	97,791.77	101,530.55	105,411.45	109,440.87	113,624.16	117,967.73	122,476.92	127,158.15	132,018.89
7	Management Analyst ¹	90,969.21	94,446.20	98,056.76	101,805.16	105,696.74	109,736.85	113,931.90	118,286.15	122,809.24
6	Budget Analyst ¹	84,623.22	87,857.65	91,216.04	94,702.65	98,322.83	102,080.84	105,983.11	110,034.97	114,240.70
6	Human Resources Analyst	84,623.22	87,857.65	91,216.04	94,702.65	98,322.83	102,080.84	105,983.11	110,034.97	114,240.70
6	Project Specialist	84,623.22	87,857.65	91,216.04	94,702.65	98,322.83	102,080.84	105,983.11	110,034.97	114,240.70
6	Mental Health Professional & Community Co-Responder (L1) ¹	84,623.22	87,857.65	91,216.04	94,702.65	98,322.83	102,080.84	105,983.11	110,034.97	114,240.70
6	Community Liaison	84,623.22	87,857.65	91,216.04	94,702.65	98,322.83	102,080.84	105,983.11	110,034.97	114,240.70
5	Deputy City Clerk/Legal Assistant	78,718.53	81,727.50	84,851.88	88,094.87	91,462.87	94,959.10	98,588.89	102,357.59	106,269.48

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.