

**City of Snoqualmie  
Non-Represented, Management & Professional (M&P)  
2025 Salary Schedule  
Annual Rate of Pay Table**

**COLA Adjustment Proposed = 2.68%**

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									233,411.15
13	City Attorney <sup>1</sup>	145,173.09	150,721.92	156,483.29	162,465.43	168,675.52	175,122.79	181,817.53	188,766.91	195,983.26
13	Parks & Public Works Director	145,173.09	150,721.92	156,483.29	162,465.43	168,675.52	175,122.79	181,817.53	188,766.91	195,983.26
13	Police Chief	145,173.09	150,721.92	156,483.29	162,465.43	168,675.52	175,122.79	181,817.53	188,766.91	195,983.26
13	Fire Chief	145,173.09	150,721.92	156,483.29	162,465.43	168,675.52	175,122.79	181,817.53	188,766.91	195,983.26
13	Information Technology Director	145,173.09	150,721.92	156,483.29	162,465.43	168,675.52	175,122.79	181,817.53	188,766.91	195,983.26
12	Finance Director	135,675.19	140,861.56	146,246.10	151,837.02	157,640.50	163,666.79	169,923.08	176,417.59	183,161.61
11	Community Development Director	126,799.53	131,646.03	136,678.37	141,903.76	147,327.32	152,959.32	158,805.91	164,876.36	171,178.85
11	Police Captain	126,799.53	131,646.03	136,678.37	141,903.76	147,327.32	152,959.32	158,805.91	164,876.36	171,178.85
11	Deputy Fire Chief	126,799.53	131,646.03	136,678.37	141,903.76	147,327.32	152,959.32	158,805.91	164,876.36	171,178.85
11	Deputy Parks & Public Works Director	126,799.53	131,646.03	136,678.37	141,903.76	147,327.32	152,959.32	158,805.91	164,876.36	171,178.85
10	Deputy Finance Director	108,597.45	112,747.77	117,058.28	121,533.07	126,178.32	131,001.20	136,008.90	141,207.59	146,606.50
10	Budget Manager	108,597.45	112,747.77	117,058.28	121,533.07	126,178.32	131,001.20	136,008.90	141,207.59	146,606.50
10	Information Technology Manager <sup>1</sup>	108,597.45	112,747.77	117,058.28	121,533.07	126,178.32	131,001.20	136,008.90	141,207.59	146,606.50
10	Human Resources Manager	108,597.45	112,747.77	117,058.28	121,533.07	126,178.32	131,001.20	136,008.90	141,207.59	146,606.50
10	City Clerk	108,597.45	112,747.77	117,058.28	121,533.07	126,178.32	131,001.20	136,008.90	141,207.59	146,606.50
9	CIP Project Manager	101,020.69	104,882.49	108,891.11	113,053.76	117,375.56	121,861.65	126,520.24	131,356.47	136,377.52
9	Mental Health Professional & Community Co-Responder (L2) <sup>2</sup>	101,020.69	104,882.49	108,891.11	113,053.76	117,375.56	121,861.65	126,520.24	131,356.47	136,377.52
8	Building Official	93,972.74	97,565.51	101,294.85	105,166.91	109,186.83	113,360.77	117,693.87	122,192.28	126,863.19
8	Communications Coordinator	93,972.74	97,565.51	101,294.85	105,166.91	109,186.83	113,360.77	117,693.87	122,192.28	126,863.19
7	Management Analyst <sup>1</sup>	87,416.62	90,757.83	94,227.38	97,829.40	101,569.00	105,451.33	109,482.55	113,666.76	118,013.20
6	Budget Analyst <sup>1</sup>	81,318.45	84,426.58	87,653.81	91,004.26	94,483.06	98,094.31	101,844.18	105,737.81	109,779.30
6	Human Resources Analyst	81,318.45	84,426.58	87,653.81	91,004.26	94,483.06	98,094.31	101,844.18	105,737.81	109,779.30
6	Project Specialist	81,318.45	84,426.58	87,653.81	91,004.26	94,483.06	98,094.31	101,844.18	105,737.81	109,779.30
6	Mental Health Professional & Community Co-Responder (L1) <sup>1</sup>	81,318.45	84,426.58	87,653.81	91,004.26	94,483.06	98,094.31	101,844.18	105,737.81	109,779.30
6	Community Liaison	81,318.45	84,426.58	87,653.81	91,004.26	94,483.06	98,094.31	101,844.18	105,737.81	109,779.30
5	Deputy City Clerk/Legal Assistant	75,644.36	78,535.82	81,538.19	84,654.53	87,891.00	91,250.69	94,738.73	98,360.25	102,119.37

**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.