

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

COLA Adjustment Proposed = 3.50%

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									19,606.26
13	City Attorney ¹	12,194.37	12,660.47	13,144.41	13,646.91	14,168.55	14,710.11	15,272.46	15,856.20	16,462.37
13	Parks & Public Works Director	12,194.37	12,660.47	13,144.41	13,646.91	14,168.55	14,710.11	15,272.46	15,856.20	16,462.37
13	Police Chief	12,194.37	12,660.47	13,144.41	13,646.91	14,168.55	14,710.11	15,272.46	15,856.20	16,462.37
13	Fire Chief	12,194.37	12,660.47	13,144.41	13,646.91	14,168.55	14,710.11	15,272.46	15,856.20	16,462.37
13	Information Technology Director	12,194.37	12,660.47	13,144.41	13,646.91	14,168.55	14,710.11	15,272.46	15,856.20	16,462.37
12	Finance Director	11,396.56	11,832.21	12,284.50	12,754.13	13,241.62	13,747.82	14,273.34	14,818.87	15,385.36
11	Community Development Director	10,651.01	11,058.11	11,480.82	11,919.75	12,375.32	12,848.40	13,339.51	13,849.42	14,378.82
11	Police Captain	10,651.01	11,058.11	11,480.82	11,919.75	12,375.32	12,848.40	13,339.51	13,849.42	14,378.82
11	Deputy Fire Chief	10,651.01	11,058.11	11,480.82	11,919.75	12,375.32	12,848.40	13,339.51	13,849.42	14,378.82
11	Deputy Parks & Public Works Director	10,651.01	11,058.11	11,480.82	11,919.75	12,375.32	12,848.40	13,339.51	13,849.42	14,378.82
10	Deputy Finance Director	9,122.06	9,470.68	9,832.76	10,208.64	10,598.83	11,003.95	11,424.59	11,861.27	12,314.78
10	Budget Manager	9,122.06	9,470.68	9,832.76	10,208.64	10,598.83	11,003.95	11,424.59	11,861.27	12,314.78
10	Information Technology Manager ¹	9,122.06	9,470.68	9,832.76	10,208.64	10,598.83	11,003.95	11,424.59	11,861.27	12,314.78
10	Human Resources Manager	9,122.06	9,470.68	9,832.76	10,208.64	10,598.83	11,003.95	11,424.59	11,861.27	12,314.78
10	City Clerk	9,122.06	9,470.68	9,832.76	10,208.64	10,598.83	11,003.95	11,424.59	11,861.27	12,314.78
9	CIP Project Manager	8,485.62	8,810.01	9,146.73	9,496.38	9,859.41	10,236.24	10,627.55	11,033.79	11,455.55
9	Mental Health Professional & Community Co-Responder (L2) ²	8,485.62	8,810.01	9,146.73	9,496.38	9,859.41	10,236.24	10,627.55	11,033.79	11,455.55
8	Building Official	7,893.60	8,195.39	8,508.65	8,833.90	9,171.57	9,522.17	9,886.15	10,264.01	10,656.36
8	Communications Coordinator	7,893.60	8,195.39	8,508.65	8,833.90	9,171.57	9,522.17	9,886.15	10,264.01	10,656.36
7	Management Analyst ¹	7,342.89	7,623.55	7,914.99	8,217.56	8,531.68	8,857.79	9,196.41	9,547.88	9,912.97
6	Budget Analyst ¹	6,830.66	7,091.73	7,362.82	7,644.25	7,936.47	8,239.81	8,554.79	8,881.85	9,221.33
6	Human Resources Analyst	6,830.66	7,091.73	7,362.82	7,644.25	7,936.47	8,239.81	8,554.79	8,881.85	9,221.33
6	Project Specialist	6,830.66	7,091.73	7,362.82	7,644.25	7,936.47	8,239.81	8,554.79	8,881.85	9,221.33
6	Mental Health Professional & Community Co-Responder (L1) ¹	6,830.66	7,091.73	7,362.82	7,644.25	7,936.47	8,239.81	8,554.79	8,881.85	9,221.33
6	Community Liaison	6,830.66	7,091.73	7,362.82	7,644.25	7,936.47	8,239.81	8,554.79	8,881.85	9,221.33
5	Deputy City Clerk/Legal Assistant	6,354.04	6,596.92	6,849.11	7,110.88	7,382.74	7,664.95	7,957.94	8,262.15	8,577.91

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.