

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

**COLA Adjustment Proposed = 3.63%**

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									235,570.68
13	City Attorney <sup>1</sup>	146,516.24	152,116.40	157,931.08	163,968.57	170,236.11	176,743.04	183,499.71	190,513.39	197,796.51
13	Parks & Public Works Director	146,516.24	152,116.40	157,931.08	163,968.57	170,236.11	176,743.04	183,499.71	190,513.39	197,796.51
13	Police Chief	146,516.24	152,116.40	157,931.08	163,968.57	170,236.11	176,743.04	183,499.71	190,513.39	197,796.51
13	Fire Chief	146,516.24	152,116.40	157,931.08	163,968.57	170,236.11	176,743.04	183,499.71	190,513.39	197,796.51
13	Information Technology Director	146,516.24	152,116.40	157,931.08	163,968.57	170,236.11	176,743.04	183,499.71	190,513.39	197,796.51
12	Finance Director	136,930.46	142,164.82	147,599.17	153,241.83	159,098.99	165,181.04	171,495.21	178,049.81	184,856.23
11	Community Development Director	127,972.69	132,864.02	137,942.93	143,216.66	148,690.40	154,374.50	160,275.19	166,401.80	172,762.61
11	Police Captain	127,972.69	132,864.02	137,942.93	143,216.66	148,690.40	154,374.50	160,275.19	166,401.80	172,762.61
11	Deputy Fire Chief	127,972.69	132,864.02	137,942.93	143,216.66	148,690.40	154,374.50	160,275.19	166,401.80	172,762.61
11	Deputy Parks & Public Works Director	127,972.69	132,864.02	137,942.93	143,216.66	148,690.40	154,374.50	160,275.19	166,401.80	172,762.61
10	Deputy Finance Director	109,602.20	113,790.92	118,141.31	122,657.50	127,345.73	132,213.23	137,267.26	142,514.05	147,962.91
10	Budget Manager	109,602.20	113,790.92	118,141.31	122,657.50	127,345.73	132,213.23	137,267.26	142,514.05	147,962.91
10	Information Technology Manager <sup>1</sup>	109,602.20	113,790.92	118,141.31	122,657.50	127,345.73	132,213.23	137,267.26	142,514.05	147,962.91
10	Human Resources Manager	109,602.20	113,790.92	118,141.31	122,657.50	127,345.73	132,213.23	137,267.26	142,514.05	147,962.91
10	City Clerk	109,602.20	113,790.92	118,141.31	122,657.50	127,345.73	132,213.23	137,267.26	142,514.05	147,962.91
9	CIP Project Manager	101,955.34	105,852.86	109,898.58	114,099.74	118,461.53	122,989.12	127,690.81	132,571.79	137,639.29
9	Mental Health Professional & Community Co-Responder (L2) <sup>2</sup>	101,955.34	105,852.86	109,898.58	114,099.74	118,461.53	122,989.12	127,690.81	132,571.79	137,639.29
8	Building Official	94,842.18	98,468.19	102,232.03	106,139.92	110,197.03	114,409.59	118,782.78	123,322.81	128,036.94
8	Communications Coordinator	94,842.18	98,468.19	102,232.03	106,139.92	110,197.03	114,409.59	118,782.78	123,322.81	128,036.94
7	Management Analyst <sup>1</sup>	88,225.40	91,597.52	95,099.18	98,734.52	102,508.72	106,426.97	110,495.49	114,718.41	119,105.07
6	Budget Analyst <sup>1</sup>	82,070.81	85,207.69	88,464.79	91,846.23	95,357.22	99,001.88	102,786.45	106,716.10	110,794.98
6	Human Resources Analyst	82,070.81	85,207.69	88,464.79	91,846.23	95,357.22	99,001.88	102,786.45	106,716.10	110,794.98
6	Project Specialist	82,070.81	85,207.69	88,464.79	91,846.23	95,357.22	99,001.88	102,786.45	106,716.10	110,794.98
6	Mental Health Professional & Community Co-Responder (L1) <sup>1</sup>	82,070.81	85,207.69	88,464.79	91,846.23	95,357.22	99,001.88	102,786.45	106,716.10	110,794.98
6	Community Liaison	82,070.81	85,207.69	88,464.79	91,846.23	95,357.22	99,001.88	102,786.45	106,716.10	110,794.98
5	Deputy City Clerk/Legal Assistant	76,344.22	79,262.44	82,292.58	85,437.75	88,704.17	92,094.94	95,615.26	99,270.29	103,064.18

**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.