2026 Tumwater Salary Band Compensation Schedule

Exhibit B-1

Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
	18	$50,832 **$4,236**	$53,364 **$4,447**	$56,040 **$4,670**	$58,848 **$4,904**	$61,788 **$5,149**	$64,872 **$5,406**	$68,112 **$5,676**
	19	$53,374 **$4,447**	$56,032 **$4,670**	$58,842 **$4,904**	$61,790 **$5,149**	$64,877 **$5,406**	$68,116 **$5,676**	$71,518 **$5,960**
	20	$56,042 **$4,670**	$58,844 **$4,904**	$61,787 **$5,149**	$64,876 **$5,406**	$68,120 **$5,676**	$71,526 **$5,960**	$75,102 **$6,259**
Department Assistant I	21	$58,844 **$4,904**	$61,787 **$5,149**	$64,876 **$5,406**	$68,120 **$5,676**	$71,526 **$5,960**	$75,102 **$6,259**	$78,857 **$6,571**
Accounting Assistant I Building Maintenance Worker I Department Assistant II Golf Maintenance Worker I Parks Maintenance Worker I Records Clerk	22	$61,787 **$5,149**	$64,876 **$5,406**	$68,120 **$5,676**	$71,526 **$5,960**	$75,102 **$6,259**	$78,857 **$6,571**	$82,800 **$6,900**
Accounting Assistant II Golf Maintenance Worker II Parks Maintenance Worker II	23	$64,876 **$5,406**	$68,120 **$5,676**	$71,526 **$5,960**	$75,102 **$6,259**	$78,857 **$6,571**	$82,800 **$6,900**	$86,940 **$7,245**
Accounting Technician Department Assistant III Permit/Planning Technician	24	$68,120 **$5,676**	$71,526 **$5,960**	$75,102 **$6,259**	$78,857 **$6,571**	$82,800 **$6,900**	$86,940 **$7,245**	$91,287 **$7,608**

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Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
Administrative Assistant Arts Specialist Building Maintenance Worker II Community Engagement Specialist Engineering Technician II Equipment Repair Technician Golf Operations Coordinator Legal Assistant Police Services Specialist I Recreation and Marketing Specialist Recreation Coordinator Volunteer Coordinator	25	$71,526 **$5,960**	$75,102 **$6,259**	$78,857 **$6,571**	$82,800 **$6,900**	$86,940 **$7,245**	$91,287 **$7,608**	$95,851 **$7,988**
Engineering Technician III Golf Operations Supervisor Parks Maintenance Lead Payroll Technician Human Resources Technician Police Evidence Technician	26	$75,102 **$6,259**	$78,857 **$6,571**	$82,800 **$6,900**	$86,940 **$7,245**	$91,287 **$7,608**	$95,851 **$7,988**	$100,644 **$8,387**
Applications Analyst Assistant Planner Building and Fire Safety Inspector Climate Specialist Deputy City Clerk Engineering Technician IV Environmental Field Technician Executive Assistant Human Resources Specialist Paralegal Stormwater Inpector	27	$78,857 **$6,571**	$82,800 **$6,900**	$86,940 **$7,245**	$91,287 **$7,608**	$95,851 **$7,988**	$100,644 **$8,387**	$105,676 **$8,807**

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Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
Building and Fire Safety Plans Examiner Business Applications Analyst GIS Analyst Payroll Officer Police Services Specialist II (Code Enf/Transport) Urban Forester Water Resources Specialist	28	$82,800 **$6,900**	$86,940 **$7,245**	$91,287 **$7,608**	$95,851 **$7,988**	$100,644 **$8,387**	$105,676 **$8,807**	$110,960 **$9,247**
Accountant Associate Planner Building Maintenance Supervisor Economic Development Coordinator Conservation Coordinator Code Enforcement Coordinator Human Resources Analyst Management Analyst Parks Maintenance Supervisor Police Records Supervisor Senior Inspector Senior Water Resources Specialist Sustainability Coordinator	29	$86,940 **$7,245**	$91,287 **$7,608**	$95,851 **$7,988**	$100,644 **$8,387**	$105,676 **$8,807**	$110,960 **$9,247**	$116,508 **$9,709**
Business Applications Analyst II Engineer I Systems Administrator II (BWC) Senior Information Technology Specialist	30	$91,287 **$7,608**	$95,851 **$7,988**	$100,644 **$8,387**	$105,676 **$8,807**	$110,960 **$9,247**	$116,508 **$9,709**	$122,333 **$10,195**
Accounting/Utility Billing Supervisor City Clerk GIS Program Manager Network Administrator Police Strategic Advisor Recreation Supervisor	31	$95,851 **$7,988**	$100,644 **$8,387**	$105,676 **$8,807**	$110,960 **$9,247**	$116,508 **$9,709**	$122,333 **$10,195**	$128,450 **$10,704**
Senior Accountant	31							

2026 Tumwater Salary Band Compensation Schedule

Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
Senior Human Resources Analyst								
Engineer II	32	$100,644 **$8,387**	$105,676 **$8,807**	$110,960 **$9,247**	$116,508 **$9,709**	$122,333 **$10,195**	$128,450 **$10,704**	$134,872 **$11,239**
Assistant Utility Operations Manager	33	$105,676 **$8,807**	$110,960 **$9,247**	$116,508 **$9,709**	$122,333 **$10,195**	$128,450 **$10,704**	$134,872 **$11,239**	$141,616 **$11,802**
Engineer III Senior Planner	34	$110,960 **$9,247**	$116,508 **$9,709**	$122,333 **$10,195**	$128,450 **$10,704**	$134,872 **$11,239**	$141,616 **$11,802**	$148,697 **$12,391**
Assistant City Attorney ERP Implementation Manager Facilities Manager Finance Manager Golf Course Superintendent Golf Operations Manager Human Resources Manager Parks Manager Senior Engineer Sustainability Manager Water Resources Program Manager Code Enforcement Manager	35	$116,508 **$9,709**	$122,333 **$10,195**	$128,450 **$10,704**	$134,872 **$11,239**	$141,616 **$11,802**	$148,697 **$12,391**	$156,132 **$13,011**
Building and Fire Safety Official Permit Manager Planning Manager Police Administrative Manager Recreation Manager Transportation Operations Manager Utilities Operations Manager	36	$122,333 **$10,195**	$128,450 **$10,704**	$134,872 **$11,239**	$141,616 **$11,802**	$148,697 **$12,391**	$156,132 **$13,011**	$163,938 **$13,661**

2026 Tumwater Salary Band Compensation Schedule

Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
Deputy Transportation and Engineering Director City Engineer Deputy Community Development Director Deputy Finance Director Deputy Water Resources Director	37	$128,450 **$10,704**	$134,872 **$11,239**	$141,616 **$11,802**	$148,697 **$12,391**	$156,132 **$13,011**	$163,938 **$13,661**	$172,135 **$14,345**
	38	$134,872 **$11,239**	$141,616 **$11,802**	$148,697 **$12,391**	$156,132 **$13,011**	$163,938 **$13,661**	$172,135 **$14,345**	$180,742 **$15,062**
	39	$141,616 **$11,801**	$148,697 **$12,391**	$156,132 **$13,011**	$163,938 **$13,662**	$172,135 **$14,345**	$180,742 **$15,062**	$189,779 **$15,815**
Deputy Police Chief Deputy Fire Chief	40	$148,697 **$12,391**	$156,132 **$13,011**	$163,938 **$13,661**	$172,135 **$14,345**	$180,742 **$15,062**	$189,779 **$15,815**	$199,268 **$16,606**
Administrative Services Director Communications Director Community Development Director Finance Director Information Technology Director Parks and Recreation Director Transportation and Engineering Director Water Resources and Sustainability Director	41	$156,132 **$13,011**	$163,938 **$13,661**	$172,135 **$14,345**	$180,742 **$15,062**	$189,779 **$15,815**	$199,268 **$16,606**	$209,231 **$17,436**
Police Chief City Attorney Fire Chief Deputy City Administrator	42	$163,938 **$13,661**	$172,135 **$14,345**	$180,742 **$15,062**	$189,779 **$15,815**	$199,268 **$16,606**	$209,231 **$17,436**	$219,693 **$18,308**

2026 Tumwater Salary Band Compensation Schedule

Occupational Job Families and Job Classes	Salary Band	Step 0 (0-6 mos)*	Step 1 (6 mos -1.5)	Step 2 (1.5-2.5)	Step 3 (2.5-3.5)	Step 4 (3.5-4.5)	Step 5 (4.5-5.5)	Step 6 (5.5-6.5)
	43	$172,135 **$14,345**	$180,742 **$15,062**	$189,779 **$15,815**	$199,268 **$16,606**	$209,231 **$17,436**	$219,693 **$18,308**	$230,678 **$19,223**
City Administrator	44	$180,742 **$15,062**	$189,779 **$15,815**	$199,268 **$16,606**	$209,231 **$17,436**	$219,693 **$18,308**	$230,678 **$19,223**	$242,212 **$20,184**
	45	$189,779 **$15,815**	$199,268 **$16,606**	$209,231 **$17,436**	$219,693 **$18,308**	$230,678 **$19,223**	$242,212 **$20,184**	$254,322 **$21,194**
* Increase at 6 months or upon successful completion of the introductory period, followed by annual increases.								