

2025 CITY OF RENTON SALARY TABLE

NON-REPRESENTED

Effective January 1, 2025

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
ELECTED OFFICIALS											
e10	Mayor (1)	18,042	216,504							18,042	216,504
e09	City Council President (2)(7) <i>As established by the Independent Salary Commission pursuant to RMC 2-20</i>										
e09	City Council Members (2) <i>As established by the Independent Salary Commission pursuant to RMC 2-20</i>										
e11	Municipal Court Judge (6) <i>Salary established pursuant to RMC 3-10-2.E</i>										
MANAGEMENT & SUPERVISORY (NON-UNION)											
m53	Chief Administrative Officer	16,343	196,116	17,176	206,112	18,042	216,504	18,953	227,436	19,902	238,824
m52	Police Chief (3)	15,942	191,304	16,749	200,988	17,604	211,248	18,495	221,940	19,420	233,040
m51		15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504	18,953	227,436
m50		15,173	182,076	15,942	191,304	16,749	200,988	17,604	211,248	18,495	221,940
m49	City Attorney	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Parks & Recreation Administrator	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Community & Economic Development Administrator	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Deputy Chief Administrative Officer	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Finance Administrator	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Human Resources & Risk Mgmt Administrator	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Judicial Administrative Officer	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m49	Public Works Administrator	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112	18,042	216,504
m48	Police Deputy Chief (4)	14,444	173,328	15,173	182,076	15,942	191,304	16,749	200,988	17,604	211,248
m47		14,094	169,128	14,809	177,708	15,554	186,648	16,343	196,116	17,176	206,112
m46	Prosecution Director	13,749	164,988	14,444	173,328	15,173	182,076	15,942	191,304	16,749	200,988
m45		13,415	160,980	14,094	169,128	14,809	177,708	15,554	186,648	16,343	196,116
m44		13,090	157,080	13,749	164,988	14,444	173,328	15,173	182,076	15,942	191,304
m43	Economic Development Director	12,766	153,192	13,415	160,980	14,094	169,128	14,809	177,708	15,554	186,648
m42	Police Commander (5)	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328	15,173	182,076
m42	Sr Assistant City Attorney	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328	15,173	182,076
m41	Fiscal Services Director	12,155	145,860	12,766	153,192	13,415	160,980	14,094	169,128	14,809	177,708
m41	Information Technology Director	12,155	145,860	12,766	153,192	13,415	160,980	14,094	169,128	14,809	177,708
m40	Airport Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Development Engineering Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Development Services Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Facilities Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Maintenance Services Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Planning Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Transportation Systems Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m40	Utility Systems Director	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988	14,444	173,328
m39	Parks Planning and Natural Resources Director	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980	14,094	169,128
m38	City Clerk/Public Records Officer	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Communications Director	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Emergency Management Director	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Enterprise Applications Manager	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988

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		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
m38	HR Labor Relations & Compensation Manager	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Infrastructure & Security Manager	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Lead Prosecutor	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Parks and Trails Director	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m38	Recreation Director	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080	13,749	164,988
m37	ITS and Maintenance Manager	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980
m37	Transportation Design Manager	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980
m37	Transportation Operations Manager	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980
m37	Transportation Planning Manager	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980
m37	Utility Engineering Manager	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192	13,415	160,980
m36	Budget & Accounting Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Construction Engineering Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Current Planning Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Development Engineering Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Economic Development Assistant Director	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Government Affairs Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Long Range Planning Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m36	Redevelopment Manager	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472	13,090	157,080
m35	Assistant City Attorney	10,479	125,748	11,016	132,192	11,569	138,828	12,155	145,860	12,766	153,192
m34	GIS & Data Manager	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472
m34	Human Resources Benefits Manager	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472
m34	Organizational Development Manager	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472
m34	Risk Manager	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308	12,456	149,472
m33	Sustainability & Solid Waste Manager	9,974	119,688	10,479	125,748	11,016	132,192	11,569	138,828	12,155	145,860
m33	Water Maintenance Manager	9,974	119,688	10,479	125,748	11,016	132,192	11,569	138,828	12,155	145,860
m32	Capital Projects Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Economic Development Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Fleet Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Human Services Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Parks Planning Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Street Maintenance Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Urban Forestry and Natural Resources Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m32	Waste Water/Special Operations Manager	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456	11,859	142,308
m31	Facilities Manager	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192	11,569	138,828
m31	Parks Maintenance Manager	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192	11,569	138,828
m30	Comms & Community Engagement Manager	9,263	111,156	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456
m30	Police Manager	9,263	111,156	9,730	116,760	10,220	122,640	10,744	128,928	11,288	135,456
m29	Communications Manager	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192
m29	Golf Course Manager	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192
m29	Prosecuting Attorney	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192
m29	Recreation Manager	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748	11,016	132,192
m28	Financial Operations Manager	8,819	105,828	9,263	111,156	9,730	116,760	10,220	122,640	10,744	128,928
m28	Permit Services Manager	8,819	105,828	9,263	111,156	9,730	116,760	10,220	122,640	10,744	128,928
m28	Tax & Licensing Manager	8,819	105,828	9,263	111,156	9,730	116,760	10,220	122,640	10,744	128,928
m27	Enterprise Content Manager	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748
m27	Senior Grants Analyst	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748
m27	Museum Manager	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688	10,479	125,748
m26	Chief of Staff	8,392	100,704	8,819	105,828	9,263	111,156	9,730	116,760	10,220	122,640
m25	Court Services Manager	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Head Golf Professional	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688

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m25	Senior Benefits Analyst	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Senior Employee Relations Analyst	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Senior Finance Analyst	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Senior Human Resources Analyst - DEI	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Senior Risk Management Analyst	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m25	Solid Waste Program Manager	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940	9,974	119,688
m24	Deputy City Clerk/Public Records Officer	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156	9,730	116,760
m23	Benefits Analyst	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940
m23	Employee Relations Analyst	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940
m23	Recreation Supervisor	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940
m23	Risk Management Analyst	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372	9,495	113,940
m22	Community Events Coordinator	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156
m22	Community Outreach Coordinator	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156
m22	Employee Health & Safety Coordinator	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156
m22	Golf Course Supervisor	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156
m22	Parks & Recreation Program Coordinator	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828	9,263	111,156
m21	Executive Assistant	7,417	89,004	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372
m21	Senior Tax & Licensing Auditor	7,417	89,004	7,788	93,456	8,188	98,256	8,602	103,224	9,031	108,372
m20		7,236	86,832	7,605	91,260	7,992	95,904	8,392	100,704	8,819	105,828
m19		7,063	84,756	7,417	89,004	7,788	93,456	8,188	98,256	8,602	103,224
m18	Payroll Technician 3	6,885	82,620	7,236	86,832	7,605	91,260	7,992	95,904	8,392	100,704
m17	Legal Analyst	6,722	80,664	7,063	84,756	7,417	89,004	7,788	93,456	8,188	98,256
NON-UNION (CLERICAL, OTHER)											
n16	Administrative Assistants (All Depts)	6,531	78,372	6,860	82,320	7,196	86,352	7,567	90,804	7,945	95,340
n16	Finance Analyst 3	6,531	78,372	6,860	82,320	7,196	86,352	7,567	90,804	7,945	95,340
n16	Tax & Licensing Auditor 2	6,531	78,372	6,860	82,320	7,196	86,352	7,567	90,804	7,945	95,340
n15		6,361	76,332	6,689	80,268	7,026	84,312	7,383	88,596	7,760	93,120
n14		6,211	74,532	6,531	78,372	6,860	82,320	7,196	86,352	7,567	90,804
n13	Finance Analyst 2	6,058	72,696	6,361	76,332	6,689	80,268	7,026	84,312	7,383	88,596
n13	Human Resources Specialist	6,058	72,696	6,361	76,332	6,689	80,268	7,026	84,312	7,383	88,596
n13	Payroll Technician 2	6,058	72,696	6,361	76,332	6,689	80,268	7,026	84,312	7,383	88,596
n13	Tax & Licensing Auditor 1	6,058	72,696	6,361	76,332	6,689	80,268	7,026	84,312	7,383	88,596
n12		5,916	70,992	6,211	74,532	6,531	78,372	6,860	82,320	7,196	86,352
n11	Assistant Golf Professional	5,767	69,204	6,058	72,696	6,361	76,332	6,689	80,268	7,026	84,312
n10	Finance Analyst 1	5,628	67,536	5,916	70,992	6,211	74,532	6,531	78,372	6,860	82,320
n10	Payroll Technician 1	5,628	67,536	5,916	70,992	6,211	74,532	6,531	78,372	6,860	82,320
n09		5,495	65,940	5,767	69,204	6,058	72,696	6,361	76,332	6,689	80,268
n08		5,356	64,272	5,628	67,536	5,916	70,992	6,211	74,532	6,531	78,372
n07		5,227	62,724	5,495	65,940	5,767	69,204	6,058	72,696	6,361	76,332
n06		5,097	61,164	5,356	64,272	5,628	67,536	5,916	70,992	6,211	74,532
n05		4,974	59,688	5,227	62,724	5,495	65,940	5,767	69,204	6,058	72,696
n04		4,855	58,260	5,097	61,164	5,356	64,272	5,628	67,536	5,916	70,992

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n03		4,741	56,892	4,974	59,688	5,227	62,724	5,495	65,940	5,767	69,204
n02		4,625	55,500	4,855	58,260	5,097	61,164	5,356	64,272	5,628	67,536
n01	Office Specialist	4,519	54,228	4,741	56,892	4,974	59,688	5,227	62,724	5,495	65,940

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NON-REPRESENTED LONGEVITY PAY as of 1/1/2024			
		Step a14, E = \$7,249	
Completion of 5 Yrs		2% Step a14E	\$145 per month
Completion of 10 Yrs		3% Step a14E	\$217 per month
Completion of 15 Yrs		4% Step a14E	\$290 per month
Completion of 20 Yrs		5% Step a14E	\$362 per month
Completion of 25 Yrs		6% Step a14E	\$435 per month
Completion of 30 Yrs		7% Step a14E	\$507 per month

- (1) In addition to salary receives annual car allowance of \$4800 or use of a city vehicle. Not eligible for longevity.
- (2) Council members salary set per Independent Salary Commission pursuant to Chapter 2-20 RMC. Council receives 2% of salary for deferred comp. If
- (3) Eligible for Longevity at the Non-Represented Longevity pay scale. Not eligible for Education or Uniform Allowance.
- (4) Eligible for Longevity at the Non-Represented Longevity pay scale and Education Premium. Not eligible for Uniform Allowance. Eligible for 3% cash premium or 3% into deferred compensation per employee's discretion for passing physical fitness.
- (5) Receive Education/Longevity & Uniform Allowance based on Union Contract. Eligible for 3% deferred compensation for passing physical fitness. Eligible for P2 paid job injury leave based on Union Contract.
- (6) 4 year term. Not eligible for longevity.
- (7) Council president to be paid \$300/month above council members salary.

The city contributes 4% of employee's base wage per year to a deferred compensation account for Management and Non-Represented employees; except for CAO receives 11% per year.

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AFSCME, Local 2170

****In negotiations****

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a40		11,282	135,384	11,845	142,140	12,446	149,352	13,078	156,936	13,738	164,856
a39		11,026	132,312	11,573	138,876	12,141	145,692	12,758	153,096	13,404	160,848
a38		10,745	128,940	11,282	135,384	11,845	142,140	12,446	149,352	13,078	156,936
a37	Principal Civil Engineer	10,498	125,976	11,026	132,312	11,573	138,876	12,141	145,692	12,758	153,096
a36		10,232	122,784	10,745	128,940	11,282	135,384	11,845	142,140	12,446	149,352
a35		9,987	119,844	10,498	125,976	11,026	132,312	11,573	138,876	12,141	145,692
a34		9,743	116,916	10,232	122,784	10,745	128,940	11,282	135,384	11,845	142,140
a33	Civil Engineer 3	9,508	114,096	9,987	119,844	10,498	125,976	11,026	132,312	11,573	138,876
a32		9,278	111,336	9,743	116,916	10,232	122,784	10,745	128,940	11,282	135,384
a31	Assistant Airport Manager	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976	11,026	132,312
a31	Principal Planner	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976	11,026	132,312
a31	Structural Plans Examiner	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976	11,026	132,312
a30	Client Technology Sys & Support Super.	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784	10,745	128,940
a30	Civil Engineer 2	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784	10,745	128,940
a29	Capital Project Coordinator	8,613	103,356	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976
a29	ITS & Signal Maintenance Supervisor	8,613	103,356	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976
a29	Program Development Coordinator 2	8,613	103,356	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976
a29	Senior Systems Analyst	8,613	103,356	9,044	108,528	9,508	114,096	9,987	119,844	10,498	125,976
a28	Senior Network Systems Specialist	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784
a28	Senior Planner	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784
a28	Transportation Planner	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784
a28	Water Treatment Operations Supervisor	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916	10,232	122,784
a27	Senior Business Systems Analyst	8,197	98,364	8,613	103,356	9,044	108,528	9,508	114,096	9,987	119,844
a26	Civil Engineer 1	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	GIS Analyst 3	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	Lead Building Inspector	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	Lead Code Compliance Inspector	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	Lead Construction Engineering Inspector	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	Neighborhood Program Coordinator	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a26	Systems Analyst	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336	9,743	116,916
a25	Facilities Coordinator	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528	9,508	114,096
a25	Lead Electrical/Ctrl Systems Technician	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528	9,508	114,096
a25	Program Development Coordinator 1	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528	9,508	114,096
a25	Senior Economic Development Specialist	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528	9,508	114,096
a24	Network Systems Specialist	7,612	91,344	7,994	95,928	8,400	100,800	8,828	105,936	9,278	111,336
a23	Airport Ops & Maintenance Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Building Plan Reviewer	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Business Systems Analyst	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528

2025 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

****In negotiations****

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
a23	Custodial Maintenance Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Emergency Management Coordinator	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Engineering Specialist 3	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Facilities Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	GIS Analyst 2	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Housing Repair Coordinator	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Pavement Management Technician	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Plan Reviewer	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Property Services Specialist	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Signal & ITS Technician 3	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Street Maintenance Services Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Waste Water Maint. Services Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a23	Water Maintenance Services Supervisor	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356	9,044	108,528
a22	Senior Paralegal	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800	8,828	105,936
a22	Utility Accounts Supervisor	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800	8,828	105,936
a21	Associate Planner	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Building Inspector/Combination	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Building Inspector/Electrical	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Case Manager	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Code Compliance Inspector	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Communications Specialist 2	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Construction Engineering Inspector	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	GIS Analyst 1	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Lead Vehicle & Equipment Mechanic	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Parks Maintenance Supervisor	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Traffic Signage & Marking Supervisor	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	Water Meter Tech. Services Supervisor	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a21	SCADA/Telemetry Technician	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364	8,613	103,356
a20	Business Coordinator - Airport	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a20	Economic Development Specialist	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a20	Human Services Coordinator	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a20	Inspecting Arborist	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a20	Public Records Analyst	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a20	Senior Program Specialist	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928	8,400	100,800
a19	Client Technology Services Specialist 2	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a19	Electrical Technician	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a19	Engineering Specialist 2	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a19	HVAC Systems Technician	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a19	Signal & ITS Technician 2	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a19	Water Treatment Plant Operator	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600	8,197	98,364
a18	Development Services Representative	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Farmers Market Coordinator	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Lead Golf Course Maintenance Worker	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Lead Maintenance Services Worker	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Lead Parks Maintenance Worker	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Recreation Program Coordinator	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Senior Sustainability Specialist	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a18	Water Utility Maintenance Technician	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344	7,994	95,928
a17	Assistant Planner	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a17	Digital Communications Specialist	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600

2025 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

****In negotiations****

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
a17	Lift Station Technician	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a17	Maintenance Buyer	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a17	Paralegal	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a17	Public Records Specialist	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a17	Senior Traffic Maintenance Worker	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136	7,800	93,600
a16	Program Assistant	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344
a16	Recreation Specialist	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344
a16	Sustainability Specialist	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344
a16	Vehicle & Equipment Mechanic	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988	7,612	91,344
a15	Airport Operations Specialist	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	City Clerk Specialist 2	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Client Technology Services Specialist 1	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Communications Specialist 1	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Court Operations Specialist	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Facilities Technician 2	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Grounds Equipment Mechanic	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Housing Maintenance Technician	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Planning Technician	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a15	Signal & ITS Technician 1	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792	7,428	89,136
a14	Asset Management Systems Technician	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Golf Course Maintenance Worker 3	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Maintenance Services Worker 3	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Parks Maintenance Worker 3	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Print & Mail Supervisor	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Recreation Systems Technician	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a14	Traffic Maintenance Worker 2	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728	7,249	86,988
a13	Engineering Specialist 1	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792
a13	Facilities Technician 1	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792
a13	Permit Services Specialist	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792
a13	Program Specialist	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700	7,066	84,792
a12	Judicial Specialist 2	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804	6,894	82,728
a11	Airport Maintenance Worker	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a11	City Clerk Specialist 1	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a11	Fleet Management Technician	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a11	IT Procurement & Contract Coordinator	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a11	Lead Maintenance Custodian	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a11	Water Meter System Specialist	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836	6,725	80,700
a10	Legal Assistant	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804
a10	Golf Course Maintenance Worker 2	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804
a10	Maintenance Services Worker 2	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804
a10	Parks Maintenance Worker 2	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804
a10	Traffic Maintenance Worker 1	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036	6,567	78,804
a09	Accounting Assistant 4	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836
a09	Administrative Secretary 1	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836
a09	Golf Course Operations Assistant	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836
a09	Purchasing Assistant	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836
a09	Recreation Assistant	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104	6,403	76,836

2025 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

****In negotiations****

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
a08	Court Security Officer	5,129	61,548	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036
a08	Judicial Specialist 1	5,129	61,548	5,388	64,656	5,663	67,956	5,948	71,376	6,253	75,036
a07	Accounting Assistant 3	5,005	60,060	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104
a07	Maintenance Custodian	5,005	60,060	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104
a07	Secretary 2	5,005	60,060	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104
a07	Water Meter Technician	5,005	60,060	5,256	63,072	5,523	66,276	5,801	69,612	6,092	73,104
a06	Golf Course Maintenance Worker 1	4,887	58,644	5,129	61,548	5,388	64,656	5,663	67,956	5,948	71,376
a06	Maintenance Services Worker 1	4,887	58,644	5,129	61,548	5,388	64,656	5,663	67,956	5,948	71,376
a06	Parks Maintenance Worker 1	4,887	58,644	5,129	61,548	5,388	64,656	5,663	67,956	5,948	71,376
a05	Accounting Assistant 2	4,765	57,180	5,005	60,060	5,256	63,072	5,523	66,276	5,801	69,612
a04	Pro Shop Assistant	4,651	55,812	4,887	58,644	5,129	61,548	5,388	64,656	5,663	67,956
a03	Accounting Assistant 1	4,537	54,444	4,765	57,180	5,005	60,060	5,256	63,072	5,523	66,276
a03	Golf Course Associate	4,537	54,444	4,765	57,180	5,005	60,060	5,256	63,072	5,523	66,276
a03	Parks Maintenance Assistant	4,537	54,444	4,765	57,180	5,005	60,060	5,256	63,072	5,523	66,276
a03	Print & Mail Assistant	4,537	54,444	4,765	57,180	5,005	60,060	5,256	63,072	5,523	66,276
a02		4,435	53,220	4,651	55,812	4,887	58,644	5,129	61,548	5,388	64,656
a01	Custodian	4,319	51,828	4,537	54,444	4,765	57,180	5,005	60,060	5,256	63,072

LONGEVITY PAY			
	Step a14, E =	\$7,249	
Completion of 5 Yrs	2% Step a14E	\$145	per month
Completion of 10 Yrs	3% Step a14E	\$217	per month
Completion of 15 Yrs	4% Step a14E	\$290	per month
Completion of 20 Yrs	5% Step a14E	\$362	per month
Completion of 25 Yrs	6% Step a14E	\$435	per month
Completion of 30 Yrs	7% Step a14E	\$507	per month

- The city contributes 3% of employee's base wage per year to a deferred compensation account. (Article 14 of Agreement By and Between City of Renton and Local 2170, Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees, AFL-CIO (January 1, 2022 – December 31, 2024) (AFSCME CBA))

- The city contributes 1% of employee's base wage per year to a VEBA account. (Article 12.3 of AFSCME CBA)

2025 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Commissioned Officers

Effective January 1, 2025

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
	Police Chief	<i>See Management & Supervisory Matrix, Grade m49</i>									
	Police Deputy Chief	<i>See Management & Supervisory Matrix, Grade m46</i>									
	Police Commander	<i>See Management & Supervisory Matrix, Grade m42</i>									
pc61	Sergeant* <i>(15% over Police Officer 2)</i>	11,858	142,299							12,807	153,684
		<i>*Step increase at 12 months</i>									
pc60	Police Officer 2 (2189 Schedule) (6.25% over Police Officer 1)	Frozen		8,357	100,288	9,016	108,192	9,661	115,938	10,313	123,755
pc59	Police Officer 1 (Newly Hired 2080 Hours)	Frozen		7,866	94,398	8,485	101,821	9,093	109,114	9,705	116,466

HAZARD DUTY AND PREMIUM PAY (Article 6.7 and 6.8)	
<i>Percent</i>	
Interpreters -----	3%
Detectives -----	3%
Traffic Assignment-----	3%
Motorcycle Assignment--	2%
Background Investigator-	3%
Canine Officer -----	4%
Corporal Assignment --	7.5%
Field Training Officer --	3%
	8% when assigned student(s)
Training Officer-----	3%
SWAT Assignment -----	4%
SRO Assignment-----	3%
Civil Disturbance	Paid at rate of double time with 3 hrs
Unit -----	minimum when called to an emergency.
Special Weapons	Paid at rate of time and one half with a 3 hr
and Tactics-----	minimum when called to an emergency.
Negotiator-----	4%
SET/DET-----	3%
VIIT-----	2%*
VIIT Lead-----	4%*
	*In addition to a paid rate of time and one half with 3 hr minimum when called out.

MONTHLY LONGEVITY PAY (Appendix B)	
<i>Years of Service</i>	<i>Percentage (of base wage)</i>
Completion of 5 Yrs	2%
Completion of 10 Yrs	4%
Completion of 15 Yrs	6%
Completion of 20 Yrs	10%
Completion of 25 Yrs	12%
Completion of 30 Yrs	14%

MONTHLY EDUCATIONAL INCENTIVE PAY (Appendix B)	
	<i>Percentage (of base wage)</i>
AA Degree (90 credits)	4%
BA Degree/Masters Degree	6%

- The city contributes 1% of employee's wage base toward deferred compensation. (Appendix A.2.2 of Agreement By and Between City of Renton and Renton Police Guild Representing Commissioned Employees (January 1, 2024-December 31, 2026) (Commissioned Guild CBA))
- Effective January 1, 2025, the city contributes 3% of employee's wage base to a VEBA plan. (Article 14.10 of Commissioned Guild CBA)
- The city contributes 3% of employee's wage base toward deferred compensation for passing physical fitness. (Article 6.8.4, and Appendix A.2.3 of Commissioned Guild CBA)

NOTE: Please refer to the current labor agreement for specific information.

2025 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Non-Commissioned Employees

Effective January 1, 2025

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual							Monthly	Annual
pn70		7,376	88,512	7,974	95,688	8,762	105,144	9,628	115,536	10,135	121,620
pn69		7,195	86,340	7,778	93,336	8,548	102,576	9,394	112,728	9,887	118,644
pn68		7,020	84,240	7,590	91,080	8,340	100,080	9,164	109,968	9,647	115,764
pn67	Community Engagement Coord.	6,849	82,188	7,405	88,860	8,137	97,644	8,940	107,280	9,411	112,932
pn66		6,681	80,172	7,224	86,688	7,937	95,244	8,722	104,664	9,180	110,160
pn65		6,518	78,216	7,047	84,564	7,745	92,940	8,510	102,120	8,958	107,496
pn64	Crime Analyst	6,498	77,976	7,021	84,252	7,713	92,556	8,315	99,780	8,731	104,772
pn63		6,205	74,460	6,708	80,496	7,369	88,428	8,100	97,200	8,526	102,312
pn62	Police Services Specialist Supervisor <i>(15% above Specialist, Step E)</i>									8,556	102,672
pn61	Electronic Home Detention Coord	6,048	72,576	6,526	78,312	7,186	86,232	7,901	94,812	8,294	99,528
pn60		6,130	73,560	6,624	79,488	7,276	87,312	7,844	94,128	8,237	98,844
pn59	Domestic Violence Victim Advocate	5,722	68,664	6,216	74,592	6,907	82,884	7,594	91,128	7,996	95,952
pn58	Evidence Technician	5,770	69,240	6,228	74,736	6,854	82,248	7,539	90,468	7,928	95,136
pn57	Police Services Specialist Lead <i>(7.5% above Specialist, Step E)</i>									7,998	95,976
pn56	Animal Control Officer	5,441	65,292	5,883	70,596	6,469	77,628	7,114	85,368	7,471	89,652
pn54	Police Services Specialist	5,419	65,028	5,854	70,248	6,444	77,328	7,088	85,056	7,440	89,280
pn53	Police Administrative Specialist	4,851	58,212	5,245	62,940	5,766	69,192	6,343	76,116	6,655	79,860
pn52	Parking Enforcement Officer	4,700	56,400	5,072	60,864	5,587	67,044	6,146	73,752	6,449	77,388

NON-COMMISSIONED PREMIUM PAY (Articles 6.4 and 6.5)

Interpreter Premium.....	3% of base pay (Article 6.5.2)
Public Records Act Premium.....	4% of base pay (Article 6.5.3)
Field Training Officer, FTO (Police Service Specialist).....	4% of base pay (Article 6.5.1)
Crisis Communication Unit.....	Double time with 3 hrs min (Article 6.4)

2025 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Non-Commissioned Employees

Effective January 1, 2025

POLICE NON-COMMISSIONED- MONTHLY LONGEVITY INCENTIVE PAY SCHEDULE (Article 12, Appendix B.1)	
<u>Years of Service</u>	<u>Percentage (of base wage)</u>
Completion of 5 Yrs	2%
Completion of 10 Yrs	4%
Completion of 15 Yrs	6%
Completion of 20 Yrs	10%
Completion of 25 Yrs	12%
Completion of 30 Yrs	14%

MONTHLY EDUCATIONAL INCENTIVE PAY SCHEDULE (Appendix B.2)	
	<u>Percentage (of base wage)</u>
AA Degree (90 credits)	4%
BA/BS Degree or Masters Degree	6%

- The city contributes 2% of the employee's base wage to a VEBA plan. (Article 14.10 of Agreement By and Between City of Renton and Non-Commissioned Employees of the Renton Police Guild (2024-2026) (Non-Commissioned Guild CBA))
- The city contributes 3.5% of the employee's base wage to a deferred comp account. (Appendix A.3 of Non-Commissioned Guild CBA)
- The city contributes an additional 3% of employee's wage base toward deferred comp for passing physical fitness. (Article 6.8 of Non-Commissioned Guild CBA)