

2026 CITY OF RENTON SALARY TABLE

NON-REPRESENTED

Grade	Position Title	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
ELECTED OFFICIALS																	
E10	Mayor (1)															20,968	251,615
E09	City Council President (2)(7) <i>As established by the Independent Salary</i>																
E09	City Council Members (2) <i>As established by the Independent Salary</i>																
E11	Municipal Court Judge (6) <i>to RMC 3-10-2.E</i>																
(NON-UNION)																	
E2		17,364	208,369	18,088	217,051	18,841	226,095	19,626	235,515	20,444	245,328	21,296	255,550	22,183	266,198	23,108	277,290
	Chief Administrative Officer																
E1		15,756	189,075	16,413	196,954	17,097	205,160	17,809	213,708	18,551	222,613	19,324	231,888	20,129	241,550	20,968	251,615
	City Attorney Parks & Recreation Administrator Community & Economic Development Administrator Deputy Chief Administrative Officer Finance Administrator Human Resources & Risk Mgmt Administrator Public Works Administrator																
P3		16,399	196,793	17,083	204,993	17,795	213,534	18,536	222,431	19,308	231,699	20,113	241,353	20,951	251,410	21,824	261,885
	Police Chief (3)																
P2		14,792	177,499	15,408	184,895	16,050	192,599	16,719	200,624	17,415	208,983	18,141	217,691	18,897	226,762	19,684	236,210
	Police Deputy Chief (4)																
P1		11,898	142,771	12,393	148,720	12,910	154,917	13,448	161,372	14,008	168,095	14,592	175,099	15,200	182,395	15,833	189,995
	Police Commander (5)																
MG24		14,470	173,641	15,073	180,876	15,701	188,412	16,355	196,263	17,037	204,440	17,747	212,959	18,486	221,832	19,256	231,075
MG23		14,149	169,782	14,738	176,856	15,352	184,225	15,992	191,901	16,658	199,897	17,352	208,226	18,075	216,902	18,828	225,940
	Finance Director Information Technology Director Judicial Administrative Officer																
MG22		13,827	165,923	14,403	172,837	15,003	180,038	15,628	187,540	16,280	195,354	16,958	203,494	17,664	211,973	18,400	220,805
	Development Engineering Director Planning Director Transportation Systems Director Utility Systems Director																
MG21		13,505	162,065	14,068	168,817	14,654	175,851	15,265	183,179	15,901	190,811	16,563	198,761	17,254	207,043	17,973	215,670
	Sr Assistant City Attorney																
MG20		13,184	158,206	13,733	164,798	14,305	171,664	14,901	178,817	15,522	186,268	16,169	194,029	16,843	202,114	17,545	210,535
	Parks and Trails Director Prosecution Director																
MG19		12,862	154,347	13,398	160,778	13,957	167,478	14,538	174,456	15,144	181,725	15,775	189,297	16,432	197,184	17,117	205,400
	Economic Development Director																
MG18		12,541	150,489	13,063	156,759	13,608	163,291	14,175	170,094	14,765	177,182	15,380	184,564	16,021	192,254	16,689	200,265
	Maintenance Services Director																
MG17		12,219	146,630	12,728	152,740	13,259	159,104	13,811	165,733	14,387	172,639	14,986	179,832	15,610	187,325	16,261	195,130
	Communications and Engagement Director Development Services Director Government Affairs Manager Infrastructure & Security Manager																
MG16		11,898	142,771	12,393	148,720	12,910	154,917	13,448	161,372	14,008	168,095	14,592	175,099	15,200	182,395	15,833	189,995
	Airport Director Development Engineering Manager Enterprise Applications Manager Facilities Director HR Labor Relations & Compensation Manager Recreation Director																
MG15		11,576	138,913	12,058	144,701	12,561	150,730	13,084	157,010	13,629	163,552	14,197	170,367	14,789	177,466	15,405	184,860
	Construction Engineering Manager Human Services Director ITS and Maintenance Manager Utility Engineering Manager																
MG14		11,255	135,054	11,723	140,681	12,212	146,543	12,721	152,649	13,251	159,009	13,803	165,635	14,378	172,536	14,977	179,725
	Assistant City Attorney Budget & Accounting Manager Business Recruitment and Retention Manager Human Resources Benefits Manager Lead Prosecutor Redevelopment Manager Risk Manager																

2026 CITY OF RENTON SALARY TABLE

NON-REPRESENTED

		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8	
	Transportation Design Manager Transportation Planning Manager Transportation Operations Manager																
MG13		10,933	131,195	11,389	136,662	11,863	142,356	12,357	148,287	12,872	154,466	13,409	160,902	13,967	167,606	14,549	174,590
	City Clerk/Public Records Officer Current Planning Manager Economic Development Manager Emergency Management Director Long Range Planning Manager Water Maintenance Manager																
MG12		10,611	127,337	11,054	132,642	11,514	138,169	11,994	143,926	12,494	149,923	13,014	156,170	13,556	162,677	14,121	169,455
	Asset Manager Capital Projects Manager Financial Operations Manager Organizational Development Manager Street Maintenance Manager Waste Water/Special Operations Manager																
MG11		10,290	123,478	10,719	128,623	11,165	133,982	11,630	139,565	12,115	145,380	12,620	151,437	13,146	157,747	13,693	164,320
	Enterprise Content Manager Facilities Manager Fleet Manager Parks Planning & Trails Manager Sustainability & Solid Waste Manager																
MG10		9,968	119,619	10,384	124,603	10,816	129,795	11,267	135,203	11,736	140,837	12,225	146,705	12,735	152,818	13,265	159,185
	Communications Manager Parks Maintenance Manager Permit Services Manager Tax & Licensing Manager																
NR22		9,647	115,760	10,049	120,584	10,467	125,608	10,904	130,842	11,358	136,294	11,831	141,972	12,324	147,888	12,838	154,050
	Assistant Building Official GIS & Data Manager Prosecuting Attorney Recreation Manager																
NR21		9,325	111,902	9,714	116,564	10,118	121,421	10,540	126,480	10,979	131,750	11,437	137,240	11,913	142,958	12,410	148,915
	Code Compliance Manager Financial Operations Supervisor																
NR20		9,004	108,043	9,379	112,545	9,770	117,234	10,177	122,119	10,601	127,207	11,042	132,508	11,502	138,029	11,982	143,780
	Comms & Community Engagement Manager (PD) Golf Course Manager Police Manager Senior Human Resources Analyst - Workforce & Equity																
NR19		8,682	104,184	9,044	108,525	9,421	113,047	9,813	117,758	10,222	122,664	10,648	127,775	11,092	133,099	11,554	138,645
	Senior Benefits Analyst Senior Employee Relations Analyst Senior Finance Analyst Urban Forestry and Natural Resources Manager																
NR18		8,361	100,326	8,709	104,506	9,072	108,860	9,450	113,396	9,843	118,121	10,254	123,043	10,681	128,170	11,126	133,510
	Senior Grants Analyst Senior Risk Management Analyst																
NR17		8,039	96,467	8,374	100,487	8,723	104,673	9,086	109,035	9,465	113,578	9,859	118,310	10,270	123,240	10,698	128,375
	Chief of Staff Court Services Manager Deputy City Clerk/Public Disclosure Manager Employee Relations Analyst Senior Tax & Licensing Auditor Solid Waste Program Manager																
NR16		7,717	92,608	8,039	96,467	8,374	100,487	8,723	104,673	9,086	109,035	9,465	113,578	9,859	118,310	10,270	123,240
	Benefits Analyst Executive Assistant Golf Course Supervisor Head Golf Professional Legal Analyst Payroll Technician 3 Recreation Supervisor Risk Management Analyst																
NR15		7,396	88,750	7,704	92,448	8,025	96,300	8,359	100,312	8,708	104,492	9,071	108,846	9,448	113,381	9,842	118,105
	Community Events Coordinator Community Outreach Coordinator Finance Analyst 3 Parks & Recreation Program Coordinator																
NR14		7,074	84,891	7,369	88,428	7,676	92,113	7,996	95,951	8,329	99,949	8,676	104,113	9,038	108,451	9,414	112,970
	Tax & Licensing Auditor 2																
NR13		6,753	81,032	7,034	84,409	7,327	87,926	7,632	91,589	7,951	95,406	8,282	99,381	8,627	103,522	8,986	107,835
	Finance Analyst 2																

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NON-REPRESENTED

		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8	
NR12		6,431	77,174	6,699	80,389	6,978	83,739	7,269	87,228	7,572	90,862	7,887	94,648	8,216	98,592	8,558	102,700
	Administrative Assistants (All Depts) Payroll Technician 2 Tax & Licensing Auditor 1																
NR11		6,110	73,315	6,364	76,370	6,629	79,552	6,906	82,866	7,193	86,319	7,493	89,916	7,805	93,662	8,130	97,565
	Assistant Golf Professional Human Resources Specialist																
NR10		5,788	69,456	6,029	72,350	6,280	75,365	6,542	78,505	6,815	81,776	7,099	85,183	7,394	88,733	7,703	92,430
	Finance Analyst 1 Payroll Technician 1																
NR01		4,654	55,852	4,883	58,601	5,124	61,484	5,384	64,602	5,660	67,918	5,895	70,743	6,140	73,686	6,396	76,751
	Office Specialist																

NON-REPRESENTED LONGEVITY PAY

Step a14, E = \$7,727

Completion of 5 Yrs	2% Step a14E	\$155	per month
Completion of 10 Yrs	3% Step a14E	\$232	per month
Completion of 15 Yrs	4% Step a14E	\$309	per month
Completion of 20 Yrs	5% Step a14E	\$386	per month
Completion of 25 Yrs	6% Step a14E	\$464	per month
Completion of 30 Yrs	7% Step a14E	\$541	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 members are prohibited from participating in PERS, they receive an extra 1.4 % of salary for deferred compensation. Not eligible for longevity.
- (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.

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
a40		12,027	144,324	12,627	151,524	13,268	159,216	13,942	167,304	14,645	175,740
a39		11,754	141,048	12,337	148,044	12,942	155,304	13,601	163,212	14,289	171,468
a38		11,454	137,448	12,027	144,324	12,627	151,524	13,268	159,216	13,942	167,304
a37	Principal Civil Engineer	11,191	134,292	11,754	141,048	12,337	148,044	12,942	155,304	13,601	163,212
a36		10,908	130,896	11,454	137,448	12,027	144,324	12,627	151,524	13,268	159,216
a35		10,647	127,764	11,191	134,292	11,754	141,048	12,337	148,044	12,942	155,304
a34	Structural Plans Examiner	10,386	124,632	10,908	130,896	11,454	137,448	12,027	144,324	12,627	151,524
a33	Civil Engineer 3	10,135	121,620	10,647	127,764	11,191	134,292	11,754	141,048	12,337	148,044
a32	Airport Operations Manager	9,891	118,692	10,386	124,632	10,908	130,896	11,454	137,448	12,027	144,324
a32	Principal Planner	9,891	118,692	10,386	124,632	10,908	130,896	11,454	137,448	12,027	144,324
a31	Client Technology Sys & Support Super	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292	11,754	141,048
a30	Civil Engineer 2	9,410	112,920	9,891	118,692	10,386	124,632	10,908	130,896	11,454	137,448
a30	Senior Systems Analyst	9,410	112,920	9,891	118,692	10,386	124,632	10,908	130,896	11,454	137,448
a29	Capital Projects Coordinator	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a29	ITS & Signal Maintenance Supervisor	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a29	Network & Security Engineer 2	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a29	Program Development Coordinator 2	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a29	Senior Network Systems Specialist	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a29	Senior Planner	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a28	Senior Business Systems Analyst	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632	10,908	130,896
a28	Transportation Planner	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632	10,908	130,896
a28	Water Treatment Operations Supervisor	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632	10,908	130,896
a27	GIS Analyst 3	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764
a27	Systems Analyst	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764
a26	Civil Engineer 1	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Facilities Coordinator	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Lead Building Inspector	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Lead Code Compliance Inspector	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Lead Construction Engineering Inspector	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Lead Electrical/Ctrl Systems Technician	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Neighborhood Program Coordinator	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a26	Program Development Coordinator 1	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a25	Network & Security Engineer 1	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620
a25	Network Systems Specialist	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
a25	Senior Economic Development Specialist	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620
a24	Airport Ops & Maintenance Supervisor	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Building Plan Reviewer	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Business Systems Analyst	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Engineering Specialist 3	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	GIS Analyst 2	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Property Services Specialist	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Street Maintenance Services Supervisor	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Waste Water Maint. Services Supervisor	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a24	Water Maintenance Services Supervisor	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a23	Client Technology Services Specialist 3	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Custodial Maintenance Supervisor	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Data Analyst	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Emergency Management Coordinator	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Facilities Supervisor	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Housing Repair Coordinator	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Pavement Management Technician	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Plan Reviewer	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Senior Paralegal	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Signal & ITS Technician 3	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a23	Utility Accounts Supervisor	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692
a22	Associate Planner	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Building Inspector/Combination	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Building Inspector/Electrical	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Case Manager	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Code Compliance Inspector	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Communications Specialist 2	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Construction Engineering Inspector	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	GIS Analyst 1	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Parks Maintenance Supervisor	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a22	Water Meter Tech. Services Supervisor	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920
a21	Business Coordinator - Airport	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a21	Human Services Coordinator	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a21	Lead Vehicle & Equipment Mechanic	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a21	Public Records Analyst	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a21	Traffic Signage & Marking Supervisor	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a21	SCADA/Telemetry Technician	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172
a20	Client Technology Services Specialist 2	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448
a20	Economic Development Specialist	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448
a20	Engineering Specialist 2	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448
a20	Enterprise Content Specialist 2	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448
a20	Inspecting Arborist	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448
a20	Senior Program Specialist	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264	8,954	107,448

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
a19	Electrical Technician	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Encampment Clean-Up Lead	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Farmers Market Coordinator	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	HVAC Systems Technician	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Recreation Program Coordinator	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Senior Sustainability Specialist	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Signal & ITS Technician 2	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a19	Water Treatment Plant Operator	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780	8,738	104,856
a18	Assistant Planner	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Development Services Representative	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Lead Golf Course Maintenance Worker	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Lead Maintenance Services Worker	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Lead Parks Maintenance Worker	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Maintenance Buyer	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Paralegal	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a18	Water Utility Maintenance Technician	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368	8,522	102,264
a17	Digital Communications Specialist	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Lift Station Technician	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Program Assistant	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Public Records Specialist	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Senior Traffic Maintenance Worker	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Sustainability Specialist	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a17	Water Treatment Plant Operator Trainee	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016	8,315	99,780
a16	City Clerk Specialist 2	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Client Technology Services Specialist 1	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Court Operations Specialist	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Enterprise Content Specialist 1	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Facilities Technician 2	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Recreation Specialist	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a16	Vehicle & Equipment Mechanic 2	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724	8,114	97,368
a15	Airport Operations Specialist	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Asset Management Systems Technician	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Communications Specialist 1	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Grounds Equipment Mechanic	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Housing Maintenance Technician	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Planning Technician	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a15	Signal & ITS Technician 1	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396	7,918	95,016
a14	Engineering Specialist 1	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Facilities Technician 1	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Golf Course Maintenance Worker 3	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Maintenance Services Worker 3	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Parks Maintenance Worker 3	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Permit Services Specialist	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Print & Mail Supervisor	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
a14	Program Specialist	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Recreation Systems Technician	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a14	Traffic Maintenance Worker 2	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188	7,727	92,724
a13	Judicial Specialist 2	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396
a12	Airport Maintenance Worker	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188
a12	City Clerk Specialist 1	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188
a12	Vehicle & Equipment Mechanic 1	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188
a12	Water Meter System Specialist	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188
a11	Encampment Clean-Up Worker	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a11	Fleet Management Technician	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a11	IT Procurement & Contract Coordinator	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a11	Lead Maintenance Custodian	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a11	Legal Assistant	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a10	Accounting Assistant 4	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Administrative Secretary 1	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Golf Course Maintenance Worker 2	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Golf Course Operations Assistant	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Maintenance Services Worker 2	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Parks Maintenance Worker 2	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Recreation Assistant	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a10	Traffic Maintenance Worker 1	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a09	Judicial Specialist 1	5,603	67,236	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900
a09	Purchasing Assistant	5,603	67,236	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900
a08	Accounting Assistant 3	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a08	Court Security Officer	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a08	Maintenance Custodian	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a08	Secretary 2	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a08	Water Meter Technician	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a07	Maintenance Services Worker 1	5,335	64,020	5,603	67,236	5,888	70,656	6,184	74,208	6,494	77,928
a06	Accounting Assistant 2	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092
a06	Golf Course Maintenance Worker 1	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092
a06	Parks Maintenance Worker 1	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092
a05		5,080	60,960	5,335	64,020	5,603	67,236	5,888	70,656	6,184	74,208
a04	Accounting Assistant 1	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444
a04	Parks Maintenance Assistant	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444
a04	Print & Mail Assistant	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444
a04	Pro Shop Assistant	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444
a03	Golf Course Associate	4,836	58,032	5,080	60,960	5,335	64,020	5,603	67,236	5,888	70,656

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
a02	Custodian	4,728	56,736	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928
a01		4,604	55,248	4,836	58,032	5,080	60,960	5,335	64,020	5,603	67,236

LONGEVITY PAY			
Step a14, E = \$7,727			
Completion of 5 Yrs	2% Step a14E	\$155	per month
Completion of 10 Yrs	3% Step a14E	\$232	per month
Completion of 15 Yrs	4% Step a14E	\$309	per month
Completion of 20 Yrs	5% Step a14E	\$386	per month
Completion of 25 Yrs	6% Step a14E	\$464	per month
Completion of 30 Yrs	7% Step a14E	\$541	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)

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

2026 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Commissioned Officers

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
	Police Chief	See Non-Represented Salary Table, Grade P3									
	Police Deputy Chief	See Non-Represented Salary Table, Grade P2									
	Police Commander	See Non-Represented Salary Table, Grade P1									
pc61	Sergeant* (15% over Police Officer 2)	12,275	147,300							13,257	159,084
										*Step increase at 12 months	
pc60	Police Officer 2 (2189 Schedule) (6.25% over Police Officer 1)	Frozen		8,649	103,788	9,332	111,984	9,999	119,988	10,674	128,088
pc59	Police Officer 1 (Newly Hired 2080)	Frozen		8,141	97,692	8,782	105,384	9,411	112,932	10,045	120,540

HAZARD DUTY AND PREMIUM PAY (Article 6.7 and 6.8)

Percent

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.

2026 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Commissioned Officers

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual

MONTHLY LONGEVITY PAY (Appendix B)	
Years of Service	Percentage (of base wage)
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)	
	Percentage (of base wage)
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.

2026 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Non-Commissioned Employees

Grade	Position Title	STEP A		STEP B		STEP C		STEP D		STEP E	
		Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
pn70		7,597	91,164	8,213	98,556	9,025	108,300	9,917	119,004	10,439	125,268
pn69		7,411	88,932	8,011	96,132	8,804	105,648	9,676	116,112	10,184	122,208
pn68		7,231	86,772	7,818	93,816	8,590	103,080	9,439	113,268	9,936	119,232
pn67	Community Engagement Coord.	7,054	84,648	7,627	91,524	8,381	100,572	9,208	110,496	9,693	116,316
pn66		6,881	82,572	7,441	89,292	8,175	98,100	8,984	107,808	9,455	113,460
pn65		6,714	80,568	7,258	87,096	7,977	95,724	8,765	105,180	9,227	110,724
pn64	Crime Analyst	6,693	80,316	7,232	86,784	7,944	95,328	8,564	102,768	8,993	107,916
pn63		6,391	76,692	6,909	82,908	7,590	91,080	8,343	100,116	8,782	105,384
pn62	Police Services Specialist Supervisor (15% above Specialist, Step E)									8,813	105,756
pn61	Electronic Home Detention Coord	6,229	74,748	6,722	80,664	7,402	88,824	8,138	97,656	8,543	102,516
pn60		6,314	75,768	6,823	81,876	7,494	89,928	8,079	96,948	8,484	101,808
pn59	Domestic Violence Victim Advocate	5,894	70,728	6,402	76,824	7,114	85,368	7,822	93,864	8,236	98,832
pn58	Evidence Technician	5,943	71,316	6,415	76,980	7,060	84,720	7,765	93,180	8,166	97,992
pn57	Police Services Specialist Lead (7.5% above Specialist, Step E)									8,238	98,856
pn56	Animal Control Officer	5,604	67,248	6,059	72,708	6,663	79,956	7,327	87,924	7,695	92,340
pn54	Police Services Specialist	5,582	66,984	6,030	72,360	6,637	79,644	7,301	87,612	7,663	91,956
pn53	Police Administrative Specialist	4,997	59,964	5,402	64,824	5,939	71,268	6,533	78,396	6,855	82,260

2026 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Non-Commissioned Employees

pn52	Parking Enforcement Officer	4,841	58,092	5,224	62,688	5,755	69,060	6,330	75,960	6,642	79,704
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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)

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)