

2026 CITY OF RENTON SALARY TABLE

Effective May 2026

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	251,616
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>																
(NON-UNION)																	
E2		17,364	208,368	18,088	217,056	18,841	226,092	19,626	235,512	20,444	245,328	21,296	255,552	22,183	226,196	23,108	277,290
	Chief Administrative Officer																
E1		15,756	189,072	16,413	196,956	17,097	205,164	17,809	213,708	18,551	222,612	19,324	231,888	20,129	241,548	20,968	251,616
	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	196,788	17,083	204,996	17,795	213,540	18,536	222,432	19,308	231,696	20,113	241,356	20,951	251,412	21,824	261,888
	Police Chief (3)																
P2		14,792	177,504	15,408	184,896	16,050	192,600	16,719	200,628	17,415	208,980	18,141	217,692	18,897	226,764	19,684	236,208
	Police Deputy Chief (4)																
P1		11,898	142,776	12,393	148,716	12,910	154,920	13,448	161,376	14,008	168,096	14,592	175,104	15,200	182,400	15,833	189,996
	Police Commander (5)																
MG24		14,470	173,640	15,073	180,876	15,701	188,412	16,355	196,260	17,037	204,444	17,747	212,964	18,486	221,832	19,256	231,072
MG23		14,149	169,788	14,738	176,856	15,352	184,224	15,992	191,904	16,658	199,896	17,352	208,224	18,075	216,900	18,828	225,936
	Finance Director Information Technology Director Judicial Administrative Officer																
MG22		13,827	165,924	14,403	172,836	15,003	180,036	15,628	187,536	16,280	195,360	16,958	203,496	17,664	211,968	18,400	220,800
	Development Engineering Director Planning Director Utility Systems Director Maintenance Services Director																
MG21		13,505	162,060	14,068	168,816	14,654	175,848	15,265	183,180	15,901	190,812	16,563	198,756	17,254	207,048	17,973	215,676
	Sr Assistant City Attorney																
MG20		13,184	158,208	13,733	164,796	14,305	171,660	14,901	178,812	15,522	186,264	16,169	194,028	16,843	202,116	17,545	210,540
	Parks and Trails Director Prosecution Director Transportation Systems Director																
MG19		12,862	154,344	13,398	160,776	13,957	167,484	14,538	174,456	15,144	181,728	15,775	189,300	16,432	197,184	17,117	205,404
	Economic Development Director																
MG18		12,541	150,492	13,063	156,756	13,608	163,296	14,175	170,100	14,765	177,180	15,380	184,564	16,021	192,252	16,689	200,268
MG17		12,219	146,628	12,728	152,736	13,259	159,108	13,811	165,732	14,387	172,644	14,986	179,832	15,610	187,320	16,261	195,132
	Communications and Engagement Director Development Services Director Government Affairs Manager Infrastructure & Security Manager																
MG16		11,898	142,776	12,393	148,716	12,910	154,920	13,448	161,376	14,008	168,096	14,592	175,104	15,200	182,400	15,833	189,996
	Airport Director Development Engineering Manager Enterprise Applications Manager Facilities Director																

2026 CITY OF RENTON SALARY TABLE

NON-REPRESENTED

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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
NR19	Senior Benefits Analyst* Senior Employee Relations Analyst* Senior Finance Analyst* Urban Forestry and Natural Resources Manager	8,682	104,184	9,044	108,528	9,421	113,052	9,813	117,756	10,222	122,664	10,648	127,776	11,092	133,104	11,554	138,648
NR18	Senior Grants Analyst Senior Risk Management Analyst*	8,361	100,332	8,709	104,506	9,072	108,864	9,450	113,400	9,843	118,116	10,254	123,048	10,681	128,172	11,126	133,512
NR17	Chief of Staff Court Services Manager Deputy City Clerk/Public Disclosure Manager Employee Relations Analyst* Management Analyst Senior Tax & Licensing Auditor* Solid Waste Program Manager	8,039	96,468	8,374	100,488	8,723	104,676	9,086	109,032	9,465	113,580	9,859	118,308	10,270	123,240	10,698	128,376
NR16	Benefits Analyst* Executive Assistant Golf Course Supervisor Head Golf Professional Legal Analyst Payroll Technician 3* Recreation Supervisor Risk Management Analyst*	7,717	92,604	8,039	96,468	8,374	100,488	8,723	104,676	9,086	109,032	9,465	113,580	9,859	118,308	10,270	123,240
NR15	Community Events Coordinator Community Outreach Coordinator Finance Analyst 3* Parks & Recreation Program Coordinator	7,396	88,752	7,704	92,448	8,025	96,300	8,359	100,308	8,708	104,496	9,071	108,852	9,448	113,376	9,842	118,104
NR14	Tax & Licensing Auditor 2*	7,074	84,888	7,369	88,428	7,676	92,112	7,996	95,952	8,329	99,948	8,676	104,112	9,038	108,456	9,414	112,968
NR13	Finance Analyst 2*	6,753	81,036	7,034	84,409	7,327	87,924	7,632	91,584	7,951	95,412	8,282	99,384	8,627	103,524	8,986	107,832
NR12	Administrative Assistants (All Depts) Payroll Technician 2* Tax & Licensing Auditor 1*	6,431	77,172	6,699	80,388	6,978	83,736	7,269	87,228	7,572	90,864	7,887	94,644	8,216	98,592	8,558	102,696
NR11	Assistant Golf Professional Human Resources Specialist	6,110	73,320	6,364	76,368	6,629	79,548	6,906	82,872	7,193	86,316	7,493	89,916	7,805	93,660	8,130	97,560
NR10	Finance Analyst 1* Payroll Technician 1*	5,788	69,456	6,029	72,348	6,280	75,360	6,542	78,504	6,815	81,780	7,099	85,188	7,394	88,728	7,703	92,436
NR01	Office Specialist	4,654	55,848	4,883	58,596	5,124	61,488	5,384	64,608	5,660	67,920	5,895	70,740	6,140	73,680	6,396	76,752

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.

*The number of positions listed for job series positions is representative of the number filled or planned to be filled at the time of adoption, but the Administration may fill series positions at any level of the series up to the total number of positions authorized in the series so long as it determines a need for the position and there is available budgeted funds.

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

Effective September 2026

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	Client Technology Sys & Support Super	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	Airport Operations Manager Civil Engineer 3* Senior Systems Analyst*	10,135	121,620	10,647	127,764	11,191	134,292	11,754	141,048	12,337	148,044
a32	Principal Planner Senior Network Systems Specialist*	9,891	118,692	10,386	124,632	10,908	130,896	11,454	137,448	12,027	144,324
a31		9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292	11,754	141,048
a30	Civil Engineer 2* Senior Business 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 Facilities Coordinator ITS & Signal Maintenance Supervisor Network & Security Engineer 2* Program Development Coordinator 2* Senior Planner	9,181	110,172	9,641	115,692	10,135	121,620	10,647	127,764	11,191	134,292
a28	GIS Analyst 3* Transportation Planner 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	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* Lead Building Inspector Lead Code Compliance Inspector Lead Construction Engineering Inspector Lead Electrical/Ctrl Systems Technician Neighborhood Program Coordinator Network Systems Specialist* Parks Maintenance Supervisor Program Development Coordinator 1* Senior Sustainability Specialist* Waste Water Maint. Services Supervisor Water Maintenance Services Supervisor	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692	10,386	124,632
a25	Airport Ops & Maintenance Supervisor Business Systems Analyst* Engineering Specialist 3* Network & Security Engineer 1* Senior Economic Development Specialist* Street Maintenance Services Supervisor	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692	10,135	121,620
a24	Building Inspector/Electrical Building Plan Reviewer GIS Analyst 2* Property Services Specialist Utility Accounts Supervisor	8,114	97,368	8,522	102,264	8,954	107,448	9,410	112,920	9,891	118,692
a23	Associate Planner* Client Technology Services Specialist 3* Custodial Maintenance Supervisor Data Analyst Emergency Management Coordinator Facilities Supervisor Housing Repair Coordinator Pavement Management Technician	7,918	95,016	8,315	99,780	8,738	104,856	9,181	110,172	9,641	115,692

2026 CITY OF RENTON SALARY TABLE

AFSCME, Local 2170

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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
a13	Maintenance Services Worker 3* Parks Maintenance Worker 3* Permit Services Specialist Print & Mail Supervisor Traffic Maintenance Worker 2*	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028	7,533	90,396
a12	Judicial Specialist 2*	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012	7,349	88,188
a11	Airport Maintenance Worker Administrative Secretary 1 City Clerk Specialist 1* Legal Assistant Vehicle & Equipment Mechanic 1* Water Meter System Specialist	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900	7,169	86,028
a10	Encampment Clean-Up Worker Fleet Management Technician IT Procurement & Contract Coordinator Lead Maintenance Custodian	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992	7,001	84,012
a09	Accounting Assistant 3* Golf Course Maintenance Worker 2* Golf Course Operations Assistant Maintenance Services Worker 2* Parks Maintenance Worker 2* Recreation Assistant Traffic Maintenance Worker 1*	5,603	67,236	5,888	70,656	6,184	74,208	6,494	77,928	6,825	81,900
a08	Judicial Specialist 1* Purchasing Assistant Water Meter Technician	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092	6,666	79,992
a07	Court Security Officer Maintenance Custodian Secretary 2	5,335	64,020	5,603	67,236	5,888	70,656	6,184	74,208	6,494	77,928
a06	Maintenance Services Worker 1*	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444	6,341	76,092
a05	Accounting Assistant 2* Golf Course Maintenance Worker 1* Parks Maintenance Worker 1*	5,080	60,960	5,335	64,020	5,603	67,236	5,888	70,656	6,184	74,208
a04		4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928	6,037	72,444
a03	Accounting Assistant 1* Parks Maintenance Assistant Print & Mail Assistant Pro Shop Assistant	4,836	58,032	5,080	60,960	5,335	64,020	5,603	67,236	5,888	70,656
a02	Golf Course Associate	4,728	56,736	4,958	59,496	5,210	62,520	5,468	65,616	5,744	68,928
a01	Custodian	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)

*The number of positions listed for job series positions is representative of the number filled or planned to be filled at the time of adoption, but the Administration may fill series positions at any level of the series up to the total number of positions authorized in the series so long as it determines a need for the position and there is available budgeted funds.

2026 CITY OF RENTON SALARY TABLE

POLICE DEPARTMENT - Commissioned Officers

Effective January 2026

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		12,275	147,300							13,257	159,084
	Sergeant* (15% over Police Officer 2)	*Step increase at 12 months									
pc60		Frozen		8,649	103,788	9,332	111,984	9,999	119,988	10,674	128,088
	Police Officer 2 (2189 Schedule) (6.25% over Police Officer 1)										
pc59		Frozen		8,141	97,692	8,782	105,384	9,411	112,932	10,045	120,540
	Police Officer 1 (Newly Hired 2080)										

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 Unit -----	Paid at rate of double time with 3 hrs minimum when called to an emergency.
Special Weapons -----	Paid at rate of time and one half with a 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)

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)	
	<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)

The City pays additional compensation as lateral hire incentives and referral bonuses in accordance with Council and Guild approved CBAs and/or MOUs and administratively adopted qualification and payment standards.

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

2026 CITY OF RENTON SALARY TABLE											
POLICE DEPARTMENT - Non-Commissioned Employees								Effective January 2026			
GradePosition 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		7,054	84,648	7,627	91,524	8,381	100,572	9,208	110,496	9,693	116,316
Community Engagement Coord.											
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		6,693	80,316	7,232	86,784	7,944	95,328	8,564	102,768	8,993	107,916
Crime Analyst											
pn63		6,391	76,692	6,909	82,908	7,590	91,080	8,343	100,116	8,782	105,384
pn62										8,813	105,756
Police Services Specialist Supervisor (15% above Specialist, Step E)											
pn61		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		5,894	70,728	6,402	76,824	7,114	85,368	7,822	93,864	8,236	98,832
Domestic Violence Victim Advocate											
pn58		5,943	71,316	6,415	76,980	7,060	84,720	7,765	93,180	8,166	97,992
Evidence Technician											
pn57										8,238	98,856
Police Services Specialist Lead (7.5% above Specialist, Step E)											
pn56		5,604	67,248	6,059	72,708	6,663	79,956	7,327	87,924	7,695	92,340
Animal Control Officer											
pn54		5,582	66,984	6,030	72,360	6,637	79,644	7,301	87,612	7,663	91,956
Police Services Specialist											
pn53		4,997	59,964	5,402	64,824	5,939	71,268	6,533	78,396	6,855	82,260
Police Administrative Specialist											
pn52		4,841	58,092	5,224	62,688	5,755	69,060	6,330	75,960	6,642	79,704
Parking Enforcement Officer											

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	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)

2026 CITY OF RENTON**SUPPLEMENTAL
EMPLOYEE
WAGE TABLE**

Grade	
h51	21.57
h52	22.00
h53	23.00
h54	24.00
h55	25.00
h56	26.00
h57	27.00
h58	28.00
h59	29.00
h60	30.00
h61	31.00
h62	32.00
h63	33.00
h64	34.00
h65	35.00
h66	40.00
h67	45.00
h68	50.00
h69	55.00
h70	60.00
h71	65.00
h72	70.00
h73	75.00
h74	80.00
h75	85.00
h76	90.00
h77	95.00
h78	100.00

*Supplemental positions are authorized to be filled to the extent the administration deems necessary, consistent with collective bargaining obligations and available budgeted funds.