

**City of Mercer Island
2025 Non-Represented Employees Salary Schedule**

4.2% COLA

Class	Grade	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
A1	1	Hourly	\$ 24.16	\$ 25.13	\$ 26.13	\$ 27.19	\$ 28.27	\$ 29.39	\$ 30.57
		Monthly	\$ 4,188.42	\$ 4,356.39	\$ 4,529.78	\$ 4,712.20	\$ 4,900.04	\$ 5,095.10	\$ 5,299.20
		Annual	\$ 50,261.08	\$ 52,276.72	\$ 54,357.39	\$ 56,546.42	\$ 58,800.48	\$ 61,141.23	\$ 63,590.34
A2	2	Hourly	\$ 27.74	\$ 28.84	\$ 30.00	\$ 31.20	\$ 32.45	\$ 33.74	\$ 35.09
		Monthly	\$ 4,807.93	\$ 4,999.38	\$ 5,199.86	\$ 5,407.56	\$ 5,624.30	\$ 5,848.26	\$ 6,083.06
		Annual	\$ 57,695.12	\$ 59,992.52	\$ 62,398.29	\$ 64,890.76	\$ 67,491.59	\$ 70,179.12	\$ 72,996.68
A3 T2 Y2	3	Hourly	\$ 31.90	\$ 33.17	\$ 34.50	\$ 35.88	\$ 37.31	\$ 38.80	\$ 40.36
		Monthly	\$ 5,528.57	\$ 5,748.92	\$ 5,980.11	\$ 6,218.52	\$ 6,467.76	\$ 6,726.04	\$ 6,995.15
		Annual	\$ 66,342.89	\$ 68,987.07	\$ 71,761.29	\$ 74,622.20	\$ 77,613.16	\$ 80,712.49	\$ 83,941.85
A4 Y3 T3	4	Hourly	\$ 35.08	\$ 36.49	\$ 37.95	\$ 39.47	\$ 41.04	\$ 42.69	\$ 44.39
		Monthly	\$ 6,081.25	\$ 6,325.08	\$ 6,577.94	\$ 6,841.63	\$ 7,114.36	\$ 7,399.73	\$ 7,694.13
		Annual	\$ 72,975.01	\$ 75,900.95	\$ 78,935.25	\$ 82,099.60	\$ 85,372.31	\$ 88,796.74	\$ 92,329.54
A5 Y4 T4 P1	5	Hourly	\$ 38.60	\$ 40.14	\$ 41.74	\$ 43.41	\$ 45.15	\$ 46.95	\$ 48.84
		Monthly	\$ 6,689.92	\$ 6,957.23	\$ 7,235.37	\$ 7,524.35	\$ 7,825.98	\$ 8,138.44	\$ 8,465.35
		Annual	\$ 80,279.01	\$ 83,486.71	\$ 86,824.44	\$ 90,292.22	\$ 93,911.71	\$ 97,661.24	\$ 101,584.16
Y5 T5 P2	6	Hourly	\$ 42.45	\$ 44.15	\$ 45.92	\$ 47.75	\$ 49.66	\$ 51.65	\$ 53.72
		Monthly	\$ 7,358.19	\$ 7,652.59	\$ 7,959.63	\$ 8,277.51	\$ 8,608.03	\$ 8,953.00	\$ 9,310.62
		Annual	\$ 88,298.25	\$ 91,831.04	\$ 95,515.56	\$ 99,330.11	\$ 103,296.38	\$ 107,436.04	\$ 111,727.41
P3 L1	7	Hourly	\$ 48.93	\$ 50.89	\$ 52.92	\$ 55.04	\$ 57.24	\$ 59.53	\$ 61.92
		Monthly	\$ 8,481.60	\$ 8,821.16	\$ 9,173.35	\$ 9,540.00	\$ 9,921.09	\$ 10,318.44	\$ 10,732.04
		Annual	\$ 101,779.23	\$ 105,853.86	\$ 110,080.21	\$ 114,479.96	\$ 119,053.08	\$ 123,821.28	\$ 128,784.53
P4 L2	8	Hourly	\$ 54.79	\$ 56.98	\$ 59.26	\$ 61.62	\$ 64.09	\$ 66.66	\$ 69.32
		Monthly	\$ 9,496.65	\$ 9,875.94	\$ 10,271.48	\$ 10,681.47	\$ 11,109.53	\$ 11,553.83	\$ 12,016.21
		Annual	\$ 113,959.79	\$ 118,511.24	\$ 123,257.76	\$ 128,177.67	\$ 133,314.31	\$ 138,646.02	\$ 144,194.46
L3	9	Hourly	\$ 61.50	\$ 63.96	\$ 66.51	\$ 69.18	\$ 71.94	\$ 74.82	\$ 77.82
		Monthly	\$ 10,659.80	\$ 11,086.05	\$ 11,528.55	\$ 11,990.92	\$ 12,469.54	\$ 12,968.04	\$ 13,488.20
		Annual	\$ 127,917.59	\$ 133,032.56	\$ 138,342.59	\$ 143,891.03	\$ 149,634.53	\$ 155,616.45	\$ 161,858.44
L4	10	Hourly	\$ 69.32	\$ 72.10	\$ 74.98	\$ 77.98	\$ 81.10	\$ 84.34	\$ 87.72
		Monthly	\$ 12,016.21	\$ 12,496.64	\$ 12,996.94	\$ 13,517.10	\$ 14,057.14	\$ 14,618.84	\$ 15,204.03
		Annual	\$ 144,194.46	\$ 149,959.64	\$ 155,963.23	\$ 162,205.22	\$ 168,685.63	\$ 175,426.12	\$ 182,448.36
L5	11	Hourly	\$ 82.55	\$ 85.85	\$ 89.28	\$ 92.85	\$ 96.56	\$ 100.43	\$ 104.45
		Monthly	\$ 14,308.19	\$ 14,880.73	\$ 15,474.95	\$ 16,094.45	\$ 16,737.44	\$ 17,407.51	\$ 18,104.68
		Annual	\$ 171,698.26	\$ 178,568.79	\$ 185,699.40	\$ 193,133.45	\$ 200,849.25	\$ 208,890.16	\$ 217,256.17
L6	12	Hourly	\$ 86.67	\$ 90.14	\$ 93.75	\$ 97.50	\$ 101.40	\$ 105.45	\$ 109.67
		Monthly	\$ 15,023.42	\$ 15,624.86	\$ 16,249.78	\$ 16,899.99	\$ 17,575.48	\$ 18,278.07	\$ 19,009.55
		Annual	\$ 180,281.00	\$ 187,498.31	\$ 194,997.38	\$ 202,799.88	\$ 210,905.80	\$ 219,336.83	\$ 228,114.64

2025 Thrift Shop Salary Schedule

Class	Range #	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
TS1	A	Hourly	\$21.14	\$21.99	\$22.87	\$23.78	\$24.73	\$25.72	\$26.75
TS2	B	Hourly	\$22.20	\$23.09	\$24.01	\$24.97	\$25.97	\$27.01	\$28.09
TS3	C	Hourly	\$23.31	\$24.24	\$25.21	\$26.22	\$27.27	\$28.36	\$29.49
TS4	D	Hourly	\$27.97	\$29.09	\$30.25	\$31.46	\$32.72	\$34.03	\$35.39
TS5	E	Hourly	\$33.57	\$34.91	\$36.31	\$37.76	\$39.27	\$40.84	\$42.47
TS6	F	Hourly	\$50.51	\$52.53	\$54.63	\$56.82	\$59.09	\$61.45	\$63.91

2025 Non-Represented Employee Job Map

	L	LEADER	P	PROFESSIONAL	T	TECHNICIAN	Y	YOUTH & FAMILY SERVICES	A	ASSOCIATE
12	L6	Chief of Administration Chief of Operations								
11	L5	City Attorney CPD Director Finance Director								
10	L4	Deputy CPD Director Deputy Finance Director Deputy PW Director City Engineer/Deputy PW Director Police Commander YFS Administrator								
9	L3	Building Official Capital Division Manager IT Manager Planning Manager Utilities Operations Manager	P5							
8	L2	Assistant Building Official Capital Parks Manager Human Resources Manager Parks Operations Manager Recreation Manager Right-of-Way/ Stormwater Manager Support Services Manager	P4	City Clerk Principal Planner Senior Development Engineer Senior Paralegal/Public Records Officer Senior Street Engineer Senior Systems Administrator Senior Transportation Engineer Senior Utilities Engineer						
7	L1	Clinical Supervisor Court Administrator Customer Service Manager GIS Manager Permit Services Manager Recreation Supervisor	P3	Communications Manager Development Engineer Emergency Manager Senior Building Plans Examiner Senior CIP Project Manager Senior Long Range Planner Senior Management Analyst Senior Planner Street Engineer Systems Administrator Transportation Engineer Utilities Engineer						
6			P2	Building Plans Examiner CIP Project Manager CPD Admin Coord/Dep City Clerk Financial Analyst II Human Resources Analyst II Management Analyst II Natural Resources Program Manager Paralegal/Public Records Assistant Planner Sustainability Program Manager Urban Forestry Program Manager	T5	Accountant II Business Systems Analyst II GIS Analyst II Payroll Analyst II	Y5	School-Based Mental Health Counselor Family & Individual Therapist Mental Health & Substance Abuse Specialist		
5			P1	Assistant Planner Financial Analyst I Human Resources Analyst I Management Analyst I Project Coordinator Recreation Coordinator	T4	Accountant I Business Systems Analyst I Payroll Analyst I GIS Analyst I	Y4	Family Support Specialist Prevention Programs Coordinator YFS Programs Coordinator	A5	Executive Assistant to the City Manager
4					T3	Systems Support Specialist	Y3	Senior Services Specialist	A4	Senior Administrative Assistant Court Clerk II Recreation Specialist
3					T2	GIS Technician	Y2		A3	Court Clerk I Volunteer Coordinator
2					T1		Y1		A2	Recreation Assistant
1									A1	
TS6	F	Thrift Shop Manager								
TS5	E	Thrift Shop Supervisor								
TS3	C	Thrift Store Lead								
TS2	B	Thrift Store Associate								

All titles, classifications, levels, and roles are subject to change.