

CITY OF BREMERTON
MANAGEMENT, PROFESSIONAL, CONFIDENTIAL & FIDUCIARY SALARY PLAN - 2026
 General Wage Adjustment 2.7% - Effective 1-1-26

PAY BAND	TITLE	SALARY BASE	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8
26		MONTH	15,997.82	16,807.78	17,227.96	17,658.64	18,100.14	18,552.64	19,016.46	19,491.88
		SEMI-MONTH	7,998.91	8,403.89	8,613.98	8,829.32	9,050.07	9,276.32	9,508.23	9,745.94
		ANNUAL	191,973.84	201,693.36	206,735.52	211,903.68	217,201.68	222,631.68	228,197.52	233,902.56
		SEMI-MO DEF COMP	319.96	336.16	344.56	353.17	362.00	371.05	380.33	389.84
25		MONTH	15,226.98	15,997.82	16,397.92	16,807.78	17,227.96	17,658.64	18,100.14	18,552.64
		SEMI-MONTH	7,613.49	7,998.91	8,198.96	8,403.89	8,613.98	8,829.32	9,050.07	9,276.32
		ANNUAL	182,723.76	191,973.84	196,775.04	201,693.36	206,735.52	211,903.68	217,201.68	222,631.68
		SEMI-MO DEF COMP	304.54	319.96	327.96	336.16	344.56	353.17	362.00	371.05
24		MONTH	14,493.22	15,226.98	15,607.60	15,997.82	16,397.92	16,807.78	17,227.96	17,658.64
		SEMI-MONTH	7,246.61	7,613.49	7,803.80	7,998.91	8,198.96	8,403.89	8,613.98	8,829.32
		ANNUAL	173,918.64	182,723.76	187,291.20	191,973.84	196,775.04	201,693.36	206,735.52	211,903.68
		SEMI-MO DEF COMP	289.86	304.54	312.15	319.96	327.96	336.16	344.56	353.17
23	CITY ATTORNEY FIRE CHIEF POLICE CHIEF	MONTH	13,794.94	14,493.22	14,855.62	15,226.98	15,607.60	15,997.82	16,397.92	16,807.78
		SEMI-MONTH	6,897.47	7,246.61	7,427.81	7,613.49	7,803.80	7,998.91	8,198.96	8,403.89
		ANNUAL	165,539.28	173,918.64	178,267.44	182,723.76	187,291.20	191,973.84	196,775.04	201,693.36
		SEMI-MO DEF COMP	275.90	289.86	297.11	304.54	312.15	319.96	327.96	336.16
22	ASSISTANT FIRE CHIEF DIRECTOR OF FINANCIAL SERVICES DIRECTOR OF PUBLIC WORKS & UTILITIES	MONTH	13,130.18	13,794.94	14,139.80	14,493.22	14,855.62	15,226.98	15,607.60	15,997.82
		SEMI-MONTH	6,565.09	6,897.47	7,069.90	7,246.61	7,427.81	7,613.49	7,803.80	7,998.91
		ANNUAL	157,562.16	165,539.28	169,677.60	173,918.64	178,267.44	182,723.76	187,291.20	191,973.84
		SEMI-MO DEF COMP	262.60	275.90	282.80	289.86	297.11	304.54	312.15	319.96
21	DIRECTOR OF COMMUNITY DEVELOPMENT DIRECTOR OF HUMAN RESOURCES	MONTH	12,497.52	13,130.18	13,458.44	13,794.94	14,139.80	14,493.22	14,855.62	15,226.98
		SEMI-MONTH	6,248.76	6,565.09	6,729.22	6,897.47	7,069.90	7,246.61	7,427.81	7,613.49
		ANNUAL	149,970.24	157,562.16	161,501.28	165,539.28	169,677.60	173,918.64	178,267.44	182,723.76
		SEMI-MO DEF COMP	249.95	262.60	269.17	275.90	282.80	289.86	297.11	304.54
20	CITY ENGINEER DIRECTOR OF PARKS & RECREATION	MONTH	11,895.38	12,497.52	12,809.94	13,130.18	13,458.44	13,794.94	14,139.80	14,493.22
		SEMI-MONTH	5,947.69	6,248.76	6,404.97	6,565.09	6,729.22	6,897.47	7,069.90	7,246.61
		ANNUAL	142,744.56	149,970.24	153,719.28	157,562.16	161,501.28	165,539.28	169,677.60	173,918.64
		SEMI-MO DEF COMP	237.91	249.95	256.20	262.60	269.17	275.90	282.80	289.86
19		MONTH	11,322.16	11,895.38	12,192.74	12,497.52	12,809.94	13,130.18	13,458.44	13,794.94
		SEMI-MONTH	5,661.08	5,947.69	6,096.37	6,248.76	6,404.97	6,565.09	6,729.22	6,897.47
		ANNUAL	135,865.92	142,744.56	146,312.88	149,970.24	153,719.28	157,562.16	161,501.28	165,539.28
		SEMI-MO DEF COMP	226.44	237.91	243.85	249.95	256.20	262.60	269.17	275.90
18	ASSISTANT CITY ATTORNEY III HUMAN RESOURCE MANAGER INFORMATION TECHNOLOGY MANAGER MANAGING ENGINEER - DEVELOPMENT MANAGING ENGINEER - TRANSPORTATION MANAGING ENGINEER - UTILITIES	MONTH	10,776.58	11,322.16	11,605.18	11,895.38	12,192.74	12,497.52	12,809.94	13,130.18
		SEMI-MONTH	5,388.29	5,661.08	5,802.59	5,947.69	6,096.37	6,248.76	6,404.97	6,565.09
		ANNUAL	129,318.96	135,865.92	139,262.16	142,744.56	146,312.88	149,970.24	153,719.28	157,562.16
		SEMI-MO DEF COMP	215.53	226.44	232.10	237.91	243.85	249.95	256.20	262.60
17	CITY AUDITOR	MONTH	10,257.34	10,776.58	11,045.98	11,322.16	11,605.18	11,895.38	12,192.74	12,497.52
		SEMI-MONTH	5,128.67	5,388.29	5,522.99	5,661.08	5,802.59	5,947.69	6,096.37	6,248.76
		ANNUAL	123,088.08	129,318.96	132,551.76	135,865.92	139,262.16	142,744.56	146,312.88	149,970.24
		SEMI-MO DEF COMP	205.15	215.53	220.92	226.44	232.10	237.91	243.85	249.95

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PAY BAND	TITLE	SALARY BASE	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8
16	ASSISTANT CITY ATTORNEY II	MONTH	9,763.10	10,257.34	10,513.72	10,776.58	11,045.98	11,322.16	11,605.18	11,895.38
	ASSISTANT FINANCE DIRECTOR	SEMI-MONTH	4,881.55	5,128.67	5,256.86	5,388.29	5,522.99	5,661.08	5,802.59	5,947.69
	CITY PROSECUTOR	ANNUAL	117,157.20	123,088.08	126,164.64	129,318.96	132,551.76	135,865.92	139,262.16	142,744.56
	ENGINEERING PROJECT MANAGER-CAPITAL	SEMI-MO DEF COMP	195.26	205.15	210.27	215.53	220.92	226.44	232.10	237.91
	ENGINEERING PROJECT MANAGER-TRANS.									
	FORESTRY MANAGER									
	INTERNAL SERVICES MANAGER									
	PLANNING MANAGER									
	PUBLIC WORKS OPERATIONS MANAGER									
	RISK MANAGER									
UTILITY/FACILITIES MANAGER										
WASTEWATER MANAGER										
WATER RESOURCE MANAGER										
15	ASSET MANAGER	MONTH	9,292.62	9,763.10	10,007.18	10,257.34	10,513.72	10,776.58	11,045.98	11,322.16
	BUILDING OFFICIAL	SEMI-MONTH	4,646.31	4,881.55	5,003.59	5,128.67	5,256.86	5,388.29	5,522.99	5,661.08
	COURT ADMINISTRATOR	ANNUAL	111,511.44	117,157.20	120,086.16	123,088.08	126,164.64	129,318.96	132,551.76	135,865.92
	STORMWATER PROGRAM MANAGER	SEMI-MO DEF COMP	185.85	195.26	200.14	205.15	210.27	215.53	220.92	226.44
14	ASSISTANT CITY ATTORNEY I	MONTH	8,844.90	9,292.62	9,524.94	9,763.10	10,007.18	10,257.34	10,513.72	10,776.58
	ASSISTANT CITY PROSECUTOR II	SEMI-MONTH	4,422.45	4,646.31	4,762.47	4,881.55	5,003.59	5,128.67	5,256.86	5,388.29
	EQUITY, DIVERSITY, INCLUS MANAGER	ANNUAL	106,138.80	111,511.44	114,299.28	117,157.20	120,086.16	123,088.08	126,164.64	129,318.96
	PARKS OPERATIONS MANAGER	SEMI-MO DEF COMP	176.90	185.85	190.50	195.26	200.14	205.15	210.27	215.53
	PW&U FINANCIAL MANAGER									
13	CITY CLERK	MONTH	8,418.66	8,844.90	9,065.96	9,292.62	9,524.94	9,763.10	10,007.18	10,257.34
		SEMI-MONTH	4,209.33	4,422.45	4,532.98	4,646.31	4,762.47	4,881.55	5,003.59	5,128.67
		ANNUAL	101,023.92	106,138.80	108,791.52	111,511.44	114,299.28	117,157.20	120,086.16	123,088.08
		SEMI-MO DEF COMP	168.37	176.90	181.32	185.85	190.50	195.26	200.14	205.15
12	BUDGET ANALYST	MONTH	8,013.04	8,418.66	8,629.16	8,844.90	9,065.96	9,292.62	9,524.94	9,763.10
	CDBG ADMINISTRATOR	SEMI-MONTH	4,006.52	4,209.33	4,314.58	4,422.45	4,532.98	4,646.31	4,762.47	4,881.55
	RISK MANAGEMENT SPECIALIST	ANNUAL	96,156.48	101,023.92	103,549.92	106,138.80	108,791.52	111,511.44	114,299.28	117,157.20
	ADMINISTRATIVE PROJECT MANAGER	SEMI-MO DEF COMP	160.26	168.37	172.58	176.90	181.32	185.85	190.50	195.26
11	CONTRACTS ADMINISTRATOR	MONTH	7,863.68	8,013.04	8,213.26	8,418.66	8,629.16	8,844.90	9,065.96	9,292.62
	EXECUTIVE ASSISTANT	SEMI-MONTH	3,931.84	4,006.52	4,106.63	4,209.33	4,314.58	4,422.45	4,532.98	4,646.31
	LEGISLATIVE ASSISTANT	ANNUAL	94,364.16	96,156.48	98,559.12	101,023.92	103,549.92	106,138.80	108,791.52	111,511.44
	PARALEGAL	SEMI-MO DEF COMP	157.27	160.26	164.27	168.37	172.58	176.90	181.32	185.85
	PARKS PRESERVATION DEVELOPMENT MGR									
	PUBLIC ACCESS MANAGER									
10	PUBLIC WORKS & UTILITY FISCAL ANALYST									
	SENIOR PLANNER									
	ASSISTANT CITY PROSECUTOR I	MONTH	7,259.38	7,626.94	7,817.60	8,013.04	8,213.26	8,418.66	8,629.16	8,844.90
	ASSISTANT COURT ADMINISTRATOR	SEMI-MONTH	3,629.69	3,813.47	3,908.80	4,006.52	4,106.63	4,209.33	4,314.58	4,422.45
9	HUMAN RESOURCES ANALYST II	ANNUAL	87,112.56	91,523.28	93,811.20	96,156.48	98,559.12	101,023.92	103,549.92	106,138.80
		SEMI-MO DEF COMP	145.19	152.54	156.35	160.26	164.27	168.37	172.58	176.90
		MONTH	6,909.58	7,259.38	7,440.88	7,626.94	7,817.60	8,013.04	8,213.26	8,418.66
9		SEMI-MONTH	3,454.79	3,629.69	3,720.44	3,813.47	3,908.80	4,006.52	4,106.63	4,209.33
		ANNUAL	82,914.96	87,112.56	89,290.56	91,523.28	93,811.20	96,156.48	98,559.12	101,023.92
		SEMI-MO DEF COMP	138.19	145.19	148.82	152.54	156.35	160.26	164.27	168.37

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PAY BAND	TITLE	SALARY BASE	RATE 1	RATE 2	RATE 3	RATE 4	RATE 5	RATE 6	RATE 7	RATE 8
8	BKAT PRODUCTION ADMINISTRATOR COUNCIL/AUDITOR ASSISTANT HUMAN RESOURCES ANALYST I	MONTH	6,576.66	6,909.58	7,082.28	7,259.38	7,440.88	7,626.94	7,817.60	8,013.04
		SEMI-MONTH	3,288.33	3,454.79	3,541.14	3,629.69	3,720.44	3,813.47	3,908.80	4,006.52
		ANNUAL	78,919.92	82,914.96	84,987.36	87,112.56	89,290.56	91,523.28	93,811.20	96,156.48
		SEMI-MO DEF COMP	131.53	138.19	141.65	145.19	148.82	152.54	156.35	160.26
7		MONTH	6,259.66	6,576.66	6,741.04	6,909.58	7,082.28	7,259.38	7,440.88	7,626.94
		SEMI-MONTH	3,129.83	3,288.33	3,370.52	3,454.79	3,541.14	3,629.69	3,720.44	3,813.47
		ANNUAL	75,115.92	78,919.92	80,892.48	82,914.96	84,987.36	87,112.56	89,290.56	91,523.28
		SEMI-MO DEF COMP	125.19	131.53	134.82	138.19	141.65	145.19	148.82	152.54
6		MONTH	5,958.06	6,259.66	6,416.24	6,576.66	6,741.04	6,909.58	7,082.28	7,259.38
		SEMI-MONTH	2,979.03	3,129.83	3,208.12	3,288.33	3,370.52	3,454.79	3,541.14	3,629.69
		ANNUAL	71,496.72	75,115.92	76,994.88	78,919.92	80,892.48	82,914.96	84,987.36	87,112.56
		SEMI-MO DEF COMP	119.16	125.19	128.32	131.53	134.82	138.19	141.65	145.19
5	LEGAL ASSISTANT II - CIVIL LEGAL ASSISTANT II - PROSECUTION	MONTH	5,671.04	5,958.06	6,107.10	6,259.66	6,416.24	6,576.66	6,741.04	6,909.58
		SEMI-MONTH	2,835.52	2,979.03	3,053.55	3,129.83	3,208.12	3,288.33	3,370.52	3,454.79
		ANNUAL	68,052.48	71,496.72	73,285.20	75,115.92	76,994.88	78,919.92	80,892.48	82,914.96
		SEMI-MO DEF COMP	113.42	119.16	122.14	125.19	128.32	131.53	134.82	138.19
4	LEGAL ASSISTANT I PUBLIC RECORDS/LEGAL ASSISTANT I	MONTH	5,397.70	5,671.04	5,812.78	5,958.06	6,107.10	6,259.66	6,416.24	6,576.66
		SEMI-MONTH	2,698.85	2,835.52	2,906.39	2,979.03	3,053.55	3,129.83	3,208.12	3,288.33
		ANNUAL	64,772.40	68,052.48	69,753.36	71,496.72	73,285.20	75,115.92	76,994.88	78,919.92
		SEMI-MO DEF COMP	107.95	113.42	116.26	119.16	122.14	125.19	128.32	131.53
3		MONTH	5,140.74	5,397.70	5,532.72	5,671.04	5,812.78	5,958.06	6,107.10	6,259.66
		SEMI-MONTH	2,570.37	2,698.85	2,766.36	2,835.52	2,906.39	2,979.03	3,053.55	3,129.83
		ANNUAL	61,688.88	64,772.40	66,392.64	68,052.48	69,753.36	71,496.72	73,285.20	75,115.92
		SEMI-MO DEF COMP	102.81	107.95	110.65	113.42	116.26	119.16	122.14	125.19
2		MONTH	4,895.98	5,140.74	5,269.24	5,397.70	5,532.72	5,671.04	5,812.78	5,958.06
		SEMI-MONTH	2,447.99	2,570.37	2,634.62	2,698.85	2,766.36	2,835.52	2,906.39	2,979.03
		ANNUAL	58,751.76	61,688.88	63,230.88	64,772.40	66,392.64	68,052.48	69,753.36	71,496.72
		SEMI-MO DEF COMP	97.92	102.81	105.38	107.95	110.65	113.42	116.26	119.16
1	VIDEO SPECIALIST	MONTH	4,662.80	4,895.98	5,018.34	5,140.74	5,269.24	5,397.70	5,532.72	5,671.04
		SEMI-MONTH	2,331.40	2,447.99	2,509.17	2,570.37	2,634.62	2,698.85	2,766.36	2,835.52
		ANNUAL	55,953.60	58,751.76	60,220.08	61,688.88	63,230.88	64,772.40	66,392.64	68,052.48
		SEMI-MO DEF COMP	93.26	97.92	100.37	102.81	105.38	107.95	110.65	113.42