

APPENDIX A

POSITIONS/TITLES:				
	Battalion Chief	Division Chief		
BASE SALARIES are computed as follows:				
Step 1:	Less than one year of service, 8% over Step 5 Captain			
Step 2:	After one year of service, 10% over Step 5 Captain			
Step 3:	After two years of service, 12% over Step 5 Captain			
LONGEVITY is based on cumulative service with the Bellingham Fire Department and is computed as follows:				
2.50%	of salary per month after 5 years			
3.50%	of salary per month after 10 years			
5.50%	of salary per month after 15 years plus Deferred Compensation match of 4.75%*			
11.50%	of salary per month after 20 years plus Deferred Compensation match of 4.75%*			
13.50%	of salary per month after 25 years plus Deferred Compensation match of 4.75%*			
* As of January 1, 2010, employees with 15 or more years of service shall irrevocably convert the City's deferred compensation match to longevity pay for the duration of their service.				
ADMINISTRATIVE PREMIUMS:				
5.25% of Salary shall be provided to employees assigned to a 40-hour work week.				
Actual monthly rates for salary are as follows:				
January 1, 2018		Step 1	Step 2	Step 3
Salary		\$9,417.00	\$9,591.00	\$9,765.00
January 1, 2019		Step 1	Step 2	Step 3
Salary		\$9,746.00	\$9,926.00	\$10,107.00
January 1, 2020		Step 1	Step 2	Step 3
Salary		\$10,087.00	\$10,274.00	\$10,461.00