

APPENDIX A – SALARY STRUCTURE

CITY OF BELLINGHAM									
2020									
Non-Uniformed Salary Structure									
PLAN G									
(2.5% Increase effective November 1, 2020)									
Regular Non-Benefitted (RNB) Step Increases after 1040 Hours									
Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	1% Service Quality	
Part Time Step Increases After 2080 Hours								-8-	-9-
								10 Years	20 Years
Salary Grade (1)	\$2,433	\$2,513	\$2,587	\$2,663	\$2,746	\$2,827	\$2,911	\$2,940	\$2,969
Hourly Rate	14.04	14.31	14.93	15.36	15.84	16.31	16.79	16.96	17.13
Aquatic Center Cashier (RNB)			Library Assistant						
Aquatic Leader (RNB)			Maintenance Aide 2						
Salary Grade (2)	\$2,587	\$2,663	\$2,746	\$2,827	\$2,911	\$3,000	\$3,090	\$3,121	\$3,152
Hourly Rate	14.93	15.36	15.84	16.31	16.79	17.31	17.83	18.01	18.18
Certified Aquatic Leader (RNB)									
Custodian (RNB)									
Salary Grade (3)	\$2,746	\$2,827	\$2,911	\$3,000	\$3,090	\$3,184	\$3,274	\$3,307	\$3,340
Hourly Rate	15.84	16.31	16.79	17.31	17.83	18.37	18.89	19.08	19.27
Maintenance Aide 3			Recreation Instructor						
Aquatic Invasive Species Prevention Program Staff									
Salary Grade (4)	\$2,911	\$3,000	\$3,090	\$3,184	\$3,274	\$3,378	\$3,481	\$3,516	\$3,551
Hourly Rate	16.79	17.31	17.83	18.37	18.89	19.49	20.08	20.28	20.49
Aquatic Center Main Cashier			Office Assistant 1						
Custodial Maintenance Worker 1			Security Information Attendant						
Museum Visitor Services Attendant									
Salary Grade (5)	\$3,090	\$3,184	\$3,274	\$3,378	\$3,481	\$3,584	\$3,690	\$3,727	\$3,764
Hourly Rate	17.83	18.37	18.89	19.49	20.08	20.68	21.29	21.50	21.72
Secretary 1									
Salary Grade (6)	\$3,274	\$3,378	\$3,481	\$3,584	\$3,690	\$3,801	\$3,917	\$3,956	\$3,996
Hourly Rate	18.89	19.49	20.08	20.68	21.29	21.93	22.60	22.82	23.05
Accounting Assistant 1			Office Assistant 2						
Custodial Maintenance Worker 2			Parking Controls Tech 1						
Exhibits Assistant			Program Assistant						
Library Clerk			Secretary 2						
Salary Grade (7)	\$3,481	\$3,584	\$3,690	\$3,801	\$3,917	\$4,036	\$4,155	\$4,197	\$4,239
Hourly Rate	20.08	20.68	21.29	21.93	22.60	23.28	23.97	24.21	24.46
Accounting Assistant 2			Park Worker						
Library Specialist 1			Secretary 3						
Office Assistant 3			Library Coordinator						
Salary Grade (8)	\$3,690	\$3,801	\$3,917	\$4,036	\$4,155	\$4,279	\$4,406	\$4,450	\$4,495
Hourly Rate	21.29	21.93	22.60	23.28	23.97	24.69	25.42	25.67	25.93
Accounting Assistant 3			Purchasing and Materials Assistant						
Court Process Specialist			Service Representative 1						
Library Specialist 2			Traffic Worker 1						
Plants Maintenance Technician in Training			Utility Worker 1						
Network Technician 1									
Salary Grade (9)	\$3,917	\$4,036	\$4,155	\$4,279	\$4,406	\$4,535	\$4,670	\$4,717	\$4,764
Hourly Rate	22.60	23.28	23.97	24.69	25.42	26.16	26.94	27.21	27.48
Accounting Technician			Operations Data Assistant						
Administrative Secretary			Park Technician/Facilities						
Associate Engineering Technician			Parking Enforcement Officer						
Custodial Maintenance Worker Lead			Police Support Services Specialist						
Lead Court Process Specialist			Traffic Worker 2						
Museum Technician			Utility Worker 2						
Salary Grade (10)	\$4,155	\$4,279	\$4,406	\$4,535	\$4,670	\$4,813	\$4,963	\$5,013	\$5,063
Hourly Rate	23.97	24.69	25.42	26.16	26.94	27.77	28.63	28.92	29.21
Education Programs/Activities Coordinator			Plant Operator in Training						
Parks Volunteer Coordinator			Project Records Coordinator						
Plants Maintenance Technician 1			Service Representative 2						
Maintenance Worker 3			Service Writer						
Network Technician 2			Traffic Worker 3						
Park Technician/Cemetery			Utility Worker 3						
Park Technician/Grounds			Utility Locator						
Park Technician/Structures			Warehouse Worker						
Park Technician/Water, Electrical, Mechanical									

