

APPENDIX A

CITY OF BELLINGHAM

2020

FOP - Police Lieutenants Salary Structure

PLAN O

16.0% of top step Sergeant effective January 1, 2020

Salary

January 1, 2020

| |
|-----------------|
| \$10,594 |
|-----------------|

**** Deferred Compensation (DC)**

For Police Lieutenants with fewer than 15 years Longevity, the City shall match contributions made to the City's voluntary deferred compensation program of four and three quarters percent (4.75%). The City shall match up to the applicable percentage of the employee's then current Appendix A salary. The City may establish those procedures and forms necessary to efficiently implement and maintain this program, and reasonable restrictions upon an employee's ability to change his/her contribution level during a calendar year.

For Police Lieutenants with 15 or more years seniority, the City's deferred compensation match is zero.