

CITY OF BELLINGHAM
2020
Non-Represented Employee Group
PLAN E
(3.25% Increase JANUARY 1, 2020)

Section 3	OTHER NON-REPRESENTED EMPLOYEES
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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Salary Grade (1)	\$2,961	\$3,109	\$3,264	\$3,427	\$3,598

Salary Grade (2)	\$3,139	\$3,296	\$3,461	\$3,634	\$3,816
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Salary Grade (3)	\$3,327	\$3,493	\$3,668	\$3,851	\$4,044
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Office Assistant

Salary Grade (4)	\$3,527	\$3,703	\$3,888	\$4,082	\$4,286
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Office Technician

Financial Assistant

Salary Grade (5)	\$3,739	\$3,926	\$4,122	\$4,328	\$4,544
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Financial Technician

Salary Grade (6)	\$3,963	\$4,161	\$4,369	\$4,587	\$4,816
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Human Resources Assistant

Legal Assistant *

*5% market step: \$5,057

Salary Grade (7)	\$4,201	\$4,411	\$4,632	\$4,864	\$5,107
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Administrative Assistant

Payroll Lead

Salary Grade (8)	\$4,453	\$4,676	\$4,910	\$5,156	\$5,414
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Salary Grade (9)	\$4,720	\$4,956	\$5,204	\$5,464	\$5,737
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Executive Assistant

Program Technician

Legal Administrative Assistant

Legal Process Technician

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Salary Grade (10)	\$5,003	\$5,253	\$5,516	\$5,792	\$6,082
Human Resources Generalist			Program Specialist		
Salary Grade (11)	\$5,303	\$5,568	\$5,846	\$6,138	\$6,445
Salary Grade (12)	\$5,621	\$5,902	\$6,197	\$6,507	\$6,832
Budget Analyst			Program Coordinator		
Human Resources Analyst			Payroll Supervisor		
Salary Grade (13)	\$5,958	\$6,256	\$6,569	\$6,897	\$7,242
Library Communications Manager			Senior Legislative Policy Analyst		
Salary Grade (14)	\$6,315	\$6,631	\$6,963	\$7,311	\$7,677
Assistant City Attorney			Senior Human Resources Analyst		
Salary Grade (15)	\$6,694	\$7,029	\$7,380	\$7,749	\$8,136
Emergency Manager			Program Manager 1		
Salary Grade (16)	\$7,096	\$7,451	\$7,824	\$8,215	\$8,626
Program Manager 2					
*5% market step:	\$9,057	(Finance Department Only)			
Salary Grade (17)	\$7,522	\$7,898	\$8,293	\$8,708	\$9,143
Department Manager 1			Communications Director		

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Salary Grade (18)	\$7,973	\$8,372	\$8,791	\$9,231	\$9,693
Assistant City Attorney, Senior*			Department Manager 2		
*5% market step:	\$10,178		What-Comm Deputy Director		
Salary Grade (19)	\$8,451	\$8,874	\$9,318	\$9,784	\$10,273
Economic Development Manager			Deputy City Attorney*		
IT Applications Manager			*5% market step:	\$10,787	
Salary Grade (20)	\$8,958	\$9,406	\$9,876	\$10,370	\$10,889
Assistant Director*					
*5% market step:	\$11,433				
Salary Grade (21)	\$9,495	\$9,970	\$10,469	\$10,992	\$11,542