

**APPENDIX A**

**CITY OF BELLINGHAM  
2021  
Uniformed Police Salary Structure  
PLAN D  
2.5% Increase January 1, 2021**

		<i>Step A</i>	<i>Step B</i>	<i>Step C</i>	<i>Step D</i>	<i>Step E</i>
<i>January 1, 2020</i>	<b>Salary Grade 28</b>	\$5,544	\$6,098			
	Patrol Officer Recruit					
<i>January 1, 2020</i>	<b>Salary Grade 29</b>	\$6,098	\$6,494	\$6,916	\$7,366	\$7,845
	Patrol Officer					
<i>January 1, 2020</i>	<b>Salary Grade 30</b>	\$7,845	\$8,080	\$8,322		
	Traffic Officer Detective Crime Scene Investigator					
<i>January 1, 2020</i>	<b>Salary Grade 31</b>	\$8,322	\$8,572	\$8,829		
	Evidence & I.D. Officer Corporal					
<i>January 1, 2020</i>	<b>Salary Grade 32</b>	\$8,821	\$9,086	\$9,359		
	Sergeant					

**I. Deferred Compensation**

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

Effective January 1, 2018, for all enrolled Police Guild members the City will contribute to the City's vol deferred compensation program 1% of the employee's then current base salary. This contribution does not require a matching contribution from the employee and does not convert to longevity at 15 or more years seniority.

**II. Longevity Pay - Plan A**

Employees who have completed the following lengths of Bellingham Police Department service as a regularly commissioned officer with the City shall receive the following longevity pay:

<b>YEARS OF SERVICE</b>	<b>EFFECTIVE JANUARY 1, 2016</b>
5 years of service	2.75%
10 years of service	4.00%
15 years of service	4.5% plus additional 4.75%* = 9.25%
20 years of service	7.5% plus additional 4.75%* = 12.25%
25 or more years of service	8.5% plus additional 4.75%* = 13.25%

\* The City's deferred compensation match is converted to longevity for Police Guild members with 15 or more years seniority.