

CITY OF BELLINGHAM
2021
Non-Represented Employee Group
PLAN E
(2.0% Increase JANUARY 1, 2021)

Section 3	OTHER NON-REPRESENTED EMPLOYEES
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	Step 1	Step 2	Step 3	Step 4	Step 5
Salary Grade (1)	\$3,020	\$3,171	\$3,330	\$3,497	\$3,672

Salary Grade (2)	\$3,201	\$3,361	\$3,529	\$3,705	\$3,890
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Salary Grade (3)	\$3,393	\$3,563	\$3,741	\$3,928	\$4,124
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Office Assistant

Salary Grade (4)	\$3,597	\$3,777	\$3,966	\$4,164	\$4,372
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Office Technician

Financial Assistant

Salary Grade (5)	\$3,813	\$4,004	\$4,204	\$4,414	\$4,635
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Financial Technician

Salary Grade (6)	\$4,042	\$4,244	\$4,456	\$4,679	\$4,913
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Human Resources Assistant

Legal Assistant *

*5% market step: \$5,159

Salary Grade (7)	\$4,285	\$4,499	\$4,724	\$4,960	\$5,208
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Administrative Assistant

Salary Grade (8)	\$4,542	\$4,769	\$5,007	\$5,257	\$5,520
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Salary Grade (9)	\$4,815	\$5,056	\$5,309	\$5,574	\$5,853
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Executive Assistant

Program Technician

Legal Administrative Assistant

Legal Process Technician

Payroll Lead

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Salary Grade (10)	\$5,104	\$5,359	\$5,627	\$5,908	\$6,203
Human Resources Generalist			Program Specialist		
Salary Grade (11)	\$5,410	\$5,681	\$5,965	\$6,263	\$6,576
Salary Grade (12)	\$5,735	\$6,022	\$6,323	\$6,639	\$6,971
Budget Analyst			Program Coordinator		
Human Resources Analyst			Payroll Supervisor		
Salary Grade (13)	\$6,079	\$6,383	\$6,702	\$7,037	\$7,389
Library Communications Manager			Senior Legislative Policy Analyst		
Salary Grade (14)	\$6,444	\$6,766	\$7,104	\$7,459	\$7,832
Assistant City Attorney			Senior Human Resources Analyst		
Salary Grade (15)	\$6,831	\$7,173	\$7,532	\$7,909	\$8,304
Emergency Manager			Program Manager 1		
Salary Grade (16)	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Program Manager 2					
*5% market step:	\$9,241	(Finance Department Only)			
Salary Grade (17)	\$7,675	\$8,059	\$8,462	\$8,885	\$9,329
Department Manager 1			Communications Director		

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Salary Grade (18)	\$8,136	\$8,543	\$8,970	\$9,419	\$9,890
Assistant City Attorney, Senior*			Department Manager 2		
*5% market step:	\$10,385		What-Comm Deputy Director		
Salary Grade (19)	\$8,624	\$9,055	\$9,508	\$9,983	\$10,482
Economic Development Manager			Deputy City Attorney*		
IT Applications Manager			*5% market step:	\$11,006	
Salary Grade (20)	\$9,141	\$9,598	\$10,078	\$10,582	\$11,111
Assistant Director*					
*5% market step:	\$11,667				
Salary Grade (21)	\$9,689	\$10,173	\$10,682	\$11,216	\$11,777