POSITIONS/TITLES:

Battalion Chief       Division Chief

BASE SALARIES are computed as follows:

Step 1: Less than one year of service, 8% over Step 5 Captain
Step 2: After one year of service, 10% over Step 5 Captain
Step 3: After two years of service, 12% over Step 5 Captain

LONGEVITY is based on cumulative service with the Bellingham Fire Department and is computed as follows:

2.50% of salary per month after 5 years
3.50% of salary per month after 10 years
5.50% of salary per month after 15 years plus Deferred Compensation match of 4.75%*
11.50% of salary per month after 20 years plus Deferred Compensation match of 4.75%*
13.50% of salary per month after 25 years plus Deferred Compensation match of 4.75%*

* As of January 1, 2010, employees with 15 or more years of service shall irrevocably convert the City’s deferred compensation match to longevity pay for the duration of their service.

ADMINISTRATIVE PREMIUMS:

5.25% of Salary shall be provided to employees assigned to a 40-hour work week.

Actual monthly rates for salary are as follows:

<table>
<thead>
<tr>
<th>January 1, 2020</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>$10,339.00</td>
<td>$10,530.00</td>
<td>$10,722.00</td>
</tr>
</tbody>
</table>