

APPENDIX A
CITY OF BELLINGHAM
2021
FIRE DEPARTMENT STAFF OFFICERS
PLAN F

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:

<i>January 1, 2020</i>	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>
Salary	\$10,339.00	\$10,530.00	\$10,722.00