

**APPENDIX A**

**CITY OF BELLINGHAM**

**2021**

**FOP - Police Lieutenants Salary Structure**

**PLAN O**

**16.0% of top step Sergeant effective January 1, 2021**

***Salary***

***January 1, 2021***

<b>\$10,856</b>
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**\*\* Deferred Compensation (DC)**

For Police Lieutenants 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 (5.75%). The City shall match up to the applicable percentage of the employee's then current Appendix A 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 Lieutenants with 15 or more years seniority, the City's deferred compensation match is zero.