APPENDIX A

CITY OF BELLINGHAM
2022
Non-Uniformed Salary Structure
PLAN G
(3.00% Increase effective January 1, 2022)
(2.00% market adjustment, 2.00% retention effective January 1, 2022)

Annual Step Increases for Full Time Part Time Step Increases After 2080 Hours	-1-	-2-	-3-	-4-	-5-	-6-	-7-	1% Service Quality -8- 10 Years	 -9- 20 Years
Salary Grade (1)									
Hourly Rate	***$15.47***	***$15.98***	***$16.45***	***$16.93***	***$17.46***	***$17.98***	***$18.51***	***$18.70***	***$18.88***
Aquatic Center Cashier (RNB)			Library Assistant						
Aquatic Leader (RNB)			Maintenance Aide 2						
Salary Grade (2)									
Hourly Rate	***$16.45***	***$16.93***	***$17.46***	***$17.98***	***$18.51***	***$19.08***	***$19.66***	***$19.85***	***$20.05***
Certified Aquatic Leader (RNB)									
Custodian (RNB)									
Salary Grade (3)									
Hourly Rate	***$17.46***	***$17.98***	***$18.51***	***$19.08***	***$19.66***	***$20.25***	***$20.82***	***$21.02***	***$21.23***
Maintenance Aide 3			Recreation Instructor						
Aquatic Invasive Species Prevention Program Staff									
Salary Grade (4)									
Hourly Rate	***$18.51***	***$19.08***	***$19.66***	***$20.25***	***$20.82***	***$21.48***	***$22.14***	***$22.36***	***$22.59***
Aquatic Center Main Cashier			Museum Visitor Services Attendant						
Aquatic Invasive Species Prevention Program Lead			Office Assistant 1						
Custodial Maintenance Worker 1			Security Information Attendant						
Salary Grade (5)									
Hourly Rate	***$19.66***	***$20.25***	***$20.82***	***$21.48***	***$22.14***	***$22.80***	***$23.47***	***$23.71***	***$23.94***
Secretary 1									
Salary Grade (6)									
Hourly Rate	***$20.82***	***$21.48***	***$22.14***	***$22.80***	***$23.47***	***$24.17***	***$24.91***	***$25.15***	***$25.41***
Accounting Assistant 1			Office Assistant 2						
Custodial Maintenance Worker 2			Program Assistant						
Exhibits Assistant			Secretary 2						
Library Clerk									
Salary Grade (7)									
Hourly Rate	***$22.14***	***$22.80***	***$23.47***	***$24.17***	***$24.91***	***$25.67***	***$26.42***	***$26.69***	***$26.95***
Accounting Assistant 2			Park Worker						
Facilities Maintenance Worker 1			Secretary 3						
Library Specialist 1			Library Coordinator						
Office Assistant 3									
Salary Grade (8)									
Hourly Rate	***$23.47***	***$24.17***	***$24.91***	***$25.67***	***$26.42***	***$27.22***	***$28.02***	***$28.30***	***$28.59***
Accounting Assistant 3			Purchasing and Materials Assistant						
Court Process Specialist			Service Representative 1						
Library Specialist 2			Traffic Worker 1						
Plants Maintenance Technician in Training			Utility Worker 1						
Network Technician 1									
Salary Grade (9)									
Hourly Rate	***$24.91***	***$25.67***	***$26.42***	***$27.22***	***$28.02***	***$28.84***	***$29.70***	***$29.99***	***$30.29***
Accounting Technician			Museum Technician						
Administrative Secretary			Operations Data Assistant						
Associate Engineering Technician			Park Technician/Facilities						
Custodial Maintenance Worker Lead			Traffic Worker 2						
Facilities Maintenance Worker 2			Utility Worker 2						
Lead Court Process Specialist									
Salary Grade (10)									
Hourly Rate	***$26.42***	***$27.22***	***$28.02***	***$28.84***	***$29.70***	***$30.61***	***$31.56***	***$31.88***	***$32.20***
Education Programs/Activities Coordinator			Plant Operator in Training						
Parks Volunteer Coordinator			Project Records Coordinator						
Plants Maintenance Technician 1			Service Representative 2						
Maintenance Worker 3			Fleet Services Specialist						
Network Technician 2			Traffic Worker 3						
Park Technician/Cemetery			Utility Worker 3						
Park Technician/Grounds			Utility Locator						
Park Technician/Structures			Warehouse Worker						
Park Technician/Urban Forestry									

APPENDIX A

CITY OF BELLINGHAM
2022
Non-Uniformed Salary Structure
PLAN G
(3.00% Increase effective January 1, 2022)
(2.00% market adjustment, 2.00% retention effective January 1, 2022)

Salary Grade (11)									
Hourly Rate	***$28.02***	***$28.84***	***$29.70***	***$30.61***	***$31.56***	***$32.46***	***$33.43***	***$33.77***	***$34.11***
Buyer			Park Project Specialist						
Contract Accounting Specialist			Permit Technician						
Contract Specialist			Records Management Coordinator						
Facilities Maintenance Worker 3			Television Production Assistant						
Engineering Technician			Traffic Worker 4						
Library Specialist 3			Utility Worker 4						
Natural Resources Program Technician 1									

Salary Grade (12)									
Hourly Rate	***$29.70***	***$30.61***	***$31.56***	***$32.46***	***$33.43***	***$34.43***	***$35.48***	***$35.83***	***$36.18***
Fleet Maintenance Mechanic 3			Park Specialist						
Housing Rehabilitation Specialist			Permit Program Systems Administrator						
Lab Technician			Plant Operator 1						
Plants Maintenance Technician 2			Senior Surveyor						
Natural Resources Program Technician 2			Traffic Signal Technician 1						
Park Arborist									

Salary Grade (13)									
Hourly Rate	***$31.56***	***$32.46***	***$33.43***	***$34.43***	***$35.48***	***$36.55***	***$37.63***	***$38.01***	***$38.39***
Building Inspector 1			Senior Permits Reviewer						
Fleet Maintenance Mechanic 4			Utility Worker 5						

Salary Grade (14)									
Hourly Rate	***$33.43***	***$34.43***	***$35.48***	***$36.55***	***$37.63***	***$38.78***	***$39.91***	***$40.31***	***$40.71***
Building Inspector 2 (5% market step $41.90)			Plants Maintenance Technician 3						
Electrical Inspector 1			Plant Operator 2					Bldg Inspector 2 Only	
Engineering Assistant			Property Acquisition Specialist						
Facilities Maintenance Technician			Safety Specialist					***$42.31***	***$42.73***
Fleet Maintenance Mechanic 5			Senior Construction Inspector						
GIS Technician, Senior			Senior Surface Water Technician						
Natural Resources Program Technician 3			Technical Support/Training Specialist						

Salary Grade (15)									
Hourly Rate	***$35.48***	***$36.55***	***$37.63***	***$38.78***	***$39.91***	***$41.13***	***$42.39***	***$42.81***	***$43.23***
Communications Electronics Specialist			Plant Operator 3						
Electrical/Building Inspector			Technical Support/Applications Specialist						
Maintenance Instrumentation/SCADA Technician			Traffic Signal Technician 2						

Salary Grade (16)									
Hourly Rate	***$37.63***	***$38.78***	***$39.91***	***$41.13***	***$42.39***	***$43.63***	***$44.95***	***$45.40***	***$45.85***
Lead Buyer			Senior Building Inspector						
Plans Examiner			Traffic Signal Technician 3						

Salary Grade (17)									
Hourly Rate	***$39.91***	***$41.13***	***$42.39***	***$43.63***	***$44.95***	***$46.30***	***$47.68***	***$48.16***	***$48.64***
Combination Inspector			Plant Operator 4						
Maintenance Specialist									

APPENDIX A

CITY OF BELLINGHAM

2022
Non-Uniformed Compensation Structure
"Grandfathered" Employees
Special Ranges
(3.00% Increase effective January 1, 2022)
(2.00% market adjustment, 2.00% retention effective January 1, 2022)

								1% Service Quality	
Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-10-
Part Time Step Increases After 2080 Hours								10 Years	20 Years

Salary Grade (8-1)									
Hourly Rate	***$23.47***	***$24.17***	***$24.91***	***$25.67***	***$26.42***	***$27.22***	***$28.02***	***$28.30***	***$28.59***
Cataloging Technician			(S. James, S. Burmester)						
Library Assistant 2			(S. Emley)						

Salary Grade (14-1)									
Hourly Rate	***$33.43***	***$34.43***	***$35.48***	***$36.55***	***$37.63***	***$38.78***	***$39.91***	***$40.31***	***$40.71***
Incinerator Operator 1			(M. Bastedenbeck, James Walton)						

† Minimum wage will be paid where the contractual rate of pay is less than minumum wage