## APPENDIX A

# CITY OF BELLINGHAM

Non-Uniformed Salary Structure
PLAN G
(2.50% Increase effective January 1, 2023)
(1.75 % market adjustment effective January 1, 2023)

(1.75 % mark	et adjustmen	t effective	January 1, 2	2023)				40/ Oct. 100 Oct. 11	
Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	1% Service Quality -89-	-10-
Part Time Step Increases After 2080 Hours		_	3	7	3	O	,	10 Years 15 Years 20	
Salary Grade (1)	82,763	(9)(3)	(ÿA976)	(8)(3)	E831E3	(3)97.9			
Hourly Rate	\$16.13	\$16.66	\$17.15	\$17.65	\$18.21	\$18.74	\$19.30	\$19.49 \$19.68	\$19.88
Aquatic Center Cashier (RNB)			Library Assis						
Aquatic Leader (RNB)		ı	Maintenance	Aide 2					
Salary Grade (2)	( valence)	13.117.11	19417	14.575	1 4 5 7 15			1 × 1 × 1 × 1 × 1 × 1 × 1	
Hourly Rate	\$17.15	\$17.65	\$18.21	\$18.74	\$19.30	\$19.89	\$20.49	\$20.70 \$20.91	\$21.12
Certified Aquatic Leader (RNB)	•	•	•		•	•			-
Custodian (RNB)									
0-10									
Salary Grade (3) Hourly Rate	\$18.21	\$18.74	\$19.30	\$19.89	\$20.49	\$21.11	\$21.70	\$21.92   \$22.14	\$22.36
Maintenance Aide 3	\$10.21		Recreation In		φ20.49	φ21.11	φ21.7U	\$21.92 \$22.14	φ22.30
Aquatic Invasive Species Prevention Program Staff			r conoccion ii	1011 40101					
Salary Grade (4)									
Hourly Rate	\$19.30	\$19.89	\$20.49	\$21.11	\$21.70	\$22.40	\$23.08	\$23.31 \$23.54	\$23.78
Aquatic Center Main Cashier			Museum Visi		Attendant				
Aquatic Invasive Species Prevention Program Lead Custodial Maintenance Worker 1			Office Assista Security Infor		ndant				
Oustoulal Ivialities lance WUINEL I		•	occurry milor	manon Alle	inani				
Salary Grade (5)	(3,457)		13370	13 11 12	\$4,00a	(2) (20)	17.97.91	the state of the s	
Hourly Rate	\$20.49	\$21.11	\$21.70	\$22.40	\$23.08	\$23.77	\$24.47	\$24.71 \$24.96	\$25.21
Secretary 1							,		
Salary Grade (6) Hourly Rate	\$21.70	\$22.40	\$23.08	\$23.77	\$24.47	\$25,20	\$25.96	\$26.22   \$26.48	\$26.75
Accounting Assistant 1	\$21.70		Office Assista		φ <b>24.4</b> 1	φ <b>2</b> 3.20	\$25.90	\$20.22 \$20.46	\$20.75
Custodial Maintenance Worker 2			Program Ass						
Exhibits Assistant			Secretary 2						
Library Clerk									
Salary Grade (7) Hourly Rate	\$23.08	\$23.77	\$24.47	\$25.20	\$25.96	\$26.76	\$27.55	\$27.83 \$28.10	\$28.38
Accounting Assistant 2	\$23.00		Park Worker		φ20.90	φ <b>20.70</b>	φ21.33	\$27.03 \$20.10	φ20.30
Facilities Maintenance Worker 1			Secretary 3						
Library Specialist 1			Library Coord	dinator					
Office Assistant 3									
Colomo Conodo (O)									
Salary Grade (8) Hourly Rate	\$24.47	\$25.20	\$25.96	\$26.76	\$27.55	\$28.38	\$29.21	\$29.50 \$29.80	\$30.10
Accounting Assistant 3	ψ <u>2</u> -ττ <i>1</i>					φ20.00	ΨΕΟ.Ε Ι	φ20.00 φ20.00	φου. το
Court Process Specialist	Purchasing and Materials Assistant Service Representative 1								
Library Specialist 2	Traffic Worker 1								
Plants Maintenance Technician in Training		l	Utility Worke	r 1					
Network Technician 1									
Salary Grade (9)	(7 5 5 5 5								
Hourly Rate	\$25.96	\$26.76	\$27.55	\$28.38	\$29.21	\$30.06	\$30.96	\$31.28 \$31.59	\$31.90
Accounting Technician			Operations D				,		
Administrative Secretary		ı	Park Technic	ian/Facilitie	S				
Associate Engineering Technician			Parking Enfo						
Custodial Maintenance Worker Lead			Police Suppo		Specialist				
Facilities Maintenance Worker 2 Lead Court Process Specialist			Traffic Worke Utility Worke						
Lead Court Process Specialist			Ounty Worke	1 2					
Museum Technician									
Museum Technician  Salary Grade (10)  Hourly Rate	\$27.55	\$28.38	\$29.21	\$30.06	\$30.96	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10)  Hourly Rate  Education Programs/Activities Coordinator	\$27.55	\$28.38	Plant Operate	or in Trainin	g	\$31.90	\$32.91	\$33.24 \$33.57	\$33.91
Museum Technician  Salary Grade (10)  Hourly Rate  Education Programs/Activities Coordinator  Parks Volunteer Coordinator	\$27.55	\$28.38	Plant Operate Project Reco	or in Trainin rds Coordin	g ator	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10) Hourly Rate Education Programs/Activities Coordinator Parks Volunteer Coordinator Plants Maintenance Technician 1	\$27.55	\$28.38	Plant Operato Project Reco Service Repr	or in Trainin rds Coordin esentative 2	g ator 2	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10) Hourly Rate Education Programs/Activities Coordinator Parks Volunteer Coordinator Plants Maintenance Technician 1 Maintenance Worker 3	\$27.55	\$28.38	Plant Operate Project Reco Service Repr Fleet Service	or in Trainin rds Coordin resentative 2 es Specialist	g ator 2	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10) Hourly Rate Education Programs/Activities Coordinator Parks Volunteer Coordinator Plants Maintenance Technician 1 Maintenance Worker 3 Network Technician 2	\$27.55	\$28.38	Plant Operate Project Reco Service Repr Fleet Service Traffic Worke	or in Trainin rds Coordin resentative 2 es Specialist er 3	g ator 2	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10) Hourly Rate Education Programs/Activities Coordinator Parks Volunteer Coordinator Plants Maintenance Technician 1 Maintenance Worker 3	\$27.55	\$28.38	Plant Operate Project Reco Service Repr Fleet Service	or in Trainin rds Coordin resentative 2 es Specialist er 3 r 3	g ator 2	\$31.90	\$32.91	\$33.24   \$33.57	\$33.91
Museum Technician  Salary Grade (10)  Hourly Rate  Education Programs/Activities Coordinator  Parks Volunteer Coordinator  Plants Maintenance Technician 1  Maintenance Worker 3  Network Technician 2  Park Technician/Cemetery  Park Technician/Grounds  Park Technician/Structures	\$27.55	\$28.38	Plant Operate Project Reco Service Repr Fleet Service Traffic Worke Utility Worke	or in Trainin rds Coordin resentative 2 es Specialist er 3 r 3	g ator 2	\$31.90	\$32.91	\$33.24 \$33.57	\$33.91
Museum Technician  Salary Grade (10)  Hourly Rate  Education Programs/Activities Coordinator Parks Volunteer Coordinator Plants Maintenance Technician 1 Maintenance Worker 3 Network Technician 2 Park Technician/Cemetery Park Technician/Grounds	\$27.55	\$28.38	Plant Operate Project Reco Service Repr Fleet Service Traffic Worke Utility Worke Utility Locato	or in Trainin rds Coordin resentative 2 es Specialist er 3 r 3	g ator 2	\$31.90	\$32.91	\$33.24 \$33.57	\$33.91

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# CITY OF BELLINGHAM

Non-Uniformed Salary Structure
PLAN G
(2.50% Increase effective January 1, 2023)
(1.75 % market adjustment effective January 1, 2023)

0.10									
Salary Grade (11)	\$20.04	¢20.00	\$20.00	\$24.00	\$22.04	\$22.04	\$24.05	\$2F 20   \$2F FF	¢25.04
Hourly Rate Buyer	\$29.21	\$30.06	\$30.96	\$31.90 Specialist	\$32.91	\$33.84	\$34.85	\$35.20 \$35.55	\$35.91
			Park Project Permit Techn						
Contract Accounting Specialist Contract Specialist					oordinator				
Facilities Maintenance Worker 3			Records Man						
			Television Pr Traffic Worke		sistarit				
Engineering Technician Library Specialist 3			Utility Worke						
Natural Resources Program Technician 1			Ounty Worke	1 4					
Salary Grade (12)	83,837	(44.80)	9867/0/3	(5)((3))	1111011	(1)/24	11/4/4/10		93,000
Hourly Rate	\$30.96	\$31.90	\$32.91	\$33.84	\$34.85	\$35.89	\$36.98	\$37.35 \$37.73	\$38.10
Fleet Maintenance Mechanic 3			Park Arborist						
Housing Rehabilitation Specialist			Park Speciali						
Lab Technician			Permit Progra		Administrat	or			
Plants Maintenance Technician 2			Plant Operate						
Natural Resources Program Technician 2			Senior Surve	•					
Neighborhood Code Compliance Officer			Traffic Signal	Technician	1				
Salary Grade (13)								107.00 107.00	
Hourly Rate	\$32.91	\$33.84	\$34.85	\$35.89	\$36.98	\$38.10	\$39.23	\$39.62 \$40.02	\$40.42
Building Inspector 1	. 1	'	Warrant Offic	er					
Fleet Maintenance Mechanic 4		1	Utility Worke	r 5					
Senior Permits Reviewer			•						
Salary Grade (14)	111111								
Hourly Rate	\$34.85	\$35.89	\$36.98	\$38.10	\$39.23	\$40.43	\$41.61	\$42.02 \$42.44	\$42.87
Building Inspector 2 (5% market step \$43.68)	, ,,,,,,		Plants Mainte				Ţ <b>.</b>		, . <b></b> .
Electrical Inspector 1			Plant Operate					Bldg Inspector 2 Only	
Engineering Assistant					cialist			Blug Irispector 2 Offiy	
ů ů			Property Acq		Jiansi			\$44.44 \$44.54	\$44.00
Facilities Maintenance Technician Fleet Maintenance Mechanic 5			Safety Special Senior Const		ootor			\$44.11 \$44.54	\$44.99
GIS Technician, Senior			Senior Surfac						
•									
Natural Resources Program Technician 3			Technical Su	pport/ i rainir	ig Specialisi	Į.			
Salary Grade (15)		A	A	A	41111	4.5.5.1		44.55	4:-
Hourly Rate	\$36.98	\$38.10	\$39.23	\$40.43	\$41.61	\$42.88	\$44.19	\$44.63 \$45.08	\$45.53
Communications Electronics Specialist			Plant Operato						
Electrical/Building Inspector			Technical Su			ialist			
Maintenance Instrumentation/SCADA Technician			Traffic Signal	rechnician	2				
Salary Grade (16)		- FT # 110	170747	17/7/83	77.12	7,5,70			
Hourly Rate	\$39.23	\$40.43	\$41.61	\$42.88	\$44.19	\$45.48	\$46.86	\$47.33 \$47.80	\$48.28
Lead Buyer		,	Senior Buildii	ng Inspector					
Plans Examiner		•	Traffic Signal	Technician	3				
Salary Grade (17)	57/24/2	57//533	57055			1915			5.00
Hourly Rate	\$41.61	\$42.88	\$44.19	\$45.48	\$46.86	\$48.27	\$49.71	\$50.20 \$50.71	\$51.21
Combination Inspector			Plant Operate	or 4					
Maintenance Specialist			•						
	ΔPPF	NDIX A							
	CITY OF BI		M						
Non-U	20 niformed Con	<u>023</u> npensatio	n Structure						
	"Grandfather								
		l Ranges	, , , , , , ,						
(2.50%	Increase effe		ary 1, 2023)						
	ket adjustmen			2023)					
								1% Service Quality	
Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-89-	-10-
Part Time Step Increases After 2080 Hours								10 Years 15 Years	∠u years
Salary Grade (8-1)	83,231	60,600	80.600	80,680	EEFTE	63616		(S)(S)()	93/247
Hourly Rate	\$24.47	\$25.20	\$25.96	\$26.76	\$27.55	\$28.38	\$29.21	\$29.50 \$29.80	\$30.10
Cataloging Technician			(S. James)					, , , , , , , , , , , , , , , , , , , ,	,
Library Assistant 2			(S. Emley)						
L.S. S. / Noticiant L		,	(J. Lilligy)						
Salary Grade (14-1)	03000	833223	93290	93.894		4,715	19/249	57/202 57/357	57//36
Hourly Rate	\$34.85	\$35.89	\$36.98	\$38.10	\$39.23	\$40.43	\$41.61	\$42.02 \$42.44	\$42.87
Incinerator Operator 1			(M. Basteden	heck lame	s Walton)				
•			(IVI. Dasicaci	bcok, barric	o wanton,				
† Minimum wage will be paid where the contractual ra			`	bcck, dame	o wanon,				

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