

**APPENDIX A**

**CITY OF BELLINGHAM**

**2023**

**Non-Uniformed Salary Structure**

**PLAN G**

**(2.50% Increase effective January 1, 2023)**

**(1.75 % market adjustment effective January 1, 2023)**

1% Service Quality

-8- -9- -10-

10 Years 15 Years 20 Years

Annual Step Increases for Full Time  
Part Time Step Increases After 2080 Hours

-1- -2- -3- -4- -5- -6- -7-

**Salary Grade (1)**

Hourly Rate	\$16.13	\$16.66	\$17.15	\$17.65	\$18.21	\$18.74	\$19.30
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Aquatic Center Cashier (RNB)  
Aquatic Leader (RNB)

Library Assistant  
Maintenance Aide 2

\$19.49	\$19.68	\$19.88
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**Salary Grade (2)**

Hourly Rate	\$17.15	\$17.65	\$18.21	\$18.74	\$19.30	\$19.89	\$20.49
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Certified Aquatic Leader (RNB)  
Custodian (RNB)

\$20.70	\$20.91	\$21.12
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**Salary Grade (3)**

Hourly Rate	\$18.21	\$18.74	\$19.30	\$19.89	\$20.49	\$21.11	\$21.70
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Maintenance Aide 3  
Aquatic Invasive Species Prevention Program Staff

Recreation Instructor

\$21.92	\$22.14	\$22.36
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**Salary Grade (4)**

Hourly Rate	\$19.30	\$19.89	\$20.49	\$21.11	\$21.70	\$22.40	\$23.08
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Aquatic Center Main Cashier  
Aquatic Invasive Species Prevention Program Lead  
Custodial Maintenance Worker 1

Museum Visitor Services Attendant  
Office Assistant 1  
Security Information Attendant

\$23.31	\$23.54	\$23.78
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**Salary Grade (5)**

Hourly Rate	\$20.49	\$21.11	\$21.70	\$22.40	\$23.08	\$23.77	\$24.47
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Secretary 1

\$24.71	\$24.96	\$25.21
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**Salary Grade (6)**

Hourly Rate	\$21.70	\$22.40	\$23.08	\$23.77	\$24.47	\$25.20	\$25.96
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Accounting Assistant 1  
Custodial Maintenance Worker 2  
Exhibits Assistant  
Library Clerk

Office Assistant 2  
Program Assistant  
Secretary 2

\$26.22	\$26.48	\$26.75
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**Salary Grade (7)**

Hourly Rate	\$23.08	\$23.77	\$24.47	\$25.20	\$25.96	\$26.76	\$27.55
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Accounting Assistant 2  
Facilities Maintenance Worker 1  
Library Specialist 1  
Office Assistant 3

Park Worker  
Secretary 3  
Library Coordinator

\$27.83	\$28.10	\$28.38
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**Salary Grade (8)**

Hourly Rate	\$24.47	\$25.20	\$25.96	\$26.76	\$27.55	\$28.38	\$29.21
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Accounting Assistant 3  
Court Process Specialist  
Library Specialist 2  
Plants Maintenance Technician in Training  
Network Technician 1

Purchasing and Materials Assistant  
Service Representative 1  
Traffic Worker 1  
Utility Worker 1

\$29.50	\$29.80	\$30.10
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**Salary Grade (9)**

Hourly Rate	\$25.96	\$26.76	\$27.55	\$28.38	\$29.21	\$30.06	\$30.96
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Accounting Technician  
Administrative Secretary  
Associate Engineering Technician  
Custodial Maintenance Worker Lead  
Facilities Maintenance Worker 2  
Lead Court Process Specialist  
Museum Technician

Operations Data Assistant  
Park Technician/Facilities  
Parking Enforcement Officer  
Police Support Services Specialist  
Traffic Worker 2  
Utility Worker 2

\$31.28	\$31.59	\$31.90
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**Salary Grade (10)**

Hourly Rate	\$27.55	\$28.38	\$29.21	\$30.06	\$30.96	\$31.90	\$32.91
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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  
Park Technician/Urban Forestry

Plant Operator in Training  
Project Records Coordinator  
Service Representative 2  
Fleet Services Specialist  
Traffic Worker 3  
Utility Worker 3  
Utility Locator  
Warehouse Worker

\$33.24	\$33.57	\$33.91
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**2023**  
**Non-Uniformed Salary Structure**  
**PLAN G**  
(2.50% Increase effective January 1, 2023)  
(1.75 % market adjustment effective January 1, 2023)

APPENDIX A

CITY OF BELLINGHAM

2023

Non-Uniformed Compensation Structure

"Grandfathered" Employees

Special Ranges

(2.50% Increase effective January 1, 2023)

(1.75 % market adjustment effective January 1, 2023)

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