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)

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- 15 Years	-10- 20 Years
Salary Grade (1)										
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 Assistant							
Aquatic Leader (RNB)			Maintenance Aide 2							
Salary Grade (2)										
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)										
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			Recreation Instructor							
Aquatic Invasive Species Prevention Program Staff										
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 Visitor Services Attendant							
Aquatic Invasive Species Prevention Program Lead			Office Assistant 1							
Custodial Maintenance Worker 1			Security Information Attendant							
Salary Grade (5)										
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			Office Assistant 2							
Custodial Maintenance Worker 2			Program Assistant							
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			Park Worker							
Facilities Maintenance Worker 1			Secretary 3							
Library Specialist 1			Library Coordinator							
Office Assistant 3										
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			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	***$25.96***	***$26.76***	***$27.55***	***$28.38***	***$29.21***	***$30.06***	***$30.96***	***$31.28***	***$31.59***	***$31.90***
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	***$27.55***	***$28.38***	***$29.21***	***$30.06***	***$30.96***	***$31.90***	***$32.91***	***$33.24***	***$33.57***	***$33.91***
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
2023
Non-Uniformed Salary Structure
PLAN G
(2.50% Increase effective January 1, 2023)
(1.75 % market adjustment effective January 1, 2023)

Salary Grade (11)										
Hourly Rate	***$29.21***	***$30.06***	***$30.96***	***$31.90***	***$32.91***	***$33.84***	***$34.85***	***$35.20***	***$35.55***	***$35.91***
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	***$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 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	***$32.91***	***$33.84***	***$34.85***	***$35.89***	***$36.98***	***$38.10***	***$39.23***	***$39.62***	***$40.02***	***$40.42***
Building Inspector 1			Senior Permits Reviewer							
Fleet Maintenance Mechanic 4			Utility Worker 5							

Salary Grade (14)										
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 Maintenance Technician 3							
Electrical Inspector 1			Plant Operator 2					Bldg Inspector 2 Only		
Engineering Assistant			Property Acquisition Specialist							
Facilities Maintenance Technician			Safety Specialist					***$44.11***	***$44.54***	***$44.99***
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	***$36.98***	***$38.10***	***$39.23***	***$40.43***	***$41.61***	***$42.88***	***$44.19***	***$44.63***	***$45.08***	***$45.53***
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	***$39.23***	***$40.43***	***$41.61***	***$42.88***	***$44.19***	***$45.48***	***$46.86***	***$47.33***	***$47.80***	***$48.28***
Lead Buyer			Senior Building Inspector							
Plans Examiner			Traffic Signal Technician 3							

Salary Grade (17)										
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 Operator 4							
Maintenance Specialist										

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)

								1% Service Quality		
Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-
Part Time Step Increases After 2080 Hours								10 Years	15 Years	20 Years

Salary Grade (8-1)										
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)							

Salary Grade (14-1)										
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. Bastedenbeck, James Walton)							

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