

2024
Non-Represented Employee Group
PLAN E
4% Increase Effective January 1, 2024

Section 1	ELECTED OFFICIALS, DEPARTMENT HEADS AND ADMINISTRATORS
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Elected Officials	Monthly Salary
Council Members <i>Salary determined by independent salary commission. Per commission decision Council Members receive a 3% annual increase eff 1/1/2024.</i>	\$5,750
Mayor <i>Per BMC the mayor's salary shall be 5% above the highest salary of department head positions.</i>	\$19,170
Municipal Court Judge <i>By ordinance, Municipal Court Judge's salary will be the same rate as District Court Judge.</i>	\$17,249

Appointed Officials	Monthly Salary
Court Commissioner <i>(85% of Municipal Court Judge)</i>	\$14,662

Department Heads (non-uniform)	Step 1	Step 2	Step 3
<i>(Monthly salary is pro-rated if position is part-time)</i>			
Group A	\$14,371	\$15,808	\$17,389
City Attorney			
Public Works Director			
Group B	\$13,686	\$15,055	\$16,561
Finance Director			
Human Resources Director			
Information Technology Services Director			
Parks and Recreation Director			
Planning and Community Development Director			
Group C	\$11,824	\$13,005	\$14,306
Library Director			
Group D	\$11,260	\$12,385	\$13,624
Museum Director			
E-Team Administrators	Step 1	Step 2	Step 3
Court Director	\$11,824	\$13,005	\$14,306
Deputy Administrator	\$13,686	\$15,055	\$16,561

CITY OF BELLINGHAM
2023
Non-Represented Employee Group
PLAN E
 7% Increase Effective January 1, 2023

Section 2	UNIFORMED MANAGEMENT EMPLOYEES
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Department Heads (uniformed)	Monthly Salary
<i>(Monthly salary is pro-rated if position is part-time)</i>	
Fire Chief	\$18,257
Police Chief	\$18,257

Position	Step 1	Step 2	Step 3
Assistant Fire Chief <i>(step 3 = 90% of Fire Chief)</i>	\$13,580	\$14,938	\$16,431
Deputy Police Chief <i>(step 3 = 90% of Police Chief)</i>	\$13,580	\$14,938	\$16,431