

**CITY OF BELLINGHAM**  
**2024**  
**Non-Represented Employee Group**  
**PLAN E2**  
**(4.0% Increase JANUARY 1, 2024)**

<b>Section 4</b>	<b>FLSA EXEMPT NON-REPRESENTED EMPLOYEES</b>
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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
<b>Salary Grade (1)</b>	\$5,546	\$5,823	\$6,114	\$6,420	\$6,741

<b>Salary Grade (2)</b>	\$5,823	\$6,114	\$6,420	\$6,741	\$7,078
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<b>Salary Grade (3)</b>	\$6,114	\$6,420	\$6,741	\$7,078	\$7,432
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<b>Salary Grade (4)</b>	\$6,420	\$6,741	\$7,078	\$7,432	\$7,804
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Executive Assistant

<b>Salary Grade (5)</b>	\$6,741	\$7,078	\$7,432	\$7,804	\$8,194
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Benefits Specialist

Human Resources Generalist

Victim Witness Advocate

<b>Salary Grade (6)</b>	\$7,078	\$7,432	\$7,804	\$8,194	\$8,604
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Benefits Coordinator

Legislative Policy Analyst

<b>Salary Grade (7)</b>	\$7,432	\$7,804	\$8,194	\$8,604	\$9,034
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Budget & Finance Analyst

Human Resources Analyst

<b>Salary Grade (8)</b>	\$7,804	\$8,194	\$8,604	\$9,034	\$9,486
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Human Resources Senior Analyst

<b>Salary Grade (9)</b>	\$8,194	\$8,604	\$9,034	\$9,486	\$9,960
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Assistant Comm & Community Relations Director

Head of Community Relations - Library

Climate Energy Manager

<b>Salary Grade (10)</b>	\$8,604	\$9,034	\$9,486	\$9,960	\$10,458
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Assistant City Attorney I

Natural Resources Policy Manager

Emergency Manager

Payroll Manager

Employee Benefits Manager

Prosecuting Attorney I

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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Human Resources Services Manager					
<b>Salary Grade (11)</b>	<b>\$9,034</b>	<b>\$9,486</b>	<b>\$9,960</b>	<b>\$10,458</b>	<b>\$10,981</b>
Accounting Manager			Deputy Library Director		
Asset Manager			Financial Systems Manager		
<b>Salary Grade (12)</b>	<b>\$9,486</b>	<b>\$9,960</b>	<b>\$10,458</b>	<b>\$10,981</b>	<b>\$11,530</b>
Assistant City Attorney II			Prosecuting Attorney II		
Communications Director			What-Comm Deputy Director		
Network Operations Manager					
<b>Salary Grade (13)</b>	<b>\$9,960</b>	<b>\$10,458</b>	<b>\$10,981</b>	<b>\$11,530</b>	<b>\$12,107</b>
Applications Manager			Public Works Development Manager		
Park Design & Development Manager			Public Works Superintendent		
Park Operations Manager			Recreation Manager		
<b>Salary Grade (14)</b>	<b>\$10,458</b>	<b>\$10,981</b>	<b>\$11,530</b>	<b>\$12,107</b>	<b>\$12,712</b>
Assistant City Attorney, Senior			Lead Prosecutor		
<b>Salary Grade (15)</b>	<b>\$10,981</b>	<b>\$11,530</b>	<b>\$12,107</b>	<b>\$12,712</b>	<b>\$13,348</b>
Community & Economic Development Manager			Long Range Planning Manager		
Deputy Finance Director			Planning Development Services Manager		
<b>Salary Grade (16)</b>	<b>\$11,530</b>	<b>\$12,107</b>	<b>\$12,712</b>	<b>\$13,348</b>	<b>\$14,015</b>
Deputy City Attorney			Public Works Assistant Director		
<b>Salary Grade (17)</b>	<b>\$12,107</b>	<b>\$12,712</b>	<b>\$13,348</b>	<b>\$14,015</b>	<b>\$14,716</b>
<b>Salary Grade (18)</b>	<b>\$12,712</b>	<b>\$13,348</b>	<b>\$14,015</b>	<b>\$14,716</b>	<b>\$15,452</b>

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