#### APPENDIX A

#### CITY OF BELLINGHAM

### <u>2025</u>

## Non-Uniformed Salary Structure

PLAN G

-3-

-4-

-5-

(\$1.00 Market Adjustment at each step effective January 1, 2025) (3.0% Increase effective January 1, 2025)

-1-

Annual Step Increases for Full Time

Part Time Step Increases After 2080 Hours 10 Years 15 Years 20 Years Salary Grade (1) 18.31 18.88 19.41 19.94 20.54 21.10 21.70 21.92 22.14 22.36 Salary Grade (2) 20.54 21.10 21.70 22.34 22.98 23.67 19.41 19.94 23.21 23.44 Aquatic Center Cashier (RNB) Library Assistant Maintenance Aide 2 Lifequard Salary Grade (3) 20.54 21.10 21.70 22.34 22.98 23.64 24.28 24.52 24.77 25.02 Aquatic Leader I Salary Grade (4) 21.70 22.34 22.98 23.64 24.28 25.03 25.75 26.01 26.53 26.27 Maintenance Aide 3 Aquatic Leader II Aquatic Invasive Species Prevention Program Staff Recreation Instructor Salary Grade (5) 22.98 24.28 25.03 25.75 26.49 27.24 27.51 27.79 Aquatic Center Main Cashier Museum Visitor Services Attendant Aquatic Invasive Species Prevention Program Lead Office Assistant I Aquatic Program Leader Secretary I Custodial Maintenance Worker 1 Security Information Attendant Mail Services Technician Salary Grade (6)
Accounting Assistant 1 24.28 25.03 25.75 26.49 27.24 28.03 28.84 29.13 29.42 29.71 Office Assistant 2 Custodial Maintenance Worker 2 Program Assistant Exhibits Assistant Secretary 2 Library Clerk Salary Grade (7) 25.75 26.49 27.24 28.03 28.84 29.69 30.54 30.85 31.16 Accounting Assistant 2 Park Worker Facilities Maintenance Worker 1 Secretary 3 Library Specialist 1 Library Coordinator Office Assistant 3 29.69 Salary Grade (8) 27.24 28.03 28.84 30.54 31.44 32.32 32.64 32.97 33.30 Purchasing and Materials Assistant Accounting Assistant 3
Court Process Specialist Service Desk Technician 1 Library Specialist 2 Service Representative 1 Traffic Worker 1 Natural Resources Worker 1 Network Technician 1 Utility Worker 1 Plants Maintenance Technician in Training Salary Grade (9) 28.84 29.69 30.54 31.44 32.32 33.23 34.20 34.54 34.89 35.24 Accounting Technician Museum Technician Natural Resources Worker 2 Administrative Secretary Associate Engineering Technician Operations Data Assistant Custodial Maintenance Worker Lead Parking Technician 1 Community Service Officer 1 Police Support Services Specialist Facilities Maintenance Worker 2 Traffic Worker 2 Utility Worker 2 Lead Court Process Specialist Salary Grade (10) 32.32 30.54 33.23 34.20 35.21 36.29 36.65 37.02 Education Programs/Activities Coordinator Fleet Services Specialist Parking Technician 2 Plant Operator in Training Maintenance Worker 3 Plant Maintenance Technician 1 Network Technician 2 Project Records Coordinator Parks Volunteer Coordinator Service Desk Technician 2 Park Technician/Cemetery Service Representative 2 Park Technician/Grounds Traffic Worker 3 Utility Worker 3 Park Technician/Facilities Park Technician/Structures Utility Locator Warehouse Worker Park Technician/Urban Forestry

1% Service Quality

-9-

-8-

-10-

-7-

-6-

1 Prepared 10/14/2024

#### APPENDIX A

#### CITY OF BELLINGHAM

#### 2025

### Non-Uniformed Salary Structure

PLAN G

(\$1.00 Market Adjustment at each step effective January 1, 2025) (3.0% Increase effective January 1, 2025)

1% Service Quality Annual Step Increases for Full Time -10--1--3--4--5--6--7--8--9-Part Time Step Increases After 2080 Hours 10 Years 15 Years 20 Years Salary Grade (11) 35.21 39.52 32.32 33.23 34.20 36.29 37.28 38.36 38.74 39.13 Buver Natural Resources Worker Lead Community Service Officer 2 Park Project Specialist Contract Accounting Specialist Permit Technician Contract Specialist Records Management Coordinator Engineering Technician Television Production Assistant Fleet Technician 1 Traffic Worker 4 Library Specialist 3 Utility Worker 4 Natural Rescources Program Technician 1 41.05 41.46 Salary Grade (12) 34.20 36.29 37.28 38.36 39.48 40.64 Park Specialist
Permit Program Systems Administrator Construction Inspector Lab Technician Lead Permit Technician Plant Operator 1 Plants Maintenance Technician 2 Senior Surveyor Natural Resources Program Technician 2 Traffic Signal Technician 1 Park Arborist Salary Grade (13) 38.36 39.48 Building Inspector 1 Senior Permits Reviewer Fleet Technician 2 Sanitation Technician 1 Housing Rehabilitation Specialist Warrant Officer Residential Rental Inspector Utility Worker 5 Salary Grade (14) 40.64 41.84 43.05 44.34 45.60 46.06 46.52 46.99 38.36 39.48 Building Inspector 2 (5% market step \$43.68) Plant Operator 2 Electrical Inspector 1 Property Acquisition Specialist Bldg Inspector 2 Only Sanitation Technician 2 48.36 48.84 **Engineering Assistant** 49.33 Facilities Maintenance Technician Senior Construction Inspector GIS Technician, Senior Senior Lab Technician Natural Resources Program Technician 3 Senior Surface Water Technician Plant Maintenance Technician 3 Technical Support/Training Specialist Salary Grade (15) 40.64 43.05 44.34 45.60 46.97 48.37 Communications Electronics Specialist Plant Operator 3 Technical Support/Applications Specialist Electrical/Building Inspector Fleet Technician 3 Traffic Signal Technician 2 Maintenance Instrumentation/SCADA Technician Salary Grade (16) 45.60 46.97 48.37 43.05 49.75 51.22 Fleet Technician 4 Senior Building Inspector

Traffic Signal Technician 3 Lead Buyer Plans Examiner

Salary Grade (17)
Combination Inspector 45.60 46.97 48.37 49.75

Plant Operator 4 Senior Plans Examiner Fleet Technician 5 Maintenance Specialist System Administrator

#### APPENDIX A

# CITY OF BELLINGHAM

2025

Non-Uniformed Compensation Structure **Special Ranges** 

(\$1.00 Market Adjustment at each step effective January 1, 2025)

(3.0% Increase effective January 1, 2025)

1% Service Quality

-5-

51.22

52.74

-6-

54.28

-7-

54.82

-8-

-9-

10 Years 15 Years 20 Years

-10-

33.30

-1-Annual Step Increases for Full Time -2--3--4-Part Time Step Increases After 2080 Hours

28.84 29.69 Salary Grade (8-1) 27.24 28.03 30.54 31.44 32.32 32.97 32.64 Cataloging Technician (S. James)

Salary Grade (14-1) 38.36 39.48 40.64 41.84 43.05 44.34 45.60 46.06 46.52 46.99

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

2 Prepared 10/14/2024