

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  
-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-			
<b>Salary Grade (1)</b>	18.31	18.88	19.41	19.94	20.54	21.10	21.70	21.92	22.14	22.36
<b>Salary Grade (2)</b>	19.41	19.94	20.54	21.10	21.70	22.34	22.98	23.21	23.44	23.67
Aquatic Center Cashier (RNB) Lifeguard										
<b>Salary Grade (3)</b>	20.54	21.10	21.70	22.34	22.98	23.64	24.28	24.52	24.77	25.02
Aquatic Leader I										
<b>Salary Grade (4)</b>	21.70	22.34	22.98	23.64	24.28	25.03	25.75	26.01	26.27	26.53
Aquatic Leader II Aquatic Invasive Species Prevention Program Staff										
<b>Salary Grade (5)</b>	22.98	23.64	24.28	25.03	25.75	26.49	27.24	27.51	27.79	28.07
Aquatic Center Main Cashier Aquatic Invasive Species Prevention Program Lead Aquatic Program Leader Custodial Maintenance Worker 1 Mail Services Technician										
<b>Salary Grade (6)</b>	24.28	25.03	25.75	26.49	27.24	28.03	28.84	29.13	29.42	29.71
Accounting Assistant 1 Custodial Maintenance Worker 2 Exhibits Assistant Library Clerk										
<b>Salary Grade (7)</b>	25.75	26.49	27.24	28.03	28.84	29.69	30.54	30.85	31.16	31.47
Accounting Assistant 2 Facilities Maintenance Worker 1 Library Specialist 1 Office Assistant 3										
<b>Salary Grade (8)</b>	27.24	28.03	28.84	29.69	30.54	31.44	32.32	32.64	32.97	33.30
Accounting Assistant 3 Court Process Specialist Library Specialist 2 Natural Resources Worker 1 Network Technician 1 Plants Maintenance Technician in Training										
<b>Salary Grade (9)</b>	28.84	29.69	30.54	31.44	32.32	33.23	34.20	34.54	34.89	35.24
Accounting Technician Administrative Secretary Associate Engineering Technician Custodial Maintenance Worker Lead Community Service Officer 1 Facilities Maintenance Worker 2 Lead Court Process Specialist										
<b>Salary Grade (10)</b>	30.54	31.44	32.32	33.23	34.20	35.21	36.29	36.65	37.02	37.39
Education Programs/Activities Coordinator Fleet Services Specialist Maintenance Worker 3 Network Technician 2 Parks Volunteer Coordinator Park Technician/Cemetery Park Technician/Grounds Park Technician/Facilities Park Technician/Structures Park Technician/Urban Forestry										

