APPENDIX A

CITY OF BELLINGHAM
2025
Supervisory and Professional Group
PLAN S
(3.00% Increase effective January 1, 2025)

Monthly Salary	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*	*Step 7*
Salary Grade (1)	**$6,352**	**$6,558**	**$6,771**	**$6,991**	**$7,218**	**$7,453**	**$7,695**

Salary Grade (2)	**$6,670**	**$6,887**	**$7,111**	**$7,342**	**$7,581**	**$7,827**	**$8,081**
Planner I			Library Supervisor of Public Services				
Library Supervisor of Operations							

Salary Grade (3)	**$7,004**	**$7,232**	**$7,467**	**$7,710**	**$7,961**	**$8,220**	**$8,487**
Athletic Facility Supervisor			Housing Program Specialist				
Cleanup Coordinator I			Network Analyst I				
Code Compliance Officer			Records Bureau Supervisor				
Crime Analyst			Survey Services Coordinator				
Custodial Maintenance Supervisor			What-COMM GIS Analyst				
Engineer-In-Training							

Salary Grade (4)	**$7,354**	**$7,593**	**$7,840**	**$8,095**	**$8,358**	**$8,630**	**$8,910**
Accountant II			Permit Center Supervisor				
Chief Deputy Court Clerk			Permit System Business Analyst				
Contract Accounting Coordinator			Planner II				
Development Specialist II			Program Administration Specialist				
Finance Business Systems Analyst			Project Accounting Coordinator				
NPDES Coordinator			PW Communications & Outreach Coordinator				
Park Project Manager			PW Department Systems Analyst				
Park Improvements Supervisor			What-COMM Department Systems Analyst				

Salary Grade (5)	**$7,722**	**$7,973**	**$8,232**	**$8,500**	**$8,776**	**$9,061**	**$9,355**
ADA Coordinator			Park Planning & Development Coordinator				
Aquatic Invasive Species Coordinator			Park Stewardship Supervisor				
Cleanup Coordinator II			Public Works Administrative Supervisor				
Emergency Management Plans Coordinator			Recreation Supervisor				
Environmental Coordinator			Revenue Coordinator				
Environmental Mitigation Coordinator			Transportation Planner I				
Library Systems Analyst			TV Station Coordinator				
Network Analyst II			Water Quality Specialist				
Park Administrative Coordinator							

Salary Grade (6)	**$8,108**	**$8,372**	**$8,644**	**$8,925**	**$9,215**	**$9,514**	**$9,823**
Accountant III			Maintenance Supervisor Streets				
Aquatics Manager			Maintenance Supervisor Wastewater				
PD Communications & Public Engagement Manager			Maintenance Supervisor Water Standards				
Engineer I			Maintenance Supervisor Water Facilities				
Fiber Optic Network Engineer			Planning Senior GIS Analyst				
Facilities Project Manager			Public Information Officer				
Fire Administrative Manager			Real Property Manager				

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Head of Library Operations			Service Desk Supervisor				
Head of Public Services			Traffic Maintenance Supervisor				
IT Senior GIS Analyst			Transportation Planner II				
Landscape Architect			Utility Operations Engineer				
Maintenance Supervisor SSWU							
Salary Grade (7)	**$8,513**	**$8,790**	**$9,076**	**$9,371**	**$9,676**	**$9,990**	**$10,315**
Block Grant Program Manager			Park Facilities Manager				
Chief Operator/Water			Park Grounds Maintenance Manager				
Chief Operator/Wastewater			Police Records Manager				
PW Communications & Outreach Program Manager			Police Technology Manager				
Construction Manager			PW Financial Services Manager				
Court Services Manager			Senior Applications Development Analyst				
Fire Systems Analyst			Senior Information Security Analyst				
Habitat & Restoration Manager			Senior Planner				
Information Security Analyst			Senior Project Manager/Database Administrator				
Maintenance Supervisor Plants			Solid Waste Manager				
Natural Resources Field Manager			Systems Process Analyst				
Network Analyst III			Technical Supervisor Water Quality				
Network Telecommunications Analyst			Technical Services Operations Supervisor				
			Web Systems Analyst				
Salary Grade (8)	**$8,939**	**$9,230**	**$9,530**	**$9,840**	**$10,160**	**$10,490**	**$10,831**
Communications & Electronics Manager			Engineer II				
Facilities Manager			Project Engineer Parks				
Fleet Manger			Purchasing Manager				
GIS Manager			Surface & Stormwater Utility Manager				
Salary Grade (9)	**$9,386**	**$9,691**	**$10,006**	**$10,331**	**$10,667**	**$11,014**	**$11,372**
City Transportation Engineer			Plants Engineer				
Technical Services Manager							
Salary Grade (10)	**$9,855**	**$10,175**	**$10,506**	**$10,847**	**$11,200**	**$11,564**	**$11,940**
Building Official							
Salary Grade (11)	**$10,348**	**$10,684**	**$11,031**	**$11,390**	**$11,760**	**$12,142**	**$12,537**