

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
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Salary Grade (1)	\$6,352	\$6,558	\$6,771	\$6,991	\$7,218	\$7,453	\$7,695
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Salary Grade (2)	\$6,670	\$6,887	\$7,111	\$7,342	\$7,581	\$7,827	\$8,081
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Accountant I	Library Supervisor of Operations
Development Specialist I	Library Supervisor of Public Services
Planner I	

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

Salary Grade (4)	\$7,354	\$7,593	\$7,840	\$8,095	\$8,358	\$8,630	\$8,910
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Accountant II	Permit System Business Analyst
Aquatics Recreation Supervisor	Planner II
Contract Accounting Coordinator	Planning & Comm Dev Administrative Supervisor
Development Specialist II	Project Accounting Coordinator
Finance Business Systems Analyst	PW Communications & Outreach Coordinator
Greenways Project Manager	PW Department Systems Analyst
NPDES Coordinator	Records and Information Analyst
Park Project Manager	Rental Protection Program Specialist
Park Improvements Supervisor	What-COMM Department Systems Analyst
Permit Center Supervisor	

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

Salary Grade (6)	\$8,108	\$8,372	\$8,644	\$8,925	\$9,215	\$9,514	\$9,823
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Accountant III	Maintenance Supervisor Streets
Aquatics Manager	Maintenance Supervisor Stormwater
Chief Deputy Court Clerk	Maintenance Supervisor Wastewater
PD Communications & Public Engagement Manager	Maintenance Supervisor Water Distribution
Engineer I	Maintenance Supervisor Water Facilities

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

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

Salary Grade (11)	\$10,348	\$10,684	\$11,031	\$11,390	\$11,760	\$12,142	\$12,537
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