

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

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Monthly Salary	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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							
Salary Grade (7)	\$8,513	\$8,790	\$9,076	\$9,371	\$9,676	\$9,990	\$10,315
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							
Salary Grade (8)	\$8,939	\$9,230	\$9,530	\$9,840	\$10,160	\$10,490	\$10,831
Communications & Electronics Manager							
Enterprise Systems Architect							
Facilities Manager							
Fleet Manager							
GIS Manager							
Salary Grade (9)	\$9,386	\$9,691	\$10,006	\$10,331	\$10,667	\$11,014	\$11,372
City Transportation 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