

CITY OF BELLINGHAM
2026
Non-Represented Employee Group
PLAN E2
(3.0% Increase JANUARY 1, 2026)

Section 4

FLSA EXEMPT NON-REPRESENTED EMPLOYEES

	Step 1	Step 2	Step 3	Step 4	Step 5
Salary Grade (1)	\$5,883	\$6,177	\$6,486	\$6,810	\$7,151

Salary Grade (2)	\$6,177	\$6,486	\$6,810	\$7,151	\$7,509
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Salary Grade (3)	\$6,486	\$6,810	\$7,151	\$7,509	\$7,884
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Salary Grade (4)	\$6,810	\$7,151	\$7,509	\$7,884	\$8,278
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Executive Assistant

Salary Grade (5)	\$7,151	\$7,509	\$7,884	\$8,278	\$8,692
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Benefits Specialist

Human Resources Generalist

Victim Witness Advocate

Salary Grade (6)	\$7,509	\$7,884	\$8,278	\$8,692	\$9,127
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Benefits Coordinator

Legislative Policy Analyst

Salary Grade (7)	\$7,884	\$8,278	\$8,692	\$9,127	\$9,583
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Budget & Finance Analyst

Legislative Office Manager

Human Resources Analyst

Salary Grade (8)	\$8,278	\$8,692	\$9,127	\$9,583	\$10,062
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Human Resources Senior Analyst

Salary Grade (9)	\$8,692	\$9,127	\$9,583	\$10,062	\$10,565
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Assistant Comm & Community Relations Director

Head of Community Relations - Library

Climate Energy Manager

Police Records Manager

Deputy City Clerk

Strategic Initiatives Manager

Salary Grade (10)	\$9,127	\$9,583	\$10,062	\$10,565	\$11,093
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Assistant City Attorney I

Natural Resources Policy Manager

Emergency Manager

Payroll Manager

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	Step 1	Step 2	Step 3	Step 4	Step 5
Employee Benefits Manager				Prosecuting Attorney I	
Human Resources Services Manager					
Salary Grade (11)	\$9,583	\$10,062	\$10,565	\$11,093	\$11,648
Accounting Manager			Habitat & Restoration Manager		
Asset Manager			PW Superintendent - NR Field Operations		
Deputy Library Director			Technical Services Manager		
Salary Grade (12)	\$10,062	\$10,565	\$11,093	\$11,648	\$12,230
Assistant City Attorney II			Prosecuting Attorney II		
Network Operations Manager			What-Comm Deputy Director		
Salary Grade (13)	\$10,565	\$11,093	\$11,648	\$12,230	\$12,842
Budget & Treasury Manager			Park Operations Manager		
Engineering Manager			Public Works Development Manager		
Enterprise Applications Manager			Public Works Superintendent		
Financial Systems Manager			Recreation Manager		
Park Design & Development Manager					
Salary Grade (14)	\$11,093	\$11,648	\$12,230	\$12,842	\$13,484
Assistant City Attorney, Senior			Lead Prosecutor		
Communications & Community Relations Director					
Salary Grade (15)	\$11,648	\$12,230	\$12,842	\$13,484	\$14,158
Community & Economic Development Manager			Planning Development Services Manager		
Long Range Planning Manager			Public Works Assistant Director I		
Salary Grade (16)	\$12,230	\$12,842	\$13,484	\$14,158	\$14,866
Deputy City Attorney			Public Works Assistant Director II		
Deputy Director - Human Resources					
Salary Grade (17)	\$12,842	\$13,484	\$14,158	\$14,866	\$15,609

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Salary Grade (18)	\$13,484	\$14,158	\$14,866	\$15,609	\$16,389

Deputy Director - Public Works