

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

<b>Section 4</b>	<b>FLSA EXEMPT NON-REPRESENTED EMPLOYEES</b>
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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
<b>Salary Grade (1)</b>	<b>\$5,883</b>	<b>\$6,177</b>	<b>\$6,486</b>	<b>\$6,810</b>	<b>\$7,151</b>

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

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

Human Resources Generalist

Victim Witness Advocate

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

Legislative Policy Analyst

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

Legislative Office Manager

Human Resources Analyst

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

<b>Salary Grade (9)</b>	<b>\$8,692</b>	<b>\$9,127</b>	<b>\$9,583</b>	<b>\$10,062</b>	<b>\$10,565</b>
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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

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

Natural Resources Policy Manager

Emergency Manager

Payroll Manager

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

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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
<b>Salary Grade (18)</b>	<b>\$13,484</b>	<b>\$14,158</b>	<b>\$14,866</b>	<b>\$15,609</b>	<b>\$16,389</b>

Deputy Director - Public Works