

2026
Non-Represented Employee Group
PLAN E
0% Increase Effective January 1, 2026 Unless Otherwise Noted Below

Section 1 ELECTED OFFICIALS, DEPARTMENT HEADS AND ADMINISTRATORS

Elected Officials	Monthly Salary
Council Members <i>Salary determined by independent salary commission. Per commission decision Council Members receive a 3% annual increase eff 1/1/2024.</i>	\$6,101
Mayor <i>Per BMC the mayor's salary shall be 5% above the highest salary of department head positions.</i>	\$19,745
Municipal Court Judge <i>By ordinance, Municipal Court Judge's salary will be the same rate as District Court Judge.</i>	\$18,841

Appointed Officials	Monthly Salary
Court Commissioner <i>(85% of Municipal Court Judge)</i>	\$16,015

Department Heads (non-uniform)	Step 1	Step 2	Step 3
<i>(Monthly salary is pro-rated if position is part-time)</i>			
Group A			
City Attorney	\$15,289	\$16,818	\$18,500
Group B			
Public Works Director	\$14,802	\$16,282	\$17,911
Group C			
Finance Director	\$14,097	\$15,507	\$17,058
Human Resources Director			
Information Technology Services Director			
Parks and Recreation Director			
Planning and Community Development Director			
Group D	\$12,179	\$13,395	\$14,735
Library Director			
E-Team Administrators			
Court Director	Step 1 \$12,179	Step 2 \$13,395	Step 3 \$14,735
Deputy Administrator	\$14,097	\$15,507	\$17,058

CITY OF BELLINGHAM
2026
Non-Represented Employee Group
PLAN E

0% Increase Effective January 1, 2026 Unless Otherwise Noted Below

Section 2 UNIFORMED MANAGEMENT EMPLOYEES

Department Heads (uniformed)	Monthly Salary
<i>(Monthly salary is pro-rated if position is part-time)</i>	
Fire Chief	\$18,805
Police Chief	\$18,805

Position	Step 1	Step 2	Step 3
Assistant Fire Chief (3% Increase effective January 1, 2026)	\$14,407	\$15,848	\$17,432
Deputy Police Chief (3% Increase effective January 1, 2026)	\$14,407	\$15,848	\$17,432