

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
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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) <i>(Monthly salary is pro-rated if position is part-time)</i>		Step 1	Step 2	Step 3
Group A		\$14,802	\$16,282	\$17,911
City Attorney				
Public Works Director				
Group B		\$14,097	\$15,507	\$17,058
Finance Director				
Human Resources Director				
Information Technology Services Director				
Parks and Recreation Director				
Planning and Community Development Director				
Group C		\$12,179	\$13,395	\$14,735
Library Director				
Group D		\$11,598	\$12,757	\$14,033
Museum Director				
E-Team Administrators		Step 1	Step 2	Step 3
Court Director		\$12,179	\$13,395	\$14,735
Deputy Administrator		\$14,097	\$15,507	\$17,058

CITY OF BELLINGHAM
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Section 2	UNIFORMED MANAGEMENT EMPLOYEES
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Department Heads (uniformed)	Monthly Salary
<small>(Monthly salary is pro-rated if position is part-time)</small>	
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