

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

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

Department Heads (non-uniform)	Step 1	Step 2	Step 3
<small>(Monthly salary is pro-rated if position is part-time)</small>			
Group A			
City Attorney	\$14,802	\$16,282	\$17,911
Public Works Director			
Group B			
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 C			
Library Director	\$12,179	\$13,395	\$14,735
Group D			
Museum Director	\$11,598	\$12,757	\$14,033
E-Team Administrators			
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

Department Heads (uniformed) <small>(Monthly salary is pro-rated if position is part-time)</small>	Monthly Salary		
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