

**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**

| <b>Elected Officials</b>                                                                                                                                                |  | <b>Monthly Salary</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------|
| <b>Council Members</b><br><i>Salary determined by independent salary commission. Per commission decision Council Members receive a 3% annual increase eff 1/1/2024.</i> |  | \$6,101               |
| <b>Mayor</b><br><i>Per BMC the mayor's salary shall be 5% above the highest salary of department head positions.</i>                                                    |  | \$19,745              |
| <b>Municipal Court Judge</b><br><i>By ordinance, Municipal Court Judge's salary will be the same rate as District Court Judge.</i>                                      |  | \$19,410              |
| <b>Appointed Officials</b>                                                                                                                                              |  | <b>Monthly Salary</b> |
| <b>Court Commissioner</b> <i>(85% of Municipal Court Judge)</i>                                                                                                         |  | \$16,499              |

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

**CITY OF BELLINGHAM**  
**2026**  
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|                  |                                       |
|------------------|---------------------------------------|
| <b>Section 2</b> | <b>UNIFORMED MANAGEMENT EMPLOYEES</b> |
|------------------|---------------------------------------|

| 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 |