

APPENDIX A

**CITY OF BELLINGHAM
2026
Non-Uniformed Salary Structure
PLAN G
Market Study Implementation
(3.0% Increase effective January 1, 2026)**

Annual Step Increases for Full Time	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-
Part Time Step Increases After 2080 Hours										
Salary Grade 101	19.89	20.49	21.10	21.73	22.38	23.05	23.74	24.45	25.18	25.94
Aquatic Lifeguard										
Aquatic Center Cashier										
Salary Grade 102	21.08	21.71	22.36	23.03	23.72	24.43	25.16	25.91	26.69	27.49
Aquatic Leader I										
Library Assistant										
Maintenance Aide II										
Salary Grade 103	22.34	23.01	23.70	24.41	25.14	25.89	26.67	27.47	28.29	29.14
Aquatic Invasive Species Prevention Program Staff										
Aquatic Leader II										
Office Assistant I										
Salary Grade 104	23.68	24.39	25.12	25.87	26.65	27.45	28.27	29.12	29.99	30.89
Aquatic Center Main Cashier										
Aquatic Invasive Species Prevention Program Lead										
Aquatic Program Leader										
Custodial Maintenance Worker I										
Mail Services Technician										
Maintenance Aide III										
Museum Visitor Services Attendant										
Security & Information Attendant										
Salary Grade 105	25.10	25.85	26.63	27.43	28.25	29.10	29.97	30.87	31.80	32.75
Custodial Maintenance Worker II										
Facilities Maintenance Worker I										
Recreation Instructor										
Salary Grade 106	26.61	27.41	28.23	29.08	29.95	30.85	31.78	32.73	33.71	34.72
Accounting Assistant I										
Office Assistant II										
Exhibits Assistant										
Library Clerk										
Library Specialist I										
Parking Code Compliance Officer I										
Permit Clerk										
Program Assistant										
Purchasing & Materials Assistant										
Salary Grade 107	28.21	29.06	29.93	30.83	31.75	32.70	33.68	34.69	35.73	36.80
Accounting Assistant II										
Facilities Maintenance Worker II										
Library Coordinator										
Library Specialist II										
Office Assistant III										
Natural Resources Worker I										
Network Technician I										
Park Worker										
Parking Code Compliance Officer II										
Plants Maintenance Technician In-Training										
Service Representative I										
Salary Grade 108	29.90	30.80	31.72	32.67	33.65	34.66	35.70	36.77	37.87	39.01
Accounting Assistant III										
Community Services Officer I										
Court Clerk										
Custodial Maintenance Lead										
Natural Resources Worker II										
Operations Data Assistant										
Security & Information Specialist										
Traffic Worker I										
Warehouse Worker										
Salary Grade 109	31.69	32.64	33.62	34.63	35.67	36.74	37.84	38.98	40.15	41.35
Accounting Technician										
Buyer I										
Education Programs & Activities Coordinator										
Facilities Maintenance Worker III										
Lead Court Clerk										
Library Specialist III										
Museum Technician										
Network Technician II										
Permit Technician										
Plants Maintenance Technician I										
Plant Operator In-Training										
Police Support Services Specialist										
Project Records Coordinator										
Service Desk Technician I										
Traffic Worker II										
Service Representative II										
Utility Worker I										
Salary Grade 110	33.59	34.60	35.64	36.71	37.81	38.94	40.11	41.31	42.55	43.83
Administrative Secretary										
Associate Engineering Technician										
Community Services Officer II										
Fleet Services Specialist										
Fleet Technician I										
GIS Technician										
Lead Permit Technician										
Natural Resources Program Technician I										
Natural Resources Worker Lead										
Park Programs Coordinator										
Park Technician - Cemetery										
Park Technician - Facilities										
Park Technician - Grounds										
Park Technician - Structures										
Park Technician - Urban Forestry										
Permit Program Systems Administrator										
Service Desk Technician II										
Traffic Worker III										
TV Production Assistant										
Utility Worker II										

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-1- -2- -3- -4- -5- -6- -7- -8- -9- -10-

[illegible]