

APPENDIX A

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

	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-
Annual Step Increases for Full Time										
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										
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										
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										
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										
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										
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										

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Annual Step Increases for Full Time
 Part Time Step Increases After 2080 Hours

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

Salary Grade 111	35.61	36.68	37.78	38.91	40.08	41.28	42.52	43.80	45.11	46.46
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Buyer II	Plant Operator I
Contract Accounting Specialist	Public Works Permits Reviewer
Contract Specialist	Records and Public Disclosure Coordinator
Fleet Technician II	Residential Rental Inspector
Laboratory Technician	Traffic Signal Technician I
Natural Resources Program Technician II	Traffic Worker IV
Park Arborist	Utility Locator
Plants Maintenance Technician II	Utility Worker III

Salary Grade 112	37.75	38.88	40.05	41.25	42.49	43.76	45.07	46.42	47.81	49.24
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Construction Inspector	Park Specialist - Grounds
Facilities Maintenance Technician	Park Specialist - Structures
Fleet Technician III	Park Specialist - Water Systems
Housing Rehabilitation Specialist	Sanitation Technician I
Park Specialist - Electrical/Mechanical Systems	Utility Worker IV
Park Specialist - Facilities	Warrant Officer

Salary Grade 113	40.02	41.22	42.46	43.73	45.04	46.39	47.78	49.21	50.69	52.21
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Building Inspector I	Public Works Surveyor
Engineering Technician	Sanitation Technician II
Fleet Technician IV	Senior Construction Inspector
Incinerator Operator I	Senior GIS Technician
Natural Resources Program Technician III	Senior Laboratory Technician
Plants Maintenance Technician III	Technical Support Specialist I
Plant Operator II	Traffic Signal Technician II
Property Acquisition Specialist	Utility Worker V

Salary Grade 114	42.42	43.69	45.00	46.35	47.74	49.17	50.65	52.17	53.74	55.35
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Building Inspector II	Maintenance Instrumentation/SCADA Technician
Communications Electronics Specialist	Plant Operator III
Engineering Assistant	Technical Support Specialist II
Fleet Technician V	Traffic Signal Technician III
Lead Buyer	

Salary Grade 115	44.97	46.32	47.71	49.14	50.61	52.13	53.69	55.30	56.96	58.67
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Combination Inspector
Electrical Inspector
Maintenance Specialist
Plans Examiner

Salary Grade 116	47.67	49.10	50.57	52.09	53.65	55.26	56.92	58.63	60.39	62.20
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Plant Operator IV
Senior Building Inspector
Senior Plans Examiner
System Administrator

Salary Grade 117	50.53	52.05	53.61	55.22	56.88	58.59	60.35	62.16	64.02	65.94
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Salary Grade 118	53.56	55.17	56.83	58.53	60.29	62.10	63.96	65.88	67.86	69.90
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Salary Grade 119	56.77	58.47	60.22	62.03	63.89	65.81	67.78	69.81	71.90	74.06
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Salary Grade 120	60.18	61.99	63.85	65.77	67.74	69.77	71.86	74.02	76.24	78.53
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