

APPENDIX A

CITY OF BELLINGHAM
2026
PLAN M
Fire/EMS Dispatcher Salary Structure
Local 114
3% increase effective January 1, 2026

Plan includes a deferred compensation match up to 2% of the wage.

Step 1

| <i>Hourly Rate</i> | 31.35 |
|--------------------|-------|

Fire/EMS Dispatcher in Training

Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7

| <i>Hourly Rate</i> | 32.92 | 33.91 | 34.93 | 35.98 | 37.06 | 38.17 | 39.32 |
|--------------------|-------|-------|-------|-------|-------|-------|-------|

Fire/EMS Dispatcher

Step 1 Step 2 Step 3 Step 4 Step 5

| <i>Hourly Rate</i> | 45.22 | 46.58 | 47.98 | 49.42 |
|--------------------|-------|-------|-------|-------|

Fire/EMS Dispatch Supervisor