

**CITY OF BELLINGHAM**  
**2026**  
**Non-Represented Employee Group**  
**PLAN E1**  
**(3.0% Increase JANUARY 1, 2026 )**

<b>Section 3</b>	<b>FLSA NON-EXEMPT NON-REPRESENTED EMPLOYEES</b>
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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
<b>Salary Grade (1)</b>	<b>24.12</b>	<b>25.33</b>	<b>26.60</b>	<b>27.93</b>	<b>29.33</b>

<b>Salary Grade (2)</b>	<b>25.33</b>	<b>26.60</b>	<b>27.93</b>	<b>29.33</b>	<b>30.80</b>
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City Hall Receptionist

<b>Salary Grade (3)</b>	<b>26.60</b>	<b>27.93</b>	<b>29.33</b>	<b>30.80</b>	<b>32.34</b>
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<b>Salary Grade (4)</b>	<b>27.93</b>	<b>29.33</b>	<b>30.80</b>	<b>32.34</b>	<b>33.96</b>
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Payroll Assistant

<b>Salary Grade (5)</b>	<b>29.33</b>	<b>30.80</b>	<b>32.34</b>	<b>33.96</b>	<b>35.66</b>
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Human Resources Office Assistant

<b>Salary Grade (6)</b>	<b>30.80</b>	<b>32.34</b>	<b>33.96</b>	<b>35.66</b>	<b>37.44</b>
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Payroll Technician

<b>Salary Grade (7)</b>	<b>32.34</b>	<b>33.96</b>	<b>35.66</b>	<b>37.44</b>	<b>39.31</b>
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Legal Assistant - Criminal

Human Resources Assistant

<b>Salary Grade (8)</b>	<b>33.96</b>	<b>35.66</b>	<b>37.44</b>	<b>39.31</b>	<b>41.28</b>
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Executive Office Administrative Assistant

Library Administrative Assistant

Court Records Program Technician

<b>Salary Grade (9)</b>	<b>35.66</b>	<b>37.44</b>	<b>39.31</b>	<b>41.28</b>	<b>43.34</b>
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Legal Administrative Assistant

Payroll Lead

Hearing Examiner Administrative Coordinator

<b>Salary Grade (10)</b>	<b>37.44</b>	<b>39.31</b>	<b>41.28</b>	<b>43.34</b>	<b>45.51</b>
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Human Resources Specialist

<b>Salary Grade (11)</b>	<b>39.31</b>	<b>41.28</b>	<b>43.34</b>	<b>45.51</b>	<b>47.79</b>
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Paralegal & Claims Coordinator

Police Administrative Coordinator

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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
<i>Salary Grade (12)</i>	41.28	43.34	45.51	47.79	50.18
<i>Salary Grade (13)</i>	43.34	45.51	47.79	50.18	52.69