

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

Section 3

FLSA NON-EXEMPT NON-REPRESENTED EMPLOYEES

	Step 1	Step 2	Step 3	Step 4	Step 5
Salary Grade (1)	24.12	25.33	26.60	27.93	29.33

Salary Grade (2)	25.33	26.60	27.93	29.33	30.80
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City Hall Receptionist

Salary Grade (3)	26.60	27.93	29.33	30.80	32.34
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Salary Grade (4)	27.93	29.33	30.80	32.34	33.96
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Payroll Assistant

Salary Grade (5)	29.33	30.80	32.34	33.96	35.66
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Human Resources Office Assistant

Salary Grade (6)	30.80	32.34	33.96	35.66	37.44
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Payroll Technician

Salary Grade (7)	32.34	33.96	35.66	37.44	39.31
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Legal Assistant - Criminal

Human Resources Assistant

Salary Grade (8)	33.96	35.66	37.44	39.31	41.28
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Executive Office Administrative Assistant

Library Administrative Assistant

Court Records Program Technician

Salary Grade (9)	35.66	37.44	39.31	41.28	43.34
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Legal Administrative Assistant

Payroll Lead

Hearing Examiner Administrative Coordinator

Salary Grade (10)	37.44	39.31	41.28	43.34	45.51
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Human Resources Specialist

Salary Grade (11)	39.31	41.28	43.34	45.51	47.79
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Paralegal & Claims Coordinator

Police Administrative Coordinator

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Salary Grade (12)	41.28	43.34	45.51	47.79	50.18
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Salary Grade (13)	43.34	45.51	47.79	50.18	52.69
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