

APPENDIX A

**CITY OF BELLINGHAM
2027
Non-Uniformed Salary Structure
PLAN G**

(2.0% Increase effective January 1, 2027)

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	20.29	20.90	21.53	22.18	22.85	23.54	24.25	24.98	25.73	26.50
Aquatic Lifeguard										
Aquatic Center Cashier										
Salary Grade 102	21.51	22.16	22.82	23.50	24.21	24.94	25.69	26.46	27.25	28.07
Aquatic Leader I										
Library Assistant										
Maintenance Aide II										
Salary Grade 103	22.80	23.48	24.18	24.91	25.66	26.43	27.22	28.04	28.88	29.75
Aquatic Invasive Species Prevention Program Staff										
Aquatic Leader II										
Office Assistant I										
Salary Grade 104	24.17	24.90	25.65	26.42	27.21	28.03	28.87	29.74	30.63	31.55
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	25.62	26.39	27.18	28.00	28.84	29.71	30.60	31.52	32.47	33.44
Custodial Maintenance Worker II										
Facilities Maintenance Worker I										
Recreation Instructor										
Salary Grade 106	27.16	27.97	28.81	29.67	30.56	31.48	32.42	33.39	34.39	35.42
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	28.79	29.65	30.54	31.46	32.40	33.37	34.37	35.40	36.46	37.55
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	30.52	31.44	32.38	33.35	34.35	35.38	36.44	37.53	38.66	39.82
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	32.35	33.32	34.32	35.35	36.41	37.50	38.63	39.79	40.98	42.21
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	34.29	35.32	36.38	37.47	38.59	39.75	40.94	42.17	43.44	44.74
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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Part Time Step Increases After 2080 Hours										

Salary Grade 111	36.35	37.44	38.56	39.72	40.91	42.14	43.40	44.70	46.04	47.42
Buyer II										
Contract Accounting Specialist										
Contract Specialist										
Fleet Technician II										
Laboratory Technician										
Natural Resources Program Technician II										
Park Arborist										
Plants Maintenance Technician II										
Plant Operator I										
Public Works Permits Reviewer										
Records and Public Disclosure Coordinator										
Residential Rental Inspector										
Traffic Signal Technician I										
Traffic Worker IV										
Utility Locator										
Utility Worker III										
Salary Grade 112	38.53	39.69	40.88	42.11	43.37	44.67	46.01	47.39	48.81	50.27
Construction Inspector										
Facilities Maintenance Technician										
Fleet Technician III										
Housing Rehabilitation Specialist										
Park Specialist - Electrical/Mechanical Systems										
Park Specialist - Facilities										
Park Specialist - Grounds										
Park Specialist - Structures										
Park Specialist - Water Systems										
Sanitation Technician I										
Utility Worker IV										
Warrant Officer										
Salary Grade 113	40.84	42.07	43.33	44.63	45.97	47.35	48.77	50.23	51.74	53.29
Building Inspector I										
Engineering Technician										
Fleet Technician IV										
Incinerator Operator I **										
Natural Resources Program Technician III										
Plants Maintenance Technician III										
Plant Operator II										
Property Acquisition Specialist										
Public Works Surveyor										
Sanitation Technician II										
Senior Construction Inspector										
Senior GIS Technician										
Senior Laboratory Technician										
Technical Support Specialist I										
Traffic Signal Technician II										
Utility Worker V										
Salary Grade 114	43.29	44.59	45.93	47.31	48.73	50.19	51.70	53.25	54.85	56.50
Building Inspector II										
Communications Electronics Specialist										
Engineering Assistant										
Fleet Technician V										
Lead Buyer										
Maintenance Instrumentation/SCADA Technician										
Plant Operator III										
Technical Support Specialist II										
Traffic Signal Technician III										
Salary Grade 115	45.89	47.27	48.69	50.15	51.65	53.20	54.80	56.44	58.13	59.87
Combination Inspector										
Electrical Inspector										
Maintenance Specialist										
Plans Examiner										
Salary Grade 116	48.64	50.10	51.60	53.15	54.74	56.38	58.07	59.81	61.60	63.45
Plant Operator IV										
Senior Building Inspector										
Senior Plans Examiner										
System Administrator										
Salary Grade 117	51.56	53.11	54.70	56.34	58.03	59.77	61.56	63.41	65.31	67.27
Salary Grade 118	54.65	56.29	57.98	59.72	61.51	63.36	65.26	67.22	69.24	71.32
Salary Grade 119	57.93	59.67	61.46	63.30	65.20	67.16	69.17	71.25	73.39	75.59
Salary Grade 120	61.41	63.25	65.15	67.10	69.11	71.18	73.32	75.52	77.79	80.12

** The Incinerator Operator I position is grandfathered and will not be backfilled upon the incumbent's departure.