

**APPENDIX A**

**CITY OF BELLINGHAM**

**2018**

**Non-Uniformed Salary Structure**

**PLAN B**

**(5% Increase effective and retroactive to January 1, 2018)**

Regular Non-Benefitted (RNB) Step Increases  
After 1040 Hours

	-1-	-2-	-3-
<b>Salary Grade (B3)</b>	<b>\$1,993</b>	<b>\$2,053</b>	<b>\$2,115</b> +
Hourly Rate	11.50	11.84	12.20

Library Page (RNB)

<b>Salary Grade (B2)</b>	<b>\$2,115</b>	<b>\$2,175</b>	<b>\$2,242</b>
Hourly Rate	12.20	12.55	12.93

<b>Salary Grade (B1)</b>	<b>\$2,242</b>	<b>\$2,308</b>	<b>\$2,374</b>
Hourly Rate	12.93	13.32	13.70

1% Service Quality

	-4-	-5-
	10 Years	20 Years
	<b>\$2,136</b>	<b>\$2,157</b>
	12.32	12.44

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

	-1-	-2-	-3-	-4-	-5-	-6-	-7-	1% Service Quality -8-	-9-
								10 Years	20 Years
<b>Salary Grade (1)</b>	<b>\$2,374</b>	<b>\$2,452</b>	<b>\$2,524</b>	<b>\$2,598</b>	<b>\$2,679</b>	<b>\$2,758</b>	<b>\$2,840</b>	<b>\$2,868</b>	<b>\$2,897</b>
Hourly Rate	13.70	14.15	14.56	14.99	15.46	15.91	16.38	16.55	16.71

Aquatic Center Cashier (RNB)

Maintenance Aide 2

Aquatic Leader (RNB)

<b>Salary Grade (2)</b>	<b>\$2,524</b>	<b>\$2,598</b>	<b>\$2,679</b>	<b>\$2,758</b>	<b>\$2,840</b>	<b>\$2,927</b>	<b>\$3,015</b>	<b>\$3,045</b>	<b>\$3,075</b>
Hourly Rate	14.56	14.99	15.46	15.91	16.38	16.89	17.39	17.57	17.74

Certified Aquatic Leader (RNB)

Custodian (RNB)

<b>Salary Grade (3)</b>	<b>\$2,679</b>	<b>\$2,758</b>	<b>\$2,840</b>	<b>\$2,927</b>	<b>\$3,015</b>	<b>\$3,106</b>	<b>\$3,194</b>	<b>\$3,226</b>	<b>\$3,258</b>
Hourly Rate	15.46	15.91	16.38	16.89	17.39	17.92	18.43	18.61	18.80

Maintenance Aide 3

Recreation Instructor

Aquatic Invasive Species Prevention Program Staff

<b>Salary Grade (4)</b>	<b>\$2,840</b>	<b>\$2,927</b>	<b>\$3,015</b>	<b>\$3,106</b>	<b>\$3,194</b>	<b>\$3,296</b>	<b>\$3,396</b>	<b>\$3,430</b>	<b>\$3,464</b>
Hourly Rate	16.38	16.89	17.39	17.92	18.43	19.02	19.59	19.79	19.98

Aquatic Center Main Cashier

Office Assistant 1

Custodial Maintenance Worker 1

Security Information Attendant

Museum Visitor Services Attendant

<b>Salary Grade (5)</b>	<b>\$3,015</b>	<b>\$3,106</b>	<b>\$3,194</b>	<b>\$3,296</b>	<b>\$3,396</b>	<b>\$3,497</b>	<b>\$3,600</b>	<b>\$3,636</b>	<b>\$3,672</b>
Hourly Rate	17.39	17.92	18.43	19.02	19.59	20.18	20.77	20.98	21.18

Ambulance Billing and Reimbursement Specialist 1

Secretary 1

<b>Salary Grade (6)</b>	<b>\$3,194</b>	<b>\$3,296</b>	<b>\$3,396</b>	<b>\$3,497</b>	<b>\$3,600</b>	<b>\$3,708</b>	<b>\$3,821</b>	<b>\$3,859</b>	<b>\$3,898</b>
Hourly Rate	18.43	19.02	19.59	20.18	20.77	21.39	22.04	22.26	22.49

Accounting Assistant 1

Office Assistant 2

Custodial Maintenance Worker 2

Parking Controls Tech 1

Exhibits Assistant

Program Assistant

Library Clerk

Secretary 2

<b>Salary Grade (7)</b>	<b>\$3,396</b>	<b>\$3,497</b>	<b>\$3,600</b>	<b>\$3,708</b>	<b>\$3,821</b>	<b>\$3,938</b>	<b>\$4,054</b>	<b>\$4,095</b>	<b>\$4,136</b>
Hourly Rate	19.59	20.18	20.77	21.39	22.04	22.72	23.39	23.63	23.86

Accounting Assistant 2

Park Worker

Ambulance Billing and Reimbursement Specialist 2

Secretary 3

Library Specialist 1

Library Coordinator

Office Assistant 3

<b>Salary Grade (8)</b>	<b>\$3,600</b>	<b>\$3,708</b>	<b>\$3,821</b>	<b>\$3,938</b>	<b>\$4,054</b>	<b>\$4,175</b>	<b>\$4,299</b>	<b>\$4,342</b>	<b>\$4,385</b>
Hourly Rate	20.77	21.39	22.04	22.72	23.39	24.09	24.80	25.05	25.30

Accounting Assistant 3

Purchasing and Materials Assistant

Court Process Specialist

Service Representative 1

Library Specialist 2

Traffic Worker 1\*

Plants Maintenance Technician in Training\*

Utility Worker 1

Network Technician 1

<b>Salary Grade (9)</b>	<b>\$3,821</b>	<b>\$3,938</b>	<b>\$4,054</b>	<b>\$4,175</b>	<b>\$4,299</b>	<b>\$4,424</b>	<b>\$4,556</b>	<b>\$4,602</b>	<b>\$4,648</b>
Hourly Rate	22.04	22.72	23.39	24.09	24.80	25.52	26.28	26.55	26.82

**CITY OF BELLINGHAM**  
**2018**  
**Non-Uniformed Salary Structure**  
**PLAN B**

Regular Non-Benefitted (RNB) Step Increases	1% Service Quality				
After 1040 Hours	-1-	-2-	-3-	-4-	-5-
Accounting Technician			Operations Data Assistant		
Administrative Secretary			Park Technician/Facilities		
Aquatics Facility Technician			Parking Enforcement Officer		
Associate Engineering Technician			Police Support Services Specialist**		
Custodial Maintenance Worker Lead			Traffic Worker 2*		
Lead Court Process Specialist			Utility Worker 2		
Museum Technician					

Assist. Education/Public Programs Coord.	Plant Operator in Training*
Education Programs/Activities Coordinator	Project Records Coordinator
Parks Volunteer Coordinator	Service Representative 2
Plants Maintenance Technician 1*	Service Writer
Maintenance Worker 3	Traffic Worker 3*
Network Technician 2	Utility Worker 3*
Park Technician/Cemetery	Utility Locator
Park Technician/Grounds	Warehouse Worker
Park Technician/Structures	
Park Technician/Water, Electrical, Mechanical	

Buyer	Park Project Specialist
Contract Accounting Specialist	Permit Technician
Contract Specialist	Records Management Coordinator
Engineering Technician	Television Production Assistant
Library Specialist 3	Traffic Worker 4*
Natural Resources Program Technician 1	Utility Worker 4*

Fleet Maintenance Mechanic 3	20120	21700	20120	20130	20130	20130	20130	20130	20130
Housing Rehabilitation Specialist			Park Arborist						
Lab Technician			Park Specialist						
Plants Maintenance Technician 2*			Permit Program Systems Administrator						
Natural Resources Program Technician 2			Plant Operator 1*						
Neighborhood Code Compliance Officer			Senior Surveyor						
			Traffic Signal Technician 1						

Building Inspector 1	Warrant Officer
Fleet Maintenance Mechanic 4	Utility Worker 5*
Senior Permits Reviewer	

Building Inspector 2 (5% market step \$6,428)	Property Acquisition Specialist		
Electrical Inspector 1	Safety Specialist	Bldg Inspector 2 Only	
Engineering Assistant	Senior Construction Inspector	\$6,492	\$6,557
Fleet Maintenance Mechanic 5	Senior Surface Water Technician	37.45	37.83
GIS Technician, Senior	Technical Support/Training Specialist		
Plants Maintenance Technician 3*			
Plant Operator 2*			

Communications Electronics Specialist	Signal Systems Specialist
Electrical/Building Inspector	Technical Support/Applications Specialist
Maintenance Instrumentation/SCADA Technician	Traffic Signal Technician 2
Plant Operator 3	

**CITY OF BELLINGHAM**  
**2018**

### Non-Uniformed Salary Structure

#### PLAN B

**(5% Increase effective and retroactive to January 1, 2018)**

### Regular Non-Benefitted (RNB) Step Increases After 1040 Hours

1% Service Quality  
-4- -5-

<b>Salary Grade (16)</b>	<b>\$5,774</b>	<b>\$5,949</b>	<b>\$6,122</b>	<b>\$6,311</b>	<b>\$6,502</b>	<b>\$6,694</b>	<b>\$6,896</b>	<b>\$6,965</b>	<b>\$7,035</b>
<b>Hourly Rate</b>	<b>33.31</b>	<b>34.32</b>	<b>35.32</b>	<b>36.41</b>	<b>37.51</b>	<b>38.62</b>	<b>39.78</b>	<b>40.18</b>	<b>40.59</b>
Lead Buyer	Senior Building Inspector								
Plans Examiner	Traffic Signal Technician 3								

<b>Salary Grade (17)</b>	<b>\$6,122</b>	<b>\$6,311</b>	<b>\$6,502</b>	<b>\$6,694</b>	<b>\$6,896</b>	<b>\$7,103</b>	<b>\$7,315</b>	<b>\$7,388</b>	<b>\$7,462</b>
<b>Hourly Rate</b>	<b>35.32</b>	<b>36.41</b>	<b>37.51</b>	<b>38.62</b>	<b>39.78</b>	<b>40.98</b>	<b>42.20</b>	<b>42.62</b>	<b>43.05</b>
Combination Inspector	Plant Operator 4*								
Maintenance Specialist*									

## APPENDIX A

## CITY OF BELLINGHAM

2018

### Non-Uniformed Compensation Structure

### "Grandfathered" Employees

### Special Ranges

**(5% Increase effective and retroactive to January 1, 2018)**

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

1% Service Quality  
-8- -9-  
10 Years 20 Years

<b>Salary Grade (8-1)</b>	<b>\$3,600</b>	<b>\$3,708</b>	<b>\$3,821</b>	<b>\$3,938</b>	<b>\$4,054</b>	<b>\$4,175</b>	<b>\$4,299</b>	<b>\$4,342</b>	<b>\$4,385</b>
<b>Hourly Rate</b>	<b>20.77</b>	<b>21.39</b>	<b>22.04</b>	<b>22.72</b>	<b>23.39</b>	<b>24.09</b>	<b>24.80</b>	<b>25.05</b>	<b>25.30</b>
Cataloging Technician	(S. James, S. Burmester)								
Library Assistant 2	(S. Emley)								

[illegible]

\* Effective 8/1/2018

**\*\*Prospective following ratification by both parties**