**APPENDIX A**

**CITY OF BELLINGHAM**
**2025**
**Uniformed Police Salary Structure**
**PLAN D**
**4.5% Increase January 1, 2025**

| | Step A | Step B | Step C | Step D | Step E |
|---|---|---|---|---|---|
| ***Salary Grade 28*** | **$6,768** | **$7,445** | | | |
| Patrol Officer Recruit | | | | | |
| ***Salary Grade 29*** | **$7,668** | **$8,166** | **$8,697** | **$9,262** | **$9,864** |
| Patrol Officer | | | | | |
| ***Salary Grade 30*** | **$9,864** | **$10,160** | **$10,465** | | |
| Traffic Officer<br>Detective<br>Crime Scene Investigator | | | | | |
| ***Salary Grade 31*** | **$10,465** | **$10,779** | **$11,102** | | |
| Evidence & I.D. Officer<br>Corporal | | | | | |
| ***Salary Grade 32*** | **$11,102** | **$11,435** | **$11,778** | | |
| Sergeant | | | | | |

**I. Deferred Compensation**
Effective February 1, 2024, for all active members LEOFF II bargaining unit members with fewer than 15 years Longevity, the City shall match contributions made to the City's voluntary deferred compensation program of five percent (5%). The City shall match up to the applicable percentage of the employee's then current base base salary. The City may establish those procedures and forms necessary to efficiently implement and maintain this program, and reasonable restrictions upon an employee's ability to change their contribution level during a calendar year.

Effective February 1, 2024, for Police Guild members with 15 or more years seniority, the City's total deferred compensation match shall be no more than 2% as provided below.

Effective February 1, 2024, for all enrolled Police Guild members the City shall match contributions made to the City's voluntary deferred compensation program up to 2% of the employee's Appendix A salary. This two percent (2) match does not convert to longevity at 15 or more years seniority.

**II. Longevity Pay - Plan A**
Employees who have completed the following lengths of Bellingham Police Department service as a regularly commissioned officer with the City shall receive the following longevity pay:

| YEARS OF SERVICE | Effective First Pay Period Following Ratification |
|---|---|
| 5 years of service | 2.75% |
| 10 years of service | 4.00% |
| 15 years of service | 5.5% plus additional 5%* = 10.5% |
| 20 years of service | 8.5% plus additional 5%* = 13.5% |
| 25 or more years of service | 9.5% plus additional 5%* = 14.5% |

* The City's deferred compensation match is converted to longevity for Police Guild members with 15 or more years seniority.