APPENDIX A

CITY OF BELLINGHAM
2026
Uniformed Police Salary Structure
PLAN D
3.75% Increase January 1, 2026

	Step A	Step B	Step C	Step D	Step E
Salary Grade 28	**$7,022**	**$7,724**			
Patrol Officer Recruit					
Salary Grade 29	**$7,956**	**$8,473**	**$9,024**	**$9,611**	**$10,236**
Patrol Officer					
Salary Grade 30	**$10,236**	**$10,543**	**$10,859**		
Traffic Officer Detective Crime Scene Investigator					
Salary Grade 31	**$10,859**	**$11,185**	**$11,521**		
Evidence & I.D. Officer Corporal					
Salary Grade 32	**$11,521**	**$11,867**	**$12,223**		
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 then current base 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.