APPENDIX A

CITY OF BELLINGHAM
2026
FIRE DEPARTMENT STAFF OFFICERS
PLAN F

POSITIONS/TITLES:

Battalion Chief **Division Chief**

BASE SALARIES are computed as follows:

Step A: Less than one year of service, 8% over Step 5 Captain
Step B: After one year of service, 10% over Step 5 Captain
Step C: After two years of service, 12% over Step 5 Captain

Any change to the top step captain wage rate shall also be applied to the salaries of the members of this bargaining unit and will be implemented on the same effective date, including on a retroactive basis whenever top step captain wage rates are changed retroactively.

LONGEVITY is based on cumulative service with the Bellingham Fire Department and is computed as follows:

2.50% of salary per month after 5 years
3.50% of salary per month after 10 years
6.00% of salary per month after 15 years plus Deferred Compensation match of 6.00%*
11.50% of salary per month after 20 years plus Deferred Compensation match of 6.00%*
13.50% of salary per month after 25 years plus Deferred Compensation match of 6.00%*

* As of January 1, 2010, employees with 15 or more years of service shall irrevocably convert the City's deferred compensation match to longevity pay for the duration of their service.

ADMINISTRATIVE PREMIUMS:

5.25% of Salary shall be provided to employees assigned to a 40-hour work week.

Monthly salary rates are computed as stated above and rounded to the nearest whole dollar.
Salary rates and this appendix will be updated to reflect salary changes that occur as a result of changes to the top step captain wage rates.
The rates effective on January 1, 2026 are as follows:

January 1, 2026	*Step A*	*Step B*	*Step C*
Salary	**$13,611.00**	**$13,863.00**	**$14,115.00**