APPENDIX A

CITY OF BELLINGHAM
2026
Non-Uniformed Salary Structure
PLAN G
Market Study Implementation
(3.0% Increase effective January 1, 2026)

Annual Step Increases for Full Time Part Time Step Increases After 2080 Hours	-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-
Salary Grade 101	**19.89**	**20.49**	**21.10**	**21.73**	**22.38**	**23.05**	**23.74**	**24.45**	**25.18**	**25.94**
Aquatic Lifeguard										
Aquatic Center Cashier										
Salary Grade 102	**21.08**	**21.71**	**22.36**	**23.03**	**23.72**	**24.43**	**25.16**	**25.91**	**26.69**	**27.49**
Aquatic Leader I										
Library Assistant										
Maintenance Aide II										
Salary Grade 103	**22.34**	**23.01**	**23.70**	**24.41**	**25.14**	**25.89**	**26.67**	**27.47**	**28.29**	**29.14**
Aquatic Invasive Species Prevention Program Staff										
Aquatic Leader II										
Office Assistant I										
Salary Grade 104	**23.68**	**24.39**	**25.12**	**25.87**	**26.65**	**27.45**	**28.27**	**29.12**	**29.99**	**30.89**
Aquatic Center Main Cashier		Mail Services Technician								
Aquatic Invasive Species Prevention Program Lead		Maintenance Aide III								
Aquatic Program Leader		Museum Visitor Services Attendant								
Custodial Maintenance Worker I		Security & Information Attendant								
Salary Grade 105	**25.10**	**25.85**	**26.63**	**27.43**	**28.25**	**29.10**	**29.97**	**30.87**	**31.80**	**32.75**
Custodial Maintenance Worker II										
Facilities Maintenance Worker I										
Recreation Instructor										
Salary Grade 106	**26.61**	**27.41**	**28.23**	**29.08**	**29.95**	**30.85**	**31.78**	**32.73**	**33.71**	**34.72**
Accounting Assistant I		Parking Code Compliance Officer I								
Office Assistant II		Permit Clerk								
Exhibits Assistant		Program Assistant								
Library Clerk		Purchasing & Materials Assistant								
Library Specialist I										
Salary Grade 107	**28.21**	**29.06**	**29.93**	**30.83**	**31.75**	**32.70**	**33.68**	**34.69**	**35.73**	**36.80**
Accounting Assistant II		Network Technician I								
Facilities Maintenance Worker II		Park Worker								
Library Coordinator		Parking Code Compliance Officer II								
Library Specialist II		Plants Maintenance Technician In-Training								
Office Assistant III		Service Representatitve I								
Natural Resources Worker I										
Salary Grade 108	**29.90**	**30.80**	**31.72**	**32.67**	**33.65**	**34.66**	**35.70**	**36.77**	**37.87**	**39.01**
Accounting Assistant III		Operations Data Assistant								
Community Services Officer I		Security & Information Specialist								
Court Clerk		Traffic Worker I								
Custodial Maintenance Lead		Warehouse Worker								
Natural Resources Worker II										
Salary Grade 109	**31.69**	**32.64**	**33.62**	**34.63**	**35.67**	**36.74**	**37.84**	**38.98**	**40.15**	**41.35**
Accounting Technician		Plants Maintenance Technician I								
Buyer I		Plant Operator In-Training								
Education Programs & Activities Coordinator		Police Support Services Specialist								
Facilities Maintenance Worker III		Project Records Coordinator								
Lead Court Clerk		Service Desk Technician I								
Library Specialist III		Traffic Worker II								
Museum Technician		Service Representative II								
Network Technician II		Utility Worker I								
Permit Technician										
Salary Grade 110	**33.59**	**34.60**	**35.64**	**36.71**	**37.81**	**38.94**	**40.11**	**41.31**	**42.55**	**43.83**
Administrative Secretary		Park Technician - Cemetery								
Associate Engineering Technician		Park Technician - Facilities								
Community Services Officer II		Park Technician - Grounds								
Fleet Services Specialist		Park Technician - Structures								
Fleet Technician I		Park Technician - Urban Forestry								
GIS Technician		Permit Program Systems Administrator								
Lead Permit Technician		Service Desk Technician II								
Natural Resources Program Technician I		Traffic Worker III								
Natural Resources Worker Lead		TV Production Assistant								
Park Programs Coordinator		Utility Worker II								

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Salary Grade 111	**35.61**	**36.68**	**37.78**	**38.91**	**40.08**	**41.28**	**42.52**	**43.80**	**45.11**	**46.46**
Buyer II		Plant Operator I								
Contract Accounting Specialist		Public Works Permits Reviewer								
Contract Specialist		Records and Public Disclosure Coordinator								
Fleet Technician II		Residential Rental Inspector								
Laboratory Technician		Traffic Signal Technician I								
Natural Resources Program Technician II		Traffic Worker IV								
Park Arborist		Utility Locator								
Plants Maintenance Technician II		Utility Worker III								
Salary Grade 112	**37.75**	**38.88**	**40.05**	**41.25**	**42.49**	**43.76**	**45.07**	**46.42**	**47.81**	**49.24**
Construction Inspector		Park Specialist - Grounds								
Facilities Maintenance Technician		Park Specialist - Structures								
Fleet Technician III		Park Specialist - Water Systems								
Housing Rehabilitation Specialist		Sanitation Technician I								
Park Specialist - Electrical/Mechanical Systems		Utilitity Worker IV								
Park Specialist - Facilities		Warrant Officer								
Salary Grade 113	**40.02**	**41.22**	**42.46**	**43.73**	**45.04**	**46.39**	**47.78**	**49.21**	**50.69**	**52.21**
Building Inspector I		Public Works Surveryor								
Engineering Technician		Sanitation Technician II								
Fleet Technician IV		Senior Construction Inspector								
Incinerator Operator I**		Senior GIS Technician								
Natural Resources Program Technician III		Senior Laboratory Technician								
Plants Maintenance Technician III		Technical Support Specialist I								
Plant Operator II		Traffic Signal Technician II								
Property Acquisition Specialist		Utility Worker V								
Salary Grade 114	**42.42**	**43.69**	**45.00**	**46.35**	**47.74**	**49.17**	**50.65**	**52.17**	**53.74**	**55.35**
Building Inspector II		Maintenance Instrumentation/SCADA Technician								
Communications Electronics Specialist		Plant Operator III								
Engineering Assistant		Technical Support Specialist II								
Fleet Technician V		Traffic Signal Technician III								
Lead Buyer										
Salary Grade 115	**44.97**	**46.32**	**47.71**	**49.14**	**50.61**	**52.13**	**53.69**	**55.30**	**56.96**	**58.67**
Combination Inspector										
Electrical Inspector										
Maintenance Specialist										
Plans Examiner										
Salary Grade 116	**47.67**	**49.10**	**50.57**	**52.09**	**53.65**	**55.26**	**56.92**	**58.63**	**60.39**	**62.20**
Plant Operator IV										
Senior Building Inspector										
Senior Plans Examiner										
System Administrator										
Salary Grade 117	**50.53**	**52.05**	**53.61**	**55.22**	**56.88**	**58.59**	**60.35**	**62.16**	**64.02**	**65.94**
Salary Grade 118	**53.56**	**55.17**	**56.83**	**58.53**	**60.29**	**62.10**	**63.96**	**65.88**	**67.86**	**69.90**
Salary Grade 119	**56.77**	**58.47**	**60.22**	**62.03**	**63.89**	**65.81**	**67.78**	**69.81**	**71.90**	**74.06**
Salary Grade 120	**60.18**	**61.99**	**63.85**	**65.77**	**67.74**	**69.77**	**71.86**	**74.02**	**76.24**	**78.53**

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