APPENDIX A

CITY OF BELLINGHAM
2026
Supervisory and Professional Group
PLAN S
(3.00% Increase effective January 1, 2026)

Monthly Salary	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*	*Step 7*
Salary Grade (1)	**$6,543**	**$6,756**	**$6,976**	**$7,203**	**$7,437**	**$7,679**	**$7,929**
Salary Grade (2)	**$6,870**	**$7,093**	**$7,324**	**$7,562**	**$7,808**	**$8,062**	**$8,324**
Accountant I			Library Supervisor of Operations				
Development Specialist I			Library Supervisor of Public Services				
Planner I							
Salary Grade (3)	**$7,214**	**$7,448**	**$7,690**	**$7,940**	**$8,198**	**$8,464**	**$8,739**
Athletic Facility Supervisor			Housing Program Specialist				
Cleanup Coordinator I			Network Analyst I				
Code Compliance Officer			Public Works Safety Program Specialist				
Crime Analyst			Records Bureau Supervisor				
Custodial Maintenance Supervisor			Survey Services Coordinator				
Engineer-In-Training			What-COMM GIS Analyst				
Salary Grade (4)	**$7,575**	**$7,821**	**$8,075**	**$8,337**	**$8,608**	**$8,888**	**$9,177**
Accountant II			Permit System Business Analyst				
Aquatics Recreation Supervisor			Planner II				
Contract Accounting Coordinator			Planning & Comm Dev Administrative Supervisor				
Development Specialist II			Project Accounting Coordinator				
Finance Business Systems Analyst			PW Communications & Outreach Coordinator				
Greenways Project Manager			PW Department Systems Analyst				
NPDES Coordinator			PS GIS Analyst I				
Park Project Manager			Records and Information Analyst				
Park Improvements Supervisor			Rental Protection Program Specialist				
Permit Center Supervisor			What-COMM Department Systems Analyst				
Salary Grade (5)	**$7,954**	**$8,213**	**$8,480**	**$8,756**	**$9,041**	**$9,335**	**$9,638**
ADA Coordinator			Park Planning & Development Coordinator				
Aquatic Invasive Species Coordinator			Park Stewardship Supervisor				
Cleanup Coordinator II			Park Trails Field Supervisor				
Emergency Management Plans Coordinator			Park Urban Forest Supervisor				
Environmental Coordinator			Parking Operations Supervisor				
Environmental Mitigation Coordinator			Public Works Administrative Supervisor				
Library Systems Analyst			Recreation Supervisor				
Natural Resources Field Supervisor			Revenue Coordinator				
Network Analyst II			Security Supervisor				
Park Administrative Coordinator			Transportation Planner I				
Park Facilities Field Supervisor			TV Station Coordinator				
Park Grounds Field Supervisor			Water Quality Specialist				
Salary Grade (6)	**$8,352**	**$8,623**	**$8,903**	**$9,192**	**$9,491**	**$9,799**	**$10,117**
Accountant III			Maintenance Supervisor Streets				
Aquatics Manager			Maintenance Supervisor Stormwater				
Chief Deputy Court Clerk			Maintenance Supervisor Wastewater				
PD Communications & Public Engagement Manager			Maintenance Supervisor Water Distribution				

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Engineer I			Maintenance Supervisor Water Facilities				
Fiber Optic Network Engineer			Planning Senior GIS Analyst				
Facilities Project Manager			Public Information Officer				
Fire Administrative Manager			PW GIS Analyst II				
Head of Library Operations			Real Property Manager				
Head of Public Services			Technical Services Help Desk Supervisor				
IT Senior GIS Analyst			Traffic Maintenance Supervisor				
Landscape Architect			Transportation Planner II				
Maintenance Supervisor SSWU			Utility Operations Engineer				
Salary Grade (7)	**$8,770**	**$9,055**	**$9,349**	**$9,653**	**$9,967**	**$10,291**	**$10,625**
Block Grant Program Manager			Park Grounds Maintenance Manager				
Chief Operator/Water			Police Technology Manager				
Chief Operator/Wastewater			PW Financial Services Manager				
PW Communications & Outreach Program Manager			Senior Applications Development Analyst				
Construction Manager			Senior Information Security Analyst				
Court Services Manager			Senior Planner				
Fire Systems Analyst			Senior Project Manager/Database Administrator				
Housing & Services Program Manager			Solid Waste Manager				
Information Security Analyst			Systems Process Analyst				
Maintenance Supervisor Plants			Technical Supervisor Water Quality				
Natural Resources Special Project Manager			Technical Services Operations Supervisor				
Network Analyst III			Web Systems Analyst				
Network Telecommunications Analyst			What-Comm Technology Manager				
Park Facilities Manager							
Salary Grade (8)	**$9,209**	**$9,508**	**$9,817**	**$10,136**	**$10,465**	**$10,805**	**$11,156**
Communications & Electronics Manager			Engineer II				
Enterprise Systems Architecht			Project Engineer Parks				
Facilities Manager			Purchasing Manager				
Fleet Manger			Surface & Stormwater Utility Manager				
GIS Manager							
Salary Grade (9)	**$9,669**	**$9,983**	**$10,307**	**$10,642**	**$10,988**	**$11,345**	**$11,714**
City Transportation Engineer			Plants Engineer				
Salary Grade (10)	**$10,152**	**$10,482**	**$10,823**	**$11,175**	**$11,538**	**$11,913**	**$12,300**
Building Official							
Salary Grade (11)	**$10,660**	**$11,006**	**$11,364**	**$11,733**	**$12,114**	**$12,508**	**$12,915**