

**APPENDIX A**

**CITY OF BELLINGHAM  
2009  
Uniformed Police Salary Structure  
PLAN D  
3.0% Increase January 1, 2009  
1.0% Increase July 1, 2009**

		<i>Step A</i>	<i>Step B</i>	<i>Step C</i>	<i>Step D</i>	<i>Step E</i>	<i>Step Z</i>
<i>January 1, 2009</i>	<b>Salary Grade 29</b>	\$4,624	\$4,925	\$5,245	\$5,586	\$5,949	\$6,306
<i>July 1, 2009</i>	<b>Salary Grade 29</b>	\$4,670	\$4,974	\$5,297	\$5,641	\$6,008	\$6,368

Patrol Officer

*Step Z includes 6% premium for Master Patrol Officer*

<i>January 1, 2009</i>	<b>Salary Grade 30</b>	\$5,949	\$6,127	\$6,311
<i>July 1, 2009</i>	<b>Salary Grade 30</b>	\$6,008	\$6,188	\$6,374

Traffic Officer

Detective

Crime Scene Investigator

<i>January 1, 2009</i>	<b>Salary Grade 31</b>	\$6,311	\$6,500	\$6,695
<i>July 1, 2009</i>	<b>Salary Grade 31</b>	\$6,374	\$6,565	\$6,762

Evidence & I.D. Officer

<i>January 1, 2009</i>	<b>Salary Grade 32</b>	\$6,627	\$6,826	\$7,031
<i>July 1, 2009</i>	<b>Salary Grade 32</b>	\$6,693	\$6,894	\$7,101

Evidence & I.D. Supervisor

Sergeant

**I. Deferred Compensation**

The City shall match contributions made to the City's voluntary deferred compensation program of four (4) percent of the employee's base salary, as of January 1 of the year, and not subject to change with any salary step increase awarded during the year. Effective July 1, 2009 the City shall match contributions made to the City's voluntary deferred compensation program of four and three quarters (4 3/4) percent of the employee's base salary, as of January 1 of the year, and not subject to change with any salary step increase awarded during the year. Provided that, beginning with the City's new HRIS/Payroll system, the City's matching contribution shall match up to the applicable percentage of the employee's current base salary in place of the previously outlined schedule.

**II. Longevity Pay - Plan A**

All employees except those in Plan B below receive longevity pay on the following schedule: Percentage of base salary (not cumulative)--

<u>5 Years</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>	<u>25 Years</u>
1.25%	2.50%	3.00%	6.00%	7.00%

**III. Longevity Pay - Plan B**

Pursuant to the 1990-1992 labor agreement, certain employees who completed 19 or more years of service on or before December 31, 1992 chose to receive the following longevity plan:

6% of employee's base salary plus \$40 per month

**IV. Deferred Compensation on Conversion to Longevity**

Effective with ratification of this contract, employees with 15 or more years of service may elect to irrevocably convert the City's deferred compensation match to longevity pay for the duration of their service. The employee must continue to contribute the required match to a deferred compensation program.