

**APPENDIX A**  
**CITY OF BELLINGHAM**  
**2009**  
**PLAN M**  
**Fire/EMS Dispatcher Salary Structure**  
**Local 114 F**  
**(3.0% Increase January 1, 2009)**

Plan includes a deferred compensation match up to 1.5% of the wage in effect on January 1st of each year.

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
	<b>\$3,331</b>	<b>\$3,431</b>					
<i>Hourly Rate</i>	19.22	19.79					

Fire/EMS Dispatcher in Training

	<b>\$3,531</b>	<b>\$3,637</b>	<b>\$3,746</b>	<b>\$3,858</b>	<b>\$3,974</b>	<b>\$4,093</b>	<b>\$4,216</b>
<i>Hourly Rate</i>	20.37	20.98	21.61	22.26	22.93	23.61	24.32

Fire/EMS Dispatcher

	<b>\$4,595</b>	<b>\$4,733</b>	<b>\$4,875</b>
<i>Hourly Rate</i>	26.51	27.31	28.13

Communications Operations Officer