

APPENDIX A

**CITY OF BELLINGHAM
2011
Non-Uniformed Salary Structure
PLAN B
(.5% Increase July 1, 2011)**

Regular Non-Benefitted (RNB) Step Increases
After 1040 Hours

-1- -2- -3-

1% Service Quality

-4- -5-

10 Years 20 Years

Salary Grade (B4)	\$1,620	\$1,665	\$1,716
Hourly Rate	9.35	9.61	9.90

\$1,733	\$1,750
10.00	10.10

Library Page (RNB)

Salary Grade (B3)	\$1,716	\$1,766	\$1,821
Hourly Rate	9.90	10.19	10.51

\$1,839	\$1,857
10.61	10.71

Lifeguard (RNB)

Cashier (RNB)

Salary Grade (B2)	\$1,821	\$1,872	\$1,928
Hourly Rate	10.51	10.80	11.12

\$1,947	\$1,966
11.23	11.34

Aquatic Instructor (RNB)

Salary Grade (B1)	\$1,928	\$1,986	\$2,044
Hourly Rate	11.12	11.46	11.79

\$2,064	\$2,085
11.91	12.03

Certified Aquatic Instructor (RNB)

Annual Step Increases for Full Time
Part Time Step Increases After 2080 Hours

-1- -2- -3- -4- -5- -6- -7-

1% Service Quality

-8- -9-

10 Years 20 Years

Salary Grade (1)	\$2,044	\$2,110	\$2,172	\$2,236	\$2,305	\$2,373	\$2,445
Hourly Rate	11.79	12.17	12.53	12.90	13.30	13.69	14.11

\$2,469	\$2,494
14.24	14.39

Aquatic Center Main Cashier

Parks Maintenance Aide 2

Aquatic Leader

Salary Grade (2)	\$2,172	\$2,236	\$2,305	\$2,373	\$2,445	\$2,519	\$2,594
Hourly Rate	12.53	12.90	13.30	13.69	14.11	14.53	14.97

\$2,620	\$2,646
15.12	15.27

Custodian (RNB)

Salary Grade (3)	\$2,305	\$2,373	\$2,445	\$2,519	\$2,594	\$2,672	\$2,749
Hourly Rate	13.30	13.69	14.11	14.53	14.97	15.42	15.86

\$2,776	\$2,804
16.02	16.18

Parks Maintenance Aide 3

Recreation Instructor

Salary Grade (4)	\$2,445	\$2,519	\$2,594	\$2,672	\$2,749	\$2,837	\$2,922
Hourly Rate	14.11	14.53	14.97	15.42	15.86	16.37	16.86

\$2,951	\$2,981
17.03	17.20

Custodial Maintenance Worker 1

Office Assistant 1

Library Clerk 1

Security Information Attendant

Salary Grade (5)	\$2,594	\$2,672	\$2,749	\$2,837	\$2,922	\$3,008	\$3,098
Hourly Rate	14.97	15.42	15.86	16.37	16.86	17.35	17.87

\$3,129	\$3,160
18.05	18.23

Ambulance Billing and Reimbursement Specialist 1

Reprographics Technician

Data Entry Technician

Secretary 1

Micrographic/Imaging Technician

Salary Grade (6)	\$2,749	\$2,837	\$2,922	\$3,008	\$3,098	\$3,190	\$3,288
Hourly Rate	15.86	16.37	16.86	17.35	17.87	18.40	18.97

\$3,321	\$3,354
19.16	19.35

Accounting Assistant 1

Office Assistant 2

Custodial Maintenance Worker 2

Operations Data Assistant

Exhibits Assistant

Parking Controls Tech 1

Library Clerk 2

Secretary 2

Library Clerk 3

Salary Grade (7)	\$2,922	\$3,008	\$3,098	\$3,190	\$3,288	\$3,387	\$3,488
Hourly Rate	16.86	17.35	17.87	18.40	18.97	19.54	20.12

\$3,523	\$3,558
20.33	20.53

Accounting Assistant 2

Parking Controls Tech 2

Ambulance Billing and Reimbursement Specialist 2

Park Worker

Library Specialist 1

Secretary 3

Office Assistant 3

Library Coordinator

