

CITY OF BELLINGHAM
2012
Non-Represented Employee Group
PLAN E
(2.0% Increase January 1, 2012)

Section 3	OTHER NON-REPRESENTED EMPLOYEES
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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Salary Grade (1)	\$2,411	\$2,532	\$2,659	\$2,792	\$2,932

Salary Grade (2)	\$2,556	\$2,684	\$2,818	\$2,959	\$3,107
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Salary Grade (3)	\$2,709	\$2,844	\$2,986	\$3,135	\$3,292
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Office Assistant

Salary Grade (4)	\$2,872	\$3,016	\$3,167	\$3,325	\$3,491
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Office Technician

Financial Assistant

Salary Grade (5)	\$3,044	\$3,196	\$3,356	\$3,524	\$3,700
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Financial Technician

Salary Grade (6)	\$3,227	\$3,388	\$3,557	\$3,735	\$3,922
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Human Resources Assistant

Legal Assistant *

*5% market step: \$4,118

Salary Grade (7)	\$3,421	\$3,592	\$3,772	\$3,961	\$4,159
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Administrative Assistant

Payroll Lead

Salary Grade (8)	\$3,626	\$3,807	\$3,997	\$4,197	\$4,407
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Salary Grade (9)	\$3,844	\$4,036	\$4,238	\$4,450	\$4,673
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Executive Assistant

Program Technician

Legal Administrative Assistant

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Salary Grade (10)	\$4,075	\$4,279	\$4,493	\$4,718	\$4,954
Human Resources Generalist			Program Specialist		
Salary Grade (11)	\$4,320	\$4,536	\$4,763	\$5,001	\$5,251
Salary Grade (12)	\$4,579	\$4,808	\$5,048	\$5,300	\$5,565
Human Resources Analyst					
Salary Grade (13)	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
Salary Grade (14)	\$5,145	\$5,402	\$5,672	\$5,956	\$6,254
Assistant City Attorney			Senior Human Resources Analyst		
Salary Grade (15)	\$5,454	\$5,727	\$6,013	\$6,314	\$6,630
Program Manager 1					
Salary Grade (16)	\$5,781	\$6,070	\$6,374	\$6,693	\$7,028
Program Manager 2					
*5% market step:	\$7,379	(Finance Department Only)			
Salary Grade (17)	\$6,128	\$6,434	\$6,756	\$7,094	\$7,449
Department Manager 1					
Salary Grade (18)	\$6,496	\$6,821	\$7,162	\$7,520	\$7,896
Assistant City Attorney, Senior*			Department Manager 2		

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	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
*5% market step:	\$8,291				

Salary Grade (19)	\$6,886	\$7,230	\$7,592	\$7,972	\$8,371
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Salary Grade (20)	\$7,299	\$7,664	\$8,047	\$8,449	\$8,871
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Assistant Director*

*5% market step:	\$9,315
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Salary Grade (21)	\$7,737	\$8,124	\$8,530	\$8,957	\$9,405
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