

**BEND POLICE ASSOCIATION**  
**Salary Schedule - Effective July 1, 2025 2% COLA**

| Grade     | Job Title                                    | STEP 1      | STEP 2       | STEP 3       | STEP 4       | STEP 5       |
|-----------|----------------------------------------------|-------------|--------------|--------------|--------------|--------------|
| Sworn     |                                              |             |              |              |              |              |
| 590       | OFFICER                                      | \$40.2263   | \$42.2376    | \$44.3495    | \$46.5670    | \$48.8953    |
|           |                                              | \$6,972.82  | \$7,321.46   | \$7,687.54   | \$8,071.92   | \$8,475.52   |
|           |                                              | \$83,673.84 | \$87,857.52  | \$92,250.48  | \$96,863.04  | \$101,706.24 |
| 600       | SERGEANT                                     | \$47.7838   | \$50.1730    | \$52.6817    | \$55.3157    | \$58.0816    |
|           |                                              | \$8,282.84  | \$8,696.98   | \$9,131.84   | \$9,588.42   | \$10,067.86  |
|           |                                              | \$99,394.08 | \$104,363.76 | \$109,582.08 | \$115,061.04 | \$120,814.32 |
| Non-Sworn |                                              |             |              |              |              |              |
| 620       | ADMINISTRATIVE SPECIALIST, SR                | \$32.2451   | \$33.8574    | \$35.5502    | \$37.3278    | \$39.1943    |
|           | PROGRAM SPECIALIST, SR (Records)             | \$5,589.36  | \$5,868.84   | \$6,162.28   | \$6,470.40   | \$6,793.94   |
|           | PROPERTY AND EVIDENCE TECHNICIAN             | \$67,072.32 | \$70,426.08  | \$73,947.36  | \$77,644.80  | \$81,527.28  |
| 625       | COMMUNITY SERVICE OFFICER                    | \$32.7075   | \$34.3430    | \$36.0601    | \$37.8631    | \$39.7564    |
|           | TRAFFIC ENFORCEMENT AGENT                    | \$5,669.52  | \$5,953.02   | \$6,250.66   | \$6,563.18   | \$6,891.38   |
|           |                                              | \$68,034.24 | \$71,436.24  | \$75,007.92  | \$78,758.16  | \$82,696.56  |
| 630       | FLEET LOGISTICS COORDINATOR                  | \$32.5596   | \$34.1875    | \$35.8971    | \$37.6920    | \$39.5765    |
|           |                                              | \$5,643.88  | \$5,926.06   | \$6,222.40   | \$6,533.54   | \$6,860.20   |
|           |                                              | \$67,726.56 | \$71,112.72  | \$74,668.80  | \$78,402.48  | \$82,322.40  |
| 635       | POLICE PURCHASING COORDINATOR                | \$34.1876   | \$35.8972    | \$37.6922    | \$39.5767    | \$41.5558    |
|           | POLICE TRAINING COORDINATOR                  | \$5,926.08  | \$6,222.42   | \$6,533.56   | \$6,860.22   | \$7,203.28   |
|           |                                              | \$71,112.96 | \$74,669.04  | \$78,402.72  | \$82,322.64  | \$86,439.36  |
| 640       | COMPLIANCE COORDINATOR                       | \$40.6622   | \$42.6953    | \$44.8300    | \$47.0716    | \$49.4253    |
|           | CRIMES ANALYST                               | \$7,048.38  | \$7,400.80   | \$7,770.84   | \$8,159.40   | \$8,567.38   |
|           | PUBLIC SAFETY SYSTEMS ADMINISTRATOR II       | \$84,580.56 | \$88,809.60  | \$93,250.08  | \$97,912.80  | \$102,808.56 |
| 645       | PUBLIC SAFETY SYSTEMS ADMINISTRATOR III      | \$46.2943   | \$48.6090    | \$51.0396    | \$53.5916    | \$56.2712    |
|           |                                              | \$8,024.66  | \$8,425.88   | \$8,847.20   | \$9,289.56   | \$9,754.04   |
|           |                                              | \$96,295.92 | \$101,110.56 | \$106,166.40 | \$111,474.72 | \$117,048.48 |
| 660       | ADMINISTRATIVE SPECIALIST                    | \$28.8420   | \$30.2841    | \$31.7984    | \$33.3885    | \$35.0579    |
|           | PROGRAM SPECIALIST (Records)                 | \$4,999.48  | \$5,249.44   | \$5,511.94   | \$5,787.56   | \$6,076.94   |
|           |                                              | \$59,993.76 | \$62,993.28  | \$66,143.28  | \$69,450.72  | \$72,923.28  |
| 663       |                                              | \$30.2841   | \$31.7984    | \$33.3885    | \$35.0579    | \$36.8109    |
|           |                                              | \$5,249.44  | \$5,511.94   | \$5,787.56   | \$6,076.94   | \$6,380.80   |
|           |                                              | \$62,993.28 | \$66,143.28  | \$69,450.72  | \$72,923.28  | \$76,569.60  |
| 665       | PROGRAM SPECIALIST LEAD (Records & Evidence) | \$33.8574   | \$35.5502    | \$37.3278    | \$39.1943    | \$41.1540    |
|           | PROPERTY AND EVIDENCE TECHNICIAN LEAD        | \$5,868.84  | \$6,162.28   | \$6,470.40   | \$6,793.94   | \$7,133.64   |
|           |                                              | \$70,426.08 | \$73,947.36  | \$77,644.80  | \$81,527.28  | \$85,603.68  |
| 667       | COMMUNITY SERVICE OFFICER, LEAD              | \$34.3431   | \$36.0602    | \$37.8633    | \$39.7566    | \$41.7445    |
|           |                                              | \$5,953.04  | \$6,250.68   | \$6,563.22   | \$6,891.40   | \$7,236.00   |
|           |                                              | \$71,436.48 | \$75,008.16  | \$78,758.64  | \$82,696.80  | \$86,832.00  |
| 670       | PUBLIC SAFETY SYSTEMS ADMINISTRATOR I        | \$36.3698   | \$38.1883    | \$40.0978    | \$42.1027    | \$44.2078    |
|           | SCHEDULING & STAFFING ANALYST                | \$6,304.34  | \$6,619.56   | \$6,950.56   | \$7,298.08   | \$7,662.98   |
|           |                                              | \$75,652.08 | \$79,434.72  | \$83,406.72  | \$87,576.96  | \$91,955.76  |
| 671       | CRIME SCENE INVESTIGATOR I                   | \$38.2106   | \$40.1212    | \$42.1271    | \$44.2335    | \$46.4452    |
|           | COMMUNITY SERVICE OFFICER, SERGEANT          | \$6,623.42  | \$6,954.60   | \$7,302.32   | \$7,667.44   | \$8,050.82   |
|           |                                              | \$79,481.04 | \$83,455.20  | \$87,627.84  | \$92,009.28  | \$96,609.84  |
| 672       | CRIME SCENE INVESTIGATOR II                  | \$42.0321   | \$44.1339    | \$46.3409    | \$48.6581    | \$51.0917    |
|           |                                              | \$7,285.84  | \$7,650.18   | \$8,032.74   | \$8,434.40   | \$8,856.24   |
|           |                                              | \$87,430.08 | \$91,802.16  | \$96,392.88  | \$101,212.80 | \$106,274.88 |
| 675       | PROGRAM SPECIALIST, ENTRY (Records )         | \$27.4000   | \$28.7700    | \$30.2087    | \$31.7190    | \$33.3050    |
|           |                                              | \$4,749.52  | \$4,987.00   | \$5,236.38   | \$5,498.18   | \$5,773.08   |
|           |                                              | \$56,994.24 | \$59,844.00  | \$62,836.56  | \$65,978.16  | \$69,276.96  |

**Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.**

Updated 1/12/2026