

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

Grade	Job Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<i><b>Sworn</b></i>						
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
<i><b>Non-Sworn</b></i>						
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
		\$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 8/26/2025