

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
		\$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