

City of Bend- COBEA Salary Schedule Effective 6/25/2025

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
100		\$16,438.5	\$17,260.4	\$18,123.5	\$19,029.7	\$19,981.1	\$20,980.2
		\$2,849.44	\$2,991.92	\$3,141.52	\$3,298.60	\$3,463.52	\$3,636.70
		\$34,193.28	\$35,903.04	\$37,698.24	\$39,583.20	\$41,562.24	\$43,640.40
200	MAINTENANCE WORKER I	\$22,449.9	\$23,572.4	\$24,751.0	\$25,988.6	\$27,288.0	\$28,652.4
		\$3,891.46	\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60
		\$46,697.52	\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20
250	PUBLIC WORKS LABORER	\$23,572.4	\$24,751.0	\$25,988.6	\$27,288.0	\$28,652.4	\$30,085.0
		\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94
		\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28
300	ACCOUNTING TECHNICIAN I MUNICIPAL COURT CLERK I	\$24,751.0	\$25,988.6	\$27,288.0	\$28,652.4	\$30,085.0	\$31,589.4
		\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70
		\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40
350	EQUIPMENT SERVICE TECHNICIAN	\$25,988.6	\$27,288.0	\$28,652.4	\$30,085.0	\$31,589.4	\$33,168.8
		\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48
		\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76
400	ACCOUNTING TECHNICIAN II	\$27,288.0	\$28,652.4	\$30,085.0	\$31,589.4	\$33,168.8	\$34,827.1
	ADMINISTRATIVE ASSISTANT	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92
	MUNICIPAL CLERK II	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04
	PERMIT TECHNICIAN I						
	PLANNING TECHNICIAN I						
	PUBLIC WORKS TECHNICIAN I						
450	UTILITY WORKER APPRENTICE						
	WATER UTILITY WORKER I						
	ADMINISTRATIVE SUPPORT SPECIALIST	\$28,652.4	\$30,085.0	\$31,589.4	\$33,168.8	\$34,827.1	\$36,568.6
	DATA TECHNICIAN I	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80
	ENGINEERING TECHNICIAN I	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60
	EQUIPMENT PARTS TECHNICIAN						
500	FACILITIES MAINTENANCE TECHNICIAN I						
	STREET SWEEPER OPERATOR						
	UTILITY MAINTENANCE TECHNICIAN						
550	ACCOUNTING TECHNICIAN III	\$30,085.0	\$31,589.4	\$33,168.8	\$34,827.1	\$36,568.6	\$38,397.1
	AMBULANCE BILLING TECHNICIAN	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76
	CEMETERY SEXTON APPRENTICE	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12
	COLLECTIONS SYSTEM UTILITY WORKER I						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN I						
	LABORATORY TECHNICIAN I						
	MUNICIPAL COURT CLERK, LEAD						
	PUBLIC WORKS TECHNICIAN II						
600	UTILITY FIELD SERVICE TECHNICIAN						
	ADMINISTRATIVE SUPPORT SPECIALIST, SENIOR	\$31,589.4	\$33,168.8	\$34,827.1	\$36,568.6	\$38,397.1	\$40,316.8
	DATA TECHNICIAN II	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52
	EQUIPMENT PARTS TECHNICIAN, LEAD	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24
	FACILITIES MAINTENANCE TECHNICIAN II						
	PERMIT TECHNICIAN II						
600	PLANNING TECHNICIAN II						
	UTILITY WORKER I						
	WATER RECLAMATION OPERATOR I						
	CEMETERY SEXTON	\$33,168.8	\$34,827.1	\$36,568.6	\$38,397.1	\$40,316.8	\$42,332.8
	CODE ENFORCEMENT OFFICER I	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96
	COLLECTIONS SYSTEM UTILITY WORKER II	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52
	DEPARTMENT PURCHASING COORDINATOR						
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN						
	ENGINEERING TECHNICIAN II						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN II						
	LABORATORY TECHNICIAN II						
	PERMIT TECHNICIAN III						
	PLANNING TECHNICIAN III						
	PROGRAM TECHNICIAN						
	PUBLIC WORKS TECHNICIAN III						
	PURCHASING ASSISTANT						
	SAFE DRINKING WATER PROGRAM ASSISTANT						
	SUPPORT SPECIALIST I						
	SUPPORT SERVICE LEAD						
	UTILITY PROGRAM COMPLIANCE SPECIALIST						
	WATER SYSTEMS OPERATOR I						

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
650	ANALYST	\$34.8271	\$36.5686	\$38.3971	\$40.3168	\$42.3328	\$44.4494
	BUILDING INSPECTOR - PLANS EXAMINER I	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86
	ENGINEERING INSPECTOR	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32
	EQUIPMENT TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN, LEAD						
	GIS TECHNICIAN						
	PLANNER ASSISTANT						
	PROGRAM COORDINATOR						
	UTILITY SYSTEMS MECHANIC						
	UTILITY WORKER II						
	WATER RECLAMATION PLANT MECHANIC						
	WATER RECLAMATION OPERATOR II						
700	CODE ENFORCEMENT OFFICER II	\$36.5686	\$38.3971	\$40.3168	\$42.3328	\$44.4494	\$46.6718
	COMMUNICATIONS COORDINATOR	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, SENIOR	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96
	EDUCATION CAMPAIGN COORDINATOR						
	ENGINEERING TECHNICIAN III						
	FLOW MONITORING PROGRAM COORDINATOR						
	HEALTH AND SAFETY COMPLIANCE COORDINATOR						
	LABORATORY TECHNICIAN, LEAD						
	PERMIT TECHNICIAN, LEAD						
	PLANNING TECHNICIAN, LEAD						
	PROGRAM ANALYST, SENIOR - STORMWATER						
	PROGRAM TECHNICIAN, SENIOR						
	PUBLIC WORKS, LEAD						
	SAFE DRINKING WATER PROGRAM COORDINATOR						
	SAFETY & TRAINING ANALYST						
	STREET SWEEPER OPERATOR, LEAD						
	SUPPORT SPECIALIST II						
	UTILITY COMPLIANCE TECHNICIAN						
	WEB & GRAPHICS COORDINATOR						
	WATER SYSTEMS OPERATOR II						
750	ANALYST, SENIOR	\$38.3971	\$40.3168	\$42.3328	\$44.4494	\$46.6718	\$49.0055
	BUILDING INSPECTOR - PLANS EXAMINER II	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62
	BUSINESS SYSTEMS ANALYST I	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44
	CLIENT SYSTEMS ADMINISTRATOR I						
	CODE ENFORCEMENT OFFICER III						
	COLLECTIONS SYSTEM UTILITY WORKER, LEAD						
	ENGINEERING INSPECTOR, LEAD						
	EQUIPMENT TECHNICIAN, LEAD						
	INSTRUMENT AND CONTROL TECHNICIAN						
	SERVICE ADVISOR, LEAD						
	UTILITY SYSTEMS MECHANIC, LEAD						
	UTILITY WORKER, LEAD						
	UTILITY WORKER, LEAD - WATER RECLAMATION						
800	ANALYTICAL CHEMIST	\$40.3168	\$42.3328	\$44.4494	\$46.6718	\$49.0055	\$51.4556
	APPLICATIONS ANALYST I	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32
	DATA SYSTEMS ANALYST I	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, LEAD						
	ENGINEERING TECHNICIAN, LEAD						
	GIS ANALYST I						
	HEALTH & SAFETY COMPLIANCE LEAD						
	IT - PROJECT MANAGER I						
	PROGRAM TECHNICIAN, LEAD						
	SCADA CONTROLS SYSTEMS TECHNICIAN						
	SIGN PERMITTING ADMINISTRATOR						
	STRATEGIC PERFORMANCE ANALYST I						
	SUPPORT SPECIALIST, LEAD						
	WATER SYSTEMS OPERATOR, LEAD						
850	BUILDING INSPECTOR - PLANS EXAMINER III	\$42.3328	\$44.4494	\$46.6718	\$49.0055	\$51.4556	\$54.0285
	BUSINESS SYSTEMS ANALYST II	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30
	CLIENT SYSTEMS ADMINISTRATOR II	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60
	CODE ENFORCEMENT OFFICER, LEAD						
	ELECTRICIAN JOURNEYMAN I						

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
900	AFFORDABLE HOUSING COORDINATOR	\$44.4494	\$46.6718	\$49.0055	\$51.4556	\$54.0285	\$56.7299
	APPLICATIONS ANALYST II	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30	\$9,833.56
	DATA SYSTEMS ANALYST II	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60	\$118,002.72
	GIS ANALYST II						
	GRANT COORDINATOR						
	IT - PROJECT MANAGER II						
	NETWORK ADMINISTRATOR I						
	PROPERTY & LEASE MANAGER						
	SCADA CONTROLS SYSTEM ADMINISTRATOR						
	STRATEGIC PERFORMANCE ANALYST II						
	URBAN RENEWAL PROJECT MANAGER						
950	BUILDING INSPECTOR - PLANS EXAMINER, LEAD	\$46.6718	\$49.0055	\$51.4556	\$54.0285	\$56.7299	\$59.5664
	CLIENT SYSTEMS ADMINISTRATOR III	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30	\$9,833.56	\$10,325.24
	DATA ARCHITECT	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60	\$118,002.72	\$123,902.88
	ELECTRICIAN JOURNEYMAN, LEAD						
	SERVER & STORAGE ADMINISTRATOR						
1050	NETWORK ADMINISTRATOR, SENIOR	\$51.4556	\$54.0285	\$56.7299	\$59.5664	\$62.5448	\$65.6722
(C995)		\$8,919.32	\$9,365.30	\$9,833.56	\$10,325.24	\$10,841.52	\$11,383.62
		\$107,031.84	\$112,383.60	\$118,002.72	\$123,902.88	\$130,098.24	\$136,603.44

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

Updated 9/19/2025