

City of Bend - First Responders - Salary Schedule
Effective 06/25/2025

| Grade | Position Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--------------|---------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| R1 | POLICE LIEUTENANT - 40 | \$68,6351 | \$72,0669 | \$75,6702 | \$79,4537 | \$83,4264 | \$87,5977 |
| | | \$11,897.20 | \$12,492.08 | \$13,116.68 | \$13,772.50 | \$14,461.14 | \$15,184.18 |
| | | \$142,766.40 | \$149,904.96 | \$157,400.16 | \$165,270.00 | \$173,533.68 | \$182,210.16 |
| R2 | FIRE BATTALION CHIEF - 40 | \$69,6909 | \$73,1754 | \$76,8343 | \$80,6760 | \$84,7098 | \$88,9452 |
| | FIRE MARSHAL, ASSISTANT | \$12,080.22 | \$12,684.22 | \$13,318.46 | \$13,984.38 | \$14,683.60 | \$15,417.76 |
| | | \$144,962.64 | \$152,210.64 | \$159,821.52 | \$167,812.56 | \$176,203.20 | \$185,013.12 |
| R3 | FIRE BATTALION CHIEF - 56 | \$51,3918 | \$53,9614 | \$56,6595 | \$59,4924 | \$62,4670 | \$65,5904 |
| | <i>*Annual Hours 2778</i> | \$11,897.20 | \$12,492.06 | \$13,116.68 | \$13,772.50 | \$14,461.12 | \$15,184.18 |
| | | \$142,766.40 | \$149,904.72 | \$157,400.16 | \$165,270.00 | \$173,533.44 | \$182,210.16 |
| R4 | FIRE DEPUTY CHIEF | \$78,9379 | \$82,8848 | \$87,0290 | \$91,3805 | \$95,9495 | \$100,7469 |
| | POLICE CAPTAIN | \$13,683.10 | \$14,367.26 | \$15,085.60 | \$15,839.90 | \$16,631.88 | \$17,463.46 |
| | | \$164,197.20 | \$172,407.12 | \$181,027.20 | \$190,078.80 | \$199,582.56 | \$209,561.52 |
| R5 | POLICE DEPUTY CHIEF | \$83,6548 | \$87,8375 | \$92,2294 | \$96,8408 | \$101,6829 | \$106,7671 |
| | | \$14,500.72 | \$15,225.76 | \$15,987.04 | \$16,786.38 | \$17,625.72 | \$18,507.00 |
| | | \$174,008.64 | \$182,709.12 | \$191,844.48 | \$201,436.56 | \$211,508.64 | \$222,084.00 |
| R6 | FIRE CHIEF | \$89,4848 | \$93,9590 | \$98,6570 | \$103,5898 | \$108,7693 | \$114,2078 |
| | POLICE CHIEF | \$15,511.30 | \$16,286.86 | \$17,101.20 | \$17,956.26 | \$18,854.08 | \$19,796.78 |
| | | \$186,135.60 | \$195,442.32 | \$205,214.40 | \$215,475.12 | \$226,248.96 | \$237,561.36 |

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

Updated 9/15/2025