

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	\$68,635.1	\$72,066.9	\$75,670.2	\$79,453.7	\$83,426.4	\$87,597.7
		\$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 FIRE MARSHAL, ASSISTANT	\$69,690.9	\$73,175.4	\$76,834.3	\$80,676.0	\$84,709.8	\$88,945.2
		\$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 <i>*Annual Hours 2778</i>	\$51,391.8	\$53,961.4	\$56,659.5	\$59,492.4	\$62,467.0	\$65,590.4
		\$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 POLICE CAPTAIN	\$78,937.9	\$82,884.8	\$87,029.0	\$91,380.5	\$95,949.5	\$100,746.9
		\$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	\$83,654.8	\$87,837.5	\$92,229.4	\$96,840.8	\$101,682.9	\$106,767.1
		\$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 POLICE CHIEF	\$89,484.8	\$93,959.0	\$98,657.0	\$103,589.8	\$108,769.3	\$114,207.8
		\$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