

City of Bend - Non Represented - Salary Schedule
Effective 06/25/2025

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
M1		\$25,4354	\$26,7073	\$28,0427	\$29,4447	\$30,9170	\$32,4628
		\$4,408.98	\$4,629.44	\$4,860.92	\$5,103.94	\$5,359.16	\$5,627.10
		\$52,907.76	\$55,553.28	\$58,331.04	\$61,247.28	\$64,309.92	\$67,525.20
M2		\$29,2488	\$30,7113	\$32,2469	\$33,8592	\$35,5521	\$37,3298
		\$5,069.98	\$5,323.50	\$5,589.68	\$5,869.16	\$6,162.60	\$6,470.74
		\$60,839.76	\$63,882.00	\$67,076.16	\$70,429.92	\$73,951.20	\$77,648.88
M3	ACCOUNTANT STAFF	\$33,6409	\$35,3229	\$37,0891	\$38,9436	\$40,8908	\$42,9353
	COUNCIL COORDINATOR	\$5,831.32	\$6,122.88	\$6,429.02	\$6,750.48	\$7,088.02	\$7,442.40
	DEPARTMENT RECRUITMENT COORDINATOR	\$69,975.84	\$73,474.56	\$77,148.24	\$81,005.76	\$85,056.24	\$89,308.80
	DEPUTY CITY RECORDER						
	EXECUTIVE ASSISTANT						
	FIRE SCHEDULING & LOGISTICS ANALYST						
	HUMAN RESOURCES PROGRAM SPECIALIST						
	PAYROLL SPECIALIST						
M4	ACCOUNTANT FINANCIAL	\$38,6838	\$40,6180	\$42,6490	\$44,7814	\$47,0205	\$49,3715
	BUDGET & FINANCIAL ANALYST	\$6,705.44	\$7,040.72	\$7,392.78	\$7,762.40	\$8,150.54	\$8,558.06
	FIRE WAREHOUSE LOGISTICS COORDINATOR	\$80,465.28	\$84,488.64	\$88,713.36	\$93,148.80	\$97,806.48	\$102,696.72
	HUMAN RESOURCES, ADMINISTRATOR						
	PLANNER, ASSOCIATE						
	PROCUREMENT ANALYST						
M4.5	ENGINEERING ASSOCIATE	\$41,5847	\$43,6640	\$45,8471	\$48,1395	\$50,5464	\$53,0738
	LAW CLERK	\$7,208.30	\$7,568.72	\$7,947.14	\$8,344.50	\$8,761.72	\$9,199.82
	SUPERVISOR I	\$86,499.60	\$90,824.64	\$95,365.68	\$100,134.00	\$105,140.64	\$110,397.84
M5	ACCOUNTANT FINANCIAL, SENIOR	\$44,4881	\$46,7125	\$49,0481	\$51,5005	\$54,0755	\$56,7793
	BUDGET & FINANCIAL ANALYST, SENIOR	\$7,711.56	\$8,097.14	\$8,502.00	\$8,927.10	\$9,373.44	\$9,842.12
	COMMUNITY RELATIONS MANAGER	\$92,538.72	\$97,165.68	\$102,024.00	\$107,125.20	\$112,481.28	\$118,105.44
	FACILITIES PROJECT MANAGER						
	HUMAN RESOURCES, ANALYST						
	PLANNER, SENIOR						
	PLANNER TRANSPORTATION						
	PROCUREMENT ANALYST, SENIOR						
	SUPERVISOR II						
	URBAN FORESTER						
M5.5	CITY RECORDER - PROGRAM MANAGER	\$47,8245	\$50,2158	\$52,7266	\$55,3629	\$58,1310	\$61,0376
	DEPARTMENT HR MANAGER	\$8,289.90	\$8,704.40	\$9,139.62	\$9,596.60	\$10,076.42	\$10,580.26
	ENGINEER, PROJECT	\$99,478.80	\$104,452.80	\$109,675.44	\$115,159.20	\$120,917.04	\$126,963.12
	ENGINEER, TRANSPORTATION						
	MANAGEMENT, ANALYST						
	SUPERVISOR III						
M6	ACCESSIBILITY & EQUITY MANAGER	\$51,1642	\$53,7225	\$56,4086	\$59,2291	\$62,1904	\$65,3000
	BUDGET & FINANCIAL ANALYST, PRINCIPAL	\$8,868.80	\$9,312.26	\$9,777.86	\$10,266.78	\$10,780.08	\$11,319.10
	BUSINESS ADVOCATE	\$106,425.60	\$111,747.12	\$117,334.32	\$123,201.36	\$129,360.96	\$135,829.20
	ENGINEER PROJECT, SENIOR						
	HUMAN RESOURCES BUSINESS PARTNER						
	MANAGER I						
	PLANNER, PRINCIPAL						
M6.5	ENGINEER, PRINCIPAL	\$54,9991	\$57,7490	\$60,6366	\$63,6684	\$66,8518	\$70,1944
	FACILITIES ARCHITECT PROJECT MANAGER	\$9,533.54	\$10,010.22	\$10,510.74	\$11,036.28	\$11,588.10	\$12,167.50
	MANAGER II	\$114,402.48	\$120,122.64	\$126,128.88	\$132,435.36	\$139,057.20	\$146,010.00
	MANAGEMENT ANALYST, SENIOR						
M7	CITY ENGINEER, ASSISTANT	\$58,8358	\$61,7776	\$64,8665	\$68,1098	\$71,5153	\$75,0911
	BUDGET & FINANCIAL PLANNING MANAGER	\$10,198.60	\$10,708.52	\$11,243.96	\$11,806.16	\$12,396.46	\$13,016.30
	IT MANAGER	\$122,383.20	\$128,502.24	\$134,927.52	\$141,673.92	\$148,757.52	\$156,195.60
	MANAGER III						
M7.5	CITY ATTORNEY, ASSISTANT	\$63,2474	\$66,4099	\$69,7304	\$73,2168	\$76,8777	\$80,7216
	DIRECTOR I	\$10,963.30	\$11,511.50	\$12,087.06	\$12,691.40	\$13,325.98	\$13,992.28
	PRIVATE DEVELOPMENT CITY ENGINEER	\$131,559.60	\$138,138.00	\$145,044.72	\$152,296.80	\$159,911.76	\$167,907.36
	SENIOR STRATEGIST						

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

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M8		\$67,6592	\$71,0422	\$74,5942	\$78,3240	\$82,2402	\$86,3522
		\$11,728.04	\$12,314.46	\$12,930.16	\$13,576.68	\$14,255.52	\$14,968.30
		\$140,736.48	\$147,773.52	\$155,161.92	\$162,920.16	\$171,066.24	\$179,619.60
M8.5	CITY ATTORNEY, SENIOR ASSISTANT	\$72,7348	\$76,3715	\$80,1901	\$84,1996	\$88,4095	\$92,8300
	DIRECTOR II	\$12,607.86	\$13,238.24	\$13,900.16	\$14,595.16	\$15,324.90	\$16,091.16
	EXECUTIVE OFFICER	\$151,294.32	\$158,858.88	\$166,801.92	\$175,141.92	\$183,898.80	\$193,093.92
M9	CHIEF PEOPLE OFFICER	\$77,8155	\$81,7063	\$85,7916	\$90,0812	\$94,5853	\$99,3145
	EXECUTIVE OFFICER II	\$13,488.54	\$14,162.98	\$14,871.12	\$15,614.68	\$16,395.42	\$17,215.18
	DIRECTOR III	\$161,862.48	\$169,955.76	\$178,453.44	\$187,376.16	\$196,745.04	\$206,582.16
M9.5	CHIEF FINANCIAL & ADMINISTRATIVE OFFICER	\$83,6548	\$87,8375	\$92,2294	\$96,8408	\$101,6829	\$106,7671
	CHIEF INNOVATION OFFICER	\$14,500.72	\$15,225.76	\$15,987.04	\$16,786.38	\$17,625.72	\$18,507.00
	CHIEF OPERATIONS OFFICER	\$174,008.64	\$182,709.12	\$191,844.48	\$201,436.56	\$211,508.64	\$222,084.00
	CITY ATTORNEY						
	CITY MANAGER, ASSISTANT						
M10		\$89,4848	\$93,9590	\$98,6570	\$103,5898	\$108,7693	\$114,2078
		\$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

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Updated 9/15/2025