

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						
M4	PAYROLL SPECIALIST						
	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						
M4.5	PLANNER, ASSOCIATE						
	PROCUREMENT ANALYST						
	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						
M6	SUPERVISOR III						
	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						
M6.5	MANAGER I						
	PLANNER, PRINCIPAL						
	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		\$67,659.2	\$71,042.2	\$74,594.2	\$78,324.0	\$82,240.2	\$86,352.2
		\$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