

**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		\$25,435.4	\$26,707.3	\$28,042.7	\$29,444.7	\$30,917.0	\$32,462.8
		\$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		\$29,248.8	\$30,711.3	\$32,246.9	\$33,859.2	\$35,552.1	\$37,329.8
		\$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	\$33,640.9	\$35,322.9	\$37,089.1	\$38,943.6	\$40,890.8	\$42,935.3
	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	\$38,683.8	\$40,618.0	\$42,649.0	\$44,781.4	\$47,020.5	\$49,371.5
	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	\$41,584.7	\$43,664.0	\$45,847.1	\$48,139.5	\$50,546.4	\$53,073.8
	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	\$44,488.1	\$46,712.5	\$49,048.1	\$51,500.5	\$54,075.5	\$56,779.3
	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	\$47,824.5	\$50,215.8	\$52,726.6	\$55,362.9	\$58,131.0	\$61,037.6
	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	\$51,164.2	\$53,722.5	\$56,408.6	\$59,229.1	\$62,190.4	\$65,300.0
	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 OPERATIONS ANALYST PLANNER, PRINCIPAL						
M6.5	ENGINEER, PRINCIPAL	\$54,999.1	\$57,749.0	\$60,636.6	\$63,668.4	\$66,851.8	\$70,194.4
	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	\$58,835.8	\$61,777.6	\$64,866.5	\$68,109.8	\$71,515.3	\$75,091.1
	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	\$63,247.4	\$66,409.9	\$69,730.4	\$73,216.8	\$76,877.7	\$80,721.6
	DIRECTOR I	\$10,963.30	\$11,511.50	\$12,087.06	\$12,691.40	\$13,325.98	\$13,992.28
	PRIVATE DEVELOPMENT CITY ENGINEER SENIOR STRATEGIST	\$131,559.60	\$138,138.00	\$145,044.72	\$152,296.80	\$159,911.76	\$167,907.36

Note: Any variation between actual monthly and annual 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	\$72,734.8	\$76,371.5	\$80,190.1	\$84,199.6	\$88,409.5	\$92,830.0
	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	\$77,815.5	\$81,706.3	\$85,791.6	\$90,081.2	\$94,585.3	\$99,314.5
	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	\$83,654.8	\$87,837.5	\$92,229.4	\$96,840.8	\$101,682.9	\$106,767.1
	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		\$89,484.8	\$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

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Updated 2/26/2026