

**RESOLUTION NO. 3442**

**RESOLUTION OF THE CITY COUNCIL ADOPTING THE STAFFING SCHEDULE BY SERVICE AREA**

**Findings:**

- A. Council adopted Resolution No. 3409 on December 18, 2024, to amend the City's Staffing Schedule by Service Area for the current 2023-2025 biennium.
- B. Current staffing needs are necessitating an increase to the adopted number of full-time equivalents (FTEs) and limited term employees (LTEs) for the 2025-27 biennium.
- C. The City's Fiscal Policies state that a summary of the FTE and LTE positions will be presented to and be authorized by City Council for adoption with the biennial budget.

Now, therefore, based on these findings,

**THE CITY COUNCIL OF THE CITY OF BEND RESOLVES AS FOLLOWS:**

1. To adopt the Staffing Schedule by Service Area, to increase the number of FTEs and LTEs as shown in Exhibit A.

Adopted by a vote of the Bend City Council on June 18, 2025.

YES: Kebler, Franzosa, Méndez, Norris, Perkins, Platt, Riley  
NO:



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Melanie Kebler, Mayor

ATTEST:



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Ashley Bontje, City Recorder's Office

APPROVED AS TO FORM:



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Ian Leitheiser, City Attorney

**Exhibit A - Staffing Schedule by Service Area**

		Changes proposed 6/18/25				
		Revised FY24-25	New Positions	Transfers & Reclasses	Eliminated Positions	Proposed FY25-26
<b>PUBLIC SAFETY</b>						
Police Department		162.50	4.00	-	-	166.50
Fire Department		150.62	1.50	-	-	152.12
Municipal Court		5.00	-	-	-	5.00
<b>PUBLIC SAFETY TOTAL</b>		<b>318.12</b>	<b>5.50</b>	-	-	<b>323.62</b>
<b>INFRASTRUCTURE</b>						
Water		41.00	1.00	-	-	42.00
Water Reclamation		35.00	-	-	-	35.00
Stormwater		8.00	-	-	-	8.00
Water Quality Laboratory		9.00	-	1.00	-	10.00
Water Services Support		29.00	-	(1.00)	-	28.00
Engineering		37.00	-	-	-	37.00
Streets & Operations		59.00	5.00	-	-	64.00
Cemetery		2.00	-	-	-	2.00
Parking Services		2.00	-	-	-	2.00
Airport		2.50	-	-	-	2.50
Public Works Warehouse		1.00	1.00	-	-	2.00
<b>INFRASTRUCTURE TOTAL</b>		<b>225.50</b>	<b>7.00</b>	-	-	<b>232.50</b>
<b>COMMUNITY &amp; ECONOMIC DEVELOPMENT</b>						
Community and Economic Development (CEDD) Admin		22.75	-	-	-	22.75
Building		43.00	-	-	-	43.00
Planning		18.00	-	-	-	18.00
Private Development Engineering		19.00	-	-	-	19.00
Code Enforcement		4.00	-	-	-	4.00
Growth Management		6.00	-	-	-	6.00
Bend Urban Renewal Agency (BURA)		1.00	-	-	-	1.00
Housing		6.00	-	-	-	6.00
Business Advocacy		1.00	-	(1.00)	-	-
<b>COMMUNITY &amp; ECONOMIC DEVELOPMENT TOTAL</b>		<b>120.75</b>	-	<b>(1.00)</b>	-	<b>119.75</b>
<b>ADMINISTRATION &amp; CENTRAL SERVICES</b>						
Office of Performance Management		18.00	-	-	-	18.00
Project Management Office		6.00	-	-	-	6.00
City Manager's Office		16.00	1.00	2.00	-	19.00
Communications & Engagement		7.75	-	-	-	7.75
Human Resources		12.00	-	-	-	12.00
Financial Services		20.00	-	-	-	20.00
Real Estate		4.00	-	-	-	4.00
Procurement & Public Contracts		7.00	-	-	-	7.00
City Attorney's Office		6.00	-	-	-	6.00
Accessibility & Equity		3.50	-	-	-	3.50
Sustainability		2.00	-	(1.00)	-	1.00
Information Technology		23.00	-	-	-	23.00
Risk & Emergency Management		4.00	-	-	-	4.00
Facilities Management		10.00	-	-	-	10.00
Fleet Management		13.00	1.00	-	-	14.00
<b>ADMINISTRATION &amp; CENTRAL SERVICES TOTAL</b>		<b>152.25</b>	<b>2.00</b>	<b>1.00</b>	-	<b>155.25</b>
<b>TOTAL POSITIONS *</b>		<b>816.62</b>	<b>14.50</b>	-	-	<b>831.12</b>

\* includes regular and limited term employees