

City of Bend - Salary Schedule  
City of Bend Employee Association  
Effective 6/25/2026

Grade	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C100		\$16,981.00	\$17,830.00	\$18,721.60	\$19,657.70	\$20,640.50	\$21,672.50
		\$2,943.48	\$3,090.66	\$3,245.20	\$3,407.46	\$3,577.82	\$3,756.72
		\$35,321.76	\$37,087.92	\$38,942.40	\$40,889.52	\$42,933.84	\$45,080.64
C200	MAINTENANCE WORKER I	\$23,190.70	\$24,350.30	\$25,567.80	\$26,846.20	\$28,188.50	\$29,597.90
		\$4,019.88	\$4,220.88	\$4,431.92	\$4,653.52	\$4,886.20	\$5,130.50
		\$48,238.56	\$50,650.56	\$53,183.04	\$55,842.24	\$58,634.40	\$61,566.00
C250	PUBLIC WORKS LABORER	\$24,350.30	\$25,567.80	\$26,846.20	\$28,188.50	\$29,597.90	\$31,077.80
		\$4,220.88	\$4,431.92	\$4,653.52	\$4,886.20	\$5,130.50	\$5,387.02
		\$50,650.56	\$53,183.04	\$55,842.24	\$58,634.40	\$61,566.00	\$64,644.24
C300	ACCOUNTING TECHNICIAN I	\$25,567.80	\$26,846.20	\$28,188.50	\$29,597.90	\$31,077.80	\$32,631.90
	MUNICIPAL COURT CLERK I	\$4,431.92	\$4,653.52	\$4,886.20	\$5,130.50	\$5,387.02	\$5,656.42
		\$53,183.04	\$55,842.24	\$58,634.40	\$61,566.00	\$64,644.24	\$67,877.04
C350	EQUIPMENT SERVICE TECHNICIAN	\$26,846.20	\$28,188.50	\$29,597.90	\$31,077.80	\$32,631.90	\$34,263.40
		\$4,653.52	\$4,886.20	\$5,130.50	\$5,387.02	\$5,656.42	\$5,939.22
		\$55,842.24	\$58,634.40	\$61,566.00	\$64,644.24	\$67,877.04	\$71,270.64
C400	ACCOUNTING TECHNICIAN II	\$28,188.50	\$29,597.90	\$31,077.80	\$32,631.90	\$34,263.40	\$35,976.40
	ADMINISTRATIVE ASSISTANT	\$4,886.20	\$5,130.50	\$5,387.02	\$5,656.42	\$5,939.22	\$6,236.14
	MUNICIPAL CLERK II	\$58,634.40	\$61,566.00	\$64,644.24	\$67,877.04	\$71,270.64	\$74,833.68
	PERMIT TECHNICIAN I						
	PLANNING TECHNICIAN I						
	PUBLIC WORKS BILLING & CUSTOMER ACCOUNT TECHNICIAN I						
	PUBLIC WORKS TECHNICIAN I						
UTILITY WORKER APPRENTICE							
C450	ADMINISTRATIVE SUPPORT SPECIALIST	\$29,597.90	\$31,077.80	\$32,631.90	\$34,263.40	\$35,976.40	\$37,775.40
	DATA TECHNICIAN I	\$5,130.50	\$5,387.02	\$5,656.42	\$5,939.22	\$6,236.14	\$6,547.98
	ENGINEERING TECHNICIAN I	\$61,566.00	\$64,644.24	\$67,877.04	\$71,270.64	\$74,833.68	\$78,575.76
	EQUIPMENT PARTS TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN I						
	STREET SWEEPER OPERATOR						
	UTILITY MAINTENANCE TECHNICIAN						
C500	ACCOUNTING TECHNICIAN III	\$31,077.80	\$32,631.90	\$34,263.40	\$35,976.40	\$37,775.40	\$39,664.20
	AMBULANCE BILLING TECHNICIAN	\$5,387.02	\$5,656.42	\$5,939.22	\$6,236.14	\$6,547.98	\$6,875.40
	CEMETERY SEXTON APPRENTICE	\$64,644.24	\$67,877.04	\$71,270.64	\$74,833.68	\$78,575.76	\$82,504.80
	COLLECTIONS SYSTEM UTILITY WORKER I						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN I						
	LABORATORY TECHNICIAN I						
	MUNICIPAL COURT CLERK, LEAD						
	PUBLIC WORKS BILLING & CUSTOMER ACCOUNT TECHNICIAN II						
	PUBLIC WORKS TECHNICIAN II						
	UTILITY FIELD SERVICE TECHNICIAN						
C550	ADMINISTRATIVE SUPPORT SPECIALIST, SENIOR	\$32,631.90	\$34,263.40	\$35,976.40	\$37,775.40	\$39,664.20	\$41,647.30
	DATA TECHNICIAN II	\$5,656.42	\$5,939.22	\$6,236.14	\$6,547.98	\$6,875.40	\$7,219.14
	EQUIPMENT PARTS TECHNICIAN, LEAD	\$67,877.04	\$71,270.64	\$74,833.68	\$78,575.76	\$82,504.80	\$86,629.68
	FACILITIES MAINTENANCE TECHNICIAN II						
	PERMIT TECHNICIAN II						
	PLANNING TECHNICIAN II						
	UTILITY WORKER I						
	WATER RECLAMATION OPERATOR I						

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C600	CEMETERY SEXTON	\$34,263.4	\$35,976.4	\$37,775.4	\$39,664.2	\$41,647.3	\$43,729.8
	CODE ENFORCEMENT OFFICER I	\$5,939.22	\$6,236.14	\$6,547.98	\$6,875.40	\$7,219.14	\$7,580.12
	COLLECTIONS SYSTEM UTILITY WORKER II	\$71,270.64	\$74,833.68	\$78,575.76	\$82,504.80	\$86,629.68	\$90,961.44
	DEPARTMENT PURCHASING COORDINATOR						
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN						
	ENGINEERING TECHNICIAN II						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN II						
	LABORATORY TECHNICIAN II						
	PERMIT TECHNICIAN III						
	PLANNING TECHNICIAN III						
	PROGRAM TECHNICIAN						
	PUBLIC WORKS BILLING & CUSTOMER ACCOUNT TECHNICIAN III						
	PUBLIC WORKS TECHNICIAN III						
	PURCHASING ASSISTANT						
	SAFE DRINKING WATER PROGRAM ASSISTANT						
	SUPPORT SERVICE LEAD						
	SUPPORT SPECIALIST I						
UTILITY PROGRAM COMPLIANCE SPECIALIST							
WATER SYSTEMS OPERATOR I							
C650	ANALYST	\$35,976.4	\$37,775.4	\$39,664.2	\$41,647.3	\$43,729.8	\$45,916.2
	BUILDING INSPECTOR - PLANS EXAMINER I	\$6,236.14	\$6,547.98	\$6,875.40	\$7,219.14	\$7,580.12	\$7,959.12
	ENGINEERING INSPECTOR	\$74,833.68	\$78,575.76	\$82,504.80	\$86,629.68	\$90,961.44	\$95,509.44
	EQUIPMENT TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN, LEAD						
	GIS TECHNICIAN						
	PLANNER ASSISTANT						
	PROGRAM COORDINATOR						
	UTILITY SYSTEMS MECHANIC						
	UTILITY WORKER II						
	WATER RECLAMATION OPERATOR II						
	WATER RECLAMATION PLANT MECHANIC						
C700	CODE ENFORCEMENT OFFICER II	\$37,775.4	\$39,664.2	\$41,647.3	\$43,729.8	\$45,916.2	\$48,212.0
	COMMUNICATIONS COORDINATOR	\$6,547.98	\$6,875.40	\$7,219.14	\$7,580.12	\$7,959.12	\$8,357.06
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, SENIOR	\$78,575.76	\$82,504.80	\$86,629.68	\$90,961.44	\$95,509.44	\$100,284.72
	EDUCATION CAMPAIGN COORDINATOR						
	ENGINEERING TECHNICIAN III						
	HEALTH AND SAFETY COMPLIANCE COORDINATOR						
	LABORATORY TECHNICIAN, LEAD						
	PERMIT TECHNICIAN, LEAD						
	PLANNING TECHNICIAN, LEAD						
	PROGRAM ANALYST, SENIOR - STORMWATER						
	PROGRAM TECHNICIAN, SENIOR						
	PUBLIC WORKS BILLING & CUSTOMER ACCOUNT, LEAD						
	PUBLIC WORKS, LEAD						
	SAFE DRINKING WATER PROGRAM COORDINATOR						
	SAFETY & TRAINING ANALYST						
	STREET SWEEPER OPERATOR, LEAD						
	SUPPORT SPECIALIST II						
	UTILITY COMPLIANCE TECHNICIAN						
WATER SYSTEMS OPERATOR II							
WEB & GRAPHICS COORDINATOR							

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C750	ANALYST, SENIOR	\$39,664.2	\$41,647.3	\$43,729.8	\$45,916.2	\$48,212.0	\$50,622.7
	BUILDING INSPECTOR - PLANS EXAMINER II	\$6,875.40	\$7,219.14	\$7,580.12	\$7,959.12	\$8,357.06	\$8,774.94
	BUSINESS SYSTEMS ANALYST I	\$82,504.80	\$86,629.68	\$90,961.44	\$95,509.44	\$100,284.72	\$105,299.28
	CLIENT SYSTEMS ADMINISTRATOR I						
	CODE ENFORCEMENT OFFICER III						
	COLLECTIONS SYSTEM UTILITY WORKER, LEAD						
	ENGINEERING INSPECTOR, LEAD						
	EQUIPMENT TECHNICIAN, LEAD						
	INSTRUMENT AND CONTROL TECHNICIAN						
	SERVICE ADVISOR, LEAD						
	UTILITY SYSTEMS MECHANIC, LEAD						
UTILITY WORKER, LEAD							
UTILITY WORKER, LEAD - WATER RECLAMATION							
C800	ANALYTICAL CHEMIST	\$41,647.3	\$43,729.8	\$45,916.2	\$48,212.0	\$50,622.7	\$53,153.6
	APPLICATIONS ANALYST I	\$7,219.14	\$7,580.12	\$7,959.12	\$8,357.06	\$8,774.94	\$9,213.64
	DATA SYSTEMS ANALYST I	\$86,629.68	\$90,961.44	\$95,509.44	\$100,284.72	\$105,299.28	\$110,563.68
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, LEAD						
	ENGINEERING TECHNICIAN, LEAD						
	GIS ANALYST I						
	HEALTH & SAFETY COMPLIANCE LEAD						
	IT - PROJECT MANAGER I						
	PROGRAM TECHNICIAN, LEAD						
	SCADA CONTROLS SYSTEMS TECHNICIAN						
	SIGN PERMITTING ADMINISTRATOR						
STRATEGIC PERFORMANCE ANALYST I							
SUPPORT SPECIALIST, LEAD							
WATER SYSTEMS OPERATOR, LEAD							
C850	BUILDING INSPECTOR - PLANS EXAMINER III	\$43,729.8	\$45,916.2	\$48,212.0	\$50,622.7	\$53,153.6	\$55,811.4
	BUSINESS SYSTEMS ANALYST II	\$7,580.12	\$7,959.12	\$8,357.06	\$8,774.94	\$9,213.64	\$9,674.34
	CLIENT SYSTEMS ADMINISTRATOR II	\$90,961.44	\$95,509.44	\$100,284.72	\$105,299.28	\$110,563.68	\$116,092.08
	CODE ENFORCEMENT OFFICER, LEAD						
	ELECTRICIAN JOURNEYMAN I						
C900	AFFORDABLE HOUSING COORDINATOR	\$45,916.2	\$48,212.0	\$50,622.7	\$53,153.6	\$55,811.4	\$58,602.0
	APPLICATIONS ANALYST II	\$7,959.12	\$8,357.06	\$8,774.94	\$9,213.64	\$9,674.34	\$10,158.08
	DATA SYSTEMS ANALYST II	\$95,509.44	\$100,284.72	\$105,299.28	\$110,563.68	\$116,092.08	\$121,896.96
	GIS ANALYST II						
	GRANT COORDINATOR						
	IT - PROJECT MANAGER II						
	NETWORK ADMINISTRATOR I						
	PROPERTY & LEASE MANAGER						
	SCADA CONTROLS SYSTEM ADMINISTRATOR						
STRATEGIC PERFORMANCE ANALYST II							
URBAN RENEWAL PROJECT MANAGER							
C950	BUILDING INSPECTOR - PLANS EXAMINER, LEAD	\$48,212.0	\$50,622.7	\$53,153.6	\$55,811.4	\$58,602.0	\$61,532.1
	CLIENT SYSTEMS ADMINISTRATOR III	\$8,357.06	\$8,774.94	\$9,213.64	\$9,674.34	\$10,158.08	\$10,665.98
	DATA ARCHITECT	\$100,284.72	\$105,299.28	\$110,563.68	\$116,092.08	\$121,896.96	\$127,991.76
	ELECTRICIAN JOURNEYMAN, LEAD						
	SERVER & STORAGE ADMINISTRATOR						
C995	NETWORK ADMINISTRATOR, SENIOR	\$53,153.6	\$55,811.4	\$58,602.0	\$61,532.1	\$64,608.8	\$67,839.4
		\$9,213.64	\$9,674.34	\$10,158.08	\$10,665.98	\$11,199.28	\$11,759.28
		\$110,563.68	\$116,092.08	\$121,896.96	\$127,991.76	\$134,391.36	\$141,111.36

Any variance between actual monthly or annual salary amounts and those reflected in this schedule is unintentional and a result of payroll system rounding.