

City of Bend - Salary Schedule

Non Represented

Effective 6/25/2026

Grade	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
M1		\$26,274.8	\$27,588.6	\$28,968.1	\$30,416.4	\$31,937.3	\$33,534.1
		\$4,554.48	\$4,782.20	\$5,021.34	\$5,272.38	\$5,536.02	\$5,812.80
		\$54,653.76	\$57,386.40	\$60,256.08	\$63,268.56	\$66,432.24	\$69,753.60
M2		\$30,214.0	\$31,724.8	\$33,311.0	\$34,976.6	\$36,725.3	\$38,561.7
		\$5,237.30	\$5,499.18	\$5,774.12	\$6,062.84	\$6,365.96	\$6,684.28
		\$62,847.60	\$65,990.16	\$69,289.44	\$72,754.08	\$76,391.52	\$80,211.36
M3	ACCOUNTANT STAFF	\$34,751.0	\$36,488.6	\$38,313.0	\$40,228.7	\$42,240.2	\$44,352.2
	COUNCIL COORDINATOR	\$6,023.74	\$6,324.94	\$6,641.18	\$6,973.24	\$7,321.92	\$7,688.02
	DEPARTMENT RECRUITMENT COORDINATOR	\$72,284.88	\$75,899.28	\$79,694.16	\$83,678.88	\$87,863.04	\$92,256.24
	DEPUTY CITY RECORDER						
	EXECUTIVE ASSISTANT						
	HUMAN RESOURCES PROGRAM SPECIALIST						
	PAYROLL SPECIALIST						
M4	ACCOUNTANT FINANCIAL	\$39,960.4	\$41,958.4	\$44,056.4	\$46,259.2	\$48,572.2	\$51,000.8
	BUDGET & FINANCIAL, ANALYST	\$6,926.74	\$7,273.06	\$7,636.74	\$8,018.56	\$8,419.50	\$8,840.48
	HUMAN RESOURCES, ADMINISTRATOR	\$83,120.88	\$87,276.72	\$91,640.88	\$96,222.72	\$101,034.00	\$106,085.76
	PAYROLL, ADMINISTRATOR						
	PLANNER, ASSOCIATE						
	PROCUREMENT ANALYST						
M4.5	ENGINEERING ASSOCIATE	\$42,957.0	\$45,104.9	\$47,360.1	\$49,728.1	\$52,214.4	\$54,825.2
	LAW CLERK	\$7,446.16	\$7,818.48	\$8,209.40	\$8,619.86	\$9,050.84	\$9,503.40
	SUPERVISOR I	\$89,353.92	\$93,821.76	\$98,512.80	\$103,438.32	\$108,610.08	\$114,040.80
M5	ACCOUNTANT FINANCIAL, SENIOR	\$45,956.2	\$48,254.0	\$50,666.7	\$53,200.0	\$55,860.0	\$58,653.0
	BUDGET & FINANCIAL ANALYST, SENIOR	\$7,966.04	\$8,364.34	\$8,782.56	\$9,221.68	\$9,682.78	\$10,166.92
	COMMUNITY RELATIONS MANAGER	\$95,592.48	\$100,372.08	\$105,390.72	\$110,660.16	\$116,193.36	\$122,003.04
	FACILITIES PROJECT MANAGER						
	HUMAN RESOURCES, ANALYST						
	PLANNER TRANSPORTATION						
	PLANNER, SENIOR						
	PROCUREMENT ANALYST, SENIOR						
	SUPERVISOR II						
URBAN FORESTER							
M5.5	CITY RECORDER - PROGRAM MANAGER	\$49,402.7	\$51,872.9	\$54,466.6	\$57,189.9	\$60,049.3	\$63,051.8
	DEPARTMENT HR MANAGER	\$8,563.46	\$8,991.64	\$9,441.24	\$9,913.30	\$10,408.94	\$10,929.40
	ENGINEER, PROJECT	\$102,761.52	\$107,899.68	\$113,294.88	\$118,959.60	\$124,907.28	\$131,152.80
	ENGINEER, TRANSPORTATION						
	MANAGEMENT, ANALYST						
	SUPERVISOR III						
M6	ACCESSIBILITY & EQUITY MANAGER	\$52,852.6	\$55,495.3	\$58,270.1	\$61,183.7	\$64,242.7	\$67,454.9
	BUDGET & FINANCIAL ANALYST, PRINCIPAL	\$9,161.46	\$9,619.56	\$10,100.54	\$10,605.58	\$11,135.82	\$11,692.64
	BUSINESS ADVOCATE	\$109,937.52	\$115,434.72	\$121,206.48	\$127,266.96	\$133,629.84	\$140,311.68
	ENGINEER PROJECT, SENIOR						
	HUMAN RESOURCES BUSINESS PARTNER						
	MANAGER I						
	OPERATIONS ANALYST						
	PLANNER, PRINCIPAL						

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M6.5	ENGINEER, PRINCIPAL	\$56,814.1	\$59,654.7	\$62,637.6	\$65,769.5	\$69,057.9	\$72,510.8
	FACILITIES ARCHITECT PROJECT MANAGER	\$9,848.16	\$10,340.54	\$10,857.60	\$11,400.48	\$11,970.50	\$12,569.02
	MANAGEMENT ANALYST, SENIOR MANAGER II	\$118,177.92	\$124,086.48	\$130,291.20	\$136,805.76	\$143,646.00	\$150,828.24
M7	BUDGET & FINANCIAL PLANNING MANAGER	\$60,777.4	\$63,816.3	\$67,007.1	\$70,357.4	\$73,875.3	\$77,569.1
	CITY ENGINEER, ASSISTANT	\$10,535.16	\$11,061.92	\$11,615.02	\$12,195.76	\$12,805.54	\$13,445.82
	IT MANAGER MANAGER III	\$126,421.92	\$132,743.04	\$139,380.24	\$146,349.12	\$153,666.48	\$161,349.84
M7.5	CITY ATTORNEY, ASSISTANT	\$65,334.6	\$68,601.4	\$72,031.5	\$75,633.0	\$79,414.7	\$83,385.4
	DIRECTOR I	\$11,325.10	\$11,891.36	\$12,485.94	\$13,110.22	\$13,765.74	\$14,454.02
	PRIVATE DEVELOPMENT CITY ENGINEER SENIOR STRATEGIST	\$135,901.20	\$142,696.32	\$149,831.28	\$157,322.64	\$165,188.88	\$173,448.24
M8		\$69,892.0	\$73,386.6	\$77,055.8	\$80,908.7	\$84,954.1	\$89,201.8
		\$12,115.08	\$12,720.84	\$13,356.86	\$14,024.72	\$14,725.94	\$15,462.24
		\$145,380.96	\$152,650.08	\$160,282.32	\$168,296.64	\$176,711.28	\$185,546.88
M8.5	CITY ATTORNEY, SENIOR ASSISTANT	\$75,135.0	\$78,891.8	\$82,836.4	\$86,978.2	\$91,327.0	\$95,893.4
	DIRECTOR II	\$13,023.90	\$13,675.10	\$14,358.86	\$15,076.80	\$15,830.62	\$16,622.16
	EXECUTIVE OFFICER	\$156,286.80	\$164,101.20	\$172,306.32	\$180,921.60	\$189,967.44	\$199,465.92
M9	CHIEF PEOPLE OFFICER	\$80,383.4	\$84,402.6	\$88,622.7	\$93,053.9	\$97,706.6	\$102,591.9
	DIRECTOR III	\$13,933.66	\$14,630.34	\$15,361.86	\$16,129.96	\$16,936.46	\$17,783.28
	EXECUTIVE OFFICER II	\$167,203.92	\$175,564.08	\$184,342.32	\$193,559.52	\$203,237.52	\$213,399.36
M9.5	CHIEF FINANCIAL & ADMINISTRATIVE OFFICER I	\$86,415.4	\$90,736.1	\$95,273.0	\$100,036.5	\$105,038.4	\$110,290.4
	CHIEF INNOVATION OFFICER	\$14,979.24	\$15,728.20	\$16,514.62	\$17,340.32	\$18,207.36	\$19,117.74
	CHIEF OPERATIONS OFFICER	\$179,750.88	\$188,738.40	\$198,175.44	\$208,083.84	\$218,488.32	\$229,412.88
	CITY ATTORNEY CITY MANAGER, ASSISTANT						
M10		\$92,437.8	\$97,059.6	\$101,912.7	\$107,008.3	\$112,358.7	\$117,976.7
		\$16,023.16	\$16,824.32	\$17,665.54	\$18,548.82	\$19,476.26	\$20,450.08
		\$192,277.92	\$201,891.84	\$211,986.48	\$222,585.84	\$233,715.12	\$245,400.96

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