

**City of Bend- COBEA Salary Schedule Effective 6/25/2025**

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
100		\$16,4385	\$17,2604	\$18,1235	\$19,0297	\$19,9811	\$20,9802
		\$2,849.44	\$2,991.92	\$3,141.52	\$3,298.60	\$3,463.52	\$3,636.70
		\$34,193.28	\$35,903.04	\$37,698.24	\$39,583.20	\$41,562.24	\$43,640.40
200	MAINTENANCE WORKER I	\$22,4499	\$23,5724	\$24,7510	\$25,9886	\$27,2880	\$28,6524
		\$3,891.46	\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60
		\$46,697.52	\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20
250	PUBLIC WORKS LABORER	\$23,5724	\$24,7510	\$25,9886	\$27,2880	\$28,6524	\$30,0850
		\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94
		\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28
300	ACCOUNTING TECHNICIAN I MUNICIPAL COURT CLERK I	\$24,7510	\$25,9886	\$27,2880	\$28,6524	\$30,0850	\$31,5894
		\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70
		\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40
350	EQUIPMENT SERVICE TECHNICIAN	\$25,9886	\$27,2880	\$28,6524	\$30,0850	\$31,5894	\$33,1688
		\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48
		\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76
400	ACCOUNTING TECHNICIAN II	\$27,2880	\$28,6524	\$30,0850	\$31,5894	\$33,1688	\$34,8271
	ADMINISTRATIVE ASSISTANT	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92
	MUNICIPAL CLERK II	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04
	PERMIT TECHNICIAN I						
	PLANNING TECHNICIAN I						
	PUBLIC WORKS BILLING & CUSTOMER ACCOUNT TECHNICIAN I						
	PUBLIC WORKS TECHNICIAN I						
	UTILITY WORKER APPRENTICE WATER UTILITY WORKER I						
450	ADMINISTRATIVE SUPPORT SPECIALIST	\$28,6524	\$30,0850	\$31,5894	\$33,1688	\$34,8271	\$36,5686
	DATA TECHNICIAN I	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80
	ENGINEERING TECHNICIAN I	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60
	EQUIPMENT PARTS TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN I						
	STREET SWEEPER OPERATOR						
	UTILITY MAINTENANCE TECHNICIAN						
500	ACCOUNTING TECHNICIAN III	\$30,0850	\$31,5894	\$33,1688	\$34,8271	\$36,5686	\$38,3971
	AMBULANCE BILLING TECHNICIAN	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76
	CEMETERY SEXTON APPRENTICE	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12
	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							
550	ADMINISTRATIVE SUPPORT SPECIALIST, SENIOR	\$31,5894	\$33,1688	\$34,8271	\$36,5686	\$38,3971	\$40,3168
	DATA TECHNICIAN II	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52
	EQUIPMENT PARTS TECHNICIAN, LEAD	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24
	FACILITIES MAINTENANCE TECHNICIAN II						
	PERMIT TECHNICIAN II						
	PLANNING TECHNICIAN II						
	UTILITY WORKER I WATER RECLAMATION OPERATOR I						
600	CEMETERY SEXTON	\$33,1688	\$34,8271	\$36,5686	\$38,3971	\$40,3168	\$42,3328
	CODE ENFORCEMENT OFFICER I	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96
	COLLECTIONS SYSTEM UTILITY WORKER II	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52
	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 SPECIALIST I SUPPORT SERVICE LEAD UTILITY PROGRAM COMPLIANCE SPECIALIST WATER SYSTEMS OPERATOR I						

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
650	ANALYST	\$34,827.1	\$36,568.6	\$38,397.1	\$40,316.8	\$42,332.8	\$44,449.4
	BUILDING INSPECTOR - PLANS EXAMINER I	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86
	ENGINEERING INSPECTOR	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32
	EQUIPMENT TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN, LEAD						
	GIS TECHNICIAN						
	PLANNER ASSISTANT						
	PROGRAM COORDINATOR						
	UTILITY SYSTEMS MECHANIC						
	UTILITY WORKER II						
	WATER RECLAMATION PLANT MECHANIC						
WATER RECLAMATION OPERATOR II							
700	CODE ENFORCEMENT OFFICER II	\$36,568.6	\$38,397.1	\$40,316.8	\$42,332.8	\$44,449.4	\$46,671.8
	COMMUNICATIONS COORDINATOR	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, SENIOR	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96
	EDUCATION CAMPAIGN COORDINATOR						
	ENGINEERING TECHNICIAN III						
	FLOW MONITORING PROGRAM COORDINATOR						
	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							
WEB & GRAPHICS COORDINATOR							
WATER SYSTEMS OPERATOR II							
750	ANALYST, SENIOR	\$38,397.1	\$40,316.8	\$42,332.8	\$44,449.4	\$46,671.8	\$49,005.5
	BUILDING INSPECTOR - PLANS EXAMINER II	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62
	BUSINESS SYSTEMS ANALYST I	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44
	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							
800	ANALYTICAL CHEMIST	\$40,316.8	\$42,332.8	\$44,449.4	\$46,671.8	\$49,005.5	\$51,455.6
	APPLICATIONS ANALYST I	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32
	DATA SYSTEMS ANALYST I	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84
	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							
850	BUILDING INSPECTOR - PLANS EXAMINER III	\$42,332.8	\$44,449.4	\$46,671.8	\$49,005.5	\$51,455.6	\$54,028.5
	BUSINESS SYSTEMS ANALYST II	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30
	CLIENT SYSTEMS ADMINISTRATOR II	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60
	CODE ENFORCEMENT OFFICER, LEAD						
	ELECTRICIAN JOURNEYMAN I						

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>900</b>	AFFORDABLE HOUSING COORDINATOR	\$44,449.4	\$46,671.8	\$49,005.5	\$51,455.6	\$54,028.5	\$56,729.9
	APPLICATIONS ANALYST II	\$7,704.86	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30	\$9,833.56
	DATA SYSTEMS ANALYST II	\$92,458.32	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60	\$118,002.72
	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							
<b>950</b>	BUILDING INSPECTOR - PLANS EXAMINER, LEAD	\$46,671.8	\$49,005.5	\$51,455.6	\$54,028.5	\$56,729.9	\$59,566.4
	CLIENT SYSTEMS ADMINISTRATOR III	\$8,090.08	\$8,494.62	\$8,919.32	\$9,365.30	\$9,833.56	\$10,325.24
	DATA ARCHITECT	\$97,080.96	\$101,935.44	\$107,031.84	\$112,383.60	\$118,002.72	\$123,902.88
	ELECTRICIAN JOURNEYMAN, LEAD						
	SERVER & STORAGE ADMINISTRATOR						
<b>1050 (C995)</b>	NETWORK ADMINISTRATOR, SENIOR	\$51,455.6	\$54,028.5	\$56,729.9	\$59,566.4	\$62,544.8	\$65,672.2
		\$8,919.32	\$9,365.30	\$9,833.56	\$10,325.24	\$10,841.52	\$11,383.62
		\$107,031.84	\$112,383.60	\$118,002.72	\$123,902.88	\$130,098.24	\$136,603.44

Note: Any variation between actual monthly and annual salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Updated 2/26/2026