

**City of Bend - COBEA Salary Schedule
Effective December 25, 2018**

| Grade Classification Name | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | PP+10% |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 100 LABORER | \$12.4163 | \$13.0372 | \$13.6890 | \$14.3734 | \$15.0920 | \$15.8466 | \$17.4313 |
| | \$2,152 | \$2,260 | \$2,373 | \$2,491 | \$2,616 | \$2,747 | \$3,021 |

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|---------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 200 MAINTENANCE WORKER I | \$16.9567 | \$17.8045 | \$18.6947 | \$19.6294 | \$20.6108 | \$21.6413 | \$23.8054 |
| | \$2,939 | \$3,086 | \$3,240 | \$3,402 | \$3,573 | \$3,751 | \$4,126 |

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| 250 | \$17.8045 | \$18.6947 | \$19.6294 | \$20.6108 | \$21.6413 | \$22.7233 | \$24.9957 |
| | \$3,086 | \$3,240 | \$3,402 | \$3,573 | \$3,751 | \$3,939 | \$4,333 |

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| 300 ACCOUNTING TECH I | \$18.6947 | \$19.6294 | \$20.6108 | \$21.6413 | \$22.7233 | \$23.8595 | \$26.2454 |
| CODE ENFORCEMENT TECH I | \$3,240 | \$3,402 | \$3,573 | \$3,751 | \$3,939 | \$4,136 | \$4,549 |
| EQUIPMENT SERVICE TECH | | | | | | | |
| MAINTENANCE WORKER II | | | | | | | |
| MUNICIPAL COURT CLERK I | | | | | | | |
| OFFICE SPECIALIST I | | | | | | | |
| WATER RECLAMATION UTILITY WORKER I | | | | | | | |

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|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 350 STREET UTILITY WORKER I | \$19.6294 | \$20.6108 | \$21.6413 | \$22.7233 | \$23.8595 | \$25.0524 | \$27.5576 |
| | \$3,402 | \$3,573 | \$3,751 | \$3,939 | \$4,136 | \$4,342 | \$4,777 |

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| 400 ACCOUNTING TECH II | \$20.6108 | \$21.6413 | \$22.7233 | \$23.8595 | \$25.0524 | \$26.3051 | \$28.9355 |
| ADMINISTRATIVE ASSISTANT | \$3,573 | \$3,751 | \$3,939 | \$4,136 | \$4,342 | \$4,560 | \$5,015 |
| BLDG PERMIT TECH I | | | | | | | |
| EQUIPMENT PARTS TECH | | | | | | | |
| MUNICIPAL COURT CLERK II | | | | | | | |
| OFFICE SPECIALIST II | | | | | | | |
| PLANNING TECH I | | | | | | | |
| UTILITY WORKER APP | | | | | | | |
| WATER RECLAMATION SYSTEM MAINT I | | | | | | | |
| WATER UTILITY WORKER I | | | | | | | |

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| 450 | ADMINISTRATIVE SUPPORT SPEC | \$21.6413 | \$22.7233 | \$23.8595 | \$25.0524 | \$26.3051 | \$27.6203 | \$30.3822 |
| | ENGINEERING TECH I | \$3,751 | \$3,939 | \$4,136 | \$4,342 | \$4,560 | \$4,788 | \$5,266 |
| | FACILITIES MAINTENANCE TECH I | | | | | | | |
| | STREET SWEEPER | | | | | | | |
| | STREET UTILITY WORKER II | | | | | | | |

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| 500 | ACCOUNTING TECH III | \$22.7233 | \$23.8595 | \$25.0524 | \$26.3051 | \$27.6203 | \$29.0012 | \$31.9014 |
| | AMBULANCE BILLING TECH | \$3,939 | \$4,136 | \$4,342 | \$4,560 | \$4,788 | \$5,027 | \$5,530 |
| | CODE ENFORCEMENT TECH II | | | | | | | |
| | COLLECTIONS UTILITY I | | | | | | | |
| | INDUSTRIAL PRETREAT TECH I | | | | | | | |
| | LAB TECH I | | | | | | | |
| | MUNICIPAL COURT CLERK, LEAD | | | | | | | |
| | OFFICE SPECIALIST III | | | | | | | |
| | TECHNICAL SVCS SPEC I | | | | | | | |
| | UTILITY FIELD SERVICE TECH | | | | | | | |
| | UTILITY WORKER I | | | | | | | |
| | WATER RECLAM SYSTEM MAINT II | | | | | | | |
| | WATER UTILITY WORKER II | | | | | | | |

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| 550 | BLDG PERMIT TECH II | \$23.8595 | \$25.0524 | \$26.3051 | \$27.6203 | \$29.0012 | \$30.4513 | \$33.4964 |
| | ADMINISTRATIVE SUPPORT SPEC, SR | \$4,136 | \$4,342 | \$4,560 | \$4,788 | \$5,027 | \$5,278 | \$5,806 |
| | FACILITIES MAINTENANCE TECH II | | | | | | | |
| | PLANNING TECH II | | | | | | | |
| | STREET UTILITY WORKER III | | | | | | | |
| | WATER RECLAM OPERATOR I | | | | | | | |

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| 600 | ANALYST | \$25.0524 | \$26.3051 | \$27.6203 | \$29.0012 | \$30.4513 | \$31.9739 | \$35.1711 |
| | BLDG PERMIT TECH III | \$4,342 | \$4,560 | \$4,788 | \$5,027 | \$5,278 | \$5,542 | \$6,096 |
| | CEMETERY SEXTON | | | | | | | |
| | COLLECTIONS UTILITY II | | | | | | | |
| | DEPT. PURCHASING COORDINATOR | | | | | | | |

ENGINEERING TECH II
INDUSTRIAL PRETREATMENT TECH II
INFORMATION SYSTEMS TECH
IT SUPPORT SPECIALIST I
LAB TECH II
PLANNING TECH III
PROGRAM TECH I
PURCHASING ASSISTANT
SAFE DRINK WATER PROG ASST
SUPPORT SERVICES LEAD- FIN
TECHNICAL SVCS SPEC II
TELEMETRY SPECIALIST I
UTILITY MECHANIC
UTILITY WORKER II
WATER SYSTEM OPERATOR I
WATER UTILITY WORKER III

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| 650 BLDG INSPECTOR I | \$26.3051 | \$27.6203 | \$29.0012 | \$30.4513 | \$31.9739 | \$33.5725 | \$36.9297 |
| BLDG PERMIT TECH LEAD | \$4,560 | \$4,788 | \$5,027 | \$5,278 | \$5,542 | \$5,819 | \$6,401 |
| CODE ENFORCEMENT OFFICER | | | | | | | |
| ENGINEERING INSPECTOR | | | | | | | |
| EQUIPMENT TECH | | | | | | | |
| FACILITIES MAINTENANCE LEAD | | | | | | | |
| PLANNING TECH LEAD | | | | | | | |
| PLANNER, ASSISTANT | | | | | | | |
| PROGRAM COORDINATOR | | | | | | | |
| WATER RECLAM OPERATOR II | | | | | | | |
| WATER RECLAM PLANT MECH | | | | | | | |

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| 700 ANALYST, SR | \$27.6203 | \$29.0012 | \$30.4513 | \$31.9739 | \$33.5725 | \$35.2511 | \$38.7762 |
| CODE OFFICER, SR | \$4,788 | \$5,027 | \$5,278 | \$5,542 | \$5,819 | \$6,110 | \$6,721 |
| COLLECTION SYSTEM UTILITY WORKER LEAD | | | | | | | |
| ENGINEERING TECH III | | | | | | | |

FLOW MONITORING COORDINATOR
 IT SUPPORT SPECIALIST II
 INFORMATION SYSTEMS TECH, SR
 LAB TECH LEAD
 PROGRAM ANALYST - STORMWATER
 PROGRAM TECH, SR
 SAFE DRINK WATER PROG COORD
 SAFETY & TRAINING ANALYST
 STREET SWEEPER LEAD
 TECHNICAL SVCS SPEC LEAD
 TELEMETRY SPECIALIST II
 UTILITY COMPLIANCE TECH
 UTILITIES EDUCATIONAL CAMPAIGN COORD
 UTILITY WORKER LEAD
 WATER SYSTEM OPERATOR II
 WATER RECLAM SYS MAINT, SR
 WEB & GRAPHICS COORDINATOR

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| 750 ANALYTICAL CHEMIST | \$29.0012 | \$30.4513 | \$31.9739 | \$33.5725 | \$35.2511 | \$37.0137 | \$40.7149 |
| BLDG INSPECTOR II | \$5,027 | \$5,278 | \$5,542 | \$5,819 | \$6,110 | \$6,416 | \$7,057 |
| ENGINEERING INSPECTOR LEAD | | | | | | | |
| ENGINEERING TECH LEAD | | | | | | | |
| EQUIPMENT TECH LEAD | | | | | | | |
| ENTERPRISE SYSTEM ADMIN | | | | | | | |
| IT DESKTOP SUPPORT ADMIN | | | | | | | |
| IT GIS ANALYST | | | | | | | |
| INSTRUMENT & CONTROL TECH | | | | | | | |
| WATER RECLAMATION MECHANIC LEAD | | | | | | | |
| WATER SYSTEM OPERATOR LEAD | | | | | | | |

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| 800 IT PROJECT MANAGER I (ASSOCIATE) | \$30.4513 | \$31.9739 | \$33.5725 | \$35.2511 | \$37.0137 | \$38.8643 | \$42.7507 |
| | \$5,278 | \$5,542 | \$5,819 | \$6,110 | \$6,416 | \$6,736 | \$7,410 |

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| 850 | AFFORDABLE HOUSING COORDINATOR | \$31.9739 | \$33.5725 | \$35.2511 | \$37.0137 | \$38.8643 | \$40.8075 | \$44.8881 |
| | BLDG INSPECTOR III | \$5,542 | \$5,819 | \$6,110 | \$6,416 | \$6,736 | \$7,073 | \$7,781 |
| | ELECTRICIAN, JOURNEYMAN I | | | | | | | |
| | INFORMATION SYSTEMS ANALYST | | | | | | | |
| | IT SERVICE DESK LEAD | | | | | | | |
| | IT APPLICATIONS ANALYST | | | | | | | |
| | PERFORMANCE ANALYST | | | | | | | |

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| 900 | INFORMATION SYSTEMS ANALYST, SR | \$33.5725 | \$35.2511 | \$37.0137 | \$38.8643 | \$40.8075 | \$42.8479 | \$47.1326 |
| | IT NETWORK ADMINISTRATOR | \$5,819 | \$6,110 | \$6,416 | \$6,736 | \$7,073 | \$7,427 | \$8,170 |
| | IT PROJECT MANAGER II (JOURNEY) | | | | | | | |
| | PROPERTY MANAGER | | | | | | | |
| | SCADA CONTROLS SYSTEM ADMIN | | | | | | | |

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|------------|------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 950 | BLDG INSPECTOR LEAD | \$35.2511 | \$37.0137 | \$38.8643 | \$40.8075 | \$42.8479 | \$44.9902 | \$49.4892 |
| | ELECTRICIAN, JOURNEYMAN LEAD | \$6,110 | \$6,416 | \$6,736 | \$7,073 | \$7,427 | \$7,798 | \$8,578 |

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| 1000 | IT NETWORK ADMINISTRATOR SR | \$37.0137 | \$38.8643 | \$40.8075 | \$42.8479 | \$44.9902 | \$47.2397 | \$51.9636 |
| | IT PROJECT MANAGER III (ADV JOURNEY) | \$6,416 | \$6,736 | \$7,073 | \$7,427 | \$7,798 | \$8,188 | \$9,007 |