

| Grade | Position Title | Entry | Maximum | EPP Range |
|-------------------------|--|-----------|-----------|-----------|
| M1 | DATA SPECIALIST | \$3,389 | \$4,401 | \$4,841 |
| | | \$19,5506 | \$25,3896 | \$27,9286 |
| M2 | | \$3,898 | \$5,061 | \$5,567 |
| | | \$22,4865 | \$29,1960 | \$32,1156 |
| M3 | ACCOUNTANT, STAFF | \$4,482 | \$5,821 | \$6,403 |
| | AMBULANCE BILLING SUPERVISOR | \$25,8574 | \$33,5801 | \$36,9381 |
| | ASSOCIATE SUPERVISOR | | | |
| | EXECUTIVE ASSISTANT | | | |
| | PAYROLL SPECIALIST | | | |
| | PROGRAM SPECIALIST, HR | | | |
| M4 | ACCOUNTANT, FINANCIAL | \$5,154 | \$6,693 | \$7,362 |
| | ADMINISTRATIVE MANAGER | \$29,7349 | \$38,6140 | \$42,4754 |
| | BUDGET/FINANCIAL ANALYST | | | |
| | CHEMIST | | | |
| | CUSTOMER SRVC & UTILITY BILLING SPRVSR | | | |
| | ENGINEERING ASSOCIATE | | | |
| | ENGINEER, CIVIL ASSOCIATE | | | |
| | FACILITIES SERVICES SUPERVISOR | | | |
| | FIRE WAREHOUSE LOGISTICS COORDINATOR | | | |
| | MUNICIPAL COURT SUPERVISOR | | | |
| | PAYROLL SUPERVISOR | | | |
| | PLANNER, ASSOCIATE | | | |
| | POLICE INVEST RECORD COORDINATOR | | | |
| | POLICE RECORDS SUPERVISOR | | | |
| | PURCHASING ANALYST | | | |
| SUPERVISOR | | | | |
| M5 | BEND BUSINESS ADVOCATE | \$5,928 | \$7,697 | \$8,467 |
| | BUDGET/FINANCIAL ANALYST, SR. | \$34,1972 | \$44,4077 | \$48,8485 |
| | CITY RECORDER | | | |
| | COMMUNITY RELATIONS MANAGER | | | |
| | ENGINEER, PROJECT | | | |
| | ENGINEER, TRANSPORTATION | | | |
| | EQUIPMENT MAINTENANCE SUPERVISOR | | | |
| | HUMAN RESOURCES BUSINESS PARTNER | | | |
| | LABORATORY SUPERVISOR | | | |
| | PLANNER, SENIOR | | | |
| PLANNER, TRANSPORTATION | | | | |

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| M5 Cont. | POLICE RECORDS & EVIDENCE MANAGER | \$5,928 | \$7,697 | \$8,467 |
| | PROGRAM MANAGER | \$34.1972 | \$44.4077 | \$48.8485 |
| | PURCHASING ANALYST, SR | | | |
| | STREET SUPERVISOR | | | |
| | TECHNICAL SERVICES SUPERVISOR | | | |
| | UTILITY CONSTRUCTION SUPERVSR | | | |
| | UTILITY MAINTENANCE SUPERVISOR | | | |
| | UTILITY REPAIR & REPLACE SUPERVISOR | | | |
| | UTILITY PROJECT MANAGER | | | |
| | WATER SUPERVISOR | | | |
| WATER RECLAM OPS SUPERVISOR | | | | |

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| M5.5 | MANAGEMENT ANALYST | \$6,372 | \$8,275 | \$9,102 |
| | | \$36.7620 | \$47.7382 | \$52.5120 |

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| M6 | ACCESSIBILITY MANAGER | \$6,816 | \$8,852 | \$9,738 |
| | AIRPORT MANAGER | \$39.3218 | \$51.0719 | \$56.1791 |
| | AFFORDABLE HOUSING MANAGER | | | |
| | BUDGET FINANCIAL ANALYST, PRINCIPAL | | | |
| | BUSINESS MANAGER | | | |
| | ENGINEER, PRINCIPAL | | | |
| | IT MANAGER | | | |
| | MANAGEMENT ANALYST, SR | | | |
| | METRO PLAN ORGANIZATION MANAGER | | | |
| | PARKING DEMAND MANAGER | | | |
| | PERMIT CENTER MANAGER | | | |
| | PLANNER, PRINCIPAL | | | |
| | PROGRAM MANAGER, SR | | | |
| | STREET DIVISION MANAGER | | | |
| | WATER QUALITY MANAGER | | | |
| | WATER RECLAMATION MANAGER | | | |
| | WATER RESOURCES MANAGER | | | |

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| M6.5 | ACCTG & FINANCIAL RPRTNG MANGR | \$7,114 | \$9,058 | \$10,164 |
| | BLDG OFFICAL, ASSISTANT | \$41.0439 | \$53.3079 | \$58.6387 |
| | SENIOR MANAGER | | | |

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| M7 | BLDG OFFICIAL/DIV MANAGER | \$7,838 | \$10,180 | \$11,198 |
| | BUDGET & FINANCIAL PLANNING MGR | \$45.2197 | \$58.7297 | \$64.6027 |
| | CITY ATTORNEY, ASSOCIATE | | | |
| | ENGINEER, ASSISTANT CITY | | | |
| | FACILITIES DIRECTOR | | | |
| | FIRE BATTALION CHIEF (40 hr) | | | |
| | FLEET DIRECTOR | | | |
| | PLANNING MANAGER, CURRENT | | | |

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| M7 Cont. | PLANNING MANAGER, LONG RANGE | \$7,838 | \$10,180 | \$11,198 |
| | POLICE LIEUTENANT | \$45.2197 | \$58.7297 | \$64.6027 |
| | POLICE LIEUTENANT 40/HR | | | |
| | PURCHASING AND PUBLIC CONTRACTS DIRECTOR | | | |
| | UTILITY OPERATIONS MANAGER | | | |

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| M7.3 | FIRE BATTALION CHIEF OT ELIG (56 hr) | \$7,838 | \$10,180 | \$11,198 |
| | | \$32.1893 | \$41.8062 | \$45.9868 |

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| M7.5 | ATTORNEY, ASSISTANT CITY | \$8,426 | \$10,943 | \$12,037 |
| | COMMUNICATIONS DIRECTOR | \$48.6100 | \$63.1333 | \$69.4466 |
| | ECONOMIC DEVELOPMENT DIRECTOR | | | |
| | FINANCE DIRECTOR, ASSISTANT | | | |
| | GROWTH MANAGEMENT DIRECTOR | | | |

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| M8 | CHIEF PEOPLE OFFICER | \$9,015 | \$11,706 | \$12,877 |
| | DEVELOPMENT SRVCS DIRECTOR | \$52.0071 | \$67.5372 | \$74.2909 |
| | CITY ENGINEER/EIPD DIRECTOR | | | |
| | FIRE CHIEF, DEPUTY | | | |
| | POLICE CAPTAIN | | | |
| | STREETS & OPERATIONS MAINT DIRECTOR | | | |
| | TRANSPORTATION AND MOBILITY DIRECTOR | | | |

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| M8.5 | CHIEF FINANCIAL OFFICER | \$9,690 | \$12,585 | \$13,843 |
| | DEPUTY POLICE CHIEF | \$55.9044 | \$72.6035 | \$79.8639 |
| | PUBLIC WORKS UTILITY DIRECTOR | | | |

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| M9 | ATTORNEY, CITY | \$10,368 | \$13,464 | \$14,810 |
| | CHIEF INNOVATION OFFICER | \$59.8132 | \$77.6750 | \$85.4425 |
| | CHIEF OPERATIONS OFFICER | | | |
| | FIRE CHIEF | | | |
| | POLICE CHIEF | | | |

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| M10 | Not Used | \$11,923 | \$15,483 | \$17,032 |
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| M99 | City Manager | \$15,449 | | |
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