

June 12th, 2026

City Manager Byron Smith, Mayor Doug Primmer, and Hermiston City Council,

On behalf of the Hermiston Police Association, I wanted to share our thoughts on the pending decision to implement a longevity incentive for non-association members working for the City of Hermiston. Historically, the police association does not delve into political matters, so we write this letter of support because we view this as a policy matter impacting all employees we are fortunate enough to work with.

Without question we believe Chief Edmiston would attest to this; the deferred compensation incentives negotiated with the police association for this latest collective bargaining agreement have made our department more competitive in relation to agencies in our area. The ability to show employees they are not only valued in their early years with competitive wage packages, but also in later years if they remain with the city, is encouraging especially for a city that has operated very “lean” for decades.

With the tremendous number of staffing changes we have had in the last 3 years, we are seeing a camaraderie at the Hermiston Police Department that makes coming to work enjoyable each day. While we have several officers who are “young” in their law enforcement careers, we all have the same goal to grow these officers (since so many financial resources go toward these members in the beginning of their career) so they want to remain in our community and hopefully raise a family in this community we serve.

As you debate the policies presented, just know small incentives such as these have gone a long way in our recruitment and hiring efforts and we believe it will help other departments in the city when they too have openings.

Thank you for your time,



William H. Golter – President of the Hermiston Police Association