

RESOLUTION NO. 2374

A RESOLUTION ESTABLISHING CITY COMPENSATION PLAN FOR THE CITY OF HERMISTON FOR FY2025-2026

WHEREAS, effective July 1, 2025 a 3.0% increase in compensation has been approved by the mayor and council of the City of Hermiston,

NOW THEREFORE THE CITY OF HERMISTON RESOLVES AS FOLLOWS: that the pay plan adopted by Resolution No. 2329 shall be repealed and superseded as follows:

SECTION 1. All offices and positions of the City are divided into the classified and exempt services.

Exempt Services:

1. All employees identified by the Employee Handbook and meeting the guidelines defined by the Fair Labor Standards Act (“FLSA”) and Oregon Wage and Hour laws as exempt.
2. Members of boards and commissions.
3. Volunteer personnel and personnel appointed to serve without pay.
4. Consultants and counselors rendering temporary professional services.

Classified Services: The classified services shall include all other positions that are not specifically placed in the exempt service by this resolution.

SECTION 2. Schedule A sets forth the basic salary ranges and increment steps for City of Hermiston employees.

SECTION 3. Schedule B sets forth representative position titles which shall be assigned to the Salary Range Numbers.

SECTION 4. Schedule C sets forth the basic pay ranges and increment steps and representative position titles for City of Hermiston Parks & Recreation Seasonal Temporary employees.

This resolution shall become effective on July 1, 2025.

PASSED by the Common Council this 9th day of June 2025

SIGNED by the Mayor this 9th day of June 2025

Doug Primmer, MAYOR

ATTEST:

Lilly Alarcon-Strong, CMC, CITY RECORDER