

**RESOLUTION NO. 2432**

**A RESOLUTION ESTABLISHING CITY COMPENSATION PLAN  
FOR THE CITY OF HERMISTON FOR FY2026-2027**

WHEREAS, effective July 1, 2026, a 3.0% increase in compensation has been approved by the mayor and council of the City of Hermiston; and

NOW, THEREFORE, THE CITY OF HERMISTON RESOLVES AS FOLLOWS:

1. That the pay plan adopted by Resolution No. 2374 shall be repealed and superseded as follows:

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

2. This resolution shall become effective on July 1, 2026.

PASSED by the Common Council this 8th day of June 2026.

SIGNED by the Mayor this 8th day of June 2026.

\_\_\_\_\_  
Doug Primmer, MAYOR

ATTEST:

\_\_\_\_\_  
Lilly Alarcon-Strong, CMC, CITY RECORDER