

RESOLUTION NO. 2157

WHEREAS, effective no earlier than January 1, 2021 a 2.75% increase in compensation has been approved by the mayor and council of the City of Hermiston,

NOW THEREFORE BE IT RESOLVED by the mayor and council of the City of Hermiston, Oregon, that the pay plan adopted by Resolution No. 2126 shall be repealed and superseded as follows: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, 2020.

Passed by the Common Council this 8th day of June, 2020.

Signed by the Mayor this 8th day of June, 2020.

By: _____
David Drotzmann, MAYOR

ATTEST:

By: _____
Lilly Alarcon-Strong, CMC, CITY RECORDER

Schedule A
July 1, 2020 (2.75% COLA)

| Range | Step A | | Step B | | Step C | | Step D | | Step E | | Step F | |
|-------|--------|-------|--------|-------|--------|-------|--------|--------|--------|--------|--------|--------|
| 30 | \$ | 2,898 | \$ | 3,014 | \$ | 3,134 | \$ | 3,259 | \$ | - | \$ | - |
| 31 | \$ | 3,279 | \$ | 3,410 | \$ | 3,547 | \$ | 3,688 | \$ | 3,836 | \$ | 3,990 |
| 32 | \$ | 3,401 | \$ | 3,538 | \$ | 3,680 | \$ | 3,826 | \$ | 3,979 | \$ | 4,139 |
| 33 | \$ | 3,528 | \$ | 3,668 | \$ | 3,815 | \$ | 3,968 | \$ | 4,127 | \$ | 4,292 |
| 34 | \$ | 3,658 | \$ | 3,805 | \$ | 3,957 | \$ | 4,116 | \$ | 4,279 | \$ | 4,451 |
| 35 | \$ | 3,794 | \$ | 3,946 | \$ | 4,103 | \$ | 4,268 | \$ | 4,438 | \$ | 4,615 |
| 36 | \$ | 3,936 | \$ | 4,092 | \$ | 4,256 | \$ | 4,426 | \$ | 4,605 | \$ | 4,788 |
| 37 | \$ | 4,084 | \$ | 4,246 | \$ | 4,417 | \$ | 4,593 | \$ | 4,777 | \$ | 4,967 |
| 38 | \$ | 4,235 | \$ | 4,404 | \$ | 4,581 | \$ | 4,763 | \$ | 4,954 | \$ | 5,152 |
| 39 | \$ | 4,392 | \$ | 4,567 | \$ | 4,750 | \$ | 4,939 | \$ | 5,137 | \$ | 5,343 |
| 40 | \$ | 4,556 | \$ | 4,738 | \$ | 4,927 | \$ | 5,125 | \$ | 5,330 | \$ | 5,543 |
| 41 | \$ | 4,725 | \$ | 4,914 | \$ | 5,111 | \$ | 5,316 | \$ | 5,527 | \$ | 5,748 |
| 42 | \$ | 4,901 | \$ | 5,098 | \$ | 5,301 | \$ | 5,513 | \$ | 5,734 | \$ | 5,963 |
| 43 | \$ | 5,083 | \$ | 5,286 | \$ | 5,498 | \$ | 5,718 | \$ | 5,946 | \$ | 6,185 |
| 44 | \$ | 5,273 | \$ | 5,484 | \$ | 5,703 | \$ | 5,932 | \$ | 6,168 | \$ | 6,414 |
| 45 | \$ | 5,468 | \$ | 5,687 | \$ | 5,914 | \$ | 6,151 | \$ | 6,397 | \$ | 6,652 |
| 46 | \$ | 5,658 | \$ | 5,884 | \$ | 6,119 | \$ | 6,364 | \$ | 6,619 | \$ | 6,883 |
| 47 | \$ | 5,854 | \$ | 6,088 | \$ | 6,332 | \$ | 6,585 | \$ | 6,849 | \$ | 7,122 |
| 48 | \$ | 6,056 | \$ | 6,297 | \$ | 6,549 | \$ | 6,811 | \$ | 7,084 | \$ | 7,367 |
| 49 | \$ | 6,266 | \$ | 6,515 | \$ | 6,776 | \$ | 7,047 | \$ | 7,330 | \$ | 7,623 |
| 50 | \$ | 6,481 | \$ | 6,740 | \$ | 7,009 | \$ | 7,290 | \$ | 7,582 | \$ | 7,885 |
| 51 | \$ | 6,706 | \$ | 6,974 | \$ | 7,254 | \$ | 7,543 | \$ | 7,846 | \$ | 8,159 |
| 52 | \$ | 6,938 | \$ | 7,215 | \$ | 7,505 | \$ | 7,804 | \$ | 8,116 | \$ | 8,442 |
| 53 | \$ | 7,178 | \$ | 7,465 | \$ | 7,763 | \$ | 8,074 | \$ | 8,397 | \$ | 8,733 |
| 54 | \$ | 7,428 | \$ | 7,725 | \$ | 8,033 | \$ | 8,354 | \$ | 8,689 | \$ | 9,036 |
| 55 | \$ | 7,684 | \$ | 7,991 | \$ | 8,310 | \$ | 8,643 | \$ | 8,988 | \$ | 9,348 |
| 56 | \$ | 7,950 | \$ | 8,268 | \$ | 8,598 | \$ | 8,942 | \$ | 9,300 | \$ | 9,672 |
| 57 | \$ | 8,224 | \$ | 8,553 | \$ | 8,895 | \$ | 9,252 | \$ | 9,622 | \$ | 10,007 |
| 58 | \$ | 8,424 | \$ | 8,761 | \$ | 9,111 | \$ | 9,477 | \$ | 9,856 | \$ | 10,250 |
| 59 | \$ | 8,805 | \$ | 9,156 | \$ | 9,523 | \$ | 9,903 | \$ | 10,300 | \$ | 10,712 |
| 60 | \$ | 9,108 | \$ | 9,472 | \$ | 9,851 | \$ | 10,244 | \$ | 10,655 | \$ | 11,081 |

SCHEDULE B

POSITIONS GROUPED BY SALARY RANGE NUMBERS

Range Number

| | |
|------|---|
| (32) | <u>3,401-3,538-3,680-3,826-3,979-4,139</u> Accounting Technician General Clerical Library Assistant Water Meter Technician |
| (34) | <u>3,658-3,805-3,957-4,116-4,279-4,451</u> Municipal Service Worker I Permit Technician I Senior Library Assistant Recycled Water Utility Worker I Water Utility Worker I |
| (36) | <u>3,936-4,092-4,256-4,426-4,605-4,788</u> Court Clerk Librarian I Permit Technician II Recreation Coordinator Senior General Clerical Water Utility Worker I-A |
| (37) | <u>4,084-4,246-4,417-4,593-4,777-4,967</u> Code Enforcement |
| (38) | <u>4,235-4,404-4,581-4,763-4,954-5,152</u> Librarian II Municipal Service Worker II Recycled Water Utility Worker II Water Utility Worker II |
| (39) | <u>4,392-4,567-4,750-4,939-5,137-5,343</u> Water Utility Worker II-A |
| (40) | <u>4,556-4,738-4,927-5,125-5,330-5,543</u> Data Entry/Office Coordinator Mechanic/Municipal Worker Recycled Water Lab Technician Recycled Water Utility Worker III Customer Service Representative Water Utility Worker III |
| (41) | <u>4,725-4,914-5,111-5,316-5,527-5,748</u> Water Utility Worker III-A |
| (42) | <u>4,901-5,098-5,301-5,513-5,734-5,963</u> Municipal Buildings Supervisor Park/Facility Lead Worker Recycled Water Utility Worker IV Water Utility Worker IV |

Range Number

| | |
|------|---|
| (44) | <u>5,273-5,484-5,703-5,932-6,168-6,414</u> Assistant Library Director Assistant Water Chief Operator Executive Secretary/City Recorder Financial Analyst Human Resources Specialist |
| (46) | <u>5,658-5,884-6,119-6,364-6,619-6,883</u> Building/Electrical Inspector Communications Manager Court Manager Park Manager Recreation Manager Street Maintenance Foreman Recycled Water Chief Operator Water Chief Operator |
| (49) | <u>6,266-6,515-6,776-7,047-7,330-7,623</u> Assistant Building Official Library Director |
| (52) | <u>6,938-7,215-7,505-7,804-8,116-8,442</u> Building Official Police Sergeant Recycled Water Superintendent Street Superintendent Water Superintendent |
| (54) | <u>7,428-7,725-8,033-8,354-8,689-9,036</u> City Planner Electric General Manager Parks & Recreation Director Police Lieutenant |
| (56) | <u>7,950-8,268-8,598-8,942-9,300-9,672</u> Police Captain |
| (58) | <u>8,424-8,761-9,111-9,477-9,856-10,250</u> Assistant City Manager City Engineer Finance Director Police Chief |

All public works employees, except department heads and all employees working on a temporary or part-time basis, shall be paid the hourly equivalent of the monthly salary of the position class and step number in which they are employed, based upon the actual number of hours worked, computed as follows:

- (a) Number of hours in the employing department's work week multiplied by 52 weeks equals the number of hours per year.
- (b) Present monthly salary of employee multiplied by 12 months equals' annual equivalent of monthly salary.
- (c) Annual equivalent of monthly salary divided by the number of hours per year equals hourly equivalent of monthly salary

Schedule C
Parks & Recreation Pay Scales
Effective 07/01/2020 (min. Wage \$11.50)

| Aquatics (03.6720) | | | | | | | | |
|--------------------|--------------------------|----------|----------|----------|----------|----------|----------|----------|
| Pay Code | Position | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| 11-14 | Aq. Asst Mgr | \$18.25 | \$19.00 | \$19.75 | \$20.50 | \$21.25 | \$22.00 | \$22.75 |
| 11-03 | Aq. Supervisor | \$15.25 | \$16.00 | \$16.75 | \$17.50 | \$18.00 | \$18.50 | \$19.00 |
| 11-09 | Aq. Lead | \$12.00 | \$12.50 | \$13.00 | \$13.50 | \$14.00 | \$14.50 | \$15.00 |
| 11-04 | Aq. WSI | \$12.00 | \$12.50 | \$13.00 | \$13.50 | \$14.00 | \$14.50 | \$15.00 |
| 11-01 | Aq. Lifeguard | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 | \$13.25 |
| 11-06 | Aq. Team Member | \$11.50 | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 |
| 11-15 | Aq. Instructor | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 | \$19.00 | \$20.00 |
| 11-23 | Aq. Red Cross Instructor | \$ 20.00 | \$ 22.00 | \$ 24.00 | \$ 26.00 | \$ 28.00 | \$ 30.00 | \$ 32.50 |

| Recreation (03.6750) | | | | | | | | |
|----------------------|---------------------|---------|---------|---------|---------|---------|---------|---------|
| Pay Code | Position | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| 11-18 | Rec. Specialist | \$14.25 | \$14.75 | \$15.25 | \$15.75 | \$16.25 | \$16.75 | \$17.25 |
| 11-19 | Rec. Instructor | \$14.25 | \$15.00 | \$16.00 | \$17.00 | \$18.00 | \$19.00 | \$20.00 |
| 11-17 | Rec. Lead | \$12.00 | \$12.50 | \$13.00 | \$13.50 | \$14.00 | \$14.50 | \$15.00 |
| 11-20 | Rec. Adult Official | \$16.00 | \$17.50 | \$19.00 | \$20.50 | \$22.00 | \$23.50 | \$25.00 |
| 11-28 | Rec. Team Member | \$11.50 | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 |
| 11-21 | Rec. Youth Official | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 | \$20.00 |

| Community Center (03.6760) | | | | | | | | |
|----------------------------|-----------------------|---------|---------|---------|---------|---------|---------|---------|
| Pay Code | Position | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| 11-29 | CC Facility Attendant | \$11.50 | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 |
| 11-30 | CC Facility Support | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 | \$13.25 |
| 11-31 | CC Event Staff | \$17.00 | \$17.25 | \$17.50 | \$17.75 | \$18.00 | \$18.25 | \$18.50 |

| Harkenrider (03.6770) | | | | | | | | |
|-----------------------|-----------------------|---------|---------|---------|---------|---------|---------|---------|
| Pay Code | Position | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| 11-32 | HC Facility Attendant | \$11.50 | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 |
| 11-34 | HC Facility Support | \$11.75 | \$12.00 | \$12.25 | \$12.50 | \$12.75 | \$13.00 | \$13.25 |