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**CITY OF HILLSBORO PAY PLAN
2024-25**

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
City Manager's Office										
● City Manager	1									
● Deputy City Manager	1	49	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443	217,683 18,140	226,391 18,866	235,446 19,621	244,864 20,405
● Assistant City Manager	1	47	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443	217,683 18,140	226,391 18,866
● Government Relations Manager	1	41	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209
● Communications Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Diversity, Equity and Inclusion Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Senior Program Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Community Engagement Manager	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Program Manager	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Public Information Officer	3	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● City Management Program Coordinator	2	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● City Recorder	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Community Services Program Coordinator	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Communications Analyst	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● Graphics Design Lead	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>City Manager's Office (continued)</i>										
Communications Specialist	3	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Deputy City Recorder	1	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Graphics Designer	2	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Administrative Support Coordinator	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Administrative Support Specialist	2.5	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Community Development Department</i>										
● Economic and Community Development Director	1	45	159,059 13,255	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443
● Community Development Business Operations Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Senior Project Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Community Development Services Manager	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Project Manager	3	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Community Development Program Coordinator	2	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Management Analyst	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
Senior GIS Technician	2	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Community Development Technician	4	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507
Building Permit Technician	3	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Planning Technician	2	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Administrative Support Specialist	6	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

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<i>Building Division</i>										
● Building Division Manager	1	39	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061
● Structural Engineer	2	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Chief Building Inspector	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Chief Plans Examiner	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Information Systems Analyst	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Lead Building Inspector	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Lead Plans Examiner	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Building Inspector II	15	31	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274
Plans Examiner II	10	31	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274
Building Inspector I		29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
Plans Examiner I		29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Administrative Support Coordinator		23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507

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<i>Planning Division</i>										
● Planning Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Planning Manager	2	35	109,607	113,991	118,550	123,292	128,224	133,353	138,687	144,235
			9,134	9,499	9,879	10,274	10,685	11,113	11,557	12,020
● Project Manager	1	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Senior Planner	6	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
Planner	4	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783

<i>Transportation Systems Division</i>										
● Transportation Systems Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Principal Engineer	1	36	113,991	118,550	123,292	128,224	133,353	138,687	144,235	150,004
			9,499	9,879	10,274	10,685	11,113	11,557	12,020	12,500
● Transportation Systems Planner	1	34	105,391	109,607	113,991	118,550	123,292	128,224	133,353	138,687
			8,783	9,134	9,499	9,879	10,274	10,685	11,113	11,557
● Project Manager	2	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
GIS Specialist	1	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120

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<i>Economic Development</i>										
● Economic Development Division Manager	1	39	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061
● Economic Development Manager	1	37	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000
● Senior Project Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Economic Development Supervisor	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Project Manager	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Workforce Development Project Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Finance Department										
● Chief Financial Officer	1	45	159,059 13,255	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443
● Assistant Finance Director	1	41	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209
● Finance Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Procurement Services Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Payroll Manager	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Principal Financial Analyst	1	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
● Finance Systems Analyst	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Utility Billing Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Grant Program Coordinator	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Accountant	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Contracts and Procurement Analyst	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Financial Analyst	2	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Senior Buyer	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● Supplier Diversity Program Administrator	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Buyer	1	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507
Payroll Specialist	2	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507

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Finance Department (continued)										
Senior Finance Technician - Accounting	2	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Senior Finance Technician - Utility Billing	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Lead Water Meter Reader	1	20	60,861	63,295	65,827	68,460	71,198	74,046	77,008	80,088
			5,072	5,275	5,486	5,705	5,933	6,171	6,417	6,674
Finance Technician - Accounting	1	19	58,520	60,861	63,295	65,827	68,460	71,198	74,046	77,008
			4,877	5,072	5,275	5,486	5,705	5,933	6,171	6,417
Finance Technician - Utility Billing/Municipal Court	5	19	58,520	60,861	63,295	65,827	68,460	71,198	74,046	77,008
			4,877	5,072	5,275	5,486	5,705	5,933	6,171	6,417
Water Meter Reader	2	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933

Municipal Court

● Municipal Court Supervisor	1	30	90,089	93,692	97,440	101,337	105,391	109,607	113,991	118,550
			7,507	7,808	8,120	8,445	8,783	9,134	9,499	9,879
Finance Technician - Utility Billing/Municipal Court	2	19	58,520	60,861	63,295	65,827	68,460	71,198	74,046	77,008
			4,877	5,072	5,275	5,486	5,705	5,933	6,171	6,417

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<i>Fire & Rescue Department</i>										
● Fire Chief	1	46	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443	217,683 18,140
● Deputy Fire Chief	2	42	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209	189,803 15,817
● Fire Division Chief	3	40	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624
● Fire and Rescue Business Operations Manager	1	37	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000
● Fire and Rescue Communications and PIO	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
● Community Risk Reduction Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
● Crisis Intervention Officer	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Management Specialist	2	22	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219
Administrative Support Specialist	2	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

Emergency Management

● Emergency Program Manager	1	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
Emergency Management Officer	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120

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Fire & Rescue Department (continued)										
U	Fire Battalion Chief - (Shift)	3	U				141,433	147,090	152,974	159,093
							11,786	12,258	12,748	13,258
U	Fire Battalion Chief - (40-Hr)	2	U				141,433	147,090	152,974	159,093
							11,786	12,258	12,748	13,258

			Step A	Step B	Step C	Step D	Step E	Step F	
	Deputy Fire Marshal II	8	U	8900	9348	9813	10312	10825	11257
	Deputy Fire Marshal II		U	8397	8819	9258	9729	10213	10620
	Deputy Fire Marshal I		U	7972	8371	8792	9235	9692	10081
	Deputy Fire Marshal I		U	7521	7898	8295	8713	9144	9511
	Fire Captain	6	U	-	-	-	9967	10464	10882
	Fire Captain		U	-	-	-	9403	9872	10267
	Training Captain	2	U	-	-	-	9967	10464	10882
	Training Captain		U	-	-	-	9403	9872	10267
	Fire Lieutenant	21	U	-	-	-	8771	9585	10064
	Fire Lieutenant		U	-	-	-	8275	9043	9495
	Training Lieutenant	1	U				8771	9585	10064
	Training Lieutenant						8275	9043	9495
	Fire Engineer	24	U	-	-	7672	8143	8844	9311
	Fire Engineer		U	-	-	7238	7683	8344	8784
	Firefighter	60	U	6289	6607	7005	7389	8198	8516
	Firefighter		U	5934	6234	6609	6971	7734	8034
	Fire Logistics Technician	1	U	5756	6043	6344	6662	6997	7347
	Fire Logistics Technician		U	5431	5701	5985	6285	6601	6932

U Positions are covered by a collective bargaining agreement.

U See contract for pay incentives in addition to salary.

Employees who are ineligible to participate in the Oregon Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) shall be paid at the shaded-line until eligibility is established.

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Human Resources Department										
● Chief Human Resources Officer	1	45	159,059 13,255	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443
● Human Resources Manager	3	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● HRIS Program Manager	1	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
● Project Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● HR Analyst	6	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Recruiter	2	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
HRIS Specialist	1	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507
Administrative Support Specialist	2	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933
Public Service Specialist (Full Year Intern)	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933
Customer Service Assistant (JTOP Training Program)	8		38,013 3,168	39,534 3,295	41,115 3,426	42,760 3,563	44,470 3,706	46,249 3,854	48,099 4,008	50,023 4,169
Intern	8		38,013 3,168	39,534 3,295	41,115 3,426	42,760 3,563	44,470 3,706	46,249 3,854	48,099 4,008	50,023 4,169

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Human Resources Department (continued)										
Risk and Safety										
● Risk Manager	1	38	123,292	128,224	133,353	138,687	144,235	150,004	156,004	162,244
			10,274	10,685	11,113	11,557	12,020	12,500	13,000	13,520
● Risk Management Analyst	2	29	86,624	90,089	93,692	97,440	101,337	105,391	109,607	113,991
			7,219	7,507	7,808	8,120	8,445	8,783	9,134	9,499
● Safety Officer	1	29	86,624	90,089	93,692	97,440	101,337	105,391	109,607	113,991
			7,219	7,507	7,808	8,120	8,445	8,783	9,134	9,499
Risk Management Specialist	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Safety Liaison	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Information Services Department										
● Chief Information Officer	1	45	159,059 13,255	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443
● Assistant Information Services Director	1	41	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209
● Information Services Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Information Services Supervisor	3	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Systems Supervisor	3	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Network Engineer	2	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
● Business Analyst	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Change Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Information Services Project Manager	3	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Information Systems Analyst	9	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Network Administrator	3	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Information Services Administrator	3	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
Information Services Specialist	6	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
GIS Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Information Services Technician	2	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Information Services Department (continued)											
Broadband											
● Broadband General Manager	1	38	123,292	128,224	133,353	138,687	144,235	150,004	156,004	162,244	
			10,274	10,685	11,113	11,557	12,020	12,500	13,000	13,520	
● Broadband Account Manager	1	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224	
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685	
Network Administrator	1	29	86,624	90,089	93,692	97,440	101,337	105,391	109,607	113,991	
			7,219	7,507	7,808	8,120	8,445	8,783	9,134	9,499	
● Finance Supervisor - Broadband	1	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391	
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783	
Project Specialist	1	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440	
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120	
Information Services Technician	2	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089	
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507	
Senior Broadband Customer Service Representative	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089	
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507	
Broadband Customer Service Representative	2	19	58,520	60,861	63,295	65,827	68,460	71,198	74,046	77,008	
			4,877	5,072	5,275	5,486	5,705	5,933	6,171	6,417	
Installation and Services Technician	2	19	58,520	60,861	63,295	65,827	68,460	71,198	74,046	77,008	
			4,877	5,072	5,275	5,486	5,705	5,933	6,171	6,417	

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Library Department										
● Library Director	1	43	147,059	152,941	159,059	165,422	172,038	178,920	186,077	193,520
			12,255	12,745	13,255	13,785	14,337	14,910	15,506	16,127
● Library Manager	5	33	101,337	105,391	109,607	113,991	118,550	123,292	128,224	133,353
			8,445	8,783	9,134	9,499	9,879	10,274	10,685	11,113
● Management Analyst	1	28	83,292	86,624	90,089	93,692	97,440	101,337	105,391	109,607
			6,941	7,219	7,507	7,808	8,120	8,445	8,783	9,134
● Library Supervisor	11	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783
● Administrative Support Supervisor	1	26	77,008	80,088	83,292	86,624	90,089	93,692	97,440	101,337
			6,417	6,674	6,941	7,219	7,507	7,808	8,120	8,445
U Library Training Specialist	1	U	72,246	75,136	78,142	81,268	84,519	87,900	91,416	95,073
U Librarian	9	U	66,795	69,467	72,246	75,136	78,142	81,268	84,519	87,900
U Library Outreach Coordinator	2	U	66,795	69,467	72,246	75,136	78,142	81,268	84,519	87,900
U Library Volunteer Services Coordinator	1	U	66,795	69,467	72,246	75,136	78,142	81,268	84,519	87,900
U Library Administrative Support Specialist	3	U	52,789	54,901	57,098	59,382	61,758	64,229	66,799	69,471
U Library Support Specialist	16	U	52,789	54,901	57,098	59,382	61,758	64,229	66,799	69,471
U Library Materials Assistant	5	U					46,484	48,344	50,278	52,290
U	Positions are covered by a collective bargaining agreement.									

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Parks & Recreation Department</i>										
● Parks and Recreation Director	1	43	147,059	152,941	159,059	165,422	172,038	178,920	186,077	193,520
			12,255	12,745	13,255	13,785	14,337	14,910	15,506	16,127
● Assistant Parks and Recreation Director	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Senior Parks and Recreation Manager	3	37	118,550	123,292	128,224	133,353	138,687	144,235	150,004	156,004
			9,879	10,274	10,685	11,113	11,557	12,020	12,500	13,000
● Parks and Recreation Facilities Manager	1	34	105,391	109,607	113,991	118,550	123,292	128,224	133,353	138,687
			8,783	9,134	9,499	9,879	10,274	10,685	11,113	11,557
● Program Manager	1	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Project Manager	4	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Community Events Program Supervisor	1	29	86,624	90,089	93,692	97,440	101,337	105,391	109,607	113,991
			7,219	7,507	7,808	8,120	8,445	8,783	9,134	9,499
● Parks and Recreation Supervisor	1	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783
● Administrative Support Supervisor	1	26	77,008	80,088	83,292	86,624	90,089	93,692	97,440	101,337
			6,417	6,674	6,941	7,219	7,507	7,808	8,120	8,445
Project Specialist	1	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Parks and Recreation Facilities Coordinator	4	21	63,295	65,827	68,460	71,198	74,046	77,008	80,088	83,292
			5,275	5,486	5,705	5,933	6,171	6,417	6,674	6,941
Administrative Support Specialist	2	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Parks & Recreation Department (continued)</i>										
<i>Senior Center</i>										
● Parks and Recreation Manager	1	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Parks and Recreation Supervisor	1	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783
Administrative Support Specialist	1	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933
Chef	1	15	50,023	52,024	54,105	56,269	58,520	60,861	63,295	65,827
			4,169	4,335	4,509	4,689	4,877	5,072	5,275	5,486
Assistant Chef	0.875	10	41,115	42,760	44,470	46,249	48,099	50,023	52,024	54,105
			3,426	3,563	3,706	3,854	4,008	4,169	4,335	4,509

Cultural Arts Center

● Senior Parks and Recreation Manager		37	118,550	123,292	128,224	133,353	138,687	144,235	150,004	156,004
			9,879	10,274	10,685	11,113	11,557	12,020	12,500	13,000
● Cultural Arts Program Manager	2	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Parks and Recreation Supervisor - Cultural Arts	3	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783
Management Specialist	1	22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219

Recreation Programs

● Senior Parks and Recreation Manager	1	37	118,550	123,292	128,224	133,353	138,687	144,235	150,004	156,004
			9,879	10,274	10,685	11,113	11,557	12,020	12,500	13,000
● Parks and Recreation Supervisor	4	27	80,088	83,292	86,624	90,089	93,692	97,440	101,337	105,391
			6,674	6,941	7,219	7,507	7,808	8,120	8,445	8,783

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
<i>Parks & Recreation Department (continued)</i>											
<i>Parks Maintenance</i>											
● Parks Maintenance Superintendent	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	
● Assistant Parks Maintenance Superintendent	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	
● Equipment Maintenance Supervisor	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	
● Irrigation Supervisor	1	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	
● Parks Maintenance Supervisor	6	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	
Volunteer Services Coordinator	1	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	
Equipment Maintenance Technician	2	22	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	
Senior Parks Maintenance Technician	24	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	
Parks Maintenance Technician	9	19	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Parks & Recreation Department (continued)</i>										
<i>Aquatic Center</i>										
● Recreation Center Manager	1	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
● Parks and Recreation Supervisor	1	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
● Parks and Recreation Supervisor - Aquatics	3	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
● Parks Maintenance Supervisor	1	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
Parks and Recreation Facilities Coordinator	2	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Pool Operator	1	19	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

<i>Jackson Bottom Wetlands</i>										
● Parks and Recreation Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Watershed Restoration Coordinator	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Parks and Recreation Supervisor	2	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
Parks and Recreation Facilities Coordinator		21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Parks & Recreation Department (continued)</i>										
<i>Hidden Creek Community Center</i>										
● Recreation Center Manager	1	33	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113
● Parks and Recreation Supervisor	4	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
Parks and Recreation Facilities Coordinator	2	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
● Police Chief	1	46	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443	217,683 18,140
● Deputy Police Chief	1	42	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209	189,803 15,817
● Police Commander	2	40	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624
● Police Lieutenant	8	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Police Analytic Services Manager	1	37	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000
● Police Business Operations Manager	1	37	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000
Police Sergeant <i>(Police Sergeant represented by HPOA)</i>	22	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Police Records Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Project Manager	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Law Enforcement Analytics Supervisor	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Police Evidence Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
● Police Project Coordinator	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Police Records Supervisor	2	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Administrative Support Coordinator	1	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Police Department (continued)</i>										
Police Officer	112	U	6729	7049	7380	7727	8089	8475		
Digital Forensic Examiner	1	U	6639	6972	7320	7687	8070	8475		
Law Enforcement Analyst	2	U	6508	6834	7176	7536	7910	8305		
Police Interpreter	1	U	5631	5916	6209	6519	6845	7187		
Police Program Specialist	10.5	U	5631	5916	6209	6519	6845	7187		
Code Compliance Officer	8	U	5625	5902	6203	6511	6836	7172		
Police Evidence Technician	4	U	5405	5668	5953	6249	6561	6891		
Police Fleet Coordinator	1	U	5405	5668	5953	6249	6561	6891		
Police Records Specialist	15	U	4706	4942	5185	5448	5717	6006		
Police Administrative Support Specialist	1	U	4568	4794	5030	5284	5545	5830		
Parking Enforcement Agent	2	U	4004	4202	4415	4635	4869	5111		

- U Employer Paid PERS Pick-up (6%)
- U Positions are covered by a collective bargaining agreement.
- U See contract for pay incentives in addition to salary.

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Public Works Department										
● Public Works Director	1	45	159,059 13,255	165,422 13,785	172,038 14,337	178,920 14,910	186,077 15,506	193,520 16,127	201,261 16,772	209,311 17,443
● Assistant Public Works Director	1	41	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061	175,484 14,624	182,503 15,209
● Capital and Development Division Manager	1	39	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061
● Sanitary and Stormwater Division Manager	1	39	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061
● Public Works Business Operations Manager	1	38	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520
● Principal Engineer	3	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Sanitary Sewer and Stormwater Management Superintendent	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Senior Project Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Engineering Manager	2	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Transportation and Traffic Control Superintendent	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Information Systems Analyst	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Program Manager - Environmental Services	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Project Engineer	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Project Manager	5	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Supervising Electrician	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● City Surveyor	1	31	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Public Works Department (continued)										
● Engineering Coordinator	7	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Public Information Officer	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Urban Forester	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Sanitary Operations Supervisor	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
Electrician	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Stormwater Operations Supervisor	3	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Transportation Operations Supervisor	3	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
Engineering Associate	4	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● GIS Analyst	2	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● Management Analyst	3	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
Senior Engineering Technician	11	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
Senior Signal Maintenance Technician	1	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Wastewater Operator IV	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Project Specialist	3	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Wastewater Operator III	2	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Public Works Department (continued)</i>										
Wastewater Operator II	3	24	71,198	74,046	77,008	80,088	83,292	86,624	90,089	93,692
			5,933	6,171	6,417	6,674	6,941	7,219	7,507	7,808
Administrative Support Coordinator	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Engineering Technician	3	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
GIS Technician	2	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Signal Maintenance Technician	1	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Wastewater Operator I	1	22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219
Senior Sanitary and Stormwater Operations Technician	13	21	63,295	65,827	68,460	71,198	74,046	77,008	80,088	83,292
			5,275	5,486	5,705	5,933	6,171	6,417	6,674	6,941
Senior Transportation Operations Technician	5	21	63,295	65,827	68,460	71,198	74,046	77,008	80,088	83,292
			5,275	5,486	5,705	5,933	6,171	6,417	6,674	6,941
Sanitary and Stormwater Operations Technician	6	20	60,861	63,295	65,827	68,460	71,198	74,046	77,008	80,088
			5,072	5,275	5,486	5,705	5,933	6,171	6,417	6,674
Transportation Operations Technician	4	20	60,861	63,295	65,827	68,460	71,198	74,046	77,008	80,088
			5,072	5,275	5,486	5,705	5,933	6,171	6,417	6,674
Administrative Support Specialist	1	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Public Works Department (continued)										
Facilities and Fleet										
● Facilities and Fleet Division Manager	1	39	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500	156,004 13,000	162,244 13,520	168,734 14,061
● Senior Project Manager	1	36	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557	144,235 12,020	150,004 12,500
● Facilities Superintendent	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Fleet Services Superintendent	1	34	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685	133,353 11,113	138,687 11,557
● Capital Project Manager	2	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Program Manager	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
Supervising Electrician	1	32	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879	123,292 10,274	128,224 10,685
● Engineering Coordinator	1	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
Electrician	5	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Facilities Maintenance Supervisor	2	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Fleet Maintenance Supervisor	2	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● HVAC Maintenance Supervisor	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
Plumber	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Management Analyst	3	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Public Works Department (continued)										
Facilities and Fleet										
Emergency Vehicle Technician	1	24	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808
Facilities Maintenance Specialist	3	23	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507
Vehicle and Equipment Technician	3	22	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219
Senior Facilities Maintenance Technician	2	21	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941
Facilities Maintenance Technician	1	19	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933	74,046 6,171	77,008 6,417
Administrative Support Specialist	1	17	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072	63,295 5,275	65,827 5,486	68,460 5,705	71,198 5,933
Lead Day Porter	2	13	46,249 3,854	48,099 4,008	50,023 4,169	52,024 4,335	54,105 4,509	56,269 4,689	58,520 4,877	60,861 5,072
Day Porter	9	10	41,115 3,426	42,760 3,563	44,470 3,706	46,249 3,854	48,099 4,008	50,023 4,169	52,024 4,335	54,105 4,509

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
● Water Director	1	45	159,059	165,422	172,038	178,920	186,077	193,520	201,261	209,311
			13,255	13,785	14,337	14,910	15,506	16,127	16,772	17,443
● Water Engineering Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Water Operations Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Water Resources Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Water Treatment Division Manager	1	39	128,224	133,353	138,687	144,235	150,004	156,004	162,244	168,734
			10,685	11,113	11,557	12,020	12,500	13,000	13,520	14,061
● Water Business Operations Manager	1	38	123,292	128,224	133,353	138,687	144,235	150,004	156,004	162,244
			10,274	10,685	11,113	11,557	12,020	12,500	13,000	13,520
● Principal Engineer	1	36	113,991	118,550	123,292	128,224	133,353	138,687	144,235	150,004
			9,499	9,879	10,274	10,685	11,113	11,557	12,020	12,500
● Engineering Manager	2	34	105,391	109,607	113,991	118,550	123,292	128,224	133,353	138,687
			8,783	9,134	9,499	9,879	10,274	10,685	11,113	11,557
● Water Distribution Manager	1	34	105,391	109,607	113,991	118,550	123,292	128,224	133,353	138,687
			8,783	9,134	9,499	9,879	10,274	10,685	11,113	11,557
● Water Treatment Plant Manager	2	34	105,391	109,607	113,991	118,550	123,292	128,224	133,353	138,687
			8,783	9,134	9,499	9,879	10,274	10,685	11,113	11,557
● Information Systems Analyst	2	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Program Manager	4	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Project Engineer	2	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Project Manager	2	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
Supervising Electrician	1	32	97,440	101,337	105,391	109,607	113,991	118,550	123,292	128,224
			8,120	8,445	8,783	9,134	9,499	9,879	10,274	10,685
● Engineering Coordinator	3	30	90,089	93,692	97,440	101,337	105,391	109,607	113,991	118,550
			7,507	7,808	8,120	8,445	8,783	9,134	9,499	9,879
● Public Information Officer	1	30	90,089	93,692	97,440	101,337	105,391	109,607	113,991	118,550
			7,507	7,808	8,120	8,445	8,783	9,134	9,499	9,879

CITY OF HILLSBORO PAY PLAN 2024-25

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Department (continued)										
● Water Distribution Supervisor	5	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
● Water Plant Supervisor	4	30	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499	118,550 9,879
Electrician	2	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Water Plant Maintenance Supervisor	1	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
● Water Program Coordinator	4	29	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134	113,991 9,499
Engineering Associate		28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● GIS Analyst	1	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
● Management Analyst	3	28	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783	109,607 9,134
Senior Engineering Technician	4	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
Water Lab Coordinator	1	27	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445	105,391 8,783
● Administrative Support Supervisor	1	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Water Distribution Operator IV	11	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
Water Plant Operator IV	20	26	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120	101,337 8,445
GIS Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Water Distribution Operator III	5	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Water Operations Project Specialist	1	25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120
Water Plant Operator III		25	74,046 6,171	77,008 6,417	80,088 6,674	83,292 6,941	86,624 7,219	90,089 7,507	93,692 7,808	97,440 8,120

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Department (continued) Water Plant Project Specialist	1	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Water Quality Project Specialist	2	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Water Resources Project Specialist	3	25	74,046	77,008	80,088	83,292	86,624	90,089	93,692	97,440
			6,171	6,417	6,674	6,941	7,219	7,507	7,808	8,120
Water Distribution Operator II	5	24	71,198	74,046	77,008	80,088	83,292	86,624	90,089	93,692
			5,933	6,171	6,417	6,674	6,941	7,219	7,507	7,808
Water Plant Operator II		24	71,198	74,046	77,008	80,088	83,292	86,624	90,089	93,692
			5,933	6,171	6,417	6,674	6,941	7,219	7,507	7,808
Engineering Technician	2	23	68,460	71,198	74,046	77,008	80,088	83,292	86,624	90,089
			5,705	5,933	6,171	6,417	6,674	6,941	7,219	7,507
Water Distribution Operator I	3	22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219
Water Plant Operator I		22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219
Water Resources Specialist	1	22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219
Water Resources Specialist - Water Quality	2	22	65,827	68,460	71,198	74,046	77,008	80,088	83,292	86,624
			5,486	5,705	5,933	6,171	6,417	6,674	6,941	7,219
Water Operations Technician		20	60,861	63,295	65,827	68,460	71,198	74,046	77,008	80,088
			5,072	5,275	5,486	5,705	5,933	6,171	6,417	6,674
Administrative Support Specialist	4	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933
Operator In Training	1	17	54,105	56,269	58,520	60,861	63,295	65,827	68,460	71,198
			4,509	4,689	4,877	5,072	5,275	5,486	5,705	5,933

CITY OF HILLSBORO PAY PLAN 2024-25

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Job Classification Title	#FTEs	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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NOTES

Non-represented Classification and Compensation study results effective July 9, 2024 (reflected in Pay Plan above where applicable)
 Non-represented employees occupying positions on the Pay Plan receive a 5% increase which includes 4% COLA and a 1% Wage Adjustment effective June 24, 2024 (the first day of the pay period which includes July 1, 2024)
 Due to the duration of the (now completed) Classification Compensation Study Non-represented positions (excluding Director & above level) received a 2.0% Wage Adjustment effective Au (the first day of the pay period which includes September 1, 2022) (reflected in Pay Plan above where applicable)

Library American Federation of State, County and Municipal Employees Collective Bargaining Agreement effective 7/1/2024 - 6/30/2028 Pending Union & Council Ratification
 AFSCME Employees' base salaries for Library Training Specialist, Librarian, Library Outreach Coordinator, Library Volunteer Services Coordinator, Library Administrative Support Specialist, Library Support Specialist will be increased by 5% which includes a 4.0% COLA + 1.0% wage adjustment; the new base salary range for Library Materials Assistant will be increased by 4.0% COLA effective June 24, 2024

Hillsboro Police Officers' Association Collective Bargaining Agreement effective 7/1/2022 - 6/30/2025
 Across the board wage increase of 4.00% effective June 24, 2024

Local 2210 International Association of Fire Fighters Rank & File Collective Bargaining Agreement effective 7/1/2023 - 6/30/2027
 IAFF Rank & File Bargaining Unit employees' base salaries for for Firefighter, Fire Logistics Technician, Deputy Fire Marshal I, Deputy Fire Marshal II will be increased by 4% COLA; for Fire Engineer, Fire Lieutenant, Fire Captain, Training Lieutenant, Training Captain will be increased by 5% which includes 4% COLA + 1% wage adjustment; effective June 24, 2024

Local 2210 International Association of Fire Fighters Battalion Chief Collective Bargaining Agreement effective 7/1/2022 - 6/30/2025
 Fire Battalion Chiefs Bargaining Unit employees' base salaries will be increased by 3.0% COLA + 1% wage adjustment effective June 24, 2024

Please see City Benefits Guides and/or collective bargaining agreements for details regarding employee benefits.

U Denotes positions that are covered by a collective bargaining agreement. See contracts for pay incentives in addition to salary.