

4.00% IS THE COLA FACTOR

**CITY OF HILLSBORO PAY PLAN
2024-25
Part-Time Positions**

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.

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

Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Finance Department</i>							
Judge	32						121.44
Judge	32						114.57

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Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Library Department</i>							
Program and Facility Attendant	10	-	-	-	-	-	24.76
Program and Facility Attendant	10	-	-	-	-	-	23.36

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Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Parks & Recreation Department</i>							
<i>Recreation Programs</i>							
Instructor III	13	-	-	-	-	-	30.75
Instructor III	13	-	-	-	-	-	29.01
Program and Facility Lead	12	-	-	-	-	-	28.61
Program and Facility Lead	12	-	-	-	-	-	26.99
Administrative Assistant	11	-	-	-	-	-	26.62
Administrative Assistant	11	-	-	-	-	-	25.11
Instructor II	11	-	-	-	-	-	26.62
Instructor II	11	-	-	-	-	-	25.11
Program and Facility Attendant	10	-	-	-	-	-	24.76
Program and Facility Attendant	10	-	-	-	-	-	23.36
Instructor I	9	-	-	-	-	-	23.03
Instructor I	9	-	-	-	-	-	21.73
Recreation Aide	7	-	-	-	-	-	19.93
Recreation Aide	7	-	-	-	-	-	18.80
Kitchen Aide	7	-	-	-	-	-	19.93
Kitchen Aide	7	-	-	-	-	-	18.80
<i>Parks Maintenance</i>							
Parks Maintenance Worker - Seasonal	11	-	-	-	-	-	26.62
Parks Maintenance Worker - Seasonal	11	-	-	-	-	-	25.11
Parks Maintenance Worker	11	-	-	-	-	-	26.62
Parks Maintenance Worker	11	-	-	-	-	-	25.11
Parks and Facilities Maintenance Aide	7	-	-	-	-	-	19.93
Parks and Facilities Maintenance Aide	7	-	-	-	-	-	18.80

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Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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Parks & Recreation Department (continued)
Aquatic Center

Water Safety Coordinator	11	-	-	-	-	-	26.62
Water Safety Coordinator	11	-	-	-	-	-	25.11
Swim Instructor II	11	-	-	-	-	-	26.62
Swim Instructor II	11	-	-	-	-	-	25.11
Lifeguard	9	-	-	-	-	-	23.03
Lifeguard	9	-	-	-	-	-	21.73
Swim Instructor I	9	-	-	-	-	-	23.03
Swim Instructor I	9	-	-	-	-	-	21.73
Cashier	8	-	-	-	-	-	21.42
Cashier	8	-	-	-	-	-	20.21

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Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Public Works Department</i>							
Seasonal Utility Worker - Public Works	11	-	-	-	-	-	26.62
Seasonal Utility Worker - Public Works	11	-	-	-	-	-	25.11

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Job Classification Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Water Department</i>							
Seasonal Utility Worker - Water	11	-	-	-	-	-	26.62
Seasonal Utility Worker - Water	11	-	-	-	-	-	25.11

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 August 2022

(the first day of the pay period which includes September 1, 2022) (reflected in Pay Plan above where applicable)