

Exhibit A
City of West Linn Compensation Plan

Listing of American Federation of State, County and Municipal Employees (AFSCME)

Local 350-1, Council 75

Effective July 1, 2013 - June 30, 2014

AFSCME received a 1.98% COLA increase effective 7/1/13

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Civil Engineer	I	AFSCME	<i>Hourly</i>	28.3932	29.8965	31.4726	33.1395	34.8974	36.7463
GIS Coordinator	I	AFSCME	<i>Bi-weekly</i>	2,271	2,392	2,518	2,651	2,792	2,940
Building Plans Examiner / Inspector	I	AFSCME	<i>Annually</i>	59,058	62,185	65,463	68,930	72,587	76,432
Management Analyst	H	AFSCME	<i>Hourly</i>	26.5019	27.9022	29.3813	30.9513	32.5940	34.3095
Network and Systems Technician III	H	AFSCME	<i>Bi-weekly</i>	2,120	2,232	2,351	2,476	2,608	2,745
Accountant	H	AFSCME	<i>Annually</i>	55,124	58,037	61,113	64,379	67,795	71,364
Citizen Engagement Coordinator	H	AFSCME							
Engineering Technician IV	G	AFSCME	<i>Hourly</i>	24.6228	25.9139	27.3142	28.8175	30.3511	32.0060
Associate Planner	G	AFSCME	<i>Bi-weekly</i>	1,970	2,073	2,185	2,305	2,428	2,560
Building Inspector III (Spec)	G	AFSCME	<i>Annually</i>	51,215	53,901	56,814	59,940	63,130	66,572
Building Plans Examiner	G	AFSCME							
Associate Engineer	G	AFSCME							
Business Analyst	G	AFSCME							
Records Coordinator / Deputy City Recorder	G	AFSCME							
Info. Technology Coordinator	G	AFSCME							
Parks Program Manager - Maintenance	G	AFSCME							
Public Improvement Specialist	G	AFSCME							
Project Coordinator	G	AFSCME							
Recreation Supervisor	G	AFSCME							
Solid Waste/Recycling Coord.	G	AFSCME							
Administrative Assistant	F	AFSCME	<i>Hourly</i>	22.7558	23.9378	25.2532	26.6050	28.0719	29.5449

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Building Inspector III	F	AFSCME	<i>Bi-weekly</i>	1,820	1,915	2,020	2,128	2,246	2,364
Building Maint. Worker III	F	AFSCME	<i>Annually</i>	47,332	49,791	52,527	55,338	58,390	61,453
Children's Librarian	F	AFSCME							
Desk Top Technician II	F	AFSCME							
Engineering Technician III	F	AFSCME							
Environmental Technician	F	AFSCME							
GIS Specialist	F	AFSCME							
Information System Coordinator (Lib)	F	AFSCME							
Lead Mechanic	F	AFSCME							
Librarian II	F	AFSCME							
Network & Systems Technician I	F	AFSCME							
Park Dev.Coord/Arborist	F	AFSCME							
Park Maint. Worker III	F	AFSCME							
Recreation Coordinator II	F	AFSCME							
Reference Librarian	F	AFSCME							
Senior Accounting Clerk	F	AFSCME							
Utility Worker III/Sewer	F	AFSCME							
Utility Worker III/Streets	F	AFSCME							
Utility Worker III/Water	F	AFSCME							
Volunteer Coordinator	F	AFSCME							
Accounting Clerk II	E	AFSCME	<i>Hourly</i>	20.8524	21.9799	23.1680	24.3985	25.7260	27.1020
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	1,668	1,758	1,853	1,952	2,058	2,168
Assistant Planner	E	AFSCME	<i>Annually</i>	43,373	45,718	48,189	50,749	53,510	56,372
Building Inspector II	E	AFSCME							
Building Maintenance Worker II	E	AFSCME							
Desk Top Technician	E	AFSCME							

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Engineering Technician II	E	AFSCME							
GIS Technician	E	AFSCME							
IT Technician I	E	AFSCME							
Librarian	E	AFSCME							
Municipal Court Clerk II	E	AFSCME							
Park Maintenance Worker II	E	AFSCME							
Permit Coordinator	E	AFSCME							
Special Events Coordinator	E	AFSCME							
Utility Worker II	E	AFSCME							
Vehicle Maintenance Mechanic	E	AFSCME							
Code Compliance Planner	D	AFSCME	<i>Hourly</i>	19.1558	19.9795	21.0767	22.2163	23.3923	24.6470
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	1,532	1,598	1,686	1,777	1,871	1,972
Library Technical Assistant	D	AFSCME	<i>Annually</i>	39,844	41,557	43,839	46,210	48,656	51,266
Permits Technician	D	AFSCME							
Recreation Coordinator	D	AFSCME							
Accounting Clerk	C	AFSCME	<i>Hourly</i>	17.0941	18.0034	18.9854	19.9856	21.1009	22.2163
Assistant Maintenance Mechanic	C	AFSCME	<i>Bi-weekly</i>	1,368	1,440	1,519	1,599	1,688	1,777
Building Maintenance Worker	C	AFSCME	<i>Annually</i>	35,556	37,447	39,490	41,570	43,890	46,210
Library Assistant II	C	AFSCME							
Municipal Court Clerk	C	AFSCME							
Office Specialist	C	AFSCME							
Park Maintenance Worker I	C	AFSCME							
Staff Assistant II	C	AFSCME							
Utility Worker I	C	AFSCME							

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Library Assistant I	B	AFSCME	<i>Hourly</i>	15.2271	16.0272	16.8941	17.7912	18.7550	19.7734
Office Assistant	B	AFSCME	<i>Bi-weekly</i>	1,218	1,282	1,352	1,423	1,500	1,582
Staff Assistant	B	AFSCME	<i>Annually</i>	31,672	33,337	35,140	37,006	39,010	41,129
Custodian	A	AFSCME	<i>Hourly</i>	13.3237	14.0329	14.7967	15.6150	16.4394	17.3245
Library Aide	A	AFSCME	<i>Bi-weekly</i>	1,066	1,123	1,184	1,249	1,315	1,386
Office Clerk	A	AFSCME	<i>Annually</i>	27,713	29,189	30,777	32,479	34,194	36,035

Note: Salaries may vary slightly because of rounding and because of the City's payroll software system calculations

Updated 02/11/14