

**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, 2014 - June 30, 2015**

AFSCME received a 2.30% COLA increase effective 7/1/14

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>	29.0462	30.5841	32.1964	33.9018	35.7001	37.5914
GIS Coordinator	I	AFSCME	<i>Bi-weekly</i>	2,324	2,447	2,576	2,712	2,856	3,007
Building Plans Examiner / Inspector	I	AFSCME	<i>Annually</i>	60,416	63,615	66,969	70,516	74,256	78,190
Management Analyst	H	AFSCME	<i>Hourly</i>	27.1115	28.5439	30.0570	31.6631	33.3436	35.0986
Network and Computer Systems Administrator	H	AFSCME	<i>Bi-weekly</i>	2,169	2,284	2,405	2,533	2,667	2,808
Accountant	H	AFSCME	<i>Annually</i>	56,392	59,371	62,519	65,859	69,355	73,005
Citizen Engagement Coordinator	H	AFSCME							
Engineering Technician IV	G	AFSCME	<i>Hourly</i>	25.1891	26.5100	27.9424	29.4803	31.0492	32.7421
Associate Planner	G	AFSCME	<i>Bi-weekly</i>	2,015	2,121	2,235	2,358	2,484	2,619
Building Inspector III (Spec)	G	AFSCME	<i>Annually</i>	52,393	55,141	58,120	61,319	64,582	68,104
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>	23.2792	24.4884	25.8340	27.2169	28.7176	30.2245

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Building Inspector III	F	AFSCME	<i>Bi-weekly</i>	1,862	1,959	2,067	2,177	2,297	2,418
Building Maint. Worker III	F	AFSCME	<i>Annually</i>	48,421	50,936	53,735	56,611	59,733	62,867
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	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>	21.3320	22.4854	23.7008	24.9597	26.3177	27.7254
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	1,707	1,799	1,896	1,997	2,105	2,218
Assistant Planner	E	AFSCME	<i>Annually</i>	44,371	46,770	49,298	51,916	54,741	57,669
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>	19.5964	20.4390	21.5614	22.7273	23.9303	25.2139
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	1,568	1,635	1,725	1,818	1,914	2,017
Library Technical Assistant	D	AFSCME	<i>Annually</i>	40,761	42,513	44,848	47,273	49,775	52,445
Permits Technician	D	AFSCME							
Recreation Coordinator	D	AFSCME							
Accounting Clerk	C	AFSCME	<i>Hourly</i>	17.4873	18.4175	19.4220	20.4452	21.5862	22.7273
Assistant Maintenance Mechanic	C	AFSCME	<i>Bi-weekly</i>	1,399	1,473	1,554	1,636	1,727	1,818
Building Maintenance Worker	C	AFSCME	<i>Annually</i>	36,374	38,308	40,398	42,526	44,899	47,273
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>	15.5773	16.3959	17.2826	18.2004	19.1864	20.2282
Office Assistant	B	AFSCME	<i>Bi-weekly</i>	1,246	1,312	1,383	1,456	1,535	1,618
Staff Assistant	B	AFSCME	<i>Annually</i>	32,401	34,103	35,948	37,857	39,908	42,075
Custodian	A	AFSCME	<i>Hourly</i>	13.6302	14.3557	15.1370	15.9742	16.8176	17.7229
Library Aide	A	AFSCME	<i>Bi-weekly</i>	1,090	1,148	1,211	1,278	1,345	1,418
Office Clerk	A	AFSCME	<i>Annually</i>	28,351	29,860	31,485	33,226	34,981	36,864

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

Updated 06/23/14