

Exhibit A
City of West Linn Compensation Plan

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

Local 350-1, Council 75

AFSCME received a 4.0 % COLA increase effective 7/1/25

Effective July 1, 2025 - June 30, 2026

Classification Title	Salary Range	Employee Group		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Principal Planner	J	AFSCME	<i>Hourly</i>	43.7713	46.0751	48.5001	51.0528	53.7398	56.5682
		AFSCME	<i>Bi-weekly</i>	3,502	3,686	3,880	4,084	4,299	4,525
		AFSCME	<i>Annually</i>	91,044	95,836	100,880	106,190	111,779	117,662
Civil Engineer	I	AFSCME	<i>Hourly</i>	40.8498	43.0127	45.2802	47.6785	50.2076	52.8675
GIS Coordinator	I	AFSCME	<i>Bi-weekly</i>	3,268	3,441	3,622	3,814	4,017	4,229
Building Plans Examiner / Inspector	I	AFSCME	<i>Annually</i>	84,968	89,466	94,183	99,171	104,432	109,964
Network and Computer Systems Administrator	I								
Senior Accountant	I								
Senior Planner	I								
Management Analyst	H	AFSCME	<i>Hourly</i>	38.1288	40.1434	42.2714	44.5301	46.8936	49.3616
Accountant	H	AFSCME	<i>Bi-weekly</i>	3,050	3,211	3,382	3,562	3,751	3,949
Community Relations Coordinator	H	AFSCME	<i>Annually</i>	79,308	83,498	87,924	92,623	97,539	102,672
Associate Planner	H	AFSCME							
Building Inspector III	H								

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Senior Engineering Technician	G	AFSCME	<i>Hourly</i>	35.4253	37.2829	39.2975	41.4603	43.6667	46.0476
Building Plans Examiner	G	AFSCME	<i>Bi-weekly</i>	2,834	2,983	3,144	3,317	3,493	3,684
Associate Engineer	G	AFSCME	<i>Annually</i>	73,685	77,548	81,739	86,237	90,827	95,779
Records Coordinator / Deputy City Recorder	G	AFSCME							
Parks Program Manager - Maintenance	G	AFSCME							
Information Technology Analyst	G	AFSCME							
Park Development Coordinator	G	AFSCME							
Business Support/Economic Dev Coordinator	G								
Water Quality Coordinator	G								
Administrative Assistant	F	AFSCME	<i>Hourly</i>	32.7392	34.4398	36.3323	38.2771	40.3876	42.5068
Building Maint. Worker III	F	AFSCME	<i>Bi-weekly</i>	2,619	2,755	2,907	3,062	3,231	3,401
Children's Librarian	F	AFSCME	<i>Annually</i>	68,097	71,635	75,571	79,616	84,006	88,414
Desk Top Technician II	F	AFSCME							
Engineering Technician	F	AFSCME							
GIS Specialist	F	AFSCME							
Lead Mechanic	F	AFSCME							
Librarian II	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							

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Accounting Clerk II	E	AFSCME	<i>Hourly</i>	30.0007	31.6229	33.3322	35.1026	37.0125	38.9922
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	2,400	2,530	2,667	2,808	2,961	3,119
Assistant Planner	E	AFSCME	<i>Annually</i>	62,401	65,776	69,331	73,013	76,986	81,104
Building Inspector II	E	AFSCME							
Building Maintenance Worker II	E	AFSCME							
Desk Top Technician	E	AFSCME							
Librarian	E	AFSCME							
Municipal Court Clerk II	E	AFSCME							
Park Maintenance Worker II	E	AFSCME							
Permit Coordinator	E	AFSCME							
Utility Worker II	E	AFSCME							
Library Children's Services Specialist	D	AFSCME	<i>Hourly</i>	27.5598	28.7449	30.3234	31.9630	33.6549	35.4602
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	2,205	2,300	2,426	2,557	2,692	2,837
Library Technical Assistant	D	AFSCME	<i>Annually</i>	57,324	59,789	63,073	66,483	70,002	73,757
Recreation Coordinator	D	AFSCME							
Building Inspector I									
Accounting Clerk	C	AFSCME	<i>Hourly</i>	24.5936	25.9018	27.3146	28.7536	30.3583	31.9630
Building Maintenance Worker	C	AFSCME	<i>Bi-weekly</i>	1,967	2,072	2,185	2,300	2,429	2,557
Library Assistant II	C	AFSCME	<i>Annually</i>	51,155	53,876	56,814	59,807	63,145	66,483
Municipal Court Clerk	C	AFSCME							
Office Specialist	C	AFSCME							
Park Maintenance Worker I	C	AFSCME							
Utility Worker I	C	AFSCME							

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Library Assistant I	B	AFSCME	Hourly Bi-weekly Annually	21.9075 1,753 45,568	23.0587 1,845 47,962	24.3058 1,944 50,556	25.5965 2,048 53,241	26.9832 2,159 56,125	28.4484 2,276 59,173
Library Aide	A	AFSCME	Hourly Bi-weekly Annually	19.1691 1,534 39,872	20.1894 1,615 41,994	20.6683 1,653 42,990	22.4657 1,797 46,729	23.6517 1,892 49,196	24.9250 1,994 51,844

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