

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 2.27% COLA increase effective 7/1/15

Effective July 1, 2015 - June 30, 2016

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>	29.7056	31.2784	32.9273	34.6713	36.5105	38.4448
GIS Coordinator	I	AFSCME	<i>Bi-weekly</i>	2,376	2,502	2,634	2,774	2,921	3,076
Building Plans Examiner / Inspector	I	AFSCME	<i>Annually</i>	61,788	65,059	68,489	72,116	75,942	79,965
Management Analyst	H	AFSCME	<i>Hourly</i>	27.7269	29.1919	30.7393	32.3819	34.1005	35.8953
Network and Computer Systems Administrator	H	AFSCME	<i>Bi-weekly</i>	2,218	2,335	2,459	2,591	2,728	2,872
Accountant	H	AFSCME	<i>Annually</i>	57,672	60,719	63,938	67,354	70,929	74,662
Citizen Engagement Coordinator	H	AFSCME							
Engineering Technician IV	G	AFSCME	<i>Hourly</i>	25.7609	27.1117	28.5767	30.1495	31.7540	33.4854
Associate Planner	G	AFSCME	<i>Bi-weekly</i>	2,061	2,169	2,286	2,412	2,540	2,679
Building Inspector III (Spec)	G	AFSCME	<i>Annually</i>	53,583	56,392	59,440	62,711	66,048	69,650
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							

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Administrative Assistant	F	AFSCME	<i>Hourly</i>	23.8076	25.0443	26.4205	27.8347	29.3695	30.9106
Building Inspector III	F	AFSCME	<i>Bi-weekly</i>	1,905	2,004	2,114	2,227	2,350	2,473
Building Maint. Worker III	F	AFSCME	<i>Annually</i>	49,520	52,092	54,955	57,896	61,088	64,294
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>	21.8162	22.9958	24.2389	25.5263	26.9151	28.3548
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	1,745	1,840	1,939	2,042	2,153	2,268

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Assistant Planner	E	AFSCME	<i>Annually</i>	45,378	47,831	50,417	53,095	55,984	58,978
Building Inspector II	E	AFSCME							
Building Maintenance Worker II	E	AFSCME							
Desk Top Technician	E	AFSCME							
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>	20.0412	20.9030	22.0509	23.2432	24.4735	25.7863
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	1,603	1,672	1,764	1,859	1,958	2,063
Library Technical Assistant	D	AFSCME	<i>Annually</i>	41,686	43,478	45,866	48,346	50,905	53,635
Permits Technician	D	AFSCME							
Recreation Coordinator	D	AFSCME							
Accounting Clerk	C	AFSCME	<i>Hourly</i>	17.8842	18.8355	19.8629	20.9093	22.0763	23.2432
Assistant Maintenance Mechanic	C	AFSCME	<i>Bi-weekly</i>	1,431	1,507	1,589	1,673	1,766	1,859
Building Maintenance Worker	C	AFSCME	<i>Annually</i>	37,199	39,178	41,315	43,491	45,919	48,346

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Library Assistant II	C	AFSCME							
Meals Coordinator	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							
Library Assistant I	B	AFSCME	<i>Hourly</i>	15.9309	16.7681	17.6750	18.6136	19.6219	20.6874
Office Assistant	B	AFSCME	<i>Bi-weekly</i>	1,274	1,341	1,414	1,489	1,570	1,655
Staff Assistant	B	AFSCME	<i>Annually</i>	33,136	34,878	36,764	38,716	40,814	43,030
Custodian	A	AFSCME	<i>Hourly</i>	13.9396	14.6816	15.4806	16.3368	17.1993	18.1252
Library Aide	A	AFSCME	<i>Bi-weekly</i>	1,115	1,175	1,238	1,307	1,376	1,450
Office Clerk	A	AFSCME	<i>Annually</i>	28,994	30,538	32,200	33,981	35,775	37,700

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

Updated 06/11/15