

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 5.0 % COLA increase effective 7/1/24

Effective July 1, 2024 - June 30, 2025

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>	39.2787	41.3583	43.5386	45.8447	48.2765	50.8342
GIS Coordinator	I	AFSCME	<i>Bi-weekly</i>	3,142	3,309	3,483	3,668	3,862	4,067
Building Plans Examiner / Inspector	I	AFSCME	<i>Annually</i>	81,700	86,025	90,560	95,357	100,415	105,735
Network and Computer Systems Administrator									
Senior Accountant									
Management Analyst	H	AFSCME	<i>Hourly</i>	36.6623	38.5994	40.6455	42.8174	45.0900	47.4631
Accountant	H	AFSCME	<i>Bi-weekly</i>	2,933	3,088	3,252	3,425	3,607	3,797
Community Relations Coordinator	H	AFSCME	<i>Annually</i>	76,258	80,287	84,543	89,060	93,787	98,723
Associate Planner	H	AFSCME							
Building Inspector III	H								
Senior Engineering Technician	G	AFSCME	<i>Hourly</i>	34.0628	35.8489	37.7860	39.8657	41.9873	44.2766
Building Plans Examiner	G	AFSCME	<i>Bi-weekly</i>	2,725	2,868	3,023	3,189	3,359	3,542
Associate Engineer	G	AFSCME	<i>Annually</i>	70,851	74,566	78,595	82,921	87,333	92,095
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									
Water Quality Coordinator									

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Administrative Assistant	F	AFSCME	<i>Hourly</i>	31.4800	33.1152	34.9349	36.8049	38.8342	40.8720
Building Maint. Worker III	F	AFSCME	<i>Bi-weekly</i>	2,518	2,649	2,795	2,944	3,107	3,270
Children's Librarian	F	AFSCME	<i>Annually</i>	65,478	68,880	72,665	76,554	80,775	85,014
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							
	F	AFSCME							
Accounting Clerk II	E	AFSCME	<i>Hourly</i>	28.8468	30.4066	32.0502	33.7525	35.5890	37.4925
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	2,308	2,433	2,564	2,700	2,847	2,999
Assistant Planner	E	AFSCME	<i>Annually</i>	60,001	63,246	66,664	70,205	74,025	77,984
Building Inspector II	E	AFSCME							
Building Maintenance Worker II	E	AFSCME							
Desk Top Technician	E	AFSCME							
Librarian	E	AFSCME							

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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>	26.4998	27.6393	29.1571	30.7336	32.3605	34.0963
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	2,120	2,211	2,333	2,459	2,589	2,728
Library Technical Assistant	D	AFSCME	<i>Annually</i>	55,120	57,490	60,647	63,926	67,310	70,920
Recreation Coordinator	D	AFSCME							
Building Inspector I									
Accounting Clerk	C	AFSCME	<i>Hourly</i>	23.6477	24.9056	26.2640	27.6477	29.1907	30.7336
Building Maintenance Worker	C	AFSCME	<i>Bi-weekly</i>	1,892	1,992	2,101	2,212	2,335	2,459
Library Assistant II	C	AFSCME	<i>Annually</i>	49,187	51,804	54,629	57,507	60,717	63,926
Municipal Court Clerk	C	AFSCME							
Office Specialist	C	AFSCME							
Park Maintenance Worker I	C	AFSCME							
Utility Worker I	C	AFSCME							
Library Assistant I	B	AFSCME	<i>Hourly</i>	21.0649	22.1718	23.3710	24.6121	25.9454	27.3542
			<i>Bi-weekly</i>	1,685	1,774	1,870	1,969	2,076	2,188
			<i>Annually</i>	43,815	46,117	48,612	51,193	53,966	56,897

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Library Aide	A	AFSCME	<i>Hourly</i>	18.4318	19.4129	19.8733	21.6016	22.7420	23.9664
			<i>Bi-weekly</i>	1,475	1,553	1,590	1,728	1,819	1,917
			<i>Annually</i>	38,338	40,379	41,337	44,931	47,303	49,850

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