

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
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									
Senior Accountant									
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								
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									
Water Quality Coordinator									

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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							
	F	AFSCME							
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							

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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>	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							
Library Assistant I	B	AFSCME	<i>Hourly</i>	21.9075	23.0587	24.3058	25.5965	26.9832	28.4484
			<i>Bi-weekly</i>	1,753	1,845	1,944	2,048	2,159	2,276
			<i>Annually</i>	45,568	47,962	50,556	53,241	56,125	59,173

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Library Aide	A	AFSCME							
			<i>Hourly</i>	19.1691	20.1894	20.6683	22.4657	23.6517	24.9250
			<i>Bi-weekly</i>	1,534	1,615	1,653	1,797	1,892	1,994
			<i>Annually</i>	39,872	41,994	42,990	46,729	49,196	51,844

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