

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 3.5 % COLA increase effective 7/1/26

Effective July 1, 2026 - June 30, 2027

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>	45.3033	47.6877	50.1976	52.8396	55.6207	58.5481
		AFSCME	<i>Bi-weekly</i>	3,624	3,815	4,016	4,227	4,450	4,684
		AFSCME	<i>Annually</i>	94,231	99,190	104,411	109,906	115,691	121,780
Civil Engineer GIS Coordinator Building Plans Examiner / Inspector Network and Computer Systems Administrator Senior Accountant	I	AFSCME	<i>Hourly</i>	42.2796	44.5181	46.8650	49.3472	51.9649	54.7179
		AFSCME	<i>Bi-weekly</i>	3,382	3,561	3,749	3,948	4,157	4,377
		AFSCME	<i>Annually</i>	87,941	92,598	97,479	102,642	108,087	113,813
Management Analyst Accountant Community Relations Coordinator Associate Planner Building Inspector III	H	AFSCME	<i>Hourly</i>	39.4633	41.5484	43.7509	46.0887	48.5348	51.0893
		AFSCME	<i>Bi-weekly</i>	3,157	3,324	3,500	3,687	3,883	4,087
		AFSCME	<i>Annually</i>	82,084	86,421	91,002	95,864	100,952	106,266
		AFSCME							
Senior Engineering Technician Building Plans Examiner Associate Engineer Records Coordinator / Deputy City Recorder Parks Program Manager - Maintenance Information Technology Analyst Park Development Coordinator	G	AFSCME	<i>Hourly</i>	36.6652	38.5878	40.6729	42.9114	45.1951	47.6593
		AFSCME	<i>Bi-weekly</i>	2,933	3,087	3,254	3,433	3,616	3,813
		AFSCME	<i>Annually</i>	76,264	80,263	84,600	89,256	94,006	99,131
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		AFSCME	<i>Annually</i>	94,231	99,190	104,411	109,906	115,691	121,780
Business Support/Economic Dev Coordinator Water Quality Coordinator Building Maintenance Coordinator									
Administrative Assistant	F	AFSCME	<i>Hourly</i>	33.8850	35.6452	37.6039	39.6168	41.8012	43.9946
Building Maint. Worker III	F	AFSCME	<i>Bi-weekly</i>	2,711	2,852	3,008	3,169	3,344	3,520
Children's Librarian	F	AFSCME	<i>Annually</i>	70,481	74,142	78,216	82,403	86,946	91,509
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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		AFSCME	<i>Bi-weekly</i>	3,624	3,815	4,016	4,227	4,450	4,684
		AFSCME	<i>Annually</i>	94,231	99,190	104,411	109,906	115,691	121,780
Accounting Clerk II	E	AFSCME	<i>Hourly</i>	31.0507	32.7297	34.4988	36.3312	38.3080	40.3569
Administrative Staff Asst.	E	AFSCME	<i>Bi-weekly</i>	2,484	2,618	2,760	2,906	3,065	3,229
Assistant Planner	E	AFSCME	<i>Annually</i>	64,586	68,078	71,758	75,569	79,681	83,942
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>	28.5244	29.7509	31.3847	33.0817	34.8328	36.7013
Library Assistant III	D	AFSCME	<i>Bi-weekly</i>	2,282	2,380	2,511	2,647	2,787	2,936
Library Technical Assistant	D	AFSCME	<i>Annually</i>	59,331	61,882	65,280	68,810	72,452	76,339
Recreation Coordinator	D	AFSCME							
Building Inspector I									

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		AFSCME	<i>Bi-weekly</i>	3,624	3,815	4,016	4,227	4,450	4,684
		AFSCME	<i>Annually</i>	94,231	99,190	104,411	109,906	115,691	121,780
Accounting Clerk	C	AFSCME	<i>Hourly</i>	25.4544	26.8083	28.2706	29.7600	31.4208	33.0817
Building Maintenance Worker	C	AFSCME	<i>Bi-weekly</i>	2,036	2,145	2,262	2,381	2,514	2,647
Library Assistant II	C	AFSCME	<i>Annually</i>	52,945	55,761	58,803	61,901	65,355	68,810
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>	22.6743	23.8657	25.1565	26.4924	27.9276	29.4440
			<i>Bi-weekly</i>	1,814	1,909	2,013	2,119	2,234	2,356
			<i>Annually</i>	47,162	49,641	52,326	55,104	58,089	61,244
Library Aide	A	AFSCME	<i>Hourly</i>	19.8400	20.8961	21.3916	23.2520	24.4795	25.7974
			<i>Bi-weekly</i>	1,587	1,672	1,711	1,860	1,958	2,064
			<i>Annually</i>	41,267	43,464	44,495	48,364	50,917	53,659

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