

Attachment A: WPEA Classification Structure and Pay Grades

| Current WPEA Classification Structure and Pay Grade | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------|-----------------|---------|---------|---------|-------------|-------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Pay Grade | Width | Growth from Mid | Min | Mid | Max | Min | Mid | Max | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 04W | 35% | | \$14.50 | \$17.04 | \$19.58 | \$30,160.00 | \$35,443.20 | \$40,726.40 | \$14.50 | \$14.86 | \$15.23 | \$15.62 | \$16.01 | \$16.41 | \$16.82 | \$17.24 | \$17.67 | \$18.11 | \$18.56 | \$19.03 | \$19.50 | \$19.58 | | | | |
| 05W | 35% | 5% | \$15.27 | \$17.95 | \$20.62 | \$31,761.60 | \$37,325.60 | \$42,889.60 | \$15.27 | \$15.66 | \$16.05 | \$16.45 | \$16.86 | \$17.28 | \$17.71 | \$18.16 | \$18.61 | \$19.08 | \$19.55 | \$20.04 | \$20.54 | \$20.62 | | | | |
| 06W | 40% | 9% | \$16.30 | \$19.57 | \$22.83 | \$33,904.00 | \$40,695.20 | \$47,486.40 | \$16.30 | \$16.71 | \$17.13 | \$17.56 | \$18.00 | \$18.45 | \$18.91 | \$19.38 | \$19.86 | \$20.36 | \$20.87 | \$21.39 | \$21.93 | \$22.47 | \$22.83 | | | |
| 07W | 40% | 6% | \$17.23 | \$20.68 | \$24.12 | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$17.23 | \$17.66 | \$18.10 | \$18.55 | \$19.01 | \$19.49 | \$19.98 | \$20.48 | \$20.99 | \$21.51 | \$22.05 | \$22.60 | \$23.17 | \$23.74 | \$24.12 | | | |
| 08W | 40% | 5% | \$18.05 | \$21.67 | \$25.28 | \$37,544.00 | \$45,063.20 | \$52,582.40 | \$18.05 | \$18.50 | \$18.97 | \$19.44 | \$19.93 | \$20.42 | \$20.93 | \$21.46 | \$21.99 | \$22.54 | \$23.11 | \$23.69 | \$24.28 | \$24.88 | \$25.28 | | | |
| 09W | 50% | 9% | \$18.97 | \$23.72 | \$28.47 | \$39,457.60 | \$49,337.60 | \$59,217.60 | \$18.97 | \$19.45 | \$19.93 | \$20.43 | \$20.94 | \$21.47 | \$22.00 | \$22.55 | \$23.12 | \$23.70 | \$24.29 | \$24.90 | \$25.52 | \$26.16 | \$26.81 | \$27.48 | \$28.17 | \$28.47 |
| 10W | 50% | 6% | \$20.18 | \$25.23 | \$30.27 | \$41,974.40 | \$52,468.00 | \$62,961.60 | \$20.18 | \$20.69 | \$21.20 | \$21.73 | \$22.28 | \$22.83 | \$23.41 | \$23.99 | \$24.59 | \$25.21 | \$25.84 | \$26.48 | \$27.14 | \$27.82 | \$28.52 | \$29.23 | \$29.96 | \$30.27 |
| 11W | 50% | 9% | \$21.93 | \$27.41 | \$32.89 | \$45,614.40 | \$57,012.80 | \$68,411.20 | \$21.93 | \$22.48 | \$23.04 | \$23.62 | \$24.21 | \$24.81 | \$25.43 | \$26.07 | \$26.72 | \$27.39 | \$28.07 | \$28.78 | \$29.50 | \$30.23 | \$30.99 | \$31.76 | \$32.56 | \$32.89 |

| Proposed WPEA Classification Structure and Pay Grade | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------|-----------------|---------|---------|---------|-------------|-------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Pay Grade | Width | Growth from Mid | Min | Mid | Max | Min | Mid | Max | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| A | 25% | | \$15.74 | \$17.71 | \$19.68 | \$32,739.20 | \$36,836.80 | \$40,934.40 | \$15.74 | \$16.13 | \$16.53 | \$16.94 | \$17.36 | \$17.79 | \$18.23 | \$18.69 | \$19.16 | \$19.64 | \$19.68 | | | | | | | |
| B | 35% | 5.0% | \$15.83 | \$18.60 | \$21.37 | \$32,926.40 | \$38,688.00 | \$44,449.60 | \$15.83 | \$16.23 | \$16.64 | \$17.06 | \$17.49 | \$17.93 | \$18.38 | \$18.84 | \$19.31 | \$19.79 | \$20.28 | \$20.79 | \$21.31 | \$21.37 | | | | |
| C | 40% | 5.0% | \$16.28 | \$19.53 | \$22.79 | \$33,862.40 | \$40,622.40 | \$47,403.20 | \$16.28 | \$16.69 | \$17.11 | \$17.54 | \$17.98 | \$18.43 | \$18.89 | \$19.36 | \$19.84 | \$20.34 | \$20.85 | \$21.37 | \$21.90 | \$22.45 | \$22.79 | | | |
| D | 40% | 5.0% | \$17.09 | \$20.51 | \$23.93 | \$35,547.20 | \$42,660.80 | \$49,774.40 | \$17.09 | \$17.52 | \$17.96 | \$18.41 | \$18.87 | \$19.34 | \$19.82 | \$20.32 | \$20.83 | \$21.35 | \$21.88 | \$22.43 | \$22.99 | \$23.56 | \$23.93 | | | |
| E | 40% | 5.0% | \$17.95 | \$21.54 | \$25.13 | \$37,336.00 | \$44,803.20 | \$52,270.40 | \$17.95 | \$18.40 | \$18.86 | \$19.33 | \$19.81 | \$20.31 | \$20.82 | \$21.34 | \$21.87 | \$22.42 | \$22.98 | \$23.55 | \$24.14 | \$24.74 | \$25.13 | | | |
| F | 40% | 5.0% | \$18.85 | \$22.62 | \$26.39 | \$39,208.00 | \$47,049.60 | \$54,891.20 | \$18.85 | \$19.32 | \$19.80 | \$20.30 | \$20.81 | \$21.33 | \$21.86 | \$22.41 | \$22.97 | \$23.54 | \$24.13 | \$24.73 | \$25.35 | \$25.98 | \$26.39 | | | |
| G | 40% | 5.0% | \$19.79 | \$23.75 | \$27.71 | \$41,163.20 | \$49,400.00 | \$57,636.80 | \$19.79 | \$20.28 | \$20.79 | \$21.31 | \$21.84 | \$22.39 | \$22.95 | \$23.52 | \$24.11 | \$24.71 | \$25.33 | \$25.96 | \$26.61 | \$27.28 | \$27.71 | | | |
| H | 50% | 5.0% | \$19.95 | \$24.94 | \$29.93 | \$41,496.00 | \$51,875.20 | \$62,254.40 | \$19.95 | \$20.45 | \$20.96 | \$21.48 | \$22.02 | \$22.57 | \$23.13 | \$23.71 | \$24.30 | \$24.91 | \$25.53 | \$26.17 | \$26.82 | \$27.49 | \$28.18 | \$28.88 | \$29.60 | \$29.93 |
| I | 50% | 5.0% | \$20.95 | \$26.19 | \$31.43 | \$43,576.00 | \$54,475.20 | \$65,374.40 | \$20.95 | \$21.47 | \$22.01 | \$22.56 | \$23.12 | \$23.70 | \$24.29 | \$24.90 | \$25.52 | \$26.16 | \$26.81 | \$27.48 | \$28.17 | \$28.87 | \$29.59 | \$30.33 | \$31.09 | \$31.43 |
| J | 50% | 5.0% | \$22.00 | \$27.50 | \$33.00 | \$45,760.00 | \$57,200.00 | \$68,640.00 | \$22.00 | \$22.55 | \$23.11 | \$23.69 | \$24.28 | \$24.89 | \$25.51 | \$26.15 | \$26.80 | \$27.47 | \$28.16 | \$28.86 | \$29.58 | \$30.32 | \$31.08 | \$31.86 | \$32.66 | \$33.00 |
| K | 50% | 5.0% | \$23.10 | \$28.88 | \$34.65 | \$48,048.00 | \$60,070.40 | \$72,072.00 | \$23.10 | \$23.68 | \$24.27 | \$24.88 | \$25.50 | \$26.14 | \$26.79 | \$27.46 | \$28.15 | \$28.85 | \$29.57 | \$30.31 | \$31.07 | \$31.85 | \$32.65 | \$33.47 | \$34.31 | \$34.65 |

Attachment B: Pay Grade Placement Chart

| Job Title | Current Pay Grade | Current Pay Grade Min | Current Pay Grade Mid | Current Pay Grade Max | Market | % Market | Pay Grade | Pay Grade Min | Pay Grade Mid | Pay Grade Max | % Market |
|-------------------------------|-------------------|-----------------------|-----------------------|-----------------------|-------------|----------|-----------|---------------|---------------|---------------|----------|
| Aide | 04W | \$30,160.00 | \$35,443.20 | \$40,726.40 | \$35,134.27 | 101% | A | \$32,739.20 | \$36,836.80 | \$40,934.40 | 105% |
| Collection Assistant | 05W | \$31,761.60 | \$37,325.60 | \$42,889.60 | \$37,526.15 | 99% | B | \$32,926.40 | \$38,688.00 | \$44,449.60 | 103% |
| Public Services Assistant | 05W | \$31,761.60 | \$37,325.60 | \$42,889.60 | \$37,184.38 | 100% | B | \$32,926.40 | \$38,688.00 | \$44,449.60 | 104% |
| Maintenance Assistant/Courier | 06W | \$33,904.00 | \$40,695.20 | \$47,486.40 | \$37,037.50 | 110% | B | \$32,926.40 | \$38,688.00 | \$44,449.60 | 104% |
| Security Guard | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$41,988.73 | 102% | D | \$35,547.20 | \$42,660.80 | \$49,774.40 | 102% |
| Senior Collection Assistant | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$43,028.59 | 100% | E | \$37,336.00 | \$44,803.20 | \$52,270.40 | 104% |
| Senior Comm/Mktg Assistant | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$44,350.80 | 97% | E | \$37,336.00 | \$44,803.20 | \$52,270.40 | 101% |
| Accounting Assistant | 07W | \$45,614.40 | \$57,012.80 | \$68,411.20 | n/a | n/a | E | \$37,336.00 | \$44,803.20 | \$52,270.40 | n/a |
| Facilities Assistant | 08W | \$37,544.00 | \$45,063.20 | \$52,582.40 | \$45,397.60 | 99% | F | \$39,208.00 | \$47,049.60 | \$54,891.20 | 104% |
| Graphics Assistant | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$45,213.67 | 95% | F | \$39,208.00 | \$47,049.60 | \$54,891.20 | 104% |
| Maintenance Assistant/Grounds | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$45,337.86 | 95% | F | \$39,208.00 | \$47,049.60 | \$54,891.20 | 104% |
| Senior Library Assistant | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$46,502.12 | 92% | F | \$39,208.00 | \$47,049.60 | \$54,891.20 | 101% |
| Senior Purchasing Assistant | 07W | \$35,838.40 | \$43,004.00 | \$50,169.60 | \$45,772.27 | 94% | F | \$39,208.00 | \$47,049.60 | \$54,891.20 | 103% |
| Facilities Specialist | 10W | \$41,974.40 | \$52,468.00 | \$62,961.60 | \$52,750.05 | 99% | I | \$43,576.00 | \$54,475.20 | \$65,374.40 | 103% |
| Graphics Designer | 09W | \$39,457.60 | \$49,337.60 | \$59,217.60 | \$54,755.19 | 90% | J | \$45,760.00 | \$57,200.00 | \$68,640.00 | 104% |
| IT Specialist | 11W | \$45,614.40 | \$57,012.80 | \$68,411.20 | \$59,693.88 | 96% | K | \$48,048.00 | \$60,070.40 | \$72,072.00 | 101% |