

**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%