

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

March 17, 2020

NON-RESIDENT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum

R	\$102,294.40	\$105,206.40	\$108,139.20	\$111,051.20	\$113,984.00	\$116,896.00	►	\$140,275.20
	\$3,934.40	\$4,046.40	\$4,159.20	\$4,271.20	\$4,384.00	\$4,496.00		\$5,395.20
	\$49.18	\$50.58	\$51.99	\$53.39	\$54.80	\$56.20		\$67.44

Assistant City Administrator/Talent and Strategy Director
City Attorney - Effective 5/1/20
Director of Development
Director of Public Works
Finance Director
Fire Chief*
Health Commissioner/City Sealer
Police Chief*

Q	\$93,787.20	\$96,470.40	\$99,153.60	\$101,816.00	\$104,499.20	\$107,182.40	►	\$128,627.20
	\$3,607.20	\$3,710.40	\$3,813.60	\$3,916.00	\$4,019.20	\$4,122.40		\$4,947.20
	\$45.09	\$46.38	\$47.67	\$48.95	\$50.24	\$51.53		\$61.84

Assistant Fire Chief (EMS)*^
Assistant Fire Chief (Operations)*^
City Engineer
Deputy Police Chief - Operations*^
Deputy Police Chief - Support Services*^
Director of Information Technology

P	\$89,523.20	\$92,081.60	\$94,640.00	\$97,198.40	\$99,756.80	\$102,315.20	►	\$122,782.40
	\$3,443.20	\$3,541.60	\$3,640.00	\$3,738.40	\$3,836.80	\$3,935.20		\$4,722.40
	\$43.04	\$44.27	\$45.50	\$46.73	\$47.96	\$49.19		\$59.03

Director of Building Inspections & Neighborhood Services
Director of Communications
Library Director
Deputy City Attorney

O	\$85,259.20	\$87,713.60	\$90,147.20	\$92,580.80	\$95,014.40	\$97,448.00	►	\$116,937.60
	\$3,279.20	\$3,373.60	\$3,467.20	\$3,560.80	\$3,654.40	\$3,748.00		\$4,497.60
	\$40.99	\$42.17	\$43.34	\$44.51	\$45.68	\$46.85		\$56.22

Captain (Police)*^
Deputy Fire Chief (Instruction & Training)*^
Deputy Fire Chief (Prevention/Urban Affairs)*^

N	\$81,016.00	\$83,324.80	\$85,633.60	\$87,942.40	\$90,272.00	\$92,580.80	►	\$111,092.80
	\$3,116.00	\$3,204.80	\$3,293.60	\$3,382.40	\$3,472.00	\$3,560.80		\$4,272.80
	\$38.95	\$40.06	\$41.17	\$42.28	\$43.40	\$44.51		\$53.41

Assistant City Engineer
Assistant Director of Public Works
Battalion Chief*^
City Assessor
City Clerk
Deputy Finance Director
Deputy Health Commissioner
Lieutenant (Police)*^

M	\$76,793.60	\$78,977.60	\$81,182.40	\$83,366.40	\$85,571.20	\$87,755.20	►	\$105,310.40
	\$2,953.60	\$3,037.60	\$3,122.40	\$3,206.40	\$3,291.20	\$3,375.20		\$4,050.40
	\$36.92	\$37.97	\$39.03	\$40.08	\$41.14	\$42.19		\$50.63

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

L	\$72,529.60	\$74,609.60	\$76,668.80	\$78,748.80	\$80,808.00	\$82,888.00	►	\$99,465.60
	\$2,789.60	\$2,869.60	\$2,948.80	\$3,028.80	\$3,108.00	\$3,188.00		\$3,825.60
	\$34.87	\$35.87	\$36.86	\$37.86	\$38.85	\$39.85		\$47.82

Community Development Manager
~~IT Project Manager~~
Library Manager
Manager of Planning & Zoning
~~Network and Security Administrator~~
Principal Assistant City Attorney
Principal Engineer
Senior Center Director
WIC Program Director

K	\$68,265.60	\$70,220.80	\$72,176.00	\$74,110.40	\$76,065.60	\$78,020.80	►	\$93,620.80
	\$2,625.60	\$2,700.80	\$2,776.00	\$2,850.40	\$2,925.60	\$3,000.80		\$3,600.80
	\$32.82	\$33.76	\$34.70	\$35.63	\$36.57	\$37.51		\$45.01

Adult Services & Circulation Supervisor
Business Manager
Cataloging & Technical Processing Librarian
Community and Economic Development Coordinator
~~Digital Services Supervisor~~
Electrical Maintenance Superintendent
Facilities Superintendent
Fleet Services Superintendent
Forestry & Grounds Superintendent
~~GIS Administrator~~
Lead Public Health Nurse
Municipal Court Administrator
Professional Engineer
Public Safety IT Supervisor
Safety & Training Coordinator
Sanitation & Streets Superintendent
~~Software Solutions & Usability Training Supervisor~~
Water Systems Superintendent

J	\$64,001.60	\$65,832.00	\$67,662.40	\$69,492.80	\$71,323.20	\$73,153.60	►	\$87,776.00
	\$2,461.60	\$2,532.00	\$2,602.40	\$2,672.80	\$2,743.20	\$2,813.60		\$3,376.00
	\$30.77	\$31.65	\$32.53	\$33.41	\$34.29	\$35.17		\$42.20

Assistant City Attorney
Children Services Supervisor
Communications Manager
Communications Strategist
Community Development Supervisor
Deputy Treasurer/Senior Accountant
Engineer & Professional Land Surveyor
Environmental Coordinator
Neighborhood Services Supervisor
Public Health Nurse Coordinator
Senior Accountant
Street & Sewer Supervisor

I	\$59,758.40	\$61,464.00	\$63,169.60	\$64,875.20	\$66,580.80	\$68,286.40	►	\$81,952.00
	\$2,298.40	\$2,364.00	\$2,429.60	\$2,495.20	\$2,560.80	\$2,626.40		\$3,152.00
	\$28.73	\$29.55	\$30.37	\$31.19	\$32.01	\$32.83		\$39.40

Assistant City Assessor
Benefit/Wellness Coordinator
Civil Engineer
Customer Service Administrator
Database Administrator
Environmentalist
HR Generalist
Lead Planner
Public Health Nurse
Public Health Specialist
Sanitation Supervisor
Senior Buyer
Solutions Analyst

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

H	\$55,536.00	\$57,116.80	\$58,697.60	\$60,278.40	\$61,880.00	\$63,460.80	►	\$76,148.80
	\$2,136.00	\$2,196.80	\$2,257.60	\$2,318.40	\$2,380.00	\$2,440.80		\$2,928.80
	\$26.70	\$27.46	\$28.22	\$28.98	\$29.75	\$30.51		\$36.61

Community Health Education Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$51,251.20	\$52,707.20	\$54,184.00	\$55,640.00	\$57,116.80	\$58,572.80	►	\$70,283.20
	\$1,971.20	\$2,027.20	\$2,084.00	\$2,140.00	\$2,196.80	\$2,252.80		\$2,703.20
	\$24.64	\$25.34	\$26.05	\$26.75	\$27.46	\$28.16		\$33.79

Accountant
 BINS Office Services Supervisor
 Buyer
 Communications Supervisor
 Community Health Nutritionist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

NON-RESIDENT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
I	\$28.73	\$29.55	\$30.37	\$31.19	\$32.01	\$32.83	►	\$39.40

Commercial Construction Inspector
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber **

H	\$26.70	\$27.46	\$28.22	\$28.98	\$29.75	\$30.51	►	\$36.61
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Assistant Director Senior Center
 Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 Electrical Mechanic **
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 Lead Inventory Services Specialist
 PC Network Specialist
 Residential Construction Inspector
 Victim Advocate
 Water Lead Person

G	\$24.64	\$25.34	\$26.05	\$26.75	\$27.46	\$28.16	►	\$33.79
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Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 GIS Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Lead Carpenter
 Planner
 Tourism and Event Coordinator

F	\$22.60	\$23.25	\$23.89	\$24.54	\$25.18	\$25.83	►	\$31.00
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Neighborhood Services Zoning Inspector
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

NON-RESIDENT

E	\$20.55	\$21.14	\$21.73	\$22.32	\$22.90	\$23.49	►	\$28.19
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Accounting Specialist
 Administrative Support Specialist
 Administrative Support Specialist - Police Body Cameras
 Arborist
 Assistant Pumping Station Operator
 Carpenter
 Clerk/Election Specialist
 Dispatcher-Trainer
 Equipment Operator
 Executive Administrative Assistant
 Fleet Maintenance Technician
 Housing Specialist
 Human Resources Specialist
 Lead Library Technician
 Legal Secretary - Principal
 Maintenance Repairer
 Municipal Court Clerk
 Neighborhood Services Inspector
 Painter
 PC Technician
 Property Room Technician
 Special Assessments Specialist
 Truck Driver - Lead

D	\$18.51	\$19.04	\$19.56	\$20.09	\$20.62	\$21.15	►	\$25.38
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Administrative Support Assistant
 Communications Assistant
 Community Health Technician
 Deputy Registrar
 Dispatcher
 Environmental Technician
 Inventory Services Specialist
 Legal Secretary - Senior
 Neighborhood Services Liaison
 Sign Painter
 Truck Driver
 Utility Locator

C	\$17.13	\$17.62	\$18.11	\$18.60	\$19.09	\$19.58	►	\$23.50
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$15.87	\$16.33	\$16.78	\$17.23	\$17.69	\$18.14	►	\$21.77
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.69	\$15.11	\$15.53	\$15.95	\$16.37	\$16.79	►	\$20.15
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WIC Breastfeeding Peer Counselor

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

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RESIDENT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
R	\$104,332.80	\$107,307.20	\$110,302.40	\$113,276.80	\$116,272.00	\$119,225.60	►	\$143,083.20
	\$4,012.80	\$4,127.20	\$4,242.40	\$4,356.80	\$4,472.00	\$4,585.60		\$5,503.20
	\$50.16	\$51.59	\$53.03	\$54.46	\$55.90	\$57.32		\$68.79

Assistant City Administrator/Talent and Strategy Director

City Attorney - Effective 5/1/20

Director of Development

Director of Public Works

Finance Director

Fire Chief*

Health Commissioner/City Sealer

Police Chief*

Q	\$95,659.20	\$98,404.80	\$101,129.60	\$103,854.40	\$106,579.20	\$109,324.80	►	\$131,206.40
	\$3,679.20	\$3,784.80	\$3,889.60	\$3,994.40	\$4,099.20	\$4,204.80		\$5,046.40
	\$45.99	\$47.31	\$48.62	\$49.93	\$51.24	\$52.56		\$63.08

Assistant Fire Chief (EMS)**

Assistant Fire Chief (Operations)**

City Engineer

Deputy Police Chief - Operations**

Deputy Police Chief - Support Services**

Director of Information Technology

P	\$91,312.00	\$93,932.80	\$96,532.80	\$99,132.80	\$101,753.60	\$104,353.60	►	\$125,236.80
	\$3,512.00	\$3,612.80	\$3,712.80	\$3,812.80	\$3,913.60	\$4,013.60		\$4,816.80
	\$43.90	\$45.16	\$46.41	\$47.66	\$48.92	\$50.17		\$60.21

Director of Building Inspections & Neighborhood Services

Director of Communications

Library Director

Deputy City Attorney

O	\$86,964.80	\$89,460.80	\$91,956.80	\$94,432.00	\$96,907.20	\$99,403.20	►	\$119,267.20
	\$3,344.80	\$3,440.80	\$3,536.80	\$3,632.00	\$3,727.20	\$3,823.20		\$4,587.20
	\$41.81	\$43.01	\$44.21	\$45.40	\$46.59	\$47.79		\$57.34

Captain (Police)**

Deputy Fire Chief (Instruction & Training)**

Deputy Fire Chief (Prevention/Urban Affairs)**

N	\$82,638.40	\$84,988.80	\$87,339.20	\$89,710.40	\$92,081.60	\$94,432.00	►	\$113,318.40
	\$3,178.40	\$3,268.80	\$3,359.20	\$3,450.40	\$3,541.60	\$3,632.00		\$4,358.40
	\$39.73	\$40.86	\$41.99	\$43.13	\$44.27	\$45.40		\$54.48

Assistant City Engineer

Assistant Director of Public Works

Battalion Chief**

City Assessor

City Clerk

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)**

M	\$78,332.80	\$80,558.40	\$82,804.80	\$85,030.40	\$87,276.80	\$89,502.40	►	\$107,411.20
	\$3,012.80	\$3,098.40	\$3,184.80	\$3,270.40	\$3,356.80	\$3,442.40		\$4,131.20
	\$37.66	\$38.73	\$39.81	\$40.88	\$41.96	\$43.03		\$51.64

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

RESIDENT

L	\$73,985.60	\$76,107.20	\$78,208.00	\$80,329.60	\$82,430.40	\$84,552.00	►	\$101,462.40
	\$2,845.60	\$2,927.20	\$3,008.00	\$3,089.60	\$3,170.40	\$3,252.00		\$3,902.40
	\$35.57	\$36.59	\$37.60	\$38.62	\$39.63	\$40.65		\$48.78

Community Development Manager
~~IT Project Manager~~
 Library Manager
 Manager of Planning & Zoning
 Network and Security Administrator
 Principal Assistant City Attorney
 Principal Engineer
 Senior Center Director
 WIC Program Director

K	\$69,638.40	\$71,635.20	\$73,611.20	\$75,587.20	\$77,584.00	\$79,580.80	►	\$95,492.80
	\$2,678.40	\$2,755.20	\$2,831.20	\$2,907.20	\$2,984.00	\$3,060.80		\$3,672.80
	\$33.48	\$34.44	\$35.39	\$36.34	\$37.30	\$38.26		\$45.91

Adult Services & Circulation Supervisor
 Business Manager
 Cataloging & Technical Processing Librarian
 Community and Economic Development Coordinator
~~Digital Services Supervisor~~
 Electrical Maintenance Superintendent
 Facilities Superintendent
 Fleet Services Superintendent
 Forestry & Grounds Superintendent
 GIS Administrator
 Lead Public Health Nurse
 Municipal Court Administrator
 Professional Engineer
 Public Safety IT Supervisor
 Safety & Training Coordinator
 Sanitation & Streets Superintendent
~~Software Solutions & Usability Training Supervisor~~
 Water Systems Superintendent

J	\$65,291.20	\$67,142.40	\$69,014.40	\$70,886.40	\$72,758.40	\$74,609.60	►	\$89,523.20
	\$2,511.20	\$2,582.40	\$2,654.40	\$2,726.40	\$2,798.40	\$2,869.60		\$3,443.20
	\$31.39	\$32.28	\$33.18	\$34.08	\$34.98	\$35.87		\$43.04

Assistant City Attorney
 Children Services Supervisor
 Communications Manager
 Communications Strategist
 Community Development Supervisor
 Deputy Treasurer/Senior Accountant
 Engineer & Professional Land Surveyor
 Environmentalist Coordinator
 Neighborhood Services Supervisor
 Public Health Nurse Coordinator
 Senior Accountant
 Street & Sewer Supervisor

I	\$60,944.00	\$62,691.20	\$64,438.40	\$66,164.80	\$67,912.00	\$69,659.20	►	\$83,595.20
	\$2,344.00	\$2,411.20	\$2,478.40	\$2,544.80	\$2,612.00	\$2,679.20		\$3,215.20
	\$29.30	\$30.14	\$30.98	\$31.81	\$32.65	\$33.49		\$40.19

Assistant City Assessor
 Benefit/Wellness Coordinator
 Civil Engineer
 Customer Service Administrator
 Database Administrator
 Environmentalist
 HR Generalist
 Lead Planner
 Public Health Nurse
 Public Health Specialist
 Sanitation Supervisor
 Senior Buyer
 Solutions Analyst

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

RESIDENT

H	\$56,638.40	\$58,260.80	\$59,862.40	\$61,484.80	\$63,128.00	\$64,729.60	►	\$77,667.20
	\$2,178.40	\$2,240.80	\$2,302.40	\$2,364.80	\$2,428.00	\$2,489.60		\$2,987.20
	\$27.23	\$28.01	\$28.78	\$29.56	\$30.35	\$31.12		\$37.34

Community Health Education Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$52,270.40	\$53,768.00	\$55,265.60	\$56,763.20	\$58,260.80	\$59,737.60	►	\$71,697.60
	\$2,010.40	\$2,068.00	\$2,125.60	\$2,183.20	\$2,240.80	\$2,297.60		\$2,757.60
	\$25.13	\$25.85	\$26.57	\$27.29	\$28.01	\$28.72		\$34.47

Accountant
 BINS Office Services Supervisor
 Buyer
 Communications Supervisor
 Community Health Nutritionist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

RESIDENT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
I	\$29.30	\$30.14	\$30.98	\$31.81	\$32.65	\$33.49	►	\$40.19

Commercial Construction Inspector
Fleet Manager

Lead Electrical Mechanic **
Plumber**

H	\$27.23	\$28.01	\$28.78	\$29.56	\$30.35	\$31.12	►	\$37.34
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Assistant Director Senior Center
Building & Sign Lead Person
Business Process Analyst
Crime Analyst
Electrical Mechanic **
Engineering Technician - IT Systems
Engineering Technician - Traffic & Utilities
Lead Arborist
Lead Equipment Mechanic
Lead Inventory Services Specialist
PC Network Specialist
Residential Construction Inspector
Victim Advocate
Water Lead Person

G	\$25.13	\$25.85	\$26.57	\$27.29	\$28.01	\$28.72	►	\$34.47
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Building Maintenance Technician
Dental Hygienist
Directional Boring Operator
Engineering Technician
~~GIS Technician~~
Graphic Design/Production Specialist
HVAC Technician
Lead Carpenter
Planner
Tourism and Event Coordinator

F	\$23.05	\$23.72	\$24.37	\$25.03	\$25.68	\$26.35	►	\$31.62
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Appraiser
Associate Planner
Equipment Mechanic
Equipment Operations Specialist
Lead Clerk Records Unit
Library Assistant
Maintainer
Neighborhood Services Zoning Inspector
Pumping Station Operator
Rehabilitation Specialist
Senior Video Producer

** Market Exception

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

RESIDENT

E	\$20.96	\$21.56	\$22.16	\$22.77	\$23.36	\$23.96	►	\$28.75
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Accounting Specialist
 Administrative Support Specialist
 Administrative Support Specialist - Police Body Cameras
 Arborist
 Assistant Pumping Station Operator
 Carpenter
 Clerk/Election Specialist
 Dispatcher-Trainer
 Equipment Operator
 Executive Administrative Assistant
 Fleet Maintenance Technician
 Housing Specialist
 Human Resources Specialist
 Lead Library Technician
 Legal Secretary - Principal
 Maintenance Repairer
 Municipal Court Clerk
 Neighborhood Services Inspector
 Painter
 PC Technician
 Property Room Technician
 Special Assessments Specialist
 Truck Driver - Lead

D	\$18.88	\$19.42	\$19.95	\$20.49	\$21.03	\$21.57	►	\$25.89
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Administrative Support Assistant
 Communications Assistant
 Community Health Technician
 Deputy Registrar
 Dispatcher
 Environmental Technician
 Inventory Services Specialist
 Legal Secretary - Senior
 Neighborhood Services Liaison
 Sign Painter
 Truck Driver
 Utility Locator

C	\$17.47	\$17.97	\$18.47	\$18.97	\$19.47	\$19.97	►	\$23.97
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.19	\$16.66	\$17.12	\$17.57	\$18.04	\$18.50	►	\$22.21
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.98	\$15.41	\$15.84	\$16.27	\$16.70	\$17.13	►	\$20.55
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WIC Breastfeeding Peer Counselor