

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

EFFECTIVE 7/28/19 - Amended 8/5/19

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
 Human Resources Director
 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
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
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 Building** Inspector
 Fleet Manager
 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
Building Inspector
 Business Process Analyst
 Crime Analyst
Electrical Inspector
 Electrical Mechanic **
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 Lead Inventory Services Specialist
 PC Network Specialist
 Residential **Construction Building** 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
 Engineering Technician
 GIS Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Lead Carpenter
 Planner
Plumber
 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

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

EFFECTIVE 7/28/19 - Amended 8/5/19

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
~~Human Resources Director~~
 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
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
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
Environmental 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
Environmental
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 Building 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
~~Building Inspector~~
 Business Process Analyst
 Crime Analyst
~~Electrical Inspector~~
 Electrical Mechanic **
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 Lead Inventory Services Specialist
 PC Network Specialist
 Residential Construction Building 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
 Engineering Technician
 GIS Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Lead Carpenter
 Planner
~~Plumber~~
 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

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