

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

October 18, 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	\$103,812.80	\$106,787.20	\$109,740.80	\$112,715.20	\$115,668.80	\$118,643.20	►	\$142,376.00
	\$3,992.80	\$4,107.20	\$4,220.80	\$4,335.20	\$4,448.80	\$4,563.20		\$5,476.00
	\$49.91	\$51.34	\$52.76	\$54.19	\$55.61	\$57.04		\$68.45

Assistant City Administrator/Talent and Strategy Director

City Attorney

Director of Development

Director of Public Works

Finance Director

Fire Chief*

Health Commissioner/City Sealer

Police Chief*

Q	\$95,180.80	\$97,905.60	\$100,630.40	\$103,355.20	\$106,059.20	\$108,784.00	►	\$130,540.80
	\$3,660.80	\$3,765.60	\$3,870.40	\$3,975.20	\$4,079.20	\$4,184.00		\$5,020.80
	\$45.76	\$47.07	\$48.38	\$49.69	\$50.99	\$52.30		\$62.76

Assistant Fire Chief (EMS)**

Assistant Fire Chief (Operations)**

City Engineer

Deputy Police Chief - Operations**

Deputy Police Chief - Support Services**

Director of Information Technology

P	\$90,875.20	\$93,475.20	\$96,075.20	\$98,654.40	\$101,254.40	\$103,854.40	►	\$124,633.60
	\$3,495.20	\$3,595.20	\$3,695.20	\$3,794.40	\$3,894.40	\$3,994.40		\$4,793.60
	\$43.69	\$44.94	\$46.19	\$47.43	\$48.68	\$49.93		\$59.92

Director of Building Inspections & Neighborhood Services

Director of Communications

Library Director

Deputy City Attorney

O	\$86,548.80	\$89,024.00	\$91,478.40	\$93,953.60	\$96,428.80	\$98,904.00	►	\$118,684.80
	\$3,328.80	\$3,424.00	\$3,518.40	\$3,613.60	\$3,708.80	\$3,804.00		\$4,564.80
	\$41.61	\$42.80	\$43.98	\$45.17	\$46.36	\$47.55		\$57.06

Captain (Police)**

Deputy Fire Chief (Instruction & Training)**

Deputy Fire Chief (Prevention/Urban Affairs)**

N	\$82,222.40	\$84,572.80	\$86,923.20	\$89,273.60	\$91,624.00	\$93,974.40	►	\$112,777.60
	\$3,162.40	\$3,252.80	\$3,343.20	\$3,433.60	\$3,524.00	\$3,614.40		\$4,337.60
	\$39.53	\$40.66	\$41.79	\$42.92	\$44.05	\$45.18		\$54.22

Assistant City Engineer

Assistant Director of Public Works

Battalion Chief**

City Assessor

City Clerk

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)**

M	\$77,937.60	\$80,163.20	\$82,388.80	\$84,614.40	\$86,840.00	\$89,065.60	►	\$106,870.40
	\$2,997.60	\$3,083.20	\$3,168.80	\$3,254.40	\$3,340.00	\$3,425.60		\$4,110.40
	\$37.47	\$38.54	\$39.61	\$40.68	\$41.75	\$42.82		\$51.38

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

L	\$73,611.20	\$75,732.80	\$77,833.60	\$79,934.40	\$82,035.20	\$84,136.00	►	\$100,963.20
	\$2,831.20	\$2,912.80	\$2,993.60	\$3,074.40	\$3,155.20	\$3,236.00		\$3,883.20
	\$35.39	\$36.41	\$37.42	\$38.43	\$39.44	\$40.45		\$48.54

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

K	\$69,284.80	\$71,260.80	\$73,236.80	\$75,233.60	\$77,209.60	\$79,185.60	►	\$95,014.40
	\$2,664.80	\$2,740.80	\$2,816.80	\$2,893.60	\$2,969.60	\$3,045.60		\$3,654.40
	\$33.31	\$34.26	\$35.21	\$36.17	\$37.12	\$38.07		\$45.68

Adult Services & Circulation Supervisor
Business Manager
Cataloging & Technical Processing Librarian
Community and Economic Development Coordinator
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
Water Systems Superintendent

J	\$64,979.20	\$66,830.40	\$68,681.60	\$70,553.60	\$72,404.80	\$74,256.00	►	\$89,107.20
	\$2,499.20	\$2,570.40	\$2,641.60	\$2,713.60	\$2,784.80	\$2,856.00		\$3,427.20
	\$31.24	\$32.13	\$33.02	\$33.92	\$34.81	\$35.70		\$42.84

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	\$60,652.80	\$62,379.20	\$64,105.60	\$65,832.00	\$67,579.20	\$69,305.60	►	\$83,158.40
	\$2,332.80	\$2,399.20	\$2,465.60	\$2,532.00	\$2,599.20	\$2,665.60		\$3,198.40
	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32		\$39.98

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	\$56,368.00	\$57,969.60	\$59,592.00	\$61,193.60	\$62,816.00	\$64,417.60	►	\$77,292.80
	\$2,168.00	\$2,229.60	\$2,292.00	\$2,353.60	\$2,416.00	\$2,477.60		\$2,972.80
	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97		\$37.16

Community Health Education Coordinator
Librarian
Office Supervisor
WIC Project Nutritionist

G	\$52,020.80	\$53,497.60	\$54,995.20	\$56,472.00	\$57,969.60	\$59,446.40	►	\$71,344.00
	\$2,000.80	\$2,057.60	\$2,115.20	\$2,172.00	\$2,229.60	\$2,286.40		\$2,744.00
	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58		\$34.30

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	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32	►	\$39.98

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

H	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97	►	\$37.16
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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	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58	►	\$34.30
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$22.94	\$23.60	\$24.25	\$24.91	\$25.56	\$26.22	►	\$31.46
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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	\$20.86	\$21.46	\$22.05	\$22.65	\$23.24	\$23.84	►	\$28.61
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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	\$18.79	\$19.32	\$19.86	\$20.40	\$20.93	\$21.47	►	\$25.76
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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 Locate Technician

C	\$17.39	\$17.88	\$18.38	\$18.88	\$19.37	\$19.87	►	\$23.84
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.11	\$16.57	\$17.03	\$17.49	\$17.95	\$18.41	►	\$22.09
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.91	\$15.34	\$15.76	\$16.19	\$16.61	\$17.04	►	\$20.45
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WIC Breastfeeding Peer Counselor

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

October 18, 2020

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

R	\$106,412.80	\$109,449.60	\$112,486.40	\$115,523.20	\$118,560.00	\$121,617.60	►
	\$4,092.80	\$4,209.60	\$4,326.40	\$4,443.20	\$4,560.00	\$4,677.60	
	\$51.16	\$52.62	\$54.08	\$55.54	\$57.00	\$58.47	

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	\$97,552.00	\$100,360.00	\$103,147.20	\$105,934.40	\$108,700.80	\$111,508.80	►
	\$3,752.00	\$3,860.00	\$3,967.20	\$4,074.40	\$4,180.80	\$4,288.80	
	\$46.90	\$48.25	\$49.59	\$50.93	\$52.26	\$53.61	

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

P	\$93,142.40	\$95,804.80	\$98,467.20	\$101,129.60	\$103,792.00	\$106,454.40	►
	\$3,582.40	\$3,684.80	\$3,787.20	\$3,889.60	\$3,992.00	\$4,094.40	
	\$44.78	\$46.06	\$47.34	\$48.62	\$49.90	\$51.18	

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

O	\$88,712.00	\$91,249.60	\$93,766.40	\$96,304.00	\$98,841.60	\$101,379.20	►
	\$3,412.00	\$3,509.60	\$3,606.40	\$3,704.00	\$3,801.60	\$3,899.20	
	\$42.65	\$43.87	\$45.08	\$46.30	\$47.52	\$48.74	

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

N	\$84,281.60	\$86,694.40	\$89,086.40	\$91,499.20	\$93,912.00	\$96,324.80	►
	\$3,241.60	\$3,334.40	\$3,426.40	\$3,519.20	\$3,612.00	\$3,704.80	
	\$40.52	\$41.68	\$42.83	\$43.99	\$45.15	\$46.31	

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

M	\$79,892.80	\$82,160.00	\$84,448.00	\$86,736.00	\$89,003.20	\$91,291.20	►
	\$3,072.80	\$3,160.00	\$3,248.00	\$3,336.00	\$3,423.20	\$3,511.20	
	\$38.41	\$39.50	\$40.60	\$41.70	\$42.79	\$43.89	

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

L	\$75,441.60	\$77,625.60	\$79,788.80	\$81,931.20	\$84,094.40	\$86,236.80	►
	\$2,901.60	\$2,985.60	\$3,068.80	\$3,151.20	\$3,234.40	\$3,316.80	
	\$36.27	\$37.32	\$38.36	\$39.39	\$40.43	\$41.46	

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

K	\$71,011.20	\$73,049.60	\$75,067.20	\$77,105.60	\$79,144.00	\$81,161.60	►
	\$2,731.20	\$2,809.60	\$2,887.20	\$2,965.60	\$3,044.00	\$3,121.60	
	\$34.14	\$35.12	\$36.09	\$37.07	\$38.05	\$39.02	

Adult Services & Circulation Supervisor
Business Manager
Cataloging & Technical Processing Librarian
Community and Economic Development Coordinator
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
Water Systems Superintendent

J	\$66,601.60	\$68,494.40	\$70,408.00	\$72,321.60	\$74,214.40	\$76,107.20	►
	\$2,561.60	\$2,634.40	\$2,708.00	\$2,781.60	\$2,854.40	\$2,927.20	
	\$32.02	\$32.93	\$33.85	\$34.77	\$35.68	\$36.59	

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	\$62,171.20	\$63,939.20	\$65,707.20	\$67,475.20	\$69,264.00	\$71,032.00	►
	\$2,391.20	\$2,459.20	\$2,527.20	\$2,595.20	\$2,664.00	\$2,732.00	
	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	

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

H	\$57,782.40	\$59,425.60	\$61,089.60	\$62,732.80	\$64,396.80	\$66,019.20	►
	\$2,222.40	\$2,285.60	\$2,349.60	\$2,412.80	\$2,476.80	\$2,539.20	
	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	

Community Health Education Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$53,331.20	\$54,828.80	\$56,368.00	\$57,886.40	\$59,425.60	\$60,923.20	►
	\$2,051.20	\$2,108.80	\$2,168.00	\$2,226.40	\$2,285.60	\$2,343.20	
	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	

Accountant
 BINS Office Services Supervisor
 Buyer
 Communications Supervisor
 Community Health Nutritionist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

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

I	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	►
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Commercial Construction Inspector
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber

H	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	►
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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	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	►
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$23.51	\$24.19	\$24.86	\$25.53	\$26.20	\$26.88	►
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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

E	\$21.38	\$22.00	\$22.60	\$23.22	\$23.82	\$24.44	▶
	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						

- 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 Locate Technician

Circulation Services Representative	
Custodian/Janitor	
Laborer	
Library Technician	
Municipal Court Assistant	
Park Attendant	
Water Meter Technician	
WIC Support Staff	

Clerical Assistant
Parking Control Operator
Yard Attendant

WIC Breastfeeding Peer Counselor

RESIDENT

120.0%
Maximum

\$145,932.80
\$5,612.80
\$70.16

\$133,806.40
\$5,146.40
\$64.33

\$127,753.60
\$4,913.60
\$61.42

\$121,659.20
\$4,679.20
\$58.49

\$115,606.40
\$4,446.40
\$55.58

\$109,532.80
\$4,212.80
\$52.66

RESIDENT

\$103,480.00
\$3,980.00
\$49.75

\$97,385.60
\$3,745.60
\$46.82

\$91,332.80
\$3,512.80
\$43.91

\$85,238.40
\$3,278.40
\$40.98

RESIDENT

\$79,227.20
\$3,047.20
\$38.09

\$73,132.80
\$2,812.80
\$35.16

RESIDENT

120.0%
Maximum
\$40.98

\$38.09

\$35.16

\$32.25

RESIDENT

\$29.33

\$26.40

\$24.44

\$22.64

\$20.96