

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

February 2, 2021

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 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 \*\*

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 &amp; 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 \*\*

(Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)

|   |             |             |             |             |             |             |   |              |
|---|-------------|-------------|-------------|-------------|-------------|-------------|---|--------------|
| 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 Director of Public Works

Battalion Chief\*\*

City Assessor

City Treasurer

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      |

Deputy City Clerk  
Economic Development Executive Director  
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 Engagement Coordinator  
Development Project Manager  
Electrical Maintenance Superintendent  
Facilities Superintendent  
Fleet Services Superintendent  
Forestry & Grounds Superintendent  
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  
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     |

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  
Housing 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  
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  
 Electrical Mechanic\*\*  
 Fleet Manager  
 GIS Analyst  
 Lead Electrical Mechanic \*\*  
 Plumber \*\*  
 Zoning Administrator and City Process Liaison

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| H | \$27.10 | \$27.87 | \$28.65 | \$29.42 | \$30.20 | \$30.97 | ► | \$37.16 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operations Specialist  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 Maintainer  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Equipment Operator  
 Fleet Maintenance Technician  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Administrative Support Assistant  
 Communications Assistant  
 Community Health Technician  
 Deputy Registrar  
 Dispatcher  
 Environmental Technician  
 Inventory Services Specialist  
 Legal Secretary - Senior  
 Sign Painter  
 Truck Driver  
 Utility Locate Technician

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| C | \$17.39 | \$17.88 | \$18.38 | \$18.88 | \$19.37 | \$19.87 | ► | \$23.84 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| A | \$14.91 | \$15.34 | \$15.76 | \$16.19 | \$16.61 | \$17.04 | ► | \$20.45 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

WIC Breastfeeding Peer Counselor

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

February 2, 2021

|       | 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 |

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

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

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

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

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

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

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

Captain (Police)\*\*  
Deputy Fire Chief \*\* (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)

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

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

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

None

\* Annual Holiday Allowance Additional

^ Compression Adjustment

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

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

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

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

Adult Services & Circulation Supervisor  
Business Manager  
Cataloging & Technical Processing Librarian  
Community Engagement Coordinator  
Development Project Manager  
Electrical Maintenance Superintendent  
Facilities Superintendent  
Fleet Services Superintendent  
Forestry & Grounds Superintendent  
Lead Public Health Nurse  
Municipal Court Administrator  
Professional Engineer  
Public Safety IT Supervisor  
Safety & Training Coordinator  
Sanitation & Streets Superintendent  
Water Systems Superintendent

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

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

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

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  
Housing 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  
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 | ► |
|---|---------|---------|---------|---------|---------|---------|---|

Commercial Construction Inspector  
 Electrical Mechanic\*\*  
 Fleet Manager  
 GIS Analyst  
 Lead Electrical Mechanic \*\*  
 Plumber  
 Zoning Administrator and City Process Liaison

|   |         |         |         |         |         |         |   |
|---|---------|---------|---------|---------|---------|---------|---|
| H | \$27.78 | \$28.57 | \$29.37 | \$30.16 | \$30.96 | \$31.74 | ► |
|---|---------|---------|---------|---------|---------|---------|---|

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 | ► |
|---|---------|---------|---------|---------|---------|---------|---|

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 | ► |
|---|---------|---------|---------|---------|---------|---------|---|

Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operations Specialist  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 Maintainer  
 Pumping Station Operator  
 Rehabilitation Specialist  
 Senior Video Producer

\*\* Market Exception

## CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

|          |                |                |                |                |                |                |          |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| <b>E</b> | <b>\$21.38</b> | <b>\$22.00</b> | <b>\$22.60</b> | <b>\$23.22</b> | <b>\$23.82</b> | <b>\$24.44</b> | <b>►</b> |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|

Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Equipment Operator  
 Fleet Maintenance Technician  
 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

|          |                |                |                |                |                |                |          |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| <b>D</b> | <b>\$19.26</b> | <b>\$19.80</b> | <b>\$20.36</b> | <b>\$20.91</b> | <b>\$21.45</b> | <b>\$22.01</b> | <b>►</b> |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|

Administrative Support Assistant  
 Communications Assistant  
 Community Health Technician  
 Deputy Registrar  
 Dispatcher  
 Environmental Technician  
 Inventory Services Specialist  
 Legal Secretary - Senior  
 Sign Painter  
 Truck Driver  
 Utility Locate Technician

|          |                |                |                |                |                |                |          |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| <b>C</b> | <b>\$17.82</b> | <b>\$18.33</b> | <b>\$18.84</b> | <b>\$19.35</b> | <b>\$19.85</b> | <b>\$20.37</b> | <b>►</b> |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|

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

|          |                |                |                |                |                |                |          |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| <b>B</b> | <b>\$16.51</b> | <b>\$16.98</b> | <b>\$17.46</b> | <b>\$17.93</b> | <b>\$18.40</b> | <b>\$18.87</b> | <b>►</b> |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|

Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

|          |                |                |                |                |                |                |          |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|
| <b>A</b> | <b>\$15.28</b> | <b>\$15.72</b> | <b>\$16.15</b> | <b>\$16.59</b> | <b>\$17.03</b> | <b>\$17.47</b> | <b>►</b> |
|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------|

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