

	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	\$104,852.80	\$107,848.00	\$110,843.20	\$113,838.40	\$116,833.60	\$119,828.80	►	\$143,790.40
	\$4,032.80	\$4,148.00	\$4,263.20	\$4,378.40	\$4,493.60	\$4,608.80		\$5,530.40
	\$50.41	\$51.85	\$53.29	\$54.73	\$56.17	\$57.61		\$69.13

Assistant City Administrator/Talent and Strategy Director

City Attorney

Director of Public Works

Finance Director

Fire Chief*

Health Commissioner/City Sealer

Police Chief*

Q	\$96,137.60	\$98,883.20	\$101,628.80	\$104,374.40	\$107,120.00	\$109,865.60	►	\$131,830.40
	\$3,697.60	\$3,803.20	\$3,908.80	\$4,014.40	\$4,120.00	\$4,225.60		\$5,070.40
	\$46.22	\$47.54	\$48.86	\$50.18	\$51.50	\$52.82		\$63.38

Assistant Fire Chief**

City Engineer

Deputy Police Chief - Operations**

Deputy Police Chief - Support Services**

Director of Information Technology

P	\$91,790.40	\$94,411.20	\$97,032.00	\$99,652.80	\$102,273.60	\$104,894.40	►	\$125,881.60
	\$3,530.40	\$3,631.20	\$3,732.00	\$3,832.80	\$3,933.60	\$4,034.40		\$4,841.60
	\$44.13	\$45.39	\$46.65	\$47.91	\$49.17	\$50.43		\$60.52

Director of Building Inspections & Neighborhood Services

Director of Communications

Library Director

Deputy City Attorney

O	\$87,422.40	\$89,918.40	\$92,414.40	\$94,910.40	\$97,406.40	\$99,902.40	►	\$119,891.20
	\$3,362.40	\$3,458.40	\$3,554.40	\$3,650.40	\$3,746.40	\$3,842.40		\$4,611.20
	\$42.03	\$43.23	\$44.43	\$45.63	\$46.83	\$48.03		\$57.64

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	\$83,054.40	\$85,425.60	\$87,796.80	\$90,168.00	\$92,539.20	\$94,910.40	►	\$113,900.80
	\$3,194.40	\$3,285.60	\$3,376.80	\$3,468.00	\$3,559.20	\$3,650.40		\$4,380.80
	\$39.93	\$41.07	\$42.21	\$43.35	\$44.49	\$45.63		\$54.76

Assistant Director of Public Works

Battalion Chief**

City Assessor

City Treasurer

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)**

M	\$78,707.20	\$80,974.40	\$83,220.80	\$85,467.20	\$87,713.60	\$89,960.00	►	\$107,952.00
	\$3,027.20	\$3,114.40	\$3,200.80	\$3,287.20	\$3,373.60	\$3,460.00		\$4,152.00
	\$37.84	\$38.93	\$40.01	\$41.09	\$42.17	\$43.25		\$51.90

None

L	\$74,339.20	\$76,481.60	\$78,603.20	\$80,724.80	\$82,846.40	\$84,968.00	►	\$101,961.60
	\$2,859.20	\$2,941.60	\$3,023.20	\$3,104.80	\$3,186.40	\$3,268.00		\$3,921.60
	\$35.74	\$36.77	\$37.79	\$38.81	\$39.83	\$40.85		\$49.02

Deputy City Clerk

Economic Development Executive Director

Library Manager

Manager of Planning & Zoning

Network and Security Administrator

Principal Assistant City Attorney

Principal Engineer

WIC Program Director

* Annual Holiday Allowance Additional

^ Compression Adjustment

	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
K	\$69,971.20	\$71,988.80	\$73,985.60	\$75,982.40	\$77,979.20	\$79,976.00	►	\$95,971.20
	\$2,691.20	\$2,768.80	\$2,845.60	\$2,922.40	\$2,999.20	\$3,076.00		\$3,691.20
	\$33.64	\$34.61	\$35.57	\$36.53	\$37.49	\$38.45		\$46.14

Adult Services & Circulation Supervisor
 Business Manager
 Cataloging & Technical Processing Librarian
 Community Engagement Coordinator
 Development Project Manager
 Electrical Maintenance Superintendent
 Environmentalist Team Lead
 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	\$65,624.00	\$67,496.00	\$69,388.80	\$71,260.80	\$73,132.80	\$75,004.80	►	\$90,001.60
	\$2,524.00	\$2,596.00	\$2,668.80	\$2,740.80	\$2,812.80	\$2,884.80		\$3,461.60
	\$31.55	\$32.45	\$33.36	\$34.26	\$35.16	\$36.06		\$43.27

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

I	\$61,235.20	\$63,003.20	\$64,750.40	\$66,497.60	\$68,244.80	\$69,992.00	►	\$83,990.40
	\$2,355.20	\$2,423.20	\$2,490.40	\$2,557.60	\$2,624.80	\$2,692.00		\$3,230.40
	\$29.44	\$30.29	\$31.13	\$31.97	\$32.81	\$33.65		\$40.38

Civil Engineer
 Customer Service Administrator
 Customer Service Center Supervisor
 Database Administrator
 Environmentalist
 HR Generalist
 Lead Planner
 Public Health Nurse
 Public Health Specialist
 Sanitation Supervisor
 Senior Buyer
 Senior Center Coordinator
 Solutions Analyst
 Supply Chain Purchasing Manager

H	\$56,929.60	\$58,552.00	\$60,174.40	\$61,817.60	\$63,440.00	\$65,062.40	►	\$78,083.20
	\$2,189.60	\$2,252.00	\$2,314.40	\$2,377.60	\$2,440.00	\$2,502.40		\$3,003.20
	\$27.37	\$28.15	\$28.93	\$29.72	\$30.50	\$31.28		\$37.54

Community Health Education Coordinator
 Housing Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$52,540.80	\$54,038.40	\$55,536.00	\$57,054.40	\$58,552.00	\$60,049.60	►	\$72,051.20
	\$2,020.80	\$2,078.40	\$2,136.00	\$2,194.40	\$2,252.00	\$2,309.60		\$2,771.20
	\$25.26	\$25.98	\$26.70	\$27.43	\$28.15	\$28.87		\$34.64

Accountant
 BINS Office Services Supervisor
 Communications Supervisor
 Community Health Nutritionist
 Economic Development Specialist

	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	\$29.44	\$30.29	\$31.13	\$31.97	\$32.81	\$33.65	►	\$40.38
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Commercial Construction Inspector
 Electrical Mechanic **
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber **
 Zoning Administrator and City Process Liaison

H	\$27.37	\$28.15	\$28.93	\$29.72	\$30.50	\$31.28	►	\$37.54
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 PC Network Specialist
 Residential Construction Inspector
 Victim Advocate
 Water Lead Person

G	\$25.26	\$25.98	\$26.70	\$27.43	\$28.15	\$28.87	►	\$34.64
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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	\$23.17	\$23.83	\$24.49	\$25.16	\$25.82	\$26.48	►	\$31.78
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Payroll Administrator
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

E	\$21.07	\$21.67	\$22.27	\$22.88	\$23.48	\$24.08	►	\$28.90
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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
 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

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

October 3, 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
D	\$18.97	\$19.51	\$20.05	\$20.60	\$21.14	\$21.68	►	\$26.02

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	\$17.56	\$18.06	\$18.56	\$19.07	\$19.57	\$20.07	►	\$24.08
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.27	\$16.73	\$17.20	\$17.66	\$18.13	\$18.59	►	\$22.31
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$15.06	\$15.49	\$15.92	\$16.35	\$16.78	\$17.21	►	\$20.65
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WIC Breastfeeding Peer Counselor

	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	\$108,513.60	\$111,612.80	\$114,732.80	\$117,832.00	\$120,931.20	\$124,030.40	►	\$148,824.00
	\$4,173.60	\$4,292.80	\$4,412.80	\$4,532.00	\$4,651.20	\$4,770.40		\$5,724.00
	\$52.17	\$53.66	\$55.16	\$56.65	\$58.14	\$59.63		\$71.55

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*

Q	\$99,507.20	\$102,336.00	\$105,185.60	\$108,035.20	\$110,864.00	\$113,713.60	►	\$136,448.00
	\$3,827.20	\$3,936.00	\$4,045.60	\$4,155.20	\$4,264.00	\$4,373.60		\$5,248.00
	\$47.84	\$49.20	\$50.57	\$51.94	\$53.30	\$54.67		\$65.60

Assistant Fire Chief (EMS)*^

City Engineer

Deputy Police Chief - Operations*^

Deputy Police Chief - Support Services*^

Director of Information Technology

P	\$94,993.60	\$97,718.40	\$100,422.40	\$103,147.20	\$105,851.20	\$108,576.00	►	\$130,291.20
	\$3,653.60	\$3,758.40	\$3,862.40	\$3,967.20	\$4,071.20	\$4,176.00		\$5,011.20
	\$45.67	\$46.98	\$48.28	\$49.59	\$50.89	\$52.20		\$62.64

Director of Building Inspections & Neighborhood Services

Director of Communications

Library Director

Deputy City Attorney

O	\$90,480.00	\$93,059.20	\$95,659.20	\$98,238.40	\$100,817.60	\$103,396.80	►	\$124,092.80
	\$3,480.00	\$3,579.20	\$3,679.20	\$3,778.40	\$3,877.60	\$3,976.80		\$4,772.80
	\$43.50	\$44.74	\$45.99	\$47.23	\$48.47	\$49.71		\$59.66

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	\$85,966.40	\$88,420.80	\$90,875.20	\$93,329.60	\$95,784.00	\$98,238.40	►	\$117,894.40
	\$3,306.40	\$3,400.80	\$3,495.20	\$3,589.60	\$3,684.00	\$3,778.40		\$4,534.40
	\$41.33	\$42.51	\$43.69	\$44.87	\$46.05	\$47.23		\$56.68

Assistant Director of Public Works

Battalion Chief*^

City Assessor

City Treasurer

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)*^

M	\$81,452.80	\$83,803.20	\$86,132.80	\$88,462.40	\$90,792.00	\$93,100.80	►	\$111,737.60
	\$3,132.80	\$3,223.20	\$3,312.80	\$3,402.40	\$3,492.00	\$3,580.80		\$4,297.60
	\$39.16	\$40.29	\$41.41	\$42.53	\$43.65	\$44.76		\$53.72

None

L	\$76,939.20	\$79,164.80	\$81,348.80	\$83,553.60	\$85,737.60	\$87,942.40	►	\$105,539.20
	\$2,959.20	\$3,044.80	\$3,128.80	\$3,213.60	\$3,297.60	\$3,382.40		\$4,059.20
	\$36.99	\$38.06	\$39.11	\$40.17	\$41.22	\$42.28		\$50.74

Deputy City Clerk

Economic Development Executive Director

Library Manager

Manager of Planning & Zoning

Network and Security Administrator

Principal Assistant City Attorney

Principal Engineer

WIC Program Director

* Annual Holiday Allowance Additional

^ Compression Adjustment

	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
K	\$72,425.60	\$74,505.60	\$76,564.80	\$78,644.80	\$80,704.00	\$82,784.00	►	\$99,320.00
	\$2,785.60	\$2,865.60	\$2,944.80	\$3,024.80	\$3,104.00	\$3,184.00		\$3,820.00
	\$34.82	\$35.82	\$36.81	\$37.81	\$38.80	\$39.80		\$47.75

Adult Services & Circulation Supervisor
 Business Manager
 Cataloging & Technical Processing Librarian
 Community Engagement Coordinator
 Development Project Manager
 Electrical Maintenance Superintendent
 Environmentalist Team Lead
 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	\$67,912.00	\$69,867.20	\$71,822.40	\$73,756.80	\$75,691.20	\$77,625.60	►	\$93,142.40
	\$2,612.00	\$2,687.20	\$2,762.40	\$2,836.80	\$2,911.20	\$2,985.60		\$3,582.40
	\$32.65	\$33.59	\$34.53	\$35.46	\$36.39	\$37.32		\$44.78

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

I	\$63,377.60	\$65,208.00	\$67,017.60	\$68,827.20	\$70,636.80	\$72,446.40	►	\$86,923.20
	\$2,437.60	\$2,508.00	\$2,577.60	\$2,647.20	\$2,716.80	\$2,786.40		\$3,343.20
	\$30.47	\$31.35	\$32.22	\$33.09	\$33.96	\$34.83		\$41.79

Civil Engineer
 Customer Service Administrator
 Customer Service Center Administrator
 Database Administrator
 Environmentalist
 HR Generalist
 Lead Planner
 Public Health Nurse
 Public Health Specialist
 Sanitation Supervisor
 Senior Buyer
 Senior Center Coordinator
 Solutions Analyst
 Supply Chain Purchasing Manager

H	\$58,926.40	\$60,611.20	\$62,275.20	\$63,980.80	\$65,665.60	\$67,329.60	►	\$80,808.00
	\$2,266.40	\$2,331.20	\$2,395.20	\$2,460.80	\$2,525.60	\$2,589.60		\$3,108.00
	\$28.33	\$29.14	\$29.94	\$30.76	\$31.57	\$32.37		\$38.85

Community Health Education Coordinator
 Housing Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$54,371.20	\$55,931.20	\$57,470.40	\$59,051.20	\$60,611.20	\$62,150.40	►	\$74,568.00
	\$2,091.20	\$2,151.20	\$2,210.40	\$2,271.20	\$2,331.20	\$2,390.40		\$2,868.00
	\$26.14	\$26.89	\$27.63	\$28.39	\$29.14	\$29.88		\$35.85

Accountant
 BINS Office Services Supervisor
 Communications Supervisor
 Community Health Nutritionist
 Economic Development Specialist

	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	\$30.47	\$31.35	\$32.22	\$33.09	\$33.96	\$34.83	►	\$41.79
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Commercial Construction Inspector
 Electrical Mechanic **
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber **
 Zoning Administrator and City Process Liaison

H	\$28.33	\$29.14	\$29.94	\$30.76	\$31.57	\$32.37	►	\$38.85
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 PC Network Specialist
 Residential Construction Inspector
 Victim Advocate
 Water Lead Person

G	\$26.14	\$26.89	\$27.63	\$28.39	\$29.14	\$29.88	►	\$35.85
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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	\$23.98	\$24.66	\$25.35	\$26.04	\$26.72	\$27.41	►	\$32.89
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Payroll Administrator
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

E	\$21.81	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	►	\$29.91
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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
 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

	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
D	\$19.63	\$20.19	\$20.75	\$21.32	\$21.88	\$22.44	►	\$26.93

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	\$18.17	\$18.69	\$19.21	\$19.74	\$20.25	\$20.77	►	\$24.92
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.84	\$17.32	\$17.80	\$18.28	\$18.76	\$19.24	►	\$23.09
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$15.59	\$16.03	\$16.48	\$16.92	\$17.37	\$17.81	►	\$21.37
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WIC Breastfeeding Peer Counselor