

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

2.2.22

NON-RESIDENT

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

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

2.2.22

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	\$29.44	\$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
~~Equipment Operations Specialist**~~
Graphic Design/Production Specialist
HVAC Technician
~~Maintainer**~~
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~~
~~Equipment Operator**~~
Housing Navigator
Lead Clerk Records Unit
Library Assistant
~~Maintainer~~
~~Maintenance Repairer**~~
Payroll Administrator
Pumping Station Operator
Rehabilitation Specialist
Senior Video Producer
~~Truck Driver - Lead**~~

** 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**~~
~~Truck Driver - Lead~~

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

2.2.22

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
 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
 Communications Strategist
 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

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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

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
 Equipment Operations Specialist
 Graphic Design/Production Specialist
 HVAC Technician
 Maintainer
 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
 Equipment Operator
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Maintenance Repairer**
 Payroll Administrator
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer
 Truck Driver - Lead**

** 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**
 Truck Driver - Lead

CITY OF WEST ALLIS PAY PLAN - FLSA NON-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
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