

April 19, 2022

NON-RESIDENT

| Grade | 87.5%<br>Minimum | 90.0%<br>Step 2 | 92.5%<br>Step 3 | 95.0%<br>Step 4 | 97.5%<br>Step 5 | 100.0%<br>Control Pt. | High<br>Performance | 120.0%<br>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      |

Code Enforcement Director  
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)\*\* (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058,  
Deputy Fire Chief \*\* 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

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

April 19, 2022

NON-RESIDENT

| Grade    | 87.5%<br>Minimum   | 90.0%<br>Step 2    | 92.5%<br>Step 3    | 95.0%<br>Step 4    | 97.5%<br>Step 5    | 100.0%<br>Control Pt. | High<br>Performance | 120.0%<br>Maximum  |
|----------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------------------|---------------------|--------------------|
| <b>K</b> | <b>\$69,971.20</b> | <b>\$71,988.80</b> | <b>\$73,985.60</b> | <b>\$75,982.40</b> | <b>\$77,979.20</b> | <b>\$79,976.00</b>    | <b>►</b>            | <b>\$95,971.20</b> |
|          | <b>\$2,691.20</b>  | <b>\$2,768.80</b>  | <b>\$2,845.60</b>  | <b>\$2,922.40</b>  | <b>\$2,999.20</b>  | <b>\$3,076.00</b>     |                     | <b>\$3,691.20</b>  |
|          | <b>\$33.64</b>     | <b>\$34.61</b>     | <b>\$35.57</b>     | <b>\$36.53</b>     | <b>\$37.49</b>     | <b>\$38.45</b>        |                     | <b>\$46.14</b>     |

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

|          |                    |                    |                    |                    |                    |                    |          |                    |
|----------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------|--------------------|
| <b>J</b> | <b>\$65,624.00</b> | <b>\$67,496.00</b> | <b>\$69,388.80</b> | <b>\$71,260.80</b> | <b>\$73,132.80</b> | <b>\$75,004.80</b> | <b>►</b> | <b>\$90,001.60</b> |
|          | <b>\$2,524.00</b>  | <b>\$2,596.00</b>  | <b>\$2,668.80</b>  | <b>\$2,740.80</b>  | <b>\$2,812.80</b>  | <b>\$2,884.80</b>  |          | <b>\$3,461.60</b>  |
|          | <b>\$31.55</b>     | <b>\$32.45</b>     | <b>\$33.36</b>     | <b>\$34.26</b>     | <b>\$35.16</b>     | <b>\$36.06</b>     |          | <b>\$43.27</b>     |

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

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

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

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

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

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

Accountant  
 Code Enforcement Office Supervisor  
 Communications Supervisor  
 Community Health Nutritionist  
 Economic Development Specialist

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

April 19, 2022

NON-RESIDENT

| Grade | 87.5%<br>Minimum | 90.0%<br>Step 2 | 92.5%<br>Step 3 | 95.0%<br>Step 4 | 97.5%<br>Step 5 | 100.0%<br>Control Pt. | High<br>Performance | 120.0%<br>Maximum |
|-------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------------|---------------------|-------------------|
|-------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------------|---------------------|-------------------|

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| I | \$29.44 | \$30.29 | \$31.13 | \$31.97 | \$32.81 | \$33.65 | ► | \$40.38 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Commercial Construction Inspector  
 Electrical Mechanic \*\*  
 Facility and Sign Specialist  
 Fleet Manager  
 Forestry and Grounds Specialist  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

~~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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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

Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operator\*\*  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Fleet Maintenance Technician  
 Human Resources Specialist  
 Lead Library Technician  
 Legal Secretary - Principal  
 Municipal Court Clerk  
 Code Enforcement Officer  
 Painter  
 PC Technician  
 Property Room Technician  
 Special Assessments Specialist  
 Truck Driver\*\*

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

April 19, 2022

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  
 Utility Locate Technician

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| C | \$17.56 | \$18.06 | \$18.56 | \$19.07 | \$19.57 | \$20.07 | ► | \$24.08 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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

Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| A | \$15.06 | \$15.49 | \$15.92 | \$16.35 | \$16.78 | \$17.21 | ► | \$20.65 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

WIC Breastfeeding Peer Counselor

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

April 19, 2022

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     | \$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      |

Code Enforcement Director  
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

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

April 19, 2022

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     |
| 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  
 Code Enforcement Officer - 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  
 Code Enforcement Office Supervisor  
 Communications Supervisor  
 Community Health Nutritionist  
 Economic Development Specialist

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

April 19, 2022

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

Commercial Construction Inspector  
 Electrical Mechanic \*\*  
 Facility and Sign Specialist  
 Fleet Manager  
 Forestry and Grounds Specialist  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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

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

Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operator  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 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 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Fleet Maintenance Technician  
 Human Resources Specialist  
 Lead Library Technician  
 Legal Secretary - Principal  
 Municipal Court Clerk  
 Code Enforcement Officer  
 Painter  
 PC Technician  
 Property Room Technician  
 Special Assessments Specialist  
 Truck Driver\*\*

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

April 19, 2022

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  
Utility Locate Technician

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| C | \$18.17 | \$18.69 | \$19.21 | \$19.74 | \$20.25 | \$20.77 | ► | \$24.92 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

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

Clerical Assistant  
Parking Control Operator  
Yard Attendant

|   |         |         |         |         |         |         |   |         |
|---|---------|---------|---------|---------|---------|---------|---|---------|
| A | \$15.59 | \$16.03 | \$16.48 | \$16.92 | \$17.37 | \$17.81 | ► | \$21.37 |
|---|---------|---------|---------|---------|---------|---------|---|---------|

WIC Breastfeeding Peer Counselor