

**CITY OF WEST ALLIS  
ORDINANCE O-2023-0075**

**ORDINANCE TO RECLASSIFY AND CREATE CERTAIN POSITIONS, INCREASE  
PAY FOR ELECTION OFFICIALS, AND INCREASE PERFORMANCE ZONE  
MAXIMUM PAY**

**AMENDING SALARY SCHEDULE**

**WHEREAS**, the common council seeks to promote recruitment and retention for valuable positions within the City by keeping wages and salaries competitive;

**NOW THEREFORE**, the common council of the City of West Allis do ordain as follows:

Community Health Technician is reclassified from salary grade D1 to E1.  
Economic Development Director is reclassified from salary grade L2 to N2.  
Customer Service Specialist-Lead is created and classified under salary grade G1.  
The performance zone maximum salary range for FLSA-exempt employees is increased to 125% of Step 6 control point.

**SECTION 1:**        **AMENDMENT** “Salary Schedule” of the City Of West Allis Municipal Code is hereby *amended* as follows:

**AMENDMENT**

**Salary Schedule**

1. Establishment
  - a. Compensation Paid. City employees and officers shall receive compensation based on the salary schedule in this ordinance, the terms of an employment contract, or the terms of a collective bargaining agreement.
  - b. Residency Defined. If an employee or officer's compensation is based that person being a City resident, residency shall be determined based upon the same factors as domicile or legal residence is determined for Wisconsin state income tax purposes.
2. Automatic Cost of Living Adjustments. This salary schedule does not include an automatic adjustment for personnel in conformity with fluctuations upwards and downwards in the cost of living.
3. Employee and Appointed Officer Salaries. Each City employee and officer who holds a position recognized within the salary schedule below shall receive compensation within the range assigned to the salary grade for that employee's or officer's position.

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

| Start Date               | End Date                                 | Salary Schedule      | Ordinance                   |
|--------------------------|------------------------------------------|----------------------|-----------------------------|
| <a href="#">11/14/23</a> | <a href="#">None</a>                     | <a href="#">Link</a> | <a href="#">O-2023-0075</a> |
| 9/19/23                  | <a href="#">11/13/23</a> <del>None</del> | <a href="#">Link</a> | O-2023-0066                 |
| 9/5/23                   | 9/18/23                                  | <a href="#">Link</a> | O-2023-0064                 |
| 7/18/23                  | 9/4/23                                   | <a href="#">Link</a> | O-2023-0055                 |
| 5/16/23                  | 7/17/23                                  | <a href="#">Link</a> | O-2023-0041                 |
| 5/2/23                   | 5/15/23                                  | <a href="#">Link</a> | O-2023-0038                 |
| 4/18/23                  | 5/1/23                                   | <a href="#">Link</a> | O-2023-0032                 |
| 3/7/23                   | 4/17/23                                  | <a href="#">Link</a> | O-2023-0014                 |
| 1/8/23                   | 3/6/23                                   | <a href="#">Link</a> | O-2023-0006<br>O-2022-0167  |
| 10/16/22                 | 1/7/23                                   | <a href="#">Link</a> | O-2022-0149                 |
| 9/18/22                  | 10/15/22                                 | <a href="#">Link</a> | O-2022-0140                 |
| 9/4/22                   | 9/17/22                                  | <a href="#">Link</a> | O-2022-0128                 |
| 7/12/22                  | 9/3/22                                   | <a href="#">Link</a> | O-2022-0107                 |
| 6/7/22                   | 7/11/22                                  | <a href="#">Link</a> | O-2022-0090                 |
| 5/3/22                   | 6/6/22                                   | <a href="#">Link</a> | O-2022-0084                 |
| 4/19/22                  | 5/2/22                                   | <a href="#">Link</a> | O-2022-0075                 |
| 4/7/22                   | 4/18/22                                  | <a href="#">Link</a> | O-2022-0047                 |
| 2/2/22                   | 4/6/22                                   | <a href="#">Link</a> | O-2022-0036                 |
| 1/11/22                  | 2/1/22                                   | <a href="#">Link</a> | O-2022-0012                 |
| 10/3/21                  | 1/10/22                                  | <a href="#">Link</a> | O-2021-0076                 |
| 7/13/21                  | 10/2/21                                  | <a href="#">Link</a> | O-2021-0051                 |
| 6/15/21                  | 7/12/21                                  | <a href="#">Link</a> | O-2021-0049                 |
| 6/1/21                   | 6/14/21                                  | <a href="#">Link</a> | O-2021-0042                 |
| 3/2/21                   | 5/31/21                                  | <a href="#">Link</a> | O-2021-0022                 |
| 2/2/21                   | 3/1/21                                   | <a href="#">Link</a> |                             |
| 12/15/20                 | 2/1/21                                   | <a href="#">Link</a> | O-2020-0058                 |
| 10/18/20                 | 12/17/20                                 | <a href="#">Link</a> |                             |
| 9/1/20                   | 10/17/20                                 | <a href="#">Link</a> |                             |
| 3/17/20                  | 8/31/20                                  | <a href="#">Link</a> |                             |

|          |          |                      |  |
|----------|----------|----------------------|--|
| 3/3/20   | 3/16/20  | <a href="#">Link</a> |  |
| 1/7/20   | 3/2/20   | <a href="#">Link</a> |  |
| 8/6/19   | 1/6/20   | <a href="#">Link</a> |  |
| 3/19/19  | 8/5/19   | <a href="#">Link</a> |  |
| 10/16/18 | 3/18/19  | <a href="#">Link</a> |  |
| 10/2/18  | 10/15/18 | Link                 |  |
| 6/19/18  | 10/1/18  | <a href="#">Link</a> |  |
| 4/17/18  | 6/18/18  | <a href="#">Link</a> |  |
| 3/6/18   | 4/16/18  | <a href="#">Link</a> |  |
| 1/14/18  | 3/5/18   | <a href="#">Link</a> |  |

4. Elected Officer Salaries. Elected officers shall receive annual salaries as indicated in this subsection. Salaries for elected officers shall be paid in biweekly payments in the same manner as employees and appointed officers.

a. Alderperson

| Date                | Annual Salary |
|---------------------|---------------|
| Effective 4/21/2020 | \$10,000      |
| Effective 1/1/2021  | \$10,200      |
| Effective 1/1/2022  | \$10,400      |
| Effective 1/1/2023  | \$10,600      |
| Effective 1/1/2024  | \$10,800      |
| Effective 1/1/2025  | \$11,000      |

b. Mayor

| Date                | Annual Salary |
|---------------------|---------------|
| Effective 4/21/2020 | \$73,583.75   |
| Effective 4/20/2021 | \$75,791.26   |
| Effective 4/19/2022 | \$78,065.00   |
| Effective 4/18/2023 | \$80,406.95   |
| Effective 4/17/2024 | \$82,819.16   |
|                     |               |

|                    |             |
|--------------------|-------------|
| Effective 1/1/2025 | \$85,303.73 |
| Effective 1/1/2026 | \$87,862.84 |
| Effective 1/1/2027 | \$90,498.73 |
| Effective 1/1/2028 | \$93,213.69 |

c. Municipal Judge

|                    |               |
|--------------------|---------------|
| Date               | Annual Salary |
| Effective 5/1/2019 | \$69,603.82   |

5. Hourly Employee Pay Rates. Each City employee who holds a position recognized below shall receive compensation within the range assigned but shall not receive benefits. The rates assigned to any position shall increase by 5% if the employee is a City resident.

| Position                                | Minimum Hourly Pay | Maximum Hourly Pay |
|-----------------------------------------|--------------------|--------------------|
| Children's Program Care Provider        | \$10.00            | \$14.71            |
| Code Enforcement Part-Time Inspector    | \$24.51            | \$29.41            |
| Co-Facilitator (WISH)                   | \$25.00            | \$30.00            |
| Co-op/Intern/Temporary Seasonal Laborer | \$12.00            | \$20.00            |
| Community Service Officer               | \$20.00            | \$25.00            |
| Lead Library Page                       | \$12.00            | \$17.00            |
| Library Page                            | \$10.00            | \$12.00            |
| Market Attendant                        | \$17.56            | \$24.08            |
| Neighborhood Partnership Specialist     | \$18.00            | \$23.00            |
| Part-Time Cleaner                       | \$17.00            | \$21.00            |
| Police Background Investigator          | \$24.51            | \$29.41            |

6. Election Official Pay Rates. Any person who is appointed as an election official under Wis. Stat. 7.30 or seeking that appointment shall receive compensation of:
- ~~\$125~~150.00 per full day of work on election day as an inspector. The city clerk may authorize up to \$50.00 in additional pay for meeting performance metrics established by the city clerk.
  - ~~\$150~~175.00 per full day of work on election day as an assistant chief

- inspector. The city clerk may authorize up to \$75.00 in additional pay for meeting performance metrics established by the city clerk.
- c. ~~\$175~~200.00 per full day of work on election day as a chief inspector of a polling place. The city clerk may authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.
  - d. \$25.00 for attending an instructional meeting prior to election day.
  - e. \$15.00 per hour for any of the following:
    - i. training prior to election day.
    - ii. working as a special voting deputy under Wis. Stat. 6.875.
  - f. ~~\$350~~375.00 per full day of work on election day as chief inspector of the location canvassing absentee ballots under Wis. Stat. 7.52. The city clerk may authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.
7. Unlisted Positions. Each City employee and officer who holds a position not recognized within this salary schedule shall receive compensation in the manner described in that employee's or officer's employment contract or collective bargaining agreement.

[Fire Department Salary Schedule - Effective 1/1/22-12/31/25 \(Link\)](#)

[Fire Department Salary Schedule - Effective 4/5/20-12/31/21 \(Link\)](#)

Wis. Stat. 7.03, 62.09(6), 66.0507, 755.04

**SECTION 2:**        **EFFECTIVE DATE** This Ordinance shall be in full force and effect on November 14, 2023.

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COUNCIL NOVEMBER 14, 2023.

|                       | <b>AYE</b>        | <b>NAY</b>        | <b>ABSENT</b>     | <b>ABSTAIN</b>    |
|-----------------------|-------------------|-------------------|-------------------|-------------------|
| Ald. Vince Vitale     | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Ray Turner       | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Tracy Stefanski  | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Marty Weigel     | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Suzzette Grisham | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Danna Kuehn      | <u>          </u> | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Thomas Lajsic    | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Dan Roadt        | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |
| Ald. Rosalie Reinke   | <u>          </u> | <u>          </u> | <u>X</u>          | <u>          </u> |
| Ald. Kevin Haass      | <u>X</u>          | <u>          </u> | <u>          </u> | <u>          </u> |

Attest

Presiding Officer

  
\_\_\_\_\_  
Rebecca Grill, City Clerk, City Of  
West Allis

  
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Dan Devine, Mayor, City Of West  
Allis

