

**CITY OF WEST ALLIS**  
**ORDINANCE O-2025-0603**

**ORDINANCE TO INCREASE PAY FOR CERTAIN NON-REPRESENTED  
EMPLOYEES BY 2% AS APPROVED IN 2026 BUDGET**

**AMENDING SALARY SCHEDULE**

**WHEREAS**, the City of West Allis' 2026 Adopted Budget included funding for a 2% pay increase for non-represented employees; and

**WHEREAS**, the salary schedule amendment shall apply to all non-represented city employees except those employees who are currently on a performance improvement plan or those who have not made satisfactory progress and/or completed their annual goals as determined by the Department Head/Manager;

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

Each eligible non-represented employee shall receive a 2% increase in pay and the salary schedule shall be updated to reflect a 2% increase in all published pay amounts.

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

**A M E N D M E N T**

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.

Start Date	End Date	Salary Schedule	Ordinance
<a href="#">1/4/26</a>	<a href="#">None</a>	<a href="#">Link</a>	<a href="#">O-2025-0603</a>
10/12/25	<a href="#">1/3/26</a> <del>None</del>	<a href="#">Link</a>	O-2025-0399
8/17/25	10/11/25	<a href="#">Link</a>	O-2025-0069
6/8/25	8/16/25	<a href="#">Link</a>	O-2025-0048
5/6/25	6/7/25	<a href="#">Link</a>	O-2025-0040
2/16/25	5/5/25	<a href="#">Link</a>	O-2025-0010
1/5/25	2/15/25	<a href="#">Link</a>	O-2025-0003
9/3/24	1/4/25	<a href="#">Link</a>	O-2024-0034
7/10/24	9/2/24	<a href="#">Link</a>	O-2024-0030
3/19/24	7/9/24	<a href="#">Link</a>	O-2024-0015
2/6/24	3/18/24	<a href="#">Link</a>	O-2024-0003
1/7/24	2/5/24	<a href="#">Link</a>	O-2023-0093
11/14/23	1/6/24	<a href="#">Link</a>	O-2023-0075
9/19/23	11/13/23	<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 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

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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	\$18.79	\$25.77
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:

- \$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.
- \$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.
- \$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.
- \$25.00 for attending an instructional meeting prior to election day.
- \$15.00 per hour for any of the following:
  - training prior to election day.
  - working as a special voting deputy under Wis. Stat. 6.875.
- \$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 and after January 4, 2026.

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COMMON COUNCIL

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	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>	<b>ABSTAIN</b>
Ald. Ray Turner	_____	_____	_____	_____
Ald. Kimberlee Grob	_____	_____	_____	_____
Ald. Chad Halvorsen	_____	_____	_____	_____
Ald. Marissa Nowling	_____	_____	_____	_____
Ald. Suzette Grisham	_____	_____	_____	_____
Ald. Danna Kuehn	_____	_____	_____	_____
Ald. Dan Roadt	_____	_____	_____	_____
Ald. Patty Novak	_____	_____	_____	_____
Ald. Kevin Haass	_____	_____	_____	_____
Ald. Marty Weigel	_____	_____	_____	_____

Attest

Presiding Officer

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Tracey Uttke, City Clerk, City Of  
West Allis

Dan Devine, Mayor, City Of West  
Allis