



# City of West Allis

Resolution: R-2018-0261

**File Number: R-2018-0261**

**Final Action:**

**Sponsor(s):** Administration & Finance Committee

Resolution to implement the City of West Allis Pay for Performance Program by amending City of West Allis Policies and Procedures Manual - #1110 - Creating, Maintaining, and Administering Pay Ranges; recreating #1422 Performance Management and Review Process; and creating #1113 Pay for Exceptional Performance and Educational Achievement Rewards.

WHEREAS, the City of West Allis Common Council adopted the Classification and Compensation Program which became effective June 3, 2017; and

WHEREAS, the part of the Classification and Compensation Program included the creation of a Pay for Performance Program; and

WHEREAS, the implementation of the new Pay for Performance program involves providing information to employees regarding the proposal and receiving feedback, amendments to and creation of various policies; and

WHEREAS, approval of policy updates includes revising the following policies as attached: #1110 - Creating, Maintaining, and Administering Pay Ranges; recreating #1422 Performance Management and Review Process; and creating #1113 Pay for Exceptional Performance and Educational Achievement Rewards.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that Policy #1110 - Creating, Maintaining, and Administering Pay Ranges; recreating #1422 Performance Management and Review Process; and creating #1113 Pay for Exceptional Performance and Educational Achievement Rewards are approved as amended or created.

BE IT FURTHER RESOLVED that the City Administrator is authorized and directed to implement the pay for performance program and to include the amended policies in the City of West Allis Policies and Procedures Manual and distribute to all departments, divisions, and offices.

**ADOPTED** \_\_\_\_\_

**APPROVED** 4/23/18 \_\_\_\_\_

  
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**Steven A. Braatz, Jr., City Clerk**

  
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**Dan Devine, Mayor**