

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

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

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

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
-------	------------------	-----------------	-----------------	-----------------	-----------------	-----------------------	---------------------	-------------------

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

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
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

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	\$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

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
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

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
-------	------------------	-----------------	-----------------	-----------------	-----------------	-----------------------	---------------------	-------------------

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