

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

February 2, 2021

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

R	\$103,812.80	\$106,787.20	\$109,740.80	\$112,715.20	\$115,668.80	\$118,643.20	►	\$142,376.00
	\$3,992.80	\$4,107.20	\$4,220.80	\$4,335.20	\$4,448.80	\$4,563.20		\$5,476.00
	\$49.91	\$51.34	\$52.76	\$54.19	\$55.61	\$57.04		\$68.45

Assistant City Administrator/Talent and Strategy Director

City Attorney

Director of Public Works

Finance Director

Fire Chief*

Health Commissioner/City Sealer

Police Chief*

Q	\$95,180.80	\$97,905.60	\$100,630.40	\$103,355.20	\$106,059.20	\$108,784.00	►	\$130,540.80
	\$3,660.80	\$3,765.60	\$3,870.40	\$3,975.20	\$4,079.20	\$4,184.00		\$5,020.80
	\$45.76	\$47.07	\$48.38	\$49.69	\$50.99	\$52.30		\$62.76

Assistant Fire Chief **

City Engineer

Deputy Police Chief - Operations**

Deputy Police Chief - Support Services**

Director of Information Technology

P	\$90,875.20	\$93,475.20	\$96,075.20	\$98,654.40	\$101,254.40	\$103,854.40	►	\$124,633.60
	\$3,495.20	\$3,595.20	\$3,695.20	\$3,794.40	\$3,894.40	\$3,994.40		\$4,793.60
	\$43.69	\$44.94	\$46.19	\$47.43	\$48.68	\$49.93		\$59.92

Director of Building Inspections & Neighborhood Services

Director of Communications

Library Director

Deputy City Attorney

O	\$86,548.80	\$89,024.00	\$91,478.40	\$93,953.60	\$96,428.80	\$98,904.00	►	\$118,684.80
	\$3,328.80	\$3,424.00	\$3,518.40	\$3,613.60	\$3,708.80	\$3,804.00		\$4,564.80
	\$41.61	\$42.80	\$43.98	\$45.17	\$46.36	\$47.55		\$57.06

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	\$82,222.40	\$84,572.80	\$86,923.20	\$89,273.60	\$91,624.00	\$93,974.40	►	\$112,777.60
	\$3,162.40	\$3,252.80	\$3,343.20	\$3,433.60	\$3,524.00	\$3,614.40		\$4,337.60
	\$39.53	\$40.66	\$41.79	\$42.92	\$44.05	\$45.18		\$54.22

Assistant Director of Public Works

Battalion Chief**

City Assessor

City Treasurer

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)**

M	\$77,937.60	\$80,163.20	\$82,388.80	\$84,614.40	\$86,840.00	\$89,065.60	►	\$106,870.40
	\$2,997.60	\$3,083.20	\$3,168.80	\$3,254.40	\$3,340.00	\$3,425.60		\$4,110.40
	\$37.47	\$38.54	\$39.61	\$40.68	\$41.75	\$42.82		\$51.38

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

L	\$73,611.20	\$75,732.80	\$77,833.60	\$79,934.40	\$82,035.20	\$84,136.00	►	\$100,963.20
	\$2,831.20	\$2,912.80	\$2,993.60	\$3,074.40	\$3,155.20	\$3,236.00		\$3,883.20
	\$35.39	\$36.41	\$37.42	\$38.43	\$39.44	\$40.45		\$48.54

Deputy City Clerk
Economic Development Executive Director
Library Manager
Manager of Planning & Zoning
Network and Security Administrator
Principal Assistant City Attorney
Principal Engineer
Senior Center Director
WIC Program Director

K	\$69,284.80	\$71,260.80	\$73,236.80	\$75,233.60	\$77,209.60	\$79,185.60	►	\$95,014.40
	\$2,664.80	\$2,740.80	\$2,816.80	\$2,893.60	\$2,969.60	\$3,045.60		\$3,654.40
	\$33.31	\$34.26	\$35.21	\$36.17	\$37.12	\$38.07		\$45.68

Adult Services & Circulation Supervisor
Business Manager
Cataloging & Technical Processing Librarian
Community Engagement Coordinator
Development Project Manager
Electrical Maintenance Superintendent
Facilities Superintendent
Fleet Services Superintendent
Forestry & Grounds Superintendent
Lead Public Health Nurse
Municipal Court Administrator
Professional Engineer
Public Safety IT Supervisor
Safety & Training Coordinator
Sanitation & Streets Superintendent
Water Systems Superintendent

J	\$64,979.20	\$66,830.40	\$68,681.60	\$70,553.60	\$72,404.80	\$74,256.00	►	\$89,107.20
	\$2,499.20	\$2,570.40	\$2,641.60	\$2,713.60	\$2,784.80	\$2,856.00		\$3,427.20
	\$31.24	\$32.13	\$33.02	\$33.92	\$34.81	\$35.70		\$42.84

Assistant City Attorney
Children Services Supervisor
Communications Manager
Deputy Treasurer/Senior Accountant
Engineer & Professional Land Surveyor
Environmental Coordinator
Neighborhood Services Supervisor
Public Health Nurse Coordinator
Senior Accountant
Street & Sewer Supervisor

I	\$60,652.80	\$62,379.20	\$64,105.60	\$65,832.00	\$67,579.20	\$69,305.60	►	\$83,158.40
	\$2,332.80	\$2,399.20	\$2,465.60	\$2,532.00	\$2,599.20	\$2,665.60		\$3,198.40
	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32		\$39.98

Civil Engineer
Customer Service Administrator
Database Administrator
Environmentalist
HR Generalist
Lead Planner
Public Health Nurse
Public Health Specialist
Sanitation Supervisor
Senior Buyer
Solutions Analyst

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

H	\$56,368.00	\$57,969.60	\$59,592.00	\$61,193.60	\$62,816.00	\$64,417.60	►	\$77,292.80
	\$2,168.00	\$2,229.60	\$2,292.00	\$2,353.60	\$2,416.00	\$2,477.60		\$2,972.80
	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97		\$37.16

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

G	\$52,020.80	\$53,497.60	\$54,995.20	\$56,472.00	\$57,969.60	\$59,446.40	►	\$71,344.00
	\$2,000.80	\$2,057.60	\$2,115.20	\$2,172.00	\$2,229.60	\$2,286.40		\$2,744.00
	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58		\$34.30

Accountant
BINS Office Services Supervisor
Communications Supervisor
Community Health Nutritionist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

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

I	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32	►	\$39.98
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Commercial Construction Inspector
 Electrical Mechanic**
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber **
 Zoning Administrator and City Process Liaison

H	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97	►	\$37.16
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 Electrical Mechanic--**
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 Lead Inventory Services Specialist
 PC Network Specialist
 Residential Construction Inspector
 Victim Advocate
 Water Lead Person

G	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58	►	\$34.30
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$22.94	\$23.60	\$24.25	\$24.91	\$25.56	\$26.22	►	\$31.46
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

NON-RESIDENT

E	\$20.86	\$21.46	\$22.05	\$22.65	\$23.24	\$23.84	►	\$28.61
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Accounting Specialist
 Administrative Support Specialist
 Administrative Support Specialist - Police Body Cameras
 Arborist
 Assistant Pumping Station Operator
 Carpenter
 Clerk/Election Specialist
 Dispatcher-Trainer
 Equipment Operator
 Fleet Maintenance Technician
 Human Resources Specialist
 Lead Library Technician
 Legal Secretary - Principal
 Maintenance Repairer
 Municipal Court Clerk
 Neighborhood Services Inspector
 Painter
 PC Technician
 Property Room Technician
 Special Assessments Specialist
 Truck Driver - Lead

D	\$18.79	\$19.32	\$19.86	\$20.40	\$20.93	\$21.47	►	\$25.76
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Administrative Support Assistant
 Communications Assistant
 Community Health Technician
 Deputy Registrar
 Dispatcher
 Environmental Technician
 Inventory Services Specialist
 Legal Secretary - Senior
 Sign Painter
 Truck Driver
 Utility Locate Technician

C	\$17.39	\$17.88	\$18.38	\$18.88	\$19.37	\$19.87	►	\$23.84
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.11	\$16.57	\$17.03	\$17.49	\$17.95	\$18.41	►	\$22.09
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.91	\$15.34	\$15.76	\$16.19	\$16.61	\$17.04	►	\$20.45
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WIC Breastfeeding Peer Counselor

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

February 2, 2021

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance

R	\$106,412.80	\$109,449.60	\$112,486.40	\$115,523.20	\$118,560.00	\$121,617.60	►
	\$4,092.80	\$4,209.60	\$4,326.40	\$4,443.20	\$4,560.00	\$4,677.60	
	\$51.16	\$52.62	\$54.08	\$55.54	\$57.00	\$58.47	

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	\$97,552.00	\$100,360.00	\$103,147.20	\$105,934.40	\$108,700.80	\$111,508.80	►
	\$3,752.00	\$3,860.00	\$3,967.20	\$4,074.40	\$4,180.80	\$4,288.80	
	\$46.90	\$48.25	\$49.59	\$50.93	\$52.26	\$53.61	

Assistant Fire Chief **
 City Engineer
 Deputy Police Chief - Operations**
 Deputy Police Chief - Support Services**
 Director of Information Technology

P	\$93,142.40	\$95,804.80	\$98,467.20	\$101,129.60	\$103,792.00	\$106,454.40	►
	\$3,582.40	\$3,684.80	\$3,787.20	\$3,889.60	\$3,992.00	\$4,094.40	
	\$44.78	\$46.06	\$47.34	\$48.62	\$49.90	\$51.18	

Director of Building Inspections & Neighborhood Services
 Director of Communications
 Library Director
 Deputy City Attorney

O	\$88,712.00	\$91,249.60	\$93,766.40	\$96,304.00	\$98,841.60	\$101,379.20	►
	\$3,412.00	\$3,509.60	\$3,606.40	\$3,704.00	\$3,801.60	\$3,899.20	
	\$42.65	\$43.87	\$45.08	\$46.30	\$47.52	\$48.74	

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	\$84,281.60	\$86,694.40	\$89,086.40	\$91,499.20	\$93,912.00	\$96,324.80	►
	\$3,241.60	\$3,334.40	\$3,426.40	\$3,519.20	\$3,612.00	\$3,704.80	
	\$40.52	\$41.68	\$42.83	\$43.99	\$45.15	\$46.31	

Assistant Director of Public Works
 Battalion Chief**
 City Assessor
 City Treasurer
 Deputy Finance Director
 Deputy Health Commissioner
 Lieutenant (Police)**

M	\$79,892.80	\$82,160.00	\$84,448.00	\$86,736.00	\$89,003.20	\$91,291.20	►
	\$3,072.80	\$3,160.00	\$3,248.00	\$3,336.00	\$3,423.20	\$3,511.20	
	\$38.41	\$39.50	\$40.60	\$41.70	\$42.79	\$43.89	

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

L	\$75,441.60	\$77,625.60	\$79,788.80	\$81,931.20	\$84,094.40	\$86,236.80	►
	\$2,901.60	\$2,985.60	\$3,068.80	\$3,151.20	\$3,234.40	\$3,316.80	
	\$36.27	\$37.32	\$38.36	\$39.39	\$40.43	\$41.46	

Deputy City Clerk
Economic Development Executive Director
Library Manager
Manager of Planning & Zoning
Network and Security Administrator
Principal Assistant City Attorney
Principal Engineer
Senior Center Director
WIC Program Director

K	\$71,011.20	\$73,049.60	\$75,067.20	\$77,105.60	\$79,144.00	\$81,161.60	►
	\$2,731.20	\$2,809.60	\$2,887.20	\$2,965.60	\$3,044.00	\$3,121.60	
	\$34.14	\$35.12	\$36.09	\$37.07	\$38.05	\$39.02	

Adult Services & Circulation Supervisor
Business Manager
Cataloging & Technical Processing Librarian
Community Engagement Coordinator
Development Project Manager
Electrical Maintenance Superintendent
Facilities Superintendent
Fleet Services Superintendent
Forestry & Grounds Superintendent
Lead Public Health Nurse
Municipal Court Administrator
Professional Engineer
Public Safety IT Supervisor
Safety & Training Coordinator
Sanitation & Streets Superintendent
Water Systems Superintendent

J	\$66,601.60	\$68,494.40	\$70,408.00	\$72,321.60	\$74,214.40	\$76,107.20	►
	\$2,561.60	\$2,634.40	\$2,708.00	\$2,781.60	\$2,854.40	\$2,927.20	
	\$32.02	\$32.93	\$33.85	\$34.77	\$35.68	\$36.59	

Assistant City Attorney
Children Services Supervisor
Communications Manager
Deputy Treasurer/Senior Accountant
Engineer & Professional Land Surveyor
Environmental Coordinator
Neighborhood Services Supervisor
Public Health Nurse Coordinator
Senior Accountant
Street & Sewer Supervisor

I	\$62,171.20	\$63,939.20	\$65,707.20	\$67,475.20	\$69,264.00	\$71,032.00	►
	\$2,391.20	\$2,459.20	\$2,527.20	\$2,595.20	\$2,664.00	\$2,732.00	
	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	

Civil Engineer
Customer Service Administrator
Database Administrator
Environmentalist
HR Generalist
Lead Planner
Public Health Nurse
Public Health Specialist
Sanitation Supervisor
Senior Buyer
Solutions Analyst

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

H	\$57,782.40	\$59,425.60	\$61,089.60	\$62,732.80	\$64,396.80	\$66,019.20	▶
	\$2,222.40	\$2,285.60	\$2,349.60	\$2,412.80	\$2,476.80	\$2,539.20	
	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	

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

G	\$53,331.20	\$54,828.80	\$56,368.00	\$57,886.40	\$59,425.60	\$60,923.20	▶
	\$2,051.20	\$2,108.80	\$2,168.00	\$2,226.40	\$2,285.60	\$2,343.20	
	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	

Accountant
BINS Office Services Supervisor
Communications Supervisor
Community Health Nutritionist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance

I	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	►
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Commercial Construction Inspector
 Electrical Mechanic**
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber
 Zoning Administrator and City Process Liaison

H	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	►
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 Electrical Mechanic- **
 Engineering Technician - IT Systems
 Engineering Technician - Traffic & Utilities
 Lead Arborist
 Lead Equipment Mechanic
 Lead Inventory Services Specialist
 PC Network Specialist
 Residential Construction Inspector
 Victim Advocate
 Water Lead Person

G	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	►
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$23.51	\$24.19	\$24.86	\$25.53	\$26.20	\$26.88	►
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

E	\$21.38	\$22.00	\$22.60	\$23.22	\$23.82	\$24.44	►
	Accounting Specialist						
	Administrative Support Specialist						
	Administrative Support Specialist - Police Body Cameras						
	Arborist						
	Assistant Pumping Station Operator						
	Carpenter						
	Clerk/Election Specialist						
	Dispatcher-Trainer						
	Equipment Operator						
	Fleet Maintenance Technician						
	Human Resources Specialist						
	Lead Library Technician						
	Legal Secretary - Principal						
	Maintenance Repairer						
	Municipal Court Clerk						
	Neighborhood Services Inspector						
	Painter						
	PC Technician						
	Property Room Technician						
	Special Assessments Specialist						
	Truck Driver - Lead						

C	\$17.82	\$18.33	\$18.84	\$19.35	\$19.85	\$20.37	►
Circulation Services Representative							
Custodian/Janitor							
Laborer							
Library Technician							
Municipal Court Assistant							
Park Attendant							
Water Meter Technician							
WIC Support Staff							

A	\$15.28	\$15.72	\$16.15	\$16.59	\$17.03	\$17.47	▶
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WIC Breastfeeding Peer Counselor

RESIDENT

120.0%
Maximum

\$145,932.80
\$5,612.80
\$70.16

\$133,806.40
\$5,146.40
\$64.33

\$127,753.60
\$4,913.60
\$61.42

\$121,659.20
\$4,679.20
\$58.49

\$115,606.40
\$4,446.40
\$55.58

\$109,532.80
\$4,212.80
\$52.66

RESIDENT

\$103,480.00
\$3,980.00
\$49.75

\$97,385.60
\$3,745.60
\$46.82

\$91,332.80
\$3,512.80
\$43.91

\$85,238.40
\$3,278.40
\$40.98

RESIDENT

\$79,227.20
\$3,047.20
\$38.09

\$73,132.80
\$2,812.80
\$35.16

RESIDENT

120.0%
Maximum
\$40.98

\$38.09

\$35.16

\$32.25

RESIDENT

\$29.33

\$26.40

\$24.44

\$22.64

\$20.96