

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

EFFECTIVE 7/28/19 - Amended 8/5/19 - Adopted 8/6/19

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
R	\$102,294.40	\$105,206.40	\$108,139.20	\$111,051.20	\$113,984.00	\$116,896.00	>	\$140,275.20
	\$3,934.40	\$4,046.40	\$4,159.20	\$4,271.20	\$4,384.00	\$4,496.00		\$5,395.20
	\$49.18	\$50.58	\$51.99	\$53.39	\$54.80	\$56.20		\$67.44

Assistant City Administrator/Talent and Strategy Director  
 City Attorney - Effective 5/1/20  
 Director of Development  
 Director of Public Works  
 Finance Director  
 Fire Chief\*  
 Health Commissioner/City Sealer  
 Police Chief\*

Q	\$93,787.20	\$96,470.40	\$99,153.60	\$101,816.00	\$104,499.20	\$107,182.40	>	\$128,627.20
	\$3,607.20	\$3,710.40	\$3,813.60	\$3,916.00	\$4,019.20	\$4,122.40		\$4,947.20
	\$45.09	\$46.38	\$47.67	\$48.95	\$50.24	\$51.53		\$61.84

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

P	\$89,523.20	\$92,081.60	\$94,640.00	\$97,198.40	\$99,756.80	\$102,315.20	>	\$122,782.40
	\$3,443.20	\$3,541.60	\$3,640.00	\$3,738.40	\$3,836.80	\$3,935.20		\$4,722.40
	\$43.04	\$44.27	\$45.50	\$46.73	\$47.96	\$49.19		\$59.03

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

O	\$85,259.20	\$87,713.60	\$90,147.20	\$92,580.80	\$95,014.40	\$97,448.00	>	\$116,937.60
	\$3,279.20	\$3,373.60	\$3,467.20	\$3,560.80	\$3,654.40	\$3,748.00		\$4,497.60
	\$40.99	\$42.17	\$43.34	\$44.51	\$45.68	\$46.85		\$56.22

Captain (Police)\*\*  
 Deputy Fire Chief (Instruction & Training)\*\*  
 Deputy Fire Chief (Prevention/Urban Affairs)\*\*

N	\$81,016.00	\$83,324.80	\$85,633.60	\$87,942.40	\$90,272.00	\$92,580.80	>	\$111,092.80
	\$3,116.00	\$3,204.80	\$3,293.60	\$3,382.40	\$3,472.00	\$3,560.80		\$4,272.80
	\$38.95	\$40.06	\$41.17	\$42.28	\$43.40	\$44.51		\$53.41

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

M	\$76,793.60	\$78,977.60	\$81,182.40	\$83,366.40	\$85,571.20	\$87,755.20	>	\$105,310.40
	\$2,953.60	\$3,037.60	\$3,122.40	\$3,206.40	\$3,291.20	\$3,375.20		\$4,050.40
	\$36.92	\$37.97	\$39.03	\$40.08	\$41.14	\$42.19		\$50.63

None

\* Annual Holiday Allowance Additional

^ Compression Adjustment

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<b>L</b>	<b>\$72,529.60</b>	<b>\$74,609.60</b>	<b>\$76,668.80</b>	<b>\$78,748.80</b>	<b>\$80,808.00</b>	<b>\$82,888.00</b>	<b>&gt;</b>	<b>\$99,465.60</b>
	<b>\$2,789.60</b>	<b>\$2,869.60</b>	<b>\$2,948.80</b>	<b>\$3,028.80</b>	<b>\$3,108.00</b>	<b>\$3,188.00</b>		<b>\$3,825.60</b>
	<b>\$34.87</b>	<b>\$35.87</b>	<b>\$36.86</b>	<b>\$37.86</b>	<b>\$38.85</b>	<b>\$39.85</b>		<b>\$47.82</b>

Community Development Manager  
 IT Project Manager  
 Library Manager  
 Manager of Planning & Zoning  
 Principal Assistant City Attorney  
 Principal Engineer  
 Senior Center Director  
 WIC Program Director

<b>K</b>	<b>\$68,265.60</b>	<b>\$70,220.80</b>	<b>\$72,176.00</b>	<b>\$74,110.40</b>	<b>\$76,065.60</b>	<b>\$78,020.80</b>	<b>&gt;</b>	<b>\$93,620.80</b>
	<b>\$2,625.60</b>	<b>\$2,700.80</b>	<b>\$2,776.00</b>	<b>\$2,850.40</b>	<b>\$2,925.60</b>	<b>\$3,000.80</b>		<b>\$3,600.80</b>
	<b>\$32.82</b>	<b>\$33.76</b>	<b>\$34.70</b>	<b>\$35.63</b>	<b>\$36.57</b>	<b>\$37.51</b>		<b>\$45.01</b>

Adult Services & Circulation Supervisor  
 Business Manager  
 Cataloging & Technical Processing Librarian  
 Community and Economic Development Coordinator  
 Digital Services Supervisor  
 Electrical Maintenance Superintendent  
 Facilities Superintendent  
 Fleet Services Superintendent  
 Forestry & Grounds Superintendent  
 Municipal Court Administrator  
 Professional Engineer  
 Public Safety IT Supervisor  
 Safety & Training Coordinator  
 Sanitation & Streets Superintendent  
 Software Solutions & Usability Training Supervisor  
 Water Systems Superintendent

<b>J</b>	<b>\$64,001.60</b>	<b>\$65,832.00</b>	<b>\$67,662.40</b>	<b>\$69,492.80</b>	<b>\$71,323.20</b>	<b>\$73,153.60</b>	<b>&gt;</b>	<b>\$87,776.00</b>
	<b>\$2,461.60</b>	<b>\$2,532.00</b>	<b>\$2,602.40</b>	<b>\$2,672.80</b>	<b>\$2,743.20</b>	<b>\$2,813.60</b>		<b>\$3,376.00</b>
	<b>\$30.77</b>	<b>\$31.65</b>	<b>\$32.53</b>	<b>\$33.41</b>	<b>\$34.29</b>	<b>\$35.17</b>		<b>\$42.20</b>

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

<b>I</b>	<b>\$59,758.40</b>	<b>\$61,464.00</b>	<b>\$63,169.60</b>	<b>\$64,875.20</b>	<b>\$66,580.80</b>	<b>\$68,286.40</b>	<b>&gt;</b>	<b>\$81,952.00</b>
	<b>\$2,298.40</b>	<b>\$2,364.00</b>	<b>\$2,429.60</b>	<b>\$2,495.20</b>	<b>\$2,560.80</b>	<b>\$2,626.40</b>		<b>\$3,152.00</b>
	<b>\$28.73</b>	<b>\$29.55</b>	<b>\$30.37</b>	<b>\$31.19</b>	<b>\$32.01</b>	<b>\$32.83</b>		<b>\$39.40</b>

Assistant City Assessor  
 Benefit/Wellness Coordinator  
 Civil Engineer  
 Customer Service Administrator  
 Database Administrator  
 Environmentalist  
 HR Generalist  
 Lead Planner  
 Public Health Nurse  
 Public Health Specialist  
 Sanitation Supervisor  
 Senior Buyer  
 Solutions Analyst

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H	\$55,536.00	\$57,116.80	\$58,697.60	\$60,278.40	\$61,880.00	\$63,460.80	>	\$76,148.80
	\$2,136.00	\$2,196.80	\$2,257.60	\$2,318.40	\$2,380.00	\$2,440.80		\$2,928.80
	\$26.70	\$27.46	\$28.22	\$28.98	\$29.75	\$30.51		\$36.61

Community Health Education Coordinator  
 Librarian  
 Office Supervisor  
 WIC Project Nutritionist

G	\$51,251.20	\$52,707.20	\$54,184.00	\$55,640.00	\$57,116.80	\$58,572.80	>	\$70,283.20
	\$1,971.20	\$2,027.20	\$2,084.00	\$2,140.00	\$2,196.80	\$2,252.80		\$2,703.20
	\$24.64	\$25.34	\$26.05	\$26.75	\$27.46	\$28.16		\$33.79

Accountant  
 BINS Office Services Supervisor  
 Buyer  
 Communications Supervisor  
 Community Health Nutritionist

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	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	\$28.73	\$29.55	\$30.37	\$31.19	\$32.01	\$32.83	>	\$39.40

Commercial Construction Inspector  
 Fleet Manager  
 Lead Electrical Mechanic \*\*  
 Plumber \*\*

H	\$26.70	\$27.46	\$28.22	\$28.98	\$29.75	\$30.51	>	\$36.61
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Assistant Director Senior Center  
 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	\$24.64	\$25.34	\$26.05	\$26.75	\$27.46	\$28.16	>	\$33.79
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**Boring Operator**  
 Building Maintenance Technician  
 Dental Hygienist  
 Engineering Technician  
 GIS Technician  
 Graphic Design/Production Specialist  
 HVAC Technician  
 Lead Carpenter  
 Planner  
 Tourism and Event Coordinator

F	\$22.60	\$23.25	\$23.89	\$24.54	\$25.18	\$25.83	>	\$31.00
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Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operations Specialist  
 Lead Clerk Records Unit  
 Library Assistant  
 Maintainer  
 Neighborhood Services Zoning Inspector  
 Pumping Station Operator  
 Rehabilitation Specialist  
 Senior Video Producer

\*\* Market Exception

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<b>E</b>	<b>\$20.55</b>	<b>\$21.14</b>	<b>\$21.73</b>	<b>\$22.32</b>	<b>\$22.90</b>	<b>\$23.49</b>	<b>&gt;</b>	<b>\$28.19</b>
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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
- Executive Administrative Assistant
- Fleet Maintenance Technician
- Housing Specialist
- 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

<b>D</b>	<b>\$18.51</b>	<b>\$19.04</b>	<b>\$19.56</b>	<b>\$20.09</b>	<b>\$20.62</b>	<b>\$21.15</b>	<b>&gt;</b>	<b>\$25.38</b>
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- Administrative Support Assistant
- Communications Assistant
- Community Health Technician
- Deputy Registrar
- Dispatcher
- Environmental Technician
- Inventory Services Specialist
- Legal Secretary - Senior
- Neighborhood Services Liaison
- Sign Painter
- Truck Driver

<b>C</b>	<b>\$17.13</b>	<b>\$17.62</b>	<b>\$18.11</b>	<b>\$18.60</b>	<b>\$19.09</b>	<b>\$19.58</b>	<b>&gt;</b>	<b>\$23.50</b>
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- Circulation Services Representative
- Custodian/Janitor
- Laborer
- Library Technician
- Municipal Court Assistant
- Park Attendant
- Water Meter Technician
- WIC Support Staff

<b>B</b>	<b>\$15.87</b>	<b>\$16.33</b>	<b>\$16.78</b>	<b>\$17.23</b>	<b>\$17.69</b>	<b>\$18.14</b>	<b>&gt;</b>	<b>\$21.77</b>
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- Clerical Assistant
- Parking Control Operator
- Yard Attendant

<b>A</b>	<b>\$14.69</b>	<b>\$15.11</b>	<b>\$15.53</b>	<b>\$15.95</b>	<b>\$16.37</b>	<b>\$16.79</b>	<b>&gt;</b>	<b>\$20.15</b>
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- WIC Breastfeeding Peer Counselor