



City of West Allis

Resolution: R-2017-0157

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number: R-2017-0157

Final Action: 6/6/2017

Sponsor(s): Administration & Finance Committee

Resolution to amend and approve the following updated policies: #1205 Payroll; #1424 Overtime, Compensatory Time, and Premium Pay; #1484 Clothing, Tool and Other Allowances, and amend and approve the Salary Schedule.

WHEREAS, the City of West Allis Common Council approved implementation of the recommendations resulting from the Compensation and Classification Study conducted in 2016 and 2017 by Carlson Dettmann Consulting; and,

WHEREAS, policies and salary schedule have been updated to effectuate the implementation; and,

WHEREAS, as we continue to implement the plan, it is necessary to make certain adjustments and accommodations to ensure the smooth transition, and provide flexibility; and,


WHEREAS, it is the goal of the Common Council to create and preserve a compensation differential between represented and non-represented employees in the Police and Fire Departments to ensure that the candidates desiring promotion to sworn non-represented positions in the Police and Fire Departments are the most qualified, the compensation differential is provided for in Policy #1424 Overtime, Compensatory Time and Premium Pay Policy and in the Salary Schedule adjustments.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that Policy #1205 Payroll and Time Records; #1424 Overtime, Compensatory Time and Premium Pay; Policy #1484 Clothing, Tool and Other Allowances; and Salary Schedule are approved as amended and effective retroactively to June 3, 2017.

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

ADOPTED AS AMENDED 6/6/2017

APPROVED AS AMENDED 6/13/17



Monica Schultz, City Clerk



Dan Devine, Mayor

CITY OF WEST ALLIS PAY PLAN - FLSA 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
R	\$99,278.00	\$102,128.00	\$104,957.00	\$107,786.00	\$110,635.00	\$113,464.00	>	\$136,157.00
	\$3,818.38	\$3,928.00	\$4,036.81	\$4,145.62	\$4,255.19	\$4,364.00		\$5,236.81
	\$47.73	\$49.10	\$50.46	\$51.82	\$53.19	\$54.55		\$65.46

Director of Development
 Director of Public Works/Engineer
 Finance Director
 Fire Chief*
 Police Chief*

Q	\$91,042.00	\$93,642.00	\$96,242.00	\$98,842.00	\$101,442.00	\$104,042.00	>	\$124,842.00
	\$3,501.62	\$3,601.62	\$3,701.62	\$3,801.62	\$3,901.62	\$4,001.62		\$4,801.62
	\$43.77	\$45.02	\$46.27	\$47.52	\$48.77	\$50.02		\$60.02

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

P	\$86,902.00	\$89,398.00	\$91,874.00	\$94,349.00	\$96,845.00	\$99,320.00	>	\$119,184.00
	\$3,342.38	\$3,438.38	\$3,533.62	\$3,628.81	\$3,724.81	\$3,820.00		\$4,584.00
	\$41.78	\$42.98	\$44.17	\$45.36	\$46.56	\$47.75		\$57.30

Director of Building Inspections & Neighborhood Services
 Director of Communications
 Health Commissioner/City Sealer
 Human Resources Director

O	\$82,784.00	\$85,134.00	\$87,506.00	\$89,877.00	\$92,227.00	\$94,598.00	>	\$113,526.00
	\$3,184.00	\$3,274.38	\$3,365.62	\$3,456.81	\$3,547.19	\$3,638.38		\$4,366.38
	\$39.80	\$40.93	\$42.07	\$43.21	\$44.34	\$45.48		\$54.58

Captain (Police)* ^
 Deputy Fire Chief (Instruction & Training)* ^
 Deputy Fire Chief (Prevention/Urban Affairs)* ^
 Library Director
 Principal Assistant City Attorney

N	\$78,645.00	\$80,891.00	\$83,138.00	\$85,384.00	\$87,630.00	\$89,877.00	>	\$107,848.00
	\$3,024.81	\$3,111.19	\$3,197.62	\$3,284.00	\$3,370.38	\$3,456.81		\$4,148.00
	\$37.81	\$38.89	\$39.97	\$41.05	\$42.13	\$43.21		\$51.85

Assistant City Engineer
 Assistant Director of Public Works
 Battalion Chief* ^
 City Assessor
 City Clerk
 Lieutenant (Police)* ^

M	\$74,526.00	\$76,669.00	\$78,790.00	\$80,912.00	\$83,054.00	\$85,176.00	>	\$102,211.00
	\$2,866.38	\$2,948.81	\$3,030.38	\$3,112.00	\$3,194.38	\$3,276.00		\$3,931.19
	\$35.83	\$36.86	\$37.88	\$38.90	\$39.93	\$40.95		\$49.14

Deputy Finance Director
 Director of Community Health Services

* Annual Holiday Allowance Additional ^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

L	\$70,408.00	\$72,405.00	\$74,422.00	\$76,440.00	\$78,437.00	\$80,454.00	>	\$96,554.00
	\$2,708.00	\$2,784.81	\$2,862.38	\$2,940.00	\$3,016.81	\$3,094.38		\$3,713.62
	\$33.85	\$34.81	\$35.78	\$36.75	\$37.71	\$38.68		\$46.42

Community Development Manager
 Library Manager
 Manager of Planning & Zoning
 Principal Engineer
 Senior Center Director
 WIC Program Director/Project Nutritionist

K	\$66,269.00	\$68,162.00	\$70,054.00	\$71,947.00	\$73,840.00	\$75,733.00	>	\$90,875.00
	\$2,548.81	\$2,621.62	\$2,694.38	\$2,767.19	\$2,840.00	\$2,912.81		\$3,495.19
	\$31.86	\$32.77	\$33.68	\$34.59	\$35.50	\$36.41		\$43.69

Adult Services & Circulation Supervisor
 Building & Sign Maintenance/Inventory Superintendent
 Cataloging & Technical Processing Librarian
 Digital Services Supervisor
 Electrical Maintenance Superintendent
 Fleet Services Superintendent
 Forestry & Grounds Superintendent
 Municipal Court Administrator
 Professional Engineer
 Safety & Training Coordinator
 Sanitation & Streets Superintendent
 Software Solutions & Usability Training Supervisor
 Water Systems Superintendent

J	\$62,130.00	\$63,918.00	\$65,686.00	\$67,454.00	\$69,243.00	\$71,011.00	>	\$85,218.00
	\$2,389.62	\$2,458.38	\$2,526.38	\$2,594.38	\$2,663.19	\$2,731.19		\$3,277.62
	\$29.87	\$30.73	\$31.58	\$32.43	\$33.29	\$34.14		\$40.97

Assistant City Attorney
 Children Services Supervisor
 Communications Manager
 Community Development Supervisor
 Deputy Treasurer/Senior Accountant
 Public Health Nurse Coordinator
 Senior Accountant
 Street & Sewer Supervisor

I	\$58,011.00	\$59,654.00	\$61,318.00	\$62,982.00	\$64,626.00	\$66,290.00	>	\$79,539.00
	\$2,231.19	\$2,294.38	\$2,358.38	\$2,422.38	\$2,485.62	\$2,549.62		\$3,059.19
	\$27.89	\$28.68	\$29.48	\$30.28	\$31.07	\$31.87		\$38.24

Assistant City Assessor
 Benefit/Wellness Coordinator
 Civil Engineer
 Customer Service Administrator
 Database Administrator
 Engineer & Professional Land Surveyor
 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	\$53,893.00	\$55,432.00	\$56,971.00	\$58,510.00	\$60,050.00	\$61,589.00	➤	\$73,902.00
	\$2,072.81	\$2,132.00	\$2,191.19	\$2,250.38	\$2,309.62	\$2,368.81		\$2,842.38
	\$25.91	\$26.65	\$27.39	\$28.13	\$28.87	\$29.61		\$35.53

Community Health Nutritionist Lead
 Environmentalist Coordinator
 Housing Program Coordinator
 Librarian
 Office Supervisor
 Operations Supervisor

G	\$49,754.00	\$51,189.00	\$52,603.00	\$54,018.00	\$55,453.00	\$56,867.00	➤	\$68,245.00
	\$1,913.62	\$1,968.81	\$2,023.19	\$2,077.62	\$2,132.81	\$2,187.19		\$2,624.81
	\$23.92	\$24.61	\$25.29	\$25.97	\$26.66	\$27.34		\$32.81

Accountant
 BINS Office Services Supervisor
 Buyer
 Communications Supervisor
 Community Health Education Coordinator
 Community Health Nutritionist
 Environmentalist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

	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	\$27.89	\$28.68	\$29.48	\$30.28	\$31.07	\$31.87	>	\$38.24

Plumbing Inspector **
Lead Electrical Mechanic **

H	\$25.91	\$26.65	\$27.39	\$28.13	\$28.87	\$29.61	>	\$35.53
---	---------	---------	---------	---------	---------	---------	---	---------

Assistant Director Senior Center
Building & Sign Lead Person
Building Inspector
Business Process Analyst
Communication Specialist
Crime Analyst
Electrical Inspector
Electrical Mechanic **
Engineering Technician - IT Systems
Engineering Technician - Traffic & Utilities
Fleet Manager
Lead Arborist
Lead Equipment Mechanic
Lead Inventory Services Specialist
PC Network Specialist
Plan Reviewer
Victim Advocate
Water Lead Person

G	\$23.92	\$24.61	\$25.29	\$25.97	\$26.66	\$27.34	>	\$32.81
---	---------	---------	---------	---------	---------	---------	---	---------

Building Maintenance Technician
Engineering Technician
GIS Technician
HVAC Technician
Lead Carpenter
Planner
Plumber

F	\$21.94	\$22.56	\$23.19	\$23.82	\$24.44	\$25.07	>	\$30.08
---	---------	---------	---------	---------	---------	---------	---	---------

Appraiser
Associate Planner
Dental Hygienist
Equipment Mechanic
Lead Neighborhood Services Inspector/Building Inspector
Library Assistant
Neighborhood Services Zoning Inspector
Pumping Station Operator
Rehabilitation Specialist
Senior Video Producer

** Market Exception

E	\$19.95	\$20.52	\$21.09	\$21.66	\$22.23	\$22.80	>	\$27.36
----------	----------------	----------------	----------------	----------------	----------------	----------------	-------------	----------------

Accounting Specialist
 Administrative Support Specialist
 Arborist
 Carpenter
 Clerk/Election Specialist
 Dispatcher-Trainer
 Equipment Operator
 Executive Administrative Assistant
 Fleet Maintenance Technician
 Graphic Print and Web Designer
 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
 Water Maintainer

D	\$17.96	\$18.48	\$18.99	\$19.50	\$20.02	\$20.53	>	\$24.64
----------	----------------	----------------	----------------	----------------	----------------	----------------	-------------	----------------

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

C	\$16.63	\$17.11	\$17.58	\$18.06	\$18.53	\$19.01	>	\$22.81
----------	----------------	----------------	----------------	----------------	----------------	----------------	-------------	----------------

Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician

B	\$15.40	\$15.84	\$16.28	\$16.72	\$17.16	\$17.60	>	\$21.12
----------	----------------	----------------	----------------	----------------	----------------	----------------	-------------	----------------

Clerical Assistant
 Parking Control Operator
 WIC Clinic Assistant
 Yard Attendant

A	\$14.26	\$14.67	\$15.08	\$15.49	\$15.89	\$16.30	>	\$19.56
----------	----------------	----------------	----------------	----------------	----------------	----------------	-------------	----------------

WIC Breastfeeding Peer Counselor