

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

Effective 1/7/2020

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

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

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

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
 Lead Public Health Nurse
 Public Safety IT Supervisor
 Safety & Training Coordinator
 Sanitation & Streets Superintendent
 Software Solutions & Usability Training Supervisor
 Water Systems Superintendent

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

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

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

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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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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E	\$20.55	\$21.14	\$21.73	\$22.32	\$22.90	\$23.49	>	\$28.19
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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

D	\$18.51	\$19.04	\$19.56	\$20.09	\$20.62	\$21.15	>	\$25.38
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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

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

B	\$15.87	\$16.33	\$16.78	\$17.23	\$17.69	\$18.14	>	\$21.77
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.69	\$15.11	\$15.53	\$15.95	\$16.37	\$16.79	>	\$20.15
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WIC Breastfeeding Peer Counselor