

**CITY OF WEST ALLIS
ORDINANCE O-2025-0603**

**ORDINANCE TO INCREASE PAY FOR CERTAIN NON-REPRESENTED
EMPLOYEES BY 2% AS APPROVED IN 2026 BUDGET**

AMENDING SALARY SCHEDULE

WHEREAS, the City of West Allis' 2026 Adopted Budget included funding for a 2% pay increase for non-represented employees; and

WHEREAS, the salary schedule amendment shall apply to all non-represented city employees except those employees who are currently on a performance improvement plan or those who have not made satisfactory progress and/or completed their annual goals as determined by the Department Head/Manager;

NOW THEREFORE, the common council of the City of West Allis do ordain as follows:

Each eligible non-represented employee shall receive a 2% increase in pay and the salary schedule shall be updated to reflect a 2% increase in all published pay amounts.

SECTION 1: **AMENDMENT** "Salary Schedule" of the City Of West Allis Municipal Code is hereby *amended* as follows:

A M E N D M E N T

Salary Schedule

1. Establishment
 - a. Compensation Paid. City employees and officers shall receive compensation based on the salary schedule in this ordinance, the terms of an employment contract, or the terms of a collective bargaining agreement.
 - b. Residency Defined. If an employee or officer's compensation is based that person being a City resident, residency shall be determined based upon the same factors as domicile or legal residence is determined for Wisconsin state income tax purposes.
2. Automatic Cost of Living Adjustments. This salary schedule does not include an automatic adjustment for personnel in conformity with fluctuations upwards and downwards in the cost of living.
3. Employee and Appointed Officer Salaries. Each City employee and officer who holds a position recognized within the salary schedule below shall receive compensation within the range assigned to the salary grade for that employee's or officer's position.

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| Start Date | End Date | Salary Schedule | Ordinance |
|------------------------|--|----------------------|-----------------------------|
| 1/4/26 | None | Link | O-2025-0603 |
| 10/12/25 | 1/3/26 None | Link | O-2025-0399 |
| 8/17/25 | 10/11/25 | Link | O-2025-0069 |
| 6/8/25 | 8/16/25 | Link | O-2025-0048 |
| 5/6/25 | 6/7/25 | Link | O-2025-0040 |
| 2/16/25 | 5/5/25 | Link | O-2025-0010 |
| 1/5/25 | 2/15/25 | Link | O-2025-0003 |
| 9/3/24 | 1/4/25 | Link | O-2024-0034 |
| 7/10/24 | 9/2/24 | Link | O-2024-0030 |
| 3/19/24 | 7/9/24 | Link | O-2024-0015 |
| 2/6/24 | 3/18/24 | Link | O-2024-0003 |
| 1/7/24 | 2/5/24 | Link | O-2023-0093 |
| 11/14/23 | 1/6/24 | Link | O-2023-0075 |
| 9/19/23 | 11/13/23 | Link | O-2023-0066 |
| 9/5/23 | 9/18/23 | Link | O-2023-0064 |
| 7/18/23 | 9/4/23 | Link | O-2023-0055 |
| 5/16/23 | 7/17/23 | Link | O-2023-0041 |
| 5/2/23 | 5/15/23 | Link | O-2023-0038 |
| 4/18/23 | 5/1/23 | Link | O-2023-0032 |
| 3/7/23 | 4/17/23 | Link | O-2023-0014 |
| 1/8/23 | 3/6/23 | Link | O-2023-0006 O-2022-0167 |
| 10/16/22 | 1/7/23 | Link | O-2022-0149 |
| 9/18/22 | 10/15/22 | Link | O-2022-0140 |
| 9/4/22 | 9/17/22 | Link | O-2022-0128 |
| 7/12/22 | 9/3/22 | Link | O-2022-0107 |
| 6/7/22 | 7/11/22 | Link | O-2022-0090 |
| 5/3/22 | 6/6/22 | Link | O-2022-0084 |
| 4/19/22 | 5/2/22 | Link | O-2022-0075 |
| 4/7/22 | 4/18/22 | Link | O-2022-0047 |

| | | | |
|----------|----------|----------------------|-------------|
| 2/2/22 | 4/6/22 | Link | O-2022-0036 |
| 1/11/22 | 2/1/22 | Link | O-2022-0012 |
| 10/3/21 | 1/10/22 | Link | O-2021-0076 |
| 7/13/21 | 10/2/21 | Link | O-2021-0051 |
| 6/15/21 | 7/12/21 | Link | O-2021-0049 |
| 6/1/21 | 6/14/21 | Link | O-2021-0042 |
| 3/2/21 | 5/31/21 | Link | O-2021-0022 |
| 2/2/21 | 3/1/21 | Link | |
| 12/15/20 | 2/1/21 | Link | O-2020-0058 |
| 10/18/20 | 12/17/20 | Link | |
| 9/1/20 | 10/17/20 | Link | |
| 3/17/20 | 8/31/20 | Link | |
| 3/3/20 | 3/16/20 | Link | |
| 1/7/20 | 3/2/20 | Link | |
| 8/6/19 | 1/6/20 | Link | |
| 3/19/19 | 8/5/19 | Link | |
| 10/16/18 | 3/18/19 | Link | |
| 10/2/18 | 10/15/18 | Link | |
| 6/19/18 | 10/1/18 | Link | |
| 4/17/18 | 6/18/18 | Link | |
| 3/6/18 | 4/16/18 | Link | |
| 1/14/18 | 3/5/18 | Link | |

4. Elected Officer Salaries. Elected officers shall receive annual salaries as indicated in this subsection. Salaries for elected officers shall be paid in biweekly payments in the same manner as employees and appointed officers.

a. Alderperson

| Date | Annual Salary |
|---------------------|---------------|
| Effective 4/21/2020 | \$10,000 |
| Effective 1/1/2021 | \$10,200 |

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|--------------------|----------|
| Effective 1/1/2022 | \$10,400 |
| Effective 1/1/2023 | \$10,600 |
| Effective 1/1/2024 | \$10,800 |
| Effective 1/1/2025 | \$11,000 |

b. Mayor

| Date | Annual Salary |
|---------------------|---------------|
| Effective 4/21/2020 | \$73,583.75 |
| Effective 4/20/2021 | \$75,791.26 |
| Effective 4/19/2022 | \$78,065.00 |
| Effective 4/18/2023 | \$80,406.95 |
| Effective 4/17/2024 | \$82,819.16 |
| Effective 1/1/2025 | \$85,303.73 |
| Effective 1/1/2026 | \$87,862.84 |
| Effective 1/1/2027 | \$90,498.73 |
| Effective 1/1/2028 | \$93,213.69 |

c. Municipal Judge

| Date | Annual Salary |
|--------------------|---------------|
| Effective 5/1/2019 | \$69,603.82 |

5. Hourly Employee Pay Rates. Each City employee who holds a position recognized below shall receive compensation within the range assigned but shall not receive benefits. The rates assigned to any position shall increase by 5% if the employee is a City resident.

| Position | Minimum Hourly Pay | Maximum Hourly Pay |
|--------------------------------------|--------------------|--------------------|
| Children's Program Care Provider | \$10.00 | \$14.71 |
| Code Enforcement Part-Time Inspector | \$24.51 | \$29.41 |
| Co-Facilitator (WISH) | \$25.00 | \$30.00 |
| Co-op/Intern/Temporary Seasonal | \$12.00 | \$20.00 |

| | | |
|-------------------------------------|---------|---------|
| Laborer | | |
| Community Service Officer | \$20.00 | \$25.00 |
| Lead Library Page | \$12.00 | \$17.00 |
| Library Page | \$10.00 | \$12.00 |
| Market Attendant | \$18.79 | \$25.77 |
| Neighborhood Partnership Specialist | \$18.00 | \$23.00 |
| Part-Time Cleaner | \$17.00 | \$21.00 |
| Police Background Investigator | \$24.51 | \$29.41 |

6. Election Official Pay Rates. Any person who is appointed as an election official under Wis. Stat. 7.30 or seeking that appointment shall receive compensation of:
- \$150.00 per full day of work on election day as an inspector. The city clerk may authorize up to \$50.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$175.00 per full day of work on election day as an assistant chief inspector. The city clerk may authorize up to \$75.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$200.00 per full day of work on election day as a chief inspector of a polling place. The city clerk may authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.
 - \$25.00 for attending an instructional meeting prior to election day.
 - \$15.00 per hour for any of the following:
 - training prior to election day.
 - working as a special voting deputy under Wis. Stat. 6.875.
 - \$375.00 per full day of work on election day as chief inspector of the location canvassing absentee ballots under Wis. Stat. 7.52. The city clerk may authorize up to \$100.00 in additional pay for meeting performance metrics established by the city clerk.
7. Unlisted Positions. Each City employee and officer who holds a position not recognized within this salary schedule shall receive compensation in the manner described in that employee's or officer's employment contract or collective bargaining agreement.

[Fire Department Salary Schedule - Effective 1/1/22-12/31/25 \(Link\)](#)

[Fire Department Salary Schedule - Effective 4/5/20-12/31/21 \(Link\)](#)

Wis. Stat. 7.03, 62.09(6), 66.0507, 755.04

SECTION 2: **EFFECTIVE DATE** This Ordinance shall be in full force and

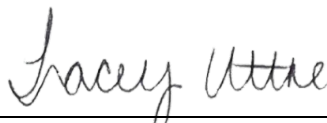
effect on and after January 4, 2026.

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COMMON COUNCIL
DECEMBER 09, 2025.

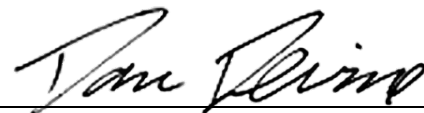
| | AYE | NAY | ABSENT | ABSTAIN |
|-----------------------|------------|-------------------|-------------------|-------------------|
| Ald. Ray Turner | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Kimberlee Grob | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Chad Halvorsen | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Marissa Nowling | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Suzzette Grisham | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Danna Kuehn | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Dan Roadt | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Patty Novak | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Kevin Haass | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| Ald. Marty Weigel | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |

Attest

Presiding Officer



Tracey Uttke, City Clerk, City Of West
Allis



Dan Devine, Mayor, City Of West
Allis

