



# City of West Allis

Ordinance: O-2018-0023

**File Number: O-2018-0023**

**Sponsor(s): Administration & Finance Committee**

**Final Action:**

**MAY 15 2018**

An Ordinance to establish the wage schedule for certain officers and employees in the Fire Department for 2018 and 2019.

The Common Council for the City of West Allis do ordain as follows:

PART I. The wages and wage ranges for the certain officers and employees of the Fire Department, commencing the first full pay period after January 1, 2018, shall be as listed in Attachment 1 (Schedule R and P).

PART II. The wages and wage ranges for the officers and employees of the Fire Department, commencing the first full pay period after October 1, 2018, shall be as listed in Attachment 2 (Schedule R and P).

PART III. The wages and wage ranges for the officers and employees of the Fire Department, commencing the first full pay period after January 1, 2019, shall be as listed in Attachment 3 (Schedule R and P).

PART IV. Bi-Weekly Basis of Wages. Wages provided in this ordinance are paid on a bi-weekly basis.

PART V. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART VI. This ordinance shall take effect the first full pay period after January 1, 2018, and be in force from and after its passage and publication.

ADM/ORDRES/2018/AFO2018.08

**PASSED**

**MAY 15 2018**

**APPROVED**

**5/18/18**

Steven A. Braatz, Jr., City Clerk

Dan Devine, Mayor

**FIRE DEPARTMENT RANGES AND STEPS - FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2018**  
**January 14, 2018 - October 6, 2018**  
**RESIDENT (R) PAY SCALE:**

		<u>STEP 1</u>	<u>STEP 2</u>	<u>new hires after 1/1/07 STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<b>Firefighter</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>18.032</b>	<b>20.879</b>	<b>22.712</b>	<b>24.542</b>	<b>25.928</b>	<b>27.104</b>
	<b>Bi-Weekly</b>	<b>1,869.56</b>	<b>2,164.73</b>	<b>2,354.78</b>	<b>2,544.51</b>	<b>2,688.22</b>	<b>2,810.14</b>
	<b>Annual</b>	<b>48,608.56</b>	<b>56,282.98</b>	<b>61,224.28</b>	<b>66,157.26</b>	<b>69,893.72</b>	<b>73,063.64</b>
	<b>Holiday</b>	<b>3,201.76</b>	<b>3,707.26</b>	<b>4,032.74</b>	<b>4,357.66</b>	<b>4,603.78</b>	<b>4,812.58</b>
	<b>Total Annual Pay</b>	<b>51,810.32</b>	<b>59,990.24</b>	<b>65,257.02</b>	<b>70,514.92</b>	<b>74,497.50</b>	<b>77,876.22</b>
<b>Equipment Operator</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>28.420</b>					
	<b>Bi-Weekly</b>	<b>2,946.59</b>					
	<b>Annual</b>	<b>76,611.34</b>					
	<b>Holiday</b>	<b>5,046.26</b>					
	<b>Total Annual Pay</b>	<b>81,657.60</b>					
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>28.822</b>	<b>29.878</b>				
	<b>Bi-Weekly</b>	<b>2,988.26</b>	<b>3,097.75</b>				
	<b>Annual</b>	<b>77,694.76</b>	<b>80,541.50</b>				
	<b>Holiday</b>	<b>5,117.62</b>	<b>5,305.13</b>				
	<b>Total Annual Pay</b>	<b>82,812.38</b>	<b>85,846.63</b>				
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(80 hrs.)</b>	<b>Hourly</b>	<b>37.350</b>	<b>38.716</b>				
	<b>Bi-Weekly</b>	<b>2,988.00</b>	<b>3,097.28</b>				
	<b>Annual</b>	<b>77,688.00</b>	<b>80,529.28</b>				
	<b>Holiday</b>	<b>5,117.17</b>	<b>5,304.32</b>				
	<b>Total Annual Pay</b>	<b>82,805.17</b>	<b>85,833.60</b>				
<b>Captain</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>30.533</b>	<b>31.849</b>				
	<b>Bi-Weekly</b>	<b>3,165.66</b>	<b>3,302.10</b>				
	<b>Annual</b>	<b>82,307.16</b>	<b>85,854.60</b>				
	<b>Holiday</b>	<b>5,421.43</b>	<b>5,655.09</b>				
	<b>Total Annual Pay</b>	<b>87,728.59</b>	<b>91,509.69</b>				

**FIRE DEPARTMENT RANGES AND STEPS - FIRST FULL PAY PERIOD FOLLOWING OCTOBER 1, 2018**  
**October 7, 2018 - January 12, 2019**  
**RESIDENT (R) PAY SCALE:**

		<u>STEP 1</u>	<u>STEP 2</u>	<u>new hires after 1/1/07 STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<b>Firefighter</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>18.167</b>	<b>21.036</b>	<b>22.882</b>	<b>24.726</b>	<b>26.122</b>	<b>27.307</b>
	<b>Bi-Weekly</b>	<b>1,883.55</b>	<b>2,181.01</b>	<b>2,372.41</b>	<b>2,563.59</b>	<b>2,708.33</b>	<b>2,831.19</b>
	<b>Annual</b>	<b>48,972.30</b>	<b>56,706.26</b>	<b>61,682.66</b>	<b>66,653.34</b>	<b>70,416.58</b>	<b>73,610.94</b>
	<b>Holiday</b>	<b>3,225.72</b>	<b>3,735.14</b>	<b>4,062.93</b>	<b>4,390.34</b>	<b>4,638.22</b>	<b>4,848.62</b>
	<b>Total Annual Pay</b>	<b>52,198.02</b>	<b>60,441.40</b>	<b>65,745.59</b>	<b>71,043.68</b>	<b>75,054.80</b>	<b>78,459.56</b>
<b>Equipment Operator</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>28.633</b>					
	<b>Bi-Weekly</b>	<b>2,968.67</b>					
	<b>Annual</b>	<b>77,185.42</b>					
	<b>Holiday</b>	<b>5,084.07</b>					
	<b>Total Annual Pay</b>	<b>82,269.49</b>					
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>29.038</b>	<b>30.102</b>				
	<b>Bi-Weekly</b>	<b>3,010.66</b>	<b>3,120.98</b>				
	<b>Annual</b>	<b>78,277.16</b>	<b>81,145.48</b>				
	<b>Holiday</b>	<b>5,155.98</b>	<b>5,344.91</b>				
	<b>Total Annual Pay</b>	<b>83,433.14</b>	<b>86,490.39</b>				
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(80 hrs.)</b>	<b>Hourly</b>	<b>37.630</b>	<b>39.006</b>				
	<b>Bi-Weekly</b>	<b>3,010.40</b>	<b>3,120.48</b>				
	<b>Annual</b>	<b>78,270.40</b>	<b>81,132.48</b>				
	<b>Holiday</b>	<b>5,155.54</b>	<b>5,344.06</b>				
	<b>Total Annual Pay</b>	<b>83,425.94</b>	<b>86,476.54</b>				
<b>Captain</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>30.762</b>	<b>32.088</b>				
	<b>Bi-Weekly</b>	<b>3,189.40</b>	<b>3,326.88</b>				
	<b>Annual</b>	<b>82,924.40</b>	<b>86,498.88</b>				
	<b>Holiday</b>	<b>5,462.09</b>	<b>5,697.53</b>				
	<b>Total Annual Pay</b>	<b>88,386.49</b>	<b>92,196.41</b>				

**FIRE DEPARTMENT RANGES AND STEPS - FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2019**  
**January 13, 2019 - December 31, 2019**  
**RESIDENT (R) PAY SCALE:**

		<u>STEP 1</u>	<u>STEP 2</u>	<u>new hires after 1/1/07</u> <u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<b>Firefighter</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>18.530</b>	<b>21.457</b>	<b>23.340</b>	<b>25.221</b>	<b>26.644</b>	<b>27.853</b>
	<b>Bi-Weekly</b>	<b>1,921.19</b>	<b>2,224.66</b>	<b>2,419.89</b>	<b>2,614.91</b>	<b>2,762.45</b>	<b>2,887.80</b>
	<b>Annual</b>	<b>49,950.94</b>	<b>57,841.16</b>	<b>62,917.14</b>	<b>67,987.66</b>	<b>71,823.70</b>	<b>75,082.80</b>
	<b>Holiday</b>	<b>3,290.18</b>	<b>3,809.90</b>	<b>4,144.24</b>	<b>4,478.23</b>	<b>4,730.90</b>	<b>4,945.57</b>
	<b>Total Annual Pay</b>	<b>53,241.12</b>	<b>61,651.06</b>	<b>67,061.38</b>	<b>72,465.89</b>	<b>76,554.60</b>	<b>80,028.37</b>
<b>Equipment Operator</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>29.206</b>					
	<b>Bi-Weekly</b>	<b>3,028.08</b>					
	<b>Annual</b>	<b>78,730.08</b>					
	<b>Holiday</b>	<b>5,185.81</b>					
	<b>Total Annual Pay</b>	<b>83,915.89</b>					
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>29.619</b>	<b>30.704</b>				
	<b>Bi-Weekly</b>	<b>3,070.90</b>	<b>3,183.39</b>				
	<b>Annual</b>	<b>79,843.40</b>	<b>82,768.14</b>				
	<b>Holiday</b>	<b>5,259.15</b>	<b>5,451.79</b>				
	<b>Total Annual Pay</b>	<b>85,102.55</b>	<b>88,219.93</b>				
<b>Lieutenant</b> <b>MIH Lieutenant</b> <b>MIH/CCP Lieutenant</b> <b>(80 hrs.)</b>	<b>Hourly</b>	<b>38.383</b>	<b>39.786</b>				
	<b>Bi-Weekly</b>	<b>3,070.64</b>	<b>3,182.88</b>				
	<b>Annual</b>	<b>79,836.64</b>	<b>82,754.88</b>				
	<b>Holiday</b>	<b>5,258.70</b>	<b>5,450.92</b>				
	<b>Total Annual Pay</b>	<b>85,095.34</b>	<b>88,205.80</b>				
<b>Captain</b> <b>(103.68 hrs.)</b>	<b>Hourly</b>	<b>31.377</b>	<b>32.730</b>				
	<b>Bi-Weekly</b>	<b>3,253.17</b>	<b>3,393.45</b>				
	<b>Annual</b>	<b>84,582.42</b>	<b>88,229.70</b>				
	<b>Holiday</b>	<b>5,571.30</b>	<b>5,811.54</b>				
	<b>Total Annual Pay</b>	<b>90,153.72</b>	<b>94,041.24</b>				