

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

March 2, 2021 - Effective Upon Publication

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	\$103,812.80	\$106,787.20	\$109,740.80	\$112,715.20	\$115,668.80	\$118,643.20	▶	\$142,376.00
	\$3,992.80	\$4,107.20	\$4,220.80	\$4,335.20	\$4,448.80	\$4,563.20		\$5,476.00
	\$49.91	\$51.34	\$52.76	\$54.19	\$55.61	\$57.04		\$68.45

Assistant City Administrator/Talent and Strategy Director
 City Attorney
 Director of Public Works
 Finance Director
 Fire Chief*
 Health Commissioner/City Sealer
 Police Chief*

Q	\$95,180.80	\$97,905.60	\$100,630.40	\$103,355.20	\$106,059.20	\$108,784.00	▶	\$130,540.80
	\$3,660.80	\$3,765.60	\$3,870.40	\$3,975.20	\$4,079.20	\$4,184.00		\$5,020.80
	\$45.76	\$47.07	\$48.38	\$49.69	\$50.99	\$52.30		\$62.76

Assistant Fire Chief ^^
 City Engineer
 Deputy Police Chief - Operations**
 Deputy Police Chief - Support Services**
 Director of Information Technology

P	\$90,875.20	\$93,475.20	\$96,075.20	\$98,654.40	\$101,254.40	\$103,854.40	▶	\$124,633.60
	\$3,495.20	\$3,595.20	\$3,695.20	\$3,794.40	\$3,894.40	\$3,994.40		\$4,793.60
	\$43.69	\$44.94	\$46.19	\$47.43	\$48.68	\$49.93		\$59.92

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

O	\$86,548.80	\$89,024.00	\$91,478.40	\$93,953.60	\$96,428.80	\$98,904.00	▶	\$118,684.80
	\$3,328.80	\$3,424.00	\$3,518.40	\$3,613.60	\$3,708.80	\$3,804.00		\$4,564.80
	\$41.61	\$42.80	\$43.98	\$45.17	\$46.36	\$47.55		\$57.06

Captain (Police)**
 Deputy Fire Chief ** (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)

N	\$82,222.40	\$84,572.80	\$86,923.20	\$89,273.60	\$91,624.00	\$93,974.40	▶	\$112,777.60
	\$3,162.40	\$3,252.80	\$3,343.20	\$3,433.60	\$3,524.00	\$3,614.40		\$4,337.60
	\$39.53	\$40.66	\$41.79	\$42.92	\$44.05	\$45.18		\$54.22

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

M	\$77,937.60	\$80,163.20	\$82,388.80	\$84,614.40	\$86,840.00	\$89,065.60	▶	\$106,870.40
	\$2,997.60	\$3,083.20	\$3,168.80	\$3,254.40	\$3,340.00	\$3,425.60		\$4,110.40
	\$37.47	\$38.54	\$39.61	\$40.68	\$41.75	\$42.82		\$51.38

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

L	\$73,611.20	\$75,732.80	\$77,833.60	\$79,934.40	\$82,035.20	\$84,136.00	▶	\$100,963.20
	\$2,831.20	\$2,912.80	\$2,993.60	\$3,074.40	\$3,155.20	\$3,236.00		\$3,883.20
	\$35.39	\$36.41	\$37.42	\$38.43	\$39.44	\$40.45		\$48.54

Deputy City Clerk
 Economic Development Executive Director
 Library Manager
 Manager of Planning & Zoning
 Network and Security Administrator
 Principal Assistant City Attorney
 Principal Engineer
 Senior Center Director
 WIC Program Director

K	\$69,284.80	\$71,260.80	\$73,236.80	\$75,233.60	\$77,209.60	\$79,185.60	▶	\$95,014.40
	\$2,664.80	\$2,740.80	\$2,816.80	\$2,893.60	\$2,969.60	\$3,045.60		\$3,654.40
	\$33.31	\$34.26	\$35.21	\$36.17	\$37.12	\$38.07		\$45.68

Adult Services & Circulation Supervisor
 Business Manager
 Cataloging & Technical Processing Librarian
 Community Engagement Coordinator
 Development Project Manager
 Electrical Maintenance Superintendent
 Facilities Superintendent
 Fleet Services Superintendent
 Forestry & Grounds Superintendent
 Lead Public Health Nurse
 Municipal Court Administrator
 Professional Engineer
 Public Safety IT Supervisor
 Safety & Training Coordinator
 Sanitation & Streets Superintendent
 Water Systems Superintendent

J	\$64,979.20	\$66,830.40	\$68,681.60	\$70,553.60	\$72,404.80	\$74,256.00	▶	\$89,107.20
	\$2,499.20	\$2,570.40	\$2,641.60	\$2,713.60	\$2,784.80	\$2,856.00		\$3,427.20
	\$31.24	\$32.13	\$33.02	\$33.92	\$34.81	\$35.70		\$42.84

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

I	\$60,652.80	\$62,379.20	\$64,105.60	\$65,832.00	\$67,579.20	\$69,305.60	▶	\$83,158.40
	\$2,332.80	\$2,399.20	\$2,465.60	\$2,532.00	\$2,599.20	\$2,665.60		\$3,198.40
	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32		\$39.98

Civil Engineer
 Customer Service Administrator
 Customer Service Center Supervisor
 Database Administrator
 Environmentalist
 HR Generalist
 Lead Planner
 Public Health Nurse
 Public Health Specialist
 Sanitation Supervisor
 Senior Buyer
 Solutions Analyst

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

H	\$56,368.00	\$57,969.60	\$59,592.00	\$61,193.60	\$62,816.00	\$64,417.60	▶	\$77,292.80
	\$2,168.00	\$2,229.60	\$2,292.00	\$2,353.60	\$2,416.00	\$2,477.60		\$2,972.80
	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97		\$37.16

Community Health Education Coordinator
 Housing Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$52,020.80	\$53,497.60	\$54,995.20	\$56,472.00	\$57,969.60	\$59,446.40	▶	\$71,344.00
	\$2,000.80	\$2,057.60	\$2,115.20	\$2,172.00	\$2,229.60	\$2,286.40		\$2,744.00
	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58		\$34.30

Accountant
 BINS Office Services Supervisor
 Communications Supervisor
 Community Health Nutritionist
 Economic Development Specialist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-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

I	\$29.16	\$29.99	\$30.82	\$31.65	\$32.49	\$33.32	▶	\$39.98
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Commercial Construction Inspector
 Electrical Mechanic**
 Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber **
 Zoning Administrator and City Process Liaison

H	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97	▶	\$37.16
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 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	\$25.01	\$25.72	\$26.44	\$27.15	\$27.87	\$28.58	▶	\$34.30
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$22.94	\$23.60	\$24.25	\$24.91	\$25.56	\$26.22	▶	\$31.46
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

NON-RESIDENT

E	\$20.86	\$21.46	\$22.05	\$22.65	\$23.24	\$23.84	▶	\$28.61
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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
 Fleet Maintenance Technician
 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	\$18.79	\$19.32	\$19.86	\$20.40	\$20.93	\$21.47	▶	\$25.76
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Administrative Support Assistant
 Communications Assistant
 Community Health Technician
 Deputy Registrar
 Dispatcher
 Environmental Technician
 Inventory Services Specialist
 Legal Secretary - Senior
 Sign Painter
 Truck Driver
 Utility Locate Technician

C	\$17.39	\$17.88	\$18.38	\$18.88	\$19.37	\$19.87	▶	\$23.84
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Circulation Services Representative
 Custodian/Janitor
 Laborer
 Library Technician
 Municipal Court Assistant
 Park Attendant
 Water Meter Technician
 WIC Support Staff

B	\$16.11	\$16.57	\$17.03	\$17.49	\$17.95	\$18.41	▶	\$22.09
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Clerical Assistant
 Parking Control Operator
 Yard Attendant

A	\$14.91	\$15.34	\$15.76	\$16.19	\$16.61	\$17.04	▶	\$20.45
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WIC Breastfeeding Peer Counselor

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

March 2, 2021 - Effective Upon Publication

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance
R	\$106,412.80	\$109,449.60	\$112,486.40	\$115,523.20	\$118,560.00	\$121,617.60	▶
	\$4,092.80	\$4,209.60	\$4,326.40	\$4,443.20	\$4,560.00	\$4,677.60	
	\$51.16	\$52.62	\$54.08	\$55.54	\$57.00	\$58.47	

Assistant City Administrator/Talent and Strategy Director
 City Attorney
 Director of Public Works
 Finance Director
 Fire Chief*
 Health Commissioner/City Sealer
 Police Chief*

Q	\$97,552.00	\$100,360.00	\$103,147.20	\$105,934.40	\$108,700.80	\$111,508.80	▶
	\$3,752.00	\$3,860.00	\$3,967.20	\$4,074.40	\$4,180.80	\$4,288.80	
	\$46.90	\$48.25	\$49.59	\$50.93	\$52.26	\$53.61	

Assistant Fire Chief *^
 City Engineer
 Deputy Police Chief - Operations*^
 Deputy Police Chief - Support Services*^
 Director of Information Technology

P	\$93,142.40	\$95,804.80	\$98,467.20	\$101,129.60	\$103,792.00	\$106,454.40	▶
	\$3,582.40	\$3,684.80	\$3,787.20	\$3,889.60	\$3,992.00	\$4,094.40	
	\$44.78	\$46.06	\$47.34	\$48.62	\$49.90	\$51.18	

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

O	\$88,712.00	\$91,249.60	\$93,766.40	\$96,304.00	\$98,841.60	\$101,379.20	▶
	\$3,412.00	\$3,509.60	\$3,606.40	\$3,704.00	\$3,801.60	\$3,899.20	
	\$42.65	\$43.87	\$45.08	\$46.30	\$47.52	\$48.74	

Captain (Police)*^
 Deputy Fire Chief *^ (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)

N	\$84,281.60	\$86,694.40	\$89,086.40	\$91,499.20	\$93,912.00	\$96,324.80	▶
	\$3,241.60	\$3,334.40	\$3,426.40	\$3,519.20	\$3,612.00	\$3,704.80	
	\$40.52	\$41.68	\$42.83	\$43.99	\$45.15	\$46.31	

Assistant Director of Public Works
 Battalion Chief*^
 City Assessor
 City Treasurer
 Deputy Finance Director
 Deputy Health Commissioner
 Lieutenant (Police)*^

M	\$79,892.80	\$82,160.00	\$84,448.00	\$86,736.00	\$89,003.20	\$91,291.20	▶
	\$3,072.80	\$3,160.00	\$3,248.00	\$3,336.00	\$3,423.20	\$3,511.20	
	\$38.41	\$39.50	\$40.60	\$41.70	\$42.79	\$43.89	

None

* Annual Holiday Allowance Additional

^ Compression Adjustment

CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

L	\$75,441.60	\$77,625.60	\$79,788.80	\$81,931.20	\$84,094.40	\$86,236.80	▶
	\$2,901.60	\$2,985.60	\$3,068.80	\$3,151.20	\$3,234.40	\$3,316.80	
	\$36.27	\$37.32	\$38.36	\$39.39	\$40.43	\$41.46	

Deputy City Clerk
 Economic Development Executive Director
 Library Manager
 Manager of Planning & Zoning
 Network and Security Administrator
 Principal Assistant City Attorney
 Principal Engineer
 Senior Center Director
 WIC Program Director

K	\$71,011.20	\$73,049.60	\$75,067.20	\$77,105.60	\$79,144.00	\$81,161.60	▶
	\$2,731.20	\$2,809.60	\$2,887.20	\$2,965.60	\$3,044.00	\$3,121.60	
	\$34.14	\$35.12	\$36.09	\$37.07	\$38.05	\$39.02	

Adult Services & Circulation Supervisor
 Business Manager
 Cataloging & Technical Processing Librarian
 Community Engagement Coordinator
 Development Project Manager
 Electrical Maintenance Superintendent
 Facilities Superintendent
 Fleet Services Superintendent
 Forestry & Grounds Superintendent
 Lead Public Health Nurse
 Municipal Court Administrator
 Professional Engineer
 Public Safety IT Supervisor
 Safety & Training Coordinator
 Sanitation & Streets Superintendent
 Water Systems Superintendent

J	\$66,601.60	\$68,494.40	\$70,408.00	\$72,321.60	\$74,214.40	\$76,107.20	▶
	\$2,561.60	\$2,634.40	\$2,708.00	\$2,781.60	\$2,854.40	\$2,927.20	
	\$32.02	\$32.93	\$33.85	\$34.77	\$35.68	\$36.59	

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

I	\$62,171.20	\$63,939.20	\$65,707.20	\$67,475.20	\$69,264.00	\$71,032.00	▶
	\$2,391.20	\$2,459.20	\$2,527.20	\$2,595.20	\$2,664.00	\$2,732.00	
	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	

Civil Engineer
 Customer Service Administrator
 Customer Service Center Supervisor
 Database Administrator
 Environmentalist
 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	\$57,782.40	\$59,425.60	\$61,089.60	\$62,732.80	\$64,396.80	\$66,019.20	▶
	\$2,222.40	\$2,285.60	\$2,349.60	\$2,412.80	\$2,476.80	\$2,539.20	
	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	

Community Health Education Coordinator
 Housing Coordinator
 Librarian
 Office Supervisor
 WIC Project Nutritionist

G	\$53,331.20	\$54,828.80	\$56,368.00	\$57,886.40	\$59,425.60	\$60,923.20	▶
	\$2,051.20	\$2,108.80	\$2,168.00	\$2,226.40	\$2,285.60	\$2,343.20	
	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	

Accountant
 BINS Office Services Supervisor
 Communications Supervisor
 Community Health Nutritionist
 Economic Development Specialist

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance
I	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	▶

Commercial Construction Inspector

Fleet Manager
 GIS Analyst
 Lead Electrical Mechanic **
 Plumber
 Zoning Administrator and City Process Liaison

H	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	▶
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Building & Sign Lead Person
 Business Process Analyst
 Crime Analyst
 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	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	▶
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Boring Operator
 Building Maintenance Technician
 Dental Hygienist
 Directional Boring Operator
 Engineering Technician
 Graphic Design/Production Specialist
 HVAC Technician
 Planner
 Tourism and Event Coordinator
 Tradesperson - Carpenter

F	\$23.51	\$24.19	\$24.86	\$25.53	\$26.20	\$26.88	▶
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Appraiser
 Associate Planner
 Equipment Mechanic
 Equipment Operations Specialist
 Housing Navigator
 Lead Clerk Records Unit
 Library Assistant
 Maintainer
 Pumping Station Operator
 Rehabilitation Specialist
 Senior Video Producer

** Market Exception

CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

E	\$21.38	\$22.00	\$22.60	\$23.22	\$23.82	\$24.44	▶
Accounting Specialist Administrative Support Specialist Administrative Support Specialist - Police Body Cameras Arborist Assistant Pumping Station Operator Carpenter Clerk/Election Specialist Dispatcher-Trainer Equipment Operator Fleet Maintenance Technician 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	\$19.26	\$19.80	\$20.36	\$20.91	\$21.45	\$22.01	▶
Administrative Support Assistant Communications Assistant Community Health Technician Deputy Registrar Dispatcher Environmental Technician Inventory Services Specialist Legal Secretary - Senior Sign Painter Truck Driver Utility Locate Technician							

C	\$17.82	\$18.33	\$18.84	\$19.35	\$19.85	\$20.37	▶
Circulation Services Representative Custodian/Janitor Laborer Library Technician Municipal Court Assistant Park Attendant Water Meter Technician WIC Support Staff							

B	\$16.51	\$16.98	\$17.46	\$17.93	\$18.40	\$18.87	▶
Clerical Assistant Parking Control Operator Yard Attendant							

A	\$15.28	\$15.72	\$16.15	\$16.59	\$17.03	\$17.47	▶
WIC Breastfeeding Peer Counselor							

RESIDENT

120.0%
Maximum

\$145,932.80
\$5,612.80
\$70.16

\$133,806.40
\$5,146.40
\$64.33

\$127,753.60
\$4,913.60
\$61.42

\$121,659.20
\$4,679.20
\$58.49

\$115,606.40
\$4,446.40
\$55.58

\$109,532.80
\$4,212.80
\$52.66

RESIDENT

\$103,480.00
\$3,980.00
\$49.75

\$97,385.60
\$3,745.60
\$46.82

\$91,332.80
\$3,512.80
\$43.91

\$85,238.40
\$3,278.40
\$40.98

RESIDENT

\$79,227.20
\$3,047.20
\$38.09

\$73,132.80
\$2,812.80
\$35.16

RESIDENT

120.0%

Maximum

\$40.98

\$38.09

\$35.16

\$32.25

RESIDENT

\$29.33

\$26.40

\$24.44

\$22.64

\$20.96