

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

December 15, 2020

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	\$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 Development~~

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 ^A

~~Assistant Fire Chief (EMS)^A~~~~Assistant Fire Chief (Operations)^A~~

City Engineer

Deputy Police Chief - Operations^A

Deputy Police Chief - Support Services^A

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 &amp; 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)^A

~~Deputy Fire Chief (Instruction & Training)^A~~~~Deputy Fire Chief (Prevention/Urban Affairs)^A~~

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 City Engineer~~

Assistant Director of Public Works

Battalion Chief^A

City Assessor

~~City Clerk~~

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)^A

Deputy Fire Chief ^A

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

~~Community Development Manager~~

Deputy City Clerk

Economic Development Executive Director

Library Manager

Manager of Planning &amp; 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 &amp; Circulation Supervisor

Business Manager

Cataloging &amp; Technical Processing Librarian

~~Community and Economic Development Coordinator~~

Community Engagement Coordinator

Development Project Manager

Electrical Maintenance Superintendent

Facilities Superintendent

Fleet Services Superintendent

Forestry &amp; Grounds Superintendent

~~GIS Administrator~~

Lead Public Health Nurse

Municipal Court Administrator

Professional Engineer

Public Safety IT Supervisor

Safety &amp; Training Coordinator

Sanitation &amp; 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

~~Communications Strategist~~~~Community Development Supervisor~~

Deputy Treasurer/Senior Accountant

Engineer &amp; Professional Land Surveyor

Environmental Coordinator

Neighborhood Services Supervisor

Public Health Nurse Coordinator

Senior Accountant

Street &amp; 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

~~Assistant City Assessor~~~~Benefit/Wellness Coordinator~~

Civil Engineer

Customer Service Administrator

Database Administrator

Environmental

HR Generalist

Lead Planner

Public Health Nurse

Public Health Specialist

Sanitation Supervisor

Senior Buyer

Solutions Analyst

Zoning Administrator and City Process Liaison

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

NON-RESIDENT

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

Community Health Education Coordinator

Housing Coordinator

Librarian

Office Supervisor

WIC Project Nutritionist

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

Accountant

BINS Office Services Supervisor

Buyer

Communications Supervisor

Community Health Nutritionist

## 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  
 Fleet Manager  
 GIS Analyst  
 Lead Electrical Mechanic \*\*  
 Plumber \*\*

H	\$27.10	\$27.87	\$28.65	\$29.42	\$30.20	\$30.97	►	\$37.16
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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	\$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  
~~Neighborhood Services Zoning Inspector~~  
 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  
 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	\$18.79	\$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  
 Neighborhood Services Liaison  
 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

December 15, 2020

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	\$106,412.80	\$109,449.60	\$112,486.40	\$115,523.20	\$118,560.00	\$121,617.60	►	\$145,932.80
	\$4,092.80	\$4,209.60	\$4,326.40	\$4,443.20	\$4,560.00	\$4,677.60		\$5,612.80
	\$51.16	\$52.62	\$54.08	\$55.54	\$57.00	\$58.47		\$70.16

Assistant City Administrator/Talent and Strategy Director

City Attorney

~~Director of Development~~

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	►	\$133,806.40
	\$3,752.00	\$3,860.00	\$3,967.20	\$4,074.40	\$4,180.80	\$4,288.80		\$5,146.40
	\$46.90	\$48.25	\$49.59	\$50.93	\$52.26	\$53.61		\$64.33

Assistant Fire Chief \*^

~~Assistant Fire Chief (EMS)\*^~~~~Assistant Fire Chief (Operations)\*^~~

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	►	\$127,753.60
	\$3,582.40	\$3,684.80	\$3,787.20	\$3,889.60	\$3,992.00	\$4,094.40		\$4,913.60
	\$44.78	\$46.06	\$47.34	\$48.62	\$49.90	\$51.18		\$61.42

Director of Building Inspections &amp; 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	►	\$121,659.20
	\$3,412.00	\$3,509.60	\$3,606.40	\$3,704.00	\$3,801.60	\$3,899.20		\$4,679.20
	\$42.65	\$43.87	\$45.08	\$46.30	\$47.52	\$48.74		\$58.49

Captain (Police)\*^

~~Deputy Fire Chief (Instruction & Training)\*^~~~~Deputy Fire Chief (Prevention/Urban Affairs)\*^~~

N	\$84,281.60	\$86,694.40	\$89,086.40	\$91,499.20	\$93,912.00	\$96,324.80	►	\$115,606.40
	\$3,241.60	\$3,334.40	\$3,426.40	\$3,519.20	\$3,612.00	\$3,704.80		\$4,446.40
	\$40.52	\$41.68	\$42.83	\$43.99	\$45.15	\$46.31		\$55.58

~~Assistant City Engineer~~

Assistant Director of Public Works

Battalion Chief\*^

City Assessor

~~City Clerk~~

Deputy Finance Director

Deputy Health Commissioner

Lieutenant (Police)\*^

Deputy Fire Chief \*^

M	\$79,892.80	\$82,160.00	\$84,448.00	\$86,736.00	\$89,003.20	\$91,291.20	►	\$109,532.80
	\$3,072.80	\$3,160.00	\$3,248.00	\$3,336.00	\$3,423.20	\$3,511.20		\$4,212.80
	\$38.41	\$39.50	\$40.60	\$41.70	\$42.79	\$43.89		\$52.66

None

\* Annual Holiday Allowance Additional

^ Compression Adjustment

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

RESIDENT

L	\$75,441.60	\$77,625.60	\$79,788.80	\$81,931.20	\$84,094.40	\$86,236.80	►	\$103,480.00
	\$2,901.60	\$2,985.60	\$3,068.80	\$3,151.20	\$3,234.40	\$3,316.80		\$3,980.00
	\$36.27	\$37.32	\$38.36	\$39.39	\$40.43	\$41.46		\$49.75

Community Development Manager

Deputy City Clerk

Economic Development Executive Director

Library Manager

Manager of Planning &amp; 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	►	\$97,385.60
	\$2,731.20	\$2,809.60	\$2,887.20	\$2,965.60	\$3,044.00	\$3,121.60		\$3,745.60
	\$34.14	\$35.12	\$36.09	\$37.07	\$38.05	\$39.02		\$46.82

Adult Services &amp; Circulation Supervisor

Business Manager

Cataloging &amp; Technical Processing Librarian

Community and Economic Development Coordinator

Community Engagement Coordinator

Development Project Manager

Electrical Maintenance Superintendent

Facilities Superintendent

Fleet Services Superintendent

Forestry &amp; Grounds Superintendent

GIS Administrator

Lead Public Health Nurse

Municipal Court Administrator

Professional Engineer

Public Safety IT Supervisor

Safety &amp; Training Coordinator

Sanitation &amp; Streets Superintendent

Water Systems Superintendent

J	\$66,601.60	\$68,494.40	\$70,408.00	\$72,321.60	\$74,214.40	\$76,107.20	►	\$91,332.80
	\$2,561.60	\$2,634.40	\$2,708.00	\$2,781.60	\$2,854.40	\$2,927.20		\$3,512.80
	\$32.02	\$32.93	\$33.85	\$34.77	\$35.68	\$36.59		\$43.91

Assistant City Attorney

Children Services Supervisor

Communications Manager

Communications Strategist

Community Development Supervisor

Deputy Treasurer/Senior Accountant

Engineer &amp; Professional Land Surveyor

Environmental Coordinator

Neighborhood Services Supervisor

Public Health Nurse Coordinator

Senior Accountant

Street &amp; Sewer Supervisor

I	\$62,171.20	\$63,939.20	\$65,707.20	\$67,475.20	\$69,264.00	\$71,032.00	►	\$85,238.40
	\$2,391.20	\$2,459.20	\$2,527.20	\$2,595.20	\$2,664.00	\$2,732.00		\$3,278.40
	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15		\$40.98

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

Zoning Administrator and City Process Liaison

## CITY OF WEST ALLIS PAY PLAN - FLSA EXEMPT

RESIDENT

H	\$57,782.40	\$59,425.60	\$61,089.60	\$62,732.80	\$64,396.80	\$66,019.20	►	\$79,227.20
	\$2,222.40	\$2,285.60	\$2,349.60	\$2,412.80	\$2,476.80	\$2,539.20		\$3,047.20
	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74		\$38.09

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	►	\$73,132.80
	\$2,051.20	\$2,108.80	\$2,168.00	\$2,226.40	\$2,285.60	\$2,343.20		\$2,812.80
	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29		\$35.16

Accountant  
BINS Office Services Supervisor  
Buyer  
Communications Supervisor  
Community Health Nutritionist



## CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

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	\$29.89	\$30.74	\$31.59	\$32.44	\$33.30	\$34.15	►	\$40.98
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Commercial Construction Inspector  
Fleet Manager  
GIS Analyst  
Lead Electrical Mechanic \*\*  
Plumber

H	\$27.78	\$28.57	\$29.37	\$30.16	\$30.96	\$31.74	►	\$38.09
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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	\$25.64	\$26.36	\$27.10	\$27.83	\$28.57	\$29.29	►	\$35.16
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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	►	\$32.25
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Appraiser  
Associate Planner  
Equipment Mechanic  
Equipment Operations Specialist  
Housing Navigator  
Lead Clerk Records Unit  
Library Assistant  
Maintainer  
~~Neighborhood Services Zoning Inspector~~  
Pumping Station Operator  
Rehabilitation Specialist  
Senior Video Producer

\*\* Market Exception

## CITY OF WEST ALLIS PAY PLAN - FLSA NON-EXEMPT

RESIDENT

E	\$21.38	\$22.00	\$22.60	\$23.22	\$23.82	\$24.44	►	\$29.33
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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	\$19.26	\$19.80	\$20.36	\$20.91	\$21.45	\$22.01	►	\$26.40
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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  
 Utility Locate Technician

C	\$17.82	\$18.33	\$18.84	\$19.35	\$19.85	\$20.37	►	\$24.44
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Circulation Services Representative  
 Custodian/Janitor  
 Laborer  
 Library Technician  
 Municipal Court Assistant  
 Park Attendant  
 Water Meter Technician  
 WIC Support Staff

B	\$16.51	\$16.98	\$17.46	\$17.93	\$18.40	\$18.87	►	\$22.64
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Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

A	\$15.28	\$15.72	\$16.15	\$16.59	\$17.03	\$17.47	►	\$20.96
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WIC Breastfeeding Peer Counselor