



Salary Schedule and Pay Plan - effective 3/23/2023

Salary Grade	City of Bay Minette Classification Title	Min Hourly Rate	Min Annual Rate	Max Hourly Rate	Max Annual Rate	Min Hourly Rate	Min Annual Rate	Max Hourly Rate	Max Annual Rate	Min Hourly Rate	Min Annual Rate	Max Hourly Rate	Max Annual Rate
		2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)
8	Recreation Aide Camp Counselor Pool Concession Worker SAIL Aide/Driver Golf Cart Assistant	\$11.81	\$24,564.80	\$18.45	\$38,382.50	-	-	-	-	-	-	-	-
9	Golf Course Attendant	\$12.40	\$25,793.04	\$19.38	\$40,301.63	-	-	-	-	-	-	-	-
10	Custodial Worker Laborer Library Clerk Lifeguard SAIL Center Director Senior Center Director	\$13.02	\$27,082.69	\$20.34	\$42,316.71	-	-	-	-	-	-	-	-
11		\$13.67	\$28,436.83	\$21.36	\$44,432.54	-	-	-	-	-	-	-	-
12	Sanitation Laborer Garage Service Helper Golf Course Maintenance Technician	\$14.36	\$29,858.67	\$22.43	\$46,654.17	-	-	-	-	-	-	-	-
13	Administrative Assistant Building Maintenance Assistant Grounds Maintenance Technician Planning Assistant Library Front Desk Supervisor	\$15.07	\$31,351.60	\$23.55	\$48,986.88	-	-	-	-	-	-	-	-

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		2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)
14	Permit Technician Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator Pool Manager	\$15.83	\$32,919.18	\$24.73	\$51,436.22	-	-	-	-	-	-	-	-
15	Court Magistrate Equipment Operator II	\$16.62	\$34,565.14	\$25.97	\$54,008.03	-	-	-	-	-	-	-	-
16	Accounting Technician Communications Supervisor Office Manager - Police Department Head Mechanic/Shop Foreman Equipment Operator III Custodial Supervisor Children's Librarian	\$17.45	\$36,293.40	\$27.26	\$56,708.43	\$16.62	\$36,293.40	\$25.97	\$56,708.43	\$13.17	\$36,293.40	\$20.58	\$56,708.43
17	Municipal Revenue Officer Planning Coordinator Animal Control Officer Building Maintenance Technician Athletic Coordinator Holly Hills Assistant Manager	\$18.32	\$38,108.07	\$28.63	\$59,543.86	\$17.45	\$38,108.07	\$27.26	\$59,543.86	\$13.83	\$38,108.07	\$21.61	\$59,543.86
18	Payroll and Cemetery Specialist Firefighter	\$19.24	\$40,013.47	\$30.06	\$62,521.05	\$18.32	\$40,013.47	\$28.63	\$62,521.05	\$14.52	\$40,013.47	\$22.69	\$62,521.05
19		\$20.20	\$42,014.14	\$31.56	\$65,647.10	\$19.24	\$42,014.14	\$30.06	\$65,647.10	\$15.24	\$42,014.14	\$23.82	\$65,647.10

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		2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2080 hrs/yr	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2184 hrs/yr (POLICE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)	2756 hrs/yr (FIRE)
20	Police Officer Fire Lieutenant Assistant Superintendent - Streets and Sanitation Building Maintenance Assistant Superintendent Assistant Superintendent - Parks Assistant Superintendent - Grounds	\$21.21	\$44,114.85	\$33.14	\$68,929.46	\$20.20	\$44,114.85	\$31.56	\$68,929.46	\$16.01	\$44,114.85	\$25.01	\$68,929.46
21	Financial Accountant Planner Associate Police Corporal	\$22.27	\$46,320.59	\$34.80	\$72,375.93	\$21.21	\$46,320.59	\$33.14	\$72,375.93	\$16.81	\$46,320.59	\$26.26	\$72,375.93
22	Fire Captain	\$23.38	\$48,636.62	\$36.54	\$75,994.72	\$22.27	\$48,636.62	\$34.80	\$75,994.72	\$17.65	\$48,636.62	\$27.57	\$75,994.72
23	Fire Captain/Inspector Police Sergeant	\$24.55	\$51,068.45	\$38.36	\$79,794.46	\$23.38	\$51,068.45	\$36.54	\$79,794.46	\$18.53	\$51,068.45	\$28.95	\$79,794.46
24		\$25.78	\$53,621.88	\$40.28	\$83,784.18	\$24.55	\$53,621.88	\$38.36	\$83,784.18	\$19.46	\$53,621.88	\$30.40	\$83,784.18
25	Police Lieutenant	\$27.07	\$56,302.97	\$42.29	\$87,973.39	\$25.78	\$56,302.97	\$40.28	\$87,973.39	\$20.43	\$56,302.97	\$31.92	\$87,973.39
26		\$28.42	\$59,118.12	\$44.41	\$92,372.06	\$27.07	\$59,118.12	\$42.29	\$92,372.06	\$21.45	\$59,118.12	\$33.52	\$92,372.06