



**Salary Schedule and Pay Plan - effective 7/25/2025**

Salary Grade	City of Bay Minette Classification Title	Min Hourly Rate <i>2080 hrs/yr</i>	Min Annual Rate <i>2080 hrs/yr</i>	Max Hourly Rate <i>2080 hrs/yr</i>	Max Annual Rate <i>2080 hrs/yr</i>	Min Hourly Rate <i>2184 hrs/yr (POLICE)</i>	Min Annual Rate <i>2184 hrs/yr (POLICE)</i>	Max Hourly Rate <i>2184 hrs/yr (POLICE)</i>	Max Annual Rate <i>2184 hrs/yr (POLICE)</i>	Min Hourly Rate <i>2756 hrs/yr (FIRE)</i>	Min Annual Rate <i>2756 hrs/yr (FIRE)</i>	Max Hourly Rate <i>2756 hrs/yr (FIRE)</i>	Max Annual Rate <i>2756 hrs/yr (FIRE)</i>
8	Camp Counselor Golf Cart Assistant Pool Concession Worker Recreation Aide SAIL Aide/Driver	\$12.65	\$26,312.00	\$19.77	\$41,112.50	-	-	-	-	-	-	-	-
9	Golf Clubhouse Attendant Golf Course Starter/Marshall	\$13.28	\$27,627.60	\$20.75	\$43,168.13	-	-	-	-	-	-	-	-
10	Concessions Manager Custodial Worker Laborer Library Clerk Lifeguard SAIL Center Director Senior Center Director	\$13.95	\$29,008.98	\$21.79	\$45,326.53	-	-	-	-	-	-	-	-
11	Head Lifeguard	\$14.64	\$30,459.43	\$22.88	\$47,592.86	-	-	-	-	-	-	-	-
12	Garage Service Helper Golf Course Maintenance Technician Pool Assistant Manager Sanitation Laborer	\$15.38	\$31,982.40	\$24.03	\$49,972.50	-	-	-	-	-	-	-	-
13	Administrative Assistant Building Maintenance Assistant Cemetery Maintenance Technician Library Front Desk Supervisor Parks-Grounds Maintenance Technician Planning & Development Clerk Planning Assistant	\$16.14	\$33,581.52	\$25.23	\$52,471.13	-	-	-	-	-	-	-	-

Salary Grade	City of Bay Minette Classification Title	Min Hourly Rate  2080 hrs/yr	Min Annual Rate  2080 hrs/yr	Max Hourly Rate  2080 hrs/yr	Max Annual Rate  2080 hrs/yr		Min Hourly Rate  2184 hrs/yr (POLICE)	Min Annual Rate  2184 hrs/yr (POLICE)	Max Hourly Rate  2184 hrs/yr (POLICE)	Max Annual Rate  2184 hrs/yr (POLICE)		Min Hourly Rate  2756 hrs/yr (FIRE)	Min Annual Rate  2756 hrs/yr (FIRE)	Max Hourly Rate  2756 hrs/yr (FIRE)	Max Annual Rate  2756 hrs/yr (FIRE)
14	Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator Permit Technician Planning Technician Pool Manager	\$16.95	\$35,260.60	\$26.49	\$55,094.68		-	-	-	-		-	-	-	-
15	Court Magistrate Equipment Operator II Garage Mechanic	\$17.80	\$37,023.63	\$27.81	\$57,849.42		-	-	-	-		-	-	-	-
16	Accounting Technician Children's Librarian Communications Supervisor Custodial Supervisor Equipment Operator III Head Mechanic/Shop Foreman Office Manager - Police Department	\$18.69	\$38,874.81	\$29.20	\$60,741.89		\$17.80	\$38,874.81	\$27.81	\$60,741.89		\$14.11	\$38,874.81	\$22.04	\$60,741.89
17	Animal Control Officer Athletic Coordinator Building Maintenance Technician Holly Hills Assistant Manager Landscape Spray Technician Municipal Revenue Officer Planning Coordinator	\$19.62	\$40,818.55	\$30.66	\$63,778.98		\$18.69	\$40,818.55	\$29.20	\$63,778.98		\$14.81	\$40,818.55	\$23.14	\$63,778.98
18	Firefighter Payroll and Cemetery Specialist	\$20.61	\$42,859.48	\$32.20	\$66,967.93		\$19.62	\$42,859.48	\$30.66	\$66,967.93		\$15.55	\$42,859.48	\$24.30	\$66,967.93
19		\$21.64	\$45,002.45	\$33.81	\$70,316.33		\$20.61	\$45,002.45	\$32.20	\$70,316.33		\$16.33	\$45,002.45	\$25.51	\$70,316.33

Salary Grade	City of Bay Minette Classification Title	Min Hourly Rate  2080 hrs/yr	Min Annual Rate  2080 hrs/yr	Max Hourly Rate  2080 hrs/yr	Max Annual Rate  2080 hrs/yr		Min Hourly Rate  2184 hrs/yr (POLICE)	Min Annual Rate  2184 hrs/yr (POLICE)	Max Hourly Rate  2184 hrs/yr (POLICE)	Max Annual Rate  2184 hrs/yr (POLICE)		Min Hourly Rate  2756 hrs/yr (FIRE)	Min Annual Rate  2756 hrs/yr (FIRE)	Max Hourly Rate  2756 hrs/yr (FIRE)	Max Annual Rate  2756 hrs/yr (FIRE)
20	Assistant Superintendent - Grounds/Parks Assistant Superintendent - Streets and Sanitation Building Maintenance Assistant Superintendent Fire Lieutenant Police Officer	\$22.72	\$47,252.57	\$35.50	\$73,832.14		\$21.64	\$47,252.57	\$33.81	\$73,832.14		\$17.15	\$47,252.57	\$26.79	\$73,832.14
21	Financial Accountant Planner Associate Police Corporal	\$23.85	\$49,615.20	\$37.27	\$77,523.75		\$22.72	\$49,615.20	\$35.50	\$77,523.75		\$18.00	\$49,615.20	\$28.13	\$77,523.75
22	Fire Captain	\$25.05	\$52,095.96	\$39.13	\$81,399.94		\$23.85	\$52,095.96	\$37.27	\$81,399.94		\$18.90	\$52,095.96	\$29.54	\$81,399.94
23	Fire Captain/Inspector Police Sergeant	\$26.30	\$54,700.76	\$41.09	\$85,469.93		\$25.05	\$54,700.76	\$39.13	\$85,469.93		\$19.85	\$54,700.76	\$31.01	\$85,469.93
24		\$27.61	\$57,435.80	\$43.15	\$89,743.43		\$26.30	\$57,435.80	\$41.09	\$89,743.43		\$20.84	\$57,435.80	\$32.56	\$89,743.43
25	Police Lieutenant	\$28.99	\$60,307.59	\$45.30	\$94,230.60		\$27.61	\$60,307.59	\$43.15	\$94,230.60		\$21.88	\$60,307.59	\$34.19	\$94,230.60
26	Assistant Finance Director Police Captain	\$30.44	\$63,322.97	\$47.57	\$98,942.13		\$28.99	\$63,322.97	\$45.30	\$98,942.13		\$22.98	\$63,322.97	\$35.90	\$98,942.13