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| Salary Schedule and Pay Plan - effective 9/27/2023 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Salary <br> Grade | City of Bay Minette Classification Title | Min Hourly Rate <br> 2080 <br> hrs/yr | Min Annual Rate <br> 2080 <br> hrs/yr | Max Hourly Rate <br> 2080 hrs/yr | Max Annual Rate 2080 hrs/yr | Min Hourly Rate <br> 2184 hrs/yr (POLICE) | Min Annual Rate <br> 2184 hrs/yr (POLICE) | Max Hourly Rate <br> 2184 hrs/yr (POLICE) | Max Annual Rate <br> 2184 hrs/yr (POLICE) | $\begin{aligned} & \text { Min Hourly } \\ & \text { Rate } \\ & \\ & 2756 \text { hrs/yr } \\ & \text { (FIRE) } \end{aligned}$ | Min Annual Rate 2756 hrs/yr (FIRE) | Max Hourly Rate 2756 hrs/yr (FIRE) | Max Annual Rate 2756 hrs/yr (FIRE) |
| 8 | Recreation Aide <br> Camp Counselor Pool Concession Worker SAIL Aide/Driver Golf Cart Assistant | \$12.16 | \$25,292.80 | \$19.00 | \$39,520.00 | - | - | - | - | - | - | - | - |
| 9 | Golf Course Attendant | \$12.77 | \$26,557.44 | \$19.95 | \$41,496.00 | - | - | - | - | - | - | - | - |
| 10 | Custodial Worker <br> Laborer <br> Library Clerk <br> Lifeguard <br> SAIL Center Director <br> Senior Center Director | \$13.41 | \$27,885.31 | \$20.95 | \$43,570.80 | - | - | - | - | - | - | - | - |
| 11 |  | \$14.08 | \$29,279.58 | \$21.99 | \$45,749.34 | - | - | - | - | - | - | - | - |
| 12 | Sanitation Laborer <br> Garage Service Helper Golf Course Maintenance Technician Pool Assistant Manager | \$14.78 | \$30,743.56 | \$23.09 | \$48,036.81 | - | - | - | - | - | - | - | - |
| 13 | Administrative Assistant <br> Building Maintenance Assistant Grounds Maintenance Technician Planning Assistant <br> Library Front Desk Supervisor | \$15.52 | \$32,280.73 | \$24.25 | \$50,438.65 | - | - | - | - | - | - | - | - |


| Salary Grade | City of Bay Minette Classification Title | Min Hourly Rate <br> 2080 hrs/yr | Min Annual Rate <br> 2080 hrs/yr | Max Hourly Rate <br> 2080 hrs/yr | Max Annual Rate <br> 2080 hrs/yr | Min Hourly Rate 2184 hrs/yr (POLICE) | Min Annual Rate <br> 2184 hrs/yr <br> (POLICE) | Max Hourly Rate <br> 2184 hrs/yr <br> (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) |
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| 14 | Permit Technician Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator Pool Manager | \$16.30 | \$33,894.77 | \$25.46 | \$52,960.58 | - | - | - | - | - | - | - | - |
| 15 | Court Magistrate Equipment Operator II Garage Mechanic | \$17.11 | \$35,589.51 | \$26.73 | \$55,608.61 | - | - | - | - | - | - | - | - |
| 16 | Accounting Technician Communications Supervisor Office Manager - Police Department Head Mechanic/Shop Foreman Equipment Operator III Custodial Supervisor Children's Librarian | \$17.97 | \$37,368.99 | \$28.07 | \$58,389.04 | \$17.11 | \$37,368.99 | \$26.73 | \$58,389.04 | \$13.56 | \$37,368.99 | \$21.19 | \$58,389.04 |
| 17 | Municipal Revenue Officer Planning Coordinator Animal Control Officer Building Maintenance Technician Athletic Coordinator Holly Hills Assistant Manager | \$18.86 | \$39,237.43 | \$29.48 | \$61,308.49 | \$17.97 | \$39,237.43 | \$28.07 | \$61,308.49 | \$14.24 | \$39,237.43 | \$22.25 | \$61,308.49 |
| 18 | Payroll and Cemetery Specialist Firefighter | \$19.81 | \$41,199.31 | \$30.95 | \$64,373.92 | \$18.86 | \$41,199.31 | \$29.48 | \$64,373.92 | \$14.95 | \$41,199.31 | \$23.36 | \$64,373.92 |
| 19 |  | \$20.80 | \$43,259.27 | \$32.50 | \$67,592.61 | \$19.81 | \$43,259.27 | \$30.95 | \$67,592.61 | \$15.70 | \$43,259.27 | \$24.53 | \$67,592.61 |


| Salary <br> Grade | City of Bay Minette Classification Title | Min Hourly <br> Rate <br> 2080 <br> hrs/yr | Min Annual <br> Rate <br> 2080 <br> hrs/yr | Max Hourly <br> Rate <br> 2080 <br> hrs/yr | Max Annual <br> Rate <br> 2080 <br> hrs/yr | $\begin{aligned} & \text { Min Hourly } \\ & \text { Rate } \\ & 2184 \mathrm{hrs} / \mathrm{yr} \\ & \text { (POLICE) } \end{aligned}$ | $\begin{aligned} & \text { Min Annual } \\ & \text { Rate } \\ & 2184 \mathrm{hrs} / \mathrm{yr} \\ & \text { (POLICE) } \end{aligned}$ | Max Hourly Rate <br> 2184 hrs/yr (POLICE) | $\begin{aligned} & \text { Max Annual } \\ & \text { Rate } \\ & 2184 \mathrm{hrs} / \mathrm{yr} \\ & \text { (POLICE) } \end{aligned}$ | Min Hourly <br> Rate <br> 2756 hrs/yr (FIRE) | $\begin{aligned} & \text { Min Annual } \\ & \text { Rate } \\ & \text { 2756 hrs/yr } \\ & \text { (FIRE) } \end{aligned}$ | Max Hourly Rate 2756 hrs/yr (FIRE) | Max Annual Rate <br> 2756 hrs/yr (FIRE) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 20 | Police Officer <br> Fire Lieutenant <br> Assistant Superintendent - Streets and Sanitation Building Maintenance Assistant Superintendent <br> Assistant Superintendent - Parks <br> Assistant Superintendent - Grounds | \$21.84 | \$45,422.23 | \$34.12 | \$70,972.24 | \$20.80 | \$45,422.23 | \$32.50 | \$70,972.24 | \$16.48 | \$45,422.23 | \$25.75 | \$70,972.24 |
| 21 | Financial Accountant Planner Associate Police Corporal | \$22.93 | \$47,693.35 | \$35.83 | \$74,520.85 | \$21.84 | \$47,693.35 | \$34.12 | \$74,520.85 | \$17.31 | \$47,693.35 | \$27.04 | \$74,520.85 |
| 22 | Fire Captain | \$24.08 | \$50,078.01 | \$37.62 | \$78,246.90 | \$22.93 | \$50,078.01 | \$35.83 | \$78,246.90 | \$18.17 | \$50,078.01 | \$28.39 | \$78,246.90 |
| 23 | Fire Captain/Inspector Police Sergeant | \$25.28 | \$52,581.91 | \$39.50 | \$82,159.24 | \$24.08 | \$52,581.91 | \$37.62 | \$82,159.24 | \$19.08 | \$52,581.91 | \$29.81 | \$82,159.24 |
| 24 |  | \$26.54 | \$55,211.01 | \$41.47 | \$86,267.20 | \$25.28 | \$55,211.01 | \$39.50 | \$86,267.20 | \$20.03 | \$55,211.01 | \$31.30 | \$86,267.20 |
| 25 | Police Lieutenant | \$27.87 | \$57,971.56 | \$43.55 | \$90,580.56 | \$26.54 | \$57,971.56 | \$41.47 | \$90,580.56 | \$21.03 | \$57,971.56 | \$32.87 | \$90,580.56 |
| 26 |  | \$29.26 | \$60,870.14 | \$45.73 | \$95,109.59 | \$27.87 | \$60,870.14 | \$43.55 | \$95,109.59 | \$22.09 | \$60,870.14 | \$34.51 | \$95,109.59 |

