

Salary Schedule and Pay Plan - effective 10/16/2024

| 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) |
|-----------------|--|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|---|---|---|---|---|---|---|---|
| 8 | Recreation Aide Camp Counselor Pool Concession Worker SAIL Aide/Driver Golf Cart Assistant | \$12.65 | \$26,312.00 | \$19.77 | \$41,112.50 | - | - | - | - | - | - | - | - |
| | Golf Clubhouse Attendant Golf Course Starter/Marshall | \$13.28 | \$27,627.60 | \$20.75 | \$43,168.13 | - | - | - | - | - | - | - | - |
| | 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 | Sanitation Laborer Garage Service Helper Golf Course Maintenance Technician Pool Assistant Manager | \$15.38 | \$31,982.40 | \$24.03 | \$49,972.50 | - | - | - | - | - | - | - | - |
| 13 | Administrative Assistant Building Maintenance Assistant Grounds Maintenance Technician Planning & Development Clerk Planning Assistant Library Front Desk Supervisor | \$16.14 | \$33,581.52 | \$25.23 | \$52,471.13 | | - | - | - | - | - | - | - |

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|-----------------|--|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|---|---|---|---|---|---|---|---|
| 14 | Permit Technician Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator 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 Communications Supervisor Office Manager - Police Department Head Mechanic/Shop Foreman Equipment Operator III Custodial Supervisor Children's Librarian | \$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 | Municipal Revenue Officer Planning Coordinator Animal Control Officer Building Maintenance Technician Athletic Coordinator Holly Hills Assistant Manager | \$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 |
| | Payroll and Cemetery Specialist Firefighter | \$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 |

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|-----------------|--|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | | hrs/yr | hrs/yr | hrs/yr | hrs/yr | (POLICE) | (POLICE) | (POLICE) | (POLICE) | (FIRE) | (FIRE) | (FIRE) | (FIRE) |
| 20 | Police Officer Fire Lieutenant Assistant Superintendent - Streets and Sanitation Building Maintenance Assistant Superintendent Assistant Superintendent - Parks Assistant Superintendent - Grounds | \$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 |