



**Salary Schedule and Pay Plan - effective 9/24/2025**

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	\$13.03	\$27,102.40	\$20.36	\$42,347.50	-	-	-	-	-	-	-	-
9	Golf Clubhouse Attendant Golf Course Starter/Marshall	\$13.68	\$28,457.52	\$21.38	\$44,464.88	-	-	-	-	-	-	-	-
10	Concessions Manager Custodial Worker Laborer Library Clerk Lifeguard SAIL Center Director Senior Center Director	\$14.37	\$29,880.40	\$22.45	\$46,688.12	-	-	-	-	-	-	-	-
11	Head Lifeguard	\$15.08	\$31,374.42	\$23.57	\$49,022.52	-	-	-	-	-	-	-	-
12	Garage Service Helper Golf Course Maintenance Technician Pool Assistant Manager Sanitation Laborer	\$15.84	\$32,943.14	\$24.75	\$51,473.65	-	-	-	-	-	-	-	-
13	Administrative Assistant Building Maintenance Assistant Cemetery Maintenance Technician Library Front Desk Supervisor Parks-Grounds Maintenance Technician Planning & Development Clerk Planning Assistant	\$16.63	\$34,590.29	\$25.98	\$54,047.33	-	-	-	-	-	-	-	-

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14	Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator Permit Technician Planning Technician Pool Manager	\$17.46	\$36,319.81	\$27.28	\$56,749.70		-	-	-	-		-	-	-	-
15	Court Magistrate Equipment Operator II Garage Mechanic	\$18.33	\$38,135.80	\$28.65	\$59,587.19		-	-	-	-		-	-	-	-
16	Accounting Technician Children's Librarian Communications Supervisor Custodial Supervisor Equipment Operator III Head Mechanic/Shop Foreman Office Manager - Police Department	\$19.25	\$40,042.59	\$30.08	\$62,566.54		\$18.33	\$40,042.59	\$28.65	\$62,566.54		\$14.53	\$40,042.59	\$22.70	\$62,566.54
17	Animal Control Officer Athletic Coordinator Building Maintenance Technician Holly Hills Assistant Manager Landscape Spray Technician Municipal Revenue Officer Planning Coordinator	\$20.21	\$42,044.72	\$31.58	\$65,694.87		\$19.25	\$42,044.72	\$30.08	\$65,694.87		\$15.26	\$42,044.72	\$23.84	\$65,694.87
18	Firefighter Payroll and Cemetery Specialist	\$21.22	\$44,146.95	\$33.16	\$68,979.62		\$20.21	\$44,146.95	\$31.58	\$68,979.62		\$16.02	\$44,146.95	\$25.03	\$68,979.62
19		\$22.29	\$46,354.30	\$34.82	\$72,428.60		\$21.22	\$46,354.30	\$33.16	\$72,428.60		\$16.82	\$46,354.30	\$26.28	\$72,428.60

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20	Assistant Superintendent - Grounds/Parks Assistant Superintendent - Streets and Sanitation Building Maintenance Assistant Superintendent Fire Lieutenant Police Officer	\$23.40	\$48,672.02	\$36.56	\$76,050.03		\$22.29	\$48,672.02	\$34.82	\$76,050.03		\$17.66	\$48,672.02	\$27.59	\$76,050.03
21	Financial Accountant Planner Associate Police Corporal	\$24.57	\$51,105.62	\$38.39	\$79,852.53		\$23.40	\$51,105.62	\$36.56	\$79,852.53		\$18.54	\$51,105.62	\$28.97	\$79,852.53
22	Fire Captain	\$25.80	\$53,660.90	\$40.31	\$83,845.15		\$24.57	\$53,660.90	\$38.39	\$83,845.15		\$19.47	\$53,660.90	\$30.42	\$83,845.15
23	Fire Captain/Inspector Police Sergeant	\$27.09	\$56,343.94	\$42.33	\$88,037.41		\$25.80	\$56,343.94	\$40.31	\$88,037.41		\$20.44	\$56,343.94	\$31.94	\$88,037.41
24	Human Resources Manager	\$28.44	\$59,161.14	\$44.44	\$92,439.28		\$27.09	\$59,161.14	\$42.33	\$92,439.28		\$21.47	\$59,161.14	\$33.54	\$92,439.28
25	Police Lieutenant	\$29.86	\$62,119.20	\$46.66	\$97,061.25		\$28.44	\$62,119.20	\$44.44	\$97,061.25		\$22.54	\$62,119.20	\$35.22	\$97,061.25
26	Assistant Finance Director Police Captain	\$31.36	\$65,225.16	\$49.00	\$101,914.31		\$29.86	\$65,225.16	\$46.66	\$101,914.31		\$23.67	\$65,225.16	\$36.98	\$101,914.31