



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

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)
13	Administrative Assistant Building Maintenance Assistant Cemetery Maintenance Technician Library Front Desk Supervisor Parks-Grounds Maintenance Technician Planning & Development Clerk Planning Assistant Foreman - Streets & Sanitation (PW)	\$16.63	\$34,590.29	\$25.98	\$54,047.33	-	-	-	-	-	-	-	-
14	Communications Officer Equipment Operator I Library Cataloger/Technical Coordinator Permit Technician Planning Technician Pool Manager Public Relations Coordinator	\$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 Executive Assistant - Administration	\$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



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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	Animal Control/Code Enforcement Officer 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
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



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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)
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
27	Assistant Police Chief	\$32.93	\$68,486.41	\$51.45	\$107,010.02	\$31.36	\$68,486.41	\$49.00	\$107,010.02	\$24.85	\$68,486.41	\$38.83	\$107,010.02
28		\$34.57	\$71,910.74	\$54.02	\$112,360.52	\$32.93	\$71,910.74	\$51.45	\$112,360.52	\$26.09	\$71,910.74	\$40.77	\$112,360.52