

**CITY AND COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT
PAY PLAN FOR THE

CITY OF MONTGOMERY

SERVICE MAINTENANCE PAY RATES**

**Effective Date - February 24, 2017
Including all revisions as of September 3, 2019**

THE PAY PLAN INCLUDES SALARY RANGES FOR EACH CLASS OF EMPLOYMENT WITH THE CLASSIFIED SERVICE OF THOSE JURISDICTIONS FOR WHICH THE PERSONNEL BOARD IS REQUIRED TO ESTABLISH RANGES. ANNUAL RATES OF PAY AND FLSA STATUS SHOWN ARE LISTED FOR ADMINISTRATIVE PURPOSES ONLY. THE LEGAL RATES OF PAY FOR PAYROLL PURPOSES ARE HOURLY RATES.

CITY OF MONTGOMERY
SERVICE MAINTENANCE PAY PLAN

<u>Job Code</u>	<u>Classification</u>	<u>Grade</u>	<u>FLSA</u>	<u>Job Code</u>	<u>Classification</u>	<u>Grade</u>	<u>FLSA</u>
2390	Maintenance Foreman	9	NE	5240	Auto Mechanic	9	NE
2391	Building Construction Foreman	10	NE	⁸ 5241	Auto Mechanic - Diesel Engine	10	NE
⁴ 2526	Electronic Systems Engineer	11	NE	5242	Auto Mechanic - Welder	9	NE
⁵ 2527	Electronic Systems Technician	8	NE	5243	Auto Mechanic - Small Gas Engine	9	NE
4160	HVAC Mechanic I	8	NE	⁸ 5244	Auto Mechanic - Fire Apparatus	10	NE
4170	HVAC Mechanic II	9	NE	5250	Master Auto Mechanic	10	NE
4174	HVAC Mechanic III	10	NE	5255	Cabinet Shop Foreman	9	NE
4180	Building Maintenance Mechanic	9	NE	5260	Cabinetmaker	8	NE
5005	Service Maintenance Worker I	1	NE	5270	Carpenter I	7	NE
5007	Service Maintenance Worker II	2	NE	5280	Carpenter II	8	NE
5009	Service Maintenance Worker III	3	NE				
5040	Labor Foreman I	5	NE				
5050	Labor Foreman II	7	NE				
5116	Roofing Foreman	8	NE				
5121	Street Construction Foreman	9	NE				
5170	Welder	7	NE				
5182	Petroleum Equipment Maintenance Tech.	8	NE				
³ 5194	Fleet Management Service Writer	10	NE				
5201	Auto Servicer	6	NE				
5220	Auto Body Repairer	9	NE				
5230	Master Auto Body Repairer	10	NE				

¹ Approved by the Board 2/10/15 - abolish classification:
Custodial Foreman (4135)

² Approved by the Board 2/10/15 - new classification

³ Approved by the the Board 5/24/16 - new classification

⁴ Approved by the Board 6/14/16 - new classification;
abolished classification (2530) Radio Engineer

⁵ Approved by the Board 6/14/16 - new classification;
abolished classification (2532) Communications Equipment Installer

⁶ Approved by the Board 9/12/17 - new classifications

† Approved by the Board 9/12/17 - abolish classifications:
Electronic Technician I (5740); Electronic Technician II (5750);
and Traffic Maintenance Worker IV (5779)

⁷ Approved by the Board 9/12/17 - change pay range

⁸ Approved by the Board 9/3/19 - change pay range from S09

⁹ Approved by the Board 9/3/19 - new classification

CITY OF MONTGOMERY
SERVICE MAINTENANCE PAY PLAN

<u>Job Code</u>	<u>Classification</u>	<u>Grade</u>	<u>FLSA</u>	<u>Job Code</u>	<u>Classification</u>	<u>Grade</u>	<u>FLSA</u>
5290	Bricklayer	7	NE	5700	Street Lighting Technician I	10	NE
5315	Construction Equipment Operator	8	NE	5710	Street Lighting Technician II	11	NE
5320	Electrician I	8	NE	⁶ 5741	ITS Electronic Technician I	11	NE
5330	Electrician II	9	NE	⁶ 5751	ITS Electronic Technician II	12	NE
5340	Electrician III	10	NE	⁷ 5772	Traffic Maintenance Worker I	5	NE
5390	Ballfield Lighting Technician	11	NE	⁷ 5774	Traffic Maintenance Worker II	7	NE
5420	Plumber I	8	NE	⁷ 5778	Traffic Maintenance Worker III	8	NE
5430	Painter	7	NE	5780	Traffic Control Technician I	10	NE
5434	Paint Crew Foreman	8	NE	5790	Traffic Control Technician II	11	NE
5440	Tree Trimmer	6	NE	7552	Zookeeper I	6	NE
5450	Upholsterer	7	NE	7555	Zookeeper II	7	NE
5460	Tree Crew Foreman	8	NE	² 7626	Riverboat Food and Beverage Steward	1	NE
5470	Plumber II	9	NE				
5472	Plumber III	10	NE				
5490	Sweeper Operator	6	NE				
5540	Equipment Operator	4	NE				
⁹ 5541	Sanitation Truck Driver	6	NE				
5550	Heavy Equipment Operator I	6	NE				
5560	Heavy Equipment Operator II	7	NE				
5620	Parking Management Worker I	5	NE				
5622	Parking Management Worker II	7	NE				

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CITY OF MONTGOMERY
SERVICE MAINTENANCE PAY RATES

SHIFT DIFFERENTIAL PAY

Temporary Garbage Collection Assignment .3053

UNCLASSIFIED JOBS

Code	Title	Hourly Rate of Pay
5010	Occasional Laborer (Concessions)	7.25
5015	Occasional Food Server	8.25
5018	Occasional Laborer (Riverfront)	7.25
5021	Stage Hands	14.00

City of Montgomery
Service Maintenance Pay Plan
Effective: February 24, 2017

	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade S01	Annual	23,360	24,185	25,008	25,833	26,658	27,482	28,306	29,132	29,956	30,780	31,604	32,430	33,253	34,077	34,901
	Bi-Wkly	898.47	930.18	961.86	993.56	1025.32	1057.01	1088.70	1120.45	1152.15	1183.84	1215.54	1247.29	1278.98	1310.66	1342.34
	Hourly	11.2309	11.6272	12.0233	12.4195	12.8165	13.2126	13.6088	14.0056	14.4019	14.7980	15.1943	15.5911	15.9872	16.3832	16.7792
Grade S02	Annual	24,273	25,129	25,986	26,842	27,699	28,556	29,412	30,269	31,125	31,982	32,838	33,696	34,552	35,409	36,266
	Bi-Wkly	933.56	966.51	999.45	1032.40	1065.35	1098.29	1131.23	1164.18	1197.12	1230.06	1263.01	1296.00	1328.94	1361.90	1394.86
	Hourly	11.6695	12.0814	12.4931	12.9050	13.3169	13.7286	14.1404	14.5523	14.9640	15.3758	15.7876	16.2000	16.6118	17.0238	17.4358
Grade S03	Annual	25,185	26,073	26,962	27,851	28,740	29,629	30,518	31,407	32,296	33,185	34,074	34,961	35,850	36,739	37,627
	Bi-Wkly	968.66	1002.80	1036.99	1071.18	1105.38	1139.57	1173.76	1207.95	1242.14	1276.34	1310.53	1344.67	1378.86	1413.02	1447.18
	Hourly	12.1082	12.5350	12.9624	13.3898	13.8172	14.2446	14.6720	15.0994	15.5268	15.9542	16.3816	16.8084	17.2357	17.6627	18.0897
Grade S04	Annual	26,096	27,018	27,939	28,861	29,781	30,702	31,623	32,544	33,465	34,387	35,308	36,228	37,149	38,071	38,992
	Bi-Wkly	1003.70	1039.14	1074.58	1110.02	1145.41	1180.86	1216.28	1251.69	1287.12	1322.56	1358.00	1393.39	1428.82	1464.26	1499.70
	Hourly	12.5462	12.9893	13.4322	13.8752	14.3176	14.7607	15.2035	15.6461	16.0890	16.5320	16.9750	17.4174	17.8603	18.3033	18.7463
Grade S05	Annual	27,009	27,962	28,915	29,869	30,822	31,776	32,729	33,682	34,636	35,588	36,542	37,495	38,449	39,401	40,354
	Bi-Wkly	1038.80	1075.48	1112.11	1148.79	1185.45	1222.14	1258.81	1295.46	1332.14	1368.78	1405.47	1442.10	1478.80	1515.44	1552.08
	Hourly	12.9850	13.4435	13.9014	14.3599	14.8181	15.2767	15.7351	16.1932	16.6518	17.1098	17.5684	18.0263	18.4850	18.9430	19.4010
Grade S06	Annual	27,921	28,907	29,892	30,877	31,864	32,849	33,834	34,820	35,805	36,790	37,776	38,761	39,746	40,732	41,718
	Bi-Wkly	1073.89	1111.82	1149.70	1187.58	1225.52	1263.41	1301.30	1339.23	1377.11	1414.99	1452.93	1490.82	1528.70	1566.62	1604.54
	Hourly	13.4236	13.8977	14.3713	14.8448	15.3190	15.7926	16.2662	16.7404	17.2139	17.6874	18.1616	18.6353	19.1088	19.5828	20.0568
Grade S07	Annual	28,833	29,852	30,870	31,887	32,905	33,922	35,030	35,957	36,976	37,993	39,010	40,028	41,046	42,063	43,080
	Bi-Wkly	1108.98	1148.15	1187.29	1226.42	1265.56	1304.68	1347.31	1382.96	1422.14	1461.26	1500.40	1539.54	1578.68	1617.80	1656.92
	Hourly	13.8623	14.3519	14.8411	15.3302	15.8195	16.3085	16.8414	17.2870	17.7768	18.2658	18.7550	19.2443	19.7335	20.2225	20.7115
Grade S08	Annual	31,257	32,361	33,464	34,567	35,670	36,773	37,877	38,980	40,082	41,186	42,289	43,392	44,495	45,598	46,700
	Bi-Wkly	1202.21	1244.64	1287.06	1329.50	1371.92	1414.35	1456.79	1499.22	1541.63	1584.06	1626.50	1668.91	1711.35	1753.75	1796.15
	Hourly	15.0276	15.5580	16.0883	16.6188	17.1490	17.6794	18.2099	18.7402	19.2704	19.8008	20.3312	20.8614	21.3919	21.9219	22.4519
Grade S09	Annual	34,109	35,313	36,518	37,721	38,925	40,129	41,332	42,537	43,740	44,944	46,148	47,352	48,556	49,760	50,965
	Bi-Wkly	1311.88	1358.20	1404.52	1450.80	1497.11	1543.44	1589.70	1636.03	1682.30	1728.62	1774.94	1821.22	1867.54	1913.86	1960.18
	Hourly	16.3985	16.9775	17.5565	18.1350	18.7139	19.2930	19.8713	20.4504	21.0288	21.6078	22.1868	22.7652	23.3442	23.9232	24.5022
Grade S10	Annual	37,391	38,711	40,031	41,349	42,669	43,989	45,309	46,629	47,948	49,268	50,587	51,907	53,227	54,547	55,868
	Bi-Wkly	1438.11	1488.87	1539.64	1590.35	1641.11	1691.89	1742.64	1793.42	1844.17	1894.94	1945.65	1996.41	2047.18	2097.98	2148.78
	Hourly	17.9764	18.6109	19.2455	19.8794	20.5139	21.1486	21.7830	22.4177	23.0521	23.6867	24.3206	24.9551	25.5898	26.2248	26.8598
Grade S11	Annual	41,101	42,553	44,003	45,453	46,904	48,355	49,806	51,255	52,706	54,157	55,608	57,058	58,509	59,958	61,408
	Bi-Wkly	1580.82	1636.64	1692.44	1748.19	1803.99	1859.81	1915.60	1971.36	2027.17	2082.97	2138.78	2194.53	2250.33	2306.09	2361.85
	Hourly	19.7603	20.4580	21.1555	21.8524	22.5499	23.2476	23.9450	24.6420	25.3396	26.0371	26.7347	27.4316	28.1291	28.8261	29.5231
Grade S12	Annual	45,241	46,838	48,435	50,031	51,628	53,226	54,822	56,418	58,016	59,612	61,208	62,806	64,402	65,999	67,597
	Bi-Wkly	1740.05	1801.46	1862.89	1924.28	1985.70	2047.14	2108.53	2169.93	2231.37	2292.77	2354.15	2415.60	2477.00	2538.44	2599.88
	Hourly	21.7506	22.5182	23.2861	24.0535	24.8212	25.5892	26.3566	27.1241	27.8921	28.6596	29.4269	30.1950	30.9625	31.7305	32.4985