

MONTGOMERY CITY-COUNTY
PERSONNEL DEPARTMENT
PAY PLAN FOR THE

CITY OF MONTGOMERY

ADMINISTRATIVE PAY RATES

Effective Date - October 1, 2021
Including all revisions as of December 14, 2021

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. THE LEGAL RATES OF PAY FOR PAYROLL PURPOSES ARE HOURLY RATES. ANNUAL RATES OF PAY AND FLSA STATUS SHOWN ARE LISTED FOR ADMINISTRATIVE PURPOSES ONLY.

CITY OF MONTGOMERY
ADMINISTRATIVE 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>
<u>CITY DEVELOPMENT</u>				<u>CLERICAL</u>			
¹¹ 2260	Transportation Planner	8	NE	⁵ 21	Administrative Support Associate	3	NE
3400	Planning Director	15	E	25	⁷ Customer Service Clerk	4	NE
⁹ 3410	Director of Economic and Community Development	15	E	⁵ 31	Administrative Support Specialist	4	NE
¹³ 3411	Director of Economic Development	16	E	⁵ 41	Administrative Assistant	5	NE
3420	Land Use Control Administrator	11	E	⁵ 51	Senior Administrative Assistant	6	NE
¹⁰ 3430	Assistant Land Use Control Administrator	9	E	55	Mail Courier Clerk	2	NE
3434	Urban Forestry Coordinator	6	NE	⁵ 61	Executive Assistant	7	NE
3435	Urban Forester	8	E	¹⁴ 62	Executive Assistant to the Mayor	8	NE
3440	Land Use Historic Preservation Coordinator	8	NE	70	Stores Clerk I	3	NE
3450	Land Use Control Specialist	8	NE	71	Stores Clerk I, Auto Parts	3	NE
3460	City Development Technician	5	NE	80	Stores Clerk II	4	NE
3470	City Development Assistant	3	NE	220	Clerk Stenographer II	3	NE
3480	Housing Rehabilitation Specialist	7	NE	245	Payroll Clerk	4	NE
3500	Grants Administrator	11	E	252	Legal Secretary II	5	NE
3520	Grants Coordinator	9	E	320	Data Entry Supervisor	4	NE
3600	Assistant Planning Director	13	E				
3601	Director of City Development	15	E				
3602	Community/Economic Development Coord.	9	E				
³ 3603	Senior Development Manager	11	E				
3605	Retail Development Coordinator	9	E				
3610	Senior Planner	11	E				
⁴ 3624	¹² Neighborhood Resources Assistant	4	NE				
3625	Neighborhood Resources Specialist	8	E				
3630	Planner I	7	NE				
3640	Planner II	8	NE				
*3645	Urban Design Planner	8	NE				

Approved by the Board 4/9/13 - (0050) Cashier classification abolished

* Approved by the Board 12/18/12 - new classification

**Approved by the Board 3/25/14 - (2206) GIS Technician classification abolished

**Approved by the Board 3/25/14 - (2208) GIS Coordinator classification abolished

² Approved by the Board 2/10/15 - classification abolishments:

Legal Secretary I (0251), and Administrative Secretary Traffic Engineering (2328)

³ Approved by the Board 4/14/15 - new classification

⁴ Approved by the Board 6/9/15 - new classification

⁵ Approved by the Board 9/8/15 - new classifications from Clerical Study (Effective 11/20/15)

† The following classifications were abolished by the Board to realign clerical series based on the Clerical Study: Clerk II - 0020; Clerk III - 0030; Clerk IV - 0040; Executive Secretary - 0042; Clerk Typist II - 0120; Administrative Secretary to the Fire Chief - 0255; Administrative Secretary to the City Clerk - 0265; Administrative Secretary - 0280; Administrative Secretary to the City Attorney - 1130; Administrative Secretary to the Police Chief - 8425 (Effective 11/20/15).

⁶ Approved by the Board 10/13/15 - classification abolishments:

Highway Safety Director (2324), and Highway Safety Coordinator (2325)

⁷ Approved by the Board 6/28/16 - Change pay grade from A03 to A04

⁸ Approved by the Board 8/8/17 - Classification abolishments:

Switchboard Operator I (0410) and Switchboard Operator II (0420)

⁹ Approved by the Board 1/9/18 - new classification

¹⁰ Approved by the Board 11/13/18 - Change pay grade from A10 to A09

¹¹ Approved by the Board 7/23/19 - changed FLSA status to NE

¹² Approved by the Board 9/24/19 - Change pay grade from A03 to A04

¹³ Approved by the Board 10/13/2020 - new classification

¹⁴ Approved by the Board 8/10/21 - new classification

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

<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>
<u>COMMUNICATIONS</u>				<u>ENGINEERING</u>			
72528	Assistant Electronic Systems Supervisor	8	E	2008	Landfill Attendant	3	NE
72529	Electronic Systems Supervisor	9	E	2010	Engineering Aide I	3	NE
128001	Assistant Director of Emergency Communications	12	E	2020	Engineering Aide II	4	NE
38181	Public Safety Communications Operator	4	NE	2030	Engineering Technician I	5	NE
38182	Public Safety Communications Dispatcher	5	NE	2050	Engineering Technician II	7	NE
38183	¹ Public Safety Communications Supervisor	7	NE	2060	Engineering Technician III (Bridge Inspector)	9	NE
38185	Public Safety Communications Training Mngr	9	E	2060	Engineering Technician III (Chief Insp. & Survey Crd)	9	E
38187	Public Safety Communication Operations Mngr	11	E	2060	Engineering Technician III (Special Proj. & Contracts)	9	E
38188	Director of Emergency Communications	15	E	2065	Architectural Engineering Coordinator	9	E
8189	Database Technician	5	NE	*2071	Civil Engineer I	9	E
*8192	911 Systems Administrator	7	E	*2072	Civil Engineer II	10	E
*8194	911 Assistant Operations Manager	9	E	*2073	Civil Engineer III	11	E
8195	Quality Assurance & Improvement Officer	6	E	2140	Assistant City Engineer	13	E
8202	Emergency Communications Supervisor II	6	E	2150	City Engineer	15	E
*8239	Public Safety Systems Coordinator	8	E	2162	Assistant Solid Waste Superintendent	8	E
				2172	Solid Waste Superintendent	9	E
<u>EMERGENCY MANAGEMENT</u>				<u>FLEET MANAGEMENT</u>			
890	Emergency Management Director	12	E				
1893	Emergency Management Coordinator	5	NE	*5181	Fleet Maintenance Parts Clerk	4	NE
894	Metro Med Response Sys Coordinator	6	E	5195	Fleet Maintenance Parts Supervisor	6	E
*895	EMA Planner	7	NE	*5218	⁹ Petroleum & Special Equipment Division Superint.	9	E
896	Emergency Exercise & Training Coor	8	NE	5571	Garage Superintendent	7	E
897	3-1-1 Customer Service Representative	3	NE	¹⁰ 5572	Fleet Management Garage Superintendent	9	E
899	3-1-1 Customer Service Supervisor	5	E	5595	Director, Fleet Management	15	E

* Communications Center Assistant Director and
Emergency Management Deputy Director classes abolished 10/9/12

¹ Approved by the Board 2/26/13 - new classification

² Approved by the Board 3/26/13 - title and class code change from 5217
Petro., Special Equip. and Auto. Parts Div. Sptndnt.

³ Approved by the Board 11/18/14 - new classifications; * **Effective 11/18/14** -

**employee Incentive Pay of \$1500 per year for 911 dispatchers and supervisors
with a current CTO Certification who are trained on MFD and MPD dispatch systems**

†The following classes were abolished by the Board 11/18/14: Police Communications
Operator - 8203, Emergency Communications Operator I - 8190, Emergency Communications
Operator II - 8191, Emergency Communications Supervisor - 8204, Communications Training
Manager - 8004, Emergency Communications Center Operations Manager - 8193,
and Communications Center Director - 8000

** Service Center Manager class abolished 5/12/15

⁴ Approved by the Board 12/22/15 - new classifications

⁵ Approved by the Board 3/8/16 - new classification

⁶ Approved by the Board 5/24/16 - class abolished; re-established by the Board 6/14/16

⁷ Approved by the Board 6/14/16 - new classifications [formerly Assistant Radio Communications
Supervisor (2541); and Radio Communications Supervisor (2551) - abolished]

⁸ Approved by the Board 11/27/18 - change pay ranges *Effective 1/11/19 - Civil Engineer I
from A08 - A09; Civil Engineer II from A09-A10; Civil Engineer III from A10-A11

⁹ Approved by the Board 7/27/21 - change pay range from A07 to A09

¹⁰ Approved by the Board 7/27/21 - new classification

¹¹ Approved by the Board 10/26/21 - changed FLSA status from Exempt to Non Exempt

¹² Approved by the Board 11/23/21 - new classification

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

<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>
<u>FOOD SERVICES</u>				<u>JAIL AND LAW ENFORCEMENT CIVILIANS</u>			
4310	Cook	1	NE	8180	Security Officer	3	NE
7622	Food Services Worker I	2	NE	8200	School Patrol Officer	2	NE
7624	Food Services Worker II	4	NE	8430	⁷ Police Cadet	1	NE
8500	Food Services Supervisor	5	NE	8450	Graphic Arts Technician	3	NE
<u>INFORMATION TECHNOLOGY</u>				8470	Latent Fingerprint Examiner	7	NE
390	Systems Specialist	10	E	8471	⁸ Senior Latent Fingerprint Examiner	8	NE
² 401	IT Technician	7	NE	8472	Background Investigator	5	NE
² 402	IT Engineer	9	NE	8520	Property Control & Evidence Supervisor	5	NE
² 403	IT Specialist	11	E	8555	Nursing Supervisor	8	E
404	Asst. Director of Information Technology	13	E	8560	¹ Records/Identification Clerk	3	NE
² 405	IT Manager	12	E	8580	Traffic Control Officer	3	NE
406	¹¹ Director of Information Technology	14	E	28550	Police Nurse	5	NE
⁹ 407	Chief Technology Officer	15	E				
¹⁰ 2203	Senior GIS Analyst	9	E				
¹⁰ 2204	Geographic Information Systems Manage	11	E				
2209	Geographic Information Systems Analyst	7	E				

* Approved by the Board 8/14/12 - new classification
11/27/12 -Classification abolishment - Mess Steward

¹ Approved by the Board 2/25/14 - abolished classification
Police Cadet (CI8430) - title and class code change to Records/Identification Clerk

² Approved by the Board 3/11/14 - new classifications

³ Approved by the Board 3/11/14 - job abolishments: Computer Operator I (330),
Computer Operator II (340), Programmer Trainee (360), Network Engineer I (362)
Network Engineer II (363), Network Engineer III (364), Systems Support
Manager (389), User Support Analyst (352), Programmer Analyst I (370),
Programmer Analyst II (377), Programmer Analyst III (380),
Telecommunications Technician (972), Telecommunications Systems
Technician (970), and Telecommunications Supervisor (960)

⁴ Approved by the Board 2/10/15 - classification abolishments: Food Services
Director (7602), Assistant Food Services Director (7603), and
Catering Sales Representative (7604)

⁵ Approved by the Board 8/25/15 - classification abolishment: Animal Control
Officer (21400)

⁶ Approved by the Board 10/13/15 - classification abolishment: Animal Control
Supervisor (8582)

⁷ Approved by the Board 4/12/16 - re-establish classification: Police Cadet
(8430)

⁸ Approved by the Board 11/8/16 - new classification

⁹ Approved by the Board 8/25/2020 - new classification

¹⁰ Approved by the Board 3/25/14 - new classifications

¹¹ Approved by the Board 10/12/21 -changed pay range from A15 to A14

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

<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>
<u>JUDICIAL AND LEGAL</u>				<u>MAINTENANCE</u>			
980	Court Operations Clerk II	5	NE	² 2380	Maintenance Shop Supervisor	8	E
985	Court Operations Supervisor	7	E	**2393	Cemetery Maintenance Supervisor	6	E
1000	Magistrate I	6	E	2400	Assistant Director, Maintenance	13	E
1010	Senior Magistrate	7	E	2405	Production Controller-Maintenance	7	E
⁴ 1030	Municipal Court Administrator	16	E	¹ 5079	Real Property Manager	8	E
*1106	City Investigator	8	NE	⁵ 5080	Property Maintenance Supervisor	7	E
1135	Associate Attorney	9	E	5105	Mechanical Trades Supervisor	8	E
71140	Staff Attorney	12	E	5131	Street Construction Supervisor	7	E
71155	Senior Staff Attorney	13	E	5133	Construction Equipment Supervisor	6	E
1160	City Attorney	16	E	5135	Custodial Services Supervisor	6	E
¹⁴ 1165	Paralegal	7	NE	¹² 5136	Custodial Maintenance Supervisor	5	NE
8438	Assistant Municipal Court Bailiff	5	NE	⁵ 5141	Street Construction Superintendent	10	E
8440	Municipal Court Bailiff	6	E	² 5142	Building Construction Superintendent	9	E
<u>LEGISLATIVE</u>				5145	Building Construction Supervisor	7	E
670	City Clerk	12	E	5150	Chemical Works Supervisor	7	E
673	Records Retention Manager	8	E	<u>MUSEUM</u>			
<u>LIBRARY</u>				¹⁰ 7440	Museum Preparator/Designer	6	NE
7010	Library Page	1	NE	7444	Assistant Preparator	4	NE
7135	Library Assistant I	2	NE	⁸ 7464	Museum Tour Coordinator	4	NE
7140	Library Assistant II	3	NE	7465	Development Assistant	5	NE
7142	Library Development Coordinator	6	E	⁹ 7469	Assistant Museum Registrar	6	NE
7144	Collection Development Librarian	10	E	¹² 7470	Museum Curator I	5	NE
¹² 7150	Librarian I	5	NE	7480	Museum Curator II	7	E
7160	Librarian II	6	E	7482	Museum Curator III	9	E
7170	Librarian III (Department Head)	9	E	7484	Collections Information Specialist	6	E
7172	Librarian III (Branch Head)	9	E	7485	Museum Development Officer	6	E
7174	Librarian IV	10	E	¹¹ 7486	Development Director	9	E
³ 7175	Associate Library Director	11	E	¹³ 7491	Museum Operations Manager	9	E
7176	Library Technology Coordinator	8	E	7495	Museum Deputy Director	12	E
7181	Assistant Library Director	12	E	7500	Museum Director	14	E
7182	Library Director	14	E	7510	Museum Security Officer	3	NE
				¹² 7515	Museum Chief Security Officer	5	NE
				7520	Museum Registrar	8	E

¹ Approved by the Board 12/18/12 - new classification

² Approved by the Board 1/8/13 - change pay range

³ Approved by the Board 8/13/13 - new classification

⁴ Approved by the Board 12/17/13 - change pay range

⁵ Approved by the Board 4/8/14 - change pay range

⁶ Approved by the Board 2/10/15 - classification abolishments: Maintenance Superintendent (2395), Court Operations Clerk I (0975), Deputy Municipal Court Administrator (1020), City Prosecutor (1170)

⁷ Approved by the Board 4/28/15 - change pay range

⁸ Approved by the Board 6/14/16 - new classification (Museum Asst. 7460 - was abolished)

⁹ Approved by the Board 7/26/16 - new classification

¹⁰ Approved by the Board 5/8/18 - change pay range

¹¹ Approved by the Board 5/14/19 - new classification

¹² Approved by the Board 12/10/19 - changed FLSA status to NE

¹³ Approved by the Board 2/9/21 - changed the title, class code and pay range of Assistant Museum Director to Museum Operations Manager (Assistant Museum Director 7490 - was abolished).

¹⁴ Approved by the Board 5/11/21 - changed pay range from A06 to A07.

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

<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>
<u>PARKS AND RECREATION</u>							
6015	Facilities Maintenance Manager	6	NE	7333	Asst Therapeutic Aquatic Rec Coordinator	4	NE
6719	Events Manager	9	E	7334	General Therapeutic Recreation Asst Coor	4	NE
6720	Events Coordinator	7	E	7336	Therapeutic Transportation Asst Coordinator	4	NE
³ 6721	Events Planner	3	NE	7338	Therapeutic Creative Arts Asst Coordinator	4	NE
7190	Arts Program Coordinator	6	NE	7340	Recreation Leader II	5	NE
¹³ 7200	Arts Program Manager	9	E	7342	Recreation Leader II, Cheerleader	5	NE
¹² 7209	Community Sports Coordinator	11	E	⁵ 7343	Therapeutic Recreation Specialist	7	NE
7220	Community Center Director II	6	E	7344	Therapeutic Aquatic Rec Coordinator	6	E
7230	Community Center Director III	7	E	7345	Adapted Sports Coordinator	6	E
7305	Assistant Athletic Superintendent	9	E	7346	Therapeutic Creative Arts Coordinator	6	E
7310	Athletic Division Superintendent	10	E	7347	Assistive Technology Coordinator	6	E
7312	Special Recreation Programs Director	12	E	7348	General Therapeutic Recreation Coordinator	6	E
7320	Recreation Aide	1	NE	7350	Recreation Division Superintendent	10	E
¹¹ 7321	Recreation Aide II	2	NE				
7322	Tennis Instructor	1	NE				
¹¹ 7323	Recreation Aide III	3	NE				
⁵ 7324	Recreation Specialist	8	NE				
7325	Transportation Specialist	2	NE				
⁴ 7326	Recreation Instructor I - Gym./Cheer	1	NE				
⁴ 7327	Recreation Instructor II - Gym./Cheer	2	NE				
7330	Recreation Leader I	4	NE				
7332	Recreation Leader I, Arts & Crafts	4	NE				

¹ Approved by the Board 10/14/14 - new classification

² Approved by the Board 2/10/15 - classification abolishments:
Events Production Manager (6010); Community Center Director I (7210);
Recreation Leader I, Junior High School (7331); Special Services Division
Superintendent (7620); Administrative Director of Historic Properties (7681);
Historic Properties Maintenance Supervisor (7682); Historic Properties
Curator (7683); Historic Properties Director (7684); Historic Properties
Maintenance Assistant (7686); Golf Course Superintendent (7690); Golf
Manager (7774); and Assistant Director, Parks and Recreation (7790)

³ Approved by the Board 2/10/15 - new classification

⁴ Approved by the Board 6/23/15 - new classifications

⁵ Approved by the Board 7/26/16 - new classification

⁶ Approved by the Board 7/26/16 - changed pay range from A08 - A09

⁷ Approved by the Board 1/24/17 - new classification

⁸ Approved by the Board 1/9/18 - re-establish classification

⁹ Approved by the Board 5/14/19 - changed pay range from A14-A15

¹⁰ Approved by the Board 12/10/19 - changed FLSA status to NE

¹¹ Approved by the Board 2/25/20- new classifications

¹² Approved by the Board 9/14/21 - new classification

¹³ Approved by the Board 11/23/21 - change title from Cultural Arts Director;
changed from Director to Manager on 12/14/21

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

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<u>RETIREMENT</u>				<u>VIOLENCE PREVENTION</u>			
1050	¹ Retirement Systems Administrator	9	E	¹⁷ 1200	Violence Prevention Director	12	E
1052	Retirement Specialist	6	NE	¹⁷ 1201	Violence Prevention Community Liaison	7	NE
				¹⁷ 1202	Violence Prevention Interventionist	8	NE
<u>SANITATION</u>				<u>ZOO</u>			
¹⁰ 731	Clean City Services Coordinator	8	E	7540	Zoo Security Officer	3	NE
¹⁶ 732	Neighborhood Services Director	8	E	¹³ 7545	Zoo Security Supervisor	5	NE
750	Assistant Director, Sanitation	13	E	7553	Wildlife Museum Attendant II	4	NE
¹³ 5061	Refuse Collection Supervisor	5	NE	7554	Wildlife Museum Attendant I	2	NE
5071	Billing Collection Manager	7	E	7557	Zoo Dietitian	4	NE
5072	Refuse Collection Manager	7	E	7562	Conservation & Enrichment Manager	7	E
⁶ 5075	Production Controller - Sanitation	7	E	7565	Assistant Animal Care Manager	6	NE
				7570	Zoo Education Curator	6	E
				7575	Zoo Retail Manager	7	E
				7576	Assistant Retail Manager	4	NE
				7586	Program Services Manager	9	E
2310	Traffic Engineer I	8	E	¹³ 7588	³ Attractions Manager	5	NE
2320	Traffic Engineer II	9	E	7595	Animal Care Manager	8	E
2331	Assistant Director, Traffic Engineering	13	E	⁵ 7601	Maintenance and Construction Supervisor	7	E
2341	Director, Traffic Engineering	15	E	7607	Zoo Veterinarian	11	E
⁹ 5100	Traffic Maintenance Supervisor	7	E	7608	Veterinarian Technician	5	NE
⁸ 5101	Sign and Paint Superintendent	9	E	7610	Zoo Director	14	E
¹³ 5624	Parking Management Supervisor	5	NE	7612	Deputy Zoo Director	12	E
¹² 5649	Parking Management Director	10	E	7720	Assistant Horticulturist Zoo	6	NE
⁷ 5776	ITS Manager	9	E				
5801	Traffic Control Supervisor	8	E				
¹⁴ 5820	Traffic Control Superintendent	9	E				

¹ approved by the Board 1/14/14 - change pay range from A08 to A09

² approved by the Board 2/10/15 - abolish classifications: (7601) Maintenance and Construction Supervisor; (5103) Assistant Traffic Maintenance Supervisor

³ approved by the Board 10/13/15 - title, class code change (from Ride Manager -7587)

⁵ approved by the Board 5/24/16 - re-establish classification

⁶ approved by the Board 7/11/17 - change pay range from A06 to A07; 2/12/19 - changed FLSA status from NE to E

⁷ approved by the Board 9/12/17 - new classification

⁸ approved by the Board 9/12/17 - change pay range from A08 to A09

[‡] approved by the Board 9/12/17 - abolish classifications:

(2322) Traffic Engineer III; (5775) ITS Superintendent; (5104) Traffic Maintenance Sign Supervisor; and (5102) Traffic Maintenance Striping Supervisor

⁹ approved by the Board 9/12/17 - re-establish classification

¹⁰ approved by the Board 10/23/18 - new classification; abolished Recycle/Waste Coord (730)

¹² approved by the Board 11/12/19 - new classification

¹³ approved by the Board 12/10/19 - changed FLSA status to NE

¹⁴ approved by the Board 2/11/2020 - change pay range from A10 to A09

¹⁶ approved by the Board 9/28/2021 - new classification

¹⁷ approved by the Board 10/26/21 - new classifications

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

ASSIGNMENT PAY

Pay for the direct-report administrative support staff of the cabinet members ranging from \$500 - \$1250 per year. (11/20/15)

SHIFT DIFFERENTIAL PAY

SHIFT DIFFERENTIAL PAY FOR SECOND SHIFT POLICE DEPARTMENT PERSONNEL IS \$50.00 PER MONTH (7/28/15)

SHIFT DIFFERENTIAL PAY FOR THIRD SHIFT POLICE DEPARTMENT PERSONNEL IS \$75.00 PER MONTH (8/14/07)

Municipal Jail Third Shift Personnel \$75.00 per month
Communications Division Personnel ** Second Shift- \$0.2885/hr; Third Shift- \$0.4327/hr

UNCLASSIFIED

0610	Director of Finance	A-16	2410	Director, Maintenance	A-15
0700	Executive Asst. to the Mayor	A-16	47800	Director, Parks & Recreation	A-16
0760	Director of Sanitation	A-15			

HOURLY RATES OF PAY

5025	¹ Student Worker	\$8.0000
5026	¹ Temporary Summer Worker	\$8.0000
5035	² Public Administration Intern	A02
5036	² Civil Engineering Student Intern	A03
5037	² Planning Intern	A03
5038	² Student Law Clerk	\$13.83 - \$20.66/hr

³RSA RETIRED EMPLOYEE PAY RATES

0081	A03- \$28,193/year or \$13.55/hour - \$42,123/year or \$20.25/hour Retired RSA Employee/Clerical/Semi-Skilled
0082	A05- \$35,550/year or \$17.09/hour - \$53,114 /year or \$25.54/hour Retired RSA Employee/Technical/Paraprofessional
0083	A07- \$44,730/year or \$21.50/hour - \$66,831 /year or \$32.13/hour Retired RSA Employee/Professional/Public Safety Level I
0084	A10- \$61,808/year or \$29.72/hour - \$92,347/year or \$44.3974/hour Retired RSA Employee/Manager/Public Safety Level II

* Pay within the range based on department budget and employee's education and experience

** Personnel Board approved shift differentials in the Communications Division for assigned second and third shift employees at the same rate as other departments within the City that conduct 24-hour operations. (11/12/2013)

¹ Board approved change to pay rate from \$7.25 to \$8.00/hour on 11/27/18. (Effective 1/11/19)
Administrative name change from Part Time DE Student Worker to Student Worker (1/9/19)

² Board approved change of pay structure for Public Administration Intern from A01-A02; Civil Engineering Student Intern from A01-A03; Planning Intern from A01-A03; Student Law Clerk from \$12-18/hr to \$13.83-\$20.66/hr (12/10/19)

³ Board approved new pay structure for RSA retired employees (Effective 2/11/2020)

⁴ Board approved change to pay range from A15 to A16 (Effective 5/26/2020)

City of Montgomery
Administrative Pay Rates
Effective: October 1, 2021

Steps		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade	Annual	22,698	23,499	24,300	25,101	25,903	26,703	27,504	28,306	29,107	29,908	30,709	31,511	32,311	33,112	33,913
A01	Hourly	10.9127	11.2978	11.6827	12.0677	12.4533	12.8382	13.2232	13.6088	13.9939	14.3788	14.7638	15.1494	15.5343	15.9193	16.3043
Grade	Annual	25,210	26,099	26,989	27,879	28,768	29,658	30,548	31,437	32,328	33,217	34,107	34,996	35,886	36,776	37,667
A02	Hourly	12.1200	12.5478	12.9753	13.4032	13.8307	14.2588	14.6867	15.1141	15.5422	15.9696	16.3977	16.8251	17.2531	17.6810	18.1089
Grade	Annual	28,193	29,188	30,183	31,178	32,173	33,167	34,163	35,157	36,153	37,147	38,142	39,137	40,132	41,128	42,123
A03	Hourly	13.5543	14.0326	14.5110	14.9892	15.4677	15.9459	16.4243	16.9026	17.3811	17.8593	18.3377	18.8161	19.2944	19.7729	20.2514
Grade	Annual	31,642	32,759	33,875	34,992	36,108	37,226	38,343	39,459	40,576	41,692	42,810	43,927	45,042	46,159	47,275
A04	Hourly	15.2125	15.7495	16.2859	16.8232	17.3597	17.8969	18.4341	18.9707	19.5077	20.0443	20.5816	21.1186	21.6550	22.1918	22.7286
Grade	Annual	35,550	36,804	38,059	39,314	40,568	41,824	43,078	44,333	45,588	46,842	48,097	49,352	50,607	51,860	53,114
A05	Hourly	17.0913	17.6944	18.2977	18.9009	19.5040	20.1075	20.7106	21.3138	21.9171	22.5202	23.1235	23.7268	24.3301	24.9329	25.5357
Grade	Annual	39,912	41,321	42,730	44,139	45,547	46,956	48,364	49,773	51,182	52,590	53,999	55,407	56,817	58,226	59,636
A06	Hourly	19.1887	19.8660	20.5433	21.2205	21.8976	22.5749	23.2519	23.9293	24.6066	25.2836	25.9609	26.6379	27.3158	27.9934	28.6710
Grade	Annual	44,730	46,307	47,886	49,465	51,044	52,623	54,201	55,780	57,359	58,938	60,517	62,094	63,673	65,252	66,831
A07	Hourly	21.5049	22.2631	23.0222	23.7812	24.5403	25.2995	26.0583	26.8175	27.5766	28.3356	29.0947	29.8531	30.6121	31.3711	32.1301
Grade	Annual	49,984	51,749	53,513	55,277	57,042	58,806	60,570	62,334	64,098	65,862	67,626	69,391	71,155	72,919	74,683
A08	Hourly	24.0310	24.8793	25.7275	26.5755	27.4238	28.2719	29.1201	29.9682	30.8165	31.6646	32.5127	33.3609	34.2090	35.0571	35.9052
Grade	Annual	55,690	57,654	59,620	61,586	63,551	65,517	67,483	69,447	71,413	73,379	75,344	77,310	79,276	81,241	83,207
A09	Hourly	26.7738	27.7184	28.6636	29.6087	30.5532	31.4984	32.4436	33.3881	34.3332	35.2785	36.2231	37.1681	38.1134	39.0583	40.0032
Grade	Annual	61,808	63,990	66,171	68,353	70,534	72,716	74,897	77,079	79,261	81,442	83,624	85,806	87,986	90,166	92,347
A10	Hourly	29.7154	30.7644	31.8131	32.8620	33.9108	34.9598	36.0084	37.0572	38.1062	39.1549	40.2038	41.2528	42.3008	43.3491	44.3974
Grade	Annual	68,339	70,750	73,163	75,575	77,986	80,398	82,810	85,222	87,634	90,046	92,457	94,870	97,282	99,693	102,105
A11	Hourly	32.8552	34.0145	35.1743	36.3341	37.4932	38.6529	39.8127	40.9719	42.1317	43.2915	44.4507	45.6104	46.7701	47.9295	49.0889
Grade	Annual	76,161	78,849	81,537	84,226	86,913	89,601	92,290	94,977	97,666	100,353	103,041	105,730	108,417	111,103	113,789
A12	Hourly	36.6158	37.9084	39.2005	40.4931	41.7850	43.0775	44.3700	45.6620	46.9546	48.2466	49.5391	50.8317	52.1235	53.4149	54.7063
Grade	Annual	82,668	85,586	88,504	91,422	94,339	97,257	100,175	103,093	106,009	108,928	111,846	114,764	117,681	120,598	123,515
A13	Hourly	39.7443	41.1470	42.5500	43.9528	45.3552	46.7581	48.1610	49.5639	50.9661	52.3690	53.7720	55.1748	56.5773	57.9798	59.3823
Grade	Annual	90,446	93,638	96,830	100,022	103,216	106,407	109,598	112,792	115,983	119,176	122,368	125,561	128,752	131,944	135,136
A14	Hourly	43.4837	45.0181	46.5531	48.0877	49.6229	51.1572	52.6915	54.2267	55.7612	57.2961	58.8306	60.3657	61.9002	63.4347	64.9692
Grade	Annual	98,671	102,154	105,635	109,118	112,600	116,083	119,566	123,047	126,531	130,012	133,495	136,978	140,460	143,942	147,424
A15	Hourly	47.4378	49.1123	50.7862	52.4605	54.1345	55.8089	57.4835	59.1573	60.8320	62.5059	64.1804	65.8549	67.5287	69.2029	70.8771
Grade	Annual	109,296	113,153	117,011	120,869	124,726	128,583	132,441	136,298	140,156	144,013	147,871	151,728	155,586	159,443	163,301
A16	Hourly	52.5461	54.4006	56.2552	58.1099	59.9643	61.8189	63.6735	65.5280	67.3826	69.2372	71.0917	72.9463	74.8009	76.6555	78.5101