

MONTGOMERY PERSONNEL BOARD
PAY PLAN FOR THE

City of Montgomery

PUBLIC SAFETY/CORRECTIONS PAY RATES

Corrections Effective Date - October 1, 2024
Public Safety Effective Date - October 1, 2024
Including all revisions as of April 6, 2026

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.

PAY PLAN FOR THE CITY OF MONTGOMERY
FIRE DEPARTMENT

<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>	<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
PST	8005	Firefighter Trainee	PE	PS3	**8020	Fire Lieutenant (Suppression)	PE
PS1/5-15	8010	Firefighter	PE	PS4	8095	Fire Lieutenant (Medic, Investigator, Inspector)	PE
	*8014	Firefighter/Paramedic	PE			Fire Equipment Technician II	NE
PS2	8011	Fire Sergeant	PE	8030		Fire Captain	E
	8093	Fire Equipment Technician I	NE	PS5	8040	District Fire Chief	E
UNCLASSIFIED				PS6	8135	Assistant Fire Chief	E
PS8	8150	Fire Chief	E	PS8	709	⁵ Director of Emergency Services	E
1PG below	5032	⁴ Public Safety Professional Trainee					

¹ **Firefighter Lateral Hires** (Starting pay is commensurate with experience.)

Firefighter/EMT 1	PS1 – Starting pay range A minimum of one (1) step above the starting pay for a Firefighter up to five (5) steps above the starting pay
Firefighter/Paramedic	PS1 – Starting pay range A minimum of five (5) steps above the starting pay for a Firefighter up to step 14

¹ **Current Montgomery Fire/Rescue** (Minimum Paramedic Pay Step)

Firefighter Paramedic	PS1 - Starting pay range Eight (8) steps above the starting pay of a Firefighter
Sergeant Paramedic	PS2 - Starting pay range Five (5) steps above the starting pay for a Sergeant

- PARAMEDICS RANKED AS A FIREFIGHTER THROUGH CAPTAIN WHO ARE ASSIGNED TO ADVANCE LIFE SUPPORT (ALS) UNITS RECEIVE A \$10,000 (ANNUAL) INCENTIVE PAY. LICENSED PARAMEDICS NOT ASSIGNED TO THE MEDIC DIVISION RECEIVE AN INCENTIVE PAY OF \$3000 ANNUALLY. SWORN PERSONNEL WHO ARE LICENSED, CERTIFIED, AND ASSIGNED TO A SPECIAL OPERATIONS UNIT OR EMS SUPPORT DIVISION RECEIVE AN ANNUAL INCENTIVE PAY OF \$5,000. (Revised 4/24/18 & Effective 10/1/18; Revised 3/9/2021; Revised 7/16/2024; Revis
- FIRE INVESTIGATIONS DIVISION, CODES AND STANDARDS DIVISION, TECHNICAL MAINTENANCE, AND TRAINING DIVISION EMPLOYEES WHO MEET THE MINIMUM QUALIFICATIONS RECEIVE AN ANNUAL INCENTIVE PAY OF \$5,000 (Revised 4/24/18 and Effective 10/1/18; Revised 7/16/2024).
- ALL ELIGIBLE EMPLOYEES ARE ABLE TO RECEIVE MORE THAN ONE INCENTIVE PAY PER YEAR (Effective 10/1/18)
- NO STEP INCREASE FOR LATERAL TRANSFER, I.E., SERGEANT TO MEDIC, PER CHIEF JORDAN 6/8/11.

** Approved by the Board and effective 1/22/2019 - All Fire Lieutenants are classified as Partially Exempt (PE- FLSA)

¹ Approved by the Board and effective 2/25/2020 - create a pay range for lateral hires and make pay range adjustments for current Paramedics: Revised 3/10/2025

² Approved by the Board 12/14/2021 - update minimum pay for Lateral Hires and current Paramedics

³ Chief of Staff and Chief of Operations within Montgomery Fire/Rescue are compensated as the Assistant Fire Chief with assignment pay in the range of \$5,000 - \$25,000 per year depending on the duties assigned as Chief of Staff and Chief of Operations (8/10/2022)

⁴ Approved by the Board 9/9/2024 - new classification (pay grade is one grade below the target job)

PAY PLAN FOR THE CITY OF MONTGOMERY
POLICE DEPARTMENT

<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>	<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
PDT	8208	Police Officer Trainee	PE	PCT	8533	Municipal Jail Corrections Officer Trainee	PE
PD1/5-15	8210	Police Officer	PE	PC1	8535	Municipal Jail Corrections Officer	PE
PD2	8211	Police Corporal	PE	PC2	8537	Municipal Jail Corrections Corporal	PE
	8212	Detective	PE	PC3	8541	Municipal Jail Corrections Sergeant	PE
PD3	8220	Police Sergeant	PE	PC4	8542	¹ Municipal Jail Corrections Lieutenant	E
PD4	8230	Police Lieutenant	PE	PC6	8577	Municipal Jail Warden	E
PD5	8240	Police Captain	E				
PD6	8410	Police Major	E	**UNCLASSIFIED			
PD7	8411	Deputy Police Chief	E				
PS8	709	⁶ Director of Emergency Services	E	PD8	8420	Police Chief	E
				1PG below 5032		⁴ Public Safety Professional Trainee	

³ Lateral Police Officer Transfers	
Less than 2 years and out-of-state transfer	One (1) step above the starting pay for a Police Officer
More than 2 years, less than 5 years	Two (2) steps above the starting pay for a Police Officer
More than 5 years, less than 10 years	Three (3) steps above the starting pay for a Police Officer
More than 10 years	A minimum of four (4) steps above the starting pay of a Police Officer up to step 14

² Lateral Corrections Transfers	
More than 1 yr and less than 3 yrs	One (1) step above the starting pay of a Corrections Officer
More than 3 yrs and less than 5 yrs	Two (2) steps above the starting pay of a Corrections Officer
More than 5 yrs and less than 10 yrs	Three (3) steps above the starting pay of a Corrections Officer
More than 10 yrs	A minimum of four (4) steps above the starting pay of a Corrections Officer up to step 14

MOTOR PAY IS \$50.00 PER MONTH

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

SHIFT DIFFERENTIAL PAY FOR SECOND SHIFT PATROL PERSONNEL IS \$50.00 PER MONTH (8/14/07)

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

Chief of Staff and Chief of Operations within the Montgomery Police Department are compensated as the Major/Assistant Chief with assignment pay in the range of \$5,000 - \$25,000 per year depending on the duties assigned as Chief of Staff and Chief of Operations (8/10/2022).

Sworn police officers below the rank of Sergeant are eligible to receive a \$500 payment as part of the Field Training Officer Incentive Program (10.10.18).
Recruitment incentive of \$15,000 for Montgomery Police Department recruits (2/23/2026)

¹ Approved by the Board 4/12/16- title and class code change (former Assistant Warden- 8565)

² Approved by the Board 2/14/23 (Effective 3/3/23)

³ Approved by the Board 12/14/21

⁴ Approved by the Board 9/9/2024 - new classification (pay grade is one grade below the target job)

⁵Approved by the Board 3/10/2025 - reinstate Deputy Police Chief position

City of Montgomery
Public Safety Pay Plan (MF/R) - 80 Hours
Effective October 1, 2025

	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	*A	*B	*C
Grade	Annual	45,093																								
PST	Hourly	21.6795																								
Grade	Annual	43,450	44,754	46,096	47,479	48,904	50,371	51,882	53,438	55,042	56,693	58,394	60,145	61,950	63,808	65,723	67,694	69,725	71,817	73,971	76,190	78,476	80,830	83,255	85,753	88,326
PS1	Hourly	20.8895	21.5162	22.1616	22.8265	23.5113	24.2166	24.9431	25.6914	26.4622	27.2560	28.0737	28.9159	29.7834	30.6769	31.5972	32.5451	33.5215	34.5271	35.5629	36.6298	37.7287	38.8606	40.0264	41.2272	42.4640
Grade	Annual	46,068	47,450	48,873	50,340	51,850	53,405	55,007	56,658	58,357	60,108	61,911	63,769	65,682	67,652	69,682	71,772	73,925	76,143	78,427	80,780	83,204	85,700	88,271	90,919	93,646
PS2	Hourly	22.1481	22.8125	23.4969	24.2018	24.9278	25.6757	26.4459	27.2393	28.0565	28.8982	29.7651	30.6581	31.5778	32.5252	33.5009	34.5059	35.5411	36.6074	37.7056	38.8367	40.0018	41.2019	42.4380	43.7111	45.0224
Grade	Annual	56,129	57,813	59,547	61,333	63,173	65,069	67,021	69,031	71,102	73,235	75,432	77,695	80,026	82,427	84,900	87,447	90,070	92,772	95,555	98,422	101,375	104,416	107,548	110,775	114,098
PS3	Hourly	26.9848	27.7943	28.6282	29.4870	30.3716	31.2828	32.2212	33.1879	34.1835	35.2090	36.2653	37.3532	38.4738	39.6281	40.8169	42.0414	43.3026	44.6017	45.9398	47.3180	48.7375	50.1996	51.7056	53.2568	54.8545
Grade	Annual	61,705	63,557	65,463	67,427	69,450	71,533	73,679	75,890	78,166	80,511	82,927	85,415	87,977	90,616	93,335	96,135	99,019	101,990	105,049	108,201	111,447	114,790	118,234	121,781	125,434
PS4	Hourly	29.6659	30.5559	31.4725	32.4167	33.3892	34.3909	35.4226	36.4853	37.5799	38.7072	39.8685	41.0645	42.2965	43.5654	44.8723	46.2185	47.6050	49.0332	50.5042	52.0193	53.5799	55.1873	56.8429	58.5482	60.3046
Grade	Annual	71,688	73,839	76,054	78,336	80,686	83,106	85,599	88,167	90,812	93,537	96,343	99,233	102,210	105,277	108,435	111,688	115,039	118,490	122,044	125,706	129,477	133,361	137,362	141,483	145,727
PS5	Hourly	34.4655	35.4994	36.5644	37.6614	38.7912	39.9549	41.1536	42.3882	43.6598	44.9686	46.3187	47.7083	49.1395	50.6137	52.1321	53.6961	55.3070	56.9662	58.6752	60.4354	62.2485	64.1159	66.0394	68.0206	70.0612
Grade	Annual	83,624	86,132	88,716	91,378	94,119	96,943	99,851	102,846	105,932	109,110	112,383	115,755	119,227	122,804	126,488	130,283	134,191	138,217	142,364	146,634	151,033	155,564	160,231	165,038	169,990
PS6	Hourly	40.2036	41.4097	42.6520	43.9315	45.2495	46.6070	48.0052	49.4453	50.9287	52.4566	54.0303	55.6512	57.3207	59.0403	60.8115	62.6359	64.5150	66.4504	68.4439	70.4972	72.6121	74.7905	77.0342	79.3453	81.7256
Grade	Annual	99,467	102,451	105,524	108,690	111,950	115,309	118,768	122,331	126,001	129,781	133,675	137,685	141,816	146,070	150,452	154,966	159,615	164,403	169,335	174,415	179,648	185,037	190,588	196,306	202,195
PS7	Hourly	47.8206	49.2552	50.7329	52.2549	53.8225	55.4372	57.1003	58.8133	60.5777	62.3951	64.2669	66.1949	68.1808	70.2262	72.3330	74.5030	76.7381	79.0402	81.4114	83.8538	86.3694	88.9604	91.6293	94.3781	97.2095
Grade	Annual	127,795	131,629	135,578	139,646	143,835	148,150	152,594	157,172	161,887	166,744	171,746	176,899	182,206	187,672	193,302	199,101	205,074	211,226	217,563	224,090	230,813	237,737	244,869	252,215	259,782
PS8	Hourly	61.4399	63.2831	65.1816	67.1370	69.1512	71.2257	73.3625	75.5633	77.8302	80.1651	82.5701	85.0472	87.5986	90.2266	92.9334	95.7214	98.5930	101.5508	104.5973	107.7352	110.9673	114.2963	117.7252	121.2570	124.8947

\$43,780 is the starting salary for Police Officer Trainees and Firefighter Trainees.

Upon graduating from the Academy, employee moves to Step 6.

All employees below Step 5 on the PS1 grade were increased to Step 6.

* Education Incentive

*A - Associates Degree/Polygraph Certification

*B - Bachelors Degree

*C - Masters Degree/MBA/Executive Fire Officer Certification

*Additional education programs that are determined to be the equivalent of an Associates, Bachelors or Masters degree are considered

Approved by the Board 12/14/2021 - Effective 12/14/2021

City of Montgomery
Public Safety Pay Plan (MF/R) - 112 Hours
Effective October 1, 2025

Grade	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	*A	*B	*C
Grade PST / (PSU)	Annual	45,093																								
	Hourly	15.4853																								
Grade PS1/ (PSA)	Annual	43,450	44,754	46,096	47,479	48,904	50,371	51,882	53,438	55,042	56,693	58,394	60,145	61,950	63,808	65,723	67,694	69,725	71,817	73,971	76,190	78,476	80,830	83,255	85,753	88,326
	Hourly	14.9210	15.3686	15.8297	16.3046	16.7937	17.2975	17.8164	18.3509	18.9015	19.4685	20.0526	20.6541	21.2738	21.9120	22.5693	23.2464	23.9438	24.6621	25.4020	26.1640	26.9490	27.7574	28.5902	29.4479	30.3313
Grade PS2/ (PSB)	Annual	46,068	47,450	48,873	50,340	51,850	53,405	55,007	56,658	58,357	60,108	61,911	63,769	65,682	67,652	69,682	71,772	73,925	76,143	78,427	80,780	83,204	85,700	88,271	90,919	93,646
	Hourly	15.8201	16.2947	16.7835	17.2870	17.8057	18.3398	18.8900	19.4567	20.0404	20.6416	21.2609	21.8987	22.5557	23.2323	23.9293	24.6472	25.3866	26.1482	26.9327	27.7406	28.5729	29.4300	30.3129	31.2223	32.1590
Grade PS3/ (PSC)	Annual	56,129	57,813	59,547	61,333	63,173	65,069	67,021	69,031	71,102	73,235	75,432	77,695	80,026	82,427	84,900	87,447	90,070	92,772	95,555	98,422	101,375	104,416	107,548	110,775	114,098
	Hourly	19.2749	19.8532	20.4488	21.0623	21.6941	22.3449	23.0153	23.7058	24.4169	25.1494	25.9039	26.6810	27.4815	28.3059	29.1551	30.0297	30.9306	31.8585	32.8143	33.7987	34.8127	35.8571	36.9328	38.0408	39.1820
Grade PS4/ (PSD)	Annual	61,705	63,557	65,463	67,427	69,450	71,533	73,679	75,890	78,166	80,511	82,927	85,415	87,977	90,616	93,335	96,135	99,019	101,990	105,049	108,201	111,447	114,790	118,234	121,781	125,434
	Hourly	21.1899	21.8256	22.4804	23.1548	23.8494	24.5649	25.3018	26.0609	26.8427	27.6480	28.4774	29.3318	30.2117	31.1181	32.0516	33.0132	34.0036	35.0237	36.0744	37.1566	38.2713	39.4194	40.6020	41.8201	43.0747
Grade PS5/ (PSE)	Annual	71,688	73,839	76,054	78,336	80,686	83,106	85,599	88,167	90,812	93,537	96,343	99,233	102,210	105,277	108,435	111,688	115,039	118,490	122,044	125,706	129,477	133,361	137,362	141,483	145,727
	Hourly	24.6182	25.3567	26.1174	26.9010	27.7080	28.5392	29.3954	30.2773	31.1856	32.1212	33.0848	34.0773	35.0997	36.1526	37.2372	38.3543	39.5050	40.6901	41.9108	43.1682	44.4632	45.7971	47.1710	48.5861	50.0437
Grade PS6/ (PSF)	Annual	83,624	86,132	88,716	91,378	94,119	96,943	99,851	102,846	105,932	109,110	112,383	115,755	119,227	122,804	126,488	130,283	134,191	138,217	142,364	146,634	151,033	155,564	160,231	165,038	169,990
	Hourly	28.7168	29.5783	30.4656	31.3796	32.3210	33.2906	34.2893	35.3180	36.3776	37.4689	38.5929	39.7507	40.9433	42.1716	43.4367	44.7396	46.0820	47.4645	48.8864	50.3550	51.8657	53.4217	55.0243	56.6750	58.3753
Grade PS7/ (PSG)	Annual	99,467	102,451	105,525	108,691	111,951	115,310	118,769	122,332	126,002	129,782	133,676	137,686	141,817	146,071	150,453	154,967	159,616	164,404	169,337	174,417	179,649	185,039	190,590	196,308	202,197
	Hourly	34.1577	35.1824	36.2379	37.3250	38.4448	39.5981	40.7861	42.0097	43.2699	44.5680	45.9051	47.2822	48.7007	50.1617	51.6666	53.2166	54.8131	56.4575	58.1512	59.8957	61.6926	63.5434	65.4497	67.4132	69.4356
Grade PS8/ (PSH)	Annual	127,795	131,629	135,578	139,646	143,835	148,150	152,594	157,172	161,887	166,744	171,746	176,899	182,206	187,672	193,302	199,101	205,074	211,226	217,563	224,090	230,813	237,737	244,869	252,215	259,782
	Hourly	43.8858	45.2023	46.5584	47.9552	49.3938	50.8756	52.4019	53.9739	55.5932	57.2610	58.9788	60.7481	62.5706	64.4477	66.3811	68.3726	70.4238	72.5365	74.7126	76.9539	79.2626	81.6404	84.0896	86.6123	89.2107

\$43,780 is the starting salary for Police Officer Trainees and Firefighter Trainees.

Upon graduating from the Academy, employee moves to Step 6.

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* Education Incentive

*A - Associates Degree/Polygraph Certification

*B - Bachelors Degree

*C - Masters Degree/MBA/Executive Fire Officer Certification

*Additional education programs that are determined to be the equivalent of an Associates, Bachelors or Masters degree are considered

Approved by the Board 12/14/2021 - Effective 12/14/2021

City of Montgomery
Public Safety MPD Sworn Officers Pay Plan
Effective October 1, 2025

	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	*A	*B	*C
Grade	Annual	45,093																								
PDT	Hourly	21,6793																								
Grade	Annual	47,588	49,016	50,486	52,001	53,561	55,168	56,823	58,528	60,283	62,092	63,955	65,873	67,849	69,885	71,981	74,141	76,365	78,656	81,016	83,446	85,950	88,528	91,184	93,919	96,737
PD1	Hourly	22,8790	23,5653	24,2723	25,0005	25,7505	26,5230	27,3187	28,1382	28,9824	29,8518	30,7474	31,6698	32,6199	33,5985	34,6065	35,6447	36,7140	37,8154	38,9499	40,1184	41,3219	42,5616	43,8384	45,1536	46,5082
Grade	Annual	50,456	51,969	53,528	55,134	56,788	58,492	60,247	62,054	63,916	65,833	67,808	69,842	71,938	74,096	76,319	78,608	80,966	83,395	85,897	88,474	91,128	93,862	96,678	99,578	102,566
PD2	Hourly	24,2575	24,9852	25,7348	26,5068	27,3020	28,1211	28,9647	29,8337	30,7287	31,6505	32,6000	33,5780	34,5854	35,6229	36,6916	37,7924	38,9262	40,0939	41,2968	42,5357	43,8117	45,1261	46,4799	47,8743	49,3105
Grade	Annual	61,474	63,318	65,218	67,174	69,190	71,265	73,403	75,605	77,874	80,210	82,616	85,095	87,647	90,277	92,985	95,775	98,648	101,607	104,656	107,795	111,029	114,360	117,791	121,325	124,964
PD3	Hourly	29,5549	30,4415	31,3548	32,2954	33,2643	34,2622	35,2901	36,3488	37,4392	38,5624	39,7193	40,9109	42,1382	43,4023	44,7044	46,0455	47,4269	48,8497	50,3152	51,8247	53,3794	54,9808	56,6302	58,3291	60,0790
Grade	Annual	67,582	69,609	71,698	73,848	76,064	78,346	80,696	83,117	85,611	88,179	90,824	93,549	96,355	99,246	102,224	105,290	108,449	111,702	115,053	118,505	122,060	125,722	129,494	133,379	137,380
PD4	Hourly	32,4912	33,4660	34,4700	35,5041	36,5692	37,6663	38,7963	39,9601	41,1589	42,3937	43,6655	44,9755	46,3248	47,7145	49,1459	50,6203	52,1389	53,7031	55,3142	56,9736	58,6828	60,4433	62,2566	64,1243	66,0480
Grade	Annual	78,516	80,871	83,297	85,796	88,370	91,021	93,752	96,564	99,461	102,445	105,518	108,684	111,944	115,303	118,762	122,325	125,994	129,774	133,668	137,678	141,808	146,062	150,444	154,957	159,606
PD5	Hourly	37,7479	38,8803	40,0467	41,2481	42,4856	43,7601	45,0729	46,4251	47,8179	49,2524	50,7300	52,2519	53,8195	55,4340	57,0971	58,8100	60,5743	62,3915	64,2632	66,1911	68,1769	70,2222	72,3288	74,4987	76,7337
Grade	Annual	91,587	94,335	97,165	100,080	103,082	106,175	109,360	112,641	116,020	119,501	123,086	126,778	130,582	134,499	138,534	142,690	146,971	151,380	155,921	160,599	165,417	170,379	175,491	180,755	186,178
PD6	Hourly	44,0324	45,3533	46,7139	48,1153	49,5598	51,0456	52,5769	54,1542	55,7789	57,4522	59,1758	60,9511	62,7796	64,6630	66,6029	68,6010	70,6590	72,7788	74,9621	77,2110	79,5273	81,9132	84,3705	86,9017	89,5087
Grade	Annual	108,939	112,208	115,574	119,041	122,612	126,291	130,079	133,982	138,001	142,141	146,405	150,798	155,322	159,981	164,781	169,724	174,816	180,060	185,462	191,026	196,757	202,659	208,739	215,001	221,451
PD7	Hourly	52,3747	53,9459	55,5643	57,2313	58,9482	60,7166	62,5381	64,4143	66,3467	68,3371	70,3872	72,4988	74,6738	76,9140	79,2214	81,5981	84,0460	86,5674	89,1644	91,8394	94,5945	97,4324	100,3553	103,3660	106,4670
Grade	Annual	127,795	131,629	135,578	139,646	143,835	148,150	152,594	157,172	161,887	166,744	171,746	176,899	182,206	187,672	193,302	199,101	205,074	211,226	217,563	224,090	230,813	237,737	244,869	252,215	259,782
PD8	Hourly	61,4399	63,2831	65,1816	67,1370	69,1512	71,2257	73,3625	75,5633	77,8302	80,1651	82,5701	85,0472	87,5986	90,2266	92,9334	95,7214	98,5930	101,5508	104,5973	107,7352	110,9673	114,2963	117,7252	121,2570	124,8947

\$43,780 is the starting salary for Police Officer Trainees and Firefighter Trainees.

Upon graduating from the Academy, employee moves to Step 6.

All employees below Step 5 on the PS1 grade were increased to Step 6.

*** Education Incentive**

*A - Associates Degree/Polygraph Certification

*B - Bachelors Degree

*C - Masters Degree/MBA/Executive Fire Officer Certification

*Additional education programs that are determined to be the equivalent of an Associates, Bachelors or Masters degree are considered

Approved by the Board 12/14/2021 - Effective 12/14/2021

City of Montgomery
Public Safety Corrections Pay Plan
Effective October 1, 2025

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
PCT	38,589 18,5526																					
PC1	40,786 19.6088	42,010 20.1970	43,270 20.8029	44,568 21.4270	45,905 22.0698	47,282 22.7319	48,701 23.4139	50,162 24.1163	51,666 24.8398	53,216 25.5850	54,813 26.3525	56,457 27.1431	58,151 27.9574	59,896 28.7961	61,692 29.6600	63,543 30.5498	65,449 31.4663	67,413 32.4103	69,435 33.3826	71,518 34.3841	73,664 35.4156	75,874 36.4781
PC2	43,876 21.0946	45,193 21.7274	46,549 22.3792	47,945 23.0506	49,383 23.7421	50,865 24.4544	52,391 25.1880	53,963 25.9437	55,581 26.7220	57,249 27.5236	58,966 28.3493	60,735 29.1998	62,557 30.0758	64,434 30.9781	66,367 31.9074	68,358 32.8647	70,409 33.8506	72,521 34.8661	74,697 35.9121	76,938 36.9895	79,246 38.0992	81,623 39.2421
PC3	51,084 24.5593	52,616 25.2961	54,195 26.0550	55,821 26.8366	57,495 27.6417	59,220 28.4710	60,997 29.3251	62,826 30.2048	64,711 31.1110	66,653 32.0443	68,652 33.0056	70,712 33.9958	72,833 35.0157	75,018 36.0662	77,269 37.1481	79,587 38.2626	81,974 39.4105	84,434 40.5928	86,967 41.8106	89,576 43.0649	92,263 44.3568	95,031 45.6875
PC4	57,309 27.5521	59,028 28.3786	60,799 29.2300	62,623 30.1069	64,501 31.0101	66,436 31.9404	68,430 32.8986	70,482 33.8856	72,597 34.9021	74,775 35.9492	77,018 37.0277	79,329 38.1385	81,708 39.2826	84,160 40.4611	86,685 41.6750	89,285 42.9252	91,964 44.2130	94,723 45.5394	97,564 46.9055	100,491 48.3127	103,506 49.7621	106,611 51.2549
PC5	65,240 31.3650	67,197 32.3060	69,213 33.2752	71,289 34.2734	73,428 35.3016	75,631 36.3607	77,900 37.4515	80,236 38.5751	82,644 39.7323	85,123 40.9243	87,677 42.1520	90,307 43.4166	93,016 44.7191	95,807 46.0606	98,681 47.4424	101,641 48.8657	104,690 50.3317	107,831 51.8416	111,066 53.3969	114,398 54.9988	117,830 56.6488	121,365 58.3482
PC6	78,364 37.6747	80,715 38.8049	83,136 39.9691	85,630 41.1682	88,199 42.4032	90,845 43.6753	93,570 44.9856	96,377 46.3351	99,269 47.7252	102,247 49.1569	105,314 50.6316	108,474 52.1506	111,728 53.7151	115,080 55.3266	118,532 56.9864	122,088 58.6959	125,751 60.4568	129,523 62.2705	133,409 64.1386	137,411 66.0628	141,533 68.0447	145,779 70.0860
PC7	84,315 40.5361	86,844 41.7521	89,449 43.0047	92,133 44.2948	94,897 45.6237	97,744 46.9924	100,676 48.4022	103,696 49.8542	106,807 51.3499	110,011 52.8904	113,312 54.4771	116,711 56.1114	120,213 57.7947	123,819 59.5286	127,533 61.3144	131,359 63.1538	135,300 65.0485	139,359 66.9999	143,540 69.0099	147,846 71.0802	152,282 73.2126	156,850 75.4090

² Lateral Corrections and Juvenile Detention Officers Transfers	
More than 1 yr and less than 3 yrs	One (1) step above the starting pay of a corrections officer
More than 3 yrs and less than 5 yrs	Two (2) steps above the starting pay of a corrections officer
More than 5 yrs and less than 10 yrs	Three (3) steps above the starting pay of a corrections officer
More than 10 yrs	A minimum of four (4) steps above the starting pay of a corrections officer up to step 14

**CITY OF MONTGOMERY
PUBLIC SAFETY PAY PLAN - CONVERSION RATES
EFFECTIVE OCTOBER 1, 2025**

CONVERSION RATE - PST (PSY)

45,093 15.4853

CONVERSION RATES - PS1 (PSX)

Step 1	43,450	14.4898
Step 2	44,754	14.9245
Step 3	46,096	15.3722
Step 4	47,479	15.8334
Step 5	48,904	16.3084
Step 6	50,371	16.7977
Step 7	51,882	17.3016
Step 8	53,438	17.8206
Step 9	55,042	18.3553
Step 10	56,693	18.9059
Step 11	58,394	19.4731
Step 12	60,145	20.0573
Step 13	61,950	20.6590
Step 14	63,808	21.2788
Step 15	65,723	21.9171
Step 16	67,694	22.5746
Step 17	69,725	23.2519
Step 18	71,817	23.9494
Step 19	73,971	24.6679
Step 20	76,190	25.4080
Step 21	78,476	26.1702
Step 22	80,830	26.9553
A	83,255	27.7640
B	85,753	28.5969
C	88,326	29.4548

CONVERSION RATES - PS2 (PSZ)

Step 1	46,068	15.3629
Step 2	47,450	15.8237
Step 3	48,873	16.2985
Step 4	50,340	16.7874
Step 5	51,850	17.2910
Step 6	53,405	17.8098
Step 7	55,007	18.3441
Step 8	56,658	18.8944
Step 9	58,357	19.4612
Step 10	60,108	20.0451
Step 11	61,911	20.6464
Step 12	63,769	21.2658
Step 13	65,682	21.9038
Step 14	67,652	22.5609
Step 15	69,682	23.2377
Step 16	71,772	23.9348
Step 17	73,925	24.6529
Step 18	76,143	25.3925
Step 19	78,427	26.1542
Step 20	80,780	26.9389
Step 21	83,204	27.7470
Step 22	85,700	28.5794
A	88,271	29.4368
B	90,919	30.3199
C	93,646	31.2295

(For Payroll Purposes)

Based on 112 Hours