

**MONTGOMERY PERSONNEL BOARD
PAY PLAN FOR THE
CITY OF MONTGOMERY**

SERVICE MAINTENANCE PAY RATES

**Effective Date - October 1, 2024
Including all revisions as of April 27, 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. 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	5182	Petroleum Equipment Maintenance Tech.	8	NE
2391	Building Construction Foreman	10	NE	³ 5194	Fleet Management Service Writer	10	NE
⁴ 2526	Electronic Systems Engineer	11	NE	5201	Auto Servicer	6	NE
⁵ 2527	Electronic Systems Technician	8	NE	5220	Auto Body Repairer	9	NE
4160	HVAC Mechanic I	8	NE	5230	Master Auto Body Repairer	10	NE
4170	HVAC Mechanic II	¹⁴ 10	NE	5240	Auto Mechanic	9	NE
4174	HVAC Mechanic III	¹⁴ 11	NE	⁸ 5241	Auto Mechanic - Diesel Engine	10	NE
4180	Building Maintenance Mechanic	9	NE	5242	Auto Mechanic - Welder	9	NE
5005	Service Maintenance Worker I	1	NE	5243	Auto Mechanic - Small Gas Engine	9	NE
¹³ 5011	Maintenance Worker	3	NE	⁸ 5244	Auto Mechanic - Fire Apparatus	10	NE
5040	Labor Foreman I	5	NE	¹⁰ 5250	Master Auto Mechanic	11	NE
5050	Labor Foreman II	7	NE	5255	Cabinet Shop Foreman	9	NE
5116	Roofing Foreman	8	NE	5260	Cabinetmaker	8	NE
5121	Street Construction Foreman	9	NE	5270	Carpenter I	7	NE
5170	Welder	7	NE	5280	Carpenter II	8	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

¹⁰ Approved by the Board 7/27/21 - change pay range from S10

¹¹ Approved by the Board 2/8/22 - change pay range from S02

¹² Approved by the Board 2/8/22 - abolish classification:
Service Maintenance Worker III (5009)

¹³ Approved by the Board 10/11/22 - new classification;
abolished classification: Service Maintenance Worker II (5007)

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	5620	Parking Management Worker I	5	NE
5315	Construction Equipment Operator	8	NE	5622	Parking Management Worker II	7	NE
5320	Electrician I	8	NE	5700	Street Lighting Technician I	10	NE
5330	Electrician II	¹³ 10	NE	5710	Street Lighting Technician II	11	NE
5340	Electrician III	¹³ 11	NE	⁶ 5741	ITS Electronic Technician I	11	NE
5390	Ballfield Lighting Technician	11	NE	⁶ 5751	ITS Electronic Technician II	12	NE
5420	Plumber I	8	NE	⁷ 5772	Traffic Maintenance Worker I	5	NE
5430	Painter	7	NE	⁷ 5774	Traffic Maintenance Worker II	7	NE
5434	Paint Crew Foreman	8	NE	⁷ 5778	Traffic Maintenance Worker III	8	NE
5440	Tree Trimmer	6	NE	5780	Traffic Control Technician I	10	NE
5450	Upholsterer	¹² 8	NE	5790	Traffic Control Technician II	11	NE
¹¹ 5460	Tree Crew Foreman	9	NE	¹³ 7325	Transportation Specialist	5	NE
5470	Plumber II	¹³ 10	NE	7552	Zookeeper I	6	NE
5472	Plumber III	¹³ 11	NE	7555	Zookeeper II	7	NE
5490	Sweeper Operator	6	NE	² 7626	Riverboat Food and Beverage Steward	1	NE
⁹ 5541	Sanitation Truck Driver	6	NE				
¹⁰ 5542	Equipment Operator I	4	NE				
¹⁰ 5543	Equipment Operator II	5	NE				
5550	Heavy Equipment Operator I	6	NE				
5560	Heavy Equipment Operator II	7	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;

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

¹⁰ Approved by the Board 2/8/22 - new classification (5543); changed title
and class code of Equipment Operator (5540) to Equipment Operator I (5542)

¹¹ Approved by the Board 10/11/22 - change pay range from S08

¹² Approved by the Board 6/11/25 - change pay range from S07

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
5039	*Skilled Trade Intern	S01

*Approved by the Board 12/10/19 - new intern

Included are the following Skilled Trades - Auto Mechanics (All), Bricklayers, Carpenter, Electrician, HVAC Mechanics, Maintenance Mechanics, Painter, Plumber and Welder.
(Please note this list is not exhaustive.)

City of Montgomery
Service Maintenance 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
Grade	Annual	27,513	28,339	29,189	30,065	30,967	31,896	32,852	33,838	34,853	35,899	36,976	38,085	39,228	40,404	41,616	42,865	44,151	45,475	46,840	48,245	49,692	51,183
S01	Hourly	13.2276	13.6244	14.0331	14.4540	14.8877	15.3343	15.7943	16.2681	16.7562	17.2589	17.7766	18.3099	18.8592	19.4250	20.0078	20.6080	21.2262	21.8630	22.5189	23.1945	23.8903	24.6070
Grade	Annual	28,587	29,445	30,328	31,238	32,175	33,140	34,135	35,159	36,213	37,300	38,419	39,571	40,759	41,981	43,241	44,538	45,874	47,250	48,668	50,128	51,632	53,181
S02	Hourly	13.7439	14.1562	14.5809	15.0185	15.4690	15.9331	16.4111	16.9034	17.4105	17.9328	18.4708	19.0249	19.5957	20.1836	20.7891	21.4127	22.0551	22.7168	23.3983	24.1002	24.8232	25.5679
Grade	Annual	29,662	30,552	31,469	32,413	33,385	34,386	35,418	36,481	37,575	38,702	39,863	41,059	42,291	43,560	44,867	46,213	47,599	49,027	50,498	52,013	53,573	55,180
S03	Hourly	14.2606	14.6884	15.1291	15.5831	16.0506	16.5321	17.0281	17.5389	18.0651	18.6071	19.1653	19.7402	20.3324	20.9424	21.5707	22.2178	22.8843	23.5709	24.2780	25.0063	25.7565	26.5292
Grade	Annual	30,735	31,657	32,607	33,585	34,592	35,630	36,699	37,800	38,934	40,102	41,305	42,544	43,821	45,135	46,489	47,884	49,321	50,800	52,324	53,894	55,511	57,176
S04	Hourly	14.7764	15.2197	15.6763	16.1468	16.6312	17.1301	17.6440	18.1734	18.7186	19.2801	19.8585	20.4543	21.0679	21.6999	22.3509	23.0215	23.7121	24.4235	25.1562	25.9109	26.6882	27.4888
Grade	Annual	31,811	32,765	33,748	34,760	35,803	36,877	37,984	39,123	40,297	41,506	42,751	44,034	45,355	46,715	48,117	49,560	51,047	52,578	54,156	55,780	57,454	59,177
S05	Hourly	15.2936	15.7525	16.2250	16.7116	17.2129	17.7293	18.2612	18.8090	19.3733	19.9545	20.5531	21.1697	21.8048	22.4589	23.1327	23.8267	24.5415	25.2777	26.0361	26.8171	27.6217	28.4503
Grade	Annual	32,885	33,871	34,887	35,934	37,012	38,122	39,266	40,444	41,657	42,907	44,194	45,520	46,886	48,292	49,741	51,233	52,770	54,353	55,984	57,663	59,393	61,175
S06	Hourly	15.8099	16.2842	16.7727	17.2760	17.7943	18.3281	18.8779	19.4443	20.0276	20.6284	21.2473	21.8847	22.5412	23.2175	23.9140	24.6314	25.3704	26.1315	26.9154	27.7229	28.5546	29.4112
Grade	Annual	33,959	34,978	36,028	37,108	38,222	39,368	40,549	41,766	43,019	44,309	45,639	47,008	48,418	49,871	51,367	52,908	54,495	56,130	57,814	59,548	61,335	63,175
S07	Hourly	16.3267	16.8165	17.3210	17.8405	18.3757	18.9270	19.4948	20.0797	20.6821	21.3025	21.9416	22.5999	23.2778	23.9762	24.6955	25.4363	26.1994	26.9854	27.7950	28.6288	29.4877	30.3723
Grade	Annual	36,814	37,918	39,056	40,227	41,434	42,677	43,958	45,276	46,635	48,034	49,475	50,959	52,488	54,062	55,684	57,355	59,075	60,848	62,673	64,553	66,490	68,485
S08	Hourly	17.6990	18.2299	18.7768	19.3402	19.9205	20.5181	21.1336	21.7676	22.4206	23.0933	23.7861	24.4996	25.2346	25.9917	26.7714	27.5746	28.4018	29.2539	30.1315	31.0354	31.9665	32.9255
Grade	Annual	40,173	41,378	42,620	43,898	45,215	46,571	47,969	49,408	50,890	52,417	53,989	55,609	57,277	58,995	60,765	62,588	64,466	66,400	68,392	70,444	72,557	74,734
S09	Hourly	19.3139	19.8933	20.4901	21.1046	21.7377	22.3899	23.0616	23.7534	24.4660	25.2000	25.9560	26.7347	27.5367	28.3628	29.2137	30.0901	30.9928	31.9226	32.8803	33.8667	34.8827	35.9292
Grade	Annual	44,038	45,359	46,720	48,121	49,565	51,052	52,583	54,161	55,786	57,459	59,183	60,959	62,787	64,671	66,611	68,610	70,668	72,788	74,971	77,221	79,537	81,923
S10	Hourly	21.1720	21.8072	22.4614	23.1353	23.8294	24.5443	25.2806	26.0390	26.8202	27.6248	28.4535	29.3072	30.1864	31.0920	32.0247	32.9855	33.9750	34.9943	36.0441	37.1254	38.2392	39.3864
Grade	Annual	48,408	49,861	51,357	52,897	54,484	56,119	57,802	59,536	61,322	63,162	65,057	67,009	69,019	71,089	73,222	75,419	77,681	80,012	82,412	84,885	87,431	90,054
S11	Hourly	23.2733	23.9715	24.6906	25.4313	26.1942	26.9800	27.7894	28.6231	29.4818	30.3662	31.2772	32.2156	33.1820	34.1775	35.2028	36.2589	37.3467	38.4671	39.6211	40.8097	42.0340	43.2950
Grade	Annual	53,284	54,882	56,529	58,225	59,971	61,771	63,624	65,532	67,498	69,523	71,609	73,757	75,970	78,249	80,597	83,015	85,505	88,070	90,712	93,434	96,237	99,124
S12	Hourly	25.6172	26.3858	27.1773	27.9927	28.8325	29.6974	30.5884	31.5060	32.4512	33.4247	34.4275	35.4603	36.5241	37.6198	38.7484	39.9109	41.1082	42.3414	43.6117	44.9200	46.2676	47.6557