

MONTGOMERY PERSONNEL BOARD
PAY PLAN FOR THE
CITY OF MONTGOMERY
ADMINISTRATIVE 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. 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 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>ACCOUNTING AND FISCAL</u>				<u>ADMINISTRATIVE - Classified</u>			
452	License and Revenue Supervisor	9	E	³⁸ 301	Human Resources Generalist	9	NE
³⁸ 453	Revenue Investigator	7	NE	702	Dir of Public Info & External Affairs	16	E
³⁹ 455	Revenue Enforcement Officer	8	NE	† ⁷ 11	General Services Director	16	E
461	Revenue Examiner	6	NE	<u>ADMINISTRATIVE - Unclassified</u>			
470	Revenue Auditor	7	E	⁴ 699	Chief of Staff	16	E
471	Revenue Compliance Officer	7	E	0700	Chief Administrative Officer	16	E
¹² 472	Senior Revenue Auditor	8	E	¹⁴ 62	Executive Assistant to the Mayor	8	NE
485	Revenue Manager	11	E	0610	Chief Financial Officer	16	E
¹⁴ 495	Payroll Manager	10	E	⁹ 407	Chief Technology Officer	15	E
²⁵ 499	Payroll Specialist	6	NE	⁵ 0698	⁷ Chief Operating Officer	16	E
¹⁴ •501	Assistant Payroll Manager	8	NE	³⁷ 300	Human Resources Director	15	E
502	Administrative Officer II	10	E	²³ 681	Senior Policy Advisor	11	E
503	Administrative Officer	8	E	1160	City Attorney	16	E
507	Finance Account Clerk	5	NE	¹³ 3411	Director of Economic Development	16	E
509	¹¹ Account Clerk	4	NE	⁶ 1090	³⁴ Inspector General	16	E
525	Payroll & Benefits Assistant	4	NE	704	Director of Public Works	16	E
Ω528	Employee Benefits Coordinator	6	NE	³⁶ 697	Planning, Permitting and Inspections Director	16	E
529	Accounting Specialist	9	E	²¹ 703	Director of Cultural Affairs	16	E
530	Accountant I	6	E	⁴ 1030	Municipal Court Administrator	16	E
¹⁵ 40	Fixed Assets Accountant	9	E	¹⁷ 1200	Violence Prevention Director	12	E
¹⁵ 41	Reconciliation Accountant	8	E	⁴ 7800	Director, Parks & Recreation	16	E
³⁸ 542	Fixed Assets Manager	10	E	2410	Director, Street Maintenance	15	E
560	Accountant II	8	E	0760	Director of Sanitation	15	E
***562	²⁸ Internal Audit Manager	10	E	²² 713	Director of Communications	12	E
564	Internal Auditor	8	E	⁵ 61	Executive Assistant	7	NE
565	Municipal Risk Manager	11	E	²⁶ 682	Special Assistant to the Mayor	11	E
¹⁰ 566	Employee Benefits Administrator	8	⁴⁰ E	<u>PERSONNEL BOARD</u>			
¹⁰ 567	Safety and Claims Administrator	9	E	191	Personnel Associate	7	NE
¹³ 568	Claims Adjuster	6	NE	187	Personnel Analyst	9	NE
¹³ 569	Safety and Claims Assistant	5	NE	188	Senior Personnel Analyst	12	E
³¹ 570	⁹ Comptroller	12	E	189	Assistant Personnel Director	14	E
³⁰ 571	Assistant Comptroller	10	E				
¹⁹ 575	Director of Risk Management	13	E				
²⁴ 579	Budget Analyst	8	E				
580	Budget Officer	10	E				
⁸ 589	Assistant Accounting Manager	10	E				
³² 590	Accounting Manager	12	E				
600	Grants Accountant	8	E				
²⁷ 602	Grants Director	12	E				
³⁷ **620	Deputy Chief Finance Officer	14	E				
910	Training Safety Supervisor	7	E				
5645	Parking Deck Attendant	2	NE				

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<u>ARCHITECTURAL SERVICES</u>				<u>CITY DEVELOPMENT</u> (Continued)			
¹⁵ 2566	Construction Permit Specialist	6	NE	3600	Assistant Planning Director	13	E
¹⁶ 2901	Property Maintenance Inspector	7	NE	3601	Director of City Development	15	E
¹⁷ 2911	Chief Property Maintenance Inspector	9	E	3602	Community/Economic Development Coord.	9	³⁸ NE
¹⁸ 2921	Assistant Chief Property Maintenance Inspector	8	E	³ 3603	Senior Development Manager	³⁹ 12	E
2990	Building Plans Coordinator	10	E	3605	¹⁸ Commercial District Coordinator	9	E
3010	Building Inspector	7	NE	3610	Senior Planner	11	E
3020	Assistant Chief Building Official	12	E	⁴ 3624	¹² Neighborhood Resources Assistant	4	NE
²⁹ 3100	Assistant Chief Electrical Inspector	8	E	³⁷ 3624B	Neighborhood Resources Assistant (Bilingual)	4	NE
3110	Electrical Inspector	7	NE	3625	Neighborhood Resources Specialist	8	E
3120	Chief Electrical Inspector	9	E	3630	Planner I	7	NE
3130	Supervisor of Electrical Services	10	NE	3640	Planner II	8	NE
3210	Plumbing Inspector	7	NE	*3645	Urban Design Planner	8	NE
3215	Mechanical Inspector	7	NE				
3230	Chief Plumbing Inspector	9	E	<u>CLERICAL</u>			
³³ 3245	Zoning Inspector	7	³⁶ NE	⁵ 21	Administrative Support Associate	3	NE
3250	Chief Building Official	14	E	25	⁷ Customer Service Clerk	4	NE
³⁵ 683	City Operations Program Manager	11	E	⁵ 31	Administrative Support Specialist	4	NE
⁴¹ 684	City Operations Program Specilaist	9	NE	⁵ 41	Administrative Assistant	5	NE
				⁵ 51	Senior Administrative Assistant	6	NE
				55	Mail Courier Clerk	2	NE
				¹⁵ 56	Mail Room and Stores Clerk	4	NE
				70	Stores Clerk I	3	NE
				71	Stores Clerk I, Auto Parts	3	NE
				80	Stores Clerk II	4	NE
				220	Clerk Stenographer II	3	NE
				¹⁹ 242	Scheduler	4	NE
				245	Payroll Clerk	4	NE
				¹⁶ 252	Legal Assistant	5	NE
				320	Data Entry Supervisor	4	NE
<u>CITY DEVELOPMENT</u>							
¹¹ 2260	Transportation Planner	8	NE				
⁴² 3145	Small Business Development Director	12	E				
3400	Planning Director	15	E				
⁹ 3410	Director of Economic and Community Development	15	E				
3420	Land Use Control Administrator	11	E				
¹⁰ 3430	Assistant Land Use Control Administrator	9	E				
3434	Urban Forestry Coordinator	6	NE				
3435	Urban Forester	8	E				
3440	¹⁷ Land Use Historic Preservation Coordinator	9	NE				
3450	Land Use Control Specialist	8	NE				
3460	City Development Technician	5	NE				
3470	City Development Assistant	3	NE				
3480	Housing Rehabilitation Specialist	7	NE				
⁴³ 3481	Housing Policy Analyst	9	NE				
3483	Senior Housing Manager	⁴⁰ 12	E				
3500	Grants Administrator	11	E				
3520	Grants Coordinator	9	E				

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<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
¹² 8001	Assistant Director of Emergency Communications	12	E	2020	Engineering Aide II	4	NE
³ 8181	²⁴ Emergency Communications Operator	¹⁵ 5	NE	2030	Engineering Technician I	5	NE
³ 8182	²⁴ Emergency Communications Dispatcher	¹⁵ 6	NE	²² 2030	Engineering Technician I (Traffic)	5	NE
³ 8183	^{11,24} Emergency Communications Supervisor	7	NE	2050	Engineering Technician II	7	NE
³ 8185	²⁴ Emergency Communications Training Manager	9	E	2060	Engineering Technician III (Bridge Inspector)	9	NE
³ 8188	Director of Emergency Communications	15	E	2060	Engineering Technician III (Chief Insp. & Survey Crd)	9	E
8189	Database Technician	5	NE	2060	Engineering Technician III (Special Proj. & Contracts)	9	E
⁴ 8192	²⁰ 911 Systems Administrator	7	NE	²³ 2060	Engineering Technician III (Traffic)	9	NE
⁴ 8194	^{13,24} Emergency Communications Center Manager	9	E	2065	Architectural Engineering Coordinator	9	E
8195	²⁴ Emergency Communications Quality Assurance Specialis	²⁴ 7	²⁴ NE	⁸ 2071	Civil Engineer I	9	E
8202	Emergency Communications Supervisor II	6	E	⁸ 2072	Civil Engineer II	10	E
⁴ 8239	Public Safety Systems Coordinator	8	E	⁸ 2073	Civil Engineer III	11	E
<u>EMERGENCY MANAGEMENT</u>				2140	²⁵ Principal Engineer	13	E
890	Emergency Management Director	12	E	2150	City Engineer	15	E
¹ 893	¹⁶ Emergency Management Logistics Officer	5	NE	2162	Assistant Solid Waste Superintendent	8	E
894	Metro Med Response Sys Coordinator	6	E	2172	Solid Waste Superintendent	9	E
⁵ 895	¹⁶ EMA Planning Officer	7	NE	<u>FLEET MANAGEMENT</u>			
896	²¹ EMA Deputy Director	²¹ 9	NE	⁶ 5181	Fleet Maintenance Parts Clerk	4	NE
897	3-1-1 Customer Service Representative	3	NE	¹⁸ 5183	Fleet Parts and Service Controller	6	NE
899	¹⁹ 3-1-1 Customer Service Supervisor	5	NE	5195	¹⁹ Fleet Maintenance Parts Supervisor	6	NE
¹⁷ 901	²⁶ Emergency Management Specialist	5	NE	² 5218	⁹ Petroleum & Special Equipment Division Superint.	9	E
				5571	Garage Superintendent	7	E
				¹⁰ 5572	Fleet Management Garage Superintendent	9	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

¹³ Approved by the Board 3/8/22 - changed title from 911 Assistant Operations Manager

¹⁴ Approved by the Board 3/8/22 - Public Safety Communications Operations Manager classification abolished (8187)

¹⁵ Approved by the Board 9/27/22 - Changed pay ranges

¹⁶ Approved by the Board 9/27/22 - title changes; changed from Emergency Exercise & Training Coordinator (0896)

EMA Planner (0895), and Emergency Management Coordinator (0893)

¹⁷ Approved by the Board 3/14/23 - new classification

¹⁸ Approved by the Board 6/13/23 - new classification

¹⁹ Approved by the Board 6/24/24 - changed FLSA status from Exempt to Non Exempt

²⁰ Approved by the Board 12/9/24 - changed FLSA status from Exempt to Non Exempt

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	¹² 8178	Armed Security Officer	5	NE
7622	Food Services Worker I	2	NE	8180	Security Officer	4	NE
7624	Food Services Worker II	4	NE	8200	School Patrol Officer	2	NE
8500	Food Services Supervisor	5	NE	8430	⁷ Police Cadet	²⁰ 3	NE
<u>INFORMATION TECHNOLOGY</u>				8450	Graphic Arts Technician	3	NE
				8470	Latent Fingerprint Examiner	7	NE
				8471	⁸ Senior Latent Fingerprint Examiner	8	NE
¹⁵ 353	Asset Officer	5	NE	8472	Background Investigator	5	NE
¹⁵ 358	¹⁶ Internet Exchange (IX) Engineer	9	NE	8480	¹³ Crime Center Analyst	8	NE
361	¹⁷ IT Project Manager	12	E	8485	¹⁴ Community Engagement Strategist	7	NE
390	Systems Specialist	10	E	8520	Property Control & Evidence Supervisor	5	NE
² 401	IT Technician	7	NE	8555	Nursing Supervisor	8	E
² 402	IT Engineer	9	NE	8560	¹ Records/Identification Clerk	3	NE
² 403	IT Specialist	11	E	8580	Traffic Control Officer	3	NE
¹⁸ 403CS	IT Cybersecurity Specialist	11	E	8550	Police Nurse	5	NE
¹⁸ 403MM	IT Specialist (Mobile Management)	11	E				
404	Asst. Director of Information Technology	13	E				
¹⁹ 405	IT Manager	12	E				
¹⁰ 2203	Senior GIS Analyst	9	E				
¹⁰ 2204	Geographic Information Systems Manager	11	E				
2209	Geographic Information Systems Analyst	7	²¹ NE				

* Footnotes removed 6.3.2024

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<u>PARKS AND RECREATION</u>							
6015	Facilities Maintenance Manager	6	NE	47326	Recreation Instructor I - Gym./Cheer	1	NE
6719	Events Manager	9	E	47327	Recreation Instructor II - Gym./Cheer	2	NE
6720	Events Coordinator	7	E	7330	Recreation Leader I	4	NE
³ 6721	Events Planner	3	NE	7332	Recreation Leader I, Arts & Crafts	4	NE
7190	Arts Program Coordinator	6	NE	7333	Asst Therapeutic Aquatic Rec Coordinator	4	NE
¹³ 7200	Arts Program Manager	9	E	7334	General Therapeutic Recreation Asst Coor	4	NE
¹² 7209	Community Sports Coordinator	11	E	7336	Therapeutic Transportation Asst Coordinator	4	NE
¹⁷ 7210	Parks and Recreations Project Coordinator	11	E				
7220	¹⁶ Community Center Director II	6	NE	7338	Therapeutic Creative Arts Asst Coordinator	4	NE
7230	Community Center Director III	7	E	7340	Recreation Leader II	5	NE
7305	Assistant Athletic Superintendent	9	E	7342	Recreation Leader II, Cheerleader	5	NE
7310	Athletic Division Superintendent	10	E	⁵ 7343	Therapeutic Recreation Specialist	7	NE
7312	Special Recreation Programs Director	12	E	7344	Therapeutic Aquatic Rec Coordinator	6	E
7320	Recreation Aide	1	NE	7345	Adapted Sports Coordinator	6	E
¹¹ 7321	¹⁴ Recreation Associate	2	NE	7346	Therapeutic Creative Arts Coordinator	6	E
7322	Tennis Instructor	1	NE	7347	¹⁶ Assistive Technology Coordinator	6	NE
¹¹ 7323	¹⁵ Lifeguard	3	NE	7348	General Therapeutic Recreation Coordinator	6	E
⁵ 7324	Recreation Specialist	8	NE	7350	Recreation Division Superintendent	10	E

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

¹⁴ Approved by the Board 12/13/22 - changed title from Recreation Aide II

¹⁵ Approved by the Board 12/13/22 - changed title from Recreation Aide III

¹⁶ Approved by the Board 6/24/24 - changed FLSA status from E to NE

¹⁷ Approved by the Board 2/10/25 - new classification

CITY OF MONTGOMERY
ADMINISTRATIVE PAY RATES

<u>Job Code Classification</u>	<u>Grade</u>	<u>FLSA</u>	<u>Job Code Classification</u>	<u>Grade</u>	<u>FLSA</u>
<u>PARKS AND RECREATION (CONTINUED)</u>					
⁸ 7360 Riverfront Superintendent	10	E	7750 Audio Visual Equipment Technician	4	NE
7361 Events Central Director	12	E	7760 District Parks Maintenance Supervisor	7	E
²¹ 7362 Sports and Entertainment Facilities Director	12	E	7780 Parks Division Superintendent	10	E
⁶ 7372 Recreation Area Supervisor	9	E	²³ 7783 Assistant Parks Maintenance Superintendent	8	E
7374 Asst Director Therapeutic Recreation Center	7	E	7786 ⁹ Director of Building Maintenance	15	E
7375 Therapeutic Recreation Center Director	9	E	¹⁶ 7787 Assistant Director, Building Maintenance	13	E
¹⁷ 625 Youth Outreach Coordinator	7	E	¹² 7790 Assistant Director, Parks and Recreation	14	E
7640 Ballfield Maintenance Supervisor	7	E			
¹¹ 7661 Facility Specialist	5	NE	<u>PUBLIC RELATIONS</u>		
¹⁰ 7662 Assistant Facility Manager	5	NE	705 Constituency Affairs Specialist	7	E
7665 Box Office Manager	4	NE	7580 Marketing and Public Relations Manager	7	E
7670 Facility Manager II	8	E	¹⁷ 7578 ²² Mayor's Aide	7	NE
7678 Facility Manager	7	E	¹⁴ 7579 Communications Specialist	9	E
7679 Gymnastics Supervisor	8	E	7583 Public Relations Assistant	5	NE
7685 Asst Golf Course Superintendent	7	E	¹³ 7584 Web Page Designer	9	NE
7700 Tennis Manager	9	E			
7705 Tennis Supervisor	8	E	<u>PROCUREMENT</u>		
¹¹ 7708 Equestrian Specialist	7	NE	920 Warehouse Supervisor	6	NE
7711 Nursery Production Supervisor	5	NE	930 Buyer I	5	NE
7720 Assistant Horticulturist Parks & Rec	6	E	940 Buyer II	7	E
7730 Horticulturist	8	E	¹⁸ 951 Senior Procurement Officer	11	E
⁷ 7735 Urban Farmer	6	NE	¹⁵ 952 Procurement Director	¹⁹ 13	E
			²⁰ 953 Procurement Compliance Officer	9	E

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 7/14/20 - re-establish classification

¹³ Approved by the Board 8/26/14 - new classification

¹⁴ Approved by the Board 11/12/19 - title and class code change; abolished
Public Relations Specialist

¹⁵ Approved by the Board 1/26/21 - title, class code change (from
Purchasing Agent - 950)

¹⁶ Approved by the Board 11/14/23 - new classification

¹⁷ Approved by the Board 5/13/24 - new classification

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<u>RETIREMENT</u>				<u>VIOLENCE PREVENTION</u>			
1050	¹ Retirement Systems Administrator	9	E	171201	Violence Prevention Community Liaison	7	NE
1052	Retirement Specialist	6	NE	171202	Violence Prevention Interventionist	8	NE
<u>SANITATION</u>				<u>ZOO</u>			
¹⁰ 731	Clean City Services Coordinator	8	E	²¹ 7260	Planetarium Coordinator	5	NE
¹⁶ 732	³⁰ Neighborhood Services Director	10	E	7280	Planetarium Director	10	E
750	Assistant Director, Sanitation	13	E	7540	²² Zoo Security Officer	4	NE
¹³ 5061	¹⁸ Refuse Collection Supervisor	7	NE	¹³ 7545	²³ Zoo Security Supervisor	6	NE
5072	¹⁹ Refuse Collection Manager	9	E	7553	Wildlife Museum Attendant II	4	NE
⁶ 5075	Production Controller - Sanitation	7	E	7554	Wildlife Museum Attendant I	2	NE
<u>TRAFFIC ENGINEERING</u>				7557	³¹ Zoo Nutritionist	³¹ 6	NE
2310	Traffic Engineer I	8	E	7562	²⁶ Conservation & Enrichment Manager	9	E
²⁰ 2320	Traffic Engineer II	10	E	7565	²⁵ Assistant General Curator (Zoo)	8	NE
2341	Director, Traffic Engineering	15	E	7570	²⁸ Zoo Education Curator	6	NE
⁹ 5100	Traffic Maintenance Supervisor	7	E	³⁴ 7571	Assistant Zoo Education Curator	4	NE
⁸ 5101	Sign and Paint Superintendent	9	E	7575	Zoo Retail Manager	7	E
¹³ 5624	Parking Management Supervisor	5	NE	7576	Assistant Retail Manager	4	NE
¹² 5649	Parking Management Director	10	E	7586	Program Services Manager	9	E
⁷ 5776	²⁹ ITS Manager	10	E	¹³ 7588	³ Attractions Manager	5	NE
5801	Traffic Control Supervisor	8	E	7595	²⁴ General Curator (Zoo)	10	E
¹⁴ 5820	Traffic Control Superintendent	9	E	⁵ 7601	Maintenance and Construction Supervisor	7	E
				7607	²⁷ Zoo Veterinarian	13	E
				7608	Veterinarian Technician	5	NE
				³³ 7609	Veterinary Hospital Manager	8	NE
				7610	Zoo Director	14	E
				7612	Deputy Zoo Director	12	E
				³² 7720	Zoological Horticulturist	³² 8	NE

Footnotes removed 8.12.2024

ASSIGNMENT PAY

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

⁶Pay for cabinet members responsible for more than four (4) departments up to \$25,000 per year. (10/24/23)

Public Safety Administrative Support assignment pay up to \$3000 per year. (11/1/24)

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

***LATERAL TRANSFER OF PUBLIC SAFETY COMMUNICATIONS OPERATOR**

Up to 2 years	One (1) step above the starting pay for PSCO
More than 2 years, less than 5 years	Two (2) steps above the starting pay for PSCO
More than 5 years, less than 10 years	Three (3) steps above the starting pay for PSCO
More than 10 years	Four (4) steps above the starting pay for PSCO

***LATERAL TRANSFER OF PUBLIC SAFETY COMMUNICATIONS DISPATCHER**

Up to 2 years	One (1) step above the starting pay for PSCD
More than 2 years, less than 5 years	Two (2) steps above the starting pay for PSCD
More than 5 years, less than 10 years	Three (3) steps above the starting pay for PSCD
More than 10 years	Four (4) steps above the starting pay for PSCD

* Effective 5/24/2022

HOURLY RATES OF PAY

5025	¹ Student Worker	\$8.0000
5026	¹ Temporary Summer Worker	\$8.0000
5034	Professional Trainee	1 pay grade below target job
5035	² Public Administration Intern	A02
5036	² Civil Engineering Student Intern	A03
5037	² Planning Intern	A03
5038	² Student Law Clerk	A04

³RSA RETIRED EMPLOYEE PAY RATES

0081	A03	Retired RSA Employee/Clerical/Semi-Skilled
0082	A05	Retired RSA Employee/Technical/Paraprofessional
0083	A07	Retired RSA Employee/Professional/Public Safety Level I
0084	A10	Retired RSA Employee/Manager/Public Safety Level II

City of Montgomery
Administrative 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 A01	Annual	22,465	23,139	23,833	24,548	25,284	26,043	26,824	27,629	28,458	29,311	30,191	31,097	32,029	32,990	33,980	34,999	36,049	37,131	38,245	39,392	40,574	41,791
	Hourly	10.8004	11.1244	11.4581	11.8021	12.1561	12.5208	12.8965	13.2834	13.6819	14.0923	14.5151	14.9505	15.3990	15.8610	16.3368	16.8270	17.3318	17.8517	18.3873	18.9389	19.5070	20.0923
Grade A02	Annual	24,951	25,700	26,471	27,265	28,083	28,925	29,793	30,687	31,607	32,555	33,532	34,538	35,574	36,641	37,741	38,873	40,039	41,240	42,477	43,752	45,064	46,416
	Hourly	11.9957	12.3555	12.7262	13.1078	13.5010	13.9060	14.3232	14.7529	15.1955	15.6514	16.1209	16.6045	17.1027	17.6158	18.1442	18.6886	19.2492	19.8267	20.4215	21.0341	21.6652	22.3151
Grade A03	Annual	27,903	28,740	29,603	30,491	31,405	32,348	33,318	34,318	35,347	36,408	37,500	38,625	39,783	40,977	42,206	43,472	44,777	46,120	47,504	48,929	50,397	51,908
	Hourly	13.4151	13.8175	14.2320	14.6590	15.0987	15.5517	16.0183	16.4988	16.9938	17.5036	18.0287	18.5696	19.1266	19.7004	20.2915	20.9002	21.5272	22.1730	22.8382	23.5234	24.2291	24.9559
Grade A04	Annual	31,317	32,256	33,224	34,221	35,247	36,305	37,394	38,516	39,671	40,861	42,087	43,350	44,650	45,990	47,370	48,791	50,254	51,762	53,315	54,914	56,562	58,259
	Hourly	15.0562	15.5079	15.9731	16.4523	16.9459	17.4543	17.9779	18.5172	19.0727	19.6449	20.2343	20.8413	21.4665	22.1105	22.7739	23.4571	24.1608	24.8856	25.6322	26.4011	27.1932	28.0090
Grade A05	Annual	35,185	36,240	37,328	38,447	39,601	40,789	42,012	43,273	44,571	45,908	47,285	48,704	50,165	51,670	53,220	54,817	56,461	58,155	59,900	61,697	63,548	65,454
	Hourly	16.9157	17.4232	17.9459	18.4842	19.0388	19.6099	20.1982	20.8042	21.4283	22.0712	22.7333	23.4153	24.1177	24.8413	25.5865	26.3541	27.1447	27.9591	28.7978	29.6618	30.5516	31.4682
Grade A06	Annual	39,502	40,687	41,908	43,165	44,460	45,794	47,167	48,582	50,040	51,541	53,087	54,680	56,320	58,010	59,750	61,543	63,389	65,291	67,249	69,267	71,345	73,485
	Hourly	18.9913	19.5611	20.1479	20.7526	21.3752	22.0164	22.6769	23.3572	24.0579	24.7797	25.5231	26.2887	27.0774	27.8897	28.7264	29.5882	30.4759	31.3901	32.3318	33.3018	34.3009	35.3299
Grade A07	Annual	44,270	45,599	46,967	48,375	49,827	51,322	52,861	54,447	56,080	57,763	59,496	61,281	63,119	65,013	66,963	68,972	71,041	73,172	75,367	77,628	79,957	82,356
	Hourly	21.2839	21.9224	22.5800	23.2575	23.9553	24.6739	25.4142	26.1766	26.9619	27.7707	28.6039	29.4620	30.3458	31.2562	32.1939	33.1597	34.1545	35.1791	36.2345	37.3215	38.4412	39.5944
Grade A08	Annual	49,470	50,955	52,483	54,058	55,679	57,350	59,070	60,842	62,668	64,548	66,484	68,479	70,533	72,649	74,828	77,073	79,386	81,767	84,220	86,747	89,349	92,030
	Hourly	23.7839	24.4974	25.2323	25.9895	26.7692	27.5723	28.3995	29.2514	30.1290	31.0329	31.9638	32.9228	33.9104	34.9278	35.9756	37.0549	38.1665	39.3115	40.4908	41.7056	42.9567	44.2454
Grade A09	Annual	55,118	56,771	58,475	60,229	62,036	63,897	65,814	67,788	69,822	71,916	74,074	76,296	78,585	80,942	83,371	85,872	88,448	91,101	93,834	96,649	99,549	102,535
	Hourly	26.4990	27.2939	28.1127	28.9559	29.8245	30.7193	31.6409	32.5901	33.5678	34.5748	35.6121	36.6804	37.7808	38.9143	40.0817	41.2841	42.5227	43.7983	45.1123	46.4657	47.8596	49.2954
Grade A10	Annual	61,173	63,008	64,898	66,845	68,851	70,916	73,044	75,235	77,492	79,817	82,211	84,678	87,218	89,835	92,530	95,305	98,165	101,110	104,143	107,267	110,485	113,800
	Hourly	29.4101	30.2924	31.2012	32.1372	33.1013	34.0944	35.1172	36.1707	37.2558	38.3735	39.5247	40.7104	41.9318	43.1897	44.4854	45.8200	47.1946	48.6104	50.0687	51.5708	53.1179	54.7114
Grade A11	Annual	67,637	69,666	71,756	73,909	76,126	78,410	80,762	83,185	85,680	88,251	90,898	93,625	96,434	99,327	102,307	105,376	108,537	111,793	115,147	118,602	122,160	125,824
	Hourly	32.5177	33.4933	34.4981	35.5329	36.5989	37.6969	38.8278	39.9926	41.1924	42.4281	43.7010	45.0120	46.3624	47.7532	49.1858	50.6614	52.1813	53.7467	55.3591	57.0199	58.7305	60.4924
Grade A12	Annual	75,378	77,640	79,969	82,368	84,839	87,384	90,006	92,706	95,487	98,352	101,302	104,341	107,472	110,696	114,017	117,437	120,960	124,589	128,327	132,177	136,142	140,226
	Hourly	36.2397	37.3269	38.4467	39.6000	40.7880	42.0116	43.2720	44.5701	45.9072	47.2845	48.7030	50.1641	51.6690	53.2191	54.8156	56.4601	58.1539	59.8985	61.6955	63.5464	65.4527	67.4163
Grade A13	Annual	81,819	84,273	86,801	89,405	92,088	94,850	97,696	100,627	103,645	106,755	109,957	113,256	116,654	120,153	123,758	127,471	131,295	135,234	139,291	143,469	147,774	152,207
	Hourly	39.3359	40.5160	41.7314	42.9835	44.2730	45.6012	46.9692	48.3783	49.8296	51.3245	52.8642	54.4502	56.0837	57.7662	59.4992	61.2841	63.1227	65.0163	66.9668	68.9758	71.0451	73.1765
Grade A14	Annual	89,517	92,202	94,968	97,817	100,752	103,774	106,888	110,094	113,397	116,799	120,303	123,912	127,629	131,458	135,402	139,464	143,648	147,958	152,396	156,968	161,677	166,527
	Hourly	43.0369	44.3280	45.6578	47.0276	48.4385	49.8916	51.3884	52.9300	54.5179	56.1534	57.8380	59.5732	61.3604	63.2012	65.0972	67.0501	69.0616	71.1335	73.2675	75.4655	77.7295	80.0614
Grade A15	Annual	97,657	100,587	103,605	106,713	109,914	113,211	116,608	120,106	123,709	127,421	131,243	135,180	139,236	143,413	147,715	152,147	156,711	161,413	166,255	171,243	176,380	181,671
	Hourly	46.9506	48.3591	49.8099	51.3040	52.8431	54.4284	56.0612	57.7431	59.4754	61.2596	63.0974	64.9903	66.9401	68.9483	71.0167	73.1472	75.3416	77.6019	79.9299	82.3278	84.7977	87.3416
Grade A16	Annual	108,173	111,418	114,761	118,204	121,750	125,402	129,164	133,039	137,030	141,141	145,376	149,737	154,229	158,856	163,621	168,530	173,586	178,794	184,157	189,682	195,373	201,234
	Hourly	52.0063	53.5665	55.1735	56.8286	58.5335	60.2895	62.0982	63.9611	65.8799	67.8563	69.8920	71.9888	74.1484	76.3729	78.6641	81.0240	83.4547	85.9584	88.5371	91.1932	93.9290	96.7469