

A JOB CLASSIFICATION AND
COMPENSATION PLAN
FOR MOBILE COUNTY
PERSONNEL BOARD

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Introduction

At the request of the Mobile County Personnel Board, Condrey and Associates, Inc. entered into a contract with the Board for the development of a job classification and compensation plan for all jurisdictions covered by the Board.

The objectives of the study included:

1. Reviewing and revising the current classification system and pay plan for all merit system employees;
2. Collecting wage survey data;
3. Producing a recommended pay plan based on job analysis, job evaluation, and wage survey data; and
4. Revising existing job specifications.

The process used to collect the necessary data and develop the classification and compensation plan consisted of several steps or phases. The first step involved the distribution of a position questionnaire to all merit system employees. The questionnaire covered major aspects of the employee's position as well as the physical demands and work environment of the position. After reviewing the information on the position questionnaires, Condrey and Associates interviewed employees individually and developed a classification recommendation for each position. Approximately 25% of position incumbents were personally interviewed for the study. Our experience in interviewing system employees was a positive one. The Board and its jurisdictions should take pride in their competent and professional workforces.

The next phase in the work plan involved evaluating each classification for grade assignment. In order to provide a reliable set of ratings, all positions were rated by Condrey and

Associates utilizing the Factor Evaluation System (FES). An explanation of FES follows in another section of the report.

The project also involved collecting salary survey information. Condrey and Associates conducted a salary survey of selected organizations specifically for this study. The survey respondents are listed in Table I. Summary results of the study are presented in Appendix B.

Even after completion of these phases, it will be necessary to reevaluate positions based on a change in duties or on a refocused job description. It is the intention of Condrey and Associates to provide technical assistance in this process.

Table I
Salary Survey Respondents

Alabama

Alabama Department of Public Health
City of Auburn
City of Birmingham
Birmingham Water Works
Housing Authority of the Birmingham District
Franklin Primary Health Center
Huntsville-Madison County Public Library
Jefferson County
Jefferson County Department of Health
Jefferson County Personnel Board
Madison County
Mobile County Public Schools
Montgomery City-County Personnel Department
Montgomery City-County Public Library
City of Tuscaloosa
Tuscaloosa Public Library
University of Southern Alabama

Arkansas

Central Arkansas Water
City of Little Rock
Little Rock Housing Authority
Pulaski County

Florida

City of Pensacola
Emerald Coast Utilities
Escambia County Health Department

Georgia

Chatham County
Chattahoochee Valley Regional Library System
Columbus Housing Authority
Columbus Water Works

Georgia, Continued

City of Savannah
Savannah Housing Authority

Louisiana

Baton Rouge
Baton Rouge Water Company
East Baton Rouge Public Library
Jefferson Parish
City of Shreveport

North Carolina

Charlotte Housing Authority
City of Charlotte
Cumberland County
Forsyth County
Mecklenburg County

Mississippi

Jackson/Hinds Library System

Tennessee

Metropolitan Government of Nashville and Davidson County
City of Knoxville

Virginia

Henrico County

The system used to classify the jobs in the Mobile County Personnel Board is an adapted version of the Factor Evaluation System (FES). FES was developed by the Civil Service Commission (now the Office of Personnel Management) of the federal government and is considered to be a state-of-the-art system in public human resource management.

FES is a point-factor-comparison evaluation system that uses nine factors for the evaluation of jobs: Knowledge Required by the Position, Supervisory Controls, Guidelines, Complexity, Scope and Effect, Personal Contacts, Purpose of Contacts, Physical Demands, and Work Environment. In order to adapt it to this setting, a tenth factor covering supervisory responsibility was added by Condrey and Associates. The factors are weighted (i.e., Knowledge Required by the Position "counts more" than Physical Demands). Each factor has several levels, and each level is assigned a specified number of points. The combined score on all the factors determines the total number of points for each position and its assignment to a grade in the classification plan. Appendix A depicts the grade level assigned to all merit system positions. The assigned grade levels reflect a combination of data generated by FES, the salary surveys, and a review of organizational relationships within the jurisdictions.

The Compensation Plan

The proposed compensation plan is based on an internal value system reflected in the classification plan and on a salary survey of comparable organizations to help assure an externally equitable and competitive pay system.

The pay plans consist of thirty-two grades. Tables II-A, B, C, and D display the proposed salary scales. The salary range for each grade is approximately fifty-five percent. The range is deliberately broad so that problems associated with employees reaching the top of their pay range will be minimized. Further, it is recommended that once employees reach the top of the range, performance increases continue to be earned as a bonus. This will help alleviate retention and motivation problems associated with employees who have "topped out" of their pay range.

In order to keep the proposed salary table current, an annual market adjustment should be considered. This adjustment should be applied as an increase to the salary schedule and as a general percentage salary increase for all employees when market conditions dictate. This market adjustment should be made in addition to employee performance increases. Thus, the jurisdiction may budget for two annual personnel cost adjustments: 1) an increase which would raise every employee salary and every pay range equally when market conditions dictate, and 2) merit increases linked to employee performance.

**Table II – A Utilities
Proposed Salary Scale
Mobile County Personnel Board Personnel Project**

GR	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	17,941.97	18,390.51	18,850.28	19,321.53	19,804.57	20,299.69	20,807.18	21,327.36	21,860.54	22,407.06	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93
2	18,850.28	19,321.53	19,804.57	20,299.69	20,807.18	21,327.36	21,860.54	22,407.06	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00
3	19,804.57	20,299.69	20,807.18	21,327.36	21,860.54	22,407.06	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58
4	20,807.18	21,327.36	21,860.54	22,407.06	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40
5	21,860.54	22,407.06	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36
6	22,967.23	23,541.41	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57
7	24,129.95	24,733.20	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35
8	25,351.53	25,985.32	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22
9	26,634.95	27,300.82	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97
10	27,983.34	28,682.93	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58
11	29,400.00	30,135.00	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32
12	30,888.38	31,660.58	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71
13	32,452.10	33,263.40	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55
14	34,094.99	34,947.36	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96
15	35,821.05	36,716.57	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32
16	37,634.49	38,575.35	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38
17	39,539.73	40,528.22	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20
18	41,541.43	42,579.97	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20	64,790.45	66,410.22
19	43,644.47	44,735.58	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20	64,790.45	66,410.22	68,070.47	69,772.23
20	45,853.97	47,000.32	48,175.32	49,379.71	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20	64,790.45	66,410.22	68,070.47	69,772.23	71,516.54	73,304.45
21	50,614.20	51,879.55	53,176.54	54,505.96	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20	64,790.45	66,410.22	68,070.47	69,772.23	71,516.54	73,304.45	75,137.06	77,015.49	78,940.88	80,914.40
22	55,868.61	57,265.32	58,696.95	60,164.38	61,668.49	63,210.20	64,790.45	66,410.22	68,070.47	69,772.23	71,516.54	73,304.45	75,137.06	77,015.49	78,940.88	80,914.40	82,937.26	85,010.69	87,135.96	89,314.36
23	61,668.49	63,210.20	64,790.45	66,410.22	68,070.47	69,772.23	71,516.54	73,304.45	75,137.06	77,015.49	78,940.88	80,914.40	82,937.26	85,010.69	87,135.96	89,314.36	91,547.22	93,835.90	96,181.79	98,586.34
24	68,070.47	69,772.23	71,516.54	73,304.45	75,137.06	77,015.49	78,940.88	80,914.40	82,937.26	85,010.69	87,135.96	89,314.36	91,547.22	93,835.90	96,181.79	98,586.34	101,051.00	103,577.27	106,166.70	108,820.87
25	75,137.06	77,015.49	78,940.88	80,914.40	82,937.26	85,010.69	87,135.96	89,314.36	91,547.22	93,835.90	96,181.79	98,586.34	101,051.00	103,577.27	106,166.70	108,820.87	111,541.39	114,329.93	117,188.18	120,117.88
26	82,937.26	85,010.69	87,135.96	89,314.36	91,547.21	93,835.90	96,181.79	98,586.34	101,051.00	103,577.27	106,166.70	108,820.87	111,541.39	114,329.93	117,188.17	120,117.88	123,120.83	126,198.85	129,353.82	132,587.66
27	91,547.21	93,835.90	96,181.79	98,586.34	101,051.00	103,577.27	106,166.70	108,820.87	111,541.39	114,329.93	117,188.17	120,117.88	123,120.83	126,198.85	129,353.82	132,587.66	135,902.36	139,299.91	142,782.41	146,351.97
28	101,051.00	103,577.27	106,166.70	108,820.87	111,541.39	114,329.93	117,188.17	120,117.88	123,120.83	126,198.85	129,353.82	132,587.66	135,902.36	139,299.91	142,782.41	146,351.97	150,010.77	153,761.04	157,605.07	161,545.19
29	111,541.39	114,329.93	117,188.17	120,117.88	123,120.83	126,198.85	129,353.82	132,587.66	135,902.35	139,299.91	142,782.41	146,351.97	150,010.77	153,761.04	157,605.07	161,545.19	165,583.82	169,723.42	173,966.50	178,315.67
30	123,120.83	126,198.85	129,353.82	132,587.66	135,902.35	139,299.91	142,782.41	146,351.97	150,010.77	153,761.04	157,605.07	161,545.19	165,583.82	169,723.42	173,966.50	178,315.67	182,773.56	187,342.90	192,026.47	196,827.13
31	135,902.35	139,299.91	142,782.41	146,351.97	150,010.77	153,761.04	157,605.07	161,545.19	165,583.82	169,723.42	173,966.50	178,315.67	182,773.56	187,342.90	192,026.47	196,827.13	201,747.81	206,791.50	211,961.29	217,260.32
32	150,010.77	153,761.04	157,605.07	161,545.19	165,583.82	169,723.42	173,966.50	178,315.67	182,773.56	187,342.90	192,026.47	196,827.13	201,747.81	206,791.50	211,961.29	217,260.32	222,691.83	228,259.13	233,965.61	239,814.75

Table II – A
Proposed Salary Scale
Mobile County Personnel Board Personnel Project

GR	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	17,087.59	17,514.78	17,952.65	18,401.46	18,861.50	19,333.04	19,816.36	20,311.77	20,819.56	21,340.05	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07
2	17,952.65	18,401.46	18,861.50	19,333.04	19,816.36	20,311.77	20,819.56	21,340.05	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00
3	18,861.50	19,333.04	19,816.36	20,311.77	20,819.56	21,340.05	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94
4	19,816.36	20,311.77	20,819.56	21,340.05	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43
5	20,819.56	21,340.05	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20
6	21,873.56	22,420.39	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16
7	22,980.90	23,555.43	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43
8	24,144.31	24,747.92	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31
9	25,366.62	26,000.78	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35
10	26,650.80	27,317.07	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31
11	28,000.00	28,700.00	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21
12	29,417.50	30,152.94	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29
13	30,906.76	31,679.43	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10
14	32,471.42	33,283.20	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43
15	34,115.28	34,968.16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40
16	35,842.37	36,738.43	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41
17	37,656.89	38,598.31	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19
18	39,563.27	40,552.35	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19	61,705.19	63,247.82
19	41,566.16	42,605.31	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19	61,705.19	63,247.82	64,829.02	66,449.75
20	43,670.44	44,762.21	45,881.26	47,028.29	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19	61,705.19	63,247.82	64,829.02	66,449.75	68,110.99	69,813.76
21	48,204.00	49,409.10	50,644.33	51,910.43	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19	61,705.19	63,247.82	64,829.02	66,449.75	68,110.99	69,813.76	71,559.11	73,348.09	75,181.79	77,061.33
22	53,208.20	54,538.40	55,901.86	57,299.41	58,731.89	60,200.19	61,705.19	63,247.82	64,829.02	66,449.75	68,110.99	69,813.76	71,559.11	73,348.09	75,181.79	77,061.33	78,987.87	80,962.56	82,986.63	85,061.29
23	58,731.89	60,200.19	61,705.19	63,247.82	64,829.02	66,449.75	68,110.99	69,813.76	71,559.11	73,348.09	75,181.79	77,061.33	78,987.87	80,962.56	82,986.63	85,061.29	87,187.82	89,367.52	91,601.71	93,891.75
24	64,829.02	66,449.75	68,110.99	69,813.76	71,559.11	73,348.09	75,181.79	77,061.33	78,987.87	80,962.56	82,986.63	85,061.29	87,187.82	89,367.52	91,601.71	93,891.75	96,239.04	98,645.02	101,111.15	103,638.92
25	71,559.11	73,348.09	75,181.79	77,061.33	78,987.87	80,962.56	82,986.63	85,061.29	87,187.82	89,367.52	91,601.71	93,891.75	96,239.04	98,645.02	101,111.15	103,638.92	106,229.90	108,885.64	111,607.79	114,397.98
26	78,987.87	80,962.56	82,986.63	85,061.29	87,187.82	89,367.52	91,601.71	93,891.75	96,239.04	98,645.02	101,111.15	103,638.92	106,229.90	108,885.64	111,607.79	114,397.98	117,257.93	120,189.38	123,194.11	126,273.97
27	87,187.82	89,367.52	91,601.71	93,891.75	96,239.04	98,645.02	101,111.15	103,638.92	106,229.90	108,885.64	111,607.79	114,397.98	117,257.93	120,189.38	123,194.11	126,273.97	129,430.81	132,666.58	135,983.25	139,382.83
28	96,239.04	98,645.02	101,111.15	103,638.92	106,229.90	108,885.64	111,607.79	114,397.98	117,257.93	120,189.38	123,194.11	126,273.97	129,430.81	132,666.58	135,983.25	139,382.83	142,867.40	146,439.09	150,100.06	153,852.57
29	106,229.90	108,885.64	111,607.79	114,397.98	117,257.93	120,189.38	123,194.11	126,273.97	129,430.81	132,666.58	135,983.25	139,382.83	142,867.40	146,439.09	150,100.06	153,852.57	157,698.88	161,641.35	165,682.38	169,824.44
30	117,257.93	120,189.38	123,194.11	126,273.97	129,430.81	132,666.58	135,983.25	139,382.83	142,867.40	146,439.09	150,100.06	153,852.56	157,698.88	161,641.35	165,682.38	169,824.44	174,070.06	178,421.81	182,882.35	187,454.41
31	129,430.81	132,666.58	135,983.25	139,382.83	142,867.40	146,439.09	150,100.06	153,852.56	157,698.88	161,641.35	165,682.38	169,824.44	174,070.06	178,421.81	182,882.35	187,454.41	192,140.77	196,944.29	201,867.90	206,914.60
32	142,867.40	146,439.09	150,100.06	153,852.56	157,698.88	161,641.35	165,682.38	169,824.44	174,070.06	178,421.81	182,882.35	187,454.41	192,140.77	196,944.29	201,867.90	206,914.59	212,087.46	217,389.65	222,824.39	228,395.00

Table II – B
Proposed Salary Scale
Mobile County Personnel Board Personnel Project

GR	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	ST	
1	16,233.21	16,639.04	17,055.01	17,481.39	17,918.42	18,366.38	18,825.54	19,296.18	19,778.59	20,273.05	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22
2	17,055.01	17,481.39	17,918.42	18,366.38	18,825.54	19,296.18	19,778.59	20,273.05	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00
3	17,918.42	18,366.38	18,825.54	19,296.18	19,778.59	20,273.05	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29
4	18,825.54	19,296.18	19,778.59	20,273.05	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46
5	19,778.59	20,273.05	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04
6	20,779.88	21,299.37	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76
7	21,831.86	22,377.66	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51
8	22,937.10	23,510.52	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39
9	24,098.29	24,700.74	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73
10	25,318.26	25,951.22	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05
11	26,600.00	27,265.00	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09
12	27,946.63	28,645.29	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88
13	29,361.42	30,095.46	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64
14	30,847.84	31,619.04	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91
15	32,409.52	33,219.76	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48
16	34,050.25	34,901.51	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44
17	35,774.04	36,668.39	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18
18	37,585.10	38,524.73	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18	58,619.93	60,085.43
19	39,487.85	40,475.05	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18	58,619.93	60,085.43	61,587.57	63,127.26
20	41,486.92	42,524.09	43,587.20	44,676.88	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18	58,619.93	60,085.43	61,587.57	63,127.26	64,705.44	66,323.08
21	45,793.80	46,938.64	48,112.11	49,314.91	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18	58,619.93	60,085.43	61,587.57	63,127.26	64,705.44	66,323.08	67,981.15	69,680.68	71,422.70	73,208.27
22	50,547.79	51,811.48	53,106.77	54,434.44	55,795.30	57,190.18	58,619.93	60,085.43	61,587.57	63,127.26	64,705.44	66,323.08	67,981.15	69,680.68	71,422.70	73,208.27	75,038.47	76,914.43	78,837.29	80,808.23
23	55,795.30	57,190.18	58,619.93	60,085.43	61,587.57	63,127.26	64,705.44	66,323.08	67,981.15	69,680.68	71,422.70	73,208.27	75,038.47	76,914.43	78,837.29	80,808.23	82,828.43	84,899.14	87,021.62	89,197.16
24	61,587.57	63,127.26	64,705.44	66,323.08	67,981.15	69,680.68	71,422.70	73,208.27	75,038.47	76,914.43	78,837.29	80,808.23	82,828.43	84,899.14	87,021.62	89,197.16	91,427.09	93,712.77	96,055.59	98,456.98
25	67,981.15	69,680.68	71,422.70	73,208.27	75,038.47	76,914.43	78,837.29	80,808.23	82,828.43	84,899.14	87,021.62	89,197.16	91,427.09	93,712.77	96,055.59	98,456.98	100,918.40	103,441.36	106,027.40	108,678.08
26	75,038.47	76,914.43	78,837.29	80,808.23	82,828.43	84,899.14	87,021.62	89,197.16	91,427.09	93,712.77	96,055.59	98,456.98	100,918.40	103,441.36	106,027.40	108,678.08	111,395.03	114,179.91	117,034.41	119,960.27
27	82,828.43	84,899.14	87,021.62	89,197.16	91,427.09	93,712.77	96,055.59	98,456.98	100,918.40	103,441.36	106,027.40	108,678.08	111,395.03	114,179.91	117,034.41	119,960.27	122,959.27	126,033.26	129,184.09	132,413.69
28	91,427.09	93,712.77	96,055.59	98,456.98	100,918.40	103,441.36	106,027.40	108,678.08	111,395.03	114,179.91	117,034.41	119,960.27	122,959.27	126,033.26	129,184.09	132,413.69	135,724.03	139,117.13	142,595.06	146,159.94
29	100,918.40	103,441.36	106,027.40	108,678.08	111,395.03	114,179.91	117,034.41	119,960.27	122,959.27	126,033.26	129,184.09	132,413.69	135,724.03	139,117.13	142,595.06	146,159.94	149,813.94	153,559.28	157,398.27	161,333.22
30	111,395.03	114,179.91	117,034.41	119,960.27	122,959.27	126,033.26	129,184.09	132,413.69	135,724.03	139,117.13	142,595.06	146,159.94	149,813.94	153,559.28	157,398.27	161,333.22	165,366.55	169,500.72	173,738.23	178,081.69
31	122,959.27	126,033.26	129,184.09	132,413.69	135,724.03	139,117.13	142,595.06	146,159.94	149,813.94	153,559.28	157,398.27	161,333.22	165,366.55	169,500.72	173,738.23	178,081.69	182,533.73	187,097.08	191,774.50	196,568.87
32	135,724.03	139,117.13	142,595.06	146,159.94	149,813.93	153,559.28	157,398.27	161,333.22	165,366.55	169,500.72	173,738.23	178,081.69	182,533.73	187,097.08	191,774.50	196,568.87	201,483.09	206,520.16	211,683.17	216,975.25

Table II – C
Proposed Salary Scale
Mobile County Personnel Board Personnel Project

GR	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	15,531.40	15,919.68	16,317.67	16,725.61	17,143.75	17,572.35	18,011.66	18,461.95	18,923.50	19,396.58	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27
2	16,317.67	16,725.61	17,143.75	17,572.35	18,011.66	18,461.95	18,923.50	19,396.58	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25
3	17,143.75	17,572.35	18,011.66	18,461.95	18,923.50	19,396.58	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87
4	18,011.66	18,461.95	18,923.50	19,396.58	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34
5	18,923.50	19,396.58	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05
6	19,881.50	20,378.54	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56
7	20,888.00	21,410.20	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61
8	21,945.46	22,494.09	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11
9	23,056.44	23,632.86	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19
10	24,223.68	24,829.27	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18
11	25,450.00	26,086.25	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65
12	26,738.41	27,406.87	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36
13	28,092.04	28,794.34	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34
14	29,514.20	30,252.05	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88
15	31,008.35	31,783.56	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51
16	32,578.15	33,392.61	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07
17	34,227.42	35,083.11	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67
18	35,960.18	36,859.19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67	56,085.61	57,487.75
19	37,780.67	38,725.18	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67	56,085.61	57,487.75	58,924.95	60,398.07
20	39,693.31	40,685.65	41,702.79	42,745.36	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67	56,085.61	57,487.75	58,924.95	60,398.07	61,908.02	63,455.72
21	43,813.99	44,909.34	46,032.08	47,182.88	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67	56,085.61	57,487.75	58,924.95	60,398.07	61,908.02	63,455.72	65,042.12	66,668.17	68,334.87	70,043.25
22	48,362.45	49,571.51	50,810.80	52,081.07	53,383.09	54,717.67	56,085.61	57,487.75	58,924.95	60,398.07	61,908.02	63,455.72	65,042.12	66,668.17	68,334.87	70,043.25	71,794.33	73,589.19	75,428.92	77,314.64
23	53,383.09	54,717.67	56,085.61	57,487.75	58,924.95	60,398.07	61,908.02	63,455.72	65,042.12	66,668.17	68,334.87	70,043.25	71,794.33	73,589.19	75,428.92	77,314.64	79,247.50	81,228.69	83,259.41	85,340.89
24	58,924.95	60,398.07	61,908.02	63,455.72	65,042.12	66,668.17	68,334.87	70,043.25	71,794.33	73,589.19	75,428.92	77,314.64	79,247.50	81,228.69	83,259.41	85,340.89	87,474.42	89,661.28	91,902.81	94,200.38
25	65,042.12	66,668.17	68,334.87	70,043.25	71,794.33	73,589.19	75,428.92	77,314.64	79,247.50	81,228.69	83,259.41	85,340.89	87,474.42	89,661.28	91,902.81	94,200.38	96,555.39	98,969.27	101,443.51	103,979.59
26	71,794.33	73,589.19	75,428.92	77,314.64	79,247.50	81,228.69	83,259.41	85,340.89	87,474.42	89,661.28	91,902.81	94,200.38	96,555.39	98,969.27	101,443.51	103,979.59	106,579.08	109,243.56	111,974.65	114,774.01
27	79,247.50	81,228.69	83,259.41	85,340.89	87,474.42	89,661.28	91,902.81	94,200.38	96,555.39	98,969.27	101,443.51	103,979.59	106,579.08	109,243.56	111,974.65	114,774.01	117,643.37	120,584.45	123,599.06	126,689.04
28	87,474.42	89,661.28	91,902.81	94,200.38	96,555.39	98,969.27	101,443.51	103,979.59	106,579.08	109,243.56	111,974.65	114,774.01	117,643.37	120,584.45	123,599.06	126,689.04	129,856.26	133,102.67	136,430.24	139,840.99
29	96,555.39	98,969.27	101,443.51	103,979.59	106,579.08	109,243.56	111,974.65	114,774.01	117,643.37	120,584.45	123,599.06	126,689.04	129,856.26	133,102.67	136,430.24	139,840.99	143,337.02	146,920.44	150,593.45	154,358.29
30	106,579.08	109,243.56	111,974.65	114,774.01	117,643.37	120,584.45	123,599.06	126,689.04	129,856.26	133,102.67	136,430.24	139,840.99	143,337.02	146,920.44	150,593.45	154,358.29	158,217.25	162,172.68	166,227.00	170,382.67
31	117,643.36	120,584.45	123,599.06	126,689.04	129,856.26	133,102.67	136,430.24	139,840.99	143,337.02	146,920.44	150,593.45	154,358.29	158,217.25	162,172.68	166,226.99	170,382.67	174,642.24	179,008.29	183,483.50	188,070.59
32	129,856.26	133,102.67	136,430.24	139,840.99	143,337.02	146,920.44	150,593.45	154,358.29	158,217.25	162,172.68	166,226.99	170,382.67	174,642.24	179,008.29	183,483.50	188,070.59	192,772.35	197,591.66	202,531.45	207,594.74

Table II – D
Proposed Salary Scale
Mobile County Personnel Board Personnel Project

GR	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	14,249.83	14,606.07	14,971.22	15,345.50	15,729.14	16,122.37	16,525.43	16,938.57	17,362.03	17,796.08	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49
2	14,971.22	15,345.50	15,729.14	16,122.37	16,525.43	16,938.57	17,362.03	17,796.08	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75
3	15,729.14	16,122.37	16,525.43	16,938.57	17,362.03	17,796.08	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40
4	16,525.43	16,938.57	17,362.03	17,796.08	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38
5	17,362.03	17,796.08	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81
6	18,240.98	18,697.01	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95
7	19,164.43	19,643.54	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22
8	20,134.63	20,638.00	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23
9	21,153.95	21,682.80	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76
10	22,224.87	22,780.49	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79
11	23,350.00	23,933.75	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48
12	24,532.09	25,145.40	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24
13	25,774.03	26,418.38	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66
14	27,078.84	27,755.81	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59
15	28,449.71	29,160.95	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13
16	29,889.97	30,637.22	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61
17	31,403.15	32,188.23	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66
18	32,992.94	33,817.76	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66	51,457.72	52,744.17
19	34,663.21	35,529.79	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66	51,457.72	52,744.17	54,062.77	55,414.34
20	36,418.03	37,328.48	38,261.69	39,218.24	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66	51,457.72	52,744.17	54,062.77	55,414.34	56,799.70	58,219.69
21	40,198.69	41,203.66	42,233.75	43,289.59	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66	51,457.72	52,744.17	54,062.77	55,414.34	56,799.70	58,219.69	59,675.18	61,167.06	62,696.24	64,263.65
22	44,371.83	45,481.13	46,618.16	47,783.61	48,978.20	50,202.66	51,457.72	52,744.17	54,062.77	55,414.34	56,799.70	58,219.69	59,675.18	61,167.06	62,696.24	64,263.65	65,870.24	67,516.99	69,204.92	70,935.04
23	48,978.20	50,202.66	51,457.72	52,744.17	54,062.77	55,414.34	56,799.70	58,219.69	59,675.18	61,167.06	62,696.24	64,263.65	65,870.24	67,516.99	69,204.92	70,935.04	72,708.42	74,526.13	76,389.28	78,299.01
24	54,062.77	55,414.34	56,799.70	58,219.69	59,675.18	61,167.06	62,696.24	64,263.65	65,870.24	67,516.99	69,204.92	70,935.04	72,708.42	74,526.13	76,389.28	78,299.01	80,256.49	82,262.90	84,319.47	86,427.46
25	59,675.18	61,167.06	62,696.24	64,263.65	65,870.24	67,516.99	69,204.92	70,935.04	72,708.42	74,526.13	76,389.28	78,299.01	80,256.49	82,262.90	84,319.47	86,427.46	88,588.15	90,802.85	93,072.92	95,399.74
26	65,870.24	67,516.99	69,204.92	70,935.04	72,708.42	74,526.13	76,389.28	78,299.01	80,256.49	82,262.90	84,319.47	86,427.46	88,588.15	90,802.85	93,072.92	95,399.74	97,784.74	100,229.36	102,735.09	105,303.47
27	72,708.42	74,526.13	76,389.28	78,299.01	80,256.49	82,262.90	84,319.47	86,427.46	88,588.15	90,802.85	93,072.92	95,399.74	97,784.74	100,229.36	102,735.09	105,303.47	107,936.05	110,634.46	113,400.32	116,235.32
28	80,256.49	82,262.90	84,319.47	86,427.46	88,588.15	90,802.85	93,072.92	95,399.74	97,784.74	100,229.36	102,735.09	105,303.47	107,936.05	110,634.46	113,400.32	116,235.32	119,141.21	122,119.74	125,172.73	128,302.05
29	88,588.15	90,802.85	93,072.92	95,399.74	97,784.74	100,229.36	102,735.09	105,303.47	107,936.05	110,634.46	113,400.32	116,235.32	119,141.21	122,119.74	125,172.73	128,302.05	131,509.60	134,797.34	138,167.27	141,621.46
30	97,784.74	100,229.36	102,735.09	105,303.47	107,936.05	110,634.46	113,400.32	116,235.32	119,141.21	122,119.74	125,172.73	128,302.05	131,509.60	134,797.34	138,167.27	141,621.46	145,161.99	148,791.04	152,510.82	156,323.59
31	107,936.05	110,634.46	113,400.32	116,235.32	119,141.21	122,119.74	125,172.73	128,302.05	131,509.60	134,797.34	138,167.27	141,621.46	145,161.99	148,791.04	152,510.82	156,323.59	160,231.68	164,237.47	168,343.41	172,551.99
32	119,141.21	122,119.74	125,172.73	128,302.05	131,509.60	134,797.34	138,167.27	141,621.46	145,161.99	148,791.04	152,510.82	156,323.59	160,231.68	164,237.47	168,343.41	172,551.99	176,865.79	181,287.44	185,819.62	190,465.11

Cost of Implementation

The following tables present implementation plans for each jurisdiction's consideration. The cost figures do not include benefit or overtime costs. Thus, the following cost figures do not represent each jurisdiction's total personnel costs for these positions.

Tables III-A through V depict the cost to implement the new compensation system for the Board and each of its jurisdictions. Plan A mirrors the relevant labor market (approximately 100% of the mean labor market) and should prove to be effective in attracting and retaining a quality workforce. Plan B is approximately 95% of the mean labor market, while Plan C is 90% of the mean labor market. Plan D represents a pay scale that is 80% of the mean labor market. Plan D is intended only for use in jurisdictions with severe budgetary constraints.

It should be noted that the three scales and associated implementation costs are for cost illustration purposes. For example, a jurisdiction may choose a higher or lower scale than those presented depending upon each jurisdiction's financial condition and pay philosophy. However, the assigned pay grade will remain uniform across the jurisdictions.

Condrey and Associates will be available to assist Mobile County Personnel Board in implementing the new compensation plan. Implementing the new plan will result in further pay compression (position salaries grouped closely together regardless of length or quality of service to the organization). To help ameliorate this problem, Condrey and Associates recommends that a one-time equity adjustment be applied to employee salaries as outlines in Tables III-A through V. A modified version of the equity adjustment is also outlined on each table.

Table III – A
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile County

	Classification and Pay Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$3,457,252 (8.45%)	\$2,646,925 (5.97%)	\$6,104,177
Plan B	\$2,339,881 (5.72%)	\$2,539,295 (5.87%)	\$4,879,176
Plan C	\$1,706,558 (4.17%)	\$2,461,288 (5.78%)	\$4,167,846
Plan D	\$1,137,617 (2.78%)	\$2,249,154 (5.35%)	\$3,386,771
Plan A Modified	\$3,457,252 (8.45%)	\$1,933,436 (4.36%)	\$5,390,688
Plan B Modified	\$2,339,881 (5.72%)	\$1,857,838 (4.30%)	\$4,197,719
Plan C Modified	\$1,706,558 (4.17%)	\$1,804,287 (4.23%)	\$3,510,845
Plan D Modified	\$1,137,617 (2.78%)	\$1,675,483 (3.99%)	\$2,813,100

¹ Increases are projected based on current payroll total of \$40,898,367. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – B
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Mobile

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$4,881,719 (6.84%)	\$4,780,537 (6.27%)	\$9,662,256
Plan B	\$3,334,217 (4.67%)	\$4,663,946 (6.24%)	\$7,998,163
Plan C	\$2,547,653 (3.57%)	\$4,513,722 (6.10%)	\$7,061,375
Plan D	\$1,849,715 (2.59%)	\$3,986,771 (5.44%)	\$5,836,486
Plan A Modified	\$4,881,719 (6.84%)	\$3,421,833 (4.49%)	\$8,303,552
Plan B Modified	\$3,334,217 (4.67%)	\$3,338,661 (4.47%)	\$6,672,878
Plan C Modified	\$2,547,653 (3.57%)	\$3,245,676 (4.39%)	\$5,793,329
Plan D Modified	\$1,849,715 (2.59%)	\$2,924,457 (3.99%)	\$4,774,172

¹ Increases are projected based on current payroll total of \$71,409,254. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – C
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Prichard

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$1,103,066 (41.87%)	\$215,773 (5.77%)	\$1,318,839
Plan B	\$923,843 (35.07%)	\$205,573 (5.78%)	\$1,129,416
Plan C	\$781,504 (29.66%)	\$197,570 (5.78%)	\$979,074
Plan D	\$532,071 (20.20%)	\$183,679 (5.80%)	\$715,750
Plan A Modified	\$1,103,066 (41.87%)	\$162,348 (4.34%)	\$1,265,414
Plan B Modified	\$923,843 (35.07%)	\$154,618 (4.35%)	\$1,078,461
Plan C Modified	\$781,504 (29.66%)	\$148,516 (4.35%)	\$930,020
Plan D Modified	\$532,071 (20.20%)	\$137,862 (4.35%)	\$669,933

¹ Increases are projected based on current payroll total of \$2,634,501. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – D
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Chickasaw

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$187,779 (13.12%)	\$88,642 (5.48%)	\$276,421
Plan B	\$138,098 (9.65%)	\$86,487 (5.51%)	\$224,585
Plan C	\$98,531 (6.89%)	\$82,026 (5.36%)	\$180,557
Plan D	\$61,437 (4.29%)	\$73,255 (4.91%)	\$134,692
Plan A Modified	\$187,779 (13.12%)	\$68,318 (4.22%)	\$256,097
Plan B Modified	\$138,098 (9.65%)	\$66,469 (4.24%)	\$204,567
Plan C Modified	\$98,531 (6.89%)	\$63,643 (4.16%)	\$162,174
Plan D Modified	\$61,437 (4.29%)	\$57,409 (3.85%)	\$118,846

¹ Increases are projected based on current payroll total of \$1,430,862. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – E
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Saraland

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$309,103 (7.74%)	\$251,885 (5.86%)	\$560,988
Plan B	\$231,349 (5.80%)	\$246,982 (5.85%)	\$478,331
Plan C	\$180,851 (4.53%)	\$242,808 (5.82%)	\$423,659
Plan D	\$140,371 (3.52%)	\$241,235 (5.84%)	\$381,606
Plan A Modified	\$309,103 (7.74%)	\$178,740 (4.16%)	\$487,843
Plan B Modified	\$231,349 (5.80%)	\$174,228 (4.13%)	\$405,577
Plan C Modified	\$180,851 (4.53%)	\$171,623 (4.11%)	\$352,474
Plan D Modified	\$140,371 (3.52%)	\$170,722 (4.13%)	\$311,093

¹ Increases are projected based on current payroll total of \$3,991,233. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – F
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Citronelle

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$194,575 (26.33%)	\$47,935 (5.14%)	\$242,510
Plan B	\$153,052 (20.71%)	\$45,934 (5.15%)	\$198,986
Plan C	\$122,442 (16.57%)	\$44,489 (5.17%)	\$166,931
Plan D	\$75,285 (10.19%)	\$42,472 (5.22%)	\$117,757
Plan A Modified	\$194,575 (26.33%)	\$37,065 (3.97%)	\$231,640
Plan B Modified	\$153,052 (20.71%)	\$35,472 (3.98%)	\$188,524
Plan C Modified	\$122,442 (16.57%)	\$34,306 (3.98%)	\$156,748
Plan D Modified	\$75,285 (10.19%)	\$32,618 (4.01%)	\$107,903

¹ Increases are projected based on current payroll total of \$738,908. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – G
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Bayou La Batre

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$224,551 (19.14%)	\$70,029 (5.01%)	\$294,580
Plan B	\$173,340 (14.77%)	\$67,581 (5.02%)	\$240,921
Plan C	\$136,852 (11.66%)	\$65,929 (5.03%)	\$202,781
Plan D	\$77,760 (6.63%)	\$59,871 (4.79%)	\$137,631

Plan A Modified	\$224,551 (19.14%)	\$57,691 (4.13%)	\$282,242
Plan B Modified	\$173,340 (14.77%)	\$55,564 (4.13%)	\$228,904
Plan C Modified	\$136,852 (11.66%)	\$54,071 (4.13%)	\$190,923
Plan D Modified	\$77,760 (6.63%)	\$49,227 (3.93%)	\$126,987

¹ Increases are projected based on current payroll total of \$1,173,432. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – H
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 City of Satsuma

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$200,393 (27.37%)	\$41,547 (4.46%)	\$241,940
Plan B	\$158,189 (21.61%)	\$39,810 (4.47%)	\$197,999
Plan C	\$124,178 (16.96%)	\$38,433 (4.49%)	\$162,611
Plan D	\$68,982 (9.42%)	\$36,230 (4.52%)	\$105,212
Plan A Modified	\$200,393 (27.37%)	\$35,157 (3.77%)	\$235,550
Plan B Modified	\$158,189 (21.61%)	\$33,623 (3.78%)	\$191,812
Plan C Modified	\$124,178 (16.96%)	\$32,396 (3.78%)	\$156,574
Plan D Modified	\$68,982 (9.42%)	\$30,397 (3.79%)	\$99,379

¹ Increases are projected based on current payroll total of \$732,151. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – I
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Town of Mt. Vernon

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$188,282 (42.03%)	\$24,168 (3.80%)	\$212,450
Plan B	\$156,469 (34.93%)	\$22,959 (3.80%)	\$179,428
Plan C	\$132,070 (29.48%)	\$22,100 (3.81%)	\$154,170
Plan D	\$92,214 (20.58%)	\$20,892 (3.87%)	\$113,106

Plan A Modified	\$188,282 (42.03%)	\$18,259 (2.87%)	\$206,541
Plan B Modified	\$156,469 (34.93%)	\$17,346 (2.87%)	\$173,815
Plan C Modified	\$132,070 (29.48%)	\$16,683 (2.88%)	\$148,753
Plan D Modified	\$92,214 (20.58%)	\$15,712 (2.91%)	\$107,926

¹ Increases are projected based on current payroll total of \$447,975. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – J
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile Water and Sewer

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A Utilities	\$265,413 (1.90%)	\$915,434 (6.42%)	\$1,180,847
Plan A	\$201,290 (1.44%)	\$873,735 (6.15%)	\$1,075,025
Plan B	\$137,734 (0.98%)	\$831,673 (5.88%)	\$969,407
Plan C	\$139,696 (1.00%)	\$598,099 (4.23%)	\$737,795
Plan A Utilities	\$265,413 (1.90%)	\$655,786 (4.60%)	\$921,199
Plan A Modified	\$201,290 (1.44%)	\$620,151 (4.37%)	\$821,441
Plan B Modified	\$137,734 (0.98%)	\$606,741 (4.29%)	\$744,475
Plan C Modified	\$139,696 (1.00%)	\$554,359 (3.92%)	\$694,055

¹ Increases are projected based on current payroll total of \$14,001,941. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A (Utilities), A, B, and C is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A (Utilities), A, B, and C, Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – K
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile County Health Department

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$775,437 (7.68%)	\$632,708 (5.82%)	\$1,408,145
Plan B	\$530,802 (5.26%)	\$609,105 (5.73%)	\$1,139,907
Plan C	\$370,331 (3.67%)	\$587,575 (5.61%)	\$957,906
Plan D	\$229,913 (2.28%)	\$541,732 (5.24%)	\$771,645
Plan A Modified	\$775,437 (7.68%)	\$468,008 (4.30%)	\$1,243,445
Plan B Modified	\$530,802 (5.26%)	\$446,074 (4.20%)	\$976,876
Plan C Modified	\$370,331 (3.67%)	\$432,815 (4.13%)	\$803,146
Plan D Modified	\$229,913 (2.28%)	\$409,440 (3.95%)	\$639,353

¹ Increases are projected based on current payroll total of \$10,100,636. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – L
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile Housing Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$85,380 (1.14%)	\$426,022 (5.60%)	\$511,402
Plan B	\$56,867 (0.76%)	\$359,657 (4.75%)	\$416,524
Plan C	\$50,636 (0.67%)	\$281,221 (3.72%)	\$331,857
Plan D	\$50,912 (0.68%)	\$130,389 (1.72%)	\$181,301
Plan A Modified	\$85,380 (1.14%)	\$312,838 (4.11%)	\$398,218
Plan B Modified	\$56,867 (0.76%)	\$271,957 (3.59%)	\$328,824
Plan C Modified	\$50,636 (0.67%)	\$220,332 (2.91%)	\$270,968
Plan D Modified	\$50,912 (0.68%)	\$112,575 (1.49%)	\$163,487

¹ Increases are projected based on current payroll total of \$7,519,020. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – M
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile County EMA

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$18,997 (3.92%)	\$21,531 (4.28%)	\$40,528
Plan B	\$13,310 (2.75%)	\$21,335 (4.29%)	\$34,645
Plan C	\$11,525 (2.38%)	\$16,053 (3.24%)	\$27,578
Plan D	\$7,573 (1.56%)	\$13,487 (2.74%)	\$21,060
Plan A Modified	\$18,997 (3.92%)	\$17,810 (3.54%)	\$36,807
Plan B Modified	\$13,310 (2.75%)	\$17,621 (3.54%)	\$30,931
Plan C Modified	\$11,525 (2.38%)	\$14,985 (3.02%)	\$26,510
Plan D Modified	\$7,573 (1.56%)	\$12,405 (2.52%)	\$19,978

¹ Increases are projected based on current payroll total of \$484,251. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – N
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile County Personnel Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$57,537 (4.84%)	\$72,453 (5.82%)	\$129,990
Plan B	\$40,903 (3.44%)	\$70,492 (5.74%)	\$111,395
Plan C	\$32,628 (2.75%)	\$61,628 (5.05%)	\$94,256
Plan D	\$17,452 (1.47%)	\$43,861 (3.64%)	\$61,313
Plan A Modified	\$57,537 (4.84%)	\$54,309 (4.36%)	\$111,846
Plan B Modified	\$40,903 (3.44%)	\$53,812 (4.38%)	\$94,715
Plan C Modified	\$32,628 (2.75%)	\$50,872 (4.17%)	\$83,500
Plan D Modified	\$17,452 (1.47%)	\$37,405 (3.10%)	\$54,857

¹ Increases are projected based on current payroll total of \$1,188,015. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – O
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Prichard Water and Sewer Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$29,286 (1.84%)	\$96,305 (5.95%)	\$125,591
Plan B	\$21,354 (1.34%)	\$90,171 (5.60%)	\$111,525
Plan C	\$15,287 (0.96%)	\$83,397 (5.20%)	\$98,684
Plan D	\$19,606 (1.23%)	\$57,893 (3.60%)	\$77,499
Plan A Modified	\$29,286 (1.84%)	\$72,387 (4.47%)	\$101,673
Plan B Modified	\$21,354 (1.34%)	\$69,293 (4.30%)	\$90,647
Plan C Modified	\$15,287 (0.96%)	\$64,413 (4.01%)	\$79,700
Plan D Modified	\$19,606 (1.23%)	\$48,610 (3.02%)	\$68,216

¹ Increases are projected based on current payroll total of \$1,589,052. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – P
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Saraland Water and Sewer Utilities Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$9,081 (2.23%)	\$28,619 (6.89%)	\$37,700
Plan B	\$6,390 (1.57%)	\$28,532 (6.91%)	\$34,922
Plan C	\$5,539 (1.36%)	\$24,241 (5.88%)	\$29,780
Plan D	\$5,210 (1.28%)	\$18,646 (4.53%)	\$23,856
Plan A Modified	\$9,081 (2.23%)	\$19,704 (4.74%)	\$28,785
Plan B Modified	\$6,390 (1.57%)	\$19,635 (4.76%)	\$26,025
Plan C Modified	\$5,539 (1.36%)	\$17,499 (4.25%)	\$23,038
Plan D Modified	\$5,210 (1.28%)	\$13,686 (3.32%)	\$18,896

¹ Increases are projected based on current payroll total of \$406,469. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – Q
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile Racing Commission

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$15,246 (3.62%)	\$33,296 (7.64%)	\$48,542
Plan B	\$8,609 (2.05%)	\$32,797 (7.64%)	\$41,406
Plan C	\$7,003 (1.66%)	\$32,682 (7.64%)	\$39,685
Plan D	\$5,233 (1.24%)	\$22,680 (5.33%)	\$27,913
Plan A Modified	\$15,246 (3.62%)	\$22,067 (5.06%)	\$37,313
Plan B Modified	\$8,609 (2.05%)	\$21,731 (5.06%)	\$30,340
Plan C Modified	\$7,003 (1.66%)	\$21,650 (5.06%)	\$28,653
Plan D Modified	\$5,233 (1.24%)	\$15,054 (3.53%)	\$20,287

¹ Increases are projected based on current payroll total of \$420,650. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – R
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Mobile Public Library

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$533,950 (15.00%)	\$235,339 (5.75%)	\$769,289
Plan B	\$390,066 (10.96%)	\$228,065 (5.77%)	\$618,131
Plan C	\$283,982 (7.98%)	\$222,862 (5.80%)	\$506,844
Plan D	\$149,610 (4.20%)	\$215,418 (5.81%)	\$365,028
Plan A Modified	\$533,950 (15.00%)	\$178,255 (4.35%)	\$712,205
Plan B Modified	\$390,066 (10.96%)	\$172,433 (4.37%)	\$562,499
Plan C Modified	\$283,982 (7.98%)	\$168,179 (4.38%)	\$452,161
Plan D Modified	\$149,610 (4.20%)	\$162,357 (4.38%)	\$311,967

¹ Increases are projected based on current payroll total of \$3,559,179. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – S
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Town of Creola

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$116,941 (40.69%)	\$18,471 (4.57%)	\$135,412
Plan B	\$96,726 (33.66%)	\$17,547 (4.57%)	\$114,273
Plan C	\$80,120 (27.88%)	\$16,789 (4.57%)	\$96,909
Plan D	\$50,802 (17.68%)	\$15,481 (4.58%)	\$66,283
Plan A Modified	\$116,941 (40.69%)	\$14,433 (3.57%)	\$131,374
Plan B Modified	\$96,726 (33.66%)	\$13,712 (3.57%)	\$110,438
Plan C Modified	\$80,120 (27.88%)	\$13,119 (3.57%)	\$93,239
Plan D Modified	\$50,802 (17.68%)	\$12,087 (3.57%)	\$62,889

¹ Increases are projected based on current payroll total of \$287,364. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – T
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Bayou La Batre Utilities Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$15,944 (4.72%)	\$25,223 (7.12%)	\$41,167
Plan B	\$9,402 (2.78%)	\$24,804 (7.14%)	\$34,206
Plan C	\$4,622 (1.37%)	\$22,339 (6.52%)	\$26,961
Plan D	\$4,380 (1.30%)	\$21,344 (6.23%)	\$25,724
Plan A Modified	\$15,944 (4.72%)	\$17,924 (5.06%)	\$33,868
Plan B Modified	\$9,402 (2.78%)	\$17,593 (5.06%)	\$26,995
Plan C Modified	\$4,622 (1.37%)	\$16,282 (4.75%)	\$20,904
Plan D Modified	\$4,380 (1.30%)	\$15,249 (4.45%)	\$19,629

¹ Increases are projected based on current payroll total of \$338,112. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – U
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Satsuma Water and Sewer Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$29,700 (13.02%)	\$12,857 (4.99%)	\$42,557
Plan B	\$21,493 (9.43%)	\$12,412 (4.97%)	\$33,905
Plan C	\$15,410 (6.76%)	\$12,074 (4.96%)	\$27,484
Plan D	\$6,803 (2.98%)	\$9,920 (4.22%)	\$16,723
Plan A Modified	\$29,700 (13.02%)	\$9,897 (3.84%)	\$39,597
Plan B Modified	\$21,493 (9.43%)	\$9,559 (3.83%)	\$31,052
Plan C Modified	\$15,410 (6.76%)	\$9,303 (3.82%)	\$24,713
Plan D Modified	\$6,803 (2.98%)	\$7,264 (3.09%)	\$14,067

¹ Increases are projected based on current payroll total of \$228,026. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Table III – V
 Cost of Implementation
 Mobile County Personnel Board Personnel Project
 Chickasaw Utilities Board

	Classification and Step Changes¹	Equity Adjustment²	Total Implementation Cost
Plan A	\$3,437 (5.24%)	\$1,725 (2.50%)	\$5,162
Plan B	\$1,891 (2.88%)	\$1,686 (2.50%)	\$3,577
Plan C	\$888 (1.35%)	\$1,661 (2.50%)	\$2,549
Plan D	\$1,073 (1.64%)	\$1,665 (2.50%)	\$2,738
Plan A Modified	\$3,437 (5.24%)	\$1,725 (2.50%)	\$5,162
Plan B Modified	\$1,891 (2.88%)	\$1,686 (2.50%)	\$3,577
Plan C Modified	\$888 (1.35%)	\$1,661 (2.50%)	\$2,549
Plan D Modified	\$1,073 (1.64%)	\$1,665 (2.50%)	\$2,738

¹ Increases are projected based on current payroll total of \$65,544. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

² Figures presented are the estimated cost for equity adjustment increases. The calculation for Plans A, B, C, and D is based on a maximum one step increase for employees with 1-3 year(s) of service, a two step increase for employees with 4-6 years of service, and a three step increase for employees with 7 or more years of service as of September 30, 2007. The calculation for Plans A, B, C, and D Modified is based on a maximum one step increase for employees with 1-3 year(s) of service and a two step increase for employees with 4 or more years of service as of September 30, 2007.

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
Mobile County

DEPT	POSITION	GRADE	JOB CLASS CODE
AC/1	County Humane Officer	19	17680
AC/2	Animal Resource Supervisor	14	17650
AC/3	Animal Control Officer II	11	17570
AC/4	Public Service Worker II	10	13350
AC/5	Animal Control Officer I	10	17550
AC/6	Office Assistant II	10	2485
AC/7	Office Assistant I	9	2482
AC/8	Information Clerk	8	1295
AC/9	Public Service Worker I	8	13300
BOE/1	Office Assistant III	12	2488
BOE/2	Office Assistant I	9	2482
BOR/1	Office Assistant III	12	2488
BOR/2	Office Assistant II	10	2485
BOR/3	Office Assistant I	9	2482
CCC/1	Chief Court Investigator	18	6855
CCH/1	Custodial Coordinator	13	13090
CCH/2	Custodial Supervisor	11	13070
CCH/3	Public Service Worker I	8	13300
CCH/4	Custodial Worker II	7	13150
CCH/5	Custodial Worker I	6	13100
CCM/1	County Administrator	30	2950
CCM/2	Director of General Services	25	2885
CCM/3	Director of Finance	25	4345
CCM/4	Director of Support Services	24	2880
CCM/5	Grants Administrator	22	12016
CCM/6	Director of Public Affairs and Community Services	21	2870
CCM/7	Purchasing Agent	21	5600
CCM/8	Compliance and Policy Officer	19	4453
CCM/9	Accountant II	19	4161
CCM/10	Database Analyst III	20	3359
CCM/11	Network Specialist I	18	3384

DEPT	POSITION	GRADE	JOB CLASS CODE
CCM/12	Recording Secretary – County Commission	18	1850
CCM/13	Programmer Analyst II	19	3350
CCM/14	Database Analyst II	19	3358
CCM/15	Risk Management Coordinator	18	4390
CCM/16	Tobacco Tax Collector	18	4570
CCM/17	Human Resources Coordinator	18	2458
CCM/18	Grants Developer	16	12017
CCM/19	Accountant I	17	4160
CCM/20	Public Information Officer	16	19935
CCM/21	Buyer II	16	5550
CCM/22	Telecommunication Technician I	15	14755
CCM/23	Voting Machine Superintendent	15	13955
CCM/24	Telecommunications Systems Coordinator	14	3140
CCM/25	Buyer I	14	5500
CCM/26	User Support Coordinator	14	3165
CCM/27	User Support Technician II	14	3125
CCM/28	Secretary III	13	1750
CCM/29	Office Assistant III	12	2488
CCM/30	Assistant Recording Secretary	12	1840
CCM/31	Assistant Voting Machine Superintendent	12	13950
CCM/32	Office Assistant II	10	2485
CCM/33	Voting Machine Technician	10	13900
CCM/34	Secretary II	11	1750
CCM/35	Fiscal Clerk I	9	4050
CCM/36	Communication Center Specialist I	9	1330
CCM/37	Office Assistant I	9	2482
CCM/38	Mail Clerk	8	1170
CCM/39	Utility Clerk	8	1150
CCM/40	Messenger	7	1280
CT/1	Investment and Treasury Officer	20	4290
CT/2	Accountant I	17	4160
CT/3	Office Assistant III	12	2488
DRC/1	Court Accounts Department Director	18	6190
DRC/2	Assistant Court Accounts Department Administrator	14	6730
DRC/3	Office Assistant II	10	2485
EE/1	Solid Waste Abatement Coordinator	15	14963
EE/2	Equipment Operator III	13	13550

DEPT	POSITION	GRADE	JOB CLASS CODE
EE/3	Environmental Patrol Officer II	12	14995
EE/4	Environmental Patrol Officer I	10	14985
EE/5	Office Assistant II	10	2485
EE/6	Public Service Worker II	10	13350
EE/7	Information Clerk	8	1295
EE/8	Public Service Worker I	8	13300
IR/1	Chief Warrant Officer	18	6778
IR/2	Court Investigator I	16	6800
IR/3	Warrant Officer II	14	6776
IR/4	Judicial Supervisor	14	6750
IR/5	Warrant Officer I	13	6770
IR/6	Secretary III	13	1755
IR/7	Secretary II	11	1750
IR/8	Office Assistant II	10	2485
IR/9	Secretary I	10	1700
IR/10	Office Assistant I	9	2482
IR/11	Utility Clerk	8	1150
LC/1	Deputy License Commissioner	23	2980
LC/2	Chief Clerk - License Commission	21	2982
LC/3	Deputy Revenue Officer	20	4370
LC/4	Fiscal Services Manager - License Commission	18	4270
LC/5	Field Auditor	17	4485
LC/6	Database Analyst I	17	3355
LC/7	Revenue License Officer	16	4550
LC/8	License Operations Administrator	14	2298
LC/9	License Investigator	14	4500
LC/10	Office Assistant III	12	2488
LC/11	Revenue Examiner	11	4383
LC/12	Secretary II	11	1750
LC/13	Office Assistant II	10	2485
LC/14	Office Assistant I	9	2482
LC/15	Utility Worker	8	13085
LC/16	Utility Clerk	8	1150
LEG/1	Legislative Assistant	12	2617
LEG/2	Messenger	7	1280
PC/1	Chief Clerk - Probate Court	25	6270
PC/2	Deputy Chief Clerk - Probate Court	23	6940
PC/3	Judicial Coordinator - Probate Court	18	6290

DEPT	POSITION	GRADE	JOB CLASS CODE
PC/4	Elections Coordinator	18	13960
PC/5	Estate Auditor - Probate Court	19	4165
PC/6	Programmer Analyst I	17	3300
PC/7	Computer Support Coordinator	14	3160
PC/8	Recording Supervisor	18	6930
PC/9	Paralegal	16	6132
PC/10	Historical Records Technician	12	6105
PC/11	Office Assistant III	12	2488
PC/12	Stenographic Court Clerk - Probate Court	11	6120
PC/13	Office Assistant II	10	2485
PC/14	Office Assistant I	9	2482
PK/1	County Parks/Wildlife Manager	19	10850
PK/2	Parks Operations Coordinator	17	10515
PK/3	Park Ranger II	14	10770
PK/4	Park Ranger I	12	10760
PK/5	Public Service Worker II	10	13350
PK/6	Public Service Worker I	8	13300
PW/1	County Engineer/Public Works Director	29	11400
PW/2	Asst County Engineer/Transportation Director	25	11410
PW/3	Construction Engineer Manager	24	11364
PW/4	Design Engineering Manager	24	11362
PW/5	Architect	21	11455
PW/6	Director of Public Safety Commission	23	14779
PW/7	Engineer III	22	11350
PW/8	Public Works Superintendent - Mobile Co	23	14955
PW/9	Engineer II	21	11280
PW/10	Environmental Services Director	24	14958
PW/11	Engineer I	20	11300
PW/12	Division Transport Superintendent	19	14905
PW/13	Inspection Services Director	21	12900
PW/14	Administrative Services Manager	19	2635
PW/15	Equipment Service Manager	21	13890
PW/16	GIS Analyst III	19	3397
PW/17	Division Transport Superintendent	19	14905
PW/18	Building Maintenance Superintendent	19	14350
PW/19	Chief Building Inspector	19	12150
PW/20	Chief Electrical Inspector	19	12300
PW/21	Public Works Assistant Superintendent	21	14930
PW/22	Engineering Tech IV	19	11250

DEPT	POSITION	GRADE	JOB CLASS CODE
PW/23	Traffic Manager	18	11640
PW/24	Electronic Systems Analyst Supervisor	18	14775
PW/25	Garage Supervisor	19	13850
PW/26	Solid Waste Disposal Coordinator	18	14960
PW/27	Right-Of-Way Agent	17	11550
PW/28	Building Inspector II	17	12100
PW/29	Electrical Inspector II	17	12250
PW/30	Mechanical Inspector II	17	12600
PW/31	Engineering Tech III	17	11200
PW/32	Public Service Supervisor II	17	14900
PW/33	Vehicular/Equipment Mechanic Supervisor	17	13800
PW/34	Building Maintenance Supervisor	16	13650
PW/35	Warehouse Manager	16	15015
PW/36	Building Inspector I	16	12050
PW/37	Electrical Inspector I	16	12200
PW/38	GIS Technician I	12	3390
PW/39	Mechanical Inspector I	16	12550
PW/40	Network Specialist I	18	3384
PW/41	Property Agent	16	18290
PW/42	Public Service Supervisor I	16	14850
PW/43	Public Buildings Supervisor	16	14380
PW/44	Buyer I	14	5500
PW/45	Engineering Tech II	14	11150
PW/46	Fiscal Officer I	14	4200
PW/47	Electrician	14	14550
PW/48	Auto Parts Buyer	14	13880
PW/49	Vehicular/Equipment Mechanic	14	13750
PW/50	Welder	13	14050
PW/51	Electronic Systems Analyst II	14	14772
PW/52	Carpenter	13	14250
PW/53	Heating/AC Mechanic	14	14400
PW/54	Auto Parts Buyer	14	13880
PW/55	Body/Paint Mechanic	14	13760
PW/56	Highway Maintenance Equipment Operator III	13	13555
PW/57	Equipment Operator III	13	13550
PW/58	Painter	12	14150
PW/59	Plumber	13	14500
PW/60	Engineering Tech I	12	11100
PW/61	Office Assistant III	12	2488
PW/62	Secretary III	13	1755
PW/63	Electronic Systems Analyst I	12	14770

DEPT	POSITION	GRADE	JOB CLASS CODE
PW/64	Maintenance Mechanic	12	13697
PW/65	Environmental Specialist	19	14962
PW/66	Highway Maintenance Equipment Operator II	11	13505
PW/67	Equipment Operator II	11	13500
PW/68	Electronic Technician	14	14700
PW/69	Office Assistant II	10	2485
PW/70	Secretary II	11	1750
PW/71	Highway Maintenance Equipment Operator I	10	13455
PW/72	Equipment Operator I	10	13450
PW/73	Highway Maintenance Worker II	10	13355
PW/74	Public Service Worker II	10	13350
PW/75	Traffic Sign Fabricator	10	11635
PW/76	Parts Clerk	10	5150
PW/77	Office Assistant I	9	2482
PW/78	Auto Service Worker II	10	13730
PW/79	Information Clerk	8	1295
PW/80	Environmental Patrol Officer II	12	14985
PW/81	Highway Maintenance Worker I	8	13305
PW/82	Public Service Worker I	8	13300
PW/83	Security Guard	7	13050
PW/84	Auto Service Worker I	9	13740
RC/1	Administrator – Revenue Commission	24	2964
RC/2	Property Maintenance Coordinator	23	4765
RC/3	Chief Property Appraiser	23	4780
RC/4	Comptroller	23	4185
RC/5	Computer Systems Manager	23	3430
RC/6	Property Evaluation Analyst	21	4760
RC/7	GIS Manager	21	3398
RC/8	Chief Tax Auditor	21	4770
RC/9	Investment and Budget Officer	20	4280
RC/10	Revenue Officer	19	4380
RC/11	Tax Auditor II	19	4465
RC/12	Programmer Analyst II	18	3350
RC/13	Property Appraiser II	18	4700
RC/14	Programmer Analyst I	17	3300
RC/15	GIS Analyst I	17	3394
RC/16	Property Appraiser I	17	4650
RC/17	Tax Auditor I	17	4460
RC/18	GIS Technician II	14	3392
RC/19	Computer Technician	12	3200

DEPT	POSITION	GRADE	JOB CLASS CODE
RC/20	GIS Technician I	12	3390
RC/21	Office Assistant III	12	2488
RC/22	Secretary II	11	1750
RC/23	Reproduction Technician I	10	5300
RC/24	Engineering Tech I	12	11100
RC/25	Office Assistant II	10	2485
RC/26	Office Assistant I	9	2482
RC/27	Utility Clerk	8	1150
RDM/1	Park Ranger I	12	10760
RDM/2	Public Service Worker I	8	13300
SD/1	Metro Jail Warden	24	16055
SD/2	Deputy Warden	23	16977
SD/3	Sheriff Captain	21	16940
SD/4	Sheriff Info Tech Manager	21	3432
SD/5	Corrections Captain	19	16975
SD/6	Sheriff Lieutenant	19	16920
SD/7	Corrections Lieutenant	17	16987
SD/8	Sheriff Sergeant	17	16900
SD/9	Sheriff Database System Investigator	17	3419
SD/10	Sheriff Network Administrator	17	3385
SD/11	Chaplain	16	16230
SD/12	Sheriff Corporal	15	16880
SD/13	Corrections Sergeant	15	16985
SD/14	Fiscal Officer II	17	4250
SD/15	Fiscal Services Manager	18	4270
SD/16	Supervisor – Civil Proceedings	14	6925
SD/17	Fiscal Officer I	14	4200
SD/18	Deputy Sheriff I	13	16820
SD/19	Inmate Work Supervisor II	13	13185
SD/20	Corrections Corporal	13	16980
SD/21	Communications DB/N Tech	12	3130
SD/22	Central Control Supervisor	12	16140
SD/23	Corrections Officer	12	16970
SD/24	Secretary III	13	1755
SD/25	Central Control Specialist	12	16130
SD/26	Inmate Work Supervisor I	12	13180
SD/27	Public Safety Dispatcher II	12	16120
SD/28	Office Assistant III	12	2488
SD/29	Public Safety Dispatcher I	11	16100

DEPT	POSITION	GRADE	JOB CLASS CODE
SD/30	Records Supervisor	12	1420
SD/31	Secretary II	11	1750
SD/32	Office Assistant II	10	2485
SD/33	Records Specialist	10	1400
SD/34	Office Assistant I	9	2482
SD/35	School Traffic Officer	5	16000
SD/36	Public Service Worker I	8	13300
WMCP/1	Parks Operation Coordinator	17	10515
WMCP/2	Sports Coordinator I	13	10200
WMCP/3	Athletic Field Maintenance Supervisor	13	10280
WMCP/4	Athletic Field Attendant II	10	10285
WMCP/5	Athletic Field Attendant I	8	10290
WMCP/6	Public Service Worker I	8	13300
YD/1	Superintendent of Detention	23	6700
YD/2	Psychometrist - Juvenile Court	21	6470
YD/3	Staff/Program Development Coordinator	21	6410
YD/4	Deputy Superintendent (TC)	21	New
YD/5	Assistant Superintendent of Detention	19	6705
YD/6	Register's Reporter	19	1820
YD/7	Youth Service Officer III	19	6680
YD/8	Recreation Program Supervisor	17	10400
YD/9	Youth Service Officer II	16	6670
YD/10	Youth Detention Officer III	16	6652
YD/11	Youth Service Officer I	15	6660
YD/12	Youth Detention Officer II	13	6650
YD/13	Secretary III	13	1755
YD/14	Youth Detention Officer I	12	6600
YD/15	Juvenile Court Officer	12	6500
YD/16	Food Service Supervisor - Youth Center	12	13260
YD/17	Secretary II	11	1750
YD/18	Fiscal Clerk II	10	4100
YD/19	Office Assistant II	10	2485
YD/20	Secretary I	10	1700
YD/21	Custodial Worker II (TC)	7	13350
YD/22	Information Clerk	8	1295
YD/23	Food Service Worker	5	13200
YD/24	Custodial Worker I	6	13100

Appendix A
Position/Grade Analysis
Mobile County Personnel Board Personnel Project
City of Mobile

DEPT	POSITION	GRADE	JOB CLASS CODE
AC/1	Animal Shelter Supervisor	17	17640
AC/2	Assistant Animal Shelter Supervisor	13	17645
AC/3	Animal Control Officer II	11	17570
AC/4	Animal Control Officer I	10	17550
AC/5	Office Assistant I	9	2482
CC/1	City Clerk (Mobile)	23	2350
CC/2	Assistant City Clerk (Mobile)	19	2300
CC/3	Archivist	17	10620
CC/4	Assistant Archivist	16	10610
CC/5	Recording Supervisor	16	6930
CC/6	Executive Secretary	14	1795
CC/7	Community Services Analyst	14	12018
CC/8	Secretary III	13	1755
CC/9	Recording Secretary	12	1850
CC/10	Records Clerk	10	New
CC/11	Office Assistant II	10	2485
CC/12	Office Assistant I	9	2482
CC/13	Mail Clerk	8	1170
CC/14	Secretary II	11	1750
EMO/1	Secretary III	13	1755
EMO/2	Office Assistant I	9	2482
EN/1	City Engineer/Public Works Deputy Director	25	14972
EN/2	Assistant City Engineer	24	11370
EN/3	Engineer III	22	New
EN/4	Engineer I	20	New
EN/5	Engineering Tech IV	19	11250
EN/6	Energy/Environmental Coordinator	19	New
EN/7	Engineering Tech III	17	11200
EN/8	Engineering Tech II	14	11150
EN/9	Engineering Tech I	12	11100
EN/10	Secretary III	13	1755
EN/11	Office Assistant II	10	2485
EN/12	Office Assistant I	9	2482
EN/13	Engineer II	21	New

DEPT	POSITION	GRADE	JOB CLASS CODE
FD/1	Assistant Fire Service Chief – Mobile	24	17220
FD/2	Deputy Fire Service Chief	23	17200
FD/3	Fire Administrator	22	17170
FD/4	Fire Service Marshal	21	17450
FD/5	Fire Service District Chief	21	17150
FD/6	Quartermaster	19	17820
FD/7	Assistant Fire Service Marshal	19	17440
FD/8	Fire Service Captain	17	17100
FD/9	Community Emergency Response Team Coordinator	17	New
FD/10	Database Analyst I	17	3355
FD/11	Chaplain	16	16230
FD/12	Fire Service Inspector	16	17350
FD/13	Public Information Officer	16	19935
FD/14	Vehicular Equipment Mechanic Supervisor	16	13800
FD/15	Communications Officer Supervisor (TC)	16	1350
FD/16	Fire Service Driver	15	17045
FD/17	Emergency Medical Services Billing Supervisor	15	4155
FD/18	Firemedic	14	17540
FD/19	Vehicular Equipment Mechanic	14	13750
FD/20	Firefighter	13	17000
FD/21	Public Safety Dispatcher II	12	16120
FD/22	Secretary III	13	1755
FD/23	Fire Service Cadet	9	17040
FD/24	Public Safety Dispatcher I	11	16100
FD/25	Secretary II	11	1750
FD/26	Office Assistant II	10	2485
FD/27	Secretary I	10	1700
FD/28	Office Assistant I	9	2482
FD/29	Supply Clerk (TC)	9	5100
FIN/1	Comptroller	23	4185
FIN/2	Revenue Director	23	4382
FIN/3	Budget Officer	23	4450
FIN/4	Investment and Treasury Officer	21	4290
FIN/5	Purchasing Agent	21	5600
FIN/6	Inventory C/P Program Manager	21	14975
FIN/7	Deputy Comptroller – Mobile	21	4183
FIN/8	Internal Auditor	21	4170
FIN/9	Revenue Manager	19	4374
FIN/10	Payroll Manager	19	4365

DEPT	POSITION	GRADE	JOB CLASS CODE
FIN/11	Pensions Coordinator	19	2650
FIN/12	Management Analyst	19	4420
FIN/13	Accountant II	19	4161
FIN/14	Accountant I	17	4160
FIN/15	Field Auditor	17	4485
FIN/16	Parts Manager	17	13875
FIN/17	Buyer II	16	5550
FIN/18	Auto Parts Buyer	14	13880
FIN/19	Assistant Auto Parts Manager	14	13860
FIN/20	Executive Secretary	14	1795
FIN/21	License Investigator	14	4500
FIN/22	Fiscal Officer I	14	4200
FIN/23	Buyer I	14	5500
FIN/24	Secretary III	13	1755
FIN/25	Office Assistant III	12	2488
FIN/26	Revenue Examiner	11	4383
FIN/27	Vehicular/Equipment Parts Specialist	11	5050
FIN/28	Secretary II	11	1750
FIN/29	Office Assistant II	10	2485
FIN/30	Office Assistant I	9	2482
FO/1	Director - Mobile Film Office	21	10431
FO/2	Film Office Location Coordinator	17	10433
HC/1	Historical Development Director	23	11950
HC/2	Assistant Historical Development Director	21	11960
HC/3	Architectural Engineer	21	11450
HC/4	Architectural Historical/Surveyor II	19	11975
HC/5	Architectural Historical/Surveyor I	17	11970
HC/6	Secretary III	13	1755
HR/1	Director of Human Resources	24	2470
HR/2	Employee Benefits Manager	19	2465
HR/3	Safety Manager	19	2467
HR/4	Office Assistant III	12	2488
HR/5	Office Assistant II	10	2485
KMB/1	Keep Mobile Beautiful Manager	19	11920
KMB/2	Special Events Coordinator	16	10449
KMB/3	Office Assistant II	10	2485
KMB/4	Information Clerk	8	1295
KMB/5	Public Service Worker I	8	13300

DEPT	POSITION	GRADE	JOB CLASS CODE
LD/1	Paralegal	16	6132
LD/2	Legal Secretary	14	1810
LD/4	Office Assistant II	10	2485
LD/5	Secretary II	11	1750
MA/1	Director - Mobile Museum of Art	24	10700
MA/2	Assistant Director - Mobile Museum of Art	21	10650
MA/3	Curator of Exhibits	19	10726
MA/4	Curator of Education	19	10727
MA/5	Curator of Collections	19	10722
MA/6	Public Information Officer	16	19935
MA/7	Registrar	16	10710
MA/8	Museum Security and Facility Manager	16	10756
MA/9	Fiscal Officer I	14	4200
MA/10	Exhibit Technician	12	10730
MA/11	Office Assistant III	12	2488
MA/12	Secretary III	13	1755
MA/13	Office Assistant II	10	2485
MA/14	Office Assistant I	9	2482
MA/15	Museum Guard	8	10750
MA/16	Security Guard	7	13050
MA/17	Custodial Worker II	7	13150
MA/18	Custodial Worker I	6	13100
MC/1	Court Administrator	23	6210
MC/2	Magistrate Supervisor	19	6260
MC/3	Computer Support Coordinator	14	3160
MC/4	Secretary III	13	1755
MC/5	Court Clerk III (Title Change)	12	2488
MC/6	Magistrate	12	6250
MC/7	Municipal Court Officer	10	2625
MC/8	Court Clerk II (Title Change)	10	2485
MC/9	Court Clerk I (Title Change)	9	2482
MC/10	Information Clerk	8	1295
MIT/1	Information Technology Director	24	3460
MIT/2	User Support Manager	22	3376
MIT/3	GIS Manager	21	3398
MIT/4	Information Systems Project Manager	22	3180
MIT/5	Network / Technical Services Manager	22	3387
MIT/6	Database Administrator	21	3418

DEPT	POSITION	GRADE	JOB CLASS CODE
MIT/7	Network Specialist II	20	3386
MIT/8	Network Specialist I	18	3384
MIT/9	Database Analyst III	20	3359
MIT/10	GIS Analyst III	19	3397
MIT/11	Database Analyst II	19	3358
MIT/12	GIS Analyst II	18	3396
MIT/13	Database Analyst I	17	3355
MIT/14	GIS Analyst I	17	3394
MIT/15	Telecommunication Technician II	16	14757
MIT/16	Telecommunication Technician I	15	14755
MIT/17	Communication Center Manager	15	1336
MIT/18	Field Service Technician	13	14740
MIT/19	Software Instructor	14	3170
MIT/20	Office Assistant II	10	2485
MIT/21	Communication Center Specialist I	9	1330
MIT/22	Office Assistant I	9	2482
MM/1	Historic Museum Director	24	10863
MM/2	Historic Museum Assistant Director	21	10861
MM/3	Curator of Collections	19	10722
MM/4	Curator of Education	19	10727
MM/5	Curator of Exhibits	19	10726
MM/6	Curator of History	19	10725
MM/7	Research Historian	17	10640
MM/8	Registrar - Museum of Mobile	16	10865
MM/9	Museum Security and Facility Manager	16	10756
MM/10	Museum Attendant Supervisor	14	10867
MM/11	Computer Technician	12	3200
MM/12	Museum Technician	12	10740
MM/13	Secretary III	13	1755
MM/14	Office Assistant I	9	2482
MM/15	Tour Guide	8	10940
MM/16	Museum Attendant	8	10869
MM/17	Public Service Worker I	8	13300
MM/18	Custodial Worker II	7	13150
MO/1	Secretary III	13	1755
MO/2	Office Assistant I	9	2482
NCS/1	Neighborhood & Community Services Director	21	New
NCS/2	Neighborhood & Community Services Manager	18	New

DEPT	POSITION	GRADE	JOB CLASS CODE
NCS/3	Special Events Coordinator	16	10449
NCS/4	Office Assistant II	10	2485
PD/1	Deputy Police Chief	24	16785
PD/2	Police Major	23	16730
PD/3	Police Captain	21	16700
PD/4	Police Lieutenant	19	16670
PD/5	Police Sergeant	17	16600
PD/6	Chief Clerk - Police Records	17	15210
PD/7	GIS Analyst I	17	3394
PD/8	Police Public Information Officer	16	19935
PD/9	Chaplain	16	16230
PD/10	Communications Officer Supervisor (TC)	16	1350
PD/11	Grant Administrator (TC)	16	12016
PD/12	Police Corporal	15	16570
PD/13	Crime Scene Technician	15	16248
PD/14	Training Specialist	15	16244
PD/15	Police Fleet Coordinator	15	16242
PD/16	Police Officer I	13	16540
PD/17	Field Service Technician	13	14740
PD/18	Public Safety Dispatcher II	12	16120
PD/19	Secretary III	13	1755
PD/20	Police Cadet	9	16520
PD/21	Building Maintenance Supervisor	16	13650
PD/22	Office Assistant III	12	2488
PD/23	Records Supervisor	12	1420
PD/24	Maintenance Mechanic	12	13697
PD/25	Public Safety Dispatcher I	11	16100
PD/26	Police Community Resource Officer	11	16015
PD/27	Secretary II	11	1750
PD/28	Office Assistant II	10	2485
PD/29	Audiovisual Production Technician	10	16246
PD/30	Records Specialist	10	1400
PD/31	Secretary I	10	1700
PD/32	Office Assistant I	9	2482
PD/33	Surveillance Systems Monitor	8	13030
PD/34	Communication Center Specialist I	9	1330
PD/34	Family Intervention Team Supervisor	17	6575
PD/35	Citismart Investigative Analyst	16	2710
PD/36	Family Intervention Team Specialist	16	6570

DEPT	POSITION	GRADE	JOB CLASS CODE
PR/1	Parks and Recreation Director	24	10410
PR/2	Recreation Superintendent	20	10450
PR/3	Tennis Center Superintendent	19	10360
PR/4	Parks Superintendent	20	10600
PR/5	Landscape Services Supervisor	19	10540
PR/6	Communities Activities Supervisor	17	10460
PR/7	Athletic Program Supervisor	17	10405
PR/8	Recreation Program Supervisor	17	10400
PR/9	Public Service Supervisor II	17	14900
PR/10	Therapeutic Recreation Specialist	16	10260
PR/11	Community Activities Coordinator	16	10465
PR/12	Operations Coordinator	16	
PR/13	Sports Coordinator II	15	10225
PR/14	Activities Specialist II	15	10252
PR/15	Cemetery Records Specialist	12	10480
PR/16	Public Service Supervisor I	16	14850
PR/18	Park Police Officer	13	16360
PR/19	Activities Specialist I	13	10250
PR/20	Athletic Field Maintenance Supervisor	13	10280
PR/21	Crew Chief	14	14800
PR/22	Pesticide Technician	12	11560
PR/23	Sports Coordinator I	13	10200
PR/24	Secretary III	13	1755
PR/25	Assistant Manager, Tennis Center	12	10362
PR/26	Equipment Operator II	11	13500
PR/27	Assistant Community Activities Coordinator	12	10468
PR/28	Pool Manager	12	10840
PR/29	Public Service Worker III	12	13400
PR/30	Recreation Facility Supervisor I	11	10300
PR/31	Secretary II	11	1750
PR/32	Equipment Operator I	10	13450
PR/33	Office Assistant II	10	2485
PR/34	Public Service Worker II	10	13350
PR/35	Recreation Leader II	10	10150
PR/36	Tennis Center Attendant II	10	10366
PR/37	Office Assistant I	9	2482
PR/38	Child Care Worker II	9	10072
PR/39	Assistant Pool Manager	9	10830
PR/40	Recreation Leader I	8	10100
PR/41	Public Service Worker I	8	13300

DEPT	POSITION	GRADE	JOB CLASS CODE
PR/42	Custodial Worker II	7	13150
PR/43	Tennis Center Attendant I	8	10364
PR/44	Pool Guard	7	10820
PR/45	Child Care Worker I	7	10070
PR/46	Pool Attendant	6	10810
PR/47	Custodial Worker I	6	13100
PW/1	Public Works Director	26	14970
PW/2	Public Works Superintendent	21	14950
PW/3	Equipment Service Manager	21	13890
PW/4	Golf Course Superintendent	19	10152
PW/5	Golf Professional	19	10154
PW/6	Public Works Assistant Superintendent	18	14930
PW/7	Public Service Supervisor II	17	14900
PW/8	Office Manager	14	2500
PW/9	Garage Supervisor	19	13850
PW/10	Body/Paint Supervisor	17	13790
PW/11	Motor Pool Supervisor	17	13895
PW/12	Vehicular/Equipment Mechanic Supervisor	17	13800
PW/13	Welder Supervisor	17	14040
PW/14	Tire Shop Supervisor	15	13810
PW/15	Public Service Supervisor I	16	14850
PW/16	Crew Chief	14	14800
PW/17	Vehicular/Equipment Mechanic	14	13750
PW/18	Welder	13	14050
PW/19	Body/Paint Mechanic	14	13760
PW/20	Mason	13	14100
PW/21	Vehicular/Equipment Mechanic	14	13750
PW/22	Assistant Golf Course Superintendent	14	10153
PW/23	Assistant Golf Professional	13	10155
PW/24	Golf Course Maintenance Supervisor	13	10158
PW/25	Equipment Operator III	13	13550
PW/26	Office and Field Coordinator	13	14790
PW/27	Executive Secretary	14	1795
PW/28	Office Assistant III	12	2488
PW/29	Public Service Worker III	12	13400
PW/30	Pesticide Technician	12	11560
PW/31	Equipment Operator II	11	13500
PW/32	Environmental Patrol Officer II	12	14995
PW/33	Public Service Worker II	10	13350

DEPT	POSITION	GRADE	JOB CLASS CODE
PW/34	Public Service Worker II	10	13350
PW/35	Office Assistant II	10	2485
PW/36	Office Assistant I	9	2482
PW/37	Golf Course Worker I	9	10166
PW/38	Equipment Operator I	10	13450
PW/39	Communication Center Specialist I	9	1330
PW/40	Auto Service Worker II	10	13730
PW/41	Auto Service Worker I	9	13740
PW/42	Public Service Worker I	8	13300
PW/43	Golf Course Ranger	6	10168
PW/44	Golf Course Attendant I	7	10160
PW/45	Vehicular Equipment Mechanic Trainee	11	13735
REAM/1	Director of Real Estate and Asset Management	25	18330
REAM/2	Director of Architectural Engineering	22	11500
REAM/3	Real Estate Officer	21	18350
REAM/4	Construction Contract Administrator	20	11470
REAM/5	Mechanical Systems Superintendent	19	New
REAM/6	Building Maintenance Superintendent	19	14350
REAM/7	Architectural Engineer	21	11450
REAM/8	Service Contract Administrator	17	13658
REAM/9	Architectural Engineering Technician	16	11465
REAM/10	Work Order Coordinator	16	11460
REAM/11	Energy/Environmental Specialist	16	11310
REAM/12	Heating/AC Mechanical Supervisor	16	14450
REAM/13	Plumber Supervisor	16	14510
REAM/14	Mechanical Maintenance Supervisor	16	14320
REAM/15	Public Buildings Supervisor	16	14380
REAM/16	Carpenter Supervisor	16	14300
REAM/17	Painter Supervisor	15	14200
REAM/18	Records Retention Coordinator (TC)	14	11260
REAM/19	Real Estate Specialist	14	New
REAM/20	Fiscal Officer I	14	4200
REAM/21	Service Contract Technician	14	13656
REAM/22	Sheet Metal Mechanic	14	13770
REAM/23	Heating/AC Mechanic	14	14400
REAM/24	Plumber	13	14500
REAM/25	Welder	13	14050
REAM/26	Mason	13	14100
REAM/27	Tile Setter	14	14130
REAM/28	Locksmith	13	14370
REAM/29	Carpenter	13	14250

DEPT	POSITION	GRADE	JOB CLASS CODE
REAM/30	Rofer	13	14220
REAM/31	Painter	12	14150
REAM/32	Public Service Worker III	12	13400
REAM/33	Secretary III	13	1755
REAM/34	Secretary II	11	1750
REAM/35	Public Service Worker II	10	13350
REAM/36	Office Assistant II	10	2485
REAM/37	Office Assistant I	9	2482
REAM/38	Public Service Worker I	8	13300
TE/1	Traffic Engineering Director	25	11670
TE/2	Engineer I	20	11300
TE/3	Electrical Superintendent	20	14650
TE/4	Traffic Analyst	19	11600
TE/5	Electrical Supervisor	17	14600
TE/6	Electronic Technician Supervisor	17	14750
TE/7	Public Service Supervisor I	16	14850
TE/8	Crew Chief	14	14800
TE/9	Electrician	14	14550
TE/10	Electronic Technician	14	14700
TE/11	Public Service Worker III	12	13400
TE/12	Secretary III	13	1755
TE/13	Traffic Technician II	12	11625
TE/14	Office Assistant II	10	2485
TE/15	Public Service Worker II	10	13350
TE/16	Traffic Technician I	10	11620
TE/17	Electrician Trainee	12	14548
TE/18	Parts Clerk	10	5150
TE/19	Secretary I	10	1700
TE/20	Utility Location Tech	9	13440
TE/21	Public Service Worker I	8	13300
TE/22	Traffic Maintenance Worker	8	11630
UD/1	Urban Development Director	25	12940
UD/2	Deputy Director of Urban Forestry	21	10494
UD/3	Deputy Director of Code Administration	21	12850
UD/4	Deputy Director of Permitting and Development	21	12615
UD/5	Deputy Director of Planning	21	12880
UD/6	Chief Building Inspector	19	12150
UD/7	Chief Mechanical Inspector	19	12610

DEPT	POSITION	GRADE	JOB CLASS CODE
UD/8	Chief Electrical Inspector	19	12300
UD/9	Chief Plumbing Inspector	19	12450
UD/10	Chief of Urban Forestry and Property Maintenance	19	12620
UD/11	Chief of Central Permitting	19	12612
UD/12	Planner II	19	11850
UD/13	Urban Forestry Coordinator	18	10490
UD/14	GIS Analyst I	17	3394
UD/15	Planner I	17	11800
UD/16	Building Inspector II	17	12100
UD/17	Electrical Inspector II	17	12250
UD/18	Mechanical Inspector II	17	12600
UD/19	Plumbing Inspector II	17	12350
UD/20	Public Service Supervisor II	17	14900
UD/21	Building Inspector I	16	12050
UD/22	Electrical Inspector I	16	12200
UD/23	Mechanical Inspector I	16	12550
UD/24	Plumbing Inspector I	16	12400
UD/25	Zoning Inspector	14	12760
UD/26	Secretary III	13	1755
UD/27	Zoning Technician	13	12700
UD/28	Municipal Enforcement Officer	12	16020
UD/29	Secretary II	11	1750
UD/30	Tree Trimmer II	10	13120
UD/31	Planning Aide	10	11740
UD/32	Tree Trimmer I	9	13110
UD/33	Office Assistant II	10	2485
UD/34	Secretary I	10	2485
UD/35	Office Assistant I	9	2482
UD/36	Public Service Worker I	8	13300

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
City of Prichard

DEPT	POSITION	GRADE	JOB CLASS CODE
ADM/1	City Clerk	19	2370
ADM/2	Office Assistant I	9	2482
CC/1	Magistrate Supervisor	17	6230
CC/2	Magistrate	12	6250
FD/1	Fire Service District Chief	21	017150
FD/2	Fire Marshal	21	017450
FD/3	EMS Coordinator	17	
FD/4	Fire Service Captain	17	017100
FD/5	Fire Service Driver	15	017045
FD/6	Firefighter	13	017000
FD/7	Office Assistant I	9	2482
FIN/1	Accountant I	17	4160
PD/1	Captain	21	016700
PD/2	Police Lieutenant	19	016670
PD/3	Police Sergeant	17	016600
PD/4	Police Corporal	15	016570
PD/5	Police Officer I	13	016540
PD/6	Public Safety Dispatcher II	12	016120
PD/7	Public Safety Dispatcher I	11	016100
PD/8	Environmental Patrol Officer I	10	014985
PD/9	Office Assistant I	9	2482
PW/1	Public Works Assistant Superintendent	18	14930
PW/2	Body/Paint Mechanic	14	13760
PW/3	Crew Chief	14	14800
PW/4	Vehicular/Equipment Mechanic	14	13750
PW/5	Equipment Operator III	13	13550
PW/6	Public Service Worker II	10	13400
PW/7	Public Service Worker I	8	13300
PW/8	Security Guard	7	13050
PW/9	Auto Service Worker II	10	13730
PW/10	Office Assistant III	12	2488

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
City of Chickasaw

DEPT	POSITION	GRADE	JOB CLASS CODE
ADMIN/1	City Clerk (Chickasaw)	19	2400
ADMIN/2	Code Inspector	16	12120
ADMIN/3	Assistant City Clerk	12	2450
ADMIN/4	Office Assistant I	9	2482
CC/1	Court Clerk	9	6165
MD/1	Public Service Supervisor I	16	14850
MD/2	Crew Chief	14	14800
MD/3	Equipment Operator II	11	13500
MD/4	Equipment Operator I	10	13450
MD/5	Public Service Worker II	10	13350
MD/6	Public Service Worker I	8	13300
MD/7	Auto Service Worker I	9	13740
PS/1	Public Safety Chief	24	16470
PS/2	Fire Service Captain	17	17100
PS/3	Police Chief	21	
PS/4	Public Safety Sergeant	17	16430
PS/5	Public Safety Corporal	15	16420
PS/6	Public Safety Officer	14	16400
PS/7	Firefighter-Driver	15	17050
PS/8	Firefighter	13	17000
PS/9	School Traffic Officer	5	16000
PS/10	Jailer / Dispatcher I	9	16044
REC/1	Recreation Superintendent	19	10450
REC/2	Activities Specialist I	13	10250
REC/3	Senior Citizens Aide II	9	10060
REC/4	Center Attendant	8	10915
REC/5	Athletic Field Attendant	8	10290
REC/6	Recreation Leader I	8	10100
REC/7	Senior Citizens Aide I	8	10050
REC/8	Pool Guard	6	10820

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
City of Saraland

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	City Clerk (Saraland)	21	2400
AD/2	Assistant City Clerk	14	2450
AD/3	Executive Assistant	14	2850
AD/4	Office Assistant II	10	2485
AD/5	Custodial Worker I	6	13100
BI/1	Building Inspector II	17	12100
BI/2	Building Inspector I	16	12050
BI/3	Office Assistant I	9	2482
FD/1	Fire Service Chief	21	17250
FD/2	Assistant Fire Service Chief – Saraland	19	17255
FD/3	Fire Service Captain	17	17100
FD/4	Fire Service Driver	15	17045
FD/5	Fire Medic	14	17540
FD/6	Firefighter	13	17000
MC/1	Magistrate	12	6250
MC/2	Court Clerk	9	6167
MM/1	Maintenance Mechanic	12	13697
PD/1	Police Chief	21	16750
PD/2	Police Captain	20	16780
PD/3	Police Lieutenant	19	16670
PD/4	Police Sergeant	17	16600
PD/5	Police Corporal	15	16570
PD/6	Police Officer	13	16540
PD/7	Chaplain	16	16230
PD/8	Office Assistant I	9	2482
PD/9	Jailer/Dispatcher I	9*	16044
PD/10	Jailer/Dispatcher Supervisor	12	16048
PR/1	Senior Citizens Aide II	9	10060

*May be designated II and placed at grade 10.

DEPT	POSITION	GRADE	JOB CLASS CODE
PW/1	Public Service Supervisor II	17	14900
PW/2	Vehicular/Equipment Mechanic	14	13750
PW/3	Equipment Operator III	13	13550
PW/4	Crew Chief	14	14800
PW/5	Equipment Operator II	11	13500
PW/6	Auto Service Worker II	10	13730
PW/7	Public Service Worker III	12	13400
PW/8	Equipment Operator I	10	13450
PW/9	Public Service Worker II	10	13350
PW/10	Public Service Worker I	8	13300
SEW/1	Sewer Superintendent	19	15430
SEW/2	Assistant Sewer Superintendent	17	15435
SEW/3	Treatment Plant Operator II	14	15250
SEW/4	Lift Station Mechanic	12	15350
SEW/5	Public Service Worker I	8	13300

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
City of Citronelle

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	City Clerk	19	2400
AD/2	Assistant City Clerk	12	2450
AD/3	Magistrate	12	6250
AD/4	Office Assistant I	9	2482
GC/1	Golf Course Attendant II	10	10165
GC/2	Public Service Worker II	10	13350
GC/3	Golf Course Attendant I	7	10160
GC/4	Public Service Worker I	8	13300
ID/1	Code Inspector	16	12120
PD/1	Police Chief	21	16750
PD/2	Police Sergeant	17	16600
PD/3	Police Corporal	15	16570
PD/4	Police Officer	13*	16540
PD/5	Public Safety Dispatcher I	11	16100
REC/1	Crew Chief	14	14800
REC/2	Public Service Worker II	10	13350
REC/3	Public Service Worker I	8	13300
REC/4	Campground Attendant	7	10856
SC/1	Public Service Worker II	9	10060
SC/2	Public Service Worker I	8	10050
ST/1	Public Service Supervisor I	16	14850
ST/2	Equipment Operator II	11	13500
ST/3	Public Service Worker II	10	13350
ST/4	Public Service Worker I	8	13300

* May be designated Auxiliary and placed at grade 12.

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Bayou La Batre

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	City Clerk	19	2400
AD/2	Assistant City Clerk	12	2450
AD/3	Office Assistant II	10	2485
CC/1	Office Assistant II	10	2488
CC/2	Office Assistant I	9	2482
FD/1	Fire Chief	21	17252
FD/2	Firefighter / Driver	15	17045
FD/3	Firefighter	13	17000
HOU/1	Housing Coordinator	17	18872
LIB/1	Library Assistant	9	2482
PD/1	Police Chief	21	16750
PD/2	Police Captain	21	16700
PD/3	Police Sergeant	17	16600
PD/4	Police Corporal	15	16570
PD/5	Police Officer I	13	16540
PD/6	Communications Officer	13	16150
PD/7	Work Program Coordinator	10	13188
PD/8	Public Safety Dispatcher II	12	16120
PD/9	Public Safety Dispatcher I	11	16100
ST/1	Public Service Supervisor I	16	14850
ST/2	Equipment Operator III	13	13550
ST/3	Public Service Worker II	10	13350
ST/4	Equipment Operator I	10	13450
ST/5	Public Service Worker I	8	13300
SC/1	Senior Citizens Aide II	9	10060
SC/2	Senior Citizens Aide I	8	10050

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Satsuma

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	City Clerk	19	2400
BD/1	Building Inspector II	17	12050
CC/1	Magistrate	12	6250
FD/1	Fire Service Captain	17	17100
FD/2	Firefighter	13	17000
LIB/1	Library Operations Coordinator	10	9022
PARKS/1	Parks Worker	8	10775
PD/1	Police Captain	21	16700
PD/2	Police Sergeant	17	16600
PD/3	Police Corporal	15	16570
PD/4	Police Officer I	13	16540
PD/5	Jailer / Dispatcher I	9	16044
PW/1	Public Service Supervisor I	16	14850
PW/2	Equipment Operator I	10	13450
PW/3	Public Service Worker II	10	13350
PW/4	Public Service Worker I	8	13300

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Mount Vernon

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	Town Clerk	17	2200
AD/2	Assistant Town Clerk	12	2210
AD/3	Office Assistant I	9	2482
AD/4	Clerical Aide	8	1140
BD/1	Code Inspector	16	12120
CC/1	Magistrate	12	6250
FD/1	Firefighter	13	17000
MD/1	Maintenance Mechanic	12	13695
PD/1	Police Chief	21	16750
PD/2	Lieutenant	19	16670
PD/3	Police Officer I	13	16540
PD/4	Jailer / Dispatcher	9	16095
WD/1	Water Plant Operator II	14	15170
WD/2	Public Service Worker II	10	13350
WD/3	Public Service Worker I	8	13300

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Project
 Mobile Water and Sewer

DEPT	POSITION	GRADE	JOB CLASS CODE
MWS/1	Water and Sewer Director	30	15520
MWS/2	Water and Sewer Assistant Director	26	15490
MWS/3	Comptroller	23	4185
MWS/4	Distribution System Manager	24	15154
MWS/5	Planning and Engineer Manager	23	15156
MWS/6	Information Technology Director	24	3460
MWS/7	Human Resources Officer	21	2460
MWS/8	Water and Sewer Administrator	21	15450
MWS/9	Water and Sewer Operations Manager	21	15315
MWS/10	Chief Treatment Plant Operator	21	15310
MWS/11	Customer Service Manager	21	13430
MWS/12	Data Base Analyst II	19	3358
MWS/13	GIS Manager	21	3398
MWS/14	Engineer I	20	11300
MWS/15	Public Affairs Manager – MAWSS	19	15485
MWS/16	Accountant II	19	4161
MWS/17	Benefits Manager	19	2465
MWS/18	Engineering Tech III	17	11200
MWS/19	Fiscal Officer II	17	4250
MWS/20	Information System Project Manager	19	3180
MWS/21	Information Systems Administrator	19	3415
MWS/22	Safety Manager	19	2467
MWS/23	Training Manager	19	2084
MWS/24	Water Service Chief Con Inspector	19	15412
MWS/25	GIS Analyst I	17	4250
MWS/26	Pretreatment Supervisor	18	15185
MWS/27	Programmer/Analyst II	18	3350
MWS/28	Public Service Supervisor II	17	14900
MWS/29	Accountant I	17	4160
MWS/30	Water Service Supervisor II	17	15152
MWS/31	Lift Station Mechanic Supervisor	16	15400
MWS/32	Buyer II	16	5550
MWS/33	Programmer Analyst I	17	3300
MWS/34	Customer Service Assistant Manager	16	13432
MWS/35	Building Maintenance Supervisor	16	13650
MWS/36	Engineering Tech II	14	11150

DEPT	POSITION	GRADE	JOB CLASS CODE
MWS/37	Public Service Supervisor I	16	14850
MWS/38	Recording Secretary MWSS	16	1830
MWS/39	Regulatory Compliance Officer	20	15320
MWS/40	Treatment Plant Operator III	18	15300
MWS/41	Vehicular Equipment Mechanic Supervisor	17	13800
MWS/42	Water Service Construction Inspector	16	15410
MWS/43	Crew Chief	14	14800
MWS/44	GIS Technician I	12	3390
MWS/45	Meter Repair/Backflow Prevention Supervisor	16	15048
MWS/46	Pretreatment Specialist II	14	15182
MWS/47	Underutilized B/P Coordinator	12	2162
MWS/48	Electronic Technician	14	14700
MWS/49	Engineering Tech I	12	11100
MWS/50	Equipment Operator III	13	13550
MWS/51	Maintenance Management Systems Coordinator	14	3289
MWS/52	Mechanic Welder	14	14060
MWS/53	Treatment Plant Operator II	14	15250
MWS/54	Electrician	14	14550
MWS/55	User Support Tech II	14	3125
MWS/56	Vehicular/Equipment Mechanic	14	13750
MWS/57	Buyer I	14	5500
MWS/58	Water Service Supervisor I	14	15142
MWS/59	Auto Service Worker II	10	13730
MWS/60	Equipment Operator II	11	13500
MWS/61	Lift Station Mechanic	12	15350
MWS/62	Maintenance Mechanic	12	13697
MWS/63	Office Assistant III	12	2488
MWS/64	Supply Supervisor – MAWSS	12	5170
MWS/65	Treatment Plant Operator I	12	15200
MWS/66	Laboratory Technician II	11	19225
MWS/67	MAWSS Repair and Service Worker	11	15025
MWS/68	Meter Repair Technician II	11	15045
MWS/69	Auto Service Worker I	9	13740
MWS/70	Treatment Plant Operator Trainee	10	15305
MWS/71	Equipment Operator I	10	13450
MWS/72	Meter Repair Technician I	10	15040
MWS/73	Office Assistant II	10	2485
MWS/74	Public Service Worker II	10	13350
MWS/75	Secretary II	11	1750
MWS/76	Secretary I	10	1700

DEPT	POSITION	GRADE	JOB CLASS CODE
MWS/77	Office Assistant I	9	2482
MWS/78	Utility Clerk	8	1150
MWS/79	Equipment Operator Trainee	8	13495
MWS/80	Information Clerk	8	1295
MWS/81	Maintenance Clerk/Dispatcher	10	13169
MWS/82	Public Service Worker I	8	13300
MWS/83	Messenger	7	1280
MWS/84	Custodial Worker I	6	13100
MWS/85	Billing Manager	16	New
MWS/86	Network Coordinator	19	3382
MWS/87	Flow Monitoring Data Analyst	19	15325

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Project
 Mobile County Health Department

DEPT	POSITION	GRADE	JOB CLASS CODE
HD/1	Health Officer	32	20100
HD/2	Public Health Director	25	19999
HD/3	Comptroller	23	4185
HD/4	Information Systems Manager	21	3400
HD/5	Public Health Bureau Director	23	19990
HD/6	Building Maintenance Superintendent	19	14350
HD/7	Human Resources Officer	21	2460
HD/8	Public Health Administrator II	21	19932
HD/9	Director of Social Services	21	19320
HD/10	Director of Nutrition Services	21	19410
HD/11	Public Health Nurse IV	20	19160
HD/12	Public Health Administrator I	20	19930
HD/13	Environmental Health Specialist Supervisor	20	19630
HD/14	Public Health Social Worker III	19	20215
HD/15	Nutritionist III	19	19375
HD/16	Patient Billing Manager	19	New
HD/17	Accountant II	19	4161
HD/18	Public Health Social Worker II	18	20210
HD/19	Public Health Nurse III	18	19150
HD/20	Nutritionist II	18	19370
HD/21	Environmental Health Specialist III	18	19620
HD/22	Vector Control Entomologist	18	19780
HD/23	Data Base Analyst II	19	3358
HD/24	System Support Specialist	18	3372
HD/25	Public Health Educator II	18	19910
HD/26	Public Health Nurse II	17	19120
HD/27	Nutritionist I	17	19350
HD/28	Environmental Health Specialist II	17	19600
HD/29	Vector Control Area Manager	17	19790
HD/30	Public Information Officer	16	19935
HD/31	Human Resources Coordinator	18	2458
HD/32	Accountant I	17	4160
HD/33	Programmer Analyst I	17	3300
HD/34	Microsystem Support Specialist II	17	3125
HD/35	Nutritionist Associate	16	19330
HD/36	Administrative Support Specialist	16	2600

DEPT	POSITION	GRADE	JOB CLASS CODE
HD/37	Social Service Worker II	16	19310
HD/38	Public Health Social Worker I	16	20215
HD/39	Public Health Nurse I	16	19100
HD/40	Plumbing Inspector I	16	12400
HD/41	Environmental Health Specialist I	16	19560
HD/42	Public Health Educator I	16	19900
HD/43	Radiological Technologist	15	19200
HD/44	Microsystem Support Specialist I	14	3120
HD/45	Executive Secretary (TC)	14	1795
HD/46	Licensed Practical Nurse	14	19050
HD/47	Graphic Artist	14	5450
HD/48	Dental Hygienist	13	19820
HD/49	Painter	12	14150
HD/50	Maintenance Mechanic	12	13697
HD/51	Patient Billing Specialist II	12	New
HD/52	Office Assistant II	10	2485
HD/53	Secretary II	11	1750
HD/54	Laboratory Technician II	11	19225
HD/55	Family Support Worker	10	4200
HD/56	Vector Control Inspector II	10	19520
HD/57	Patient Billing Specialist I	10	New
HD/58	Secretary I	10	1700
HD/59	Office Assistant I	9	2482
HD/60	Custodial Worker II	7	13150
HD/61	Laboratory Technician I	8	19220
HD/62	Dental Assistant	8	19810
HD/63	Immunization Clerk	8	19955
HD/64	Vector Control Inspector I	8	19510
HD/65	Public Service Worker I	8	13300
HD/66	Security Guard	7	1755
HD/67	Public Health Aide	6	19027
HD/68	Utility Clerk	8	1150
HD/69	Vector Control Attendant	6	19500
HD/70	Custodial Worker I	6	13100

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
Mobile Housing Board

DEPT	POSITION	GRADE	JOB CLASS CODE
HB/1	Housing Board Executive Director	31	18950
HB/2	Director of Rental Housing Programs	25	18940
HB/3	Director of Administration and Planning	24	18920
HB/4	Director of Community Development	24	18600
HB/5	Purchasing Agent	21	5600
HB/6	Director of Maintenance	21	18880
HB/7	Human Resources Officer	21	2460
HB/8	Tenant and Community Service Officer	21	18980
HB/9	Rehabilitation Director	21	18560
HB/10	Comptroller	23	4185
HB/11	Program Coordinator - Section 8 Housing	21	18960
HB/12	Real Estate Officer	21	18350
HB/13	Information Systems Manager	21	3400
HB/14	Section 8 Operations Manager	20	18983
HB/15	Program Management Analyst	19	2550
HB/16	Building Maintenance Superintendent	19	14350
HB/17	Housing Manager III	18	18030
HB/18	Housing Manager II	17	18020
HB/19	Rehabilitation Specialist	17	18360
HB/20	Accountant I	17	4160
HB/21	Community Planning and Development Program Specialist	17	12029
HB/22	Rehabilitation Financial Advisor	17	18400
HB/23	Tenant Relations Coordinator	17	18860
HB/24	Housing Manager I	16	18010
HB/25	Project Housing/Building Maintenance Supervisor	16	18760
HB/26	Warehouse Manager	16	15015
HB/27	Building Inspector I	16	12050
HB/28	Grants Developer	16	12017
HB/29	Property Agent	16	18290
HB/30	Housing Counselor	16	18865
HB/31	Buyer II	16	5550
HB/32	Public Service Supervisor I	16	14850
HB/33	Office Manager	14	2500
HB/34	Buyer I	14	5500
HB/35	Computer Support Coordinator	14	3160
HB/36	Vehicular/Equipment Mechanic	14	13750

DEPT	POSITION	GRADE	JOB CLASS CODE
HB/37	Maintenance Mechanic	12	13697
HB/38	Pest Exterminator	12	11565
HB/39	Carpenter	13	14250
HB/40	Inventory Specialist	12	14980
HB/41	Painter	12	14150
HB/42	Housing Technician	12	18702
HB/43	Secretary III	13	1755
HB/44	Office Assistant II	10	2485
HB/45	Office Assistant I	9	2482
HB/46	Public Service Worker II	10	13350
HB/47	Public Service Worker I	8	13300
HB/48	Utility Clerk	8	1150

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Project
 Mobile County EMA

DEPT	POSITION	GRADE	JOB CLASS CODE
EMA/1	EMA Director	25	17800
EMA/2	Deputy Director	23	17790
EMA/3	Director of Plans and Operations	21	17714
EMA/4	Emergency Preparedness Plans and Operations Officer II	17	17712
EMA/5	Emergency Preparedness Electronics Coordinator	17	17700
EMA/6	Emergency Preparedness Plans and Operations Officer I	16	17710
EMA/7	Emergency Preparedness Training and Exercise Officer	16	17750
EMA/8	Fiscal Services Manager	18	4270
EMA/9	Office Assistant III	12	2488
EMA/10	Secretary I	10	1700

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
Personnel Board

DEPT	POSITION	GRADE	JOB CLASS CODE
PB/1	Assistant Director	25	2101
PB/2	Human Resources Manager	24	2090
PB/3	Information Systems Manager	21	3400
PB/4	Personnel Assessment Specialist	21	2038
PB/5	Programmer/Analyst II	19	3350
PB/6	Training Officer	21	2079
PB/7	Personnel Analyst II	20	2070
PB/8	Examination Developer	17	2030
PB/9	Executive Coordinator	17	2855
PB/10	Accountant I	17	4160
PB/11	Computer Technician	12	New
PB/12	Secretary III	13	1755
PB/13	Training Assistant	12	2081
PB/14	Secretary I	10	1750
PB/15	Office Assistant III	12	2488
PB/16	Office Assistant II	10	2485
PB/17	Office Assistant I	9	2482
PB/18	Utility Worker	9	13085
PB/19	Personnel Analyst I	18	2050

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Prichard Water & Sewer Board

DEPT	POSITION	GRADE	JOB CLASS CODE
PWS/1	Water and Sewer Superintendent	25	15650
PWS/2	Comptroller	23	4185
PWS/3	Water and Sewer Operations Supervisor	19	15700
PWS/4	Water Service Supervisor I	14	15142
PWS/5	Public Service Supervisor I	16	14850
PWS/6	Lift Station Mechanic	12	15350
PWS/7	Equipment Operator I	10	13450
PWS/8	Office Assistant II	10	2485
PWS/9	Water Service Worker II	10	15130
PWS/10	Public Service Worker II	10	13400
PWS/11	Office Assistant I	9	2482
PWS/12	Water Service Worker I	8	15120
PWS/13	Public Service Worker I	8	13300

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
Saraland Water & Sewer Utilities Board

DEPT	POSITION	GRADE	JOB CLASS CODE
SWS/1	Water Works Superintendent - Saraland	21	15600
SWS/2	Water Service Operator II	14	15170
SWS/3	Water Service Operator I	12	15160
SWS/4	Office Assistant III	12	2488
SWS/5	Office Assistant II	10	2485
SWS/6	Office Assistant I	9	2482
SWS/7	Public Service Worker I	8	13300

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Mobile County Racing Commission Agency

DEPT	POSITION	GRADE	JOB CLASS CODE
RC/1	Veterinarian	23	8100
RC/2	Racing Commission Judge	21	8200
RC/3	Assistant Racing Commission Judge	17	8250
RC/4	Chief Racing Inspector	21	8360
RC/5	Assistant Simulcast Official	14	8280
RC/6	Racing Inspector	12	8300
RC/7	Racing Commission Coordinator	12	8260
RC/8	Veterinarian Assistant	10	8050
RC/9	Office Assistant I	9	2482

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Mobile Public Library

DEPT	POSITION	GRADE	JOB CLASS CODE
LIB/1	Library Director	25	9600
LIB/2	Comptroller	23	4185
LIB/3	Accountant I	17	4160
LIB/4	Human Resources Officer	21	2460
LIB/5	Human Resources Coordinator (Library)	14	New
LIB/6	Public Relations Officer	19	9700
LIB/7	Special Events Coordinator	16	10449
LIB/8	Data Base Analyst II	19	3358
LIB/9	Data Base Analyst I	17	3355
LIB/10	Computer Technician	12	3200
LIB/11	Office Manager	14	2500
LIB/12	Library Maintenance Mechanic	13	9800
LIB/13	Office Assistant II	10	2485
LIB/14	Office Assistant I	9	2482
LIB/15	Clerk Driver	9	13170
LIB/16	Custodial Worker II	7	13150
LIB/17	Librarian III	21	9400
LIB/18	Librarian II	19	9350
LIB/19	Librarian I	17	9300
LIB/20	Library Associate II	14	9202
LIB/21	Library Associate I	12	9200
LIB/22	Historian Associate	12	11945
LIB/23	Library Assistant II	10	2485
LIB/24	Library Assistant I	9	2482
LIB/25	Library Page	5	9060
LIB/26	Messenger	7	1280

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Town of Creola

DEPT	POSITION	GRADE	JOB CLASS CODE
AD/1	Town Clerk	17	2200
AD/2	Magistrate	12	6250
BD/1	Building Inspector I	16	12050
PD/1	Police Chief	21	16750
PD/2	Police Corporal	15	16570
PD/3	Police Officer I	13	16540
PD/4	Jailer / Dispatcher	9	16044
SC/1	Senior Citizens Aide II	9	10050
ST/1	Maintenance Mechanic	12	13697
ST/2	Public Service Worker III	12	13400

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 City of Bayou La Batre Utilities Board

DEPT	POSITION	GRADE	JOB CLASS CODE
BLB/1	Utility Board Executive Director – Bayou La Batre	21	15710
BLB/2	Treatment Plant Operator III (Bayou La Batre)	16	New
BLB/3	Treatment Plant Operator II	14	15250
BLB/4	Office Assistant III	12	2488
BLB/5	Office Assistant II	10	2485
BLB/6	Public Service Worker II	10	13350
BLB/7	Office Assistant I	9	2482
BLB/8	Public Service Worker I	8	13300

Appendix A
 Position/Grade Analysis
 Mobile County Personnel Board
 Satsuma Water & Sewer Utilities Board

DEPT	POSITION	GRADE	JOB CLASS CODE
SAWS/1	Water and Sewer Director - Satsuma	21	15529
SAWS/2	Treatment Plant Operator I	12	15200
SAWS/3	Water Plant Operator I (TC)	12	15160
SAWS/4	Office Assistant III	12	2488
SAWS/5	Office Assistant II	10	2485
SAWS/6	Public Service Worker II	10	13350
SAWS/7	Public Service Worker I	8	13300

Appendix A
Position/Grade Analysis
Mobile County Personnel Board
Chickasaw Utilities Board

DEPT	POSITION	GRADE	JOB CLASS CODE
CUB/1	Sewer Maintenance Supervisor	18	15330
CUB/2	Lift Station Mechanic	12	15350

Appendix B						
Mobile County Personnel Board						
Salary Survey Summary						
Position Title	Minimum Annual Rate Mean	Minimum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate Median	Average Annual Mean	Average Annual Median
Accountant I	\$34,333	\$34,883	\$52,750	\$50,062	\$41,444	\$40,349
Architect	\$44,815	\$46,294	\$69,392	\$73,116	\$59,486	\$60,944
Building Inspector I	\$33,024	\$33,365	\$51,987	\$51,912	\$39,173	\$39,306
Buyer I	\$30,950	\$29,601	\$47,212	\$45,087	\$37,145	\$36,538
Carpenter	\$28,933	\$27,070	\$43,623	\$39,106	\$33,540	\$32,126
Chief Building Inspector	\$43,260	\$40,501	\$69,495	\$64,238	\$54,478	\$51,062
Chief Treatment Plant Operator	\$43,847	\$46,230	\$63,124	\$59,275	\$52,695	\$53,867
City Clerk	\$51,364	\$55,524	\$78,246	\$71,839	\$67,968	\$65,000
Comptroller	\$60,573	\$60,237	\$95,153	\$94,026	\$76,996	\$77,529
Corrections Officer	\$28,771	\$28,679	\$44,904	\$43,811	\$32,831	\$30,849
Crew Chief	\$30,933	\$29,578	\$47,828	\$44,701	\$37,746	\$36,855
Curator of Exhibits	\$32,117	\$32,117	\$51,882	\$51,882	\$38,243	\$38,243
Data Base Analyst II	\$48,225	\$48,783	\$79,791	\$79,606	\$62,300	\$63,337
Electrician	\$31,797	\$30,438	\$47,603	\$46,558	\$37,281	\$37,436
Emergency Preparedness Planning and Operations Officer	\$35,397	\$35,773	\$61,046	\$61,946	\$47,415	\$45,760
Engineer I	\$46,056	\$45,968	\$72,757	\$74,082	\$55,760	\$52,407
Engineering Technician I	\$29,352	\$29,601	\$44,104	\$43,979	\$36,711	\$34,403
Equipment Operator III	\$26,809	\$25,739	\$39,458	\$36,956	\$31,448	\$31,927
Fire Service Captain	\$46,563	\$42,878	\$62,643	\$56,611	\$55,436	\$52,212
Fire Service District Chief	\$56,837	\$50,430	\$79,972	\$72,249	\$68,722	\$65,515
Firefighter	\$32,796	\$30,641	\$46,646	\$46,269	\$38,831	\$38,333
Firemedic	\$40,231	\$41,077	\$59,353	\$54,941	\$50,091	\$49,290
Fiscal Clerk II	\$26,098	\$25,376	\$40,552	\$37,896	\$32,328	\$30,304
GIS Analyst I	\$39,908	\$38,459	\$61,974	\$57,198	\$48,342	\$45,996
GIS Technician I	\$33,863	\$34,124	\$51,303	\$47,608	\$41,242	\$38,152
Housing Manager	\$34,393	\$32,900	\$53,381	\$54,083	\$41,972	\$43,711
Housing Technician	\$27,633	\$25,495	\$41,835	\$39,517	\$31,685	\$31,897
Human Resource Manager	\$56,597	\$50,461	\$89,218	\$86,693	\$65,810	\$63,470
Human Resources Officer	\$48,177	\$48,233	\$75,774	\$72,473	\$65,707	\$60,591
Information Systems Manager	\$58,868	\$58,156	\$91,925	\$90,755	\$75,591	\$71,153
Librarian I	\$34,950	\$33,194	\$52,823	\$47,798	\$40,761	\$40,800
Library Director	\$74,596	\$75,310	\$109,424	\$105,212	\$95,288	\$90,000
License Investigator	\$31,463	\$31,781	\$47,946	\$47,777	\$36,733	\$38,068

Position Title	Minimum Annual Rate Mean	Minimum Annual Rate Median	Maximum Annual Rate Mean	Maximum Annual Rate Median	Average Annual Mean	Average Annual Median
Magistrate	\$30,558	\$29,849	\$43,466	\$45,149	\$34,353	\$34,927
Maintenance Mechanic	\$28,928	\$28,040	\$43,349	\$43,607	\$33,459	\$32,857
Network Specialist I	\$41,967	\$41,844	\$68,432	\$63,329	\$54,760	\$53,095
Nutritionist I	\$36,287	\$34,527	\$68,546	\$67,942	\$45,040	\$43,170
Office Assistant I	\$21,801	\$21,649	\$34,639	\$32,085	\$25,870	\$25,675
Paralegal	\$33,005	\$33,148	\$51,305	\$50,420	\$38,796	\$37,442
Personnel Analyst I	\$34,927	\$34,856	\$54,312	\$53,332	\$42,068	\$43,392
Planner I	\$36,298	\$36,871	\$52,248	\$52,682	\$42,181	\$42,033
Police Captain	\$52,763	\$52,745	\$76,672	\$80,146	\$64,814	\$64,608
Police Lieutenant	\$46,441	\$45,500	\$65,950	\$63,412	\$58,135	\$55,731
Police Major	\$60,694	\$57,075	\$88,928	\$85,042	\$77,800	\$77,084
Police Officer I	\$33,544	\$32,011	\$49,249	\$49,828	\$39,486	\$39,914
Police Sergeant	\$40,423	\$39,693	\$58,664	\$56,067	\$50,792	\$49,371
Programmer/Analyst I	\$41,102	\$40,995	\$64,397	\$66,758	\$51,209	\$50,225
Property Appraiser I	\$31,324	\$31,981	\$50,570	\$51,657	\$36,839	\$35,475
Public Health Nurse I	\$37,311	\$36,776	\$60,531	\$57,083	\$45,439	\$45,873
Public Health Social Worker I	\$33,241	\$34,463	\$63,555	\$63,807	\$40,507	\$41,886
Public Safety Dispatcher I	\$28,523	\$28,410	\$40,765	\$40,352	\$31,741	\$32,563
Public Service Supervisor I	\$33,798	\$33,430	\$52,372	\$50,764	\$41,753	\$42,476
Public Service Worker I	\$19,874	\$19,449	\$30,440	\$29,058	\$22,240	\$22,223
Public Works Superintendent	\$47,520	\$46,537	\$71,959	\$71,280	\$61,834	\$62,237
Records Specialist	\$22,493	\$22,745	\$35,279	\$34,319	\$26,581	\$25,678
Recreation Leader I	\$25,800	\$22,990	\$41,160	\$37,271	\$29,876	\$30,371
Recreation Program Supervisor	\$33,723	\$33,510	\$55,314	\$52,940	\$42,718	\$38,365
Rehabilitation Specialist	\$33,027	\$29,307	\$51,788	\$48,746	\$38,388	\$39,328
Secretary I	\$23,087	\$23,475	\$36,369	\$34,421	\$27,727	\$26,901
Secretary III	\$28,250	\$28,646	\$45,221	\$42,963	\$35,162	\$36,403
Tax Auditor I	\$36,743	\$38,790	\$60,145	\$59,987	\$44,259	\$43,488
Treatment Plant Operator I	\$30,536	\$30,641	\$43,858	\$44,931	\$35,709	\$36,855
Vehicular/Equipment Mechanic	\$29,393	\$28,911	\$43,963	\$42,849	\$36,204	\$36,500
Water Service Construction Inspector	\$36,780	\$35,055	\$52,765	\$50,994	\$44,448	\$44,623
Youth Detention Officer I	\$26,612	\$28,225	\$42,644	\$44,949	\$31,104	\$31,343
Youth Service Officer I	\$34,392	\$34,392	\$69,940	\$69,940	\$44,318	\$44,318