

## EXHIBIT A

## CITY OF TUSCALOOSA, ALABAMA

## JOB CLASSIFICATION LIST

## PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
3	35,020.50	46,470.42	0060	Security Guard	N
4	36,725.58	48,733.07	0050	Custodial Worker	N
			9025	Sanitation Worker	N
5	38,431.08	50,995.70	0062	Auxiliary School Resource Officer	N
			0070	Crew Worker	N
			0066	Groundskeeper	N
			0071	Inventory Supply Clerk	N
			0009	Office Assistant	N
			7058	Parking Control Officer	N
			0065	Special Event Crew Worker	N
6	40,136.12	53,258.32	0054	Custodial Crew Leader	N
			4042	Mail Clerk	N
			2302	Meter Reader	N
			7057	Parking Control Officer, Senior	N
			5020	Police Records Clerk	N
			0003	Secretary	N
			7103	Traffic Maintenance Technician	N
7	41,841.17	55,520.93	5004	311 Call Center Representative	N
			0051	Building & Grounds Maintenance Operator	N
			0069	Crew Worker, Senior	N
			0081	Equipment Operator	N
			0064	Groundskeeper II	N
			5019	Police I.D. Clerk	N
			1035	Revenue Clerk	N
			0063	Special Event Crew Worker, Senior	N
			2020	Survey Crew Worker	N
8	43,546.27	57,793.57	0075	Fleet Services Assistant	N
			5018	Police Evidence Custodian	N
			7104	Traffic Maintenance Technician, Senior	N
			2726	Water/Wastewater Operations Assistant	N
9	45,251.28	60,046.20	5005	311 Call Center Representative, Senior	N
			1016	Accounting Technician	N
			0067	Chemical Spray Technician	N
			0082	Equipment Operator, Senior	N
			4014	Human Resources Specialist	N
			0072	Inventory Supply Clerk, Senior	N
			2403	Lake Maintenance Operator	N
			4086	Legal Secretary	N

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<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>CODE</b>	<b>TITLE</b>	<b>FLSA</b>
9	45,251.28	60,046.20	9024	Recycling Plant Operator	N
			1037	Revenue Clerk, Senior	N
			0002	Secretary, Senior	N
			3206	Water Service Technician	N
10	46,956.37	62,308.86	0061	Auxiliary Police Officer	N
			0095	Concrete Finisher	N
			4094	Maintenance Technician Assistant	N
			4125	Park Ranger	N
			3008	Sludge-Filtration Operator	N
			7049	Vehicle Upfitting Technician	N
11	48,661.41	64,571.47	1015	Accounting Technician, Senior	N
			4068	Administrative Assistant-Urban Development	N
			7117	Animal Control Officer	N
			3017	Bailiff	N
			4047	City Venues Operations Assistant	N
			4057	Federal Programs Technician	N
			4076	Housing Counselor	N
			0091	Jet/Vacuum Truck Operator	N
			4087	Legal Secretary, Senior	N
			0084	Maintenance Crew Leader	N
			4126	Mercedes-Benz Amphitheater Operations Assistant	N
			0001	Secretary, Principal	N
			4021	Senior Human Resources Specialist	N
			0093	Solid Waste Truck Operator	N
			4120	Special Events Operations Assistant	N
			0094	Sweeper/Flusher Truck Operator	N
			4123	Tuscaloosa River Market Operations Assistant	N
12	50,366.48	66,833.64	4114	Airport Maintenance Specialist	N
			3103	Engineering Aide	N
			2016	Graphics Technician	N
			0083	Heavy Equipment Operator	N
			0088	Irrigation Technician	N
			3015	Municipal Court Magistrate	N
			0089	Sewer TV Truck Operator	N
			3111	Sludge-Filtration Operator, Senior	N
			2018	Surveyor Assistant	N
			2102	Utility Account Representative	N
			2727	Water Resource Recovery Facility Operator Trainee	N
13	52,071.51	69,096.31	3009	Water Treatment Plant Operator Trainee	N
			0077	Automotive Mechanic	N

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13	52,071.51	69,096.31	0011	Fleet Services Coordinator	N
			4067	Housing Counselor Supervisor	N
			3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
14	53,776.61	71,358.93	1102	Assistant Purchasing Agent	N
			2112	Billing and Collections Specialist	N
			2404	Lake Maintenance Operator, Senior	N
			2711	Meter Maintenance Specialist	N
			1025	Payroll Assistant	N
			4066	Planning Technician	N
			9029	Recycling Plant Leader	N
			7047	Telecommunicator, Dispatcher	N
			2114	Utility Account Representative, Senior	N
15	55,481.64	73,621.55	7042	Mobile Systems Technician	N
			3016	Municipal Court Magistrate, Senior	N
			5015	Police Records Supervisor	N
			2601	SSO/FOG Technical Investigator	N
			7059	Tree Trimmer	N
			7086	Vehicle Upfitting Technician, Senior	N
16	57,187.12	75,884.19	1019	Accounts Payable Supervisor	N
			4054	Audio/Visual and Point-of-Sale Specialist	N
			5031	Behavioral Intervention Team Case Manager	N
			2113	Billing and Collections Specialist, Senior	N
			4069	CNS Grants Specialist	N
			5022	Code Enforcement Officer	N
			3021	Court Referral Officer	N
			0052	Custodial Crew Supervisor	N
			6112	Emergency Medical Services Prevention Case Manager	N
			0005	Executive Secretary	N
			4029	GIS Specialist	N
			9026	Infrastructure and Public Services Scheduler	N
			7152	Junior Technical Support Specialist	N
			4084	Legal Assistant	E
			2714	Meter Maintenance Specialist, Senior	N
			1014	Payroll Supervisor	N
			7064	Permitting Administrator	N
			0010	Resource Controls Specialist	N
			1031	Revenue Enforcement Officer	N
			1033	Revenue Officer	N
			4992	Security Technician	N
			7054	Traffic Signal Technician	N

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17	58,892.20	78,146.80	5030	Behavioral Intervention Team Case Coordinator	N
			3022	Court Referral Officer, Senior	N
			6111	Emergency Medical Services Prevention Coordinator	N
			0078	Fleet Services Mechanic	N
			4099	Facilities Maintenance Technician	N
			0079	Helicopter Mechanic	N
			7043	Telecommunicator, Supervisor	N
			2705	Water Resource Recovery Facility Operator	N
			3004	Water Treatment Plant Operator	N
			2704	Water/Wastewater Electronics Technician	N
			2709	Water/Wastewater Maintenance Technician	N
18	60,597.25	80,409.46	4113	Airport Maintenance Supervisor	N
			7116	Animal Control Supervisor	N
			3105	Asset Management Quality Control Specialist	N
			0053	Building & Grounds Maintenance Supervisor	N
			7033	Building Inspector	N
			0090	Closed Circuit TV Supervisor	N
			4059	Communications Specialist	E
			0086	Construction Crew Supervisor	N
			7035	Electrical Inspector	N
			2017	Engineering Inspector	N
			9022	Environmental Services Supervisor	N
			7109	Fiber Optic Technician	N
			4116	Gateway Assistant Operations Manager	N
			4012	Human Resources Supervisor	N
			4098	Industrial Electrician	N
			7036	Lakes/Watershed Inspector	N
			0085	Maintenance Crew Supervisor	N
			7026	Mechanical & Gas Inspector	N
			4117	Mercedes-Benz Amphitheater Assistant Box Office Manager	N
			2301	Meter Supervisor	N
			3020	Municipal Court Magistrate, Principal	N
			7083	OTS Technician	N
			7056	Parking Control Supervisor	N
			4079	Planner	N
			7034	Plumbing & Gas Inspector	N
			1036	Revenue Enforcement Officer, Senior	N
			1034	Revenue Officer, Senior	N
			4991	Security Technician, Senior	N
			7007	Senior Code Enforcement Officer	N
			4119	Special Events Assistant Operations Manager	N
			4127	Special Events Crew Supervisor	N

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
18	60,597.25	80,409.46	2013	Survey Crew Supervisor	N
			7053	Traffic Signal Technician, II	N
			4122	Tuscaloosa River Market Assistant Operations Manager	N
			2116	Utility Account Services Supervisor	N
19	62,302.29	82,672.08	2107	Asset Management Database Specialist	N
			2008	CAD Technician	N
			2015	Engineering Aide, Senior	N
			0006	Executive Administrative Coordinator	N
			4092	Facilities Maintenance Technician, Senior	N
			0076	Fleet Services Mechanic, Senior	N
			4027	GIS Analyst	N
			2173	GIS Application Specialist	N
			7087	Vehicle Upfitting Supervisor	N
			2728	Water Resource Recovery Facility Operator, Senior	N
			2999	Water Treatment Plant Operator, Senior	N
			2729	Water/Wastewater Maintenance Technician, Senior	N
20	64,007.38	84,934.75	3034	Communications Specialist, Senior	E
			4056	Community Services Coordinator	N
			5026	Crime & Intelligence Analyst	N
			4039	Help Desk Administrator	N
			4095	Industrial Electrician, Senior	N
			7067	Property Maintenance Inspector	N
			4037	Technical Support Specialist	N
			5034	UAS Operator	N
21	65,712.43	87,197.38	4112	Airport Assistant Manager	E
			1038	Billing and Collections Supervisor	N
			3108	Buyer/Warehouse Supervisor	N
			4093	Facilities Maintenance Supervisor	N
			0073	Fleet Maintenance Supervisor	N
			7082	IPS Maintenance Scheduler/Planner	N
			2600	IPS Operations Technical Services Supervisor	N
			5021	Police Fleet Maintenance Supervisor	N
			2713	Sewer Collection System Supervisor	N
			3110	Water & Sewer Operations Coordinator	N
			2719	Water Resource Recovery Facility Assistant Chief Operator	N
			2723	Water Treatment Plant Assistant Chief Operator	N
			2716	W/WW Electronics and SCADA System Operator	N
			2730	W/WW Maintenance Supervisor	N
22	67,417.46	89,459.96	1013	Accountant	E
			1032	Business Tax Auditor	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
22	67,417.46	89,459.96	2009	CAD Technician, Senior	N
			2010	Engineering Inspector, Senior	N
			9028	Environmental Educator	E
			7151	Fiber Optic Technician, Senior	N
			0080	Helicopter Pilot	N
			7048	Mobile Systems Technician, Senior	N
			7009	Neighborhood Resources Coordinator	E
			6025	Public Safety Educator	E
			7022	Senior Building Inspector	N
			5032	Senior Crime & Intelligence Analyst	N
			7023	Senior Electrical Inspector	N
			7028	Senior Mechanical and Gas Inspector	N
			4073	Senior Planner	N
			7066	Senior Plumbing and Gas Inspector	N
			4061	Special Events Coordinator	E
			7018	Special Projects Coordinator	E
			7069	Traffic Signal Technician, III	N
			5001	Web Developer	E
23	69,122.53	91,722.16	4048	Community Engagement Manager	E
			4115	Gateway Operations Manager	E
			0087	Horticulturalist	N
			2405	Lakes Operations Supervisor	N
			7068	Senior Property Maintenance Inspector	N
			2717	Wastewater Laboratory Supervisor	N
			3104	Water & Sewer Linear Assets Supervisor	N
			3204	Water Distribution Supervisor	N
			3007	Water Treatment Biologist	N
24	70,827.59	93,984.81	3018	Assistant City Clerk	E
			7039	Chief Building Inspector	N
			7037	Chief Electrical Inspector	N
			7025	Chief Mechanical & Gas Inspector	N
			7032	Chief Plumbing & Gas Inspector	N
			7065	Chief Plumbing, Mechanical & Gas Inspector	N
			7008	Development Review Coordinator	E
			3201	Engineering Inspection Supervisor	N
			7108	IT Field Services Supervisor	N
			4049	Mercedes-Benz Amphitheater Box Office Manager	E
			1101	Purchasing Agent	E
			4996	Technical Support Specialist, Senior	N
			7052	Traffic Signal Crew Supervisor	N
			5027	Tuscaloosa Fire Rescue Communications Operations Manager	N
			2702	Water Resource Recovery Facility Chief Operator	N

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
24	70,827.59	93,984.81	3002	Water Treatment Plant Chief Operator	N
26	74,238.13	98,510.03	5003	311 Call Center Manager	E
			4090	Building Plans Examiner	N
			7017	Business Services Manager	E
			7024	Chief Property Maintenance Inspector	N
			4022	Commercial Driver License Training Coordinator	E
			4072	Community Development Program Manager	E
			4065	Federal Programs Financial Manager	E
			4017	Human Resources Officer	E
			7006	Manager of Codes and Development Services	E
			3033	Marketing and Communications Manager	E
			4104	Principal Planner	E
			3032	Public Relations and External Affairs Manager	E
			1023	Senior Accountant	E
			1044	Senior Business Tax Auditor	E
			4032	System Administrator	E
			4077	Zoning Administrator	E
28	77,648.25	103,035.34	2110	Business Analyst-Urban Development	E
			5007	Data Analyst	E
			4096	Facilities Maintenance Manager	E
			3401	Fleet Maintenance Manager	E
			4028	GIS Administrator	E
			7100	IPS Operations Manager	E
			5002	IT Communications Administrator	E
			2400	Lakes Operations Manager	E
			7063	Land Surveyor	E
			3031	Manager of Web and Digital Strategy	E
			4999	Network Analyst	E
			7085	Operations Manager	E
			7118	Operations Manager, Public Works	E
			4998	Security Analyst	E
			7145	System Administrator, Senior	E
			4995	Systems Analyst	E
			4121	Tuscaloosa River Market Operations Manager	E
			3109	Water & Sewer Collection System Manager	E
			7081	Water & Sewer Contracts and Compliance Manager	E
			3107	Water & Sewer Distribution System Manager	E
			2300	Water & Sewer Meter System Manager	E
			2722	Water Resource Recovery Facility Operations Manager	E
			2998	Water Treatment Plant Operations Manager	E
29	79,353.28	105,297.93	1012	Accounting Manager	E

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29	79,353.28	105,297.93	3014	Assistant Court Administrator	E
			1043	Audit Manager	E
			1041	Billing and Collections Manager	E
			1022	Budget Manager	E
			4013	Director, Benefits and Wellness	E
			1047	Enforcement Manager	E
			1024	Grants Manager	E
			4019	Safety Director	E
			4020	Senior Human Resources Officer	E
			4118	Special Events Operations Manager	E
			4124	Tuscaloosa Amphitheater Operations Manager	E
30	81,058.35	107,560.59	1003	Assistant Construction Manager	E
			7019	Economic Development Coordinator	E
			7062	Emergency Operations Manager	E
			4091	Plans and Permitting Manager	E
			3000	Water Quality Program Manager	E
32	84,468.43	112,085.41	7149	Data Analyst, Senior	E
			5006	Chief Data Officer	E
			7150	GIS Administrator, Senior	E
			7041	Mobile Systems Manager	E
			7147	Network Analyst, Senior	E
			7148	Security Analyst, Senior	E
			7146	System Analyst, Senior	E
33	86,173.53	114,348.05	4082	Assistant City Attorney	E
			7029	Associate Director, Building & Inspections	E
			4074	Associate Director, Planning	E
			7002	Economic Development Manager	E
			5029	Forensics Director	E
34	87,878.61	116,610.68	4075	Associate Director, Federal Programs	E
			4040	City Clerk	E
			9021	Deputy Director, Environmental Services	E
			7004	Development Review Manager	E
			7143	Graduate Engineer	E
			4993	IT Service Desk Manager	E
			7012	Manager of Finance and Inventory	E
			2743	SCADA Controls and Instrumentation Manager	E
			4997	Technology Project Manager	E
36	91,289.17	121,135.94	1026	Associate Director of Accounting & Financial Reporting	E
			1027	Associate Director of Budgets & Strategic Planning	E

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<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>CODE</b>	<b>TITLE</b>	<b>FLSA</b>
36	91,289.17	121,135.94	1045	Associate Director of Revenue Operations	E
			2023	Construction Manager	E
			3030	Deputy Director of Strategic Communications	E
			4994	Public Safety Team Lead	E
38	94,699.25	125,661.20	4055	Business Relations Officer	E
			7142	Civil Engineer	E
			4015	Deputy Chief Human Resources Officer	E
			7021	Deputy Director, Building and Inspections	E
			7015	Development Manager	E
			7079	Director of Strategic Initiatives	E
			7005	Director, Codes and Development Services	E
			4103	Project Manager	E
			2742	Water & Sewer Process Assets Director	E
			1001	Watershed Manager	E
40	98,109.37	130,186.46	1021	Director of Budgets and Strategic Planning	E
			7200	Director of Public Safety Communications	E
			1046	Director of Revenue Code Enforcement	E
			1042	Director of Revenue Operations	E
			9030	Director, Landscape Management	E
			5033	UAS Operations Manager	E
			2741	Water & Sewer Director of Finance & Special Projects	E
42	101,519.50	134,711.27	4111	Airport Director	E
			5000	Director, Enterprise Applications	E
			5008	Chief Information Security Officer	E
			5009	Chief Technology Officer	E
			7139	Civil Engineer, Senior	E
			1020	Director, Accounting and Financial Reporting	E
			7031	Director, Building and Inspections	E
			4102	Director, Construction & Facilities Projects	E
			4101	Director, Facilities Maintenance	E
			7084	Director of Operations	E
			7016	Director, Planning	E
			7013	Director, Water & Sewer Customer Service	E
			7050	Director of Transportation Services	E
			3010	Municipal Court Administrator	E
44	104,930.03	139,236.53	4058	Arts & Entertainment Director	E
			4031	Deputy Chief Information Officer	E
			2024	Director of Construction Management	E
			2111	Utility Services Director	E
			2744	Water & Sewer Director of Capital Projects	E

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45	106,635.07	141,499.17	4081	Associate City Attorney	E
			9020	Director, Environmental Services	E
46	109,192.68	144,893.12	4088	Associate City Attorney, Senior	E
			7144	Deputy City Engineer	E
			7011	Deputy Director, Urban Development	E
			2740	Deputy Executive Director, Water & Sewer	E
48	121,128.07	160,731.08	4010	Chief Human Resources Officer	E
			7140	City Engineer	E
			1011	Deputy Chief Financial Officer	E
			4083	Deputy City Attorney	E
			7075	Director, Infrastructure	E
			4064	Executive Director, Community and Neighborhood Services	E
			4097	Executive Director, Construction, Facilities & Grounds	E
			9010	Executive Director, Public Works	E
			4060	Executive Director, Strategic Communications	E
			7010	Executive Director, Urban Development	E
49	134,768.96	178,831.69	1010	Chief Financial Officer	E
			4030	Chief Information Officer	E
			2700	Executive Director, Water & Sewer	E
50	148,409.84	196,932.73	7077	Chief Operations Officer	E
			4080	City Attorney	E