EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
2	35,069.77	46,535.78	5035	Police Cadet I	N
3	36,864.68	48,917.55	5036	Police Cadet II	N
			0060	Security Guard	N
4	38,659.55	51,299.35	0050	Custodial Worker	N
			5037	Police Cadet III	N
			9025	Sanitation Worker	N
5	40,454.86	53,681.13	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
			0065	Special Events Crew Worker	N
6	42,249.68	56,062.90	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	44,044.53	58,444.66	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	45,839.42	60,826.46	5018	Police Evidence Custodian	N
			7104	Traffic Maintenance Technician, Senior	N
			2726	Water/Wastewater Operations Assistant	N
9	47,634.21	63,208.24	5004	311 Call Center Representative	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
			9024	Recycling Plant Operator	N
			1037	Revenue Clerk, Senior	N

EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
9	47,634.21	63,208.24	0002	Secretary, Senior	N
			3206	Water Service Technician	N
10	49,429.09	65,590.05	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	51,223.92	67,971.80	5005	311 Call Center Representative, Senior	N
			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
			3023	Court Referral Monitoring Specialist	N
			4057	Federal Programs Technician	N
			0075	Fleet Services Assistant	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
			3207	Water Service Technician, Senior	N
12	53,018.77	70,353.10	4114	Airport Maintenance Specialist	N
			3210	AMI Technician	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
			3009	Water Treatment Plant Operator Trainee	N
13	54,813.60	72,734.92	0077	Automotive Mechanic	N
			0011	Fleet Services Coordinator	N
			4067	Housing Counselor Supervisor	N

EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
13	54,813.60	72,734.92	3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
14	56,608.49	75,116.69	3211	AMI Technician, Senior	N
			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	58,403.30	77,498.46	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	60,198.59	79,880.26	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
17	61,993.47	82,262.01	5030	Behavioral Intervention Team Case Coordinator	N
			3022	Court Referral Officer, Senior	N
			6111	Emergency Medical Services Prevention Coordinator	N
			4099	Facilities Maintenance Technician	N
			0078	Fleet Services Mechanic	N

EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
17	61,993.47	82,262.01	0079	Helicopter Mechanic	N
			3024	Municipal Court Behavioral Health Coordinator	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	63,788.30	84,643.82	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
			4116	Gateway Assistant Operations Manager	N
			4012	Human Resources Supervisor	N
			4098	Industrial Electrician	N
			7109	IT Field Services Technician	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
			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	65,583.13	87,025.59	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

EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
19	65,583.13	87,025.59	0076	Fleet Services Mechanic, Senior	N
			4027	GIS Analyst	N
			2173	GIS Application Specialist	N
			7087	Vehicle Upfitting Supervisor	N
			2729	W/WW Maintenance Technician, Senior	N
			2728	Water Resource Recovery Facility, Senior	N
			2999	Water Treatment Plant Operator, Senior	N
			2724	Water/Wastewater Treatment Plant Electronics Technician, Senior	N
20	67,378.01	89,407.41	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	69,172.84	91,789.19	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
			2716	W/WW Electronics and SCADA System Operator	N
			2730	W/WW Maintenance 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
22	70,967.66	94,170.92	1013	Accountant	E
			1032	Business Tax Auditor	E
			2009	CAD Technician, Senior	N
			2010	Engineering Inspector, Senior	N
			9028	Environmental Educator	E
			0080	Helicopter Pilot	N
			7151	IT Field Services Technician, Senior	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

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
22	70,967.66	94,170.92	4061	Special Events Coordinator	E
			7018	Special Projects Coordinator	E
			7069	Traffic Signal Technician, III	N
			5001	Web Developer	E
23	72,762.53	96,552.24	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	74,557.37	98,934.05	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
			9012	Construction Superintendent	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
			3002	Water Treatment Plant Chief Operator	N
26	78,147.51	103,697.57	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

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
28	81,737.21	108,461.18	2110	Business Analyst	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	83,532.03	110,842.92	1012	Accounting Manager	E
			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	85,326.88	113,224.73	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	88,916.53	117,987.83	5006	Chief Data Officer	E
			7149	Data Analyst, Senior	E
			7150	GIS Administrator, Senior	E
			4990	IT Field Services Manager	E
			7041	Mobile Systems Manager	E
			7147	Network Analyst, Senior	E

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
32	88,916.53	117,987.83	7148	Security Analyst, Senior	E
			7146	System Analyst, Senior	E
33	90,711.43	120,369.62	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	92,506.30	122,751.40	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
			7012	Manager of Finance and Inventory	E
			2743	SCADA Controls and Instrumentation Manager	E
			4997	Technology Project Manager	E
36	96,096.46	127,514.96	1026	Associate Director of Accounting & Financial Reporting	E
			1027	Associate Director of Budgets & Strategic Planning	E
			1045	Associate Director of Revenue Operations	E
			2023	Construction Manager	E
			3030	Deputy Director of Strategic Communications	E
			3100	Director, Water & Sewer Linear Assets	E
			4994	Public Safety Team Lead	E
38	99,686.12	132,278.52	4055	Business Relations Officer	E
			7142	Civil Engineer	E
			4015	Deputy Chief Human Resources Officer	E
			7021	Deputy Director, Building & Inspections	E
			7015	Development Manager	E
			7079	Director of Strategic Initiatives	E
			7005	Director, Codes and Development Services	E
			7091	Exhibits Technology Manager, Saban Center	E
			4993	IT Service Desk Manager	E
			4103	Project Manager	E
			2742	Water & Sewer Process Assets Director	E
			1001	Watershed Manager	E
40	103,275.81	137,042.08	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	106,865.52	141,805.17	5008	Chief Information Security Officer	E
			7088	Chief Innovation Officer	E

EXHIBIT A

CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
42	106,865.52	141,805.17	5009	Chief Technology Officer	E
			7139	Civil Engineer, Senior	E
			4128	Deputy Director, Arts & Entertainment	E
			7084	Director of Operations	E
			7090	Director of Technology, Saban Center	E
			7050	Director of Transportation Services	E
			1020	Director, Accounting and Financial Reporting	E
			7031	Director, Building and Inspections	E
			4102	Director, Construction & Facilities Projects	E
			5000	Director, Enterprise Applications	E
			4101	Director, Facilities Maintenance	E
			7016	Director, Planning	E
			8001	Director, Saban Center Facility Operations	E
			7013	Director, Water & Sewer Customer Service	E
			3010	Municipal Court Administrator	E
44	110,455.64	146,568.73	4031	Deputy Chief Information Officer	E
			2024	Director of Construction Management	E
			8002	Director, Saban Center Development	E
			2111	Water & Sewer Director of Business Operations	E
			2744	Water & Sewer Director of Capital Projects	E
45	112,250.47	148,950.52	4081	Associate City Attorney	E
46	114,942.77	152,523.19	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	127,506.67	169,195.18	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
			4058	Executive Director, Arts & Entertainment	E
			4064	Executive Director, Community and Neighborhood Services	E
			4097	Executive Director, Construction, Facilities & Grounds	E
			9020	Executive Director, Environmental Services	E
			8050	Executive Director, Government Relations & External Affairs	E
			9010	Executive Director, Public Works	E
			8000	Executive Director, Saban Center	E
			4060	Executive Director, Strategic Communications	E
			4111	Executive Director, Tuscaloosa National Airport	E
			7010	Executive Director, Urban Development	E
49	141,865.89	188,248.97	4030	Chief Information Officer	E
			2700	Executive Director, Water & Sewer	E
50	156,225.11	207,303.21	1010	Chief Financial Officer	E

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CITY OF TUSCALOOSA, ALABAMA
JOB CLASSIFICATION LIST
PAY GRADE ORDER

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
50	156,225.11	207,303.21	7077	Chief Operations Officer	E
			4080	City Attorney	E
PF1	58,585.65	83,296.90	6023	Firefighter	N
			5016	Police Patrol Officer	N
			5025	Police Patrol Officer, Recruit	N
PF2	61,899.07	87,461.75	6021	Fire Apparatus Operator	N
PF3	70,741.79	99,956.28	6020	Fire Lieutenant	N
			5014	Police Sergeant	N
PF4	73,689.35	104,121.12	6016	Fire Captain	N
			5013	Police Lieutenant	N
PF5	85,479.65	120,780.50	6110	Emergency Medical Services Chief	N
			6012	Fire Battalion Chief	N
			6013	Fire Marshal	N
			5012	Police Captain	N
PF6	94,322.37	133,275.04	5011	Assistant Police Chief	N
			6011	Deputy Fire Chief	N
PF7	117,902.97	166,593.81	6010	Fire Chief	N
			5010	Police Chief	N
PF8	147,378.74	208,242.30	6000	Executive Director of Public Safety	N