

**EXHIBIT A**

**CITY OF TUSCALOOSA, ALABAMA  
JOB CLASSIFICATION LIST  
PAY GRADE ORDER**

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>CODE</b>	<b>TITLE</b>	<b>FLSA</b>
3	\$28,627.35	\$37,987.03	0060	Security Guard	N
4	\$30,021.16	\$39,836.63	0051	Building & Grounds Maintenance Worker	N
			0050	Custodial Worker	N
			9025	Sanitation Worker	N
5	\$31,415.31	\$41,686.20	0070	Crew Worker	N
			0071	Inventory Supply Clerk	N
			0009	Office Assistant	N
			7058	Parking Control Officer	N
			0061	Auxiliary Police Officer	N
6	\$32,809.09	\$43,535.79	0075	Automotive Service Helper	N
			9027	Cart Repairer	N
			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
			3006	Water/Wastewater Operator Assistant	N
7	\$34,202.88	\$45,385.34	5004	311 Call Center Representative	N
			0069	Crew Worker, Senior	N
			0081	Equipment Operator	N
			2403	Lake Maintenance Worker	N
			5019	Police I.D. Clerk	N
			1035	Revenue Clerk	N
			2020	Survey Crew Worker	N
8	\$35,596.69	\$47,234.92	2102	Customer Service Representative	N
			5018	Police Evidence Custodian	N
			7104	Traffic Maintenance Technician, Senior	N
			3005	Water/Wastewater Maintenance Assistant	N
9	\$36,990.46	\$49,084.50	5005	311 Call Center Representative, Senior	N
			1016	Accounting Technician	N
			0053	Building & Grounds Maintenance Supervisor	N
			0082	Equipment Operator, Senior	N
			4014	Human Resources Specialist	N
			0072	Inventory Supply Clerk, Senior	N
			4086	Legal Secretary	N
			9024	Recycling Plant Operator	N

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9	\$36,990.46	\$49,084.50	1037	Revenue Clerk, Senior	N
			0002	Secretary, Senior	N
			3206	Water Service Technician	N
10	\$38,384.27	\$50,934.09	0092	Automated Garbage Truck Operator	N
			7049	Electronics Technician, Assistant	N
			4094	Maintenance Technician Assistant	N
			3008	Sludge-Filtration Operator	N
			7045	Telecommunicator, Basic	N
11	\$39,778.05	\$52,783.66	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
			2104	Customer Service Representative, Senior	N
			4057	Federal Programs Technician	N
			4076	Housing Counselor	N
			0091	Jet/Vacuum Truck Operator	N
			4087	Legal Secretary, Senior	N
0001	Secretary, Principal	N			
4021	Senior Human Resources Specialist	N			
12	\$41,171.85	\$54,632.86	7061	Emergency Management Assistant	N
			3103	Engineering Aide	N
			2016	Graphics Technician	N
			0083	Heavy Equipment Operator	N
			0088	Irrigation Technician	N
			2404	Lake Maintenance Worker, Senior	N
			3015	Municipal Court Magistrate	N
			9029	Recycling Plant Leader	N
			0089	Sewer TV Truck Operator	N
			2018	Surveyor Assistant	N
			7046	Telecommunications Database Coordinator	N
			7059	Tree Trimmer	N
3009	Water/Wastewater Treatment Plant Operator Trainee	N			
13	\$42,565.63	\$56,482.47	0077	Automotive Mechanic	N
			4051	City Venues Assistant Operations Manager	N
			0005	Executive Secretary	N
			4067	Housing Counselor Supervisor	N
			3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
7044	Telecommunicator	N			

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14	\$43,959.44	\$58,332.04	1018	Accounting Assistant	N
			1102	Assistant Purchasing Agent	N
			5022	Code Enforcement Officer	N
			2711	Meter Maintenance Specialist	N
			3016	Municipal Court Magistrate, Senior	N
			1025	Payroll Assistant	N
			4066	Planning Technician	N
			7047	Telecommunicator, Dispatcher	N
15	\$45,353.21	\$60,181.60	7042	Electronics Technician	N
			0078	Equipment Mechanic	N
			5015	Police Records Supervisor	N
			2601	SSO/FOG Technical Investigator	N
			7054	Traffic Signal Technician	N
			3004	Water Treatment Plant Operator	N
			2705	Wastewater Treatment Plant Operator	N
16	\$46,747.36	\$62,031.19	1019	Accounts Payable Supervisor	N
			0052	Custodial Crew Supervisor	N
			4069	Federal Programs Construction & Rehabilitation Specialist	N
			4029	GIS Specialist	N
			0079	Helicopter Mechanic	N
			9026	Infrastructure and Public Services Scheduler	N
			4084	Legal Assistant	E
			2714	Meter Maintenance Specialist, Senior	N
			1014	Payroll Supervisor	N
			7064	Permitting Administrator	N
			4079	Planner	N
			1033	Revenue Officer	N
17	\$48,141.15	\$63,880.76	7048	Electronics Technician, Senior	N
			6111	Emergency Medical Services Prevention Coordinator	N
			4099	Facilities Maintenance Technician	N
			6023	Firefighter	N
			2651	Lift Station Maintenance Operator	N
			5016	Police Patrol Officer	N
			5025	Police Patrol Officer Recruit	N
			7043	Telecommunicator, Supervisor	N
			7053	Traffic Signal Technician, Senior	N
			2603	Wastewater Operations Technician	N
			2703	Wastewater Treatment Plant Maintenance Operator	N
			3003	Water Treatment Plant Maintenance Operator	N
			2706	Water/Wastewater Chemist	N
			2704	Water/Wastewater Electronics Technician	N

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17	\$48,141.15	\$63,880.76	2709	Water/Wastewater Maintenance Technician	N
18	\$49,534.95	\$65,730.34	7116	Animal Control Supervisor	N
			3105	Asset Management Quality Control Specialist	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
			6021	Fire Apparatus Operator	N
			4012	Human Resources Supervisor	N
			4098	Industrial Electrician	N
			7102	Infrastructure Administrative Specialist	N
			4062	IPS Compliance Officer	N
			7083	IPS Technician	N
			7109	IIS/Fiber Optic Technician	N
			7036	Lakes/Watershed Inspector	N
			0085	Maintenance Crew Supervisor	N
			7026	Mechanical & Gas Inspector	N
			2301	Meter Supervisor	N
			7056	Parking Control Supervisor	N
			7034	Plumbing & Gas Inspector	N
			1034	Revenue Officer, Senior	N
			4073	Senior Planner	N
			2013	Survey Crew Supervisor	N
			3203	Water Distribution Inspector	N
19	\$50,928.73	\$67,579.91	2107	Asset Management Database Specialist	N
			3108	Buyer/Warehouse Supervisor	N
			2015	Engineering Aide, Senior	N
			0006	Executive Administrative Coordinator	N
			4027	GIS Analyst	N
			2173	GIS Application Specialist	N
			7078	IPS Administrative Coordinator	N
			2106	Systems Database Specialist/Modeler	N
			0031	Water Distribution System Control Technician	N
20	\$52,322.54	\$69,429.53	4056	Community Services Coordinator	N
			5026	Crime & Intelligence Analyst	N
			4039	Help Desk Administrator	N
			4037	Technical Support Specialist	N

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21	\$53,716.33	\$71,279.10	4112	Airport Assistant Manager	E
			1038	Billing and Collections 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
			5027	Telecommunications Manager	N
			2719	Wastewater Treatment Plant Assistant Chief Operator	N
			2723	Water Treatment Plant Assistant Chief Operator	N
			2716	W/WW Electronics and SCADA System Operator	N
			22	\$55,110.10	\$73,128.64
2110	Business Analyst-Urban Development	E			
1032	Business Tax Auditor	E			
9028	Environmental Educator	E			
6020	Fire Lieutenant	N			
0080	Helicopter Pilot	N			
6025	Public Safety Educator	E			
5014	Police Sergeant	N			
4061	Special Events Coordinator	E			
7018	Special Projects Coordinator	E			
4032	System Administrator	E			
7052	Traffic Signal Crew Supervisor	N			
5001	Webmaster	E			
23	\$56,503.90	\$74,977.86	4049	Box Office Manager	E
			4048	Community Engagement Manager	E
			0087	Horticulturalist	N
			7108	ITS/Fiber Optic Supervisor	N
			2717	Wastewater Laboratory Supervisor	N
			2702	Wastewater Treatment Plant Chief Operator	N
			3104	Water & Sewer Linear Assets Supervisor	N
			3204	Water Distribution Supervisor	N
			3007	Water Treatment Biologist	N
			3002	Water Treatment Plant Chief Operator	N
24	\$57,897.69	\$76,827.46	3018	Assistant City Clerk	E
			7039	Building Inspector, Senior	N
			7037	Chief Electrical Inspector	N
			7025	Chief Mechanical & Gas Inspector	N
			7032	Chief Plumbing & Gas Inspector	N
			7024	Chief Property Maintenance Inspector	N

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24	\$57,897.69	\$76,827.46	3201	Engineering Inspection Supervisor	N
			4028	GIS Administrator	E
			4090	Plan Examiner/Inspector	N
			1101	Purchasing Agent	E
25	\$59,291.83	\$78,677.03	6016	Fire Captain	N
			5013	Police Lieutenant	N
26	\$60,685.62	\$80,526.59	5003	311 Call Center Manager	E
			7017	Business Services Manager	E
			4053	City Venues Operations Manager	E
			4072	Community Development Program Manager	E
			4065	Federal Programs Financial Manager	E
			4017	Human Resources Officer	E
			4019	Safety Director	E
			1023	Senior Accountant	E
			4077	Zoning Administrator	E
28	\$63,473.22	\$84,225.77	4111	Airport Manager	E
			1041	Billing and Collections Manager	E
			5007	Data Analyst	E
			4096	Facilities Maintenance Manager	E
			3401	Fleet Maintenance Manager	E
			7081	IPS Logistics Coordinator	E
			7100	IPS Operations Manager	E
			5002	IT Communications Administrator	E
			7063	Land Surveyor	E
			2707	Wastewater Collection System Maintenance Manager	E
			3106	Water/Wastewater System Maintenance Manager	E
29	\$64,866.98	\$86,075.32	1012	Accounting Manager	E
			3014	Assistant Court Administrator	E
			1043	Audit Manager and Revenue Analyst	E
			1022	Budget Manager	E
			4013	Director, Benefits and Wellness	E
			1024	Grants Manager	E
			4041	Internal Auditor	E
			4020	Senior Human Resources Officer	E
30	\$66,260.78	\$87,924.91	1003	Assistant Construction Manager	E
			4055	Development Ombudsman	E
			7019	Economic Development Coordinator	E
			4026	GIS Manager	E
			4091	Plans and Permitting Manager	E

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30	\$66,260.78	\$87,924.91	3000	Water Quality Program Manager	E
			2718	Wastewater Collection System Program Coordinator	E
32	\$69,048.34	\$91,623.71	7080	Deputy Director, IPS Administration	E
			5008	Chief Information Security Officer	E
			5009	Chief Technology Officer	E
32	\$69,048.34	\$91,623.71	7041	Communication Systems Engineer	E
33	\$70,442.16	\$93,473.30	4082	Assistant City Attorney	E
			7029	Associate Building Official	E
			4074	Associate Director, Planning	E
			7014	Associate Director, Water & Sewer Customer Service	E
			1040	Compliance and Enforcement Manager	E
			5028	Cyber Intelligence Division Director	E
			4015	Deputy Chief Human Resources Officer	E
			1042	Director of Revenue Operations	E
			6110	Emergency Medical Services Chief	N
			6012	Fire Battalion Chief	N
			6013	Fire Marshall	N
			5012	Police Captain	N
34	\$71,835.96	\$95,322.88	4075	Associate Director, Federal Programs	E
			4040	City Clerk	E
			9021	Deputy Director, Public Services	E
			7143	Graduate Engineer	E
			7012	Urban Development Manager of Finance & Special Projects	E
36	\$74,623.91	\$99,022.03	2023	Construction Manager	E
38	\$77,411.47	\$102,721.17	7142	Civil Engineer	E
			7015	Development Engineer	E
			1001	Watershed Manager	E
			2722	Water & Sewer Process Assets Manager	E
39	\$78,805.27	\$104,570.74	5011	Assistant Police Chief	N
			6011	Deputy Fire Chief	N
40	\$80,199.05	\$106,420.33	4100	Facilities Engineering & Reliability Manager	E
42	\$82,986.66	\$110,119.12	7110	Associate Director, Infrastructure - Transportation	E
			2721	Associate Director, Infrastructure - Water & Sewer	E
			2108	Associate Director, Logistics and Asset Management	E
			7031	Chief Building Official	E
			4000	Chief Resilience Officer	E

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42	\$82,986.66	\$110,119.12	4060	Communications Director	E
			1020	Director, Accounting and Financial Reporting	E
			7074	Director, IPS Administration	E
			1021	Director of Budgets and Strategic Planning	E
			7016	Director, Planning	E
			7013	Director, Water & Sewer Customer Service	E
			3010	Municipal Court Administrator	E
43	\$84,380.41	\$111,968.72	4064	Director, Federal Programs	E
44	\$85,774.58	\$113,818.27	2720	Deputy Director, Water & Sewer	E
			7076	Director, Public Services	E
45	\$87,168.36	\$115,667.85	4081	Associate City Attorney	E
46	\$89,259.06	\$118,442.22	4088	Associate City Attorney, Senior	E
			4010	Chief Human Resources Officer	E
			7011	Deputy Director, Urban Development	E
			7020	Director, Planning & Development Services	E
47	\$92,046.63	\$122,141.37	4030	Chief Information Officer	E
48	\$99,015.60	\$131,388.90	7077	Chief Operations Officer - IPS	E
			7140	City Engineer	E
			1011	Deputy Chief Financial Officer	E
			4083	Deputy City Attorney	E
			7071	Deputy Director, Infrastructure and Public Services	E
			7075	Director, Infrastructure	E
			7073	Director, Logistics & Asset Management	E
			6010	Fire Chief	N
5010	Police Chief	N			
49	\$110,166.27	\$146,185.16	1010	Chief Financial Officer	E
			7070	Executive Director, Infrastructure and Public Services	E
			7010	Executive Director, Urban Development	E
50	\$121,316.96	\$160,981.77	4080	City Attorney	E