

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

| GRADE | MINIMUM     | MAXIMUM     | CODE | TITLE                                     | FLSA |
|-------|-------------|-------------|------|---|------|
| 3     | \$28,011.11 | \$37,169.31 | 0060 | Security Guard                            | N    |
| 4     | \$29,374.91 | \$38,979.09 | 0051 | Building & Grounds Maintenance Worker     | N    |
|       |             |             | 0050 | Custodial Worker                          | N    |
|       |             |             | 9025 | Sanitation Worker                         | N    |
| 5     | \$30,739.05 | \$40,788.85 | 0070 | Crew Worker                               | N    |
|       |             |             | 0071 | Inventory Supply Clerk                    | N    |
|       |             |             | 0009 | Office Assistant                          | N    |
|       |             |             | 7058 | Parking Control Officer                   | N    |
|       |             |             | 0061 | Auxiliary Police Officer                  | N    |
| 6     | \$32,102.83 | \$42,598.62 | 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     | \$33,466.61 | \$44,408.36 | 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     | \$34,830.42 | \$46,218.12 | 2102 | Customer Service Representative           | N    |
|       |             |             | 5018 | Police Evidence Custodian                 | N    |
|       |             |             | 7104 | Traffic Maintenance Technician, Senior    | N    |
|       |             |             | 3005 | Water/Wastewater Maintenance Assistant    | N    |
| 9     | \$36,194.19 | \$48,027.89 | 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     | \$36,194.19                                       | \$48,027.89 | 1037 | Revenue Clerk, Senior                      | N    |
|       |   |             | 0002 | Secretary, Senior                          | N    |
|       |   |             | 3206 | Water Service Technician                   | N    |
| 10    | \$37,557.99                                       | \$49,837.66 | 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    | \$38,921.77                                       | \$51,647.42 | 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    |
| 12    | \$40,285.57                                       | \$53,456.81 | 0001 | Secretary, Principal                       | N    |
|       |   |             | 4021 | Senior Human Resources Specialist          | N    |
|       |   |             | 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    | \$41,649.34                                       | \$55,266.60 | 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    | \$43,013.15                             | \$57,076.36 | 1018 | Accounting Assistant                                      | N    |
|       |   |             | 1102 | Assistant Purchasing Agent                                | N    |
|       |   |             | 5022 | Code Enforcement Officer                                  | N    |
|       |   |             | 4069 | Federal Programs Construction & Infrastructure Specialist | N    |
|       |   |             | 2711 | Meter Maintenance Specialist                              | N    |
|       |   |             | 3016 | Municipal Court Magistrate, Senior                        | N    |
|       |   |             | 4066 | Planning Technician                                       | N    |
|       |   |             | 7047 | Telecommunicator, Dispatcher                              | N    |
| 15    | \$44,376.92                             | \$58,886.11 | 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    | \$45,741.06                             | \$60,695.88 | 1019 | Accounts Payable Supervisor                               | N    |
|       |   |             | 0052 | Custodial Crew Supervisor                                 | 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    | \$47,104.84                             | \$62,505.64 | 7048 | Electronics Technician, Senior                            | 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    |
| 2709  | Water/Wastewater Maintenance Technician | N           |      |   |      |

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|-------|--|-------------|------|---|-------------|------|--------------------------------------|---|
| 18    | \$48,468.64                                  | \$64,315.40 | 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           |      |                                      |   |
|       |  |             | 4056 | Community Services Coordinator              | N           |      |                                      |   |
|       |  |             | 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 | ITS/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   | \$49,832.42                                 | \$66,125.16 | 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    | \$51,196.22                                  | \$67,934.96 | 5026 | Crime & Intelligence Analyst                | N           |      |                                      |   |
|       |  |             | 4039 | Help Desk Administrator                     | N           |      |                                      |   |
|       |  |             | 4037 | Technical Support Specialist                | N           |      |                                      |   |
| 21    | \$52,560.01                                  | \$69,744.72 | 1038 | Billing and Collections Supervisor          | N           |      |                                      |   |
|       |  |             | 4093 | Facilities Maintenance Supervisor           | N           |      |                                      |   |

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|-------|-------------|-------------|------|---|------|
| 21    | \$52,560.01 | \$69,744.72 | 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    | \$53,923.78 | \$71,554.44 | 1013 | Accountant  | E    |
|       |             |             | 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    |
|       |             |             | 4032 | System Administrator                                | E    |
|       |             |             | 7052 | Traffic Signal Crew Supervisor                      | N    |
| 5001  | Webmaster   | E           |      |   |      |
| 23    | \$55,287.57 | \$73,363.86 | 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    | \$56,651.36 | \$75,173.64 | 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    |
|       |             |             | 3201 | Engineering Inspection Supervisor                   | N    |
|       |             |             | 4028 | GIS Administrator                                   | E    |
|       |             |             | 4090 | Plan Examiner/Inspector                             | N    |
|       |             |             | 1101 | Purchasing Agent                                    | E    |

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|-------|---------------------------------------|-------------|------|--|-------------|
| 25    | \$58,015.49                           | \$76,983.40 | 6016 | Fire Captain                                     | N           |
|       |                                       |             | 5013 | Police Lieutenant                                | N           |
| 26    | \$59,379.28                           | \$78,793.14 | 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           |
|       |                                       |             | 4045 | Grants Coordinator                               | E           |
|       |                                       |             | 4017 | Human Resources Officer                          | E           |
|       |                                       |             | 4077 | Land Use Controls Manager                        | E           |
|       |                                       |             | 4019 | Safety Director                                  | E           |
|       |                                       |             | 1023 | Senior Accountant                                | E           |
| 28    | \$62,106.87                           | \$82,412.69 | 4111 | Airport Manager                                  | E           |
|       |                                       |             | 1041 | Chief Billing and Collections Officer            | 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   | \$63,470.63                                      | \$84,222.43 |
| 3014  | Assistant Court Administrator         | E           |      |  |             |
| 1022  | Budget Manager                        | E           |      |  |             |
| 4013  | Director, Benefits and Wellness       | E           |      |  |             |
| 7012  | Financial Manager - Urban Development | E           |      |  |             |
| 4020  | Senior Human Resources Officer        | E           |      |  |             |
| 4041  | Internal Auditor                      | E           |      |  |             |
| 30    | \$64,834.42                           | \$86,032.20 | 1003 | Assistant Construction Manager                   | E           |
|       |                                       |             | 4055 | Development Ombudsman                            | E           |
|       |                                       |             | 4026 | GIS Manager                                      | E           |
|       |                                       |             | 4091 | Plans and Permitting Manager                     | E           |
|       |                                       |             | 3000 | Water Quality Program Manager                    | E           |
|       |                                       |             | 2718 | Wastewater Collection System Program Coordinator | E           |
| 32    | \$67,561.98                           | \$89,651.38 | 7080 | Deputy Director, IPS Administration              | E           |
|       |                                       |             | 5008 | Chief Information Security Officer               | E           |
|       |                                       |             | 5009 | Chief Technology Officer                         | E           |

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|-------|-------------|--------------|------|---|------|
| 32    | \$67,561.98 | \$89,651.38  | 7041 | Communication Systems Engineer                      | E    |
| 33    | \$68,925.79 | \$91,461.15  | 4082 | Assistant City Attorney                             | E    |
|       |             |              | 7029 | Associate Building Official                         | E    |
|       |             |              | 7014 | Associate Director, Business Services               | E    |
|       |             |              | 4074 | Associate Director, Planning                        | E    |
|       |             |              | 1040 | Chief Compliance and Enforcement Officer            | E    |
|       |             |              | 5028 | Cyber Intelligence Division Director                | E    |
|       |             |              | 4015 | Deputy Chief Human Resources Officer                | E    |
|       |             |              | 6110 | Emergency Medical Services Chief                    | N    |
|       |             |              | 6012 | Fire Battalion Chief                                | N    |
|       |             |              | 6013 | Fire Marshall                                       | N    |
|       |             |              | 5012 | Police Captain                                      | N    |
| 34    | \$70,289.59 | \$93,270.92  | 4075 | Associate Director, Federal Programs                | E    |
|       |             |              | 4040 | City Clerk  | E    |
|       |             |              | 9021 | Deputy Director, Public Services                    | E    |
|       |             |              | 7143 | Graduate Engineer                                   | E    |
| 36    | \$73,017.52 | \$96,890.44  | 2023 | Construction Manager                                | E    |
| 38    | \$75,745.08 | \$100,509.95 | 7142 | Civil Engineer                                      | E    |
|       |             |              | 7015 | Development Engineer                                | E    |
|       |             |              | 1001 | Watershed Manager                                   | E    |
|       |             |              | 2722 | Water & Sewer Process Assets Manager                | E    |
| 39    | \$77,108.87 | \$102,319.71 | 5011 | Assistant Police Chief                              | N    |
|       |             |              | 6011 | Deputy Fire Chief                                   | N    |
| 42    | \$81,200.25 | \$107,748.65 | 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    |
|       |             |              | 4060 | Communications Director                             | E    |
|       |             |              | 1020 | Director, Accounting and Financial Reporting        | E    |
|       |             |              | 7074 | Director, IPS Administration                        | E    |
|       |             |              | 7013 | Director, Business Services                         | E    |
|       |             |              | 1021 | Director of Budgets and Strategic Planning          | E    |
|       |             |              | 7016 | Director, Planning                                  | E    |
|       |             |              | 3010 | Municipal Court Administrator                       | E    |
| 43    | \$82,564.00 | \$109,558.43 | 4064 | Director, Federal Programs                          | E    |

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|-------|--------------|--------------|------|--|------|
| 44    | \$83,928.16  | \$111,368.17 | 2720 | Deputy Director, Water & Sewer Process Assets          | E    |
|       |              |              | 7076 | Director, Public Services                              | E    |
| 45    | \$85,291.94  | \$113,177.94 | 4081 | Associate City Attorney                                | E    |
| 46    | \$87,337.63  | \$115,892.58 | 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    | \$90,065.20  | \$119,512.10 | 4030 | Chief Information Officer                              | E    |
| 48    | \$96,884.15  | \$128,560.57 | 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    | \$107,794.78 | \$143,038.32 | 1010 | Chief Financial Officer                                | E    |
|       |              |              | 7070 | Executive Director, Infrastructure and Public Services | E    |
|       |              |              | 7010 | Executive Director, Urban Development                  | E    |
| 50    | \$118,705.44 | \$157,516.41 | 4080 | City Attorney  | E    |