



**CULLMAN COUNTY PAY PLAN**  
**Adopted 10/25/2011, Last Revision 9/26/2020 (No Change in Grades/Steps)**  
**Minimum Starting Hourly Rate (Full-Time/Regular) - \$10.25**



GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
C1	8.62	8.87	9.13	9.39	9.66	9.94	10.23	10.53	10.84	11.16	11.49	11.83	12.18	12.54	12.91	13.29	13.69	14.10	14.52	14.95

**Job Titles:** Temporary/Seasonal  
Custodian I  
Laborer  
Revenue Assistant  
NOC (Not OI)

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C2	9.57	9.85	10.14	10.43	10.74	11.05	11.38	11.71	12.06	12.42	12.78	13.16	13.55	13.96	14.37	14.80	15.25	15.70	16.18	16.66

**Job Titles:** Assistant Center Manager  
Clerk I  
Court Clerk I  
CSR I  
Custodian II  
License Clerk I  
Maintenance Worker I  
Park Custodian  
Recording Clerk I  
Revenue Clerk I

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C3	10.63	10.95	11.27	11.60	11.94	12.30	12.66	13.04	13.42	13.82	14.23	14.66	15.10	15.55	16.02	16.50	16.99	17.50	18.03	18.58

**Job Titles:** CARTS Driver  
Clerk II  
Court Clerk II  
CSR II  
Custodian III  
Driver License Clerk  
License Clerk II  
Line Maintenance Worker  
Maintenance Worker II  
Recording Clerk II  
Residential Collector  
Revenue Clerk II  
Roadside Maintenance Technician  
Scheduler/Dispatcher  
Senior Center Manager

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C4	11.83	12.18	12.54	12.91	13.29	13.69	14.09	14.52	14.95	15.40	15.86	16.33	16.83	17.33	17.85	18.39	18.95	19.52	20.11	20.72

**Job Titles:** Accts Payable Assoc I  
Billing/AMR Meters  
Clerk III  
Court Clerk III  
CSR III  
CSR/Ken Tech/Euth Tech  
Equipment Operator I  
License Clerk III  
Maintenance Worker III  
Non CDL Driver/Collector  
Nutrition Coordinator  
Parts & Inventory Clerk  
Probate Bookkeeper  
Recording Clerk III/Bookkeeper  
Revenue Clerk III  
Sales Tax Processor  
Service Technician  
Sr Rx Coordinator

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C5	13.16	13.55	13.96	14.37	14.80	15.25	15.70	16.17	16.66	17.16	17.68	18.21	18.76	19.33	19.91	20.52	21.14	21.78	22.44	23.12

**Job Titles:** Accts Payable Assoc II  
AMR Technician  
Animal Shelter Manager  
Appraiser I  
Assistant Operations Mgr  
CDL Driver/Collector-Residential  
CSR III/Dispatch  
Election Clerk  
Equipment Operator II  
GIS Mapper I  
Health Promotions Coordinator  
Maintenance Supervisor-Parks  
Mechanic I  
Office Manager  
Office Mgr/Bookkeeper  
Public Services Coordinator  
Receptionist-COA  
Sr Probate Bookkeeper

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C6	14.66	15.10	15.55	16.01	16.50	16.99	17.50	18.03	18.57	19.14	19.71	20.31	20.93	21.56	22.22	22.89	23.59	24.31	25.05	25.81

**Job Titles:** Accts Payable Assoc III  
Animal Control Officer  
Appraiser II  
CDL Driver/Collector-Commercial  
Equipment Operator III  
Equip Opr III/Asst Supvr  
Equip Opr III/Crew Leader  
Equip Opr III/Herbicide  
GIS Mapper II  
Mechanic II  
Office & Parts Procurement Mgr  
Revenue Bookkeeper  
Sign-Maintenance Coordinator  
Skilled Bridge Const & Mntce Wrkr  
Sr Court Clerk/Bookkeeper



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<b>C7</b>	16.33	16.82	17.33	17.85	18.39	18.95	19.52	20.11	20.72	21.35	22.00	22.67	23.35	24.07	24.80	25.56	26.34	27.14	27.97	28.83

**Job Titles:** Accountant-Water  
 Accounting Analyst/Bookkeeper  
 Administrative Assistant  
 Admin Asst/Office Manager  
 Appraiser III  
 Asst Chief Appraiser  
 Assistant Director  
 Asst Dir/Animal Control Officer  
 Asst Manager/Administration  
 Assistant Systems Opr-Water  
 District Admin Coordinator  
 Election Coordinator  
 Engineering Assistant  
 GIS Coordinator/CSR-Water  
 GIS Mapper III  
 Inventory/Purchasing Agent  
 License Insp/Revenue Agent  
 Maintenance Specialist  
 Marketing/Event Coordinator  
 Mechanic III  
 Mechanic III/Licensed Hazmat  
 Payroll Specialist/Asst HR Mgr  
 Project Coordinator  
 Revenue Analyst/Bookkeeper  
 Revenue Examiner/Auditor  
 Solid Waste Officer  
 Telemetry/Water Loss Prev  
 Webmaster

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<b>C8</b>	18.21	18.76	19.33	19.91	20.51	21.14	21.78	22.44	23.12	23.83	24.55	25.30	26.07	26.87	27.69	28.54	29.41	30.32	31.24	32.20

**Job Titles:** Chief Appraiser  
 Crew Foreman  
 GIS Coordinator/Office Mgr  
 IT Specialist  
 Mental Health Coordinator  
 Operations Manager  
 Park Manager  
 Personal Prop Mgr/Auditor  
 Road Supervisor  
 Shop Manager  
 Shop Manager/Mechanic III

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<b>C9</b>	20.31	20.93	21.56	22.22	22.89	23.59	24.31	25.05	25.81	26.60	27.41	28.25	29.12	30.01	30.93	31.88	32.86	33.87	34.91	35.98

**Job Titles:** Assistant IT Supervisor  
 Asst Water Superintendent  
 Chief Clerk-Probate  
 Chief Clerk-Revenue  
 GIS Coordinator/Services Supvr  
 Mntce Supvr-Courthouse  
 Road Supvr/Asst Superintendent

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<b>C10</b>	22.66	23.35	24.06	24.80	25.55	26.33	27.14	27.97	28.83	29.71	30.62	31.56	32.53	33.53	34.56	35.62	36.72	37.85	39.02	40.22

**Job Titles:** Road Superintendent  
 Water Superintendent

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<b>C11</b>	25.30	26.07	26.87	27.69	28.54	29.41	30.31	31.24	32.20	33.19	34.21	35.26	36.35	37.47	38.62	39.81	41.04	42.31	43.61	44.96

**Job Titles:**

GRADE	Non-Classified and/or FLSA Exempt Positions Salary Negotiated by the Commission																			
<b>C12</b>																				

**Job Titles:** Assistant Engineer  
 Chief Administrative Officer  
 County Attorney  
 County Clerk  
 County Engineer  
 County Librarian  
 Director-Animal Control  
 Director-CARTS  
 Director-COA  
 Director-Ec Dev  
 Director-EMA  
 Director-IT  
 Director-Parks & Rec  
 Director-Safety/Loss Prev  
 Director-Sales Tax  
 Fleet Manager-Co Garage  
 General Manager-Sanitation  
 General Manager-Water  
 HR Manager