



CULLMAN COUNTY PAY PLAN

Adopted 10/25/2011, Last Revision Date 9/23/2023
Minimum Starting Hourly Rate (Non-Temporary/Seasonal) - \$11.94



GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C1	10.58	10.91	11.25	11.61	11.97	12.35	12.73	13.13	13.55	13.97	14.41
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		14.86	15.33	15.81	16.31	16.82	17.35	17.89	18.45	19.03	19.63

Job Library Aide Library Technical Services Clerk
Titles: Library Custodian Seasonal/Temporary
Library Page NOC (Not Otherwise Classified)

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C2	11.58	11.94	12.32	12.70	13.10	13.51	13.94	14.37	14.83	15.29	15.77
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		16.27	16.78	17.30	17.85	18.41	18.99	19.58	20.20	20.83	21.48

Job Asst Sr Center Manager Park CSR
Titles: CSR Residential Collector
Custodian

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C3	12.67	13.06	13.48	13.90	14.33	14.78	15.25	15.73	16.22	16.73	17.26
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		17.80	18.36	18.93	19.53	20.14	20.77	21.43	22.10	22.79	23.51

Job CARTS Clerk Line Maintenance Technician Road Technician (Non CDL)
Titles: CARTS Driver Trainee Park Maintenance Worker Senior Center Manager
License/Recording Clerk Residential Driver/Collector (Non CDL Sr Custodian)
Library Administrative Clerk Revenue Clerk

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C4	13.86	14.30	14.74	15.21	15.68	16.18	16.69	17.21	17.75	18.31	18.88
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		19.47	20.09	20.72	21.37	22.04	22.73	23.44	24.18	24.94	25.72

Job Accts Payable Associate CSR/Ken Tech/Euth Tech Parts & Inventory Clerk Sr CSR
Titles: Billing/AMR Meters Court Clerk Programs Librarian Sr CSR/Receptionist
CARTS Driver (CDL) Equipment Operator I (CDL) Sales Tax Processor Sr License/Recording Clerk
CARTS Scheduler-Dispatcher (CDL) Nutrition Coordinator Service Technician Sr Revenue Clerk
CARTS Sr CSR (CDL) Outreach Librarian Senior Rx Coordinator

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C5	15.17	15.64	16.13	16.64	17.16	17.70	18.26	18.83	19.42	20.03	20.66
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		21.31	21.98	22.67	23.38	24.11	24.87	25.65	26.46	27.29	28.15

Job AMR Technician Cost & Statistics Coordinator HR Administrator Residential Driver (CDL)
Titles: Animal Shelter Manager Engineering Technician Library Circulation Manager Sr Court Clerk
Appraiser Equipment Operator II (CDL) Maintenance Mechanic (CDL)
Assistant Office Manager-Water GIS Mapper Maintenance Technician
CARTS Training Mgr (CDL) Events & Special Projects Coordinator Personal Property Appraiser

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C6	16.59	17.12	17.65	18.21	18.78	19.37	19.98	20.60	21.25	21.92	22.61
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		23.32	24.05	24.80	25.58	26.39	27.21	28.07	28.95	29.86	30.80

Job Animal Control Officer Equipment Operator III (CDL) Probate Bookkeeper Sr Maintenance Mechanic
Titles: Bookkeeper Equip Opr III/Asst Supvr (CDL) Revenue Bookkeeper Welder
CARTS Administrative Assistant Office Manager Sign-Maintenance Technician
Commercial Driver (CDL) Park Maintenance Supervisor Sr Accts Payable Associate



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C7	18.16	18.73	19.32	19.92	20.55	21.19	21.86	22.55	23.25	23.98	24.74
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		25.51	26.31	27.14	27.99	28.87	29.78	30.71	31.68	32.67	33.70

Job Titles: Admin Asst/Office Manager District Admin Coordinator Inventory/Purchasing Agent Solid Waste Officer
 Assistant Library Director Election Coordinator Marketing/Event Coordinator Sr Appraiser
 Assistant Mgr/Admin-Water EMA Specialist Mechanic (CDL) Sr GIS Mapper
 Assistant System Operator Engineering Assistant Office & Parts Procurement Mgr Sr Personal Prop Appraiser
 Bridge Construction Tech (CDL) GIS Coordinator/CSR-Water Project Coordinator
 Bridge Const Tech/Asst Supvr (CDL) Governmental Tax Analyst Road Crew Leader (CDL)

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C8	19.87	20.49	21.14	21.80	22.48	23.19	23.92	24.67	25.44	26.24	27.07
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		27.92	28.79	29.70	30.63	31.59	32.58	33.61	34.66	35.75	36.87

Accountant-Water License Inspector/Revenue Agt Payroll Specialist/Asst HR Mgr Sr Mechanic (CDL)
 Accounting Analyst/Bookkeeper Maintenance Specialist Revenue Analyst/Bookkeeper
 Assistant Director Mental Health Coordinator Revenue Examiner/Auditor
 IT Specialist Park Operations Coordinator Shop Manager (CDL)

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C9	21.74	22.42	23.13	23.85	24.60	25.37	26.17	26.99	27.84	28.71	29.62
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		30.55	31.51	32.49	33.51	34.57	35.65	36.77	37.93	39.12	40.35

Job Titles: Assistant IT Director Personal Prop Mgr/Auditor
 Chief Appraiser Shop Foreman-Garage
 GIS Coordinator/Office Mgr Water Crew Foreman
 Park Manager

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C10	23.79	24.53	25.31	26.10	26.92	27.76	28.64	29.54	30.46	31.42	32.41
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		33.42	34.47	35.56	36.67	37.82	39.01	40.24	41.50	42.80	44.15

Job Titles: Asst Water Superintendent Water Services Supervisor
 Chief Clerk (Non-Classified)
 County Maintenance Manager
 Road Supervisor

GRADE	FLSA Exempt Classified Positions			Salary Negotiated by the Department Head		
EX1	MIN	MID	MAX	MIN	MID	MAX
	42,000	73,500	105,000			

Job Titles: Assistant Engineer Superintendent-Road
 HR Manager Superintendent-Sanitation
 Superintendent-Water

GRADE	FLSA Exempt Non-Classified/Appointed Positions			Salary Negotiated by the Commission/Elected Official/Board		
EX2	MIN	MID	MAX	MIN	MID	MAX
	52,500	105,000	157,500			

Job Titles: County Administrator Director-COA Director-Safety/Loss Prevention
 County Attorney Director-Ec Dev Director-Sales Tax
 County Clerk Director-EMA Facilities & Equipment Manager
 County Engineer Director-IT Garage Manager
 Director-Animal Shelter Director-Library General Manager-Sanitation
 Director-CARTS Director-Parks & Rec General Manager-Water

NOTE: All Part-Time and/or Temporary/Seasonal Positions are Non-Classified