



**CULLMAN COUNTY PAY PLAN**  
Adopted 10/25/2011, Last Revision 10/1/2016



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
1	7.25	8.17	8.43	8.69	8.97	9.24	9.54	9.84	10.15	10.46	10.80	11.14	10.49	11.84	12.21	12.58	12.96	13.35	13.75	14.16

**Job:** Temporary  
**Titles:** Laborer  
Custodian I

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2	8.87	9.14	9.44	9.74	10.04	10.36	10.68	11.02	11.36	11.72	12.09	12.47	12.86	13.26	13.69	14.10	14.52	14.95	15.40	15.87

**Job:** Assistant Center Manager  
**Titles:** Clerk I  
Court Clerk I  
CSR I  
Custodian II

Library Support Services  
Library Tech Services  
License Clerk I  
Maintenance Worker I  
Recording Clerk I

Revenue Clerk I

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3	9.93	10.25	10.57	10.90	11.25	11.60	11.96	12.34	12.73	13.13	13.54	13.96	14.40	14.85	15.32	15.78	16.25	16.74	17.24	17.76

**Job:** Assistant District Admin  
**Titles:** Center Manager  
Clerk II  
Court Clerk II  
CSR II

Custodian III  
CARTS Driver  
Driver License Clerk  
Kennel Wrkr/Cert Tech  
License Clerk II

Line Maintenance Worker  
Maintenance Worker II  
Payroll Clerk-SO  
Receptionist-SO  
Recording Clerk II

Records Clerk-SO  
Residential Collector  
Revenue Clerk II  
Secretary-SO  
Service Technician

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4	11.14	11.49	11.85	12.21	12.61	12.99	13.40	13.82	14.25	14.70	15.17	15.64	16.13	16.64	17.16	17.67	18.20	18.75	19.31	19.89

**Job:** Accts Payable Assoc I  
**Titles:** AMR Technician  
Billing/AMR Meters  
Classification Officer-SO  
Clerk III  
Clerk Main Control-SO

Court Clerk III  
Court Liaison Officer-SO  
CSR III  
CSR/Ken Tech/Euth Tech  
Deputy Non APOST-SO  
Detention Deputy Non APOST-SO

Det Dep Comm Spc-SO  
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  
Scheduler

Sr Rx Coordinator  
Supervisor-Records-SO  
Tech Services Admin Clerk  
Work Rel Det Officer-SO

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5	12.47	12.86	13.26	13.69	14.11	14.56	15.00	15.47	15.96	16.45	16.98	17.52	18.07	18.63	19.23	19.81	20.40	21.01	21.64	22.29

**Job:** Accts Payable Assoc II  
**Titles:** Appraiser I  
Assistant Systems Opr  
Assistant Operations Mgr  
CDL Driver/Collector-Residential

Communications-SO  
CSR III/Dispatch  
Det Dep Comm Spc Shift Supvr-SO  
Election Clerk  
Equipment Operator II

GIS Mapper I  
Health Promotions Coordinator  
Maintenance Supervisor  
Mechanic I  
Non-APOST Supervisor-SO

Office Manager  
Public Services Coordinator  
Receptionist-COA  
Shelter Manager  
Sr Probate Bookkeeper

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6	13.96	14.40	14.85	15.32	15.80	16.30	16.81	17.34	17.88	18.45	19.02	19.62	20.24	20.87	21.52	22.17	22.83	23.52	24.23	24.95

**Job:** Accts Payable Assoc III  
**Titles:** Animal Control Officer  
Appraiser II  
CDL Driver/Collector-Commercial  
Crew Foreman

Deputy APOST-SO  
Detention Deputy APOST-SO  
Equipment Operator III  
Equip Opr III/Asst Supvr  
Equip Opr III/Crew Leader

Evidence Custodian-SO  
GIS Mapper II  
Inventory/Purchasing Agent  
Mechanic II  
Office & Parts Procurement Mgr

Revenue Bookkeeper  
Sign-Maintenance Coordinator  
Skilled Bridge Const & Mntce Wrkr  
Sr Court Clerk/Bookkeeper  
Telemetry/Water Loss Prev

Work Release Director-SO

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7	15.64	16.13	16.63	17.16	17.70	18.25	18.83	19.42	20.03	20.65	21.29	21.97	22.66	23.37	24.11	24.83	25.57	26.34	27.13	27.95

**Job:** Accountant-Water  
**Titles:** Accounting Analyst/Bookkeeper  
Admin Asst/Office Mgr  
Appraiser III  
Asst Chief Appraiser  
Assistant Director

Assistant Librarian  
Asst Construction Superintendent  
Asst Manager/Administration  
Building Maint-Licensed  
Building Maint-Licensed-SO  
Deputy License Inspector

District Admin Coordinator  
Election Coordinator  
Engineering Asst/Bridges  
Engineering Asst/Floodplain  
Engineering Asst/Sub Divisions  
GIS Coordinator/Mapper

GIS Mapper III  
Investigator-SO  
License Insp/Revenue Agent  
Lieutenant Non APOST-SO  
Marketing/Event Coordinator  
Mechanic III

Mechanic III/Licensed Hazmat  
Office Mgr/Admin Asst-SO  
Payroll Specialist/Asst HR Mgr  
Project Coordinator  
Revenue Analyst/Bookkeeper  
Revenue Examiner/Auditor

Sergeant-SO  
Sgt/ Animal Control Officer  
Solid Waste Officer  
Webmaster



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8	17.51	18.06	18.63	19.23	19.82	20.44	21.08	21.75	22.43	23.14	23.85	24.61	25.39	26.18	27.01	27.82	28.66	29.52	30.40	31.31

**Job** Assistant Warden -SO  
**Titles:** Chief Appraiser  
 Const Superintendent-Water  
 Det Dep Comm Spc Supervisor-SO  
 GIS Coordinator/Services Supvr

GIS Coordinator/CSR  
 IT Specialist  
 IT Specialist-SO  
 Lieutenant-SO  
 Manager

Mental Health Coordinator  
 Office Mgr/Asst Chief Clerk  
 Operations Manager  
 Road Supervisor  
 Shop Manager/Mechanic III

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9	19.62	20.23	20.87	21.52	22.20	22.89	23.61	24.35	25.12	25.91	26.72	27.56	28.43	29.32	30.24	31.15	32.08	33.04	34.03	35.06

**Job** Assistant IT Director  
**Titles:** Captain-SO  
 Chief Clerk-Probate

Chief Clerk-Revenue  
 Chief Clerk/Admin Asst-SO  
 Mntce Supvr-Courthouse

Road Supervisor/Asst Superintendent  
 Warden-SO

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10	21.97	22.66	23.37	24.10	24.86	25.64	26.45	27.28	28.13	29.02	29.93	30.87	31.84	32.84	33.87	34.88	35.93	37.01	38.12	39.26

**Job** Major-SO  
**Titles:** Road Superintendent

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11	24.61	25.39	26.17	27.00	27.84	28.72	29.62	30.55	31.51	32.50	33.52	34.57	35.66	36.78	37.93	39.07	40.24	41.45	42.69	43.97

**Job** Assistant Engineer  
**Titles:** Chief Deputy-SO

GRADE	Non-Classified / FLSA Exempt Positions										Salary Negotiated by the Commission									
12																				

**Job** Chief Administrative Officer  
**Titles:** 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