



CULLMAN COUNTY PAY PLAN
 Adopted 10/25/2011, Last Revision Date 9/21/2024
 Minimum Starting Hourly Rate (Non-Temporary/Seasonal) - \$12.06



GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C1	11.02	11.37	11.72	12.09	12.47	12.86	13.27	13.68	14.11	14.56
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	15.01	15.48	15.97	16.47	16.99	17.52	18.07	18.64	19.23	19.83

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C2	12.06	12.44	12.83	13.23	13.65	14.07	14.52	14.97	15.44	15.93
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	16.43	16.94	17.47	18.02	18.59	19.17	19.77	20.40	21.04	21.70

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C3	13.19	13.61	14.04	14.48	14.93	15.40	15.88	16.38	16.90	17.43
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	17.97	18.54	19.12	19.72	20.34	20.98	21.64	22.32	23.02	23.74

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C4	14.44	14.89	15.36	15.84	16.34	16.85	17.38	17.93	18.49	19.07
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	19.67	20.28	20.92	21.58	22.26	22.96	23.68	24.42	25.19	25.98

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C5	15.80	16.29	16.80	17.33	17.88	18.44	19.02	19.61	20.23	20.86
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	21.52	22.20	22.89	23.61	24.35	25.12	25.91	26.72	27.56	28.42

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C6	17.28	17.83	18.39	18.96	19.56	20.17	20.81	21.46	22.14	22.83
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	23.55	24.29	25.05	25.84	26.65	27.48	28.35	29.24	30.15	31.10

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



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GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C7	18.91	19.51	20.12	20.75	21.40	22.07	22.77	23.48	24.22	24.98
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	25.77	26.57	27.41	28.27	29.16	30.07	31.02	31.99	33.00	34.03

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C8	20.69	21.34	22.01	22.71	23.42	24.15	24.91	25.69	26.50	27.33
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	28.19	29.08	29.99	30.93	31.90	32.91	33.94	35.00	36.10	37.24

Job	Accounting Analyst/Bookkeeper	Mental Health Coordinator	Revenue Examiner/Auditor
Titles	Assistant Director IT Specialist License Inspector/Revenue Agent Maintenance Specialist	Park Facility Coordinator Park Operations Manager Payroll Specialist/Asst HR Mgr Revenue Analyst/Bookkeeper	Shop Manager-Sanitation Sr Mechanic-Garage

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C9	22.64	23.36	24.09	24.84	25.62	26.43	27.26	28.12	29.00	29.91
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	30.85	31.82	32.82	33.85	34.91	36.00	37.14	38.30	39.50	40.74

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C10	24.78	25.56	26.36	27.19	28.04	28.92	29.83	30.76	31.73	32.73
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	33.75	34.81	35.91	37.03	38.20	39.40	40.63	41.91	43.23	44.58

Job	Assistant Superintendent
Titles	Chief Clerk (Non-Classified) County Maintenance Manager Road Supervisor

GRADE	FLSA Exempt Classified
EX1	Salary Negotiated by the Department Head

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

GRADE	FLSA Exempt Non-Classified/Appointed Positions
EX2	Salary Negotiated by the Commission/Elected Official/Board

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

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