

**EXHIBIT A**

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

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>CODE</b>	<b>TITLE</b>	<b>FLSA</b>
3	\$26,288.42	\$34,883.38	0060	Security Guard	N
4	\$27,568.34	\$36,581.85	0051	Building & Grounds Maintenance Worker	N
			0050	Custodial Worker	N
			9025	Sanitation Worker	N
5	\$28,848.58	\$38,280.31	0070	Crew Worker	N
			0071	Inventory Supply Clerk	N
			0009	Office Assistant	N
			7058	Parking Control Officer	N
			0061	Security Guard, Senior	N
6	\$30,128.48	\$39,978.78	0075	Automotive Service Helper	N
			9027	Cart Repairer	N
			0054	Custodial Crew Leader	N
			4042	Mail Clerk	N
			2302	Meter Reader	N
			3209	Meter Repairer	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	\$31,408.39	\$41,677.22	5004	311 Call Center Representative	N
			1016	Accounting Technician	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	\$32,688.33	\$43,375.68	2102	Customer Service Representative	N
			5018	Police Evidence Custodian	N
			7105	Sign Fabrication Technician	N
			7046	Telecommunications Database Coordinator	N
			7104	Traffic Maintenance Technician, Senior	N
			3005	Water/Wastewater Maintenance Assistant	N
9	\$33,968.23	\$45,074.15	1015	Accounting Technician, Senior	N
			0053	Building & Grounds Maintenance Supervisor	N
			0082	Equipment Operator, Senior	N
			2602	Grease Trap Inspector	N
			4014	Human Resources Assistant	N
			0072	Inventory Supply Clerk, Senior	N
			4086	Legal Secretary	N
			9024	Recycling Plant Operator	N

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9	\$33,968.23	\$45,074.15	1037	Revenue Clerk, Senior	N
			0002	Secretary, Senior	N
			3206	Water Service Technician	N
10	\$35,248.15	\$46,772.61	7049	Electronics Technician, Assistant	N
			4094	Maintenance Technician Assistant	N
			3008	Sludge-Filtration Operator	N
			7045	Telecommunicator, Basic	N
11	\$36,528.06	\$48,471.08	4068	Administrative Planning Assistant	N
			7117	Animal Control Officer	N
			3017	Bailiff	N
			4047	City Venues Operations Assistant	N
			2104	Customer Service Representative, Senior	N
			4063	Federal Programs Financial Technician	N
			4076	Housing Counselor	N
			7036	Housing/Lake Inspector	N
			4087	Legal Secretary, Senior	N
			0001	Secretary, Principal	N
12	\$37,807.98	\$50,169.19	7061	Emergency Management Assistant	N
			3103	Engineering Aide	N
			2016	Graphics Technician	N
			0083	Heavy Equipment Operator	N
			2404	Lake Maintenance Worker, Senior	N
			9029	Lead Recycling Plant Operator	N
			3015	Municipal Court Magistrate	N
			0089	Sewer TV Truck Operator	N
			2018	Surveyor Assistant	N
			7059	Tree Trimmer	N
			3009	Water/Wastewater Treatment Plant Operator Trainee	N
13	\$39,087.88	\$51,867.67	4051	Assistant Director, River Market	N
			0077	Automotive Mechanic	N
			4036	Computer Operator	N
			0005	Executive Secretary	N
			4067	Housing Counselor Supervisor	N
			3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
			7044	Telecommunicator	N
14	\$40,367.81	\$53,566.14	1102	Assistant Purchasing Agent	N
			5022	Code Enforcement Officer	N
			7062	Emergency Management Volunteer Coordinator	N
			2711	Meter Maintenance Specialist	N
			3016	Municipal Court Magistrate, Senior	N
			4066	Planning Technician	N
			7047	Telecommunicator, Dispatcher	N

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15	\$41,647.71	\$55,264.58	7042	Electronics Technician	N
			2017	Engineering Inspector	N
			0078	Equipment Mechanic	N
			5015	Police Records Supervisor	N
			2601	SSO/FOG Technical Investigator	N
			7054	Traffic Signal Technician	N
			3203	Water Distribution Inspector	N
			3004	Water Treatment Plant Operator	N
			2705	Wastewater Treatment Plant Operator	N
16	\$42,927.96	\$56,963.04	1019	Accounts Payable Supervisor	N
			3018	Assistant City Clerk	N
			4049	Box Office Manager	N
			0052	Custodial Crew Supervisor	N
			3011	Deputy Court Clerk	N
			4069	Federal Programs Construction & Rehabilitation Specialist	N
			0079	Helicopter Mechanic	N
			4084	Legal Assistant	E
			2714	Meter Maintenance Specialist, Senior	N
			1014	Payroll Supervisor	N
			4079	Planner	N
			1033	Revenue Officer	N
			4050	River Market Director/City Venues Events Coordinator	N
			4046	Transportation Museum Director	N
17	\$44,207.86	\$58,661.51	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
			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
18	\$45,487.79	\$60,359.96	7116	Animal Control Supervisor	N
			7033	Building Inspector	N
			0090	Closed Circuit TV Supervisor	N
			0086	Construction Crew Supervisor	N
			7035	Electrical Inspector	N
			4062	Federal Programs Compliance Officer	N
			6021	Fire Apparatus Operator	N
			4098	Industrial Electrician	N
			7109	ITS/Fiber Optic Technician	N

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18	\$45,487.79	\$60,359.96	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
			9022	Sanitation Crew Supervisor	N
			4073	Senior Planner	N
			2013	Survey Crew Supervisor	N
19	\$46,767.70	\$62,058.43	3108	Buyer/Warehouse Supervisor	N
			2015	Engineering Aide, Senior	N
			2173	GIS Application Specialist	N
			2106	Systems Database Specialist/Modeler	N
			0031	Water Distribution System Control Technician	N
			2107	Water/Wastewater Asset Management Database Specialist	N
20	\$48,047.62	\$63,756.92	5026	Crime & Intelligence Analyst	N
			4039	Help Desk Administrator	N
			4037	Technical Support Specialist	N
21	\$49,327.53	\$65,455.37	4093	Facilities Maintenance Supervisor	N
			0073	Fleet Maintenance Supervisor	N
			5021	Police Fleet Maintenance Supervisor	N
			1038	Revenue Supervisor	N
			2713	Sewer Collection System Supervisor	N
			2600	Wastewater Operations Technical Services Supervisor	N
			2105	Water & Sewer Business Office Supervisor	N
22	\$50,607.44	\$67,153.80	1013	Accountant	E
			1032	Business Tax Auditor	E
			9028	Environmental Coordinator	E
			6020	Fire Lieutenant	N
			0080	Helicopter Pilot	N
			6025	Public Safety Educator	E
			5014	Police Sergeant	N
			4061	Public Outreach Coordinator	E
			4032	System Administrator	E
			7052	Traffic Signal Crew Supervisor	N
			2110	Water & Sewer Business Analyst	E
5001	Webmaster	E			
23	\$51,887.35	\$68,851.94	4111	Airport Manager	E
			0087	Horticulturalist	N
			7108	ITS/Fiber Optic Supervisor	N
			2717	Wastewater Laboratory Supervisor	N
			2702	Wastewater Treatment Plant Chief Operator	N
			3204	Water Distribution Supervisor	N

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23	\$51,887.35	\$68,851.94	3007	Water Treatment Biologist	N
			3002	Water Treatment Plant Chief Operator	N
			2716	W/WW Electronics and SCADA System Chief Operator	N
24	\$53,167.26	\$70,550.41	7039	Building Inspector, Senior	N
			7037	Chief Electrical Inspector	N
			2023	Chief Engineering Inspector	N
			7025	Chief Mechanical & Gas Inspector	N
			7032	Chief Plumbing & Gas Inspector	N
			4090	Plan Examiner/Inspector	N
			1101	Purchasing Agent	E
			3201	Water Distribution Field Operations Chief	N
25	\$54,447.50	\$72,248.88	6016	Fire Captain	N
			5013	Police Lieutenant	N
26	\$55,727.42	\$73,947.32	5003	311 Call Center Manager	E
			1012	Accounting Manager	E
			4072	Community Development Program Manager	E
			4045	Economic Development Coordinator	E
			4065	Federal Programs Financial Manager	E
			4017	Human Resource Generalist	E
			4077	Land Use Controls Manager	E
			4089	Legal Affairs Administrator	E
			4060	Public Relations Coordinator	E
			4019	Safety Director	E
			2108	Water & Sewer Asset Management Coordinator	E
28	\$58,287.26	\$77,344.26	1002	Drainage Maintenance Manager	E
			3401	Fleet Maintenance Manager	E
			4028	GIS Manager	E
			5002	IT Communications Administrator	E
			7063	Land Surveyor	E
			7101	Transportation Maintenance Manager	E
			7055	Traffic Systems Manager	E
			2707	Wastewater Collection System Maintenance Manager	E
29	\$59,567.16	\$79,042.70	4013	Director of Benefits and Wellness	E
			4041	Internal Auditor	E
30	\$60,847.07	\$80,741.17	4096	Associate Director, Facilities Maintenance	E
			1040	Associate Director, Revenue	E
			4055	Development Ombudsman	E
			1003	Engineering Environmental Compliance Coordinator	E
			2401	Lakes Manager	E
			2718	Wastewater Collection System Program Coordinator	E

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32	\$63,406.89	\$84,137.77	9021	Associate Director, Environmental Services	E
			7041	Communication Systems Engineer	E
33	\$64,686.81	\$85,836.24	4082	Assistant City Attorney	E
			4015	Associate Director, Human Resources	E
			4031	Associate Director, Information Technology	E
			7110	Associate Director, Transportation	E
			7031	Chief Building Official	E
			4074	Deputy Director, Land Use Controls	E
			6110	Emergency Medical Services Chief	N
			6012	Fire Battalion Chief	N
			6013	Fire Marshall	N
34	\$65,966.73	\$87,534.70	3019	Court Clerk	E
			3001	Water Treatment Plant Manager	E
36	\$68,526.89	\$90,931.62	3101	Water & Sewer Linear Assets Manager	E
38	\$71,086.71	\$94,328.53	1001	Storm Drainage Engineer	E
			7141	Transportation Engineer	E
			2715	Wastewater Engineer	E
			3102	Water Distribution Engineer	E
			2722	Water & Sewer Process Assets Manager	E
39	\$72,366.62	\$96,026.99	2100	Assistant Director, W & S Financial Affairs and Customer Service	E
			5011	Assistant Police Chief	N
			1011	Associate Director, Finance	E
			6011	Deputy Fire Chief	N
42	\$76,206.39	\$101,122.05	2721	Associate Director, Water & Sewer Linear Assets	E
			7060	Director, Emergency Management	E
			9020	Director, Environmental Services	E
			4097	Director, Facilities Maintenance	E
			4000	Director, Recovery Operations	E
43	\$77,486.27	\$102,820.52	4048	Director, Arts & Entertainment	E
			4070	Director, Economic Development	E
			4064	Director, Federal Programs	E
44	\$78,766.53	\$104,518.97	2720	Deputy Director, Water & Sewer Process Assets	E
			1030	Director, Revenue	E
45	\$80,046.44	\$106,217.42	4081	Associate City Attorney	E
46	\$81,966.32	\$108,765.13	4088	Associate City Attorney, Senior	E
			4040	City Clerk	E
			4010	Director, Human Resources	E

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46	\$81,966.32	\$108,765.13	7020	Director, Planning & Development Services	E
			7050	Director, Transportation	E
47	\$84,526.14	\$112,162.05	4030	Director, Information Technology	E
48	\$90,925.72	\$120,654.02	7140	City Engineer	E
			1010	Director, Finance	E
			2700	Director, Water & Sewer	E
			6010	Fire Chief	N
			5010	Police Chief	N
50	\$111,404.98	\$147,829.06	4080	City Attorney	E