

## EXHIBIT A

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

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
3	30,858.60	40,947.79	0060	Security Guard	N
4	32,361.05	42,941.55	0050	Custodial Worker	N
			9025	Sanitation Worker	N
5	33,863.86	44,935.28	0070	Crew Worker	N
			0071	Inventory Supply Clerk	N
			0009	Office Assistant	N
			7058	Parking Control Officer	N
			0061	Auxiliary Police Officer	N
6	35,366.27	46,929.01	9027	Cart Repairer	N
			0054	Custodial Crew Leader	N
			4042	Mail Clerk	N
			2302	Meter Reader	N
			7057	Parking Control Officer, Senior	N
			5020	Police Records Clerk	N
			0003	Secretary	N
			7103	Traffic Maintenance Technician	N
7	36,868.69	48,922.73	5004	311 Call Center Representative	N
			0051	Building & Grounds Maintenance Operator	N
			0069	Crew Worker, Senior	N
			0081	Equipment Operator	N
			5019	Police I.D. Clerk	N
			1035	Revenue Clerk	N
			2020	Survey Crew Worker	N
8	38,371.15	50,916.46	2102	Customer Service Representative	N
			0075	Fleet Services Assistant	N
			5018	Police Evidence Custodian	N
			7104	Traffic Maintenance Technician, Senior	N
			2726	Water/Wastewater Operations Assistant	N
9	39,873.54	52,910.20	5005	311 Call Center Representative, Senior	N
			1016	Accounting Technician	N
			0082	Equipment Operator, Senior	N
			4014	Human Resources Specialist	N
			0072	Inventory Supply Clerk, Senior	N
			2403	Lake Maintenance Operator	N
			4086	Legal Secretary	N
			9024	Recycling Plant Operator	N
			1037	Revenue Clerk, Senior	N
			0002	Secretary, Senior	N

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9	39,873.54	52,910.20	3206	Water Service Technician	N
10	41,375.99	54,903.96	0092	Automated Garbage Truck Operator	N
			7049	Electronics Technician, Assistant	N
			4094	Maintenance Technician Assistant	N
			3008	Sludge-Filtration Operator	N
			7045	Telecommunicator, Basic	N
11	42,878.40	56,897.68	1015	Accounting Technician, Senior	N
			4068	Administrative Assistant-Urban Development	N
			7117	Animal Control Officer	N
			3017	Bailiff	N
			4047	City Venues Operations Assistant	N
			2104	Customer Service Representative, Senior	N
			4057	Federal Programs Technician	N
			4076	Housing Counselor	N
			0091	Jet/Vacuum Truck Operator	N
			4087	Legal Secretary, Senior	N
			0084	Maintenance Crew Leader	N
			0001	Secretary, Principal	N
			4021	Senior Human Resources Specialist	N
			0093	Solid Waste Truck Operator	N
			0094	Sweeper/Flusher Truck Operator	N
12	44,380.84	58,891.01	7061	Emergency Management Assistant	N
			3103	Engineering Aide	N
			2016	Graphics Technician	N
			0083	Heavy Equipment Operator	N
			0088	Irrigation Technician	N
			3015	Municipal Court Magistrate	N
			9029	Recycling Plant Leader	N
			0089	Sewer TV Truck Operator	N
			2018	Surveyor Assistant	N
			7046	Telecommunications Database Coordinator	N
			7059	Tree Trimmer	N
			2727	Water Resource Recovery Facility Operator Trainee	N
			3009	Water Treatment Plant Operator Trainee	N
13	45,883.24	60,884.78	0077	Automotive Mechanic	N
			4067	Housing Counselor Supervisor	N
			3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
			7044	Telecommunicator	N

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14	47,385.70	62,878.51	1018	Accounting Assistant	N
			1102	Assistant Purchasing Agent	N
			2404	Lake Maintenance Operator, Senior	N
			2711	Meter Maintenance Specialist	N
			3016	Municipal Court Magistrate, Senior	N
			1025	Payroll Assistant	N
			4066	Planning Technician	N
			7047	Telecommunicator, Dispatcher	N
15	48,888.10	64,872.23	7042	Electronics Technician	N
			5015	Police Records Supervisor	N
			2601	SSO/FOG Technical Investigator	N
			7054	Traffic Signal Technician	N
16	50,390.90	66,865.98	1019	Accounts Payable Supervisor	N
			4054	Audio/Visual and Point-of-Sale Specialist	N
			5022	Code Enforcement Officer	N
			0052	Custodial Crew Supervisor	N
			0005	Executive Secretary	N
			4069	Federal Programs Construction & Rehabilitation Specialist	N
			4029	GIS Specialist	N
			9026	Infrastructure and Public Services Scheduler	N
			4084	Legal Assistant	E
			2714	Meter Maintenance Specialist, Senior	N
			1014	Payroll Supervisor	N
			7064	Permitting Administrator	N
			1033	Revenue Officer	N
17	51,893.34	68,859.70	6111	Emergency Medical Services Prevention Coordinator	N
			0078	Fleet Services Mechanic	N
			4099	Facilities Maintenance Technician	N
			0079	Helicopter Mechanic	N
			2651	Lift Station Maintenance Operator	N
			7043	Telecommunicator, Supervisor	N
			7053	Traffic Signal Technician, Senior	N
			2603	Wastewater Operations Technician	N
			2703	Wastewater Treatment Plant Maintenance Operator	N
			2705	Water Resource Recovery Facility Operator	N
			3004	Water Treatment Plant 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

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18	53,395.76	70,853.45	7116	Animal Control Supervisor	N			
			3105	Asset Management Quality Control Specialist	N			
			0053	Building & Grounds Maintenance Supervisor	N			
			7033	Building Inspector	N			
			4051	City Venues Assistant Operations Manager	N			
			0090	Closed Circuit TV Supervisor	N			
			4059	Communications Specialist	E			
			0086	Construction Crew Supervisor	N			
			7035	Electrical Inspector	N			
			2017	Engineering Inspector	N			
			9022	Environmental Services Supervisor	N			
			4012	Human Resources Supervisor	N			
			4098	Industrial Electrician	N			
			7102	Infrastructure Administrative Specialist	N			
			4062	IPS Compliance Officer	N			
			7083	IPS Technician	N			
			7109	ITS/Fiber Optic Technician	N			
			7036	Lakes/Watershed Inspector	N			
			0085	Maintenance Crew Supervisor	N			
			7026	Mechanical & Gas Inspector	N			
			2301	Meter Supervisor	N			
			7056	Parking Control Supervisor	N			
			4079	Planner	N			
			7034	Plumbing & Gas Inspector	N			
			1034	Revenue Officer, Senior	N			
			7007	Senior Code Enforcement Officer	N			
			2013	Survey Crew Supervisor	N			
			3203	Water Distribution Inspector	N			
			19	54,898.18	72,847.18	2107	Asset Management Database Specialist	N
						3108	Buyer/Warehouse Supervisor	N
						2015	Engineering Aide, Senior	N
						0006	Executive Administrative Coordinator	N
4092	Facilities Maintenance Technician, Senior	N						
0076	Fleet Services Mechanic, Senior	N						
4027	GIS Analyst	N						
2173	GIS Application Specialist	N						
7078	IPS Administrative Coordinator	N						
2106	Systems Database Specialist/Modeler	N						
0031	Water Distribution System Control Technician	N						
2728	Water Resource Recovery Facility Operator, Senior	N						
2999	Water Treatment Plant Operator, Senior	N						
2729	Water/Wastewater Maintenance Technician, Senior	N						

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20	56,400.63	74,840.95	3034	Communciations Specialist, Senior	E
			4056	Community Services Coordinator	N
			5026	Crime & Intelligence Analyst	N
			4039	Help Desk Administrator	N
			4095	Industrial Electrician, Senior	N
			4037	Technical Support Specialist	N
21	57,903.05	76,834.69	4112	Airport Assistant Manager	E
			1038	Billing and Collections Supervisor	N
			4093	Facilities Maintenance Supervisor	N
			0073	Fleet Maintenance Supervisor	N
			7082	IPS Maintenance Scheduler/Planner	N
			2600	IPS Operations Technical Services Supervisor	N
			5021	Police Fleet Maintenance Supervisor	N
			2713	Sewer Collection System Supervisor	N
			5027	Telecommunications Manager	N
			2719	Water Resource Recovery Facility Assistant Chief Operator	N
			2723	Water Treatment Plant Assistant Chief Operator	N
			2716	W/WW Electronics and SCADA System Operator	N
			2730	W/WW Maintenance Supervisor	N
22	59,405.45	78,828.38	1013	Accountant	E
			2110	Business Analyst-Urban Development	E
			1032	Business Tax Auditor	E
			7048	Electronics Technician, Senior	N
			9028	Environmental Educator	E
			0080	Helicopter Pilot	N
			7009	Neighborhood Resources Coordinator	E
			6025	Public Safety Educator	E
			4073	Senior Planner	N
			4061	Special Events Coordinator	E
			7018	Special Projects Coordinator	E
			4032	System Administrator	E
			7052	Traffic Signal Crew Supervisor	N
5001	Web Developer	E			
23	60,907.88	80,821.73	4049	Box Office Manager	E
			4048	Community Engagement Manager	E
			0087	Horticulturalist	N
			7108	ITS/Fiber Optic Supervisor	N
			2405	Lakes Operations Supervisor	N
			2717	Wastewater Laboratory Supervisor	N
			3104	Water & Sewer Linear Assets Supervisor	N
			3204	Water Distribution Supervisor	N

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23	60,907.88	80,821.73	3007	Water Treatment Biologist	N
24	62,410.31	82,815.49	3018	Assistant City Clerk	E
			7039	Building Inspector, Senior	N
			7037	Chief Electrical Inspector	N
			7025	Chief Mechanical & Gas Inspector	N
			7032	Chief Plumbing & Gas Inspector	N
			7024	Chief Property Maintenance Inspector	N
			7008	Development Review Coordinator	E
			3201	Engineering Inspection Supervisor	N
			4028	GIS Administrator	E
			4090	Plan Examiner/Inspector	N
			1101	Purchasing Agent	E
			2702	Water Resource Recovery Facility Chief Operator	N
			3002	Water Treatment Plant Chief Operator	N
26	65,415.53	86,802.92	5003	311 Call Center Manager	E
			7017	Business Services Manager	E
			4072	Community Development Program Manager	E
			4065	Federal Programs Financial Manager	E
			4017	Human Resources Officer	E
			7006	Manager of Codes and Development Services	E
			3033	Marketing and Communications Manager	E
			3032	Public Relations and External Affairs Manager	E
			1023	Senior Accountant	E
			1044	Senior Business Tax Auditor	E
			4996	Senior Technical Support Specialist	E
			4077	Zoning Administrator	E
28	68,420.40	90,790.43	2109	Asset Management Coordinator	E
			1041	Billing and Collections Manager	E
			4053	City Venues Operations Manager	E
			5007	Data Analyst	E
			4096	Facilities Maintenance Manager	E
			3401	Fleet Maintenance Manager	E
			7081	IPS Logistics Coordinator	E
			7100	IPS Operations Manager	E
			5002	IT Communications Administrator	E
			2400	Lakes Operations Manager	E
			7063	Land Surveyor	E
			3031	Manager of Web and Digital Strategy	E
			4999	Network Analyst	E
			7085	Operations Manager	E
			4998	Security Analyst	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
28	68,420.40	90,790.43	4995	Systems Analyst	E
			2707	Wastewater Collection System Maintenance Manager	E
			2722	Water Resource Recovery Facility Operations Manager	E
			2998	Water Treatment Plant Operations Manager	E
			3106	Water/Wastewater System Maintenance Manager	E
29	69,922.79	92,784.13	1012	Accounting Manager	E
			3014	Assistant Court Administrator	E
			1043	Audit Manager and Revenue Analyst	E
			1022	Budget Manager	E
			4022	Commercial Driver License Training Coordinator	E
			4013	Director, Benefits and Wellness	E
			1024	Grants Manager	E
			4041	Internal Auditor	E
			4019	Safety Director	E
			4020	Senior Human Resources Officer	E
30	71,425.23	94,777.89	1003	Assistant Construction Manager	E
			7019	Economic Development Coordinator	E
			4026	GIS Manager	E
			4091	Plans and Permitting Manager	E
			3000	Water Quality Program Manager	E
			2718	Wastewater Collection System Program Coordinator	E
32	74,430.05	98,764.98	7080	Deputy Director, IPS Administration	E
			5006	Chief Data Officer	E
			7041	Communication Systems Engineer	E
33	75,932.51	100,758.72	4082	Assistant City Attorney	E
			7029	Associate Building Official	E
			4074	Associate Director, Planning	E
			7014	Associate Director, Water & Sewer Customer Service	E
			1040	Compliance and Enforcement Manager	E
			5028	Cyber Intelligence Division Director	E
			4015	Deputy Chief Human Resources Officer	E
5029	Forensics Director	E			
34	77,434.95	102,752.46	4075	Associate Director, Federal Programs	E
			4040	City Clerk	E
			9021	Deputy Director, Public Services	E
			7143	Graduate Engineer	E
			4993	IT Service Desk Manager	E
			4997	Technology Project Manager	E
			7012	Urban Development Manager of Finance & Special Projects	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
36	80,440.20	106,739.93	1026	Associate Director of Accounting & Financial Reporting	E
			1027	Associate Director of Budgets & Strategic Planning	E
			1045	Associate Director of Revenue Operations	E
			2023	Construction Manager	E
			3030	Deputy Director of Strategic Communications	E
38	83,445.02	110,727.39	4055	Business Relations Officer	E
			7142	Civil Engineer	E
			7015	Development Manager	E
			7005	Director, Codes and Development Services	E
			1001	Watershed Manager	E
39	84,947.45	112,721.12	5008	Chief Information Security Officer	E
40	86,449.87	114,714.86	1021	Director of Budgets and Strategic Planning	E
			1046	Director of Revenue Code Enforcement	E
			1042	Director of Revenue Operations	E
			4100	Facilities Engineering & Reliability Manager	E
42	89,454.74	118,701.94	4111	Airport Director	E
			7051	Associate City Engineer	E
			7110	Associate Director, Infrastructure - Transportation	E
			2721	Associate Director, Infrastructure - Water & Sewer	E
			2108	Associate Director, Logistics and Asset Management	E
			7031	Chief Building Official	E
			4000	Chief Resilience Officer	E
			5009	Chief Technology Officer	E
			1020	Director, Accounting and Financial Reporting	E
			7074	Director, IPS Administration	E
			7084	Director of Operations	E
			7016	Director, Planning	E
			7013	Director, Water & Sewer Customer Service	E
3010	Municipal Court Administrator	E			
4994	Public Safety Technology Officer	E			
44	92,459.95	122,689.41	4058	Arts & Entertainment Director	E
			4031	Deputy Chief Information Officer	E
			2720	Deputy Director, Water & Sewer	E
			7076	Director, Public Services	E
			2111	Utility Services Director	E
45	93,962.37	124,683.15	4081	Associate City Attorney	E
46	96,216.02	127,673.76	4088	Associate City Attorney, Senior	E



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46	96,216.02	127,673.76	7011	Deputy Director, Urban Development	E
			7020	Director, Planning & Development Services	E
48	106,732.99	141,629.51	4010	Chief Human Resources Officer	E
			7140	City Engineer	E
			1011	Deputy Chief Financial Officer	E
			4083	Deputy City Attorney	E
			7071	Deputy Director, Infrastructure and Public Services	E
			7075	Director, Infrastructure	E
			7073	Director, Logistics & Asset Management	E
			4064	Executive Director, Community and Neighborhood Services	E
			4097	Executive Director, Construction, Facilities & Grounds	E
			9010	Executive Director, Public Works	E
			4060	Executive Director, Strategic Communications	E
			7010	Executive Director, Urban Development	E
			49	118,752.77	157,579.01
4030	Chief Information Officer	E			
7070	Executive Director, Infrastructure and Public Services	E			
2700	Executive Director, Water & Sewer	E			
50	130,772.55	173,528.89	7077	Chief Operations Officer	E
			4080	City Attorney	E