



CULLMAN COUNTY PAY PLAN
 Adopted 10/25/2011, Last Revision Date 11/29/2025
 Minimum Starting Hourly Rate (Non-Temporary/Seasonal) - \$12.30



GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C1	11.24	11.59	11.96	12.33	12.72	13.12	13.53	13.96	14.39	14.85
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	15.31	15.79	16.29	16.80	17.33	17.87	18.43	19.01	19.61	20.22

Job Library Aide
Titles Library Custodian
 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	12.30	12.68	13.08	13.49	13.92	14.35	14.81	15.27	15.75	16.24
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	16.75	17.28	17.82	18.38	18.96	19.56	20.17	20.80	21.46	22.13

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	13.46	13.88	14.32	14.77	15.23	15.71	16.20	16.71	17.23	17.77
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	18.33	18.91	19.50	20.11	20.75	21.40	22.07	22.76	23.48	24.21

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	14.73	15.19	15.66	16.16	16.66	17.19	17.73	18.28	18.86	19.45
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	20.06	20.69	21.34	22.01	22.70	23.41	24.15	24.91	25.69	26.50

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C5	16.11	16.62	17.14	17.68	18.23	18.81	19.40	20.01	20.63	21.28
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	21.95	22.64	23.35	24.08	24.84	25.62	26.42	27.25	28.11	28.99

Job AMR Technician
Titles 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
 Tax Specialist/Office Assistant

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C6	17.63	18.18	18.75	19.34	19.95	20.58	21.22	21.89	22.58	23.29
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	24.02	24.77	25.55	26.35	27.18	28.03	28.91	29.82	30.76	31.72

Job Animal Control Officer
Titles Assistant Office Mgr/Bookkeeper
 Bookkeeper
 CARTS Administrative Assistant
 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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C7	19.29	19.90	20.52	21.17	21.83	22.52	23.22	23.95	24.70	25.48
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	26.28	27.10	27.96	28.83	29.74	30.67	31.64	32.63	33.65	34.71

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C8	21.11	21.77	22.45	23.16	23.89	24.64	25.41	26.21	27.03	27.88
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	28.76	29.66	30.59	31.55	32.54	33.56	34.62	35.70	36.82	37.98

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C9	23.10	23.82	24.57	25.34	26.14	26.96	27.80	28.68	29.58	30.51
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	31.46	32.45	33.47	34.52	35.61	36.72	37.88	39.07	40.29	41.56

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

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C10	25.27	26.07	26.88	27.73	28.60	29.50	30.42	31.38	32.36	33.38
	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
	34.43	35.51	36.62	37.77	38.96	40.18	41.44	42.75	44.09	45.47

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	Director-EMA	General Manager-Sanitation
Titles	Director-Animal Control	Director-IT	General Manager-Water
	Director-Animal Shelter	Director-Parks & Rec	HR Manager
	Director-CARTS	Director-Safety/Loss Prevention	Superintendent-Road
	Director-COA	Director-Sales Tax	Superintendent-Sanitation
	Director-Ec Dev	Garage Manager	Superintendent-Water

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

Job	County Administrator	County Engineer
Titles	County Attorney	Director-Facilities & Equipment
	County Clerk	Director-Library (Reports to Board)

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