



**CULLMAN COUNTY PAY PLAN**  
**Adopted 10/25/2011, Revision Date 9/25/2021**  
**Minimum Starting Hourly Rate (Non-Seasonal) - \$11.00**



GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C1	10.05	10.37	10.69	11.03	11.37	11.73	12.10	12.48	12.87	13.27	13.69
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		14.12	14.56	15.02	15.49	15.98	16.48	17.00	17.53	18.08	18.65

**Job:** Seasonal/Temporary  
**Titles:** NOC (Not Otherwise Classified)

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C2	11.00	11.34	11.70	12.07	12.44	12.84	13.24	13.65	14.08	14.52	14.98
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		15.45	15.94	16.44	16.95	17.49	18.03	18.60	19.18	19.79	20.41

**Job:** Asst Sr Center Manager  
**Titles:** CSR  
 Custodian  
 Line Maintenance Worker  
 Park CSR  
 Residential Collector  
 Roadside Mntce Technician

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C3	12.03	12.41	12.80	13.20	13.62	14.04	14.49	14.94	15.41	15.89	16.39
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		16.91	17.44	17.99	18.55	19.13	19.73	20.35	20.99	21.65	22.33

**Job:** Park Maintenance Worker  
**Titles:** License/Recording Clerk  
 Residential Driver/Collector (Non CDL)  
 Revenue Clerk  
 Road Construction Technician (Non CDL)  
 Senior Center Manager  
 Sr Custodian  
 Service Technician (Non CDL)

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C4	13.17	13.58	14.01	14.45	14.90	15.37	15.85	16.35	16.86	17.39	17.94
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		18.50	19.08	19.68	20.30	20.93	21.59	22.27	22.97	23.69	24.43

**Job:** Accts Payable Associate  
**Titles:** Billing/AMR Meters  
 CARTS Driver (CDL)  
 CARTS Scheduler-Dispatcher (CDL)  
 CARTS Sr CSR (CDL)  
 CSR/Ken Tech/Euth Tech  
 Court Clerk  
 Equipment Operator I (CDL)  
 Nutrition Coordinator  
 Parts & Inventory Clerk  
 Sales Tax Processor  
 Senior Rx Coordinator  
 Sr CSR  
 Sr CSR/Receptionist  
 Sr License/Recording Clerk  
 Sr Revenue Clerk

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C5	14.41	14.86	15.33	15.81	16.30	16.81	17.34	17.89	18.45	19.03	19.63
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		20.24	20.88	21.53	22.21	22.91	23.63	24.37	25.13	25.92	26.74

**Job:** AMR Technician  
**Titles:** Animal Shelter Manager  
 Appraiser  
 CARTS Training Mgr (CDL)  
 Cost & Statistics Coordinator  
 Equipment Operator II (CDL)  
 GIS Mapper  
 Health Promotions Coordinator  
 HR Administrator  
 Maintenance Mechanic (CDL)  
 Personel Property Appraiser  
 Public Services Coordinator  
 Residential Driver (CDL)  
 Sr Court Clerk

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C6	15.76	16.26	16.77	17.30	17.84	18.40	18.98	19.57	20.19	20.82	21.47
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		22.15	22.84	23.56	24.30	25.06	25.85	26.66	27.50	28.36	29.25

**Job:** Animal Control Officer  
**Titles:** Bookkeeper  
 Commercial Driver (CDL)  
 Equipment Operator III (CDL)  
 Equip Opr III/Asst Supvr (CDL)  
 Mechanic (CDL)  
 Office & Parts Procurement Mgr  
 Office Manager  
 Park Maintenance Supervisor  
 Probate Bookkeeper  
 Revenue Bookkeeper  
 Sign-Maintenance Technician  
 Sr Accts Payable Associat  
 Sr Maintenance Mechanic  
 Welder



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C7	17.25	17.79	18.35	18.92	19.52	20.13	20.76	21.42	22.09	22.78	23.50
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		24.24	25.00	25.78	26.59	27.43	28.29	29.17	30.09	31.04	32.01

**Job** Admin Asst/Office Manager                      District Admin Coordinator                      Project Coordinator                      Sr Mechanic (CDL)  
**Titles:** Assistant Mgr/Admin                      Election Coordinator                      Road Crew Leader (CDL)                      Sr Personal Prop Appraise  
 Assistant System Operator                      GIS Coordinator/CSR                      Solid Waste Officer                      Telemetry/Water Loss Pre  
 Bridge Construction Tech (CDL)                      Inventory/Purchasing Agent                      Sr Appraiser  
 Engineering Assistant                      Marketing/Event Coordinator                      Sr GIS Mapper

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C8	18.87	19.47	20.08	20.71	21.36	22.03	22.72	23.43	24.17	24.93	25.71
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		26.52	27.35	28.21	29.10	30.01	30.95	31.92	32.93	33.96	35.03

Accountant                      IT Specialist                      Park Operations Coordinator                      Shop Manager (CDL)  
 Accounting Analyst/Bookkeeper                      License Inspector/Revenue Agt                      Payroll Specialist/Asst HR Mgr  
 Assistant Director                      Maintenance Specialist                      Revenue Analyst/Bookkeeper  
 Asst Dir/Animal Control Officer                      Mental Health Coordinator                      Revenue Examiner/Auditor

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C9	20.65	21.30	21.97	22.66	23.37	24.10	24.86	25.64	26.45	27.28	28.13
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		29.02	29.93	30.87	31.84	32.84	33.87	34.93	36.03	37.16	38.33

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

GRADE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
C10	22.60	23.31	24.04	24.79	25.57	26.37	27.20	28.06	28.94	29.85	30.78
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
		31.75	32.75	33.77	34.84	35.93	37.06	38.22	39.42	40.66	41.94

**Job** Asst Water Superintendent                      Water Services Supervisor  
**Titles:** Chief Clerk (Non-Classified)  
 County Maintenance Manager  
 Road Supervisor

GRADE	FLSA Exempt Classified Positions		Salary Negotiated by the Department Head	
EX1	MIN	MID	MAX	
	40,000	70,000	100,000	

**Job** Assistant Engineer                      Superintendent-Road  
**Titles:** HR Manager                      Superintendent-Sanitation  
 Superintendent-Water

GRADE	FLSA Exempt Non-Classified/Appointed Positions		Salary Negotiated by the Commission/Elected Official	
EX2	MIN	MID	MAX	
	50,000	100,000	150,000	

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

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