

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

GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
3	\$27,461.87	\$36,440.50	0060	Security Guard	N
4	\$28,798.93	\$38,214.79	0051	Building & Grounds Maintenance Worker	N
			0050	Custodial Worker	N
			9025	Sanitation Worker	N
5	\$30,136.32	\$39,989.07	0070	Crew Worker	N
			0071	Inventory Supply Clerk	N
			0009	Office Assistant	N
			7058	Parking Control Officer	N
			0061	Security Guard, Senior	N
6	\$31,473.36	\$41,763.35	0075	Automotive Service Helper	N
			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
			3006	Water/Wastewater Operator Assistant	N
7	\$32,810.40	\$43,537.61	5004	311 Call Center Representative	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	\$34,147.47	\$45,311.88	2102	Customer Service Representative	N
			5018	Police Evidence Custodian	N
			7104	Traffic Maintenance Technician, Senior	N
			3005	Water/Wastewater Maintenance Assistant	N
9	\$35,484.50	\$47,086.17	5005	311 Call Center Representative, Senior	N
			1016	Accounting Technician	N
			0053	Building & Grounds Maintenance Supervisor	N
			0082	Equipment Operator, Senior	N
			4014	Human Resources Specialist	N
			0072	Inventory Supply Clerk, Senior	N
			4086	Legal Secretary	N
			9024	Recycling Plant Operator	N

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9	\$35,484.50	\$47,086.17	1037	Revenue Clerk, Senior	N
			0002	Secretary, Senior	N
			3206	Water Service Technician	N
10	\$36,821.56	\$48,860.45	7049	Electronics Technician, Assistant	N
			4094	Maintenance Technician Assistant	N
			3008	Sludge-Filtration Operator	N
			7045	Telecommunicator, Basic	N
11	\$38,158.60	\$50,634.73	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
			0001	Secretary, Principal	N
			4021	Senior Human Resources Specialist	N
12	\$39,495.66	\$52,408.64	7061	Emergency Management Assistant	N
			3103	Engineering Aide	N
			2016	Graphics Technician	N
			0083	Heavy Equipment Operator	N
			0088	Irrigation Technician	N
			2404	Lake Maintenance Worker, Senior	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
13	\$40,832.69	\$54,182.94	3009	Water/Wastewater Treatment Plant Operator Trainee	N
			0077	Automotive Mechanic	N
			4051	City Venues Assistant Operations Manager	N
			0005	Executive Secretary	N
			4067	Housing Counselor Supervisor	N
			3408	Inventory Supply Specialist	N
			4085	Office Administrator	N
			7044	Telecommunicator	N

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14	\$42,169.75	\$55,957.22	1018	Accounting Assistant	N
			1102	Assistant Purchasing Agent	N
			5022	Code Enforcement Officer	N
			4069	Federal Programs Construction & Infrastructure Specialist	N
			2711	Meter Maintenance Specialist	N
			3016	Municipal Court Magistrate, Senior	N
			4066	Planning Technician	N
			7047	Telecommunicator, Dispatcher	N
15	\$43,506.78	\$57,731.48	7042	Electronics Technician	N
			0078	Equipment Mechanic	N
			5015	Police Records Supervisor	N
			2601	SSO/FOG Technical Investigator	N
			7054	Traffic Signal Technician	N
			3004	Water Treatment Plant Operator	N
			2705	Wastewater Treatment Plant Operator	N
16	\$44,844.18	\$59,505.76	1019	Accounts Payable Supervisor	N
			0052	Custodial Crew Supervisor	N
			4029	GIS Specialist	N
			0079	Helicopter Mechanic	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
			4079	Planner	N
			1033	Revenue Officer	N
17	\$46,181.22	\$61,280.04	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
			2603	Wastewater Operations Technician	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

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
18	\$47,518.27	\$63,054.31	7116	Animal Control Supervisor	N
			3105	Asset Management Quality Control Specialist	N
			7033	Building Inspector	N
			0090	Closed Circuit TV Supervisor	N
			4059	Communications Specialist	E
			4056	Community Services Coordinator	N
			0086	Construction Crew Supervisor	N
			7035	Electrical Inspector	N
			2017	Engineering Inspector	N
			9022	Environmental Services Supervisor	N
			6021	Fire Apparatus Operator	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
			7034	Plumbing & Gas Inspector	N
			1034	Revenue Officer, Senior	N
			4073	Senior Planner	N
			2013	Survey Crew Supervisor	N
			3203	Water Distribution Inspector	N
19	\$48,855.31	\$64,828.59	2107	Asset Management Database Specialist	N
			3108	Buyer/Warehouse Supervisor	N
			2015	Engineering Aide, Senior	N
			0006	Executive Administrative Coordinator	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
20	\$50,192.37	\$66,602.90	5026	Crime & Intelligence Analyst	N
			4039	Help Desk Administrator	N
			4037	Technical Support Specialist	N
21	\$51,529.42	\$68,377.18	1038	Billing and Collections Supervisor	N
			4093	Facilities Maintenance Supervisor	N

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
21	\$51,529.42	\$68,377.18	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	Wastewater Treatment Plant Assistant Chief Operator	N
			2723	Water Treatment Plant Assistant Chief Operator	N
			2716	W/WW Electronics and SCADA System Operator	N
22	\$52,866.45	\$70,151.41	1013	Accountant	E
			2110	Business Analyst-Urban Development	E
			1032	Business Tax Auditor	E
			9028	Environmental Educator	E
			6020	Fire Lieutenant	N
			0080	Helicopter Pilot	N
			6025	Public Safety Educator	E
			5014	Police Sergeant	N
			4061	Special Events Coordinator	E
			4032	System Administrator	E
			7052	Traffic Signal Crew Supervisor	N
			5001	Webmaster	E
23	\$54,203.50	\$71,925.35	4049	Box Office Manager	E
			4048	Community Engagement Manager	E
			0087	Horticulturalist	N
			7108	ITS/Fiber Optic Supervisor	N
			2717	Wastewater Laboratory Supervisor	N
			2702	Wastewater Treatment Plant Chief Operator	N
			3104	Water & Sewer Linear Assets Supervisor	N
			3204	Water Distribution Supervisor	N
			3007	Water Treatment Biologist	N
			3002	Water Treatment Plant Chief Operator	N
24	\$55,540.55	\$73,699.65	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
			3201	Engineering Inspection Supervisor	N
			4028	GIS Administrator	E
			4090	Plan Examiner/Inspector	N
			1101	Purchasing Agent	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
25	\$56,877.93	\$75,473.92	6016	Fire Captain	N
			5013	Police Lieutenant	N
26	\$58,214.98	\$77,248.18	5003	311 Call Center Manager	E
			7017	Business Services Manager	E
			4053	City Venues Operations Manager	E
			4072	Community Development Program Manager	E
			4065	Federal Programs Financial Manager	E
			4045	Grants Coordinator	E
			4017	Human Resources Officer	E
			4077	Land Use Controls Manager	E
			4089	Legal Affairs Administrator	E
			4060	Public Relations Coordinator	E
			4019	Safety Director	E
			1023	Senior Accountant	E
28	\$60,889.09	\$80,796.75	4111	Airport Manager	E
			1041	Chief Billing and Collections Officer	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
			7063	Land Surveyor	E
			2707	Wastewater Collection System Maintenance Manager	E
29	\$62,226.11	\$82,571.01	3106	Water/Wastewater System Maintenance Manager	E
			1012	Accounting Manager	E
			3014	Assistant Court Administrator	E
			1022	Budget Manager	E
			4013	Director, Benefits and Wellness	E
			7012	Financial Manager - Urban Development	E
			4020	Senior Human Resources Officer	E
30	\$63,563.16	\$84,345.29	4041	Internal Auditor	E
			1003	Assistant Construction Manager	E
			4055	Development Ombudsman	E
			4026	GIS Manager	E
			4091	Plans and Permitting Manager	E
			3000	Water Quality Program Manager	E
			2718	Wastewater Collection System Program Coordinator	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
32	\$66,237.24	\$87,893.51	7080	Deputy Director, IPS Administration	E
			5008	Chief Information Security Officer	E
			5009	Chief Technology Officer	E
			7041	Communication Systems Engineer	E
33	\$67,574.30	\$89,667.79	4082	Assistant City Attorney	E
			7014	Associate Director, Business Services	E
			4074	Associate Director, Planning	E
			1040	Chief Compliance and Enforcement Officer	E
			4015	Deputy Chief Human Resources Officer	E
			6110	Emergency Medical Services Chief	N
			6012	Fire Battalion Chief	N
			6013	Fire Marshall	N
34	\$68,911.36	\$91,442.08	5012	Police Captain	N
			4075	Associate Director, Federal Programs	E
			4040	City Clerk	E
36	\$71,585.80	\$94,990.63	9021	Deputy Director, Public Services	E
			2023	Construction Manager	E
38	\$74,259.88	\$98,539.17	7142	Civil Engineer	E
			7015	Development Engineer	E
			1001	Watershed Manager	E
			2722	Water & Sewer Process Assets Manager	E
39	\$75,596.93	\$100,313.44	5011	Assistant Police Chief	N
			6011	Deputy Fire Chief	N
42	\$79,608.09	\$105,635.93	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
			1020	Director, Accounting and Financial Reporting	E
			7074	Director, IPS Administration	E
			7013	Director, Business Services	E
			1021	Director of Budgets and Strategic Planning	E
			7016	Director, Planning	E
43	\$80,945.10	\$107,410.23	3010	Municipal Court Administrator	E
			4064	Director, Federal Programs	E

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GRADE	MINIMUM	MAXIMUM	CODE	TITLE	FLSA
44	\$82,282.51	\$109,184.48	2720	Deputy Director, Water & Sewer Process Assets	E
			7076	Director, Public Services	E
45	\$83,619.55	\$110,958.76	4081	Associate City Attorney	E
46	\$85,625.13	\$113,620.18	4088	Associate City Attorney, Senior	E
			4010	Chief Human Resources Officer	E
			7011	Deputy Director, Urban Development	E
			7020	Director, Planning & Development Services	E
47	\$88,299.22	\$117,168.73	4030	Chief Information Officer	E
48	\$94,984.46	\$126,039.77	7077	Chief Operations Officer - IPS	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
			6010	Fire Chief	N
49	\$105,681.16	\$140,233.65	5010	Police Chief	N
			1010	Chief Financial Officer	E
			7070	Executive Director, Infrastructure and Public Services	E
50	\$116,377.88	\$154,427.85	7010	Executive Director, Urban Development	E
			4080	City Attorney	E