

MONTGOMERY CITY-COUNTY
PERSONNEL DEPARTMENT
PAY PLAN FOR THE

City of Montgomery

PUBLIC SAFETY/CORRECTIONS PAY RATES

Effective Date - January 16, 2015
Including all revisions as of February 10, 2015

THE PAY PLAN INCLUDES SALARY RANGES FOR EACH CLASS OF EMPLOYMENT WITH THE CLASSIFIED SERVICE OF THOSE JURISDICTIONS FOR WHICH THE PERSONNEL BOARD IS REQUIRED TO ESTABLISH RANGES. THE LEGAL RATES OF PAY FOR PAYROLL PURPOSES ARE HOURLY RATES. ANNUAL RATES OF PAY AND FLSA STATUS SHOWN ARE LISTED FOR ADMINISTRATIVE PURPOSES ONLY.

PAY PLAN FOR THE CITY OF MONTGOMERY

FIRE DEPARTMENT

<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
PST	8005	Firefighter Trainee	PE
PS1/5-13	8010	Firefighter	PE
PS2	8011	Fire Sergeant	PE
	* 8014	Firefighter/Paramedic	PE
	8093	Fire Equipment Technician I	NE
PS3	8020	Fire Lieutenant (Suppression)	E
		Fire Lieutenant (Medic, Investigator, Inspector)	PE
	8095	Fire Equipment Technician II	NE
PS4	8030	Fire Captain	E
PS5	8040	District Fire Chief	E
PS6	8135	Assistant Fire Chief	E
PS8	709	Director of Public Safety	E

****UNCLASSIFIED**

PS8	8150	Fire Chief	E
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FIREFIGHTER/PARAMEDICS TO DISTRICT CHIEFS WHO ARE ASSIGNED TO ADVANCE LIFE SUPPORT (ALS) UNITS RECEIVE A \$6000 (ANNUAL) INCENTIVE PAY. LICENSED PARAMEDICS NOT ASSIGNED TO THE MEDIC DIVISION RECEIVE AN INCENTIVE PAY OF \$3000 ANNUALLY AND THOSE CERTIFIED AND ASSIGNED TO A SPECIAL OPERATIONS UNIT RECEIVE AN ANNUAL INCENTIVE PAY OF \$1300.00.

FIRE INVESTIGATIONS DIVISION, AND CODES AND STANDARDS DIVISION EMPLOYEES OF MONTGOMERY FIRE RESCUE THAT MEET THE MINIMUM QUALIFICATIONS RECEIVE AN ANNUAL INCENTIVE PAY OF \$1300.00 (2/10/15).

AT NO TIME WILL ANY EMPLOYEE OF MONTGOMERY FIRE RESCUE RECEIVE MORE THAN ONE INCENTIVE PAY. NO STEP INCREASE FOR LATERAL TRANSFER, I.E., SERGEANT TO MEDIC, PER CHIEF JORDAN 6/8/11.

***A FIREFIGHTER WITH THREE YEARS EXPERIENCE AND A MEDIC LICENSE STARTS AT STEP 7.**

PAY PLAN FOR THE CITY OF MONTGOMERY

POLICE DEPARTMENT

<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>	<u>GRADE</u>	<u>CODE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
PST	8208	Police Officer Trainee	PE	PCT	8533	Municipal Jail Corrections Officer Trainee	PE
PS1/5-13	8210	Police Officer	PE	PC1	8535	Municipal Jail Corrections Officer	PE
PS2	8211	Police Corporal	PE	PC2	8537	Municipal Jail Corrections Corporal	PE
	8212	Detective	PE				
PS3	8220	Police Sergeant	PE	PC3	8541	Municipal Jail Corrections Sergeant	PE
PS4	8230	Police Lieutenant	PE				
PS5	8240	Police Captain	E	PC4	8565	Assistant Warden	E
PS6	8410	Police Major	E				
PS8	709	Director of Public Safety	E	PC6	8577	Municipal Jail Warden	E
**UNCLASSIFIED							
PS8	8420	Police Chief	E				

* Lateral Police Officer Transfers	
Less than 2 years and out-of-state transfer	Step 6
More than 2 years, less than 5 years	Step 7
More than 5 years, less than 10	Step 8
More than 10 years	Step 9

MOTOR PAY IS \$50.00 PER MONTH

SHIFT DIFFERENTIAL PAY FOR THIRD SHIFT POLICE DEPARTMENT PERSONNEL IS \$75.00 PER MONTH (8/14/07)

SHIFT DIFFERENTIAL PAY FOR SECOND SHIFT PATROL PERSONNEL IS \$50.00 PER MONTH (8/14/07)

CITY OF MONTGOMERY
PUBLIC SAFETY PAY PLAN - 80 HOURS
EFFECTIVE: JANUARY 16, 2015

	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade PST	Annual	36,349														
	Bi-Wkly	1398.03														
	Hourly	17.4754														
Grade PS1	Annual	32,869	34,030	35,188	36,349	37,509	38,669	39,829	40,990	42,150	43,309	44,469	45,629	46,790	47,951	49,111
	Bi-Wkly	1264.20	1308.83	1353.39	1398.03	1442.66	1487.28	1531.90	1576.53	1621.15	1665.74	1710.36	1754.98	1799.61	1844.25	1888.89
	Hourly	15.8025	16.3604	16.9174	17.4754	18.0333	18.5910	19.1488	19.7066	20.2644	20.8217	21.3795	21.9373	22.4951	23.0531	23.6111
Grade PS2	Annual	34,878	36,110	37,340	38,572	39,802	41,034	42,266	43,496	44,728	45,958	47,189	48,420	49,651	50,883	52,114
	Bi-Wkly	1341.48	1388.85	1436.17	1483.54	1530.86	1578.22	1625.60	1672.91	1720.29	1767.62	1814.97	1862.30	1909.66	1957.02	2004.38
	Hourly	16.7685	17.3606	17.9521	18.5443	19.1357	19.7278	20.3200	20.9114	21.5036	22.0952	22.6871	23.2788	23.8708	24.4628	25.0548
Grade PS3	Annual	42,460	43,958	45,456	46,955	48,454	49,953	51,451	52,950	54,449	55,947	57,446	58,944	60,442	61,940	63,437
	Bi-Wkly	1633.08	1690.69	1748.32	1805.97	1863.60	1921.25	1978.89	2036.53	2094.18	2151.81	2209.46	2267.06	2324.70	2382.30	2439.90
	Hourly	20.4135	21.1336	21.8540	22.5746	23.2950	24.0156	24.7361	25.4566	26.1772	26.8976	27.6182	28.3382	29.0587	29.7787	30.4987
Grade PS4	Annual	46,796	48,447	50,098	51,750	53,402	55,053	56,704	58,356	60,007	61,659	63,311	64,962	66,615	68,266	69,918
	Bi-Wkly	1799.83	1863.34	1926.86	1990.38	2053.91	2117.42	2180.94	2244.46	2307.98	2371.50	2435.02	2498.54	2562.10	2625.62	2689.14
	Hourly	22.4979	23.2917	24.0858	24.8797	25.6739	26.4678	27.2617	28.0557	28.8498	29.6437	30.4377	31.2318	32.0263	32.8203	33.6143
Grade PS5	Annual	54,366	56,285	58,204	60,123	62,042	63,960	65,879	67,797	69,716	71,636	73,554	75,473	77,391	79,309	81,227
	Bi-Wkly	2090.99	2164.79	2238.62	2312.41	2386.22	2460.01	2533.80	2607.59	2681.38	2755.22	2829.01	2902.81	2976.59	3050.35	3124.11
	Hourly	26.1374	27.0599	27.9828	28.9051	29.8277	30.7501	31.6725	32.5949	33.5173	34.4403	35.3626	36.2851	37.2074	38.1294	39.0514
Grade PS6	Annual	63,417	65,656	67,894	70,131	72,370	74,608	76,846	79,085	81,323	83,561	85,800	88,038	90,277	92,515	94,753
	Bi-Wkly	2439.11	2525.22	2611.29	2697.36	2783.47	2869.54	2955.63	3041.74	3127.81	3213.87	3299.99	3386.06	3472.18	3558.26	3644.34
	Hourly	30.4889	31.5652	32.6411	33.7170	34.7934	35.8693	36.9454	38.0217	39.0976	40.1734	41.2499	42.3257	43.4022	44.4782	45.5542
Grade PS7	Annual	75,432	78,095	80,757	83,419	86,082	88,744	91,406	94,069	96,731	99,393	102,055	104,718	107,380	110,043	112,705
	Bi-Wkly	2901.24	3003.65	3106.04	3208.43	3310.83	3413.22	3515.62	3618.02	3720.41	3822.82	3925.21	4027.60	4130.01	4232.41	4334.81
	Hourly	36.2655	37.5456	38.8255	40.1054	41.3854	42.6652	43.9453	45.2253	46.5051	47.7852	49.0651	50.3450	51.6251	52.9051	54.1851
Grade PS8	Annual	98,107	101,570	105,032	108,495	111,958	115,420	118,883	122,346	125,808	129,270	132,733	136,196	139,658	143,122	146,585
	Bi-Wkly	3773.36	3906.53	4039.71	4172.90	4306.06	4439.24	4572.42	4705.60	4838.76	4971.94	5105.12	5238.29	5371.48	5504.68	5637.88
	Hourly	47.1670	48.8316	50.4964	52.1612	53.8258	55.4905	57.1553	58.8200	60.4845	62.1493	63.8140	65.4786	67.1435	68.8085	70.4735

\$36,349 is the starting salary for Police Officer Trainees and Firefighter Trainees.

Upon graduating from the Academy, employee moves to Step 5.

All employees below Step 5 on the PS1 grade were increased to Step 5 and given a new anniversary date of 10/5/07.

CITY OF MONTGOMERY
PUBLIC SAFETY PAY PLAN - 112 HOURS
EFFECTIVE: JANUARY 16, 2015

	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade	Annual	36,349														
PST	Bi-Wkly	1398.03														
(PSU)	Hourly	17.4754														
Grade	Annual	32,869	34,029	35,189	36,349	37,509	38,669	39,830	40,990	42,150	43,309	44,469	45,629	46,790	47,949	49,108
PS1	Bi-Wkly	1264.20	1308.82	1353.41	1398.03	1442.66	1487.27	1531.91	1576.53	1621.14	1665.74	1710.36	1754.98	1799.62	1844.19	1888.77
(PSA)	Hourly	11.2875	11.6859	12.0840	12.4824	12.8809	13.2792	13.6778	14.0762	14.4745	14.8727	15.2711	15.6695	16.0680	16.4660	16.8640
Grade	Annual	34,878	36,110	37,340	38,572	39,803	41,034	42,266	43,496	44,728	45,958	47,189	48,420	49,651	50,883	52,115
PS2	Bi-Wkly	1341.48	1388.84	1436.16	1483.55	1530.87	1578.23	1625.60	1672.91	1720.29	1767.61	1814.97	1862.30	1909.67	1957.04	2004.42
(PSB)	Hourly	11.9775	12.4004	12.8229	13.2460	13.6685	14.0913	14.5143	14.9367	15.3597	15.7822	16.2051	16.6277	17.0506	17.4736	17.8966
Grade	Annual	42,460	43,958	45,456	46,955	48,453	49,953	51,451	52,950	54,449	55,947	57,446	58,943	60,442	61,942	63,438
PS3	Bi-Wkly	1633.08	1690.68	1748.31	1805.97	1863.59	1921.25	1978.89	2036.53	2094.18	2151.81	2209.46	2267.05	2324.69	2382.37	2439.94
(PSC)	Hourly	14.5811	15.0954	15.6099	16.1247	16.6392	17.1540	17.6687	18.1833	18.6980	19.2126	19.7273	20.2415	20.7562	21.2712	21.7852
Grade	Annual	46,795	48,447	50,098	51,750	53,401	55,053	56,704	58,356	60,007	61,659	63,311	64,962	66,615	68,266	69,917
PS4	Bi-Wkly	1799.82	1863.34	1926.85	1990.37	2053.89	2117.44	2180.93	2244.46	2307.98	2371.50	2435.03	2498.53	2562.10	2625.60	2689.11
(PSD)	Hourly	16.0698	16.6370	17.2040	17.7712	18.3383	18.9057	19.4726	20.0398	20.6070	21.1741	21.7413	22.3083	22.8759	23.4429	24.0099
Grade	Annual	54,366	56,284	58,204	60,123	62,042	63,960	65,879	67,797	69,716	71,636	73,554	75,473	77,392	79,311	81,230
PS5	Bi-Wkly	2091.00	2164.78	2238.61	2312.41	2386.22	2460.00	2533.80	2607.58	2681.38	2755.22	2829.01	2902.82	2976.60	3050.41	3124.22
(PSE)	Hourly	18.6696	19.3284	19.9876	20.6465	21.3055	21.9643	22.6232	23.2820	23.9409	24.6002	25.2590	25.9180	26.5768	27.2358	27.8948
Grade	Annual	63,417	65,655	67,894	70,131	72,370	74,608	76,847	79,085	81,323	83,560	85,800	88,037	90,276	92,516	94,752
PS6	Bi-Wkly	2439.11	2525.21	2611.29	2697.35	2783.48	2869.54	2955.64	3041.73	3127.81	3213.86	3299.99	3386.05	3472.17	3558.30	3644.31
(PSF)	Hourly	21.7778	22.5465	23.3151	24.0835	24.8525	25.6209	26.3896	27.1583	27.9269	28.6952	29.4642	30.2326	31.0015	31.7705	32.5385
Grade	Annual	75,432	78,094	80,757	83,419	86,082	88,744	91,406	94,069	96,731	99,393	102,055	104,718	107,381	110,042	112,704
PS7	Bi-Wkly	2901.23	3003.63	3106.04	3208.44	3310.84	3413.22	3515.62	3618.03	3720.43	3822.81	3925.21	4027.61	4130.02	4232.39	4334.76
(PSG)	Hourly	25.9038	26.8181	27.7325	28.6468	29.5611	30.4752	31.3895	32.3038	33.2181	34.1322	35.0465	35.9608	36.8752	37.7892	38.7032
Grade	Annual	98,107	101,570	105,032	108,495	111,957	115,421	118,883	122,346	125,808	129,270	132,733	136,196	139,658	143,121	146,583
PS8	Bi-Wkly	3773.36	3906.53	4039.71	4172.90	4306.05	4439.25	4572.41	4705.60	4838.77	4971.93	5105.13	5238.31	5371.48	5504.64	5637.81
(PSH)	Hourly	33.6907	34.8797	36.0688	37.2580	38.4469	39.6362	40.8251	42.0143	43.2033	44.3922	45.5815	46.7706	47.9596	49.1486	50.3376

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CITY OF MONTGOMERY
 PUBLIC SAFETY PAY PLAN - CONVERSION RATES
 EFFECTIVE: JANUARY 16, 2015

CONVERSION RATE - PST (PSY)		CONVERSION RATES - PS1 (PSX)		CONVERSION RATES - PS2 (PSZ)	
36,349	16.9703	32,869	10.9613	34,878	11.6313
		34,029	11.3482	36,110	12.0420
		35,189	11.7348	37,340	12.4523
		36,349	12.1216	38,572	12.8632
		37,509	12.5086	38,767	13.2735
		38,669	12.8954	41,034	13.6840
		39,830	13.2825	42,266	14.0948
		40,990	13.6694	43,496	14.5050
		42,150	14.0562	44,728	14.9158
		43,309	14.4429	45,958	15.3261
		44,469	14.8297	47,189	15.7367
		45,629	15.2166	48,420	16.1471
		46,790	15.6036	49,651	16.5578
		47,949	15.9901	50,883	16.9686
		49,108	16.3766	52,115	17.3794

(For Payroll Purposes)

Based on 112 Hours

CITY OF MONTGOMERY
PUBLIC SAFETY CORRECTIONS PAY PLAN
EFFECTIVE: JANUARY 16, 2015

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
PCT	28,960 1113.84 13.9230														
PC1	30,161 1160.02 14.5003	31,225 1200.98 15.0123	32,290 1241.94 15.5242	33,355 1282.89 16.0361	34,419 1323.81 16.5476	35,484 1364.76 17.0595	36,548 1405.71 17.5714	37,612 1446.62 18.0828	38,677 1487.58 18.5947	39,742 1528.53 19.1066	40,807 1569.50 19.6187	41,870 1610.39 20.1299	42,935 1651.35 20.6419	44,000 1692.31 21.1539	45,065 1733.27 21.6659
PC2	32,474 1248.99 15.6124	33,620 1293.08 16.1635	34,766 1337.17 16.7146	35,913 1381.25 17.2656	37,059 1425.33 17.8166	38,205 1469.42 18.3677	39,351 1513.50 18.9188	40,497 1557.58 19.4698	41,643 1601.66 20.0207	42,789 1645.74 20.5718	43,935 1689.82 21.1228	45,082 1733.91 21.6739	46,228 1777.99 22.2249	47,374 1822.07 22.7759	48,520 1866.15 23.3269
PC3	37,776 1452.92 18.1615	39,109 1504.20 18.8025	40,442 1555.48 19.4435	41,776 1606.75 20.0844	43,109 1658.04 20.7255	44,442 1709.32 21.3665	45,775 1760.59 22.0074	47,109 1811.88 22.6485	48,442 1863.16 23.2895	49,775 1914.43 23.9304	51,108 1965.71 24.5714	52,442 2017.00 25.2125	53,775 2068.28 25.8535	55,109 2119.56 26.4945	56,442 2170.84 27.1355
PC4	42,415 1631.34 20.3918	43,912 1688.93 21.1116	45,409 1746.50 21.8313	46,906 1804.08 22.5510	48,403 1861.66 23.2707	49,900 1919.23 23.9904	51,397 1976.81 24.7101	52,894 2034.38 25.4298	54,391 2091.95 26.1494	55,888 2149.55 26.8694	57,385 2207.12 27.5890	58,882 2264.70 28.3087	60,379 2322.27 29.0284	61,877 2379.87 29.7484	63,374 2437.47 30.4684
PC5	48,285 1857.11 23.2139	49,989 1922.65 24.0331	51,693 1988.20 24.8525	53,398 2053.75 25.6719	55,102 2119.30 26.4912	56,806 2184.84 27.3105	58,510 2250.38 28.1298	60,214 2315.93 28.9491	61,918 2381.48 29.7685	63,623 2447.02 30.5878	65,327 2512.57 31.4071	67,031 2578.11 32.2264	68,735 2643.66 33.0458	70,439 2709.18 33.8648	72,142 2774.70 34.6838
PC6	57,950 2228.84 27.8605	59,995 2307.50 28.8437	62,040 2386.14 29.8268	64,086 2464.84 30.8105	66,131 2543.50 31.7937	68,176 2622.14 32.7768	70,221 2700.81 33.7601	72,266 2779.46 34.7432	74,312 2858.16 35.7270	76,357 2936.81 36.7101	78,402 3015.46 37.6933	80,447 3094.13 38.6766	82,493 3172.82 39.6602	84,538 3251.46 40.6432	86,583 3330.10 41.6262
PC7	62,403 2400.12 30.0015	64,606 2484.85 31.0606	66,808 2569.54 32.1192	69,011 2654.25 33.1781	71,213 2738.98 34.2372	73,415 2823.67 35.2959	75,617 2908.35 36.3544	77,821 2993.10 37.4138	80,023 3077.80 38.4725	82,225 3162.49 39.5311	84,428 3247.23 40.5904	86,630 3331.92 41.6490	88,833 3416.66 42.7083	91,036 3501.38 43.7673	93,239 3586.10 44.8263