



***Classification and Compensation Plan***

***October 13, 2024***

**City of Prattville  
Position/Grade by Department**

DEPT	POSITION	GRADE
CC/1	City Clerk	23
CC/2	Assistant City Clerk	14 <sup>1</sup>
ENG/1	City Engineer	26
ENG/2	Assistant City Engineer	24
ENG/3	Street Superintendent	21
ENG/4	Engineering Services Manager	20
ENG/5	Crew Supervisor	17
ENG/6	Traffic Signal and Sign Maintenance Supervisor	17
ENG/7	Engineering Office Manager	16
ENG/8	Traffic Signal and Sign Maintenance Technician	14
ENG/9	Heavy Equipment Operator	14
ENG/10	Welding & Fabrication Specialist	14
FD/1	Fire Chief	26
FD/2	Deputy Fire Chief	24
FD/3	Fire Marshal	24
FD/4	Assistant Fire Chief	23 <sup>2</sup>
FD/5	Deputy Fire Marshal	23 <sup>2</sup>
FD/6	Fire Battalion Chief	23
FD/7	Fire Battalion Chief - Training	23
FD/8	Fire Captain	21
FD/9	Fire Captain - Training	21
FD/10	Fire Captain- EMS	21
FD/11	Fire Sergeant	19
FD/12	Fire Inspector I (Sergeant)	19 <sup>3</sup>
FD/13	Firefighter Paramedic	18
FD/14	Firefighter - EMT	16
FD/15	Fire Personnel & Administrative Coordinator	14
FD/16	Fire, EMS Administrative Coordinator	14
FIN/1	Finance Director	26
FIN/2	Deputy Finance Director	24
FIN/3	Revenue Officer	16
FIN/4	Accounting Specialist	14
FIN/5	Accounts Payable Coordinator	12
FIN/6	Revenue Clerk	12

<sup>1</sup> Place at grade 16 with possession of Certified Municipal Clerk Designation

<sup>2</sup> If promoted to Assistant Fire Chief or Deputy Fire Marshal, advance 10% within grade.

<sup>3</sup> May be designated Fire Inspector II (Captain) and placed at grade 21 or Fire Inspector III (Battalion Chief) and placed at grade 23.

DEPT	POSITION	GRADE
HR/1	Human Resources Director	25
HR/2	Human Resources Analyst	19
HR/3	Human Resources Generalist - Benefits	18
HR/4	Human Resources Generalist - Payroll	18
HR/5	Human Resources Specialist	16
IT/1	Information Technology Director	25
IT/2	Assistant Information Technology Director	23
IT/3	Systems Administrator	20
JUD/1	Municipal Court Administrator/Chief Magistrate	21
JUD/2	Senior Magistrate	16
JUD/3	Magistrate	12
MO/1	Economic Development Director	26
MO/2	Executive Assistant to the Mayor	20
MO/3	Webmaster	17
MO/4	Cemetery/Grants Administrator	16
MO/5	Administrative Assistant to the Mayor	15
PD/1	Police Chief	26
PD/2	Assistant Police Chief	24
PD/3	Police Major	23 <sup>4</sup>
PD/4	Police Captain	23
PD/5	Police Lieutenant	21
PD/6	Police Sergeant	20
PD/7	Police Investigator	17
PD/8	Police Corporal	17
PD/9	Police Traffic Officer	17
PD/10	Police Officer	16
PD/11	Code Enforcement Officer	14
PD/12	Police Personnel & Administrative Coordinator	14
PD/13	Animal Control Officer	13
PD/14	Administrative Assistant	12
PD/15	Records Technician	11
PL/1	Planning & Development Director	25
PL/2	Principal Planner/Zoning Administrator	21
PL/3	GIS Analyst	19
PL/4	Planner	17 <sup>5</sup>
PL/5	Planning & Development Office Manager	16
PL/6	Planning & Zoning Technician	14

<sup>4</sup> If promoted to Police Major, advance 10% within grade.

<sup>5</sup> May be designated Senior Planner and placed at grade 19.

DEPT	POSITION	GRADE
PL/7	Administrative Assistant	12
PL-BD/1	Building Official	23
PL-BD/2	Building Inspections Supervisor	19
PL-BD/3	Building Inspector	17 <sup>6</sup>
PR/1	Parks & Recreation Director	25
PR/2	Assistant Parks & Recreation Director	23
PR/3	Operations Manager	21
PR/4	Athletics Manager	21
PR/5	Field and Turf Maintenance Supervisor	17
PR/6	Senior Center Programs Coordinator	17
PR/7	Athletics Coordinator	17
PR/8	Parks Facilities Maintenance Supervisor	17
PR/9	Parks Maintenance Supervisor	17
PR/10	Athletics Program Assistant	12
PR/11	Administrative Assistant	12
PR/12	Parks Maintenance Worker I	10 <sup>7</sup>
PR/13	Senior Center Aide	9
PR-ARTS/1	Cultural Arts/Special Events Manager	19
PR-ARTS/2	Cultural Arts Coordinator	17
PR-ARTS/3	Theater Coordinator	17
PR-ARTS/4	Cultural Arts Assistant	10
PW-ADM/1	Public Works Director	25
PW-ADM/2	Assistant Public Works Director	23
PW-ADM/3	Public Works Office Manager	16
PW-ADM/4	Heavy Equipment Operator-Street Sweeper	14
PW-FAC/1	Facilities and Vehicle Maintenance Superintendent	21
PW-FAC/2	Facilities Maintenance Supervisor	17
PW-FAC/3	Building Service Crewleader	14
PW-FAC/4	Facilities Maintenance Technician I	13
PW-FAC/5	Building Service Worker	8
PW-UM/1	Urban Management Superintendent	21
PW-UM/2	Urban Management Supervisor	17
PW-UM/3	Urban Management Crewleader	14

<sup>6</sup> May be designated Senior Building Inspector and placed at grade 18 if in possession of two or more certifications.

<sup>7</sup> May be designated Parks Maintenance Worker II and placed at grade 11.

<sup>8</sup> May be designated Facilities Maintenance Technician II and placed at grade 14.

DEPT	POSITION	GRADE
PW-UM/4	Irrigation and Chemical Technician	14
PW-UM/5	Equipment Operator	12
PW-UM/6	Service Maintenance Worker I	10 <sup>9</sup>
PW-VM/1	Vehicle Maintenance Service Manager	21
PW-VM/2	Vehicle Maintenance Supervisor	17
PW-VM/3	Mechanic	14
PW-VM/4	Vehicle Maintenance Administrative Assistant	12
PW-WW/1	Wastewater Superintendent	21
PW-WW/2	Wastewater Plant Supervisor	19
PW-WW/3	Wastewater Collection Crew Supervisor	17
PW-WW/4	Wastewater Laboratory Technician	14 <sup>10</sup>
PW-WW/5	Heavy Equipment Operator	14
PW-WW/6	Wastewater Plant Operator I	13 <sup>11</sup>
PW-WW/7	Wastewater Collection System Operator	13
SAN/1	Sanitation Director	25
SAN/2	Sanitation Crew Supervisor	17
SAN/3	Sanitation Office Manager	16
SAN/4	Solid Waste Equipment Operator I	14 <sup>12</sup>
SAN/5	Equipment Operator	12
SAN/6	Service Maintenance Worker I	10 <sup>13</sup>

<sup>9</sup> May be designated Service Maintenance Worker II and placed at grade 11.

<sup>10</sup> Place at grade 16 with possession of a Grade IV Wastewater license.

<sup>11</sup> Place at grade 14, 15, or 16 with possession of a Grade II, III, or IV Wastewater license respectively.

<sup>12</sup> May be designated Solid Waste Equipment Operator II and placed at grade 15.

<sup>13</sup> May be designated Service Maintenance Worker II and placed at grade 11.

Appendix B  
Position/Grade by Grade  
City of Prattville

DEPT	POSITION	GRADE
ENG/1	City Engineer	26
MO/1	Economic Development Director	26
FIN/1	Finance Director	26
FD/1	Fire Chief	26
PD/1	Police Chief	26
HR/1	Human Resources Director	25
IT/1	Information Technology Director	25
PR/1	Parks & Recreation Director	25
PL/1	Planning and Development Director	25
PW-ADM/1	Public Works Director	25
SAN/1	Sanitation Director	25
ENG/2	Assistant City Engineer	24
PD/2	Assistant Police Chief	24
FIN/2	Deputy Finance Director	24
FD/2	Deputy Fire Chief	24
FD/3	Fire Marshal	24
FD/4	Assistant Fire Chief	23 <sup>1</sup>
IT/2	Assistant Information Technology Director	23
PR/2	Assistant Parks & Recreation Director	23
PW-ADM/2	Assistant Public Works Director	23
PL-BD/1	Building Official	23
CC/1	City Clerk	23
FD/5	Deputy Fire Marshal	23 <sup>2</sup>
FD/6	Fire Battalion Chief	23
FD/7	Fire Battalion Chief - Training	23
PD/4	Police Captain	23
PD/3	Police Major	23 <sup>2</sup>
PR/3	Parks & Rec Operations Manager	21
PR/4	Parks & Rec Athletics Manager	21
PW-FAC/1	Facilities and Vehicle Maintenance Superintendent	21
FD/8	Fire Captain	21
FD/9	Fire Captain - Training	21
FD/10	Fire Captain- EMS	21
JUD/1	Municipal Court Administrator/Chief Magistrate	21

<sup>1</sup> If promoted to Assistant Fire Chief or Deputy Fire Marshal, advance 10% within grade.

<sup>2</sup> If promoted to Police Major, advance 10% within grade.

DEPT	POSITION	GRADE
PD/5	Police Lieutenant	21
ENG/3	Street Superintendent	21
PW-UM/1	Urban Management Superintendent	21
PW-VM/1	Vehicle Maintenance Service Manager	21
PW-WW/1	Wastewater Superintendent	21
PL/2	Principal Planner/Zoning Administrator	21
ENG/4	Engineering Services Manager	20
MO/2	Executive Assistant to the Mayor	20
PD/6	Police Sergeant	20
IT/3	Systems Administrator	20
PL-BD/2	Building Inspections Supervisor	19
PR-ARTS/1	Cultural Arts/Special Events Manager	19
FD/12	Fire Inspector I (Sergeant)	19 <sup>3</sup>
FD/11	Fire Sergeant	19
PL/3	GIS Analyst	19
HR/2	Human Resources Analyst	19
PW-WW/2	Wastewater Plant Supervisor	19
FD/13	Firefighter Paramedic	18
HR/3	Human Resources Generalist - Benefits	18
HR/4	Human Resources Generalist - Payroll	18
PR/7	Athletics Coordinator	17
PL-BD/3	Building Inspector	17 <sup>4</sup>
ENG/5	Crew Supervisor	17
PR-ARTS/2	Cultural Arts Coordinator	17
PR-ARTS/3	Theater Coordinator	17
PR/8	Parks Facilities Maintenance Supervisor	17
PW-FAC/2	Facilities Maintenance Supervisor	17
PR/5	Field and Turf Maintenance Supervisor	17
PR/9	Parks Maintenance Supervisor	17
PL/4	Planner	17 <sup>5</sup>
PD/8	Police Corporal	17
PD/7	Police Investigator	17
PD/9	Police Traffic Officer	17
SAN/2	Sanitation Crew Supervisor	17
PR/6	Senior Center Programs Coordinator	17

<sup>3</sup> May be designated Fire Inspector II (Captain) and placed at grade 21, or Fire Inspector III (Battalion Chief) and placed at grade 23..

<sup>4</sup> May be designated Senior Building Inspector and placed at grade 18 if in possession of two or more certifications.

<sup>5</sup> May be designated Senior Planner and placed at grade 19.

DEPT	POSITION	GRADE
ENG/6	Traffic Signal and Sign Maintenance Supervisor	17
PW-UM/2	Urban Management Supervisor	17
PW-VM/2	Vehicle Maintenance Supervisor	17
PW-WW/3	Wastewater Collection Crew Supervisor	17
MO/3	Webmaster	17
ENG/7	Engineering Office Manager	16
FD/14	Firefighter - EMT	16
HR/5	Human Resources Specialist	16
MO/4	Cemetery/Grants Administrator	16
PD/10	Police Officer	16
PL/5	Planning & Development Office Manager	16
PW-ADM/3	Public Works Office Manager	16
FIN/3	Revenue Officer	16
SAN/3	Sanitation Office Manager	16
JUD/2	Senior Magistrate	16
MO/5	Administrative Assistant to the Mayor	15
CC/2	Assistant City Clerk	14 <sup>6</sup>
FIN/4	Accounting Specialist	14
PW-FAC/5	Building Service Crewleader	14
PD/11	Code Enforcement Officer	14
FD/15	Fire Personnel & Administrative Coordinator	14
FD/16	Fire, EMS Administrative Coordinator	14
ENG/9	Heavy Equipment Operator	14
ENG/10	Welding & Fabrication Specialist	14
PW-WW/5	Heavy Equipment Operator	14
SAN/4	Solid Waste Equipment Operator	14 <sup>7</sup>
PW-ADM/4	Heavy Equipment Operator – Street Sweeper	14
PW-UM/4	Irrigation and Chemical Technician	14
PW-VM/3	Mechanic	14
PL/6	Planning & Zoning Technician	14
PD/12	Police Personnel & Administrative Coordinator	14
ENG/8	Traffic Signal and Sign Maintenance Technician	14
PW-UM/3	Urban Management Crewleader	14
PW-WW/4	Wastewater Laboratory Technician	14 <sup>8</sup>

<sup>6</sup> Place at grade 16 with possession of Certified Municipal Clerk Designation.

<sup>7</sup> May be designated Solid Waste Equipment Operator II and placed at grade 15.

<sup>8</sup> Place at grade 16 with possession of a Grade IV Wastewater Certification.

DEPT	POSITION	GRADE
PD/13	Animal Control Officer	13
PW-FAC/5	Facilities Maintenance Technician I	13 <sup>9</sup>
PW-WW/7	Wastewater Collection System Operator	13
PW-WW/6	Wastewater Plant Operator I	13 <sup>10</sup>
FIN/5	Accounts Payable Coordinator	12
PD/14	Administrative Assistant	12
PL/7	Administrative Assistant	12
PR/11	Administrative Assistant	12
MO/5	Administrative Assistant to the Mayor	12
PR/10	Athletics Program Assistant	12
PW-UM/5	Equipment Operator	12
PW-VM/4	Administrative Assistant	12
SAN/5	Equipment Operator	12
JUD/3	Magistrate	12
FIN/6	Revenue Clerk	12
PD/15	Records Technician	11
PR-ARTS/4	Cultural Arts Assistant	10
PR/12	Parks Maintenance Worker I	10 <sup>11</sup>
PW-UM/6	Service Maintenance Worker I	10 <sup>12</sup>
SAN/6	Service Maintenance Worker I	10 <sup>13</sup>
PR/13	Senior Center Aide	9
PW-FAC/6	Building Service Worker	8

<sup>9</sup> May be designated Facilities Maintenance Technician II and placed at grade 14.

<sup>10</sup> Place at grade 14, 15, or 16 with possession of a Grade II, III, or IV Wastewater license respectively.

<sup>11</sup> May be designated Parks Maintenance Worker II and placed at grade 11.

<sup>12</sup> May be designated Service Maintenance Worker II and placed at grade 11.

<sup>13</sup> May be designated Service Maintenance Worker II and placed at grade 11.

City of Prattville Pay Scale-Effective October 13, 2024

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
1	23,457.29	24,043.72	24,644.81	25,260.94	25,892.46	26,539.77	27,203.26	27,883.35	28,580.43	29,294.94	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,593.04
8H	11.28	11.56	11.85	12.14	12.45	12.76	13.08	13.41	13.74	14.08	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59
2	24,644.81	25,260.94	25,892.46	26,539.77	27,203.26	27,883.35	28,580.43	29,294.94	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	37,500.00
8H	11.85	12.14	12.45	12.76	13.08	13.41	13.74	14.08	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.03
3	25,892.46	26,539.77	27,203.26	27,883.35	28,580.43	29,294.94	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	39,398.44
8H	12.45	12.76	13.08	13.41	13.74	14.08	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	18.94
4	27,203.26	27,883.35	28,580.43	29,294.94	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81
8H	13.08	13.41	13.74	14.08	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40
5	28,580.43	29,294.94	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72
8H	13.74	14.08	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43
6	30,027.31	30,778.00	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36
8H	14.44	14.80	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52
7	31,547.45	32,336.13	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25
8H	15.17	15.55	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66
8	33,144.54	33,973.15	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16
8H	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85
9	34,822.48	35,693.04	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18
8H	16.74	17.16	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11
10	36,585.37	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68
8H	17.59	18.03	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43
11	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38
8H	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82
12	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32
8H	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28
BW	1,553.21	1,592.04	1,631.84	1,672.63	1,714.45	1,757.31	1,801.24	1,846.28	1,892.43	1,939.74	1,988.24	2,037.94	2,088.89	2,141.11	2,194.64	2,249.51	2,305.75	2,363.39	2,422.47
13	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90
8H	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81
BW	1,631.84	1,672.63	1,714.45	1,757.31	1,801.24	1,846.28	1,892.43	1,939.74	1,988.24	2,037.94	2,088.89	2,141.11	2,194.64	2,249.51	2,305.75	2,363.39	2,422.47	2,483.04	2,545.11
14	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90	67,827.22	69,522.90
8H	21.43	21.97	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81	32.61	33.42
BW	1,714.45	1,757.31	1,801.24	1,846.28	1,892.43	1,939.74	1,988.24	2,037.94	2,088.89	2,141.11	2,194.64	2,249.51	2,305.75	2,363.39	2,422.47	2,483.04	2,545.11	2,608.74	2,673.96
15	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90	67,827.22	69,522.90	71,260.98	73,042.50
8H	22.52	23.08	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81	32.61	33.42	34.26	35.12
BW	1,801.24	1,846.28	1,892.43	1,939.74	1,988.24	2,037.94	2,088.89	2,141.11	2,194.64	2,249.51	2,305.75	2,363.39	2,422.47	2,483.04	2,545.11	2,608.74	2,673.96	2,740.81	2,809.33
16	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90	67,827.22	69,522.90	71,260.98	73,042.50	74,868.56	76,744.64
8H	23.66	24.25	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81	32.61	33.42	34.26	35.12	35.99	36.87
24H	16.85	17.27	17.70	18.15	18.60	19.06	19.54	20.03	20.53	21.04	21.57	22.11	22.66	23.23	23.81	24.40	25.01	25.64	26.28
BW	1,892.43	1,939.74	1,988.24	2,037.94	2,088.89	2,141.11	2,194.64	2,249.51	2,305.75	2,363.39	2,422.47	2,483.04	2,545.11	2,608.74	2,673.96	2,740.81	2,809.33	2,879.56	2,950.00



