Councilmember _____ introduced the following Resolution for adoption, seconded by Councilmember _____.

RESOLUTION 092925-B

SUMMARY: A RESOLUTION TO UPDATE THE EMPLOYEE PAY PLAN

WHEREAS, the Civil Service Act for the City of Alabaster, Alabama requires the Council to adopt by resolution a pay plan as the basis of compensation for employees in the service of the City;

WHEREAS, the Council believes that a pay structure based on clearly defined grades and wage increases, when available, based on merit would be advantageous for the City and its employees, and;

WHEREAS, the Council seeks to update the pay plan based on market data to meet recruitment and retention goals;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Alabaster, Alabama that the pay plans as set forth in Exhibit A (General, Fire and Police), be approved effective with the pay period beginning October 4, 2025, and that Resolution 101424 be amended to reflect the updated pay scale (Attached – Exhibit A).

BE IT FURTHER RESOLVED, that the City Council of the City of Alabaster, does hereby authorize Scott Brakefield, Mayor of the City of Alabaster, to make such budget adjustments as necessary to carry out the intent of this Resolution and City Clerk, Mark.

	Y / N		Y / N
Sophie Martin	_____	Jamie Cole	_____
Rick Ellis	_____	Zach Zahariadis	_____
Stacy Rakestraw	_____	Kerri Pate	_____
Greg Farrell	_____		

ADOPTED AND APPROVED THIS 29TH DAY OF SEPTEMBER 2025.

ATTEST: CITY OF ALABASTER

_____ _____

J. Mark Frey, City Clerk Sophie Martin, Council President

APPROVED:

_____

Scott Brakefield, Mayor

City of Alabaster - Pay Scale				3% COLA - 10.1.2025 Effective Scale								
	1	2	3	4	5	6	7	8	9	10	11	12
7	$ 14.51	$ 14.95	$ 15.39	$ 15.86	$ 16.34	$ 16.82	$ 17.32	$ 17.84	$ 18.38	$ 18.93	$ 19.50	$ 20.09
	$ 1,161.02	$ 1,195.62	$ 1,231.06	$ 1,268.96	$ 1,306.86	$ 1,345.59	$ 1,385.97	$ 1,427.17	$ 1,470.02	$ 1,514.51	$ 1,559.83	$ 1,606.80
	$ 30,186.52	$ 31,086.12	$ 32,007.56	$ 32,992.96	$ 33,978.36	$ 34,985.34	$ 36,035.22	$ 37,106.42	$ 38,220.52	$ 39,377.26	$ 40,555.58	$ 41,776.80
8	$ 15.24	$ 15.70	$ 16.16	$ 16.64	$ 17.16	$ 17.67	$ 18.20	$ 18.74	$ 19.30	$ 19.89	$ 20.49	$ 21.09
	$ 1,219.52	$ 1,255.78	$ 1,292.86	$ 1,331.58	$ 1,372.78	$ 1,413.98	$ 1,456.01	$ 1,498.86	$ 1,544.18	$ 1,591.14	$ 1,638.94	$ 1,687.55
	$ 31,707.52	$ 32,650.28	$ 33,614.36	$ 34,621.08	$ 35,692.28	$ 36,763.48	$ 37,856.26	$ 38,970.36	$ 40,148.68	$ 41,369.64	$ 42,612.44	$ 43,876.30
9	$ 16.01	$ 16.48	$ 16.97	$ 17.48	$ 18.00	$ 18.54	$ 19.11	$ 19.67	$ 20.27	$ 20.88	$ 21.51	$ 22.16
	$ 1,280.50	$ 1,318.40	$ 1,357.95	$ 1,398.33	$ 1,440.35	$ 1,483.20	$ 1,528.52	$ 1,573.84	$ 1,621.63	$ 1,670.25	$ 1,720.51	$ 1,772.42
	$ 33,293.00	$ 34,278.40	$ 35,306.70	$ 36,356.58	$ 37,449.10	$ 38,563.20	$ 39,741.52	$ 40,919.84	$ 42,162.38	$ 43,426.50	$ 44,733.26	$ 46,082.92
10	$ 16.81	$ 17.29	$ 17.83	$ 18.35	$ 18.90	$ 19.47	$ 20.05	$ 20.66	$ 21.28	$ 21.92	$ 22.58	$ 23.26
	$ 1,344.77	$ 1,383.50	$ 1,426.34	$ 1,468.37	$ 1,512.04	$ 1,557.36	$ 1,604.33	$ 1,652.94	$ 1,702.38	$ 1,753.47	$ 1,806.21	$ 1,860.59
	$ 34,964.02	$ 35,971.00	$ 37,084.84	$ 38,177.62	$ 39,313.04	$ 40,491.36	$ 41,712.58	$ 42,976.44	$ 44,261.88	$ 45,590.22	$ 46,961.46	$ 48,375.34
11	$ 17.63	$ 18.16	$ 18.70	$ 19.26	$ 19.86	$ 20.46	$ 21.06	$ 21.69	$ 22.34	$ 23.01	$ 23.70	$ 24.41
	$ 1,410.69	$ 1,452.71	$ 1,496.38	$ 1,540.88	$ 1,588.67	$ 1,636.46	$ 1,685.08	$ 1,735.34	$ 1,787.26	$ 1,840.82	$ 1,896.02	$ 1,952.88
	$ 36,677.94	$ 37,770.46	$ 38,905.88	$ 40,062.88	$ 41,305.42	$ 42,547.96	$ 43,812.08	$ 45,118.84	$ 46,468.76	$ 47,861.32	$ 49,296.52	$ 50,774.88
12	$ 18.52	$ 19.08	$ 19.65	$ 20.24	$ 20.85	$ 21.48	$ 22.12	$ 22.78	$ 23.46	$ 24.15	$ 24.88	$ 25.63
	$ 1,481.55	$ 1,526.05	$ 1,572.19	$ 1,619.16	$ 1,667.78	$ 1,718.04	$ 1,769.95	$ 1,822.69	$ 1,877.07	$ 1,932.28	$ 1,990.78	$ 2,050.11
	$ 38,520.30	$ 39,677.30	$ 40,876.94	$ 42,098.16	$ 43,362.28	$ 44,669.04	$ 46,018.70	$ 47,389.94	$ 48,803.82	$ 50,239.28	$ 51,760.28	$ 53,302.86
13	$ 19.45	$ 20.02	$ 20.63	$ 21.25	$ 21.88	$ 22.55	$ 23.23	$ 23.93	$ 24.64	$ 25.38	$ 26.14	$ 26.91
	$ 1,555.71	$ 1,601.86	$ 1,650.47	$ 1,699.91	$ 1,750.18	$ 1,803.74	$ 1,858.12	$ 1,914.15	$ 1,971.01	$ 2,030.34	$ 2,091.31	$ 2,153.11
	$ 40,448.46	$ 41,648.36	$ 42,912.22	$ 44,197.66	$ 45,504.68	$ 46,897.24	$ 48,311.12	$ 49,767.90	$ 51,246.26	$ 52,788.84	$ 54,374.06	$ 55,980.86
14	$ 20.42	$ 21.03	$ 21.68	$ 22.31	$ 22.99	$ 23.68	$ 24.39	$ 25.12	$ 25.87	$ 26.65	$ 27.45	$ 28.27
	$ 1,633.99	$ 1,682.61	$ 1,734.52	$ 1,784.78	$ 1,839.17	$ 1,894.38	$ 1,951.23	$ 2,009.74	$ 2,069.89	$ 2,131.69	$ 2,195.96	$ 2,261.88
	$ 42,483.74	$ 43,747.86	$ 45,097.52	$ 46,404.28	$ 47,818.42	$ 49,253.88	$ 50,731.98	$ 52,253.24	$ 53,817.14	$ 55,423.94	$ 57,094.96	$ 58,808.88
15	$ 21.45	$ 22.09	$ 22.75	$ 23.42	$ 24.13	$ 24.85	$ 25.61	$ 26.38	$ 27.17	$ 28.00	$ 28.83	$ 29.69
	$ 1,716.39	$ 1,767.48	$ 1,820.22	$ 1,873.78	$ 1,930.63	$ 1,988.31	$ 2,048.46	$ 2,110.26	$ 2,173.71	$ 2,239.63	$ 2,306.38	$ 2,375.59
	$ 44,626.14	$ 45,954.48	$ 47,325.72	$ 48,718.28	$ 50,196.38	$ 51,696.06	$ 53,259.96	$ 54,866.76	$ 56,516.46	$ 58,230.38	$ 59,965.88	$ 61,765.34
16	$ 22.53	$ 23.21	$ 23.91	$ 24.62	$ 25.36	$ 26.11	$ 26.89	$ 27.70	$ 28.53	$ 29.39	$ 30.27	$ 31.18
	$ 1,802.09	$ 1,856.47	$ 1,912.50	$ 1,969.36	$ 2,028.69	$ 2,088.84	$ 2,151.46	$ 2,215.74	$ 2,282.48	$ 2,350.87	$ 2,421.74	$ 2,494.25
	$ 46,854.34	$ 48,268.22	$ 49,725.00	$ 51,203.36	$ 52,745.94	$ 54,309.84	$ 55,937.96	$ 57,609.24	$ 59,344.48	$ 61,122.62	$ 62,965.24	$ 64,850.50
17	$ 23.64	$ 24.35	$ 25.08	$ 25.83	$ 26.60	$ 27.40	$ 28.22	$ 29.07	$ 29.94	$ 30.84	$ 31.78	$ 32.72
	$ 1,891.08	$ 1,947.94	$ 2,006.44	$ 2,066.59	$ 2,128.39	$ 2,191.84	$ 2,257.76	$ 2,325.33	$ 2,395.37	$ 2,467.06	$ 2,542.04	$ 2,617.85
	$ 49,168.08	$ 50,646.44	$ 52,167.44	$ 53,731.34	$ 55,338.14	$ 56,987.84	$ 58,701.76	$ 60,458.58	$ 62,279.62	$ 64,143.56	$ 66,093.04	$ 68,064.10
18	$ 24.82	$ 25.56	$ 26.34	$ 27.13	$ 27.94	$ 28.79	$ 29.64	$ 30.53	$ 31.46	$ 32.40	$ 33.37	$ 34.37
	$ 1,985.84	$ 2,045.17	$ 2,106.97	$ 2,170.42	$ 2,235.51	$ 2,303.08	$ 2,371.47	$ 2,442.34	$ 2,516.50	$ 2,592.30	$ 2,669.76	$ 2,749.69
	$ 51,631.84	$ 53,174.42	$ 54,781.22	$ 56,430.92	$ 58,123.26	$ 59,880.08	$ 61,658.22	$ 63,500.84	$ 65,429.00	$ 67,399.80	$ 69,413.76	$ 71,491.94
19	$ 26.09	$ 26.86	$ 27.67	$ 28.49	$ 29.34	$ 30.24	$ 31.13	$ 32.06	$ 33.03	$ 34.02	$ 35.03	$ 36.09
	$ 2,087.19	$ 2,148.99	$ 2,213.26	$ 2,279.18	$ 2,347.58	$ 2,419.26	$ 2,490.13	$ 2,565.11	$ 2,642.57	$ 2,721.67	$ 2,802.42	$ 2,887.30
	$ 54,266.94	$ 55,873.74	$ 57,544.76	$ 59,258.68	$ 61,037.08	$ 62,900.76	$ 64,743.38	$ 66,692.86	$ 68,706.82	$ 70,763.42	$ 72,862.92	$ 75,069.80
20	$ 27.37	$ 28.19	$ 29.05	$ 29.92	$ 30.82	$ 31.74	$ 32.68	$ 33.67	$ 34.67	$ 35.72	$ 36.79	$ 37.89
	$ 2,189.37	$ 2,255.29	$ 2,323.68	$ 2,393.72	$ 2,465.41	$ 2,539.57	$ 2,614.55	$ 2,693.66	$ 2,773.58	$ 2,857.63	$ 2,943.33	$ 3,031.50
	$ 56,923.62	$ 58,637.54	$ 60,415.68	$ 62,236.72	$ 64,100.66	$ 66,028.82	$ 67,978.30	$ 70,035.16	$ 72,113.08	$ 74,298.38	$ 76,526.58	$ 78,819.00
21	$ 28.75	$ 29.60	$ 30.49	$ 31.42	$ 32.34	$ 33.31	$ 34.31	$ 35.35	$ 36.41	$ 37.50	$ 38.63	$ 39.79
	$ 2,299.78	$ 2,368.18	$ 2,439.04	$ 2,513.20	$ 2,587.36	$ 2,664.82	$ 2,744.74	$ 2,827.97	$ 2,912.84	$ 3,000.18	$ 3,090.00	$ 3,183.11
	$ 59,794.28	$ 61,572.68	$ 63,415.04	$ 65,343.20	$ 67,271.36	$ 69,285.32	$ 71,363.24	$ 73,527.22	$ 75,733.84	$ 78,004.68	$ 80,340.00	$ 82,760.86
22	$ 30.16	$ 31.08	$ 32.01	$ 32.97	$ 33.96	$ 34.97	$ 36.03	$ 37.11	$ 38.22	$ 39.36	$ 40.54	$ 41.76
	$ 2,412.67	$ 2,486.01	$ 2,560.99	$ 2,637.62	$ 2,716.73	$ 2,797.48	$ 2,882.35	$ 2,968.87	$ 3,057.86	$ 3,148.50	$ 3,243.26	$ 3,340.50
	$ 62,729.42	$ 64,636.26	$ 66,585.74	$ 68,578.12	$ 70,634.98	$ 72,734.48	$ 74,941.10	$ 77,190.62	$ 79,504.36	$ 81,861.00	$ 84,324.76	$ 86,853.00
23	$ 31.71	$ 32.66	$ 33.64	$ 34.64	$ 35.69	$ 36.76	$ 37.86	$ 39.00	$ 40.17	$ 41.38	$ 42.62	$ 43.88
	$ 2,537.10	$ 2,612.90	$ 2,691.18	$ 2,771.11	$ 2,855.16	$ 2,940.86	$ 3,029.02	$ 3,119.66	$ 3,213.60	$ 3,310.01	$ 3,409.71	$ 3,510.24
	$ 65,964.60	$ 67,935.40	$ 69,970.68	$ 72,048.86	$ 74,234.16	$ 76,462.36	$ 78,754.52	$ 81,111.16	$ 83,553.60	$ 86,060.26	$ 88,652.46	$ 91,266.24
24	$ 33.27	$ 34.27	$ 35.30	$ 36.36	$ 37.45	$ 38.57	$ 39.72	$ 40.91	$ 42.14	$ 43.41	$ 44.70	$ 46.05
	$ 2,661.52	$ 2,741.45	$ 2,823.85	$ 2,908.72	$ 2,996.06	$ 3,085.88	$ 3,177.34	$ 3,272.93	$ 3,370.98	$ 3,473.16	$ 3,576.16	$ 3,684.10
	$ 69,199.52	$ 71,277.70	$ 73,420.10	$ 75,626.72	$ 77,897.56	$ 80,232.88	$ 82,610.84	$ 85,096.18	$ 87,645.48	$ 90,302.16	$ 92,980.16	$ 95,786.60
25	$ 34.94	$ 36.00	$ 37.07	$ 38.18	$ 39.33	$ 40.51	$ 41.73	$ 42.98	$ 44.27	$ 45.60	$ 46.96	$ 48.37
	$ 2,795.01	$ 2,879.88	$ 2,965.58	$ 3,054.57	$ 3,146.03	$ 3,240.79	$ 3,338.02	$ 3,438.55	$ 3,541.55	$ 3,647.85	$ 3,756.62	$ 3,869.50
	$ 72,670.26	$ 74,876.88	$ 77,105.08	$ 79,418.82	$ 81,796.78	$ 84,260.54	$ 86,788.52	$ 89,402.30	$ 92,080.30	$ 94,844.10	$ 97,672.12	$ 100,607.00
26	$ 36.67	$ 37.77	$ 38.90	$ 40.06	$ 41.26	$ 42.50	$ 43.79	$ 45.09	$ 46.44	$ 47.83	$ 49.26	$ 50.74
	$ 2,933.44	$ 3,021.61	$ 3,112.25	$ 3,204.54	$ 3,300.94	$ 3,399.82	$ 3,502.82	$ 3,607.47	$ 3,715.42	$ 3,826.66	$ 3,941.19	$ 4,059.02
	$ 76,269.44	$ 78,561.86	$ 80,918.50	$ 83,318.04	$ 85,824.44	$ 88,395.32	$ 91,073.32	$ 93,794.22	$ 96,600.92	$ 99,493.16	$ 102,470.94	$ 105,534.52
27	$ 38.51	$ 39.67	$ 40.86	$ 42.09	$ 43.35	$ 44.64	$ 45.98	$ 47.36	$ 48.78	$ 50.24	$ 51.75	$ 53.30
	$ 3,080.94	$ 3,173.22	$ 3,268.81	$ 3,366.86	$ 3,468.22	$ 3,571.22	$ 3,678.34	$ 3,788.75	$ 3,902.46	$ 4,019.47	$ 4,139.78	$ 4,264.20
	$ 80,104.44	$ 82,503.72	$ 84,989.06	$ 87,538.36	$ 90,173.72	$ 92,851.72	$ 95,636.84	$ 98,507.50	$ 101,463.96	$ 104,506.22	$ 107,634.28	$ 110,869.20
28	$ 40.44	$ 41.65	$ 42.90	$ 44.19	$ 45.52	$ 46.89	$ 48.30	$ 49.75	$ 51.23	$ 52.77	$ 54.35	$ 55.97
	$ 3,235.02	$ 3,332.26	$ 3,431.96	$ 3,534.96	$ 3,641.26	$ 3,750.85	$ 3,863.74	$ 3,979.92	$ 4,098.58	$ 4,221.35	$ 4,348.25	$ 4,477.62
	$ 84,110.52	$ 86,638.76	$ 89,230.96	$ 91,908.96	$ 94,672.76	$ 97,522.10	$ 100,457.24	$ 103,477.92	$ 106,563.08	$ 109,755.10	$ 113,054.50	$ 116,418.12
29	$ 42.47	$ 43.74	$ 45.05	$ 46.40	$ 47.79	$ 49.22	$ 50.70	$ 52.23	$ 53.80	$ 55.41	$ 57.07	$ 58.78
	$ 3,397.35	$ 3,499.53	$ 3,604.18	$ 3,712.12	$ 3,823.36	$ 3,937.90	$ 4,055.73	$ 4,178.50	$ 4,303.75	$ 4,433.12	$ 4,565.78	$ 4,702.57
	$ 88,331.10	$ 90,987.78	$ 93,708.68	$ 96,515.12	$ 99,407.36	$ 102,385.40	$ 105,448.98	$ 108,641.00	$ 111,897.50	$ 115,261.12	$ 118,710.28	$ 122,266.82
30	$ 44.59	$ 45.93	$ 47.32	$ 48.74	$ 50.20	$ 51.70	$ 53.25	$ 54.85	$ 56.50	$ 58.20	$ 59.95	$ 61.75
	$ 3,567.10	$ 3,674.22	$ 3,785.46	$ 3,899.17	$ 4,016.18	$ 4,135.66	$ 4,260.08	$ 4,387.80	$ 4,519.64	$ 4,655.60	$ 4,795.68	$ 4,939.88
	$ 92,744.60	$ 95,529.72	$ 98,421.96	$ 101,378.42	$ 104,420.68	$ 107,527.16	$ 110,762.08	$ 114,082.80	$ 117,510.64	$ 121,045.60	$ 124,687.68	$ 128,436.88
31	$ 46.83	$ 48.23	$ 49.68	$ 51.17	$ 52.71	$ 54.30	$ 55.93	$ 57.61	$ 59.33	$ 61.11	$ 62.94	$ 64.83
	$ 3,746.73	$ 3,858.79	$ 3,974.15	$ 4,093.63	$ 4,216.41	$ 4,344.13	$ 4,474.32	$ 4,608.63	$ 4,746.24	$ 4,888.79	$ 5,035.46	$ 5,186.26
	$ 97,414.98	$ 100,328.54	$ 103,327.90	$ 106,434.38	$ 109,626.66	$ 112,947.38	$ 116,332.32	$ 119,824.38	$ 123,402.24	$ 127,108.54	$ 130,921.96	$ 134,842.76
32	$ 49.16	$ 50.63	$ 52.15	$ 53.71	$ 55.32	$ 56.98	$ 58.69	$ 60.46	$ 62.27	$ 64.14	$ 66.06	$ 68.04
	$ 3,932.95	$ 4,050.78	$ 4,171.91	$ 4,297.16	$ 4,425.70	$ 4,558.37	$ 4,695.15	$ 4,836.88	$ 4,981.90	$ 5,131.05	$ 5,285.14	$ 5,443.34
	$ 102,256.70	$ 105,320.28	$ 108,469.66	$ 111,726.16	$ 115,068.20	$ 118,517.62	$ 122,073.90	$ 125,758.88	$ 129,529.40	$ 133,407.30	$ 137,413.64	$ 141,526.84
33	$ 51.62	$ 53.17	$ 54.75	$ 56.39	$ 58.10	$ 59.84	$ 61.62	$ 63.47	$ 65.39	$ 67.35	$ 69.36	$ 71.44
	$ 4,129.89	$ 4,253.49	$ 4,380.38	$ 4,511.40	$ 4,648.18	$ 4,787.44	$ 4,929.99	$ 5,077.49	$ 5,231.58	$ 5,388.14	$ 5,548.82	$ 5,715.26
	$ 107,377.14	$ 110,590.74	$ 113,889.88	$ 117,296.40	$ 120,852.68	$ 124,473.44	$ 128,179.74	$ 132,014.74	$ 136,021.08	$ 140,091.64	$ 144,269.32	$ 148,596.76
34	$ 54.20	$ 55.83	$ 57.50	$ 59.23	$ 61.01	$ 62.84	$ 64.73	$ 66.67	$ 68.65	$ 70.71	$ 72.84	$ 75.03
	$ 4,335.89	$ 4,466.08	$ 4,600.39	$ 4,738.00	$ 4,880.55	$ 5,027.22	$ 5,178.02	$ 5,333.75	$ 5,491.96	$ 5,656.76	$ 5,827.33	$ 6,002.02
	$ 112,733.14	$ 116,118.08	$ 119,610.14	$ 123,188.00	$ 126,894.30	$ 130,707.72	$ 134,628.52	$ 138,677.50	$ 142,790.96	$ 147,075.76	$ 151,510.58	$ 156,052.52
35	$ 56.92	$ 58.63	$ 60.39	$ 62.20	$ 64.07	$ 65.99	$ 67.96	$ 70.01	$ 72.10	$ 74.26	$ 76.49	$ 78.78
	$ 4,553.42	$ 4,690.21	$ 4,831.11	$ 4,976.14	$ 5,125.28	$ 5,279.37	$ 5,436.75	$ 5,600.73	$ 5,768.00	$ 5,941.04	$ 6,119.02	$ 6,302.78
	$ 118,388.92	$ 121,945.46	$ 125,608.86	$ 129,379.64	$ 133,257.28	$ 137,263.62	$ 141,355.50	$ 145,618.98	$ 149,968.00	$ 154,467.04	$ 159,094.52	$ 163,872.28
36	$ 59.76	$ 61.55	$ 63.40	$ 65.30	$ 67.26	$ 69.28	$ 71.36	$ 73.50	$ 75.71	$ 77.98	$ 80.32	$ 82.73
	$ 4,780.85	$ 4,924.22	$ 5,071.72	$ 5,224.16	$ 5,380.72	$ 5,542.22	$ 5,708.67	$ 5,880.06	$ 6,056.40	$ 6,238.50	$ 6,425.55	$ 6,618.37
	$ 124,302.10	$ 128,029.72	$ 131,864.72	$ 135,828.16	$ 139,898.72	$ 144,097.72	$ 148,425.42	$ 152,881.56	$ 157,466.40	$ 162,201.00	$ 167,064.30	$ 172,077.62
37	$ 62.74	$ 64.62	$ 66.57	$ 68.57	$ 70.63	$ 72.75	$ 74.93	$ 77.18	$ 79.49	$ 81.87	$ 84.33	$ 86.86
	$ 5,018.98	$ 5,169.78	$ 5,325.51	$ 5,485.37	$ 5,650.17	$ 5,819.91	$ 5,994.60	$ 6,174.23	$ 6,358.81	$ 6,549.98	$ 6,746.09	$ 6,948.79
	$ 130,493.48	$ 134,414.28	$ 138,463.26	$ 142,619.62	$ 146,904.42	$ 151,317.66	$ 155,859.60	$ 160,529.98	$ 165,329.06	$ 170,299.48	$ 175,398.34	$ 180,668.54

City of Alabaster - Police Pay Scale				2184 annual hours			3% COLA - 10.1.2025 Effective Scale					
Grade	1	2	3	4	5	6	7	8	9	10	11	12
18	$ 24.82	$ 25.56	$ 26.34	$ 27.13	$ 27.94	$ 28.79	$ 29.64	$ 30.53	$ 31.46	$ 32.40	$ 33.37	$ 34.37
Officer	$ 2,085.13	$ 2,147.43	$ 2,212.32	$ 2,278.94	$ 2,347.29	$ 2,418.23	$ 2,490.05	$ 2,564.45	$ 2,642.32	$ 2,721.92	$ 2,803.25	$ 2,887.17
	$ 54,213.38	$ 55,833.18	$ 57,520.32	$ 59,252.44	$ 61,029.54	$ 62,873.98	$ 64,741.30	$ 66,675.70	$ 68,700.32	$ 70,769.92	$ 72,884.50	$ 75,066.42
18C	$ 25.56	$ 26.34	$ 27.13	$ 27.94	$ 28.79	$ 29.64	$ 30.53	$ 31.46	$ 32.40	$ 33.37	$ 34.37	$ 35.40
Corporal	$ 2,147.43	$ 2,212.32	$ 2,278.94	$ 2,347.29	$ 2,418.23	$ 2,490.05	$ 2,564.45	$ 2,642.32	$ 2,721.92	$ 2,803.25	$ 2,887.17	$ 2,973.79
	$ 55,833.18	$ 57,520.32	$ 59,252.44	$ 61,029.54	$ 62,873.98	$ 64,741.30	$ 66,675.70	$ 68,700.32	$ 70,769.92	$ 72,884.50	$ 75,066.42	$ 77,318.54
22	$ 30.16	$ 31.08	$ 32.01	$ 32.97	$ 33.96	$ 34.97	$ 36.03	$ 37.11	$ 38.22	$ 39.36	$ 40.54	$ 41.76
Sergeant	$ 2,533.31	$ 2,610.31	$ 2,689.04	$ 2,769.51	$ 2,852.56	$ 2,937.35	$ 3,026.47	$ 3,117.32	$ 3,210.76	$ 3,305.93	$ 3,405.43	$ 3,507.52
	$ 65,866.06	$ 67,868.06	$ 69,915.04	$ 72,007.26	$ 74,166.56	$ 76,371.10	$ 78,688.22	$ 81,050.32	$ 83,479.76	$ 85,954.18	$ 88,541.18	$ 91,195.52
25	$ 34.94	$ 36.00	$ 37.07	$ 38.18	$ 39.33	$ 40.51	$ 41.73	$ 42.98	$ 44.27	$ 45.60	$ 46.96	$ 48.37
Lieutenant	$ 2,934.76	$ 3,023.87	$ 3,113.85	$ 3,207.30	$ 3,303.33	$ 3,402.83	$ 3,504.93	$ 3,610.48	$ 3,718.63	$ 3,830.24	$ 3,944.45	$ 4,062.98
	$ 76,303.76	$ 78,620.62	$ 80,960.10	$ 83,389.80	$ 85,886.58	$ 88,473.58	$ 91,128.18	$ 93,872.48	$ 96,684.38	$ 99,586.24	$ 102,555.70	$ 105,637.48
Standard Scale				2080 Annual hours			3% COLA - 10.1.2025 Effective Scale					
29	$ 42.47	$ 43.74	$ 45.05	$ 46.40	$ 47.79	$ 49.22	$ 50.70	$ 52.23	$ 53.80	$ 55.41	$ 57.07	$ 58.78
Captain	$ 3,397.35	$ 3,499.53	$ 3,604.18	$ 3,712.12	$ 3,823.36	$ 3,937.90	$ 4,055.73	$ 4,178.50	$ 4,303.75	$ 4,433.12	$ 4,565.78	$ 4,702.57
	$ 88,331.10	$ 90,987.78	$ 93,708.68	$ 96,515.12	$ 99,407.36	$ 102,385.40	$ 105,448.98	$ 108,641.00	$ 111,897.50	$ 115,261.12	$ 118,710.28	$ 122,266.82
34	$ 54.20	$ 55.83	$ 57.50	$ 59.23	$ 61.01	$ 62.84	$ 64.73	$ 66.67	$ 68.65	$ 70.71	$ 72.84	$ 75.03
Police Chief	$ 4,335.89	$ 4,466.08	$ 4,600.39	$ 4,738.00	$ 4,880.55	$ 5,027.22	$ 5,178.02	$ 5,333.75	$ 5,491.96	$ 5,656.76	$ 5,827.33	$ 6,002.02
Appointed	$ 112,733.14	$ 116,118.08	$ 119,610.14	$ 123,188.00	$ 126,894.30	$ 130,707.72	$ 134,628.52	$ 138,677.50	$ 142,790.96	$ 147,075.76	$ 151,510.58	$ 156,052.52

City of Alabaster - Firefighter Pay Scale	3% COLA - 10.1.2025 Effective Pay Scale						2704 Hours					
	1	2	3	4	5	6	7	8	9	10	11	12
17	$ 18.19	$ 18.74	$ 19.30	$ 19.88	$ 20.47	$ 21.08	$ 21.71	$ 22.36	$ 23.04	$ 23.73	$ 24.45	$ 25.18
Recruit	$ 49,168.08	$ 50,646.34	$ 52,167.44	$ 53,731.39	$ 55,338.19	$ 56,987.84	$ 58,701.76	$ 60,458.53	$ 62,279.57	$ 64,143.46	$ 66,093.04	$ 68,064.05
18	$ 19.10	$ 19.67	$ 20.26	$ 20.87	$ 21.50	$ 22.15	$ 22.81	$ 23.49	$ 24.20	$ 24.93	$ 25.68	$ 26.44
	$ 51,631.84	$ 53,174.37	$ 54,781.17	$ 56,430.82	$ 58,123.31	$ 59,880.08	$ 61,658.27	$ 63,500.74	$ 65,428.90	$ 67,399.90	$ 69,413.76	$ 71,491.89
19	$ 20.07	$ 20.67	$ 21.29	$ 21.92	$ 22.58	$ 23.27	$ 23.95	$ 24.67	$ 25.41	$ 26.17	$ 26.95	$ 27.77
Firefighter	$ 54,266.99	$ 55,873.79	$ 57,544.86	$ 59,258.78	$ 61,036.98	$ 62,900.86	$ 64,743.33	$ 66,692.91	$ 68,706.77	$ 70,763.47	$ 72,863.02	$ 75,069.70
20	$ 21.06	$ 21.69	$ 22.35	$ 23.02	$ 23.71	$ 24.42	$ 25.14	$ 25.91	$ 26.67	$ 27.48	$ 28.31	$ 29.15
	$ 56,923.57	$ 58,637.49	$ 60,415.68	$ 62,236.72	$ 64,100.61	$ 66,028.77	$ 67,978.35	$ 70,035.06	$ 72,113.18	$ 74,298.43	$ 76,526.53	$ 78,818.90
21	$ 22.12	$ 22.78	$ 23.46	$ 24.17	$ 24.88	$ 25.63	$ 26.40	$ 27.20	$ 28.01	$ 28.85	$ 29.72	$ 30.61
AO & FF Medic	$ 59,794.38	$ 61,572.58	$ 63,415.04	$ 65,343.20	$ 67,271.36	$ 69,285.22	$ 71,363.34	$ 73,527.17	$ 75,733.84	$ 78,004.78	$ 80,340.00	$ 82,760.91
22	$ 23.20	$ 23.91	$ 24.63	$ 25.37	$ 26.13	$ 26.90	$ 27.72	$ 28.55	$ 29.41	$ 30.28	$ 31.19	$ 32.13
AO Medic	$ 62,729.47	$ 64,636.21	$ 66,585.79	$ 68,578.22	$ 70,634.93	$ 72,734.48	$ 74,941.15	$ 77,190.67	$ 79,504.46	$ 81,861.10	$ 84,324.86	$ 86,852.90
23	$ 24.40	$ 25.13	$ 25.88	$ 26.65	$ 27.46	$ 28.28	$ 29.13	$ 30.00	$ 30.90	$ 31.83	$ 32.79	$ 33.76
	$ 65,964.50	$ 67,935.50	$ 69,970.78	$ 72,048.91	$ 74,234.16	$ 76,462.26	$ 78,754.62	$ 81,111.26	$ 83,553.60	$ 86,060.21	$ 88,652.51	$ 91,266.24
24	$ 25.60	$ 26.37	$ 27.16	$ 27.97	$ 28.81	$ 29.68	$ 30.56	$ 31.48	$ 32.42	$ 33.40	$ 34.39	$ 35.43
LT Medic	$ 69,199.52	$ 71,277.65	$ 73,420.05	$ 75,626.72	$ 77,897.66	$ 80,232.88	$ 82,610.94	$ 85,096.13	$ 87,645.58	$ 90,302.16	$ 92,980.16	$ 95,786.70
25	$ 26.88	$ 27.70	$ 28.52	$ 29.38	$ 30.26	$ 31.17	$ 32.10	$ 33.07	$ 34.06	$ 35.08	$ 36.13	$ 37.21
	$ 72,670.21	$ 74,876.88	$ 77,104.98	$ 79,418.77	$ 81,796.83	$ 84,260.59	$ 86,788.62	$ 89,402.35	$ 92,080.35	$ 94,844.05	$ 97,672.02	$ 100,607.10
26	$ 28.21	$ 29.06	$ 29.93	$ 30.82	$ 31.74	$ 32.70	$ 33.69	$ 34.69	$ 35.73	$ 36.80	$ 37.90	$ 39.03
Captain Medic	$ 76,269.44	$ 78,561.81	$ 80,918.45	$ 83,317.94	$ 85,824.54	$ 88,395.42	$ 91,073.42	$ 93,794.27	$ 96,600.82	$ 99,493.06	$ 102,470.99	$ 105,534.62
27	$ 29.63	$ 30.52	$ 31.44	$ 32.38	$ 33.35	$ 34.34	$ 35.37	$ 36.44	$ 37.53	$ 38.65	$ 39.81	$ 41.01
	$ 80,104.34	$ 82,503.82	$ 84,989.01	$ 87,538.46	$ 90,173.62	$ 92,851.62	$ 95,636.74	$ 98,507.55	$ 101,464.06	$ 104,506.27	$ 107,634.18	$ 110,869.20
28	$ 31.11	$ 32.05	$ 33.00	$ 33.99	$ 35.02	$ 36.07	$ 37.16	$ 38.27	$ 39.41	$ 40.59	$ 41.82	$ 43.06
Bat Chief	$ 84,110.62	$ 86,638.66	$ 89,230.96	$ 91,908.96	$ 94,672.66	$ 97,522.05	$ 100,457.14	$ 103,477.92	$ 106,562.98	$ 109,755.15	$ 113,054.45	$ 116,418.02
Standard Scale Positions:								2080 Hours				
Staff LT- 23	$ 31.71	$ 32.66	$ 33.64	$ 34.64	$ 35.69	$ 36.76	$ 37.86	$ 39.00	$ 40.17	$ 41.38	$ 42.62	$ 43.88
	$ 2,537.10	$ 2,612.90	$ 2,691.18	$ 2,771.11	$ 2,855.16	$ 2,940.86	$ 3,029.02	$ 3,119.66	$ 3,213.60	$ 3,310.01	$ 3,409.71	$ 3,510.24
	$ 65,964.60	$ 67,935.40	$ 69,970.68	$ 72,048.86	$ 74,234.16	$ 76,462.36	$ 78,754.52	$ 81,111.16	$ 83,553.60	$ 86,060.26	$ 88,652.46	$ 91,266.24
Staff Captain- 26	$ 36.67	$ 37.77	$ 38.90	$ 40.06	$ 41.26	$ 42.50	$ 43.79	$ 45.09	$ 46.44	$ 47.83	$ 49.26	$ 50.74
	$ 2,933.44	$ 3,021.61	$ 3,112.25	$ 3,204.54	$ 3,300.94	$ 3,399.82	$ 3,502.82	$ 3,607.47	$ 3,715.42	$ 3,826.66	$ 3,941.19	$ 4,059.02
	$ 76,269.44	$ 78,561.86	$ 80,918.50	$ 83,318.04	$ 85,824.44	$ 88,395.32	$ 91,073.32	$ 93,794.22	$ 96,600.92	$ 99,493.16	$ 102,470.94	$ 105,534.52
Staff Bat Chief- 29	$ 42.47	$ 43.74	$ 45.05	$ 46.40	$ 47.79	$ 49.22	$ 50.70	$ 52.23	$ 53.80	$ 55.41	$ 57.07	$ 58.78
	$ 3,397.35	$ 3,499.53	$ 3,604.18	$ 3,712.12	$ 3,823.36	$ 3,937.90	$ 4,055.73	$ 4,178.50	$ 4,303.75	$ 4,433.12	$ 4,565.78	$ 4,702.57
	$ 88,331.10	$ 90,987.78	$ 93,708.68	$ 96,515.12	$ 99,407.36	$ 102,385.40	$ 105,448.98	$ 108,641.00	$ 111,897.50	$ 115,261.12	$ 118,710.28	$ 122,266.82
Deputy Chief- 30	$ 44.59	$ 45.93	$ 47.32	$ 48.74	$ 50.20	$ 51.70	$ 53.25	$ 54.85	$ 56.50	$ 58.20	$ 59.95	$ 61.75
	$ 3,567.10	$ 3,674.22	$ 3,785.46	$ 3,899.17	$ 4,016.18	$ 4,135.66	$ 4,260.08	$ 4,387.80	$ 4,519.64	$ 4,655.60	$ 4,795.68	$ 4,939.88
	$ 92,744.60	$ 95,529.72	$ 98,421.96	$ 101,378.42	$ 104,420.68	$ 107,527.16	$ 110,762.08	$ 114,082.80	$ 117,510.64	$ 121,045.60	$ 124,687.68	$ 128,436.88
Fire Chief- Appointed 34	$ 54.20	$ 55.83	$ 57.50	$ 59.23	$ 61.01	$ 62.84	$ 64.73	$ 66.67	$ 68.65	$ 70.71	$ 72.84	$ 75.03
	$ 4,335.89	$ 4,466.08	$ 4,600.39	$ 4,738.00	$ 4,880.55	$ 5,027.22	$ 5,178.02	$ 5,333.75	$ 5,491.96	$ 5,656.76	$ 5,827.33	$ 6,002.02
	$ 112,733.14	$ 116,118.08	$ 119,610.14	$ 123,188.00	$ 126,894.30	$ 130,707.72	$ 134,628.52	$ 138,677.50	$ 142,790.96	$ 147,075.76	$ 151,510.58	$ 156,052.52