

Jefferson County Commission

OFFICIAL MEDICAL SALARY SCHEDULE

October 4, 2025

**THE PERSONNEL BOARD OF JEFFERSON COUNTY
2121 8TH AVENUE NORTH, SUITE 100
BIRMINGHAM, AL 35203**

**I hereby certify this to be a true and correct salary schedule as
generated by the Personnel Board of Jefferson County**



Jeffrey Crenshaw, Personnel Board Director

3%

JEFFERSON COUNTY COMMISSION
MEDICAL SALARY SCHEDULE
(Hourly Rate based on 2080 Annual Hours)
Effective October 4, 2025

Approved by Personnel Board September 23, 2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
4	hourly	11.59	12.17	12.78	13.42	14.09	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82
	bi-weekly	927.20	973.60	1,022.40	1,073.60	1,127.20	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60
	semi-monthly	1,004.47	1,054.73	1,107.60	1,163.07	1,221.13	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40
	monthly	2,008.93	2,109.47	2,215.20	2,326.13	2,442.27	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80
	annually	24,107.20	25,313.60	26,582.40	27,913.60	29,307.20	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60
5	hourly	12.17	12.78	13.42	14.09	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86
	bi-weekly	973.60	1,022.40	1,073.60	1,127.20	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80
	semi-monthly	1,054.73	1,107.60	1,163.07	1,221.13	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53
	monthly	2,109.47	2,215.20	2,326.13	2,442.27	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07
	annually	25,313.60	26,582.40	27,913.60	29,307.20	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80
6	hourly	12.78	13.42	14.09	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95
	bi-weekly	1,022.40	1,073.60	1,127.20	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00
	semi-monthly	1,107.60	1,163.07	1,221.13	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00
	monthly	2,215.20	2,326.13	2,442.27	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00
	annually	26,582.40	27,913.60	29,307.20	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00
7	hourly	13.42	14.09	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10
	bi-weekly	1,073.60	1,127.20	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00
	semi-monthly	1,163.07	1,221.13	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67
	monthly	2,326.13	2,442.27	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33
	annually	27,913.60	29,307.20	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00
8	hourly	14.09	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30
	bi-weekly	1,127.20	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00
	semi-monthly	1,221.13	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67
	monthly	2,442.27	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33
	annually	29,307.20	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00
9	hourly	14.79	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57
	bi-weekly	1,183.20	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60
	semi-monthly	1,281.80	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73
	monthly	2,563.60	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47
	annually	30,763.20	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60
10	hourly	15.53	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90
	bi-weekly	1,242.40	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00
	semi-monthly	1,345.93	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00
	monthly	2,691.87	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00
	annually	32,302.40	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00

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Effective October 4, 2025

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Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
11	hourly	16.31	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29
	bi-weekly	1,304.80	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20
	semi-monthly	1,413.53	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47
	monthly	2,827.07	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93
	annually	33,924.80	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20
12	hourly	17.13	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76
	bi-weekly	1,370.40	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80
	semi-monthly	1,484.60	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87
	monthly	2,969.20	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73
	annually	35,630.40	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80
13	hourly	17.98	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29
	bi-weekly	1,438.40	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20
	semi-monthly	1,558.27	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47
	monthly	3,116.53	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93
	annually	37,398.40	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20
14	hourly	18.88	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91
	bi-weekly	1,510.40	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80
	semi-monthly	1,636.27	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87
	monthly	3,272.53	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73
	annually	39,270.40	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80
15	hourly	19.83	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61
	bi-weekly	1,586.40	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80
	semi-monthly	1,718.60	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20
	monthly	3,437.20	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40
	annually	41,246.40	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80
16	hourly	20.82	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39
	bi-weekly	1,665.60	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20
	semi-monthly	1,804.40	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47
	monthly	3,608.80	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93
	annually	43,305.60	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20
17	hourly	21.86	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25
	bi-weekly	1,748.80	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00
	semi-monthly	1,894.53	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67
	monthly	3,789.07	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33
	annually	45,468.80	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00

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18	hourly	22.95	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22
	bi-weekly	1,836.00	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60
	semi-monthly	1,989.00	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40
	monthly	3,978.00	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80
	annually	47,736.00	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60
19	hourly	24.10	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28
	bi-weekly	1,928.00	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40
	semi-monthly	2,088.67	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93
	monthly	4,177.33	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87
	annually	50,128.00	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40
20	hourly	25.30	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44
	bi-weekly	2,024.00	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20
	semi-monthly	2,192.67	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13
	monthly	4,385.33	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27
	annually	52,624.00	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20
21	hourly	26.57	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71
	bi-weekly	2,125.60	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80
	semi-monthly	2,302.73	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87
	monthly	4,605.47	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73
	annually	55,265.60	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80
22	hourly	27.90	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10
	bi-weekly	2,232.00	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00
	semi-monthly	2,418.00	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00
	monthly	4,836.00	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00
	annually	58,032.00	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00
23	hourly	29.29	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60
	bi-weekly	2,343.20	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00
	semi-monthly	2,538.47	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67
	monthly	5,076.93	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33
	annually	60,923.20	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00
24	hourly	30.76	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24
	bi-weekly	2,460.80	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20
	semi-monthly	2,665.87	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47
	monthly	5,331.73	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93
	annually	63,980.80	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20

JEFFERSON COUNTY COMMISSION
MEDICAL SALARY SCHEDULE
(Hourly Rate based on 2080 Annual Hours)
Effective October 4, 2025

Approved by Personnel Board September 23, 2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
25	hourly	32.29	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00
	bi-weekly	2,583.20	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00
	semi-monthly	2,798.47	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67
	monthly	5,596.93	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33
	annually	67,163.20	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00
26	hourly	33.91	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90
	bi-weekly	2,712.80	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00
	semi-monthly	2,938.87	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00
	monthly	5,877.73	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00
	annually	70,532.80	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00
27	hourly	35.61	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94
	bi-weekly	2,848.80	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20
	semi-monthly	3,086.20	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47
	monthly	6,172.40	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93
	annually	74,068.80	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20
28	hourly	37.39	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14
	bi-weekly	2,991.20	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20
	semi-monthly	3,240.47	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80
	monthly	6,480.93	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60
	annually	77,771.20	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20
29	hourly	39.25	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50
	bi-weekly	3,140.00	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00
	semi-monthly	3,401.67	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00
	monthly	6,803.33	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00
	annually	81,640.00	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00
30	hourly	41.22	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02
	bi-weekly	3,297.60	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60
	semi-monthly	3,572.40	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07
	monthly	7,144.80	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13
	annually	85,737.60	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60
31	hourly	43.28	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72
	bi-weekly	3,462.40	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60
	semi-monthly	3,750.93	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73
	monthly	7,501.87	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47
	annually	90,022.40	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60

JEFFERSON COUNTY COMMISSION
MEDICAL SALARY SCHEDULE
(Hourly Rate based on 2080 Annual Hours)
Effective October 4, 2025

Approved by Personnel Board September 23, 2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
32	hourly	45.44	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61
	bi-weekly	3,635.20	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80
	semi-monthly	3,938.13	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87
	monthly	7,876.27	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73
	annually	94,515.20	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80
33	hourly	47.71	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69
	bi-weekly	3,816.80	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20
	semi-monthly	4,134.87	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47
	monthly	8,269.73	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93
	annually	99,236.80	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20
34	hourly	50.10	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97
	bi-weekly	4,008.00	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60
	semi-monthly	4,342.00	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40
	monthly	8,684.00	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80
	annually	104,208.00	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60
35	hourly	52.60	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47
	bi-weekly	4,208.00	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60
	semi-monthly	4,558.67	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40
	monthly	9,117.33	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80
	annually	109,408.00	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60
36	hourly	55.24	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19
	bi-weekly	4,419.20	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20
	semi-monthly	4,787.47	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47
	monthly	9,574.93	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93
	annually	114,899.20	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20
37	hourly	58.00	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15
	bi-weekly	4,640.00	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00
	semi-monthly	5,026.67	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33
	monthly	10,053.33	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67
	annually	120,640.00	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00
38	hourly	60.90	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36
	bi-weekly	4,872.00	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80
	semi-monthly	5,278.00	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87
	monthly	10,556.00	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73
	annually	126,672.00	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80

JEFFERSON COUNTY COMMISSION
MEDICAL SALARY SCHEDULE
(Hourly Rate based on 2080 Annual Hours)
Effective October 4, 2025

Approved by Personnel Board September 23, 2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
39	hourly	63.94	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83
	bi-weekly	5,115.20	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40
	semi-monthly	5,541.47	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93
	monthly	11,082.93	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87
	annually	132,995.20	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40
40	hourly	67.14	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57
	bi-weekly	5,371.20	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60
	semi-monthly	5,818.80	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40
	monthly	11,637.60	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80
	annually	139,651.20	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60
41	hourly	70.50	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60
	bi-weekly	5,640.00	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00
	semi-monthly	6,110.00	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00
	monthly	12,220.00	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00
	annually	146,640.00	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00
42	hourly	74.02	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93
	bi-weekly	5,921.60	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40
	semi-monthly	6,415.07	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60
	monthly	12,830.13	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20
	annually	153,961.60	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40
43	hourly	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58
	bi-weekly	6,217.60	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40
	semi-monthly	6,735.73	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93
	monthly	13,471.47	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87
	annually	161,657.60	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40
44	hourly	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56
	bi-weekly	6,528.80	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80
	semi-monthly	7,072.87	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87
	monthly	14,145.73	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73
	annually	169,748.80	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80
45	hourly	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56	153.88
	bi-weekly	6,855.20	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80	12,310.40
	semi-monthly	7,426.47	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87	13,336.27
	monthly	14,852.93	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73	26,672.53
	annually	178,235.20	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80	320,070.40

JEFFERSON COUNTY COMMISSION
MEDICAL SALARY SCHEDULE
(Hourly Rate based on 2080 Annual Hours)
Effective October 4, 2025

Approved by Personnel Board September 23, 2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 1	PREM 2	PREM 3
46	hourly	89.97	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56	153.88	161.58
	bi-weekly	7,197.60	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80	12,310.40	12,926.40
	semi-monthly	7,797.40	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87	13,336.27	14,003.60
	monthly	15,594.80	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73	26,672.53	28,007.20
	annually	187,137.60	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80	320,070.40	336,086.40
47	hourly	94.47	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56	153.88	161.58	169.66
	bi-weekly	7,557.60	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80	12,310.40	12,926.40	13,572.80
	semi-monthly	8,187.40	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87	13,336.27	14,003.60	14,703.87
	monthly	16,374.80	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73	26,672.53	28,007.20	29,407.73
	annually	196,497.60	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80	320,070.40	336,086.40	352,892.80
48	hourly	99.19	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56	153.88	161.58	169.66	178.14
	bi-weekly	7,935.20	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80	12,310.40	12,926.40	13,572.80	14,251.20
	semi-monthly	8,596.47	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87	13,336.27	14,003.60	14,703.87	15,438.80
	monthly	17,192.93	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73	26,672.53	28,007.20	29,407.73	30,877.60
	annually	206,315.20	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80	320,070.40	336,086.40	352,892.80	370,531.20
49	hourly	104.15	109.36	114.83	120.57	126.60	132.93	139.58	146.56	153.88	161.58	169.66	178.14	187.05
	bi-weekly	8,332.00	8,748.80	9,186.40	9,645.60	10,128.00	10,634.40	11,166.40	11,724.80	12,310.40	12,926.40	13,572.80	14,251.20	14,964.00
	semi-monthly	9,026.33	9,477.87	9,951.93	10,449.40	10,972.00	11,520.60	12,096.93	12,701.87	13,336.27	14,003.60	14,703.87	15,438.80	16,211.00
	monthly	18,052.67	18,955.73	19,903.87	20,898.80	21,944.00	23,041.20	24,193.87	25,403.73	26,672.53	28,007.20	29,407.73	30,877.60	32,422.00
	annually	216,632.00	227,468.80	238,846.40	250,785.60	263,328.00	276,494.40	290,326.40	304,844.80	320,070.40	336,086.40	352,892.80	370,531.20	389,064.00