

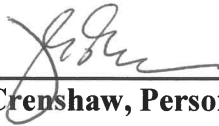
City of Bessemer

OFFICIAL SALARY SCHEDULE

November 1, 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

2%

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
4	hourly	9.73	10.22	10.73	11.26	11.83	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47
	bi-weekly	778.40	817.60	858.40	900.80	946.40	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60
	semi-monthly	843.27	885.73	929.93	975.87	1025.27	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07
	monthly	1686.53	1771.47	1859.87	1951.73	2050.53	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13
	annually	20,238.40	21,257.60	22,318.40	23,420.80	24,606.40	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60
5	hourly	10.22	10.73	11.26	11.83	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35
	bi-weekly	817.60	858.40	900.80	946.40	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00
	semi-monthly	885.73	929.93	975.87	1025.27	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33
	monthly	1771.47	1859.87	1951.73	2050.53	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67
	annually	21,257.60	22,318.40	23,420.80	24,606.40	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00
6	hourly	10.73	11.26	11.83	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26
	bi-weekly	858.40	900.80	946.40	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80
	semi-monthly	929.93	975.87	1025.27	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20
	monthly	1859.87	1951.73	2050.53	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40
	annually	22,318.40	23,420.80	24,606.40	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80
7	hourly	11.26	11.83	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23
	bi-weekly	900.80	946.40	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40
	semi-monthly	975.87	1025.27	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27
	monthly	1951.73	2050.53	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53
	annually	23,420.80	24,606.40	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40
8	hourly	11.83	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24
	bi-weekly	946.40	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20
	semi-monthly	1025.27	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80
	monthly	2050.53	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60
	annually	24,606.40	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20
9	hourly	12.42	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30
	bi-weekly	993.60	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00
	semi-monthly	1076.40	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67
	monthly	2152.80	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33
	annually	25,833.60	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00
10	hourly	13.04	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42
	bi-weekly	1043.20	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60
	semi-monthly	1130.13	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73
	monthly	2260.27	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47
	annually	27,123.20	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
11	hourly	13.69	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59
	bi-weekly	1095.20	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20
	semi-monthly	1186.47	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13
	monthly	2372.93	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27
	annually	28,475.20	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20
12	hourly	14.38	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82
	bi-weekly	1150.40	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60
	semi-monthly	1246.27	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73
	monthly	2492.53	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47
	annually	29,910.40	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60
13	hourly	15.09	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11
	bi-weekly	1207.20	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80
	semi-monthly	1307.80	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53
	monthly	2615.60	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07
	annually	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80
14	hourly	15.85	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46
	bi-weekly	1268.00	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80
	semi-monthly	1373.67	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53
	monthly	2747.33	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07
	annually	32,968.00	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80
15	hourly	16.64	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89
	bi-weekly	1331.20	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20
	semi-monthly	1442.13	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47
	monthly	2884.27	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93
	annually	34,611.20	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20
16	hourly	17.47	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38
	bi-weekly	1397.60	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40
	semi-monthly	1514.07	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60
	monthly	3028.13	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20
	annually	36,337.60	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40
17	hourly	18.35	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95
	bi-weekly	1468.00	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00
	semi-monthly	1590.33	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67
	monthly	3180.67	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33
	annually	38,168.00	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
18	hourly	19.26	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60
	bi-weekly	1540.80	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00
	semi-monthly	1669.20	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67
	monthly	3338.40	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33
	annually	40,060.80	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00
19	hourly	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33
	bi-weekly	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40
	semi-monthly	1753.27	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60
	monthly	3506.53	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20
	annually	42,078.40	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40
20	hourly	21.24	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14
	bi-weekly	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20
	semi-monthly	1840.80	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47
	monthly	3681.60	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93
	annually	44,179.20	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20
21	hourly	22.30	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05
	bi-weekly	1784.00	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00
	semi-monthly	1932.67	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00
	monthly	3865.33	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00
	annually	46,384.00	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00
22	hourly	23.42	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05
	bi-weekly	1873.60	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00
	semi-monthly	2029.73	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33
	monthly	4059.47	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67
	annually	48,713.60	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00
23	hourly	24.59	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16
	bi-weekly	1967.20	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80
	semi-monthly	2131.13	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20
	monthly	4262.27	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40
	annually	51,147.20	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80
24	hourly	25.82	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36
	bi-weekly	2065.60	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80
	semi-monthly	2237.73	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87
	monthly	4475.47	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73
	annually	53,705.60	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
25	hourly	27.11	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68
	bi-weekly	2168.80	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40
	semi-monthly	2349.53	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93
	monthly	4699.07	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87
	annually	56,388.80	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40
26	hourly	28.46	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12
	bi-weekly	2276.80	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60
	semi-monthly	2466.53	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40
	monthly	4933.07	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80
	annually	59,196.80	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60
27	hourly	29.89	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67
	bi-weekly	2391.20	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60
	semi-monthly	2590.47	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40
	monthly	5180.93	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80
	annually	62,171.20	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60
28	hourly	31.38	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35
	bi-weekly	2510.40	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00
	semi-monthly	2719.60	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67
	monthly	5439.20	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33
	annually	65,270.40	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00
29	hourly	32.95	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17
	bi-weekly	2636.00	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60
	semi-monthly	2855.67	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07
	monthly	5711.33	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13
	annually	68,536.00	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60
30	hourly	34.60	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13
	bi-weekly	2768.00	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40
	semi-monthly	2998.67	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60
	monthly	5997.33	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20
	annually	71,968.00	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40
31	hourly	36.33	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24
	bi-weekly	2906.40	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20
	semi-monthly	3148.60	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13
	monthly	6297.20	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27
	annually	75,566.40	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
32	hourly	38.14	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50
	bi-weekly	3051.20	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00
	semi-monthly	3305.47	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67
	monthly	6610.93	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33
	annually	79,331.20	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00
33	hourly	40.05	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92
	bi-weekly	3204.00	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60
	semi-monthly	3471.00	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07
	monthly	6942.00	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13
	annually	83,304.00	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60
34	hourly	42.05	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52
	bi-weekly	3364.00	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60
	semi-monthly	3644.33	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07
	monthly	7288.67	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13
	annually	87,464.00	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60
35	hourly	44.16	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30
	bi-weekly	3532.80	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00
	semi-monthly	3827.20	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67
	monthly	7654.40	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33
	annually	91,852.80	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00
36	hourly	46.36	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26
	bi-weekly	3708.80	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80
	semi-monthly	4017.87	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87
	monthly	8035.73	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73
	annually	96,428.80	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80
37	hourly	48.68	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42
	bi-weekly	3894.40	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60
	semi-monthly	4218.93	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40
	monthly	8437.87	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80
	annually	101,254.40	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60
38	hourly	51.12	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80
	bi-weekly	4089.60	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00
	semi-monthly	4430.40	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00
	monthly	8860.80	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00
	annually	106,329.60	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
39	hourly	53.67	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39
	bi-weekly	4293.60	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20
	semi-monthly	4651.40	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80
	monthly	9302.80	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60
	annually	111,633.60	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20
40	hourly	56.35	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20
	bi-weekly	4508.00	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00
	semi-monthly	4883.67	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67
	monthly	9767.33	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33
	annually	117,208.00	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00
41	hourly	59.17	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26
	bi-weekly	4733.60	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80
	semi-monthly	5128.07	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20
	monthly	10256.13	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40
	annually	123,073.60	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80
42	hourly	62.13	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58
	bi-weekly	4970.40	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40
	semi-monthly	5384.60	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27
	monthly	10769.20	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53
	annually	129,230.40	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40
43	hourly	65.24	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16
	bi-weekly	5219.20	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80
	semi-monthly	5654.13	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87
	monthly	11308.27	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73
	annually	135,699.20	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80
44	hourly	68.50	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16	123.01
	bi-weekly	5480.00	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80	9840.80
	semi-monthly	5936.67	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87	10660.87
	monthly	11873.33	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73	21321.73
	annually	142,480.00	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80
45	hourly	71.92	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16	123.01	129.17
	bi-weekly	5753.60	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80	9840.80	10333.60
	semi-monthly	6233.07	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87	10660.87	11194.73
	monthly	12466.13	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73	21321.73	22389.47
	annually	149,593.60	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60

**CITY OF BESSEMER
SALARY SCHEDULE**

Acknowledged by Personnel Board 12/4/2025

Effective 11/1/2025

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	PREM 05	PREM 10	PREM 15
46	hourly	75.52	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16	123.01	129.17	135.62
	bi-weekly	6041.60	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80	9840.80	10333.60	10849.60
	semi-monthly	6545.07	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87	10660.87	11194.73	11753.73
	monthly	13090.13	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73	21321.73	22389.47	23507.47
	annually	157,081.60	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60
47	hourly	79.30	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16	123.01	129.17	135.62	142.40
	bi-weekly	6344.00	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80	9840.80	10333.60	10849.60	11392.00
	semi-monthly	6872.67	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87	10660.87	11194.73	11753.73	12341.33
	monthly	13745.33	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73	21321.73	22389.47	23507.47	24682.67
	annually	164,944.00	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60	296,192.00
48	hourly	83.26	87.42	91.80	96.39	101.20	106.26	111.58	117.16	123.01	129.17	135.62	142.40	149.52
	bi-weekly	6660.80	6993.60	7344.00	7711.20	8096.00	8500.80	8926.40	9372.80	9840.80	10333.60	10849.60	11392.00	11961.60
	semi-monthly	7215.87	7576.40	7956.00	8353.80	8770.67	9209.20	9670.27	10153.87	10660.87	11194.73	11753.73	12341.33	12958.40
	monthly	14431.73	15152.80	15912.00	16707.60	17541.33	18418.40	19340.53	20307.73	21321.73	22389.47	23507.47	24682.67	25916.80
	annually	173,180.80	181,833.60	190,944.00	200,491.20	210,496.00	221,020.80	232,086.40	243,692.80	255,860.80	268,673.60	282,089.60	296,192.00	311,001.60