

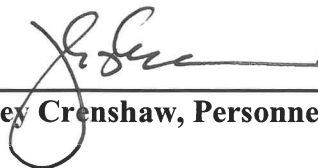
**Jefferson County Emergency Management
Council**

**OFFICIAL
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
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

Approved by Personnel Board September 23, 2025

(Hourly Rate Based on 2080 Annual Hours)
Effective October 4, 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	11.20	11.76	12.35	12.97	13.61	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11
	bi-weekly	896.00	940.80	988.00	1,037.60	1,088.80	1,143.20	1,200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80
	semi-monthly	970.67	1019.20	1,070.33	1,124.07	1,179.53	1,238.47	1,300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87
	monthly	1941.33	2038.40	2,140.67	2,248.13	2,359.07	2,476.93	2,601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73
	annually	23296.00	24460.80	25,688.00	26,977.60	28,308.80	29,723.20	31,220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80
5	hourly	11.76	12.35	12.97	13.61	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12
	bi-weekly	940.80	988.00	1,037.60	1,088.80	1,143.20	1,200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60
	semi-monthly	1019.20	1070.33	1,124.07	1,179.53	1,238.47	1,300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40
	monthly	2038.40	2140.67	2,248.13	2,359.07	2,476.93	2,601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80
	annually	24460.80	25688.00	26,977.60	28,308.80	29,723.20	31,220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60
6	hourly	12.35	12.97	13.61	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18
	bi-weekly	988.00	1037.60	1,088.80	1,143.20	1,200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40
	semi-monthly	1070.33	1124.07	1,179.53	1,238.47	1,300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27
	monthly	2140.67	2248.13	2,359.07	2,476.93	2,601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53
	annually	25688.00	26977.60	28,308.80	29,723.20	31,220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40
7	hourly	12.97	13.61	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28
	bi-weekly	1037.60	1088.80	1,143.20	1,200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40
	semi-monthly	1124.07	1179.53	1,238.47	1,300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60
	monthly	2248.13	2359.07	2,476.93	2,601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20
	annually	26977.60	28308.80	29,723.20	31,220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40
8	hourly	13.61	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45
	bi-weekly	1088.80	1143.20	1,200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00
	semi-monthly	1179.53	1238.47	1,300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00
	monthly	2359.07	2476.93	2,601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00
	annually	28308.80	29723.20	31,220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00
9	hourly	14.29	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67
	bi-weekly	1143.20	1200.80	1,260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60
	semi-monthly	1238.47	1300.87	1,365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73
	monthly	2476.93	2601.73	2,731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47
	annually	29723.20	31220.80	32,780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60
10	hourly	15.01	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95
	bi-weekly	1200.80	1260.80	1,324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00
	semi-monthly	1300.87	1365.87	1,434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67
	monthly	2601.73	2731.73	2,868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33
	annually	31220.80	32780.80	34,424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00

**JEFFERSON COUNTY
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

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(Hourly Rate Based on 2080 Annual Hours)
Effective October 4, 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
11	hourly	15.76	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30
	bi-weekly	1260.80	1324.00	1,389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00
	semi-monthly	1365.87	1434.33	1,505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67
	monthly	2731.73	2868.67	3,010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33
	annually	32780.80	34424.00	36,129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00
12	hourly	16.55	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72
	bi-weekly	1324.00	1389.60	1,459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60
	semi-monthly	1434.33	1505.40	1,580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73
	monthly	2868.67	3010.80	3,161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47
	annually	34424.00	36129.60	37,939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60
13	hourly	17.37	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20
	bi-weekly	1389.60	1459.20	1,532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00
	semi-monthly	1505.40	1580.80	1,660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00
	monthly	3010.80	3161.60	3,321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00
	annually	36129.60	37939.20	39,852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00
14	hourly	18.24	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76
	bi-weekly	1459.20	1532.80	1,608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80
	semi-monthly	1580.80	1660.53	1,742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20
	monthly	3161.60	3321.07	3,485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40
	annually	37939.20	39852.80	41,828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80
15	hourly	19.16	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40
	bi-weekly	1532.80	1608.80	1,689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00
	semi-monthly	1660.53	1742.87	1,830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33
	monthly	3321.07	3485.73	3,660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67
	annually	39852.80	41828.80	43,929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00
16	hourly	20.11	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12
	bi-weekly	1608.80	1689.60	1,774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60
	semi-monthly	1742.87	1830.40	1,922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40
	monthly	3485.73	3660.80	3,844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80
	annually	41828.80	43929.60	46,134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60
17	hourly	21.12	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93
	bi-weekly	1689.60	1774.40	1,862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40
	semi-monthly	1830.40	1922.27	2,017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27
	monthly	3660.80	3844.53	4,035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53
	annually	43929.60	46134.40	48,422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40

**JEFFERSON COUNTY
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

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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
18	hourly	22.18	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82
	bi-weekly	1774.40	1862.40	1,956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60
	semi-monthly	1922.27	2017.60	2,119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07
	monthly	3844.53	4035.20	4,238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13
	annually	46134.40	48422.40	50,856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60
19	hourly	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81
	bi-weekly	1862.40	1956.00	2,053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80
	semi-monthly	2017.60	2119.00	2,224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53
	monthly	4035.20	4238.00	4,449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07
	annually	48422.40	50856.00	53,393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80
20	hourly	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91
	bi-weekly	1956.00	2053.60	2,156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80
	semi-monthly	2119.00	2224.73	2,335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53
	monthly	4238.00	4449.47	4,671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07
	annually	50856.00	53393.60	56,056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80
21	hourly	25.67	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10
	bi-weekly	2053.60	2156.00	2,264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00
	semi-monthly	2224.73	2335.67	2,452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33
	monthly	4449.47	4671.33	4,905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67
	annually	53393.60	56056.00	58,864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00
22	hourly	26.95	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41
	bi-weekly	2156.00	2264.00	2,377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80
	semi-monthly	2335.67	2452.67	2,575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53
	monthly	4671.33	4905.33	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07
	annually	56056.00	58864.00	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80
23	hourly	28.30	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83
	bi-weekly	2264.00	2377.60	2,496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40
	semi-monthly	2452.67	2575.73	2,704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27
	monthly	4905.33	5151.47	5,408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53
	annually	58864.00	61817.60	64,896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40
24	hourly	29.72	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37
	bi-weekly	2377.60	2496.00	2,620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60
	semi-monthly	2575.73	2704.00	2,839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40
	monthly	5151.47	5408.00	5,678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80
	annually	61817.60	64896.00	68,140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60

**JEFFERSON COUNTY
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

Approved by Personnel Board September 23, 2025

(Hourly Rate Based on 2080 Annual Hours)
Effective October 4, 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	31.20	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04
	bi-weekly	2496.00	2620.80	2,752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20
	semi-monthly	2704.00	2839.20	2,981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80
	monthly	5408.00	5678.40	5,962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60
	annually	64896.00	68140.80	71,552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20
26	hourly	32.76	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84
	bi-weekly	2620.80	2752.00	2,889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20
	semi-monthly	2839.20	2981.33	3,130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47
	monthly	5678.40	5962.67	6,260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93
	annually	68140.80	71552.00	75,129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20
27	hourly	34.40	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78
	bi-weekly	2752.00	2889.60	3,034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40
	semi-monthly	2981.33	3130.40	3,287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27
	monthly	5962.67	6260.80	6,574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53
	annually	71552.00	75129.60	78,894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40
28	hourly	36.12	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87
	bi-weekly	2889.60	3034.40	3,185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60
	semi-monthly	3130.40	3287.27	3,451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07
	monthly	6260.80	6574.53	6,902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13
	annually	75129.60	78894.40	82,825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60
29	hourly	37.93	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11
	bi-weekly	3034.40	3185.60	3,344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80
	semi-monthly	3287.27	3451.07	3,623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87
	monthly	6574.53	6902.13	7,247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73
	annually	78894.40	82825.60	86,964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80
30	hourly	39.82	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52
	bi-weekly	3185.60	3344.80	3,512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60
	semi-monthly	3451.07	3623.53	3,805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40
	monthly	6902.13	7247.07	7,611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80
	annually	82825.60	86964.80	91,332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60
31	hourly	41.81	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09
	bi-weekly	3344.80	3512.80	3,688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20
	semi-monthly	3623.53	3805.53	3,995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80
	monthly	7247.07	7611.07	7,990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60
	annually	86964.80	91332.80	95,888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20

**JEFFERSON COUNTY
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

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(Hourly Rate Based on 2080 Annual Hours)
Effective October 4, 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	43.91	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85
	bi-weekly	3512.80	3688.00	3,872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00
	semi-monthly	3805.53	3995.33	4,195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67
	monthly	7611.07	7990.67	8,391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33
	annually	91332.80	95888.00	100,692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00
33	hourly	46.10	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79
	bi-weekly	3688.00	3872.80	4,066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20
	semi-monthly	3995.33	4195.53	4,405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13
	monthly	7990.67	8391.07	8,810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27
	annually	95888.00	100692.80	105,726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20
34	hourly	48.41	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93
	bi-weekly	3872.80	4066.40	4,269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40
	semi-monthly	4195.53	4405.27	4,625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93
	monthly	8391.07	8810.53	9,250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87
	annually	100692.80	105726.40	111,009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40
35	hourly	50.83	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28
	bi-weekly	4066.40	4269.60	4,483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40
	semi-monthly	4405.27	4625.40	4,856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93
	monthly	8810.53	9250.80	9,713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87
	annually	105726.40	111009.60	116,563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40
36	hourly	53.37	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84
	bi-weekly	4269.60	4483.20	4,707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20
	semi-monthly	4625.40	4856.80	5,099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13
	monthly	9250.80	9713.60	10,198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27
	annually	111009.60	116563.20	122,387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20
37	hourly	56.04	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63
	bi-weekly	4483.20	4707.20	4,942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40
	semi-monthly	4856.80	5099.47	5,354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27
	monthly	9713.60	10198.93	10,708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53
	annually	116563.20	122387.20	128,502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40
38	hourly	58.84	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66
	bi-weekly	4707.20	4942.40	5,189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80
	semi-monthly	5099.47	5354.27	5,622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20
	monthly	10198.93	10708.53	11,244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40
	annually	122387.20	128502.40	134,929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80

**JEFFERSON COUNTY
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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
39	hourly	61.78	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95
	bi-weekly	4942.40	5189.60	5,448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00
	semi-monthly	5354.27	5622.07	5,902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67
	monthly	10708.53	11244.13	11,805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33
	annually	128502.40	134929.60	141,668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00
40	hourly	64.87	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49
	bi-weekly	5189.60	5448.80	5,721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20
	semi-monthly	5622.07	5902.87	6,198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80
	monthly	11244.13	11805.73	12,396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60
	annually	134929.60	141668.80	148,761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20
41	hourly	68.11	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32
	bi-weekly	5448.80	5721.60	6,007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60
	semi-monthly	5902.87	6198.40	6,507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07
	monthly	11805.73	12396.80	13,015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13
	annually	141668.80	148761.60	156,187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60
42	hourly	71.52	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43
	bi-weekly	5721.60	6007.20	6,308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40
	semi-monthly	6198.40	6507.80	6,833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60
	monthly	12396.80	13015.60	13,667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20
	annually	148761.60	156187.20	164,008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40
43	hourly	75.09	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86
	bi-weekly	6007.20	6308.00	6,623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80
	semi-monthly	6507.80	6833.67	7,175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87
	monthly	13015.60	13667.33	14,350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73
	annually	156187.20	164008.00	172,203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80
44	hourly	78.85	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86	141.60
	bi-weekly	6308.00	6623.20	6,954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80	11,328.00
	semi-monthly	6833.67	7175.13	7,533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87	12,272.00
	monthly	13667.33	14350.27	15,067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73	24,544.00
	annually	164008.00	172203.20	180,814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80	294,528.00
45	hourly	82.79	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86	141.60	148.68
	bi-weekly	6623.20	6954.40	7,302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80	11,328.00	11,894.40
	semi-monthly	7175.13	7533.93	7,910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87	12,272.00	12,885.60
	monthly	14350.27	15067.87	15,821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73	24,544.00	25,771.20
	annually	172203.20	180814.40	189,862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80	294,528.00	309,254.40

**JEFFERSON COUNTY
EMERGENCY MANAGEMENT AGENCY
SALARY SCHEDULE**

Approved by Personnel Board September 23, 2025

(Hourly Rate Based on 2080 Annual Hours)
Effective October 4, 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	86.93	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86	141.60	148.68	156.11
	bi-weekly	6954.40	7302.40	7,667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80	11,328.00	11,894.40	12,488.80
	semi-monthly	7533.93	7910.93	8,306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87	12,272.00	12,885.60	13,529.53
	monthly	15067.87	15821.87	16,612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73	24,544.00	25,771.20	27,059.07
	annually	180814.40	189862.40	199,347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80	294,528.00	309,254.40	324,708.80
47	hourly	91.28	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86	141.60	148.68	156.11	163.92
	bi-weekly	7302.40	7667.20	8,050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80	11,328.00	11,894.40	12,488.80	13,113.60
	semi-monthly	7910.93	8306.13	8,721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87	12,272.00	12,885.60	13,529.53	14,206.40
	monthly	15821.87	16612.27	17,442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73	24,544.00	25,771.20	27,059.07	28,412.80
	annually	189862.40	199347.20	209,310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80	294,528.00	309,254.40	324,708.80	340,953.60
48	hourly	95.84	100.63	105.66	110.95	116.49	122.32	128.43	134.86	141.60	148.68	156.11	163.92	172.12
	bi-weekly	7667.20	8050.40	8,452.80	8,876.00	9,319.20	9,785.60	10,274.40	10,788.80	11,328.00	11,894.40	12,488.80	13,113.60	13,769.60
	semi-monthly	8306.13	8721.27	9,157.20	9,615.67	10,095.80	10,601.07	11,130.60	11,687.87	12,272.00	12,885.60	13,529.53	14,206.40	14,917.07
	monthly	16612.27	17442.53	18,314.40	19,231.33	20,191.60	21,202.13	22,261.20	23,375.73	24,544.00	25,771.20	27,059.07	28,412.80	29,834.13
	annually	199347.20	209310.40	219,772.80	230,776.00	242,299.20	254,425.60	267,134.40	280,508.80	294,528.00	309,254.40	324,708.80	340,953.60	358,009.60