

# BASE SALARY ANALYSIS - FEBRUARY 2026

## Comparison to Personnel Board (PBJC) Salary Schedule

| AGENCY                                       | HOURLY RATE    | DATE OF LAST INCREASE | PERCENT OF INCREASE | COMPARISON TO PBJC |
|--|----------------|-----------------------|---------------------|--------------------|
| Mountain Brook                               | \$27.22        | October 7,2025        | 2.50%               | 25.96%             |
| Health Department                            | \$25.80        | October 4,2025        | 3.00%               | 19.39%             |
| Irondale                                     | \$25.76        | February 18,2026      | 2.80%               | 19.20%             |
| Gardendale                                   | \$25.32        | October 7,2025        | 3.00%               | 17.17%             |
| Vestavia Hills                               | \$25.21        | October 1,2025        | 2.00%               | 16.66%             |
| Homewood                                     | \$25.06        | October 8,2025        | 4.50%               | 15.96%             |
| Emergency Management Agency                  | \$24.45        | October 4,2025        | 3.00%               | 13.14%             |
| Jefferson County                             | \$24.10        | October 4,2025        | 3.00%               | 11.52%             |
| Leeds  | \$23.95        | October 1,2024        | 5.00%               | 10.83%             |
| Fultondale                                   | \$22.59        | September 28,2024     | 3.00%               | 4.53%              |
| Hueytown                                     | \$22.32        | August 28,2023        | 5.00%               | 3.29%              |
| Birmingham                                   | \$21.70        | July 1,2025           | 1.00%               | 0.42%              |
| <b>Personnel Board of Jefferson County</b>   | <b>\$21.61</b> | <b>October 4,2025</b> | <b>1.00%</b>        | <b>0.00%</b>       |
| Pleasant Grove                               | \$21.31        | October 1,2025        | 3.00%               | -1.39%             |
| Bessemer                                     | \$21.24        | November 1,2025       | 2.00%               | -1.71%             |
| Center Point                                 | \$20.48        | October 1,2024        | 2.00%               | -5.23%             |
| General Retirement System (GRS)              | \$20.14        | September 29,2018     | 2.50%               | -6.80%             |
| Fairfield                                    | \$19.67        | October 4,2025        | 2.50%               | -8.98%             |
| Tarrant                                      | \$18.71        | June 7,2022           | 5.00%               | -13.42%            |
| Midfield                                     | \$16.76        | February 21,2023      | 5.00%               | -22.44%            |
| Kimberly                                     | \$16.74        | November 1,2025       | 0.00%               | -22.54%            |
| Warrior (Police Department Only)             | -              | November 19,2022      | 10.00%              | -                  |
| <b>Base Jurisdiction : PBJC</b>              |                |                       |                     |                    |
| <b>Base Salary : Grade 20 Step 1 \$21.61</b> |                |                       |                     |                    |