

# **Jefferson County Emergency Management Council**

## **OFFICIAL SALARY SCHEDULE**

**October 5, 2024**

**THE PERSONNEL BOARD OF JEFFERSON COUNTY  
2121 8<sup>TH</sup> 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**

  
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**Jeffrey Crenshaw, Personnel Board Director**

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**JEFFERSON COUNTY  
EMERGENCY MANAGEMENT AGENCY  
SALARY SCHEDULE**

Approved by Personnel Board September 26, 2024

(Hourly Rate Based on 2080 Annual Hours)  
Effective October 4, 2024

| Grade     |                     | STEP 1   | STEP 2   | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    | STEP 8    | STEP 9    | STEP 10   | PREM 01   | PREM 02   | PREM 03   |
|-----------|---------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>4</b>  | <b>hourly</b>       | 10.87    | 11.41    | 11.98     | 12.58     | 13.21     | 13.87     | 14.57     | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     |
|           | <b>bi-weekly</b>    | 869.60   | 912.80   | 958.40    | 1,006.40  | 1,056.80  | 1,109.60  | 1,165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  |
|           | <b>semi-monthly</b> | 942.07   | 988.87   | 1,038.27  | 1,090.27  | 1,144.87  | 1,202.07  | 1,262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  |
|           | <b>monthly</b>      | 1884.13  | 1977.73  | 2,076.53  | 2,180.53  | 2,289.73  | 2,404.13  | 2,525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  |
|           | <b>annually</b>     | 22609.60 | 23732.80 | 24,918.40 | 26,166.40 | 27,476.80 | 28,849.60 | 30,305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 |
| <b>5</b>  | <b>hourly</b>       | 11.41    | 11.98    | 12.58     | 13.21     | 13.87     | 14.57     | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     |
|           | <b>bi-weekly</b>    | 912.80   | 958.40   | 1,006.40  | 1,056.80  | 1,109.60  | 1,165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  |
|           | <b>semi-monthly</b> | 988.87   | 1038.27  | 1,090.27  | 1,144.87  | 1,202.07  | 1,262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  |
|           | <b>monthly</b>      | 1977.73  | 2076.53  | 2,180.53  | 2,289.73  | 2,404.13  | 2,525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  |
|           | <b>annually</b>     | 23732.80 | 24918.40 | 26,166.40 | 27,476.80 | 28,849.60 | 30,305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 |
| <b>6</b>  | <b>hourly</b>       | 11.98    | 12.58    | 13.21     | 13.87     | 14.57     | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     |
|           | <b>bi-weekly</b>    | 958.40   | 1006.40  | 1,056.80  | 1,109.60  | 1,165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  |
|           | <b>semi-monthly</b> | 1038.27  | 1090.27  | 1,144.87  | 1,202.07  | 1,262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  |
|           | <b>monthly</b>      | 2076.53  | 2180.53  | 2,289.73  | 2,404.13  | 2,525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  |
|           | <b>annually</b>     | 24918.40 | 26166.40 | 27,476.80 | 28,849.60 | 30,305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 |
| <b>7</b>  | <b>hourly</b>       | 12.58    | 13.21    | 13.87     | 14.57     | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     |
|           | <b>bi-weekly</b>    | 1006.40  | 1056.80  | 1,109.60  | 1,165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  |
|           | <b>semi-monthly</b> | 1090.27  | 1144.87  | 1,202.07  | 1,262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  |
|           | <b>monthly</b>      | 2180.53  | 2289.73  | 2,404.13  | 2,525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  |
|           | <b>annually</b>     | 26166.40 | 27476.80 | 28,849.60 | 30,305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 |
| <b>8</b>  | <b>hourly</b>       | 13.21    | 13.87    | 14.57     | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     |
|           | <b>bi-weekly</b>    | 1056.80  | 1109.60  | 1,165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  |
|           | <b>semi-monthly</b> | 1144.87  | 1202.07  | 1,262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  |
|           | <b>monthly</b>      | 2289.73  | 2404.13  | 2,525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  |
|           | <b>annually</b>     | 27476.80 | 28849.60 | 30,305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 |
| <b>9</b>  | <b>hourly</b>       | 13.87    | 14.57    | 15.30     | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     |
|           | <b>bi-weekly</b>    | 1109.60  | 1165.60  | 1,224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  |
|           | <b>semi-monthly</b> | 1202.07  | 1262.73  | 1,326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  |
|           | <b>monthly</b>      | 2404.13  | 2525.47  | 2,652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  |
|           | <b>annually</b>     | 28849.60 | 30305.60 | 31,824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 |
| <b>10</b> | <b>hourly</b>       | 14.57    | 15.30    | 16.06     | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     |
|           | <b>bi-weekly</b>    | 1165.60  | 1224.00  | 1,284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  |
|           | <b>semi-monthly</b> | 1262.73  | 1326.00  | 1,391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  |
|           | <b>monthly</b>      | 2525.47  | 2652.00  | 2,783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  |
|           | <b>annually</b>     | 30305.60 | 31824.00 | 33,404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 |

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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 01   | PREM 02   | PREM 03   |
|-------|--------------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 11    | hourly       | 15.30    | 16.06    | 16.86     | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     |
|       | bi-weekly    | 1224.00  | 1284.80  | 1,348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  |
|       | semi-monthly | 1326.00  | 1391.87  | 1,461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  |
|       | monthly      | 2652.00  | 2783.73  | 2,922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  |
|       | annually     | 31824.00 | 33404.80 | 35,068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 |
| 12    | hourly       | 16.06    | 16.86    | 17.71     | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     |
|       | bi-weekly    | 1284.80  | 1348.80  | 1,416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  |
|       | semi-monthly | 1391.87  | 1461.20  | 1,534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  |
|       | monthly      | 2783.73  | 2922.40  | 3,069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  |
|       | annually     | 33404.80 | 35068.80 | 36,836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 |
| 13    | hourly       | 16.86    | 17.71    | 18.59     | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     |
|       | bi-weekly    | 1348.80  | 1416.80  | 1,487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  |
|       | semi-monthly | 1461.20  | 1534.87  | 1,611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  |
|       | monthly      | 2922.40  | 3069.73  | 3,222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  |
|       | annually     | 35068.80 | 36836.80 | 38,667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 |
| 14    | hourly       | 17.71    | 18.59    | 19.52     | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     |
|       | bi-weekly    | 1416.80  | 1487.20  | 1,561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  |
|       | semi-monthly | 1534.87  | 1611.13  | 1,691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  |
|       | monthly      | 3069.73  | 3222.27  | 3,383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  |
|       | annually     | 36836.80 | 38667.20 | 40,601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 |
| 15    | hourly       | 18.59    | 19.52    | 20.50     | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     |
|       | bi-weekly    | 1487.20  | 1561.60  | 1,640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  |
|       | semi-monthly | 1611.13  | 1691.73  | 1,776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  |
|       | monthly      | 3222.27  | 3383.47  | 3,553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  |
|       | annually     | 38667.20 | 40601.60 | 42,640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 |
| 16    | hourly       | 19.52    | 20.50    | 21.52     | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     |
|       | bi-weekly    | 1561.60  | 1640.00  | 1,721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  |
|       | semi-monthly | 1691.73  | 1776.67  | 1,865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  |
|       | monthly      | 3383.47  | 3553.33  | 3,730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  |
|       | annually     | 40601.60 | 42640.00 | 44,761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 |
| 17    | hourly       | 20.50    | 21.52    | 22.60     | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     |
|       | bi-weekly    | 1640.00  | 1721.60  | 1,808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  |
|       | semi-monthly | 1776.67  | 1865.07  | 1,958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  |
|       | monthly      | 3553.33  | 3730.13  | 3,917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  |
|       | annually     | 42640.00 | 44761.60 | 47,008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 |

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|-----------|---------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|
| <b>18</b> | <b>hourly</b>       | 21.52    | 22.60    | 23.73     | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81      | 38.65      |
|           | <b>bi-weekly</b>    | 1721.60  | 1808.00  | 1,898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80   | 3,092.00   |
|           | <b>semi-monthly</b> | 1865.07  | 1958.67  | 2,056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20   | 3,349.67   |
|           | <b>monthly</b>      | 3730.13  | 3917.33  | 4,113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40   | 6,699.33   |
|           | <b>annually</b>     | 44761.60 | 47008.00 | 49,358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80  | 80,392.00  |
| <b>19</b> | <b>hourly</b>       | 22.60    | 23.73    | 24.91     | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     | 38.65      | 40.58      |
|           | <b>bi-weekly</b>    | 1808.00  | 1898.40  | 1,992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00   | 3,246.40   |
|           | <b>semi-monthly</b> | 1958.67  | 2056.60  | 2,158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67   | 3,516.93   |
|           | <b>monthly</b>      | 3917.33  | 4113.20  | 4,317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33   | 7,033.87   |
|           | <b>annually</b>     | 47008.00 | 49358.40 | 51,812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00  | 84,406.40  |
| <b>20</b> | <b>hourly</b>       | 23.73    | 24.91    | 26.16     | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     | 38.65     | 40.58      | 42.61      |
|           | <b>bi-weekly</b>    | 1898.40  | 1992.80  | 2,092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00  | 3,246.40   | 3,408.80   |
|           | <b>semi-monthly</b> | 2056.60  | 2158.87  | 2,267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67  | 3,516.93   | 3,692.87   |
|           | <b>monthly</b>      | 4113.20  | 4317.73  | 4,534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33  | 7,033.87   | 7,385.73   |
|           | <b>annually</b>     | 49358.40 | 51812.80 | 54,412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00 | 84,406.40  | 88,628.80  |
| <b>21</b> | <b>hourly</b>       | 24.91    | 26.16    | 27.47     | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     | 38.65     | 40.58     | 42.61      | 44.74      |
|           | <b>bi-weekly</b>    | 1992.80  | 2092.80  | 2,197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00  | 3,246.40  | 3,408.80   | 3,579.20   |
|           | <b>semi-monthly</b> | 2158.87  | 2267.20  | 2,380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67  | 3,516.93  | 3,692.87   | 3,877.47   |
|           | <b>monthly</b>      | 4317.73  | 4534.40  | 4,761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33  | 7,033.87  | 7,385.73   | 7,754.93   |
|           | <b>annually</b>     | 51812.80 | 54412.80 | 57,137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00 | 84,406.40 | 88,628.80  | 93,059.20  |
| <b>22</b> | <b>hourly</b>       | 26.16    | 27.47    | 28.84     | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     | 38.65     | 40.58     | 42.61     | 44.74      | 46.98      |
|           | <b>bi-weekly</b>    | 2092.80  | 2197.60  | 2,307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00  | 3,246.40  | 3,408.80  | 3,579.20   | 3,758.40   |
|           | <b>semi-monthly</b> | 2267.20  | 2380.73  | 2,499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67  | 3,516.93  | 3,692.87  | 3,877.47   | 4,071.60   |
|           | <b>monthly</b>      | 4534.40  | 4761.47  | 4,998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33  | 7,033.87  | 7,385.73  | 7,754.93   | 8,143.20   |
|           | <b>annually</b>     | 54412.80 | 57137.60 | 59,987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00 | 84,406.40 | 88,628.80 | 93,059.20  | 97,718.40  |
| <b>23</b> | <b>hourly</b>       | 27.47    | 28.84    | 30.28     | 31.80     | 33.39     | 35.06     | 36.81     | 38.65     | 40.58     | 42.61     | 44.74     | 46.98      | 49.33      |
|           | <b>bi-weekly</b>    | 2197.60  | 2307.20  | 2,422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00  | 3,246.40  | 3,408.80  | 3,579.20  | 3,758.40   | 3,946.40   |
|           | <b>semi-monthly</b> | 2380.73  | 2499.47  | 2,624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67  | 3,516.93  | 3,692.87  | 3,877.47  | 4,071.60   | 4,275.27   |
|           | <b>monthly</b>      | 4761.47  | 4998.93  | 5,248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33  | 7,033.87  | 7,385.73  | 7,754.93  | 8,143.20   | 8,550.53   |
|           | <b>annually</b>     | 57137.60 | 59987.20 | 62,982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00 | 84,406.40 | 88,628.80 | 93,059.20 | 97,718.40  | 102,606.40 |
| <b>24</b> | <b>hourly</b>       | 28.84    | 30.28    | 31.80     | 33.39     | 35.06     | 36.81     | 38.65     | 40.58     | 42.61     | 44.74     | 46.98     | 49.33      | 51.79      |
|           | <b>bi-weekly</b>    | 2307.20  | 2422.40  | 2,544.00  | 2,671.20  | 2,804.80  | 2,944.80  | 3,092.00  | 3,246.40  | 3,408.80  | 3,579.20  | 3,758.40  | 3,946.40   | 4,143.20   |
|           | <b>semi-monthly</b> | 2499.47  | 2624.27  | 2,756.00  | 2,893.80  | 3,038.53  | 3,190.20  | 3,349.67  | 3,516.93  | 3,692.87  | 3,877.47  | 4,071.60  | 4,275.27   | 4,488.47   |
|           | <b>monthly</b>      | 4998.93  | 5248.53  | 5,512.00  | 5,787.60  | 6,077.07  | 6,380.40  | 6,699.33  | 7,033.87  | 7,385.73  | 7,754.93  | 8,143.20  | 8,550.53   | 8,976.93   |
|           | <b>annually</b>     | 59987.20 | 62982.40 | 66,144.00 | 69,451.20 | 72,924.80 | 76,564.80 | 80,392.00 | 84,406.40 | 88,628.80 | 93,059.20 | 97,718.40 | 102,606.40 | 107,723.20 |

**JEFFERSON COUNTY  
EMERGENCY MANAGEMENT AGENCY  
SALARY SCHEDULE**

Approved by Personnel Board September 26, 2024

(Hourly Rate Based on 2080 Annual Hours)  
Effective October 4, 2024

| Grade     |                     | STEP 1   | STEP 2   | STEP 3    | STEP 4    | STEP 5     | STEP 6     | STEP 7     | STEP 8     | STEP 9     | STEP 10    | PREM 01    | PREM 02    | PREM 03    |
|-----------|---------------------|----------|----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>25</b> | <b>hourly</b>       | 30.28    | 31.80    | 33.39     | 35.06     | 36.81      | 38.65      | 40.58      | 42.61      | 44.74      | 46.98      | 49.33      | 51.79      | 54.38      |
|           | <b>bi-weekly</b>    | 2422.40  | 2544.00  | 2,671.20  | 2,804.80  | 2,944.80   | 3,092.00   | 3,246.40   | 3,408.80   | 3,579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   |
|           | <b>semi-monthly</b> | 2624.27  | 2756.00  | 2,893.80  | 3,038.53  | 3,190.20   | 3,349.67   | 3,516.93   | 3,692.87   | 3,877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   |
|           | <b>monthly</b>      | 5248.53  | 5512.00  | 5,787.60  | 6,077.07  | 6,380.40   | 6,699.33   | 7,033.87   | 7,385.73   | 7,754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   |
|           | <b>annually</b>     | 62982.40 | 66144.00 | 69,451.20 | 72,924.80 | 76,564.80  | 80,392.00  | 84,406.40  | 88,628.80  | 93,059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 |
| <b>26</b> | <b>hourly</b>       | 31.80    | 33.39    | 35.06     | 36.81     | 38.65      | 40.58      | 42.61      | 44.74      | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      |
|           | <b>bi-weekly</b>    | 2544.00  | 2671.20  | 2,804.80  | 2,944.80  | 3,092.00   | 3,246.40   | 3,408.80   | 3,579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   |
|           | <b>semi-monthly</b> | 2756.00  | 2893.80  | 3,038.53  | 3,190.20  | 3,349.67   | 3,516.93   | 3,692.87   | 3,877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   |
|           | <b>monthly</b>      | 5512.00  | 5787.60  | 6,077.07  | 6,380.40  | 6,699.33   | 7,033.87   | 7,385.73   | 7,754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   |
|           | <b>annually</b>     | 66144.00 | 69451.20 | 72,924.80 | 76,564.80 | 80,392.00  | 84,406.40  | 88,628.80  | 93,059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 |
| <b>27</b> | <b>hourly</b>       | 33.39    | 35.06    | 36.81     | 38.65     | 40.58      | 42.61      | 44.74      | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      |
|           | <b>bi-weekly</b>    | 2671.20  | 2804.80  | 2,944.80  | 3,092.00  | 3,246.40   | 3,408.80   | 3,579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   |
|           | <b>semi-monthly</b> | 2893.80  | 3038.53  | 3,190.20  | 3,349.67  | 3,516.93   | 3,692.87   | 3,877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   |
|           | <b>monthly</b>      | 5787.60  | 6077.07  | 6,380.40  | 6,699.33  | 7,033.87   | 7,385.73   | 7,754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  |
|           | <b>annually</b>     | 69451.20 | 72924.80 | 76,564.80 | 80,392.00 | 84,406.40  | 88,628.80  | 93,059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 |
| <b>28</b> | <b>hourly</b>       | 35.06    | 36.81    | 38.65     | 40.58     | 42.61      | 44.74      | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      |
|           | <b>bi-weekly</b>    | 2804.80  | 2944.80  | 3,092.00  | 3,246.40  | 3,408.80   | 3,579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   |
|           | <b>semi-monthly</b> | 3038.53  | 3190.20  | 3,349.67  | 3,516.93  | 3,692.87   | 3,877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   |
|           | <b>monthly</b>      | 6077.07  | 6380.40  | 6,699.33  | 7,033.87  | 7,385.73   | 7,754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  |
|           | <b>annually</b>     | 72924.80 | 76564.80 | 80,392.00 | 84,406.40 | 88,628.80  | 93,059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 |
| <b>29</b> | <b>hourly</b>       | 36.81    | 38.65    | 40.58     | 42.61     | 44.74      | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      |
|           | <b>bi-weekly</b>    | 2944.80  | 3092.00  | 3,246.40  | 3,408.80  | 3,579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   |
|           | <b>semi-monthly</b> | 3190.20  | 3349.67  | 3,516.93  | 3,692.87  | 3,877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   |
|           | <b>monthly</b>      | 6380.40  | 6699.33  | 7,033.87  | 7,385.73  | 7,754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  |
|           | <b>annually</b>     | 76564.80 | 80392.00 | 84,406.40 | 88,628.80 | 93,059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 |
| <b>30</b> | <b>hourly</b>       | 38.65    | 40.58    | 42.61     | 44.74     | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      |
|           | <b>bi-weekly</b>    | 3092.00  | 3246.40  | 3,408.80  | 3,579.20  | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   |
|           | <b>semi-monthly</b> | 3349.67  | 3516.93  | 3,692.87  | 3,877.47  | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   |
|           | <b>monthly</b>      | 6699.33  | 7033.87  | 7,385.73  | 7,754.93  | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  |
|           | <b>annually</b>     | 80392.00 | 84406.40 | 88,628.80 | 93,059.20 | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 |
| <b>31</b> | <b>hourly</b>       | 40.58    | 42.61    | 44.74     | 46.98     | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      |
|           | <b>bi-weekly</b>    | 3246.40  | 3408.80  | 3,579.20  | 3,758.40  | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   |
|           | <b>semi-monthly</b> | 3516.93  | 3692.87  | 3,877.47  | 4,071.60  | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   |
|           | <b>monthly</b>      | 7033.87  | 7385.73  | 7,754.93  | 8,143.20  | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  |
|           | <b>annually</b>     | 84406.40 | 88628.80 | 93,059.20 | 97,718.40 | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 |

**JEFFERSON COUNTY  
EMERGENCY MANAGEMENT AGENCY  
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Effective October 4, 2024

| Grade     |                     | STEP 1    | STEP 2    | STEP 3     | STEP 4     | STEP 5     | STEP 6     | STEP 7     | STEP 8     | STEP 9     | STEP 10    | PREM 01    | PREM 02    | PREM 03    |
|-----------|---------------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>32</b> | <b>hourly</b>       | 42.61     | 44.74     | 46.98      | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      |
|           | <b>bi-weekly</b>    | 3408.80   | 3579.20   | 3,758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   |
|           | <b>semi-monthly</b> | 3692.87   | 3877.47   | 4,071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   |
|           | <b>monthly</b>      | 7385.73   | 7754.93   | 8,143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  |
|           | <b>annually</b>     | 88628.80  | 93059.20  | 97,718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 |
| <b>33</b> | <b>hourly</b>       | 44.74     | 46.98     | 49.33      | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      |
|           | <b>bi-weekly</b>    | 3579.20   | 3758.40   | 3,946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   |
|           | <b>semi-monthly</b> | 3877.47   | 4071.60   | 4,275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   |
|           | <b>monthly</b>      | 7754.93   | 8143.20   | 8,550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  |
|           | <b>annually</b>     | 93059.20  | 97718.40  | 102,606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 |
| <b>34</b> | <b>hourly</b>       | 46.98     | 49.33     | 51.79      | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      |
|           | <b>bi-weekly</b>    | 3758.40   | 3946.40   | 4,143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   |
|           | <b>semi-monthly</b> | 4071.60   | 4275.27   | 4,488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   |
|           | <b>monthly</b>      | 8143.20   | 8550.53   | 8,976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  |
|           | <b>annually</b>     | 97718.40  | 102606.40 | 107,723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 |
| <b>35</b> | <b>hourly</b>       | 49.33     | 51.79     | 54.38      | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      |
|           | <b>bi-weekly</b>    | 3946.40   | 4143.20   | 4,350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   |
|           | <b>semi-monthly</b> | 4275.27   | 4488.47   | 4,712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   |
|           | <b>monthly</b>      | 8550.53   | 8976.93   | 9,425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  |
|           | <b>annually</b>     | 102606.40 | 107723.20 | 113,110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 |
| <b>36</b> | <b>hourly</b>       | 51.79     | 54.38     | 57.10      | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      |
|           | <b>bi-weekly</b>    | 4143.20   | 4350.40   | 4,568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   |
|           | <b>semi-monthly</b> | 4488.47   | 4712.93   | 4,948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   |
|           | <b>monthly</b>      | 8976.93   | 9425.87   | 9,897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  |
|           | <b>annually</b>     | 107723.20 | 113110.40 | 118,768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 |
| <b>37</b> | <b>hourly</b>       | 54.38     | 57.10     | 59.96      | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      |
|           | <b>bi-weekly</b>    | 4350.40   | 4568.00   | 4,796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   |
|           | <b>semi-monthly</b> | 4712.93   | 4948.67   | 5,196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   |
|           | <b>monthly</b>      | 9425.87   | 9897.33   | 10,393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  |
|           | <b>annually</b>     | 113110.40 | 118768.00 | 124,716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 |
| <b>38</b> | <b>hourly</b>       | 57.10     | 59.96     | 62.96      | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     |
|           | <b>bi-weekly</b>    | 4568.00   | 4796.80   | 5,036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   |
|           | <b>semi-monthly</b> | 4948.67   | 5196.53   | 5,456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   |
|           | <b>monthly</b>      | 9897.33   | 10393.07  | 10,913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  |
|           | <b>annually</b>     | 118768.00 | 124716.80 | 130,956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 |

**JEFFERSON COUNTY  
EMERGENCY MANAGEMENT AGENCY  
SALARY SCHEDULE**

Approved by Personnel Board September 26, 2024

(Hourly Rate Based on 2080 Annual Hours)  
Effective October 4, 2024

| Grade     |                     | STEP 1    | STEP 2    | STEP 3     | STEP 4     | STEP 5     | STEP 6     | STEP 7     | STEP 8     | STEP 9     | STEP 10    | PREM 01    | PREM 02    | PREM 03    |
|-----------|---------------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>39</b> | <b>hourly</b>       | 59.96     | 62.96     | 66.10      | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     |
|           | <b>bi-weekly</b>    | 4796.80   | 5036.80   | 5,288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   |
|           | <b>semi-monthly</b> | 5196.53   | 5456.53   | 5,728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   |
|           | <b>monthly</b>      | 10393.07  | 10913.07  | 11,457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  |
|           | <b>annually</b>     | 124716.80 | 130956.80 | 137,488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 |
| <b>40</b> | <b>hourly</b>       | 62.96     | 66.10     | 69.41      | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     |
|           | <b>bi-weekly</b>    | 5036.80   | 5288.00   | 5,552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   |
|           | <b>semi-monthly</b> | 5456.53   | 5728.67   | 6,015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   |
|           | <b>monthly</b>      | 10913.07  | 11457.33  | 12,031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  |
|           | <b>annually</b>     | 130956.80 | 137488.00 | 144,372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 |
| <b>41</b> | <b>hourly</b>       | 66.10     | 69.41     | 72.88      | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     |
|           | <b>bi-weekly</b>    | 5288.00   | 5552.80   | 5,830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   |
|           | <b>semi-monthly</b> | 5728.67   | 6015.53   | 6,316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  |
|           | <b>monthly</b>      | 11457.33  | 12031.07  | 12,632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  |
|           | <b>annually</b>     | 137488.00 | 144372.80 | 151,590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 |
| <b>42</b> | <b>hourly</b>       | 69.41     | 72.88     | 76.52      | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     |
|           | <b>bi-weekly</b>    | 5552.80   | 5830.40   | 6,121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   |
|           | <b>semi-monthly</b> | 6015.53   | 6316.27   | 6,631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  |
|           | <b>monthly</b>      | 12031.07  | 12632.53  | 13,263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  |
|           | <b>annually</b>     | 144372.80 | 151590.40 | 159,161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 |
| <b>43</b> | <b>hourly</b>       | 72.88     | 76.52     | 80.35      | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     |
|           | <b>bi-weekly</b>    | 5830.40   | 6121.60   | 6,428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  |
|           | <b>semi-monthly</b> | 6316.27   | 6631.73   | 6,963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  |
|           | <b>monthly</b>      | 12632.53  | 13263.47  | 13,927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  |
|           | <b>annually</b>     | 151590.40 | 159161.60 | 167,128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 |
| <b>44</b> | <b>hourly</b>       | 76.52     | 80.35     | 84.37      | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     | 137.43     |
|           | <b>bi-weekly</b>    | 6121.60   | 6428.00   | 6,749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  | 10,994.40  |
|           | <b>semi-monthly</b> | 6631.73   | 6963.67   | 7,312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  | 11,910.60  |
|           | <b>monthly</b>      | 13263.47  | 13927.33  | 14,624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  | 23,821.20  |
|           | <b>annually</b>     | 159161.60 | 167128.00 | 175,489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 | 285,854.40 |
| <b>45</b> | <b>hourly</b>       | 80.35     | 84.37     | 88.59      | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     | 137.43     | 144.30     |
|           | <b>bi-weekly</b>    | 6428.00   | 6749.60   | 7,087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  | 10,994.40  | 11,544.00  |
|           | <b>semi-monthly</b> | 6963.67   | 7312.07   | 7,677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  | 11,910.60  | 12,506.00  |
|           | <b>monthly</b>      | 13927.33  | 14624.13  | 15,355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  | 23,821.20  | 25,012.00  |
|           | <b>annually</b>     | 167128.00 | 175489.60 | 184,267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 | 285,854.40 | 300,144.00 |

**JEFFERSON COUNTY  
EMERGENCY MANAGEMENT AGENCY  
SALARY SCHEDULE**

Approved by Personnel Board September 26, 2024

(Hourly Rate Based on 2080 Annual Hours)  
Effective October 4, 2024

| Grade |              | STEP 1    | STEP 2    | STEP 3     | STEP 4     | STEP 5     | STEP 6     | STEP 7     | STEP 8     | STEP 9     | STEP 10    | PREM 01    | PREM 02    | PREM 03    |
|-------|--------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 46    | hourly       | 84.37     | 88.59     | 93.02      | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     | 137.43     | 144.30     | 151.51     |
|       | bi-weekly    | 6749.60   | 7087.20   | 7,441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  | 10,994.40  | 11,544.00  | 12,120.80  |
|       | semi-monthly | 7312.07   | 7677.80   | 8,061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  | 11,910.60  | 12,506.00  | 13,130.87  |
|       | monthly      | 14624.13  | 15355.60  | 16,123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  | 23,821.20  | 25,012.00  | 26,261.73  |
|       | annually     | 175489.60 | 184267.20 | 193,481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 | 285,854.40 | 300,144.00 | 315,140.80 |
| 47    | hourly       | 88.59     | 93.02     | 97.67      | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     | 137.43     | 144.30     | 151.51     | 159.09     |
|       | bi-weekly    | 7087.20   | 7441.60   | 7,813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  | 10,994.40  | 11,544.00  | 12,120.80  | 12,727.20  |
|       | semi-monthly | 7677.80   | 8061.73   | 8,464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  | 11,910.60  | 12,506.00  | 13,130.87  | 13,787.80  |
|       | monthly      | 15355.60  | 16123.47  | 16,929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  | 23,821.20  | 25,012.00  | 26,261.73  | 27,575.60  |
|       | annually     | 184267.20 | 193481.60 | 203,153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 | 285,854.40 | 300,144.00 | 315,140.80 | 330,907.20 |
| 48    | hourly       | 93.02     | 97.67     | 102.55     | 107.68     | 113.06     | 118.71     | 124.65     | 130.88     | 137.43     | 144.30     | 151.51     | 159.09     | 167.04     |
|       | bi-weekly    | 7441.60   | 7813.60   | 8,204.00   | 8,614.40   | 9,044.80   | 9,496.80   | 9,972.00   | 10,470.40  | 10,994.40  | 11,544.00  | 12,120.80  | 12,727.20  | 13,363.20  |
|       | semi-monthly | 8061.73   | 8464.73   | 8,887.67   | 9,332.27   | 9,798.53   | 10,288.20  | 10,803.00  | 11,342.93  | 11,910.60  | 12,506.00  | 13,130.87  | 13,787.80  | 14,476.80  |
|       | monthly      | 16123.47  | 16929.47  | 17,775.33  | 18,664.53  | 19,597.07  | 20,576.40  | 21,606.00  | 22,685.87  | 23,821.20  | 25,012.00  | 26,261.73  | 27,575.60  | 28,953.60  |
|       | annually     | 193481.60 | 203153.60 | 213,304.00 | 223,974.40 | 235,164.80 | 246,916.80 | 259,272.00 | 272,230.40 | 285,854.40 | 300,144.00 | 315,140.80 | 330,907.20 | 347,443.20 |