

# City of Warrior

## OFFICIAL SALARY SCHEDULE

November 19, 2022

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, Acting Personnel Director

10%

**CITY OF WARRIOR**  
**SALARY SCHEDULE**  
(Hourly Rate Base on 2080 Annual Hours)  
Effective 11/19/2022

Acknowledged by the Personnel Board December 12, 2022

| 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    |
|-------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 17    | hourly       | 16.38     | 17.20     | 18.06     | 18.96     | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     |
|       | bi-weekly    | 1,310.40  | 1,376.00  | 1,444.80  | 1,516.80  | 1,592.80  | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  |
|       | semi-monthly | 1,419.60  | 1,490.67  | 1,565.20  | 1,643.20  | 1,725.53  | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  |
|       | monthly      | 2,839.20  | 2,981.33  | 3,130.40  | 3,286.40  | 3,451.07  | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  |
|       | annually     | 34,070.40 | 35,776.00 | 37,564.80 | 39,436.80 | 41,412.80 | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 |
| 18    | hourly       | 17.20     | 18.06     | 18.96     | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     |
|       | bi-weekly    | 1,376.00  | 1,444.80  | 1,516.80  | 1,592.80  | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  |
|       | semi-monthly | 1,490.67  | 1,565.20  | 1,643.20  | 1,725.53  | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  |
|       | monthly      | 2,981.33  | 3,130.40  | 3,286.40  | 3,451.07  | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  |
|       | annually     | 35,776.00 | 37,564.80 | 39,436.80 | 41,412.80 | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 |
| 19    | hourly       | 18.06     | 18.96     | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     |
|       | bi-weekly    | 1,444.80  | 1,516.80  | 1,592.80  | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  |
|       | semi-monthly | 1,565.20  | 1,643.20  | 1,725.53  | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  |
|       | monthly      | 3,130.40  | 3,286.40  | 3,451.07  | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  |
|       | annually     | 37,564.80 | 39,436.80 | 41,412.80 | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 |
| 20    | hourly       | 18.96     | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     |
|       | bi-weekly    | 1,516.80  | 1,592.80  | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  |
|       | semi-monthly | 1,643.20  | 1,725.53  | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  |
|       | monthly      | 3,286.40  | 3,451.07  | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  |
|       | annually     | 39,436.80 | 41,412.80 | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 |
| 21    | hourly       | 19.91     | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     |
|       | bi-weekly    | 1,592.80  | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  |
|       | semi-monthly | 1,725.53  | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  |
|       | monthly      | 3,451.07  | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  |
|       | annually     | 41,412.80 | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 |
| 22    | hourly       | 20.91     | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     |
|       | bi-weekly    | 1,672.80  | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  |
|       | semi-monthly | 1,812.20  | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  |
|       | monthly      | 3,624.40  | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  |
|       | annually     | 43,492.80 | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 |
| 23    | hourly       | 21.95     | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     |
|       | bi-weekly    | 1,756.00  | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  |
|       | semi-monthly | 1,902.33  | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  |
|       | monthly      | 3,804.67  | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  |
|       | annually     | 45,656.00 | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 |
| 24    | hourly       | 23.05     | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     | 41.39     |
|       | bi-weekly    | 1,844.00  | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  | 3,311.20  |
|       | semi-monthly | 1,997.67  | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  | 3,587.13  |
|       | monthly      | 3,995.33  | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  | 7,174.27  |
|       | annually     | 47,944.00 | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 | 86,091.20 |

**CITY OF WARRIOR**  
**SALARY SCHEDULE**  
(Hourly Rate Base on 2080 Annual Hours)  
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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     |
|-----------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| <b>25</b> | <b>hourly</b>       | 24.20     | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     | 41.39     | 43.46      |
|           | <b>bi-weekly</b>    | 1,936.00  | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  | 3,311.20  | 3,476.80   |
|           | <b>semi-monthly</b> | 2,097.33  | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  | 3,587.13  | 3,766.53   |
|           | <b>monthly</b>      | 4,194.67  | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  | 7,174.27  | 7,533.07   |
|           | <b>annually</b>     | 50,336.00 | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 | 86,091.20 | 90,396.80  |
| <b>26</b> | <b>hourly</b>       | 25.41     | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     | 41.39     | 43.46     | 45.63      |
|           | <b>bi-weekly</b>    | 2,032.80  | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  | 3,311.20  | 3,476.80  | 3,650.40   |
|           | <b>semi-monthly</b> | 2,202.20  | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  | 3,587.13  | 3,766.53  | 3,954.60   |
|           | <b>monthly</b>      | 4,404.40  | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  | 7,174.27  | 7,533.07  | 7,909.20   |
|           | <b>annually</b>     | 52,852.80 | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 | 86,091.20 | 90,396.80 | 94,910.40  |
| <b>27</b> | <b>hourly</b>       | 26.68     | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     | 41.39     | 43.46     | 45.63     | 47.92      |
|           | <b>bi-weekly</b>    | 2,134.40  | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  | 3,311.20  | 3,476.80  | 3,650.40  | 3,833.60   |
|           | <b>semi-monthly</b> | 2,312.27  | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  | 3,587.13  | 3,766.53  | 3,954.60  | 4,153.07   |
|           | <b>monthly</b>      | 4,624.53  | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  | 7,174.27  | 7,533.07  | 7,909.20  | 8,306.13   |
|           | <b>annually</b>     | 55,494.40 | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 | 86,091.20 | 90,396.80 | 94,910.40 | 99,673.60  |
| <b>28</b> | <b>hourly</b>       | 28.02     | 29.42     | 30.89     | 32.43     | 34.05     | 35.76     | 37.54     | 39.42     | 41.39     | 43.46     | 45.63     | 47.92     | 50.31      |
|           | <b>bi-weekly</b>    | 2,241.60  | 2,353.60  | 2,471.20  | 2,594.40  | 2,724.00  | 2,860.80  | 3,003.20  | 3,153.60  | 3,311.20  | 3,476.80  | 3,650.40  | 3,833.60  | 4,024.80   |
|           | <b>semi-monthly</b> | 2,428.40  | 2,549.73  | 2,677.13  | 2,810.60  | 2,951.00  | 3,099.20  | 3,253.47  | 3,416.40  | 3,587.13  | 3,766.53  | 3,954.60  | 4,153.07  | 4,360.20   |
|           | <b>monthly</b>      | 4,856.80  | 5,099.47  | 5,354.27  | 5,621.20  | 5,902.00  | 6,198.40  | 6,506.93  | 6,832.80  | 7,174.27  | 7,533.07  | 7,909.20  | 8,306.13  | 8,720.40   |
|           | <b>annually</b>     | 58,281.60 | 61,193.60 | 64,251.20 | 67,454.40 | 70,824.00 | 74,380.80 | 78,083.20 | 81,993.60 | 86,091.20 | 90,396.80 | 94,910.40 | 99,673.60 | 104,644.80 |



# Personnel Board of Jefferson County

The foundation of your Merit System Career

December 12, 2022

VIA EMAIL: [jragland@cityofwarrior.com](mailto:jragland@cityofwarrior.com)

Johnny Ragland, Mayor  
City of Warrior  
215 Main Street North  
Warrior, AL 35180

Dear Mayor Ragland:

The Personnel Board of Jefferson County accepts and acknowledges the City of Warrior's Resolution Number 2022-20 authorizing a 10% Cost of Living Adjustment for its eligible employees. In accordance with the city's resolution, the increase was effective November 19, 2022. The official salary schedules, as generated by the Personnel Board, are enclosed for your convenience.

If you have any questions concerning this matter, please contact Greg Gravlee, Classification and Compensation Manager, at (205) 279-3664 or Leonette Evans, Human Resources Analyst, Classification and Compensation Division, at (205) 279-3482.

Sincerely,

Jeffrey Crenshaw  
Acting Personnel Director

Cc: Kim Kinder  
Robert Groce  
Demetra Mixon ([dmixon@cityofwarrior.com](mailto:dmixon@cityofwarrior.com))  
Jenny Stracener ([jstracener@cityofwarrior.com](mailto:jstracener@cityofwarrior.com))



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(205)279-3500 or toll-free (866)241-9001  
[www.pbjcal.org](http://www.pbjcal.org)

Bessemer Birmingham Center Point Emergency Management Fairfield Fultondale Gardendale Homewood  
Hueytown Irondale Jefferson County Jefferson County Department of Health Leeds Midfield Mountain Brook  
Pleasant Grove Tarrant City Trussville Vestavia Hills Warrior