



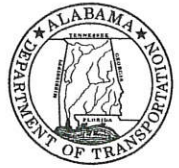
ALABAMA DEPARTMENT OF TRANSPORTATION

Bureau of County Transportation

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Robert Bentley
Governor

John R Cooper
Transportation Director

January 6, 2016

MEMORANDUM 2016-04

To: County Engineers

Cc: Regional County Transportation Engineers

From: 
D.E. (Ed) Phillips, Jr., P.E., State County Transportation Engineer

RE: Pay Scales for County Engineering Salary Participation

Please be aware that the State Personnel Board approved changes to the Licensed Engineering Classifications and their respective Pay Ranges that became effective January 1, 2016. The changes are summarized below:

- (1) EIT Assistant County Engineers (Civil Engineering Graduate: SPD Class Code 20430) have been moved from Pay Range 76 (\$43,339.20-\$65,690.40) to Pay Range 78 (\$47,757.60-\$72,686.40).
- (2) PE Assistant County Engineers have been placed in new SPD Class Code 20439 (Civil Engineer, Licensed) Pay Range 81 (\$55,327.20-\$84,276.00).
- (3) PE County Engineers (Professional Civil Engineer II: SPD Class Code 20434) have been moved from Pay Range 83 (\$64,077.60-\$97,766.40) to Pay Range 84 (\$69,098.40-\$105,403.20).

This office will review all current salaries for county engineering personnel, make the necessary revisions to the salary participation percentages, and send out new 2016 salary participation worksheets for your use in submitting future salary reimbursement requests. Any salary reimbursement requests for January 2016 (based on the 2008 Pay Ranges) that we have already received or may receive in the future will be returned. We request that they be resubmitted based on the new 2016 salary participation worksheets.

If you have questions or comments concerning this change or disagree with the new salary participation worksheet figures, please do not hesitate to contact me.

DEP/dep

Cc: Mr. John R. Cooper, Transportation Director
Mr. Don T. Arkle, Chief Engineer
Mr. Ed Austin, Assistant Chief Engineer, Policy and Planning
Mr. Sonny Brasfield, Executive Director, ACCA
File

State Personnel Board
Classification and Pay
December 16, 2015

Classification and Pay Issue

TRANSPORTATION DEPARTMENT

- A. Increase salary of **Civil Engineering Graduate**, class code 20430, from range #76 (\$43,339.20 - \$65,690.40) to range #78 (\$47,757.60 - \$72,686.40).
- B. Establish classification of **Civil Engineer, Licensed**, class code 20439, at range #81 (\$55,327.20 - \$84,276.00).
- C. Increase salary of **Professional Civil Engineer I**, class code 20433, from range #81 (\$55,327.20 - \$84,276.00) to range #82 (\$59,517.60 - \$90,724.80).
- D. Increase salary of **Professional Civil Engineer II**, class code 20434, from range #83 (\$64,077.60 - \$97,766.40) to range #84 (\$69,098.40 - \$105,403.20).
- E. Increase salary of **Professional Civil Engineer II, Senior**, class code 20432, from range #84 (\$69,098.40 - \$105,403.20) to range #86 (\$80,287.20 - \$122,232.00).
- F. Increase salary of **Professional Civil Engineer III**, class code 20435, from range #87 (\$86,390.40 - \$131,632.80) to range #88 (\$92,992.80 - \$141,784.80).
- G. Increase salary of **Transportation Regional Engineer/Assistant Chief Engineer**, class code 20438, from range #88 (\$92,992.80 - \$141,784.80) to range #90 (\$108,064.80 - \$164,419.20).

- H. Increase salary of **Electrical Engineer I**, class code 21060, from range #81 (\$55,327.20 - \$84,276.00) to range #8182 (\$55,327.20 - \$90,724.80).
- I. Increase salary of **Electrical Engineer II**, class code 21061, from range #82 (\$59,517.60 - \$90,724.80) to range #83 (\$64,077.60 - \$97,766.40).

Recommend

The proposed increases will assist agencies utilizing these classifications in recruiting and retaining licensed engineers. Proposed salaries are based on comparisons with comparable classes in the Southeastern States.

SPD - Alabama

Pay Plan (Salary Schedule)

Class: N/A

Grade: 78

Act# 2005-316 REQUIRES STATE EMPLOYEES TO BE PAID AT A SEMI MONTHLY RATE.

THE COMPARISON TABLE IS PROVIDED FOR INFORMATIONAL PURPOSES ONLY.

	Semi-Monthly	Annual	Hourly	BiWeekly
Step 01:	\$1,989.90	\$47,757.60	\$22.96	\$1,836.83
Step 02:	\$2,038.50	\$48,924.00	\$23.52	\$1,881.69
Step 03:	\$2,088.30	\$50,119.20	\$24.10	\$1,927.66
Step 04:	\$2,140.70	\$51,376.80	\$24.70	\$1,976.03
Step 05:	\$2,194.30	\$52,663.20	\$25.32	\$2,025.50
Step 06:	\$2,249.80	\$53,995.20	\$25.96	\$2,076.73
Step 07:	\$2,305.30	\$55,327.20	\$26.60	\$2,127.96
Step 08:	\$2,361.90	\$56,685.60	\$27.25	\$2,180.21
Step 09:	\$2,420.20	\$58,084.80	\$27.93	\$2,234.03
Step 10:	\$2,479.90	\$59,517.60	\$28.61	\$2,289.13
Step 11:	\$2,541.30	\$60,991.20	\$29.32	\$2,345.81
Step 12:	\$2,605.40	\$62,529.60	\$30.06	\$2,404.98
Step 13:	\$2,669.90	\$64,077.60	\$30.81	\$2,464.52
Step 14:	\$2,737.10	\$65,690.40	\$31.58	\$2,526.55
Step 15:	\$2,807.30	\$67,375.20	\$32.39	\$2,591.35
Step 16:	\$2,879.10	\$69,098.40	\$33.22	\$2,657.63
Step 17:	\$2,953.70	\$70,888.80	\$34.08	\$2,726.49
Step 18:	\$3,028.60	\$72,686.40	\$34.95	\$2,795.63

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[Job Classes in this Pay Grade](#)

Note: ***By Law, Act# 2005-316 requires salaries of State Employees to be paid at a semi-monthly rate. The semi-monthly rates reflected in this Pay Plan are the official rates of pay. Other rates included in the Comparison Table are provided for informational purposes only. Standard rounding principals are used in the calculations. See ALA. CODE 36-6-1 (2005 CUM. SUPP.)

The information presented here is updated regularly and is accurate as of: 12/01/2015

SPD - Alabama

Pay Plan (Salary Schedule)

Class: N/A

Grade: 81

Act# 2005-316 REQUIRES STATE EMPLOYEES TO BE PAID AT A SEMI MONTHLY RATE.

THE COMPARISON TABLE IS PROVIDED FOR INFORMATIONAL PURPOSES ONLY.

	Semi-Monthly	Annual	Hourly	BiWeekly
Step 01:	\$2,305.30	\$55,327.20	\$26.60	\$2,127.96
Step 02:	\$2,361.90	\$56,685.60	\$27.25	\$2,180.21
Step 03:	\$2,420.20	\$58,084.80	\$27.93	\$2,234.03
Step 04:	\$2,479.90	\$59,517.60	\$28.61	\$2,289.13
Step 05:	\$2,541.30	\$60,991.20	\$29.32	\$2,345.81
Step 06:	\$2,605.40	\$62,529.60	\$30.06	\$2,404.98
Step 07:	\$2,669.90	\$64,077.60	\$30.81	\$2,464.52
Step 08:	\$2,737.10	\$65,690.40	\$31.58	\$2,526.55
Step 09:	\$2,807.30	\$67,375.20	\$32.39	\$2,591.35
Step 10:	\$2,879.10	\$69,098.40	\$33.22	\$2,657.63
Step 11:	\$2,953.70	\$70,888.80	\$34.08	\$2,726.49
Step 12:	\$3,028.60	\$72,686.40	\$34.95	\$2,795.63
Step 13:	\$3,103.30	\$74,479.20	\$35.81	\$2,864.58
Step 14:	\$3,181.20	\$76,348.80	\$36.71	\$2,936.49
Step 15:	\$3,263.30	\$78,319.20	\$37.65	\$3,012.27
Step 16:	\$3,345.30	\$80,287.20	\$38.60	\$3,087.96
Step 17:	\$3,427.60	\$82,262.40	\$39.55	\$3,163.93
Step 18:	\$3,511.50	\$84,276.00	\$40.52	\$3,241.38

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[Job Classes in this Pay Grade](#)

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SPD - Alabama

Pay Plan (Salary Schedule)

Class: N/A

Grade: 84

Act# 2005-316 REQUIRES STATE EMPLOYEES TO BE PAID AT A SEMI MONTHLY RATE.

THE COMPARISON TABLE IS PROVIDED FOR INFORMATIONAL PURPOSES ONLY.

	Semi-Monthly	Annual	Hourly	BiWeekly
Step 01:	\$2,879.10	\$69,098.40	\$33.22	\$2,657.63
Step 02:	\$2,953.70	\$70,888.80	\$34.08	\$2,726.49
Step 03:	\$3,028.60	\$72,686.40	\$34.95	\$2,795.63
Step 04:	\$3,103.30	\$74,479.20	\$35.81	\$2,864.58
Step 05:	\$3,181.20	\$76,348.80	\$36.71	\$2,936.49
Step 06:	\$3,263.30	\$78,319.20	\$37.65	\$3,012.27
Step 07:	\$3,345.30	\$80,287.20	\$38.60	\$3,087.96
Step 08:	\$3,427.60	\$82,262.40	\$39.55	\$3,163.93
Step 09:	\$3,511.50	\$84,276.00	\$40.52	\$3,241.38
Step 10:	\$3,599.60	\$86,390.40	\$41.53	\$3,322.70
Step 11:	\$3,689.30	\$88,543.20	\$42.57	\$3,405.50
Step 12:	\$3,780.20	\$90,724.80	\$43.62	\$3,489.41
Step 13:	\$3,874.70	\$92,992.80	\$44.71	\$3,576.64
Step 14:	\$3,973.30	\$95,359.20	\$45.85	\$3,667.66
Step 15:	\$4,073.60	\$97,766.40	\$47.00	\$3,760.24
Step 16:	\$4,174.90	\$100,197.60	\$48.17	\$3,853.75
Step 17:	\$4,282.60	\$102,782.40	\$49.41	\$3,953.16
Step 18:	\$4,391.80	\$105,403.20	\$50.67	\$4,053.96

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[Job Classes in this Pay Grade](#)

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