

ORDINANCE NO. 26-833

WHEREAS the City of Huntsville's current Classification and Salary Plan, as adopted by Ordinance No. 89-79, as amended, has governed employees' classification and pay since 1989; and

Whereas, the City Council of the City of Huntsville now wishes to revise its plan;

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Huntsville as follows:

1. That the Salary Schedule identified as Exhibit 1 to Ordinance 26-833 and bearing the signature of Shaundrika Edwards as City Clerk and Jeannie Robinson as President of the City Council and dated, September 24, 2026, which is on file in the Office of the City Clerk of the City of Huntsville is hereby adopted for the purpose of designating the compensation range to be paid to all employees of the City of Huntsville, Alabama, whose compensation is governed by such Salary Schedule.
2. That on the effective date of this ordinance, **November 23, 2026**, the salary rates for employees in the following positions shall be adjusted as follows:
 - a. Firefighter Cadet, currently classified as Grade 13, shall be reclassified as Grade 13P
 - b. Firefighter, currently classified as Grade 13, shall be reclassified as Grade 13P
 - c. Fire Driver Engineer, currently classified as Grade 14, shall be reclassified as Grade 14P
 - d. Assistant Fire Marshal, currently classified as Grade 15, shall be reclassified as Grade 15P
 - e. Assistant Fire Marshal II, currently classified as Grade 16, shall be reclassified as Grade 16P
 - f. Fire Captain, currently classified as Grade 16, shall be reclassified as Grade 16P
 - g. Deputy Fire Marshal, currently classified as Grade 17, shall be reclassified as Grade 17P
 - h. District Fire Chief, currently classified as Grade 18, shall be reclassified as Grade 18P
 - i. Fire & Rescue Hazmat/Special Operations Chief, currently classified as Grade 19, shall be reclassified as Grade 19P
 - j. Fire Marshal, currently classified as Grade 19, shall be reclassified as Grade 19P
 - k. Fire & Rescue Training Operations Chief, currently classified as Grade 19, shall be reclassified as Grade 19P
 - l. Deputy Fire & Rescue Chief, currently classified as Grade 20, shall be reclassified as Grade 20P
 - m. Police Officer Cadet, currently classified as Grade 14, shall be reclassified as 14P

- n. Police Officer (Full-Time), currently classified as Grade 14, shall be reclassified as Grade 14P
 - o. Investigator, currently classified as Grade 15, shall be reclassified as Grade 15P
 - p. Police Sergeant, currently classified as Grade 16, shall be reclassified as Grade 16P
 - q. Police Lieutenant, currently classified as Grade 18, shall be reclassified as Grade 18P
 - r. Police Captain, currently classified as Grade 19, shall be reclassified as Grade 19P
 - s. Deputy Police Chief, currently classified as Grade 20, shall be reclassified as Grade 20P
3. Salary rates for the employees enumerated in Section 2 of this Ordinance shall be further adjusted as follows:
- a. The Step of each employee enumerated in Section 2 of this Ordinance, upon their move to the new Grade as provided in Section 2 of this Ordinance, shall be adjusted as follows:
 - i. Step 8 employees shall move to Step 1
 - ii. Step 12 employees shall move to Step 2
 - iii. Step 13 employees shall move to Step 3
 - iv. Step 14 employees shall move to Step 4
 - v. Step 15 employees shall move to Step 5
 - vi. Step 16 employees shall move to Step 6
 - vii. Step 17 employees shall move to Step 7
 - viii. Step 18 employees shall move to Step 8
 - ix. Step 19 employees shall move to Step 9
 - x. Step 20 employees shall move to Step 10
 - xi. Step 21 employees shall move to Step 11
 - xii. Step 22 employees shall move to Step 12
 - xiii. Step 23 employees shall move to Step 13
 - xiv. Step 24 employees shall move to Step 14
 - xv. Step 25 employees with less than 17 years of service with the City of Huntsville shall move to Step 15.
 - xvi. Step 25 employees with 17 years of service with the City of Huntsville, but less than 19 years of service shall move to Step 16.
 - xvii. Step 25 employees with 19 years of service with the City of Huntsville, but less than 21 years of service shall move to Step 17.
 - xviii. Step 25 employees with 21 years of service with the City of Huntsville, but less than 23 years of service shall move to Step 18.
 - xix. Step 25 employees with 23 years of service with the City of Huntsville, but less than 25 years of service shall move to Step 19.

- xx. Step 25 employees with 25 years or more of service with the City of Huntsville shall move to Step 20.
 - xxi. For step assignment calculation pursuant to Sections 3(a)(xv-xx) of this ordinance, years of service shall be calculated beginning with the in-service date the employee began service in the Police or Fire Suppression career field.
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- b. Employees in positions which have been reclassified in either title or grade shall be granted immediate status in the new classification without examination or other qualifying tests.
 - c. The new salary rates for the employees enumerated in Section 2 of this Ordinance shall be included and maintained under the established Classification Plan in accordance with Section 7 of the City's Personnel Policies and Procedures Manual.
 - d. Employees shall maintain their current anniversary date. All employees hired subsequent to the effective date of this ordinance shall have their actual employment date as their anniversary date.
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- 4. The salary rates for all City of Huntsville employees not enumerated in this Ordinance shall not be affected by this Ordinance.
 - 5. Severability. The severability provisions of section 1-8 of the City Code shall apply to this ordinance.

ADOPTED this the 24th day of September 2026.

/s/ Jennie Robinson
President of the City Council
of the City of Huntsville, Alabama

APPROVED this the 24th day of September 2026.

/s/ Tommy Battle
Mayor of the City of Huntsville,
Alabama