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September 10, 2015

Ms. Sandra Pate
Assistant City Administrator/HR Director
City of Foley
P.O. Box 1750
Foley, AL 36536

Dear Ms. Pate:

We have evaluated the positions listed below for the purpose of determining their appropriate pay grades and their pay ranges. The data content and the data source used to analyze and evaluate the positions was derived from the position questionnaires provided to us and approved by the City. We have developed job descriptions for the jobs and are forwarding them along with this letter.

In accordance with the foregoing, the job codes, the job titles, recommended pay grades and FLSA status for the positions are as follows:

<u>Job Code</u>	<u>Job Title</u>	<u>Recommended Pay Grade</u>	<u>FLSA Status</u>
4015	Financial Market Manager, City of	10	Non-Exempt
2211	Parks Manager, Community Devel.	10	Non-Exempt
3118	IT Technician I, IT Dept.	10	Non-Exempt
2409	Office Manager, Recreation Dept	9	Non-Exempt

Please advise if further information is desired.

Sincerely,

Earnest R. Archer

Earnest R. Archer, Ph.D., P.E., SPHR
President