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June 10, 2016

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

Dear Ms. Pate:

We have reviewed, re-analyzed, re-evaluated and re-classified two positions in the IT Department for the purpose of determining the appropriate pay grade and pay range for each of the positions. One position submitted was not re-classified. The data source used to analyze and evaluate the positions were drawn from the position questionnaires as completed and submitted to us by the City. We have developed job descriptions 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 each of the positions are as follows:

<u>Job Code</u>	<u>Job Title</u>	<u>Recommended Pay Grade</u>	<u>FLSA Status</u>
1121	Information Systems Manager	22	Exempt

Please advise if further information is desired.

Sincerely,

Earnest R. Archer

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