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July 21, 2016

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

Dear Ms. Pate:

We support the change in grade for the new title of Network Administrator in the IT Department. The recent wage and salary survey we conducted for the position supports the recommended upgrade.

In accordance with the foregoing the recommended pay grade and FLSA status for the position are shown below:

<u>Job Code</u>	<u>Job Title</u>	<u>Recommended Pay Grade</u>	<u>FLSA Status</u>
1122	Network Administrator	16	Non-Exempt

Please advise if further information is desired.

Sincerely,

Earnest R. Archer

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