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December 23, 2014

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 two positions listed below for the purpose of determining their appropriate pay grade and their pay range. We have used the information from the two position questionnaires provided by the City to evaluate the new positions in the Police Department. We are developing job descriptions and will forward them in a separate email.

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>
1622	Captain, Special Operations Command	27	Exempt
1623	Captain, Field Operations Command	27	Exempt

Please advise if further information is desired.

Sincerely,

Earnest R. Archer

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