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September 26, 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, analyzed, and evaluated the position of Street Supervisor related to the reorganization in the Public Works Department for the purpose of determining the appropriate pay grade and pay range for the position. The data source used to analyze and evaluate the position was drawn from the position questionnaire as completed and submitted to us by the City. We have developed a job description and are forwarding it along with this letter.

In accordance with the foregoing, the job code, the job title, 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>
1821	Street Supervisor	17	Exempt

Please advise if further information is desired.

Sincerely,

Earnest R. Archer

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