

**City of Ashland**  
**Non Represented Employee Salary Schedule for 2020-2021**  
 Updated as 6/17/2021

Effective 7/1/2020 - 0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annual
<b>Grade = 501 EXE MGMT 1</b>	Step 0 - First 6 Months	\$66,5619	\$11,537.37	\$138,448
Positions in this grade:	Step 1 - Next 12 Months	\$69,8899	\$12,114.23	\$145,371
City Manager	Step 2 - Next 12 Months	\$73,3843	\$12,719.93	\$152,639
	Step 3 - Next 12 Months	\$77,0536	\$13,355.93	\$160,271
	Step 4 - Thereafter	\$80,9064	\$14,023.74	\$168,285
<b>Grade = 502 EXE MGMT 2</b>	Step 0 - First 6 Months	\$54,7606	\$9,491.82	\$113,902
Positions in this grade:	Step 1 - Next 12 Months	\$57,4986	\$9,966.41	\$119,597
City Attorney (1);	Step 2 - Next 12 Months	\$60,3736	\$10,464.73	\$125,577
Deputy City Manager	Step 3 - Next 12 Months	\$63,3922	\$10,987.96	\$131,856
	Step 4 - Next 12 Months	\$66,5619	\$11,537.37	\$138,448
	Step 5 - Next 12 Months	\$68,2260	\$11,825.81	\$141,910
	Step 6 - Next 12 Months	\$69,9315	\$12,121.43	\$145,457
	Step 7 - Next 12 Months	\$71,6798	\$12,424.48	\$149,094
	Step 8 - Thereafter	\$73,4719	\$12,735.10	\$152,821
<b>Grade = 504 EXE MGMT 3</b>	Step 0 - First 6 Months	\$49,6694	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,1530	\$9,039.83	\$108,478
Fire Chief (1)	Step 2 - Next 12 Months	\$54,7606	\$9,491.82	\$113,902
Police Chief (1)	Step 3 - Next 12 Months	\$57,4986	\$9,966.41	\$119,597
Director of Public Works (1)	Step 4 - Next 12 Months	\$60,3736	\$10,464.73	\$125,577
Director of IT & Electric (1)	Step 5 - Next 12 Months	\$61,8829	\$10,726.35	\$128,716
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$63,4300	\$10,994.52	\$131,934
Director of Admin Services (1)	Step 7 - Next 12 Months	\$65,0156	\$11,269.36	\$135,232
Director of HR (1)	Step 8 - Thereafter	\$66,6411	\$11,551.10	\$138,613
<b>Grade = 506 EXE MGMT 4</b>	Step 0 - First 6 Months	\$49,6694	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,1530	\$9,039.83	\$108,478
Assistant to City Manager	Step 2 - Next 12 Months	\$54,7606	\$9,491.82	\$113,902
	Step 3 - Next 12 Months	\$57,4986	\$9,966.41	\$119,597
	Step 4 - Next 12 Months	\$60,3736	\$10,464.73	\$125,577
	Step 5 - Next 12 Months	\$61,8829	\$10,726.35	\$128,716
	Step 6 - Next 12 Months	\$63,4300	\$10,994.52	\$131,934
	Step 7 - Next 12 Months	\$65,0156	\$11,269.36	\$135,232
	Step 8 - Thereafter	\$66,6411	\$11,551.10	\$138,613

Effective 7/1/2021 - 2.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annual
<b>Grade = 501 EXE MGMT 1</b>	Step 0 - First 6 Months	\$67,8931	\$11,768.12	\$141,217
Positions in this grade:	Step 1 - Next 12 Months	\$71,2877	\$12,366.51	\$148,278
City Manager	Step 2 - Next 12 Months	\$74,8520	\$12,974.32	\$155,692
	Step 3 - Next 12 Months	\$78,6947	\$13,623.05	\$163,477
	Step 4 - Thereafter	\$82,5245	\$14,304.22	\$171,651
<b>Grade = 502 EXE MGMT 2</b>	Step 0 - First 6 Months	\$55,8558	\$9,681.66	\$116,180
Positions in this grade:	Step 1 - Next 12 Months	\$58,6486	\$10,165.74	\$121,989
City Attorney (1);	Step 2 - Next 12 Months	\$61,5810	\$10,674.02	\$128,088
Deputy City Manager	Step 3 - Next 12 Months	\$64,6601	\$11,207.72	\$134,493
	Step 4 - Next 12 Months	\$67,8931	\$11,768.12	\$141,217
	Step 5 - Next 12 Months	\$69,5905	\$12,062.33	\$144,748
	Step 6 - Next 12 Months	\$71,3301	\$12,363.86	\$148,366
	Step 7 - Next 12 Months	\$73,1134	\$12,672.97	\$152,076
	Step 8 - Thereafter	\$74,9413	\$12,989.80	\$155,878
<b>Grade = 504 EXE MGMT 3</b>	Step 0 - First 6 Months	\$50,6628	\$8,781.53	\$105,378
Positions in this grade:	Step 1 - Next 12 Months	\$53,1960	\$9,220.63	\$110,648
Fire Chief (1)	Step 2 - Next 12 Months	\$55,8558	\$9,681.66	\$116,180
Police Chief (1)	Step 3 - Next 12 Months	\$58,6486	\$10,165.74	\$121,989
Director of Public Works (1)	Step 4 - Next 12 Months	\$61,5810	\$10,674.02	\$128,088
Director of IT & Electric (1)	Step 5 - Next 12 Months	\$63,1206	\$10,940.88	\$131,291
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$64,6986	\$11,214.41	\$134,573
Director of Finance (1)	Step 7 - Next 12 Months	\$66,3160	\$11,494.74	\$137,937
Director of HR (1)	Step 8 - Thereafter	\$67,9739	\$11,782.12	\$141,385
<b>Grade = 506 EXE MGMT 4</b>	Step 0 - First 6 Months	\$50,6628	\$8,781.53	\$105,378
Positions in this grade:	Step 1 - Next 12 Months	\$53,1960	\$9,220.63	\$110,648
Assistant to City Manager	Step 2 - Next 12 Months	\$55,8558	\$9,681.66	\$116,180
	Step 3 - Next 12 Months	\$58,6486	\$10,165.74	\$121,989
	Step 4 - Next 12 Months	\$61,5810	\$10,674.02	\$128,088
	Step 5 - Next 12 Months	\$63,1206	\$10,940.88	\$131,291
	Step 6 - Next 12 Months	\$64,6986	\$11,214.41	\$134,573
	Step 7 - Next 12 Months	\$66,3160	\$11,494.74	\$137,937
	Step 8 - Thereafter	\$67,9739	\$11,782.12	\$141,385

Effective 7/1/2020 - 0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
<b>Grade = 511 EXP SUP 2</b>	Step 0 - First 6 Months	\$45,0647	\$7,811.20	\$93,734
Positions in this grade:	Step 1 - Next 12 Months	\$47,3188	\$8,201.91	\$98,423
Electric Operations Superintendent (1)	Step 2 - Next 12 Months	\$49,6839	\$8,611.86	\$103,342
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$52,1680	\$9,042.44	\$108,509
Deputy Fire Chief (1)	Step 4 - Thereafter	\$54,7764	\$9,494.56	\$113,935
Deputy Public Works Director (1)				
Assistant City Attorney (1)				
Accounting and Audit Manager				
<b>Grade = 503 EXP SUP 3</b>	Step 0 - First 6 Months	\$42,9188	\$7,439.25	\$89,271
Positions in this grade:	Step 1 - Next 12 Months	\$45,0647	\$7,811.20	\$93,734
EMS Division Chief	Step 2 - Next 12 Months	\$47,3188	\$8,201.91	\$98,423
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$49,6839	\$8,611.86	\$103,342
AFR Division Chief	Step 4 - Thereafter	\$52,1680	\$9,042.44	\$108,509
Public Works Superintendent (1)				
Lieutenant				
<b>Grade = 525 EXP SUP 4</b>	Step 0 - First 6 Months	\$40,8750	\$7,084.99	\$85,020
Positions in this grade:	Step 1 - Next 12 Months	\$42,9187	\$7,439.23	\$89,271
Building Official (1)	Step 2 - Next 12 Months	\$45,0647	\$7,811.20	\$93,734
Planning Manager (1)	Step 3 - Next 12 Months	\$47,3188	\$8,201.91	\$98,423
IT Manager (1)	Step 4 - Thereafter	\$49,6839	\$8,611.86	\$103,342

Effective 7/1/2021 - 2.0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
<b>Grade = 511 EXP SUP 2</b>	Step 0 - First 6 Months	\$45,9660	\$7,967.43	\$95,609
Positions in this grade:	Step 1 - Next 12 Months	\$48,2652	\$8,365.95	\$100,391
Electric Operations Superintendent	Step 2 - Next 12 Months	\$50,6776	\$8,784.10	\$105,409
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$53,2114	\$9,223.29	\$110,679
Deputy Fire Chief (1)	Step 4 - Thereafter	\$55,8719	\$9,684.45	\$116,213
Deputy Public Works Director (1)				
Assistant City Attorney (1)				
Accounting and Audit Manager				
<b>Grade = 503 EXP SUP 3</b>	Step 0 - First 6 Months	\$43,7772	\$7,588.03	\$91,056
Positions in this grade:	Step 1 - Next 12 Months	\$45,9660	\$7,967.43	\$95,609
EMS Division Chief	Step 2 - Next 12 Months	\$48,2652	\$8,365.95	\$100,391
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$50,6776	\$8,784.10	\$105,409
AFR Division Chief	Step 4 - Thereafter	\$53,2114	\$9,223.29	\$110,679
Public Works Superintendent (1)				
Lieutenant				
<b>Grade = 525 EXP SUP 4</b>	Step 0 - First 6 Months	\$41,6925	\$7,226.68	\$86,720
Positions in this grade:	Step 1 - Next 12 Months	\$43,7771	\$7,588.02	\$91,056
Building Official (1)	Step 2 - Next 12 Months	\$45,9660	\$7,967.43	\$95,609
Planning Manager (1)	Step 3 - Next 12 Months	\$48,2652	\$8,365.95	\$100,391
IT Manager (1)	Step 4 - Thereafter	\$50,6776	\$8,784.10	\$105,409

**City of Ashland  
Non Represented Employee Salary Schedule for 2020-2021**

Updated as 6/17/2021

<b>Grade = 515 EXP SUP 5</b>	Step 0 - First 6 Months	\$38,9292	\$6,747.72	\$80,973
Positions in this grade:	Step 1 - Next 12 Months	\$40,8750	\$7,084.99	\$85,020
	Step 2 - Next 12 Months	\$42,9187	\$7,439.23	\$89,271
	Step 3 - Next 12 Months	\$45,0647	\$7,811.20	\$93,734
	Step 4 - Thereafter	\$47,3188	\$8,201.91	\$98,423
<b>Grade = 521 EXP SUP 6</b>	Step 0 - First 6 Months	\$35,3101	\$6,120.41	\$73,448
Positions in this grade: Management Analyst (1) Administrative Services Manager (1)	Step 1 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
	Step 2 - Next 12 Months	\$38,9292	\$6,747.72	\$80,973
	Step 3 - Next 12 Months	\$40,8750	\$7,084.99	\$85,020
	Step 4 - Thereafter	\$42,9187	\$7,439.23	\$89,271
<b>Grade = 526 EXP SUP 7</b>	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade: Senior Planner (2) HR Manager	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,448
	Step 2 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
	Step 3 - Next 12 Months	\$38,9292	\$6,747.72	\$80,973
	Step 4 - Thereafter	\$40,8750	\$7,084.99	\$85,020
<b>Grade = 552 EXP SUP 8 (GRANDFATHERED)</b>	Step 0 - First 6 Months	\$34,7530	\$6,023.73	\$72,285
Positions in this grade: WW & Water reuse supervisor (1) WTP Supervisor Water Quality Supervisor (1)	Step 1 - Next 12 Months	\$36,5822	\$6,340.79	\$76,089
	Step 2 - Next 12 Months	\$38,5124	\$6,675.35	\$80,104
	Step 3 - Next 12 Months	\$40,5348	\$7,025.90	\$84,311
	Step 4 - Thereafter	\$42,6787	\$7,396.98	\$88,764
<b>Grade = 529 EXP SUP 9</b>	Step 0 - First 6 Months	\$27,6664	\$4,795.50	\$57,546
Positions in this grade: Municipal Court Supervisor (1)	Step 1 - Next 12 Months	\$29,0496	\$5,035.25	\$60,423
	Step 2 - Next 12 Months	\$30,5021	\$5,287.01	\$63,444
	Step 3 - Next 12 Months	\$32,0271	\$5,551.37	\$66,616
	Step 4 - Thereafter	\$33,6286	\$5,828.95	\$69,947

<b>Grade = 515 EXP SUP 5</b>	Step 0 - First 6 Months	\$39,7078	\$6,882.67	\$82,592
Positions in this grade:	Step 1 - Next 12 Months	\$41,6925	\$7,226.68	\$86,720
	Step 2 - Next 12 Months	\$43,7771	\$7,588.02	\$91,058
	Step 3 - Next 12 Months	\$45,9660	\$7,967.43	\$95,609
	Step 4 - Thereafter	\$48,2652	\$8,365.95	\$100,391
<b>Grade = 521 EXP SUP 6</b>	Step 0 - First 6 Months	\$36,0163	\$6,242.82	\$74,914
Positions in this grade: Management Analyst (1) Financial Systems Manager (1)	Step 1 - Next 12 Months	\$37,8170	\$6,554.93	\$78,659
	Step 2 - Next 12 Months	\$39,7078	\$6,882.67	\$82,592
	Step 3 - Next 12 Months	\$41,6925	\$7,226.68	\$86,720
	Step 4 - Thereafter	\$43,7771	\$7,588.02	\$91,058
<b>Grade = 526 EXP SUP 7</b>	Step 0 - First 6 Months	\$34,3012	\$5,945.53	\$71,346
Positions in this grade: Senior Planner (2)	Step 1 - Next 12 Months	\$36,0163	\$6,242.82	\$74,914
	Step 2 - Next 12 Months	\$37,8170	\$6,554.93	\$78,659
	Step 3 - Next 12 Months	\$39,7078	\$6,882.67	\$82,592
	Step 4 - Thereafter	\$41,6925	\$7,226.68	\$86,720
<b>Grade = 552 EXP SUP 8 (GRANDFATHERED)</b>	Step 0 - First 6 Months	\$35,4480	\$6,144.21	\$73,731
Positions in this grade: WW & Water reuse supervisor (1) WTP Supervisor Water Quality and Dist. Supervisor (1)	Step 1 - Next 12 Months	\$37,3138	\$6,467.61	\$77,611
	Step 2 - Next 12 Months	\$39,2826	\$6,808.86	\$81,706
	Step 3 - Next 12 Months	\$41,3455	\$7,166.42	\$85,997
	Step 4 - Thereafter	\$43,5292	\$7,544.91	\$90,538
<b>Grade = 529 EXP SUP 9</b>	Step 0 - First 6 Months	\$28,2197	\$4,891.41	\$58,697
Positions in this grade: Municipal Court Supervisor (1)	Step 1 - Next 12 Months	\$29,6306	\$5,135.96	\$61,632
	Step 2 - Next 12 Months	\$31,1121	\$5,392.75	\$64,713
	Step 3 - Next 12 Months	\$32,6676	\$5,662.38	\$67,949
	Step 4 - Thereafter	\$34,3012	\$5,945.53	\$71,346

<b>Effective 7/1/2020 - 0% COLA</b>				
<b>NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT</b>				
Group/BU Code 1060		Hourly	Monthly	Annual
<b>Grade = 520 NonEXP SUP 1</b>	Step 0 - First 6 Months	\$36,7085	\$6,362.79	\$76,353
Positions in this grade: Police Sergeants (6)	Step 1 - Next 12 Months	\$38,5439	\$6,680.93	\$80,171
	Step 2 - Next 12 Months	\$40,4710	\$7,014.96	\$84,179
	Step 3 - Next 12 Months	\$42,4937	\$7,365.57	\$88,387
	Step 4 - Thereafter	\$44,6184	\$7,733.84	\$92,806
<b>Effective 7/1/2020 - 0% COLA</b>				
<b>NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT</b>				
Group/BU Code 1030		Hourly	Monthly	Annual
<b>Grade = 512 NonEXP SUP 2</b>	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade: GIS Manger (1)	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,448
	Step 2 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
	Step 3 - Next 12 Months	\$38,9292	\$6,747.72	\$80,973
	Step 4 - Thereafter	\$40,8750	\$7,084.99	\$85,020
<b>Grade = 527 NonEXP SUP 3</b>	Step 0 - First 6 Months	\$32,0272	\$5,551.37	\$66,616
Positions in this grade: Distribution Supervisor (1)	Step 1 - Next 12 Months	\$33,6286	\$5,828.95	\$69,947
	Step 2 - Next 12 Months	\$35,3101	\$6,120.41	\$73,448
	Step 3 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
	Step 4 - Thereafter	\$38,9292	\$6,747.72	\$80,973
<b>Grade = 528 NonEXP SUP 4</b>	Step 0 - First 6 Months	\$30,5021	\$5,287.01	\$63,444
Positions in this grade: Maintenance & Safety Supervisor (1) Street Supervisor (1) WW Collections Supervisor (1) Customer Service Supervisor (1) Development Services Coord.	Step 1 - Next 12 Months	\$32,0272	\$5,551.37	\$66,616
	Step 2 - Next 12 Months	\$33,6286	\$5,828.95	\$69,947
	Step 3 - Next 12 Months	\$35,3101	\$6,120.41	\$73,448
	Step 4 - Thereafter	\$37,0755	\$6,426.41	\$77,117

<b>Effective 7/1/2021 - 2.0% COLA</b>				
<b>NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT</b>				
Group/BU Code 1060		Hourly	Monthly	Annual
<b>Grade = 520 NonEXP SUP 1</b>	Step 0 - First 6 Months	\$37,4426	\$6,490.04	\$77,881
Positions in this grade: Police Sergeants (6)	Step 1 - Next 12 Months	\$39,3148	\$6,814.55	\$81,775
	Step 2 - Next 12 Months	\$41,2804	\$7,155.26	\$85,863
	Step 3 - Next 12 Months	\$43,3436	\$7,512.88	\$90,155
	Step 4 - Thereafter	\$45,5108	\$7,888.52	\$94,662
<b>Effective 7/1/2021 - 2.0% COLA</b>				
<b>NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT</b>				
Group/BU Code 1030		Hourly	Monthly	Annual
<b>Grade = 512 NonEXP SUP 2</b>	Step 0 - First 6 Months	\$34,3012	\$5,945.53	\$71,346
Positions in this grade: GIS Manger (1) HR Manager (1)	Step 1 - Next 12 Months	\$36,0163	\$6,242.82	\$74,914
	Step 2 - Next 12 Months	\$37,8170	\$6,554.93	\$78,659
	Step 3 - Next 12 Months	\$39,7078	\$6,882.67	\$82,592
	Step 4 - Thereafter	\$41,6925	\$7,226.68	\$86,720
<b>Grade = 527 NonEXP SUP 3</b>	Step 0 - First 6 Months	\$32,6677	\$5,662.40	\$67,949
Positions in this grade: WW Collections Supervisor (1)	Step 1 - Next 12 Months	\$34,3011	\$5,945.51	\$71,346
	Step 2 - Next 12 Months	\$36,0163	\$6,242.82	\$74,914
	Step 3 - Next 12 Months	\$37,8171	\$6,554.95	\$78,659
	Step 4 - Thereafter	\$39,7078	\$6,882.67	\$82,592
<b>Grade = 528 NonEXP SUP 4</b>	Step 0 - First 6 Months	\$31,1121	\$5,392.75	\$64,713
Positions in this grade: Maintenance & Safety Supervisor (1) Street Supervisor (1) WW Collections Supervisor (1) Customer Service Supervisor (1) Development Services Coord.	Step 1 - Next 12 Months	\$32,6677	\$5,662.40	\$67,949
	Step 2 - Next 12 Months	\$34,3011	\$5,945.51	\$71,346
	Step 3 - Next 12 Months	\$36,0163	\$6,242.82	\$74,914
	Step 4 - Thereafter	\$37,8171	\$6,554.95	\$78,659

**City of Ashland**  
**Non Represented Employee Salary Schedule for 2020-2021**  
 Updated as 6/17/2021

Effective 7/1/2020 - 0% COLA				
Non-Represented Non Supervisory - All Job Classes are mixed				
Group/BU Code 1040		Hourly	Monthly	Annual
<b>Grade = 543 NonSup 1 (exempt)</b>	Step 0 - First 6 Months	\$35.4850	\$6,150.71	\$73,809
Positions in this grade:	Step 1 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
Senior Engineer (1)	Step 2 - Next 12 Months	\$39.1219	\$6,781.12	\$81,373
	Step 3 - Next 12 Months	\$41.0773	\$7,120.05	\$85,441
	Step 4 - Thereafter	\$43.1312	\$7,476.06	\$89,713
<b>Grade = 549 NonSup 2 (exempt)</b>	Step 0 - First 6 Months	\$33.7950	\$5,857.79	\$70,293
Positions in this grade:	Step 1 - Next 12 Months	\$35.4850	\$6,150.71	\$73,809
Network Administrator (2)	Step 2 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
Senior Information Systems Analyst (2)	Step 3 - Next 12 Months	\$39.1219	\$6,781.12	\$81,373
Asset Management/Staking Technician	Step 4 - Thereafter	\$41.0773	\$7,120.05	\$85,441
<b>Grade = 542 NonSup 3 (exempt)</b>	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
IS Analyst/Programmer (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,758
User Support Coordinator (1)	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,946
Telecommunication Technician (1)	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,293
<b>Grade = 522 NonSup 4 (not exempt)</b>	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
Fire Adapted Communities Coordinator (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,758
	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,946
	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,293
<b>Grade = 535 NonSup 5 (non exempt)</b>	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
Positions in this grade:	Step 1 - Next 12 Months	\$22.8738	\$3,964.78	\$47,577
	Step 2 - Next 12 Months	\$24.0175	\$4,163.03	\$49,956
	Step 3 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 4 - Thereafter	\$26.4796	\$4,589.78	\$55,077

Effective 7/1/2020 - 0% COLA				
Non-Represented Confidential - All Job Classes are non exempt				
Group/BU Code 1050		Hourly	Monthly	Annual
<b>Grade = 531 Conf 5</b>	Step 0 - First 6 Months	\$32.0272	\$5,551.37	\$66,616
Positions in this grade:	Step 1 - Next 12 Months	\$33.6285	\$5,828.93	\$69,947
Senior Accounting Analyst	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
Senior HR Analyst	Step 3 - Next 12 Months	\$37.0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38.9292	\$6,747.72	\$80,973
<b>Grade = 541 Conf 1</b>	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
Positions in this grade:	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
Accounting Analyst (1)	Step 2 - Next 12 Months	\$30.6531	\$5,313.19	\$63,758
Human Resources Analyst	Step 3 - Next 12 Months	\$32.1858	\$5,578.85	\$66,946
Administrative Analyst (1)	Step 4 - Thereafter	\$33.7950	\$5,857.79	\$70,293
Executive Analyst (1)				
<b>Grade = 530 Conf 2</b>	Step 0 - First 6 Months	\$24.0175	\$4,163.03	\$49,956
Positions in this grade:	Step 1 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
Administrative Supervisor (2)	Step 2 - Next 12 Months	\$26.4794	\$4,589.78	\$55,077
Fiscal Services Specialist (1)	Step 3 - Next 12 Months	\$27.8032	\$4,819.22	\$57,831
Paralegal	Step 4 - Thereafter	\$29.1934	\$5,060.18	\$60,722
<b>Grade = 534 Conf 3</b>	Step 0 - First 6 Months	\$22.8738	\$3,964.78	\$47,577
Positions in this grade:	Step 1 - Next 12 Months	\$24.0175	\$4,163.03	\$49,956
Executive Assistant (1)	Step 2 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 3 - Next 12 Months	\$26.4794	\$4,589.78	\$55,077
	Step 4 - Thereafter	\$27.8033	\$4,819.23	\$57,831
<b>Grade = 535 Conf 4</b>	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
Positions in this grade:	Step 1 - Next 12 Months	\$22.8738	\$3,964.78	\$47,577
Administrative Assistant (5)	Step 2 - Next 12 Months	\$24.0175	\$4,163.03	\$49,956
CERT Coordinator (1)	Step 3 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 4 - Thereafter	\$26.4796	\$4,589.78	\$55,077

Effective 7/1/2021 - 2.0% COLA				
Non-Represented Non Supervisory - All Job Classes are mixed				
Group/BU Code 1040		Hourly	Monthly	Annual
<b>Grade = 543 NonSup 1 (exempt)</b>	Step 0 - First 6 Months	\$36.1947	\$6,273.73	\$75,285
Positions in this grade:	Step 1 - Next 12 Months	\$38.0043	\$6,587.40	\$79,049
Senior Engineer (1)	Step 2 - Next 12 Months	\$39.9044	\$6,916.75	\$83,001
	Step 3 - Next 12 Months	\$41.8989	\$7,262.45	\$87,149
	Step 4 - Thereafter	\$43.9938	\$7,625.58	\$91,507
<b>Grade = 549 NonSup 2 (exempt)</b>	Step 0 - First 6 Months	\$34.4709	\$5,974.94	\$71,699
Positions in this grade:	Step 1 - Next 12 Months	\$36.1947	\$6,273.73	\$75,285
Network Administrator (2)	Step 2 - Next 12 Months	\$38.0043	\$6,587.40	\$79,049
Senior Information Systems Analyst (2)	Step 3 - Next 12 Months	\$39.9044	\$6,916.75	\$83,001
Asset Management/Staking Technician	Step 4 - Thereafter	\$41.8989	\$7,262.45	\$87,149
<b>Grade = 542 NonSup 3 (exempt)</b>	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
Positions in this grade:	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
IS Analyst/Programmer	Step 2 - Next 12 Months	\$31.2661	\$5,419.46	\$65,033
User Support Coordinator	Step 3 - Next 12 Months	\$32.8295	\$5,690.43	\$68,285
Telecommunication Technician	Step 4 - Thereafter	\$34.4709	\$5,974.94	\$71,699
<b>Grade = 522 NonSup 4 (not exempt)</b>	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
Positions in this grade:	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
Fire Adapted Communities Coordinator (1)	Step 2 - Next 12 Months	\$31.2661	\$5,419.46	\$65,033
	Step 3 - Next 12 Months	\$32.8295	\$5,690.43	\$68,285
	Step 4 - Thereafter	\$34.4709	\$5,974.94	\$71,699
<b>Grade = 535 NonSup 5 (non exempt)</b>	Step 0 - First 6 Months	\$22.2200	\$3,851.46	\$46,217
Positions in this grade:	Step 1 - Next 12 Months	\$23.3313	\$4,044.08	\$48,529
CERT Coordinator (1)	Step 2 - Next 12 Months	\$24.4979	\$4,246.29	\$50,955
	Step 3 - Next 12 Months	\$25.7227	\$4,458.59	\$53,503
	Step 4 - Thereafter	\$27.0091	\$4,681.58	\$56,179

Effective 7/1/2021 - 2.0% COLA				
Non-Represented Confidential - All Job Classes are non exempt				
Group/BU Code 1050		Hourly	Monthly	Annual
<b>Grade = 531 Conf 5</b>	Step 0 - First 6 Months	\$32.6677	\$5,662.40	\$67,949
Positions in this grade:	Step 1 - Next 12 Months	\$34.3011	\$5,945.51	\$71,346
Senior Accounting Analyst	Step 2 - Next 12 Months	\$36.0163	\$6,242.82	\$74,914
Senior HR Analyst	Step 3 - Next 12 Months	\$37.8171	\$6,554.95	\$78,659
	Step 4 - Thereafter	\$39.7078	\$6,882.67	\$82,592
<b>Grade = 541 Conf 1</b>	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
Positions in this grade:	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
Accounting Analyst (1)	Step 2 - Next 12 Months	\$31.2661	\$5,419.46	\$65,033
Human Resources Analyst	Step 3 - Next 12 Months	\$32.8295	\$5,690.43	\$68,285
Administrative Analyst (4)	Step 4 - Thereafter	\$34.4709	\$5,974.94	\$71,699
Executive Analyst				
<b>Grade = 530 Conf 2</b>	Step 0 - First 6 Months	\$24.4979	\$4,246.29	\$50,955
Positions in this grade:	Step 1 - Next 12 Months	\$25.7227	\$4,458.59	\$53,503
Administrative Supervisor (1)	Step 2 - Next 12 Months	\$27.0090	\$4,681.56	\$56,179
Fiscal Services Specialist (1)	Step 3 - Next 12 Months	\$28.3593	\$4,915.60	\$58,987
Paralegal	Step 4 - Thereafter	\$29.7773	\$5,161.39	\$61,937
<b>Grade = 534 Conf 3</b>	Step 0 - First 6 Months	\$23.3313	\$4,044.08	\$48,529
Positions in this grade:	Step 1 - Next 12 Months	\$24.4979	\$4,246.29	\$50,955
Executive Assistant (1)	Step 2 - Next 12 Months	\$25.7227	\$4,458.59	\$53,503
	Step 3 - Next 12 Months	\$27.0090	\$4,681.56	\$56,179
	Step 4 - Thereafter	\$28.3594	\$4,915.62	\$58,987
<b>Grade = 535 Conf 4</b>	Step 0 - First 6 Months	\$22.2200	\$3,851.46	\$46,217
Positions in this grade:	Step 1 - Next 12 Months	\$23.3313	\$4,044.08	\$48,529
Administrative Assistant (1)	Step 2 - Next 12 Months	\$24.4979	\$4,246.29	\$50,955
	Step 3 - Next 12 Months	\$25.7227	\$4,458.59	\$53,503
	Step 4 - Thereafter	\$27.0091	\$4,681.58	\$56,179

**City of Ashland**  
**Non Represented Employee Salary Schedule for 2020-2021**  
 Updated as 6/17/2021

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
xxx% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$45.0760	\$7,813	\$93,756
Municipal Judge	\$30.8652	\$5,350	\$64,198

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
xxx% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$46.2393	\$8,015	\$96,176
Municipal Judge	\$31.6617	\$5,488	\$65,855