

## City of Ashland

### Police Salary Schedule for 2020-2021

Update as of 6/4/2020

Effective 7/1/2019 - 3% COLA				
Police - All Job Classes are NON-Exempt				
Group/BU Code 6000				
		Hourly	Monthly	Annual
<b>Grade = 302 POLICE 1</b>	Step 0 - First 6 Months	\$28.1553	\$4,880.25	\$58,563
Positions in this grade:	Step 1 - Next 12 Months	\$29.6931	\$5,146.80	\$61,762
<b>Police Officer</b>	Step 2 - Next 12 Months	\$30.8893	\$5,354.13	\$64,250
	Step 3 - Next 12 Months	\$32.1613	\$5,574.61	\$66,895
	Step 4 - Next 12 Months	\$34.0030	\$5,893.84	\$70,726
	Step 5 - Thereafter	\$35.7685	\$6,199.85	\$74,398
<b>Grade = 304 POLICE 2</b>	Step 0 - First 6 Months	\$20.9642	\$3,633.79	\$43,605
Positions in this grade:	Step 1 - Next 12 Months	\$22.0938	\$3,829.59	\$45,955
<b>Community Service Officer</b>	Step 2 - Next 12 Months	\$23.2238	\$4,025.45	\$48,305
	Step 3 - Next 12 Months	\$24.4273	\$4,234.06	\$50,809
	Step 4 - Thereafter	\$25.7239	\$4,458.79	\$53,506
<b>Grade = 303 POLICE 3</b>	Step 0 - First 6 Months	\$24.5751	\$4,259.68	\$51,116
Positions in this grade:	Step 1 - Next 12 Months	\$25.8685	\$4,483.86	\$53,806
<b>Evidence &amp; Property Technician</b>	Step 2 - Next 12 Months	\$27.2302	\$4,719.89	\$56,639
	Step 3 - Next 12 Months	\$28.6635	\$4,968.32	\$59,620
	Step 4 - Thereafter	\$30.1723	\$5,229.85	\$62,758
<b>Grade = 305 POLICE 4</b>	Step 0 - First 6 Months	\$26.3535	\$4,567.93	\$54,815
Positions in this grade:	Step 1 - Next 12 Months	\$27.9460	\$4,843.97	\$58,128
<b>Community Outreach Officer</b>	Step 2 - Next 12 Months	\$29.6314	\$5,136.10	\$61,633
	Step 3 - Next 12 Months	\$31.3909	\$5,441.07	\$65,293
	Step 4 - Thereafter	\$33.2797	\$5,768.47	\$69,222
<b>Grade = 306 POLICE 5</b>	Step 0 - First 6 Months	\$28.4369	\$4,929.05	\$59,149
Positions in this grade:	Step 1 - Next 12 Months	\$29.9901	\$5,198.27	\$62,379
<b>Senior Police Officer</b>	Step 2 - Next 12 Months	\$31.1982	\$5,407.68	\$64,892
	Step 3 - Next 12 Months	\$32.4829	\$5,630.36	\$67,564
	Step 4 - Next 12 Months	\$34.3429	\$5,952.76	\$71,433
	Step 5 - Thereafter	\$36.1262	\$6,261.86	\$75,142

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Group/BU Code 6000				
		Hourly	Monthly	Annual
<b>Grade = 302 POLICE 1</b>	Step 0 - First 6 Months	\$29.0000	\$5,026.66	\$60,320
Positions in this grade:	Step 1 - Next 12 Months	\$30.5839	\$5,301.20	\$63,614
<b>Police Officer</b>	Step 2 - Next 12 Months	\$31.8160	\$5,514.77	\$66,177
	Step 3 - Next 12 Months	\$33.1261	\$5,741.85	\$68,902
	Step 4 - Next 12 Months	\$35.0231	\$6,070.66	\$72,848
	Step 5 - Thereafter	\$36.8416	\$6,385.87	\$76,630
<b>Grade = 304 POLICE 2</b>	Step 0 - First 6 Months	\$21.5931	\$3,742.80	\$44,914
Positions in this grade:	Step 1 - Next 12 Months	\$22.7566	\$3,944.48	\$47,334
<b>Community Service Officer</b>	Step 2 - Next 12 Months	\$23.9205	\$4,146.21	\$49,755
	Step 3 - Next 12 Months	\$25.1601	\$4,361.08	\$52,333
	Step 4 - Thereafter	\$26.4956	\$4,592.56	\$55,111
<b>Grade = 303 POLICE 3</b>	Step 0 - First 6 Months	\$25.3124	\$4,387.47	\$52,650
Positions in this grade:	Step 1 - Next 12 Months	\$26.6446	\$4,618.39	\$55,421
<b>Evidence &amp; Property Technician</b>	Step 2 - Next 12 Months	\$28.0471	\$4,861.49	\$58,338
	Step 3 - Next 12 Months	\$29.5234	\$5,117.37	\$61,408
	Step 4 - Thereafter	\$31.0775	\$5,386.76	\$64,641
<b>Grade = 305 POLICE 4</b>	Step 0 - First 6 Months	\$27.1441	\$4,704.96	\$56,460
Positions in this grade:	Step 1 - Next 12 Months	\$28.7844	\$4,989.29	\$59,871
<b>Community Outreach Officer</b>	Step 2 - Next 12 Months	\$30.5203	\$5,290.17	\$63,482
	Step 3 - Next 12 Months	\$32.3326	\$5,604.30	\$67,252
	Step 4 - Thereafter	\$34.2781	\$5,941.52	\$71,298
<b>Grade = 306 POLICE 5</b>	Step 0 - First 6 Months	\$29.2900	\$5,076.92	\$60,923
Positions in this grade:	Step 1 - Next 12 Months	\$30.8898	\$5,354.21	\$64,251
<b>Senior Police Officer</b>	Step 2 - Next 12 Months	\$32.1341	\$5,569.89	\$66,839
	Step 3 - Next 12 Months	\$33.4574	\$5,799.27	\$69,591
	Step 4 - Next 12 Months	\$35.3732	\$6,131.34	\$73,576
	Step 5 - Thereafter	\$37.2100	\$6,449.72	\$77,397

Officers may choose the combination of:

1. DPSST Certification + Education

OR

2. DPSST Certification + Longevity

~ In no case will an officer be eligible for more than two incentives

DPSST Certification	Inter.	Adv.
(Sworn personnel)	7.00%	12.00%

Longevity Incentives:	10 Years	15 Years	20+ Years
(All Job Classes)	3.00%	6.00%	9.00%

Educational Incentives	AA Degree	BA Degree	MA Degree
(All Job Classes)	2.00%	3.00%	5.00%