

City of Ashland
IBEW Clerical Salary Schedule for 2020-2021
 Updated as 11/19/2020

Effective 7/1/2019 - 2% COLA				
IBEW - Clerical - All Job Classes are Non-Exempt				
Group/BU Code 2000		Hourly	Monthly	Annual
Grade = 106 CLERICAL 1	Step 0 - First 6 Months	\$29.5306	\$5,118.63	\$61,424
Positions in this grade:	Step 1 - Next 12 Months	\$31.0071	\$5,374.56	\$64,495
Senior Engineering Project Manager	Step 2 - Next 12 Months	\$32.8675	\$5,697.03	\$68,364
Associate Engineer	Step 3 - Next 12 Months	\$34.8396	\$6,038.86	\$72,466
	Step 4 - Thereafter	\$36.9301	\$6,401.20	\$76,814
Grade = 102 CLERICAL 2	Step 0 - First 6 Months	\$28.1245	\$4,874.91	\$58,499
Positions in this grade:	Step 1 - Next 12 Months	\$29.5306	\$5,118.63	\$61,424
Building Inspector	Step 2 - Next 12 Months	\$31.3024	\$5,425.74	\$65,109
GIS Analyst	Step 3 - Next 12 Months	\$33.1806	\$5,751.30	\$69,016
Engineering Technician III	Step 4 - Thereafter	\$35.1715	\$6,096.39	\$73,157
Grade = 105 CLERICAL 3	Step 0 - First 6 Months	\$26.7852	\$4,642.76	\$55,713
Positions in this grade:	Step 1 - Next 12 Months	\$28.1134	\$4,872.97	\$58,476
Associate Planner	Step 2 - Next 12 Months	\$29.8119	\$5,167.38	\$62,009
Housing Program Analyst	Step 3 - Next 12 Months	\$31.6006	\$5,477.44	\$65,729
Engineering Project Manager	Step 4 - Thereafter	\$33.4965	\$5,806.05	\$69,673
Grade = 104 CLERICAL 4	Step 0 - First 6 Months	\$25.5097	\$4,421.68	\$53,060
Positions in this grade:	Step 1 - Next 12 Months	\$26.7852	\$4,642.76	\$55,713
Accountant	Step 2 - Next 12 Months	\$28.3923	\$4,921.32	\$59,056
Conservation Specialist	Step 3 - Next 12 Months	\$30.0959	\$5,216.61	\$62,599
Climate & Energy Analyst	Step 4 - Thereafter	\$31.9016	\$5,529.60	\$66,355
Purchasing Specialist				
Grade = 112 CLERICAL 5	Step 0 - First 6 Months	\$24.2950	\$4,211.12	\$50,533
Positions in this grade:	Step 1 - Next 12 Months	\$25.5097	\$4,421.68	\$53,060
Assistant Planner	Step 2 - Next 12 Months	\$27.0403	\$4,686.97	\$56,244
Engineering Technician II	Step 3 - Next 12 Months	\$28.6626	\$4,968.18	\$59,618
Water Resource Tech	Step 4 - Thereafter	\$30.3824	\$5,266.28	\$63,195
Senior Financial Technician				
AFN Network Technician				
Grade = 132 CLERICAL 6	Step 0 - First 6 Months	\$23.2327	\$4,026.99	\$48,324
Positions in this grade:	Step 1 - Next 12 Months	\$24.2950	\$4,211.12	\$50,533
	Step 2 - Next 12 Months	\$25.7526	\$4,463.77	\$53,565
	Step 3 - Next 12 Months	\$27.2978	\$4,731.61	\$56,779
	Step 4 - Thereafter	\$28.9356	\$5,015.49	\$60,186
Grade = 134 CLERICAL 7	Step 0 - First 6 Months	\$22.0363	\$3,819.54	\$45,835
Positions in this grade:	Step 1 - Next 12 Months	\$23.1381	\$4,010.53	\$48,126
Financial Technician	Step 2 - Next 12 Months	\$24.5264	\$4,251.15	\$51,014
GIS Technician	Step 3 - Next 12 Months	\$25.9979	\$4,506.22	\$54,075
User Support Technician	Step 4 - Thereafter	\$27.5578	\$4,776.60	\$57,319
Engineering Technician I				
Customer Service Specialist (3)				
Senior Financial Clerk II (0)				
Code Compliance Specialist				
Grade = 127 CLERICAL 8	Step 0 - First 6 Months	\$21.3770	\$3,705.34	\$44,464
Positions in this grade:	Step 1 - Next 12 Months	\$22.5023	\$3,900.38	\$46,805
Senior Police Records Specialist	Step 2 - Next 12 Months	\$23.6865	\$4,105.66	\$49,268
Lead Court Service Clerk	Step 3 - Next 12 Months	\$24.9331	\$4,321.73	\$51,861
	Step 4 - Thereafter	\$26.2455	\$4,549.21	\$54,591

Effective 1/1/2021 - 1% COLA				
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Group/BU Code 2000		Hourly	Monthly	Annual
Grade = 106 CLERICAL 1	Step 0 - First 6 Months	\$29.8259	\$5,169.82	\$62,038
Positions in this grade:	Step 1 - Next 12 Months	\$31.3172	\$5,428.30	\$65,140
Senior Engineering Project Manager	Step 2 - Next 12 Months	\$33.1962	\$5,754.00	\$69,048
Associate Engineer	Step 3 - Next 12 Months	\$35.1880	\$6,099.24	\$73,191
	Step 4 - Thereafter	\$37.2994	\$6,465.21	\$77,583
Grade = 102 CLERICAL 2	Step 0 - First 6 Months	\$28.4058	\$4,923.66	\$59,084
Positions in this grade:	Step 1 - Next 12 Months	\$29.8259	\$5,169.81	\$62,038
Building Inspector	Step 2 - Next 12 Months	\$31.6154	\$5,480.00	\$65,760
GIS Analyst	Step 3 - Next 12 Months	\$33.5124	\$5,808.81	\$69,706
Engineering Technician III	Step 4 - Thereafter	\$35.5232	\$6,157.35	\$73,888
Grade = 105 CLERICAL 3	Step 0 - First 6 Months	\$27.0531	\$4,689.19	\$56,270
Positions in this grade:	Step 1 - Next 12 Months	\$28.3945	\$4,921.70	\$59,060
Associate Planner	Step 2 - Next 12 Months	\$30.1100	\$5,219.06	\$62,629
Housing Program Analyst	Step 3 - Next 12 Months	\$31.9167	\$5,532.21	\$66,387
Engineering Project Manager	Step 4 - Thereafter	\$33.8315	\$5,864.11	\$70,369
Grade = 104 CLERICAL 4	Step 0 - First 6 Months	\$25.7648	\$4,465.89	\$53,591
Positions in this grade:	Step 1 - Next 12 Months	\$27.0531	\$4,689.19	\$56,270
Accountant	Step 2 - Next 12 Months	\$28.6762	\$4,970.53	\$59,646
Conservation Specialist	Step 3 - Next 12 Months	\$30.3968	\$5,268.77	\$63,225
Climate & Energy Analyst	Step 4 - Thereafter	\$32.2206	\$5,584.90	\$67,019
Purchasing Specialist				
Grade = 112 CLERICAL 5	Step 0 - First 6 Months	\$24.5379	\$4,253.23	\$51,039
Positions in this grade:	Step 1 - Next 12 Months	\$25.7648	\$4,465.89	\$53,591
Assistant Planner	Step 2 - Next 12 Months	\$27.3107	\$4,733.84	\$56,806
Engineering Technician II	Step 3 - Next 12 Months	\$28.9493	\$5,017.86	\$60,214
Water Resource Tech	Step 4 - Thereafter	\$30.6862	\$5,318.94	\$63,827
Senior Financial Technician				
AFN Network Technician				
Grade = 132 CLERICAL 6	Step 0 - First 6 Months	\$23.4650	\$4,067.26	\$48,807
Positions in this grade:	Step 1 - Next 12 Months	\$24.5379	\$4,253.23	\$51,039
	Step 2 - Next 12 Months	\$26.0101	\$4,508.41	\$54,101
	Step 3 - Next 12 Months	\$27.5708	\$4,778.93	\$57,347
	Step 4 - Thereafter	\$29.2250	\$5,065.65	\$60,788
Grade = 134 CLERICAL 7	Step 0 - First 6 Months	\$22.2566	\$3,857.74	\$46,293
Positions in this grade:	Step 1 - Next 12 Months	\$23.3695	\$4,050.63	\$48,608
Financial Technician	Step 2 - Next 12 Months	\$24.7716	\$4,293.67	\$51,524
GIS Technician	Step 3 - Next 12 Months	\$26.2579	\$4,551.29	\$54,615
User Support Technician	Step 4 - Thereafter	\$27.8334	\$4,824.36	\$57,892
Engineering Technician I				
Customer Service Specialist (3)				
Senior Financial Clerk II (0)				
Code Compliance Specialist				
Grade = 127 CLERICAL 8	Step 0 - First 6 Months	\$21.5907	\$3,742.39	\$44,909
Positions in this grade:	Step 1 - Next 12 Months	\$22.7273	\$3,939.39	\$47,273
Senior Police Records Specialist	Step 2 - Next 12 Months	\$23.9234	\$4,146.72	\$49,761
Lead Court Service Clerk	Step 3 - Next 12 Months	\$25.1825	\$4,364.95	\$52,379
	Step 4 - Thereafter	\$26.5080	\$4,594.71	\$55,136

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Group/BU Code 2000		Hourly	Monthly	Annual
Grade = 121 CLERICAL 9	Step 0 - First 6 Months	\$21.3816	\$3,706.15	\$44,474
Positions in this grade:	Step 1 - Next 12 Months	\$22.4510	\$3,891.49	\$46,698
Permit Technician	Step 2 - Next 12 Months	\$23.5735	\$4,086.06	\$49,033
	Step 3 - Next 12 Months	\$24.7523	\$4,290.39	\$51,485
	Step 4 - Thereafter	\$25.9901	\$4,504.94	\$54,059
Grade = 128 CLERICAL 10	Step 0 - First 6 Months	\$19.9875	\$3,464.50	\$41,574
Positions in this grade:	Step 1 - Next 12 Months	\$20.9870	\$3,637.74	\$43,653
Senior Financial Clerk	Step 2 - Next 12 Months	\$22.2462	\$3,855.99	\$46,272
	Step 3 - Next 12 Months	\$23.5809	\$4,087.35	\$49,048
	Step 4 - Thereafter	\$24.9957	\$4,332.57	\$51,991
Grade = 119 CLERICAL 11	Step 0 - First 6 Months	\$20.4032	\$3,536.54	\$42,439
Positions in this grade:	Step 1 - Next 12 Months	\$21.4771	\$3,722.69	\$44,672
Police Records Specialist	Step 2 - Next 12 Months	\$22.6074	\$3,918.61	\$47,023
Court Services Clerk	Step 3 - Next 12 Months	\$23.7973	\$4,124.86	\$49,498
Investigations Clerk Specialist	Step 4 - Thereafter	\$25.0498	\$4,341.95	\$52,103
Grade = 129 CLERICAL 12	Step 0 - First 6 Months	\$18.1292	\$3,142.39	\$37,709
Positions in this grade:	Step 1 - Next 12 Months	\$19.0357	\$3,299.51	\$39,594
Financial Clerk II	Step 2 - Next 12 Months	\$20.1779	\$3,497.49	\$41,970
	Step 3 - Next 12 Months	\$21.3886	\$3,707.35	\$44,488
	Step 4 - Thereafter	\$22.6719	\$3,929.78	\$47,157
Grade = 130 CLERICAL 13	Step 0 - First 6 Months	\$17.2660	\$2,992.77	\$35,913
Positions in this grade:	Step 1 - Next 12 Months	\$18.1292	\$3,142.39	\$37,709
Office Assistant II	Step 2 - Next 12 Months	\$19.2170	\$3,330.95	\$39,971
Conservation Assistant	Step 3 - Next 12 Months	\$20.3700	\$3,530.80	\$42,370
	Step 4 - Thereafter	\$21.5922	\$3,742.64	\$44,912
Grade = 110 CLERICAL 14	Step 0 - First 6 Months	\$16.4437	\$2,850.23	\$34,203
Positions in this grade:	Step 1 - Next 12 Months	\$17.2660	\$2,992.77	\$35,913
Financial Clerk	Step 2 - Next 12 Months	\$18.3020	\$3,172.35	\$38,068
	Step 3 - Next 12 Months	\$19.4000	\$3,362.65	\$40,352
	Step 4 - Thereafter	\$20.5640	\$3,564.41	\$42,773
Grade = 131 CLERICAL 15	Step 0 - First 6 Months	\$15.6607	\$2,714.52	\$32,574
Positions in this grade:	Step 1 - Next 12 Months	\$16.4437	\$2,850.23	\$34,203
Office Assistant I	Step 2 - Next 12 Months	\$17.4303	\$3,021.25	\$36,255
	Step 3 - Next 12 Months	\$18.4762	\$3,202.54	\$38,430
	Step 4 - Thereafter	\$19.5848	\$3,394.69	\$40,736
Grade = 133 CLERICAL 16	Step 0 - First 6 Months	\$14.9149	\$2,585.25	\$31,023
Positions in this grade:	Step 1 - Next 12 Months	\$15.6607	\$2,714.52	\$32,574
	Step 2 - Next 12 Months	\$16.6004	\$2,877.39	\$34,529
	Step 3 - Next 12 Months	\$17.5964	\$3,050.03	\$36,600
	Step 4 - Thereafter	\$18.6522	\$3,233.05	\$38,797

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Group/BU Code 2000		Hourly	Monthly	Annual
Grade = 121 CLERICAL 9	Step 0 - First 6 Months	\$21.5955	\$3,743.21	\$44,918
Positions in this grade:	Step 1 - Next 12 Months	\$22.6755	\$3,930.41	\$47,165
Permit Technician	Step 2 - Next 12 Months	\$23.8092	\$4,126.92	\$49,523
	Step 3 - Next 12 Months	\$24.9998	\$4,333.29	\$52,000
	Step 4 - Thereafter	\$26.2500	\$4,549.98	\$54,600
Grade = 128 CLERICAL 10	Step 0 - First 6 Months	\$20.1874	\$3,499.14	\$41,990
Positions in this grade:	Step 1 - Next 12 Months	\$21.1969	\$3,674.11	\$44,089
Senior Financial Clerk	Step 2 - Next 12 Months	\$22.4686	\$3,894.55	\$46,735
	Step 3 - Next 12 Months	\$23.8167	\$4,128.23	\$49,539
	Step 4 - Thereafter	\$25.2456	\$4,375.90	\$52,511
Grade = 119 CLERICAL 11	Step 0 - First 6 Months	\$20.6072	\$3,571.91	\$42,863
Positions in this grade:	Step 1 - Next 12 Months	\$21.6919	\$3,759.92	\$45,119
Police Records Specialist	Step 2 - Next 12 Months	\$22.8335	\$3,957.80	\$47,494
Court Services Clerk	Step 3 - Next 12 Months	\$24.0353	\$4,166.11	\$49,993
Investigations Clerk Specialist	Step 4 - Thereafter	\$25.3003	\$4,385.37	\$52,624
Grade = 129 CLERICAL 12	Step 0 - First 6 Months	\$18.3105	\$3,173.82	\$38,086
Positions in this grade:	Step 1 - Next 12 Months	\$19.2260	\$3,332.51	\$39,990
Financial Clerk II	Step 2 - Next 12 Months	\$20.3797	\$3,532.47	\$42,390
	Step 3 - Next 12 Months	\$21.6025	\$3,744.42	\$44,933
	Step 4 - Thereafter	\$22.8986	\$3,969.08	\$47,629
Grade = 130 CLERICAL 13	Step 0 - First 6 Months	\$17.4387	\$3,022.70	\$36,272
Positions in this grade:	Step 1 - Next 12 Months	\$18.3105	\$3,173.82	\$38,086
Office Assistant II	Step 2 - Next 12 Months	\$19.4092	\$3,364.26	\$40,371
Conservation Assistant	Step 3 - Next 12 Months	\$20.5737	\$3,566.10	\$42,793
	Step 4 - Thereafter	\$21.8081	\$3,780.07	\$45,361
Grade = 110 CLERICAL 14	Step 0 - First 6 Months	\$16.6081	\$2,878.73	\$34,545
Positions in this grade:	Step 1 - Next 12 Months	\$17.4387	\$3,022.70	\$36,272
Financial Clerk	Step 2 - Next 12 Months	\$18.4851	\$3,204.07	\$38,449
	Step 3 - Next 12 Months	\$19.5940	\$3,396.28	\$40,755
	Step 4 - Thereafter	\$20.7696	\$3,600.06	\$43,201
Grade = 131 CLERICAL 15	Step 0 - First 6 Months	\$15.8173	\$2,741.67	\$32,900
Positions in this grade:	Step 1 - Next 12 Months	\$16.6081	\$2,878.73	\$34,545
Office Assistant I	Step 2 - Next 12 Months	\$17.6046	\$3,051.46	\$36,618
	Step 3 - Next 12 Months	\$18.6610	\$3,234.56	\$38,815
	Step 4 - Thereafter	\$19.7806	\$3,428.63	\$41,144
Grade = 133 CLERICAL 16	Step 0 - First 6 Months	\$15.0641	\$2,611.11	\$31,333
Positions in this grade:	Step 1 - Next 12 Months	\$15.8173	\$2,741.67	\$32,900
	Step 2 - Next 12 Months	\$16.7664	\$2,906.17	\$34,874
	Step 3 - Next 12 Months	\$17.7723	\$3,080.53	\$36,966
	Step 4 - Thereafter	\$18.8387	\$3,265.38	\$39,185