

City of Ashland
Non Represented Employee Salary Schedule for 2020-2021
 Updated as 5/23/2019

Effective 7/1/2019 - 2.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annual
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$66,561.9	\$11,537.37	\$138,448
Positions in this grade:	Step 1 - Next 12 Months	\$69,889.9	\$12,114.23	\$145,371
City Administrator (1)	Step 2 - Next 12 Months	\$73,384.3	\$12,719.93	\$152,639
	Step 3 - Next 12 Months	\$77,053.6	\$13,355.93	\$160,271
	Step 4 - Thereafter	\$80,906.4	\$14,023.74	\$168,285
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$54,760.6	\$9,491.82	\$113,902
Positions in this grade:	Step 1 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
City Attorney (1);	Step 2 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
Assistant City Administrator	Step 3 - Next 12 Months	\$63,392.2	\$10,987.96	\$131,856
	Step 4 - Next 12 Months	\$66,561.9	\$11,537.37	\$138,448
	Step 5 - Next 12 Months	\$68,226.0	\$11,825.81	\$141,910
	Step 6 - Next 12 Months	\$69,931.5	\$12,121.43	\$145,457
	Step 7 - Next 12 Months	\$71,679.8	\$12,424.48	\$149,094
	Step 8 - Thereafter	\$73,471.9	\$12,735.10	\$152,821
Grade = 504 EXE MGMT 3	Step 0 - First 6 Months	\$49,669.4	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,153.0	\$9,039.83	\$108,478
Fire Chief (1)	Step 2 - Next 12 Months	\$54,760.6	\$9,491.82	\$113,902
Police Chief (1)	Step 3 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
Director of Public Works (1)	Step 4 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
Director of IT & Electric (1)	Step 5 - Next 12 Months	\$61,882.9	\$10,726.35	\$128,716
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$63,430.0	\$10,994.52	\$131,934
Director of Admin Services (1)	Step 7 - Next 12 Months	\$65,015.6	\$11,269.36	\$135,232
Director of HR (1)	Step 8 - Thereafter	\$66,641.1	\$11,551.10	\$138,613
Grade = 506 EXE MGMT 4	Step 0 - First 6 Months	\$49,669.4	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,153.0	\$9,039.83	\$108,478
Assistant to City Administrator (1)	Step 2 - Next 12 Months	\$54,760.6	\$9,491.82	\$113,902
	Step 3 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
	Step 4 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
	Step 5 - Next 12 Months	\$61,882.9	\$10,726.35	\$128,716
	Step 6 - Next 12 Months	\$63,430.0	\$10,994.52	\$131,934
	Step 7 - Next 12 Months	\$65,015.6	\$11,269.36	\$135,232
	Step 8 - Thereafter	\$66,641.1	\$11,551.10	\$138,613

Effective 7/1/2020 - 0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annual
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$66,561.9	\$11,537.37	\$138,448
Positions in this grade:	Step 1 - Next 12 Months	\$69,889.9	\$12,114.23	\$145,371
City Administrator (1)	Step 2 - Next 12 Months	\$73,384.3	\$12,719.93	\$152,639
	Step 3 - Next 12 Months	\$77,053.6	\$13,355.93	\$160,271
	Step 4 - Thereafter	\$80,906.4	\$14,023.74	\$168,285
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$54,760.6	\$9,491.82	\$113,902
Positions in this grade:	Step 1 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
City Attorney (1);	Step 2 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
Assistant City Administrator	Step 3 - Next 12 Months	\$63,392.2	\$10,987.96	\$131,856
	Step 4 - Next 12 Months	\$66,561.9	\$11,537.37	\$138,448
	Step 5 - Next 12 Months	\$68,226.0	\$11,825.81	\$141,910
	Step 6 - Next 12 Months	\$69,931.5	\$12,121.43	\$145,457
	Step 7 - Next 12 Months	\$71,679.8	\$12,424.48	\$149,094
	Step 8 - Thereafter	\$73,471.9	\$12,735.10	\$152,821
Grade = 504 EXE MGMT 3	Step 0 - First 6 Months	\$49,669.4	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,153.0	\$9,039.83	\$108,478
Fire Chief (1)	Step 2 - Next 12 Months	\$54,760.6	\$9,491.82	\$113,902
Police Chief (1)	Step 3 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
Director of Public Works (1)	Step 4 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
Director of Electric (1)	Step 5 - Next 12 Months	\$61,882.9	\$10,726.35	\$128,716
Director of Community Dev. (1)	Step 6 - Next 12 Months	\$63,430.0	\$10,994.52	\$131,934
Director of Admin Services (1)	Step 7 - Next 12 Months	\$65,015.6	\$11,269.36	\$135,232
Director of HR (1)	Step 8 - Thereafter	\$66,641.1	\$11,551.10	\$138,613
Grade = 506 EXE MGMT 4	Step 0 - First 6 Months	\$49,669.4	\$8,609.35	\$103,312
Positions in this grade:	Step 1 - Next 12 Months	\$52,153.0	\$9,039.83	\$108,478
	Step 2 - Next 12 Months	\$54,760.6	\$9,491.82	\$113,902
	Step 3 - Next 12 Months	\$57,498.6	\$9,966.41	\$119,597
	Step 4 - Next 12 Months	\$60,373.6	\$10,464.73	\$125,577
	Step 5 - Next 12 Months	\$61,882.9	\$10,726.35	\$128,716
	Step 6 - Next 12 Months	\$63,430.0	\$10,994.52	\$131,934
	Step 7 - Next 12 Months	\$65,015.6	\$11,269.36	\$135,232
	Step 8 - Thereafter	\$66,641.1	\$11,551.10	\$138,613

Effective 7/1/2019 - 2.0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
Grade = 511 EXP SUP 2	Step 0 - First 6 Months	\$45,064.7	\$7,811.20	\$93,734
Positions in this grade:	Step 1 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
Electric Operations Superintendent (1)	Step 2 - Next 12 Months	\$49,683.9	\$8,611.86	\$103,342
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$52,168.0	\$9,042.44	\$108,509
Deputy Fire Chief (1)	Step 4 - Thereafter	\$54,776.4	\$9,494.56	\$113,935
Deputy Public Works Director (1)				
Assistant City Attorney (1)				
Deputy Finance Director (1)				
Grade = 503 EXP SUP 3	Step 0 - First 6 Months	\$42,918.8	\$7,439.25	\$89,271
Positions in this grade:	Step 1 - Next 12 Months	\$45,064.7	\$7,811.20	\$93,734
EMS Division Chief	Step 2 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$49,683.9	\$8,611.86	\$103,342
AFR Division Chief	Step 4 - Thereafter	\$52,168.0	\$9,042.44	\$108,509
Public Works Superintendent (1)				
Lieutenant				
Grade = 525 EXP SUP 4	Step 0 - First 6 Months	\$40,875.0	\$7,084.99	\$85,020
Positions in this grade:	Step 1 - Next 12 Months	\$42,918.8	\$7,439.23	\$89,271
Building Official (1)	Step 2 - Next 12 Months	\$45,064.7	\$7,811.20	\$93,734
Planning Manager (1)	Step 3 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
	Step 4 - Thereafter	\$49,683.9	\$8,611.86	\$103,342

Effective 7/1/2020 - 0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
Grade = 511 EXP SUP 2	Step 0 - First 6 Months	\$45,064.7	\$7,811.20	\$93,734
Positions in this grade:	Step 1 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
Electric Operations Superintendent (0)	Step 2 - Next 12 Months	\$49,683.9	\$8,611.86	\$103,342
Deputy Police Chief (1)	Step 3 - Next 12 Months	\$52,168.0	\$9,042.44	\$108,509
Deputy Fire Chief (0)	Step 4 - Thereafter	\$54,776.4	\$9,494.56	\$113,935
Deputy Public Works Director (0)				
Assistant City Attorney (1)				
Accounting & Audit Manager (1)				
Grade = 503 EXP SUP 3	Step 0 - First 6 Months	\$42,918.8	\$7,439.25	\$89,271
Positions in this grade:	Step 1 - Next 12 Months	\$45,064.7	\$7,811.20	\$93,734
Lieutenant	Step 2 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$49,683.9	\$8,611.86	\$103,342
AFR Division Chief	Step 4 - Thereafter	\$52,168.0	\$9,042.44	\$108,509
Public Works Superintendent (1)				
Grade = 525 EXP SUP 4	Step 0 - First 6 Months	\$40,875.0	\$7,084.99	\$85,020
Positions in this grade:	Step 1 - Next 12 Months	\$42,918.8	\$7,439.23	\$89,271
Building Official (1)	Step 2 - Next 12 Months	\$45,064.7	\$7,811.20	\$93,734
Planning Manager (1)	Step 3 - Next 12 Months	\$47,318.8	\$8,201.91	\$98,423
	Step 4 - Thereafter	\$49,683.9	\$8,611.86	\$103,342

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

Updated as 5/23/2019

Grade = 515 EXP SUP 5	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
AFN Operations Mgr. (1)	Step 2 - Next 12 Months	\$42,9187	\$7,439.23	\$89,271
Computer Services Manager (1)	Step 3 - Next 12 Months	\$45,0647	\$7,811.20	\$93,734
	Step 4 - Thereafter	\$47,3188	\$8,201.91	\$98,423
Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$35,3101	\$6,120.41	\$73,445
Positions in this grade:	Step 1 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
Management Analyst (1)	Step 2 - Next 12 Months	\$38,9292	\$6,747.72	\$80,973
Administrative Services Manager (1)	Step 3 - Next 12 Months	\$40,8750	\$7,084.99	\$85,020
	Step 4 - Thereafter	\$42,9187	\$7,439.23	\$89,271
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
Senior Planner (2)	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
Grade = 552 EXP SUP 8 (GRANDFATHERED)	Step 0 - First 6 Months	\$34,7530	\$6,023.73	\$72,285
Positions in this grade:	Step 1 - Next 12 Months	\$36,5822	\$6,340.79	\$76,089
WW & Water reuse supervisor (1)	Step 2 - Next 12 Months	\$38,5124	\$6,675.35	\$80,104
WTP Supervisor (1)	Step 3 - Next 12 Months	\$40,5348	\$7,025.90	\$84,311
Water Quality Supervisor (1)	Step 4 - Thereafter	\$42,6757	\$7,396.98	\$88,764
Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$27,6664	\$4,795.50	\$57,546
Positions in this grade:	Step 1 - Next 12 Months	\$29,0496	\$5,035.25	\$60,423
Municipal Court Supervisor (1)	Step 2 - Next 12 Months	\$30,5021	\$5,287.01	\$63,444
	Step 3 - Next 12 Months	\$32,0271	\$5,551.35	\$66,616
	Step 4 - Thereafter	\$33,6286	\$5,828.95	\$69,947

Grade = 515 EXP SUP 5	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
AFN Operations Mgr. (1)	Step 2 - Next 12 Months	\$42,9187	\$7,439.23	\$89,271
Computer Services Manager (1)	Step 3 - Next 12 Months	\$45,0647	\$7,811.20	\$93,734
	Step 4 - Thereafter	\$47,3188	\$8,201.91	\$98,423
Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$35,3101	\$6,120.41	\$73,445
Positions in this grade:	Step 1 - Next 12 Months	\$37,0755	\$6,426.41	\$77,117
Management Analyst (0)	Step 2 - Next 12 Months	\$38,9292	\$6,747.72	\$80,973
Financial Systems Manager	Step 3 - Next 12 Months	\$40,8750	\$7,084.99	\$85,020
	Step 4 - Thereafter	\$42,9187	\$7,439.23	\$89,271
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
Senior Planner (2)	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
Grade = 552 EXP SUP 8 (GRANDFATHERED)	Step 0 - First 6 Months	\$34,7530	\$6,023.73	\$72,285
Positions in this grade:	Step 1 - Next 12 Months	\$36,5822	\$6,340.79	\$76,089
WW & Water reuse supervisor (1)	Step 2 - Next 12 Months	\$38,5124	\$6,675.35	\$80,104
WTP Supervisor (1)	Step 3 - Next 12 Months	\$40,5348	\$7,025.90	\$84,311
Water Quality Supervisor (1)	Step 4 - Thereafter	\$42,6757	\$7,396.98	\$88,764
Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$27,6664	\$4,795.50	\$57,546
Positions in this grade:	Step 1 - Next 12 Months	\$29,0496	\$5,035.25	\$60,423
Municipal Court Supervisor (0)	Step 2 - Next 12 Months	\$30,5021	\$5,287.01	\$63,444
	Step 3 - Next 12 Months	\$32,0271	\$5,551.35	\$66,616
	Step 4 - Thereafter	\$33,6286	\$5,828.95	\$69,947

Effective 7/1/2019 - 2.0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1060		Hourly	Monthly	Annual
Grade = 520 NonEXP SUP 1	Step 0 - First 6 Months	\$36,7085	\$6,362.79	\$76,353
Positions in this grade:	Step 1 - Next 12 Months	\$38,5339	\$6,680.93	\$80,171
Police Sergeants (6)	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
Grade = 512 NonEXP SUP 2	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
GIS Manger (1)	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
Grade = 527 NonEXP SUP 3	Step 0 - First 6 Months	\$32,0272	\$5,551.37	\$66,616
Positions in this grade:	Step 1 - Next 12 Months	\$33,6286	\$5,828.93	\$69,947
Distribution Supervisor (1)	Step 2 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
	Step 3 - Next 12 Months	\$37,0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38,9292	\$6,747.72	\$80,973
Grade = 528 NonEXP SUP 4	Step 0 - First 6 Months	\$30,5021	\$5,287.01	\$63,444
Positions in this grade:	Step 1 - Next 12 Months	\$32,0272	\$5,551.37	\$66,616
Maintenance & Safety Supervisor (1)	Step 2 - Next 12 Months	\$33,6285	\$5,828.93	\$69,947
Street Supervisor (1)	Step 3 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
WW Collections Supervisor (1)	Step 4 - Thereafter	\$37,0756	\$6,426.42	\$77,117
Customer Service Supervisor (1)				
Development Services Coord.				

Effective 7/1/2020 - 0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1060		Hourly	Monthly	Annual
Grade = 520 NonEXP SUP 1	Step 0 - First 6 Months	\$36,7085	\$6,362.79	\$76,353
Positions in this grade:	Step 1 - Next 12 Months	\$38,5439	\$6,680.93	\$80,171
Police Sergeants (6)	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
Grade = 512 NonEXP SUP 2	Step 0 - First 6 Months	\$33,6286	\$5,828.95	\$69,947
Positions in this grade:	Step 1 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
GIS Manger (1)	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
Grade = 527 NonEXP SUP 3	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
WW Collections Supervisor (1)	Step 2 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
	Step 3 - Next 12 Months	\$37,0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38,9292	\$6,747.72	\$80,973
Grade = 528 NonEXP SUP 4	Step 0 - First 6 Months	\$30,5021	\$5,287.01	\$63,444
Positions in this grade:	Step 1 - Next 12 Months	\$32,0272	\$5,551.37	\$66,616
Maintenance & Safety Supervisor (1)	Step 2 - Next 12 Months	\$33,6285	\$5,828.93	\$69,947
Street Supervisor (1)	Step 3 - Next 12 Months	\$35,3101	\$6,120.41	\$73,445
Development Services Coord.	Step 4 - Thereafter	\$37,0756	\$6,426.42	\$77,117
Customer Service Supervisor (0)				

City of Ashland
Non Represented Employee Salary Schedule for 2020-2021
 Updated as 5/23/2019

Effective 7/1/2019 - 2.0% COLA				
Non-Represented Non Supervisory - All Job Classes are mixed				
Group/BU Code 1040		Hourly	Monthly	Annual
Grade = 543 NonSup 1 (exempt) Positions in this grade: Senior Engineer (1)	Step 0 - First 6 Months	\$35.4850	\$6,150.71	\$73,809
	Step 1 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
	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
Grade = 549 NonSup 2 (exempt) Positions in this grade: Network Administrator (2) Senior Information Systems Analyst (2) Asset Management/Staking Technician	Step 0 - First 6 Months	\$33.7950	\$5,857.79	\$70,293
	Step 1 - Next 12 Months	\$35.4850	\$6,150.71	\$73,809
	Step 2 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
	Step 3 - Next 12 Months	\$39.1219	\$6,781.12	\$81,373
	Step 4 - Thereafter	\$41.0773	\$7,120.05	\$85,441
Grade = 542 NonSup 3 (exempt) Positions in this grade: IS Analyst/Programmer (1) User Support Coordinator (1) Telecommunication Technician (1)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 522 NonSup 4 (not exempt) Positions in this grade: Risk Management (1) Fire Adapted Communities Coordinator (1) Community Preparedness Coord (1)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 535 NonSup 5 (non exempt) Positions in this grade: CERT Program Coordinator	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
	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 7/1/2019 - 2.0% COLA				
Non-Represented Confidential - All Job Classes are non exempt				
Group/BU Code 1050		Hourly	Monthly	Annual
Grade = 531 Conf 5 Positions in this grade: Senior Accounting Analyst Senior HR Analyst	Step 0 - First 6 Months	\$32.0272	\$5,551.37	\$66,616
	Step 1 - Next 12 Months	\$33.6285	\$5,828.93	\$69,947
	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
	Step 3 - Next 12 Months	\$37.0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38.9292	\$6,747.72	\$80,973
Grade = 541 Conf 1 Positions in this grade: Accounting Analyst (1) Human Resources Analyst Administrative Analyst (1) Executive Analyst (1)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 530 Conf 2 Positions in this grade: Administrative Supervisor (2) Fiscal Services Specialist (1) Paralegal	Step 0 - First 6 Months	\$24.0175	\$4,163.03	\$49,956
	Step 1 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 2 - Next 12 Months	\$26.4794	\$4,589.78	\$55,077
	Step 3 - Next 12 Months	\$27.8032	\$4,819.22	\$57,831
	Step 4 - Thereafter	\$29.1934	\$5,060.18	\$60,722
Grade = 534 Conf 3 Positions in this grade: Executive Assistant (1)	Step 0 - First 6 Months	\$22.8738	\$3,964.78	\$47,577
	Step 1 - Next 12 Months	\$24.0175	\$4,163.03	\$49,956
	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
Grade = 535 Conf 4 Positions in this grade: Administrative Assistant (5)	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
	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 Non Supervisory - All Job Classes are mixed				
Group/BU Code 1040		Hourly	Monthly	Annual
Grade = 543 NonSup 1 (exempt) Positions in this grade:	Step 0 - First 6 Months	\$35.4850	\$6,150.71	\$73,809
	Step 1 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
	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
Grade = 549 NonSup 2 (exempt) Positions in this grade: Network Administrator (2) Senior Information Systems Analyst (2) Asset Management/Staking Technician	Step 0 - First 6 Months	\$33.7950	\$5,857.79	\$70,293
	Step 1 - Next 12 Months	\$35.4850	\$6,150.71	\$73,809
	Step 2 - Next 12 Months	\$37.2591	\$6,458.23	\$77,499
	Step 3 - Next 12 Months	\$39.1219	\$6,781.12	\$81,373
	Step 4 - Thereafter	\$41.0773	\$7,120.05	\$85,441
Grade = 542 NonSup 3 (exempt) Positions in this grade: IS Analyst/Programmer (0) User Support Coordinator (1)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 522 NonSup 4 (not exempt) Positions in this grade: Risk Management (0) Fire Adapted Communities Coordinator (1)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 535 NonSup 5 (non exempt) Positions in this grade: CERT Program Coordinator	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
	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
Grade = 531 Conf 5 Positions in this grade: Senior Accounting Analyst Senior HR Analyst	Step 0 - First 6 Months	\$32.0272	\$5,551.37	\$66,616
	Step 1 - Next 12 Months	\$33.6285	\$5,828.93	\$69,947
	Step 2 - Next 12 Months	\$35.3101	\$6,120.41	\$73,445
	Step 3 - Next 12 Months	\$37.0756	\$6,426.42	\$77,117
	Step 4 - Thereafter	\$38.9292	\$6,747.72	\$80,973
Grade = 541 Conf 1 Positions in this grade: Accounting Analyst (1) Administrative Analyst (4) Executive Analyst (0)	Step 0 - First 6 Months	\$27.8032	\$4,819.22	\$57,831
	Step 1 - Next 12 Months	\$29.1934	\$5,060.18	\$60,722
	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
Grade = 530 Conf 2 Positions in this grade: Administrative Supervisor (1) Paralegal	Step 0 - First 6 Months	\$24.0175	\$4,163.03	\$49,956
	Step 1 - Next 12 Months	\$25.2183	\$4,371.17	\$52,454
	Step 2 - Next 12 Months	\$26.4794	\$4,589.78	\$55,077
	Step 3 - Next 12 Months	\$27.8032	\$4,819.22	\$57,831
	Step 4 - Thereafter	\$29.1934	\$5,060.18	\$60,722
Grade = 534 Conf 3 Positions in this grade: Executive Assistant (1)	Step 0 - First 6 Months	\$22.8738	\$3,964.78	\$47,577
	Step 1 - Next 12 Months	\$24.0175	\$4,163.03	\$49,956
	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
Grade = 535 Conf 4 Positions in this grade: Administrative Assistant (1)	Step 0 - First 6 Months	\$21.7843	\$3,775.94	\$45,311
	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

City of Ashland
Non Represented Employee Salary Schedule for 2020-2021
 Updated as 5/23/2019

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
x% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$45.0760	\$7,813	\$93,756
Municipal Judge	\$30.6354	\$5,310	\$63,720

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	\$30.6354	\$5,310	\$63,720