

**City of Ashland**  
**IBEW Clerical Salary Schedule for 2022-2023**

Updated as 8/28/2022

<b>Effective 7/1/2021 - 2.5% COLA</b>				
<b>IBEW - Clerical - All Job Classes are Non-Exempt</b>				
Group/BU Code 2000		Hourly	Monthly	Annual
<b>Grade = 106 CLERICAL 1</b> Positions in this grade: Senior Engineering Project Manager Associate Engineer	Step 0 - First 6 Months	\$30.5716	\$5,299.06	\$63,589
	Step 1 - Next 12 Months	\$32.1001	\$5,564.01	\$66,768
	Step 2 - Next 12 Months	\$34.0261	\$5,897.85	\$70,774
	Step 3 - Next 12 Months	\$36.0677	\$6,251.73	\$75,021
	Step 4 - Thereafter	\$38.2319	\$6,626.84	\$79,522
<b>Grade = 102 CLERICAL 2</b> Positions in this grade: Building Inspector GIS Analyst Engineering Technician III	Step 0 - First 6 Months	\$29.1159	\$5,046.75	\$60,561
	Step 1 - Next 12 Months	\$30.5715	\$5,299.06	\$63,589
	Step 2 - Next 12 Months	\$32.4058	\$5,617.00	\$67,404
	Step 3 - Next 12 Months	\$34.3503	\$5,954.03	\$71,448
	Step 4 - Thereafter	\$36.4113	\$6,311.28	\$75,735
<b>Grade = 105 CLERICAL 3</b> Positions in this grade: Associate Planner Housing Program Analyst Engineering Project Manager	Step 0 - First 6 Months	\$27.7294	\$4,806.42	\$57,677
	Step 1 - Next 12 Months	\$29.1044	\$5,044.75	\$60,537
	Step 2 - Next 12 Months	\$30.8627	\$5,349.53	\$64,194
	Step 3 - Next 12 Months	\$32.7146	\$5,670.52	\$68,046
	Step 4 - Thereafter	\$34.6773	\$6,010.71	\$72,129
<b>Grade = 104 CLERICAL 4</b> Positions in this grade: Accountant Conservation Specialist Climate & Energy Analyst Purchasing Specialist	Step 0 - First 6 Months	\$26.4089	\$4,577.54	\$54,930
	Step 1 - Next 12 Months	\$27.7294	\$4,806.42	\$57,677
	Step 2 - Next 12 Months	\$29.3931	\$5,094.79	\$61,138
	Step 3 - Next 12 Months	\$31.1567	\$5,400.49	\$64,806
	Step 4 - Thereafter	\$33.0261	\$5,724.52	\$68,694
<b>Grade = 112 CLERICAL 5</b> Positions in this grade: Assistant Planner Engineering Technician II Water Resource Tech Senior Financial Technician AFN Network Technician	Step 0 - First 6 Months	\$25.1514	\$4,359.56	\$52,315
	Step 1 - Next 12 Months	\$26.4089	\$4,577.54	\$54,930
	Step 2 - Next 12 Months	\$27.9934	\$4,852.19	\$58,226
	Step 3 - Next 12 Months	\$29.6730	\$5,143.31	\$61,720
	Step 4 - Thereafter	\$31.4534	\$5,451.91	\$65,423
<b>Grade = 132 CLERICAL 6</b> Positions in this grade: Permit Technician II	Step 0 - First 6 Months	\$24.0516	\$4,168.94	\$50,027
	Step 1 - Next 12 Months	\$25.1514	\$4,359.56	\$52,315
	Step 2 - Next 12 Months	\$26.6604	\$4,621.12	\$55,453
	Step 3 - Next 12 Months	\$28.2601	\$4,898.40	\$58,781
	Step 4 - Thereafter	\$29.9556	\$5,192.29	\$62,307
<b>Grade = 134 CLERICAL 7</b> Positions in this grade: Financial Technician GIS Technician User Support Technician Engineering Technician I Customer Service Specialist (3) Senior Financial Clerk II (0) Code Compliance Specialist	Step 0 - First 6 Months	\$22.8130	\$3,954.18	\$47,450
	Step 1 - Next 12 Months	\$23.9537	\$4,151.90	\$49,823
	Step 2 - Next 12 Months	\$25.3909	\$4,401.01	\$52,812
	Step 3 - Next 12 Months	\$26.9144	\$4,665.07	\$55,981
	Step 4 - Thereafter	\$28.5292	\$4,944.97	\$59,340
<b>Grade = 127 CLERICAL 8</b> Positions in this grade: Senior Police Records Specialist Lead Court Service Clerk	Step 0 - First 6 Months	\$22.1305	\$3,835.95	\$46,031
	Step 1 - Next 12 Months	\$23.2955	\$4,037.87	\$48,454
	Step 2 - Next 12 Months	\$24.5215	\$4,250.38	\$51,005
	Step 3 - Next 12 Months	\$25.8120	\$4,474.08	\$53,689
	Step 4 - Thereafter	\$27.1707	\$4,709.57	\$56,515

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Group/BU Code 2000		Hourly	Monthly	Annual
<b>Grade = 106 CLERICAL 1</b> Positions in this grade: Senior Engineering Project Manager Associate Engineer	Step 0 - First 6 Months	\$31.7944	\$5,511.03	\$66,132
	Step 1 - Next 12 Months	\$33.3841	\$5,786.57	\$69,439
	Step 2 - Next 12 Months	\$35.3872	\$6,133.76	\$73,605
	Step 3 - Next 12 Months	\$37.5104	\$6,501.79	\$78,022
	Step 4 - Thereafter	\$39.7611	\$6,891.92	\$82,703
<b>Grade = 102 CLERICAL 2</b> Positions in this grade: Building Inspector GIS Analyst Engineering Technician III	Step 0 - First 6 Months	\$30.2806	\$5,248.62	\$62,983
	Step 1 - Next 12 Months	\$31.7944	\$5,511.02	\$66,132
	Step 2 - Next 12 Months	\$33.7020	\$5,841.68	\$70,100
	Step 3 - Next 12 Months	\$35.7243	\$6,192.19	\$74,306
	Step 4 - Thereafter	\$37.8678	\$6,563.73	\$78,765
<b>Grade = 105 CLERICAL 3</b> Positions in this grade: Associate Planner Housing Program Analyst Engineering Project Manager	Step 0 - First 6 Months	\$28.8386	\$4,998.68	\$59,984
	Step 1 - Next 12 Months	\$30.2685	\$5,246.54	\$62,958
	Step 2 - Next 12 Months	\$32.0973	\$5,563.51	\$66,762
	Step 3 - Next 12 Months	\$34.0232	\$5,897.34	\$70,768
	Step 4 - Thereafter	\$36.0644	\$6,251.14	\$75,014
<b>Grade = 104 CLERICAL 4</b> Positions in this grade: Accountant Conservation Specialist Climate & Energy Analyst Purchasing Specialist	Step 0 - First 6 Months	\$27.4653	\$4,760.64	\$57,128
	Step 1 - Next 12 Months	\$28.8386	\$4,998.68	\$59,984
	Step 2 - Next 12 Months	\$30.5688	\$5,298.59	\$63,583
	Step 3 - Next 12 Months	\$32.4030	\$5,616.51	\$67,398
	Step 4 - Thereafter	\$34.3472	\$5,953.50	\$71,442
<b>Grade = 112 CLERICAL 5</b> Positions in this grade: Assistant Planner Engineering Technician II Water Resource Tech Senior Financial Technician AFN Network Technician	Step 0 - First 6 Months	\$26.1574	\$4,533.94	\$54,407
	Step 1 - Next 12 Months	\$27.4653	\$4,760.64	\$57,128
	Step 2 - Next 12 Months	\$29.1132	\$5,046.27	\$60,555
	Step 3 - Next 12 Months	\$30.8599	\$5,349.04	\$64,188
	Step 4 - Thereafter	\$32.7115	\$5,669.99	\$68,040
<b>Grade = 132 CLERICAL 6</b> Positions in this grade: Permit Technician II	Step 0 - First 6 Months	\$25.0137	\$4,335.70	\$52,028
	Step 1 - Next 12 Months	\$26.1574	\$4,533.94	\$54,407
	Step 2 - Next 12 Months	\$27.7268	\$4,805.96	\$57,672
	Step 3 - Next 12 Months	\$29.3905	\$5,094.34	\$61,132
	Step 4 - Thereafter	\$31.1538	\$5,399.98	\$64,800
<b>Grade = 134 CLERICAL 7</b> Positions in this grade: Financial Technician GIS Technician User Support Technician Engineering Technician I Customer Service Specialist (3) Senior Financial Clerk II (0) Code Compliance Specialist	Step 0 - First 6 Months	\$23.7256	\$4,112.35	\$49,348
	Step 1 - Next 12 Months	\$24.9119	\$4,317.98	\$51,816
	Step 2 - Next 12 Months	\$26.4066	\$4,577.05	\$54,925
	Step 3 - Next 12 Months	\$27.9909	\$4,851.67	\$58,220
	Step 4 - Thereafter	\$29.6704	\$5,142.77	\$61,713
<b>Grade = 127 CLERICAL 8</b> Positions in this grade: Senior Police Records Specialist Lead Court Service Clerk	Step 0 - First 6 Months	\$23.0157	\$3,989.39	\$47,873
	Step 1 - Next 12 Months	\$24.2273	\$4,199.39	\$50,393
	Step 2 - Next 12 Months	\$25.5023	\$4,420.40	\$53,045
	Step 3 - Next 12 Months	\$26.8445	\$4,653.04	\$55,836
	Step 4 - Thereafter	\$28.2575	\$4,897.96	\$58,775

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Group/BU Code 2000		Hourly	Monthly	Annual
<b>Grade = 121 CLERICAL 9</b>	Step 0 - First 6 Months	\$22.1354	\$3,836.79	\$46,041
Positions in this grade:	Step 1 - Next 12 Months	\$23.2424	\$4,028.67	\$48,344
Permit Technician	Step 2 - Next 12 Months	\$24.4044	\$4,230.09	\$50,761
	Step 3 - Next 12 Months	\$25.6248	\$4,441.62	\$53,299
	Step 4 - Thereafter	\$26.9062	\$4,663.73	\$55,965
<b>Grade = 128 CLERICAL 10</b>	Step 0 - First 6 Months	\$20.6921	\$3,586.62	\$43,039
Positions in this grade:	Step 1 - Next 12 Months	\$21.7268	\$3,765.97	\$45,192
Senior Financial Clerk	Step 2 - Next 12 Months	\$23.0303	\$3,991.92	\$47,903
	Step 3 - Next 12 Months	\$24.4122	\$4,231.43	\$50,777
	Step 4 - Thereafter	\$25.8768	\$4,485.30	\$53,824
<b>Grade = 119 CLERICAL 11</b>	Step 0 - First 6 Months	\$21.1224	\$3,661.21	\$43,934
Positions in this grade:	Step 1 - Next 12 Months	\$22.2342	\$3,853.91	\$46,247
Police Records Specialist	Step 2 - Next 12 Months	\$23.4043	\$4,056.75	\$48,681
Court Services Clerk	Step 3 - Next 12 Months	\$24.6361	\$4,270.26	\$51,243
Investigations Clerk Specialist	Step 4 - Thereafter	\$25.9328	\$4,495.01	\$53,940
<b>Grade = 129 CLERICAL 12</b>	Step 0 - First 6 Months	\$18.7683	\$3,253.16	\$39,038
Positions in this grade:	Step 1 - Next 12 Months	\$19.7067	\$3,415.82	\$40,990
Financial Clerk II	Step 2 - Next 12 Months	\$20.8892	\$3,620.78	\$43,449
	Step 3 - Next 12 Months	\$22.1425	\$3,838.03	\$46,056
	Step 4 - Thereafter	\$23.4710	\$4,068.31	\$48,820
<b>Grade = 130 CLERICAL 13</b>	Step 0 - First 6 Months	\$17.8746	\$3,098.26	\$37,179
Positions in this grade:	Step 1 - Next 12 Months	\$18.7683	\$3,253.16	\$39,038
Office Assistant II	Step 2 - Next 12 Months	\$19.8944	\$3,448.36	\$41,380
Conservation Assistant	Step 3 - Next 12 Months	\$21.0881	\$3,655.26	\$43,863
	Step 4 - Thereafter	\$22.3533	\$3,874.57	\$46,495
<b>Grade = 110 CLERICAL 14</b>	Step 0 - First 6 Months	\$17.0233	\$2,950.70	\$35,408
Positions in this grade:	Step 1 - Next 12 Months	\$17.8746	\$3,098.26	\$37,179
Financial Clerk	Step 2 - Next 12 Months	\$18.9472	\$3,284.17	\$39,410
	Step 3 - Next 12 Months	\$20.0838	\$3,481.19	\$41,774
	Step 4 - Thereafter	\$21.2888	\$3,690.06	\$44,281
<b>Grade = 131 CLERICAL 15</b>	Step 0 - First 6 Months	\$16.2128	\$2,810.21	\$33,722
Positions in this grade:	Step 1 - Next 12 Months	\$17.0233	\$2,950.70	\$35,408
Office Assistant I	Step 2 - Next 12 Months	\$18.0447	\$3,127.75	\$37,533
	Step 3 - Next 12 Months	\$19.1275	\$3,315.43	\$39,785
	Step 4 - Thereafter	\$20.2751	\$3,514.35	\$42,172
<b>Grade = 133 CLERICAL 16</b>	Step 0 - First 6 Months	\$15.4407	\$2,676.38	\$32,117
Positions in this grade:	Step 1 - Next 12 Months	\$16.2128	\$2,810.21	\$33,722
	Step 2 - Next 12 Months	\$17.1855	\$2,978.82	\$35,746
	Step 3 - Next 12 Months	\$18.2166	\$3,157.54	\$37,890
	Step 4 - Thereafter	\$19.3097	\$3,347.01	\$40,164

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Group/BU Code 2000		Hourly	Monthly	Annual
<b>Grade = 121 CLERICAL 9</b>	Step 0 - First 6 Months	\$23.0208	\$3,990.26	\$47,883
Positions in this grade:	Step 1 - Next 12 Months	\$24.1721	\$4,189.82	\$50,278
Permit Technician	Step 2 - Next 12 Months	\$25.3806	\$4,399.30	\$52,792
	Step 3 - Next 12 Months	\$26.6498	\$4,619.29	\$55,431
	Step 4 - Thereafter	\$27.9825	\$4,850.28	\$58,203
<b>Grade = 128 CLERICAL 10</b>	Step 0 - First 6 Months	\$21.5198	\$3,730.08	\$44,761
Positions in this grade:	Step 1 - Next 12 Months	\$22.5958	\$3,916.61	\$46,999
Senior Financial Clerk	Step 2 - Next 12 Months	\$23.9516	\$4,151.60	\$49,819
	Step 3 - Next 12 Months	\$25.3886	\$4,400.69	\$52,808
	Step 4 - Thereafter	\$26.9118	\$4,664.71	\$55,976
<b>Grade = 119 CLERICAL 11</b>	Step 0 - First 6 Months	\$21.9673	\$3,807.65	\$45,692
Positions in this grade:	Step 1 - Next 12 Months	\$23.1235	\$4,008.07	\$48,097
Police Records Specialist	Step 2 - Next 12 Months	\$24.3405	\$4,219.01	\$50,628
Court Services Clerk	Step 3 - Next 12 Months	\$25.6216	\$4,441.07	\$53,293
Investigations Clerk Specialist	Step 4 - Thereafter	\$26.9701	\$4,674.81	\$56,098
<b>Grade = 129 CLERICAL 12</b>	Step 0 - First 6 Months	\$19.5190	\$3,383.29	\$40,599
Positions in this grade:	Step 1 - Next 12 Months	\$20.4949	\$3,552.45	\$42,629
Financial Clerk II	Step 2 - Next 12 Months	\$21.7247	\$3,765.61	\$45,187
	Step 3 - Next 12 Months	\$23.0282	\$3,991.55	\$47,899
	Step 4 - Thereafter	\$24.4099	\$4,231.04	\$50,772
<b>Grade = 130 CLERICAL 13</b>	Step 0 - First 6 Months	\$18.5896	\$3,222.19	\$38,666
Positions in this grade:	Step 1 - Next 12 Months	\$19.5190	\$3,383.29	\$40,599
Office Assistant II	Step 2 - Next 12 Months	\$20.6902	\$3,586.30	\$43,036
Conservation Assistant	Step 3 - Next 12 Months	\$21.9316	\$3,801.47	\$45,618
	Step 4 - Thereafter	\$23.2475	\$4,029.55	\$48,355
<b>Grade = 110 CLERICAL 14</b>	Step 0 - First 6 Months	\$17.7042	\$3,068.73	\$36,825
Positions in this grade:	Step 1 - Next 12 Months	\$18.5896	\$3,222.19	\$38,666
Financial Clerk	Step 2 - Next 12 Months	\$19.7051	\$3,415.54	\$40,986
	Step 3 - Next 12 Months	\$20.8872	\$3,620.44	\$43,445
	Step 4 - Thereafter	\$22.1404	\$3,837.66	\$46,052
<b>Grade = 131 CLERICAL 15</b>	Step 0 - First 6 Months	\$16.8613	\$2,922.62	\$35,071
Positions in this grade:	Step 1 - Next 12 Months	\$17.7042	\$3,068.73	\$36,825
Office Assistant I	Step 2 - Next 12 Months	\$18.7665	\$3,252.86	\$39,034
	Step 3 - Next 12 Months	\$19.8926	\$3,448.04	\$41,377
	Step 4 - Thereafter	\$21.0861	\$3,654.92	\$43,859
<b>Grade = 133 CLERICAL 16</b>	Step 0 - First 6 Months	\$16.0583	\$2,783.44	\$33,401
Positions in this grade:	Step 1 - Next 12 Months	\$16.8613	\$2,922.62	\$35,071
	Step 2 - Next 12 Months	\$17.8730	\$3,097.97	\$37,176
	Step 3 - Next 12 Months	\$18.9453	\$3,283.84	\$39,406
	Step 4 - Thereafter	\$20.0821	\$3,480.89	\$41,771