

City of Ashland
Non Represented Employee Salary Schedule for 2022-2023
 Updated as 7/11/2022

Effective 7/1/2021 - 2.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annua
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$67.8931	\$11,768.42	\$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	\$78.5947	\$13,623.05	\$163,477
	Step 4 - Thereafter	\$82.5245	\$14,304.22	\$171,651
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$55.8568	\$9,681.66	\$116,180
Positions in this grade:	Step 1 - Next 12 Months	\$58.6486	\$10,165.74	\$121,989
City Attorney	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
Grade = 504 EXE MGMT 3	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	Step 2 - Next 12 Months	\$55.8568	\$9,681.66	\$116,180
Police Chief	Step 3 - Next 12 Months	\$58.6486	\$10,165.74	\$121,989
Director of Public Works	Step 4 - Next 12 Months	\$61.5810	\$10,674.02	\$128,088
Director of IT & Electric	Step 5 - Next 12 Months	\$63.1206	\$10,940.88	\$131,291
Director of Community Dev.	Step 6 - Next 12 Months	\$64.6986	\$11,214.41	\$134,573
Director of Admin Services	Step 7 - Next 12 Months	\$66.3160	\$11,494.74	\$137,937
Director of HR	Step 8 - Thereafter	\$67.9739	\$11,782.12	\$141,385
Grade = 506 EXE MGMT 4	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	\$55.8568	\$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 7/1/2022 - 4.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010		Hourly	Monthly	Annua
Grade = 501 EXE MGMT 1	Step 0 - First 6 Months	\$70.8089	\$12,238.84	\$146,866
Positions in this grade:	Step 1 - Next 12 Months	\$74.1392	\$12,850.77	\$154,209
City Manager	Step 2 - Next 12 Months	\$77.8461	\$13,493.30	\$161,920
	Step 3 - Next 12 Months	\$81.7384	\$14,167.97	\$170,816
	Step 4 - Next 12 Months	\$85.8255	\$14,876.39	\$178,517
	Step 5 - Performance Based	\$88.4002	\$15,322.68	\$183,872
	Step 6 - Performance Based	\$91.0522	\$15,782.36	\$189,385
Grade = 502 EXE MGMT 2	Step 0 - First 6 Months	\$58.0901	\$10,068.93	\$120,827
Positions in this grade:	Step 1 - Next 12 Months	\$60.9945	\$10,572.37	\$126,868
City Attorney	Step 2 - Next 12 Months	\$64.0443	\$11,100.98	\$133,212
Deputy City Manager	Step 3 - Next 12 Months	\$67.2465	\$11,656.03	\$139,872
	Step 4 - Next 12 Months	\$70.6089	\$12,238.84	\$146,866
	Step 5 - Next 12 Months	\$72.3741	\$12,544.82	\$150,538
	Step 6 - Next 12 Months	\$74.1833	\$12,858.42	\$154,301
	Step 7 - Next 12 Months	\$76.0380	\$13,179.89	\$158,159
	Step 8 - Next 12 Months	\$77.9389	\$13,509.39	\$162,113
	Step 9 - Performance Based	\$80.2771	\$13,914.67	\$166,976
	Step 10 - Performance Based	\$82.6854	\$14,332.11	\$171,985
Grade = 504 EXE MGMT 3	Step 0 - First 6 Months	\$52.6893	\$9,132.80	\$109,594
Positions in this grade:	Step 1 - Next 12 Months	\$55.3239	\$9,589.45	\$115,073
Fire Chief	Step 2 - Next 12 Months	\$58.0901	\$10,068.93	\$120,827
Police Chief	Step 3 - Next 12 Months	\$60.9945	\$10,572.37	\$126,868
Director of Public Works	Step 4 - Next 12 Months	\$64.0443	\$11,100.98	\$133,212
Director of IT & Electric	Step 5 - Next 12 Months	\$65.6454	\$11,378.52	\$136,542
Director of Community Dev.	Step 6 - Next 12 Months	\$67.2866	\$11,662.98	\$139,956
Director of Admin Services	Step 7 - Next 12 Months	\$68.9686	\$11,954.53	\$143,454
Director of HR	Step 8 - Next 12 Months	\$70.6928	\$12,253.40	\$147,041
	Step 9 - Performance Based	\$72.8136	\$12,621.00	\$151,452
	Step 10 - Performance Based	\$74.9980	\$12,999.63	\$155,996
Grade = 506 EXE MGMT 4	Step 0 - First 6 Months	\$52.6893	\$9,132.80	\$109,594
Positions in this grade:	Step 1 - Next 12 Months	\$55.3239	\$9,589.45	\$115,073
Assistant to City Manager	Step 2 - Next 12 Months	\$58.0901	\$10,068.93	\$120,827
	Step 3 - Next 12 Months	\$60.9945	\$10,572.37	\$126,868
	Step 4 - Next 12 Months	\$64.0443	\$11,100.98	\$133,212
	Step 5 - Next 12 Months	\$65.6454	\$11,378.52	\$136,542
	Step 6 - Next 12 Months	\$67.2866	\$11,662.98	\$139,956
	Step 7 - Next 12 Months	\$68.9686	\$11,954.53	\$143,454
	Step 8 - Next 12 Months	\$70.6928	\$12,253.40	\$147,041
	Step 9 - Performance Based	\$72.8136	\$12,621.00	\$151,452
	Step 10 - Performance Based	\$74.9980	\$12,999.63	\$155,996

City of Ashland
Non Represented Employee Salary Schedule for 2022-2023
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Effective 7/1/2021 - 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	\$45,966.00	\$7,967.43	\$95,609
Positions in this grade:	Step 1 - Next 12 Months	\$48,265.2	\$8,365.95	\$100,391
Electric Operations Superintendent	Step 2 - Next 12 Months	\$50,677.6	\$8,784.10	\$105,409
Deputy Police Chief	Step 3 - Next 12 Months	\$53,211.4	\$9,223.29	\$110,679
Deputy Fire Chief	Step 4 - Thereafter	\$55,871.9	\$9,684.45	\$116,213
Deputy Public Works Director				
Assistant City Attorney				
Accounting and Audit Manager				
Budget Manager				
Grade = 503 EXP SUP 3	Step 0 - First 6 Months	\$43,777.2	\$7,588.03	\$91,056
Positions in this grade:	Step 1 - Next 12 Months	\$45,966.0	\$7,967.43	\$95,609
EMS Division Chief	Step 2 - Next 12 Months	\$48,265.2	\$8,365.95	\$100,391
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$50,677.6	\$8,784.10	\$105,409
AFR Division Chief	Step 4 - Thereafter	\$53,211.4	\$9,223.29	\$110,679
Public Works Superintendent				
Lieutenant				
Grade = 525 EXP SUP 4	Step 0 - First 6 Months	\$41,692.5	\$7,226.68	\$86,720
Positions in this grade:	Step 1 - Next 12 Months	\$43,777.1	\$7,588.02	\$91,056
Building Official	Step 2 - Next 12 Months	\$45,966.0	\$7,967.43	\$95,609
Planning Manager	Step 3 - Next 12 Months	\$48,265.2	\$8,365.95	\$100,391
IT Manager	Step 4 - Thereafter	\$50,677.6	\$8,784.10	\$105,409
Grade = 515 EXP SUP 5	Step 0 - First 6 Months	\$39,707.8	\$6,882.67	\$82,692
Positions in this grade:	Step 1 - Next 12 Months	\$41,692.5	\$7,226.68	\$86,720
	Step 2 - Next 12 Months	\$43,777.1	\$7,588.02	\$91,056
	Step 3 - Next 12 Months	\$45,966.0	\$7,967.43	\$95,609
	Step 4 - Thereafter	\$48,265.2	\$8,365.95	\$100,391
Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$36,016.3	\$6,242.82	\$74,914
Positions in this grade:	Step 1 - Next 12 Months	\$37,817.0	\$6,554.93	\$78,659
Management Analyst	Step 2 - Next 12 Months	\$39,707.8	\$6,882.67	\$82,692
Financial System Manager	Step 3 - Next 12 Months	\$41,692.5	\$7,226.68	\$86,720
	Step 4 - Thereafter	\$43,777.1	\$7,588.02	\$91,056
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$34,301.2	\$5,945.53	\$71,346
Positions in this grade:	Step 1 - Next 12 Months	\$36,016.3	\$6,242.82	\$74,914
Senior Planner	Step 2 - Next 12 Months	\$37,817.0	\$6,554.93	\$78,659
	Step 3 - Next 12 Months	\$39,707.8	\$6,882.67	\$82,692
	Step 4 - Thereafter	\$41,692.5	\$7,226.68	\$86,720
Grade = 552 EXP SUP 8 (GRANDFATHERED)	Step 0 - First 6 Months	\$35,448.0	\$6,144.21	\$73,730
Positions in this grade:	Step 1 - Next 12 Months	\$37,313.8	\$6,467.61	\$77,611
WW & Water reuse supervisor	Step 2 - Next 12 Months	\$39,282.6	\$6,808.86	\$81,706
WTP Supervisor	Step 3 - Next 12 Months	\$41,345.5	\$7,166.42	\$85,997
Water Quality Supervisor	Step 4 - Thereafter	\$43,529.1	\$7,544.92	\$90,539
Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$28,219.7	\$4,891.41	\$58,697
Positions in this grade:	Step 1 - Next 12 Months	\$29,530.6	\$5,135.96	\$61,632
Municipal Court Supervisor	Step 2 - Next 12 Months	\$31,112.1	\$5,392.75	\$64,713
	Step 3 - Next 12 Months	\$32,667.6	\$5,662.38	\$67,948
	Step 4 - Thereafter	\$34,301.2	\$5,945.53	\$71,346

Effective 7/1/2022 - 4.0% 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	\$47,804.7	\$8,286.12	\$99,433
Positions in this grade:	Step 1 - Next 12 Months	\$50,195.8	\$8,700.59	\$104,407
Electric Operations Superintendent	Step 2 - Next 12 Months	\$52,704.7	\$9,135.47	\$109,626
Deputy Police Chief	Step 3 - Next 12 Months	\$55,339.8	\$9,592.22	\$115,107
Deputy Fire Chief	Step 4 - Thereafter	\$58,106.8	\$10,071.83	\$120,862
Deputy Public Works Director				
Assistant City Attorney				
Accounting and Audit Manager				
Budget Manager				
Grade = 503 EXP SUP 3	Step 0 - First 6 Months	\$45,528.3	\$7,891.56	\$94,699
Positions in this grade:	Step 1 - Next 12 Months	\$47,804.7	\$8,286.12	\$99,433
EMS Division Chief	Step 2 - Next 12 Months	\$50,195.8	\$8,700.59	\$104,407
Fire & Life Safety Division Chief	Step 3 - Next 12 Months	\$52,704.7	\$9,135.47	\$109,626
AFR Division Chief	Step 4 - Thereafter	\$55,339.8	\$9,592.22	\$115,107
Public Works Superintendent				
Lieutenant				
Grade = 525 EXP SUP 4	Step 0 - First 6 Months	\$43,360.2	\$7,515.75	\$90,189
Positions in this grade:	Step 1 - Next 12 Months	\$45,528.2	\$7,891.54	\$94,698
Building Official	Step 2 - Next 12 Months	\$47,804.7	\$8,286.12	\$99,433
Planning Manager	Step 3 - Next 12 Months	\$50,195.8	\$8,700.59	\$104,407
IT Manager	Step 4 - Thereafter	\$52,704.7	\$9,135.47	\$109,626
Grade = 515 EXP SUP 5	Step 0 - First 6 Months	\$41,296.1	\$7,157.98	\$85,896
Positions in this grade:	Step 1 - Next 12 Months	\$43,360.2	\$7,515.75	\$90,189
	Step 2 - Next 12 Months	\$45,528.2	\$7,891.54	\$94,698
	Step 3 - Next 12 Months	\$47,804.7	\$8,286.12	\$99,433
	Step 4 - Thereafter	\$50,195.8	\$8,700.59	\$104,407
Grade = 521 EXP SUP 6	Step 0 - First 6 Months	\$37,457.0	\$6,492.53	\$77,910
Positions in this grade:	Step 1 - Next 12 Months	\$39,329.7	\$6,817.13	\$81,806
Management Analyst	Step 2 - Next 12 Months	\$41,296.1	\$7,157.98	\$85,896
Financial System Manager	Step 3 - Next 12 Months	\$43,360.2	\$7,515.75	\$90,189
	Step 4 - Thereafter	\$45,528.2	\$7,891.54	\$94,698
Grade = 526 EXP SUP 7	Step 0 - First 6 Months	\$35,673.2	\$6,183.35	\$74,200
Positions in this grade:	Step 1 - Next 12 Months	\$37,457.0	\$6,492.53	\$77,910
Senior Planner	Step 2 - Next 12 Months	\$39,329.7	\$6,817.13	\$81,806
	Step 3 - Next 12 Months	\$41,296.1	\$7,157.98	\$85,896
	Step 4 - Thereafter	\$43,360.2	\$7,515.75	\$90,189
Grade = 552 EXP SUP 8 (GRANDFATHERED)	Step 0 - First 6 Months	\$36,865.9	\$6,389.97	\$76,680
Positions in this grade:	Step 1 - Next 12 Months	\$38,806.4	\$6,726.30	\$80,716
WW & Water reuse supervisor	Step 2 - Next 12 Months	\$40,853.9	\$7,081.21	\$84,974
WTP Supervisor	Step 3 - Next 12 Months	\$42,999.3	\$7,433.07	\$89,437
Water Quality Supervisor	Step 4 - Thereafter	\$45,270.3	\$7,846.69	\$94,160
Grade = 529 EXP SUP 9	Step 0 - First 6 Months	\$29,348.5	\$5,087.07	\$61,045
Positions in this grade:	Step 1 - Next 12 Months	\$30,815.8	\$5,341.40	\$64,097
Municipal Court Supervisor	Step 2 - Next 12 Months	\$32,356.6	\$5,608.46	\$67,302
	Step 3 - Next 12 Months	\$33,974.3	\$5,888.88	\$70,667
	Step 4 - Thereafter	\$35,673.2	\$6,183.35	\$74,200

City of Ashland
Non Represented Employee Salary Schedule for 2022-2023
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Effective 7/1/2021 - 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	\$37.4426	\$6,490.04	\$77,881
Positions in this grade:	Step 1 - Next 12 Months	\$39.3148	\$6,814.55	\$81,775
Police Sergeants	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
Effective 7/1/2021 - 2.0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1030				
		Hourly	Monthly	Annual
Grade = 512 NonEXP SUP 2	Step 0 - First 6 Months	\$34.3012	\$5,945.53	\$71,346
Positions in this grade:	Step 1 - Next 12 Months	\$36.0163	\$6,242.82	\$74,914
GIS Manger	Step 2 - Next 12 Months	\$37.8170	\$6,554.93	\$78,659
HR Manager	Step 3 - Next 12 Months	\$39.7078	\$6,882.67	\$82,592
	Step 4 - Thereafter	\$41.6925	\$7,226.68	\$86,720
Grade = 527 NonEXP SUP 3	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
Distribution Supervisor	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
Grade = 528 NonEXP SUP 4	Step 0 - First 6 Months	\$31.1121	\$5,392.75	\$64,713
Positions in this grade:	Step 1 - Next 12 Months	\$32.6677	\$5,662.40	\$67,949
Maintenance & Safety Supervisor	Step 2 - Next 12 Months	\$34.3011	\$5,945.51	\$71,346
Street Supervisor	Step 3 - Next 12 Months	\$36.0163	\$6,242.82	\$74,914
WW Collections Supervisor	Step 4 - Thereafter	\$37.8171	\$6,554.95	\$78,659
Customer Service Supervisor				
Development Services Coord.				

Effective 7/1/2022 - 4.0% 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	\$38.9403	\$6,749.64	\$80,996
Positions in this grade:	Step 1 - Next 12 Months	\$40.8874	\$7,087.13	\$85,046
Police Sergeants	Step 2 - Next 12 Months	\$42.9316	\$7,441.47	\$89,298
	Step 3 - Next 12 Months	\$45.0773	\$7,813.39	\$93,761
	Step 4 - Thereafter	\$47.3312	\$8,204.06	\$98,445
Effective 7/1/2022 - 4.0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1030				
		Hourly	Monthly	Annual
Grade = 512 NonEXP SUP 2	Step 0 - First 6 Months	\$35.6732	\$6,183.35	\$74,200
Positions in this grade:	Step 1 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910
GIS Manger	Step 2 - Next 12 Months	\$39.3297	\$6,817.13	\$81,806
HR Manager	Step 3 - Next 12 Months	\$41.2961	\$7,157.98	\$85,896
	Step 4 - Thereafter	\$43.3602	\$7,515.75	\$90,189
Grade = 527 NonEXP SUP 3	Step 0 - First 6 Months	\$33.9745	\$5,888.89	\$70,667
Positions in this grade:	Step 1 - Next 12 Months	\$35.6731	\$6,183.33	\$74,200
Distribution Supervisor	Step 2 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910
WW Collections Supervisor	Step 3 - Next 12 Months	\$39.3298	\$6,817.15	\$81,806
	Step 4 - Thereafter	\$41.2961	\$7,157.98	\$85,896
Grade = 528 NonEXP SUP 4	Step 0 - First 6 Months	\$32.3566	\$5,608.46	\$67,302
Positions in this grade:	Step 1 - Next 12 Months	\$33.9745	\$5,888.89	\$70,667
Maintenance & Safety Supervisor	Step 2 - Next 12 Months	\$35.6731	\$6,183.33	\$74,200
Street Supervisor	Step 3 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910
Customer Service Supervisor	Step 4 - Thereafter	\$39.3298	\$6,817.15	\$81,806
Development Services Coord				

City of Ashland
Non Represented Employee Salary Schedule for 2022-2023
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Effective 7/1/2021 - 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	Step 0 - First 6 Months	\$36.1947	\$6,273.73	\$75,285
	Step 1 - Next 12 Months	\$38.0043	\$6,587.40	\$79,049
	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
Grade = 549 NonSup 2 (exempt) Positions in this grade: Network Administrator Senior Information Systems Analyst Asset Management/Staking Technician	Step 0 - First 6 Months	\$34.4709	\$5,974.94	\$71,699
	Step 1 - Next 12 Months	\$36.1947	\$6,273.73	\$75,285
	Step 2 - Next 12 Months	\$38.0043	\$6,587.40	\$79,049
	Step 3 - Next 12 Months	\$39.9044	\$6,916.75	\$83,001
	Step 4 - Thereafter	\$41.8989	\$7,262.45	\$87,149
Grade = 542 NonSup 3 (exempt) Positions in this grade: IS Analyst/Programmer User Support Coordinator Telecommunication Technician	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
	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
Grade = 522 NonSup 4 (not exempt) Positions in this grade: Fire Adapted Communities Coordinator	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
	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
Grade = 535 NonSup 5 (non exempt) Positions in this grade:	Step 0 - First 6 Months	\$22.2200	\$3,851.46	\$46,217
	Step 1 - Next 12 Months	\$23.3313	\$4,044.08	\$48,529
	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
Grade = 531 Conf 5 Positions in this grade: Senior Accounting Analyst Senior HR Analyst	Step 0 - First 6 Months	\$32.6677	\$5,662.40	\$67,949
	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
Grade = 541 Conf 1 Positions in this grade: Accounting Analyst Human Resources Analyst Administrative Analyst Executive Analyst	Step 0 - First 6 Months	\$28.3593	\$4,915.60	\$58,987
	Step 1 - Next 12 Months	\$29.7773	\$5,161.39	\$61,937
	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
Grade = 530 Conf 2 Positions in this grade: Administrative Supervisor Fiscal Services Specialist Paralegal	Step 0 - First 6 Months	\$24.4979	\$4,246.29	\$50,955
	Step 1 - Next 12 Months	\$25.7227	\$4,458.59	\$53,503
	Step 2 - Next 12 Months	\$27.0090	\$4,681.56	\$56,179
	Step 3 - Next 12 Months	\$28.3593	\$4,915.60	\$58,987
	Step 4 - Thereafter	\$29.7773	\$5,161.39	\$61,937
Grade = 534 Conf 3 Positions in this grade: Executive Assistant	Step 0 - First 6 Months	\$23.3313	\$4,044.08	\$48,529
	Step 1 - Next 12 Months	\$24.4979	\$4,246.29	\$50,955
	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
Grade = 535 Conf 4 Positions in this grade: Administrative Assistant CERT Coordinator	Step 0 - First 6 Months	\$22.2200	\$3,851.46	\$46,217
	Step 1 - Next 12 Months	\$23.3313	\$4,044.08	\$48,529
	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 7/1/2022 - 4.0% 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	Step 0 - First 6 Months	\$37.6424	\$6,524.68	\$78,296
	Step 1 - Next 12 Months	\$39.5245	\$6,850.89	\$82,211
	Step 2 - Next 12 Months	\$41.5006	\$7,193.42	\$86,321
	Step 3 - Next 12 Months	\$43.5748	\$7,552.95	\$90,635
	Step 4 - Thereafter	\$45.7536	\$7,930.60	\$95,167
Grade = 549 NonSup 2 (exempt) Positions in this grade: Network Administrator Senior Information Systems Analyst Asset Management/Staking Technician	Step 0 - First 6 Months	\$35.8497	\$6,213.94	\$74,567
	Step 1 - Next 12 Months	\$37.6424	\$6,524.68	\$78,296
	Step 2 - Next 12 Months	\$39.5245	\$6,850.89	\$82,211
	Step 3 - Next 12 Months	\$41.5006	\$7,193.42	\$86,321
	Step 4 - Thereafter	\$43.5748	\$7,552.95	\$90,635
Grade = 542 NonSup 3 (exempt) Positions in this grade: IS Analyst/Programmer User Support Coordinator Telecommunication Technician	Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347
	Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414
	Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635
	Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017
	Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567
Grade = 522 NonSup 4 (not exempt) Positions in this grade: Fire Adapted Communities Coordinator Fire Life Safety Specialist	Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347
	Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414
	Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635
	Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017
	Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567
Grade = 535 NonSup 5 (non exempt) Positions in this grade:	Step 0 - First 6 Months	\$23.1088	\$4,005.52	\$48,066
	Step 1 - Next 12 Months	\$24.2645	\$4,205.84	\$50,470
	Step 2 - Next 12 Months	\$25.4778	\$4,416.14	\$52,994
	Step 3 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643
	Step 4 - Thereafter	\$28.0895	\$4,868.84	\$58,426

Effective 7/1/2022 - 4.0% 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 Senior Administrative Analyst	Step 0 - First 6 Months	\$33.9745	\$5,888.89	\$70,667
	Step 1 - Next 12 Months	\$35.6731	\$6,183.33	\$74,200
	Step 2 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910
	Step 3 - Next 12 Months	\$39.3298	\$6,817.15	\$81,806
	Step 4 - Thereafter	\$41.2961	\$7,157.98	\$85,896
Grade = 541 Conf 1 Positions in this grade: Accounting Analyst Human Resources Analyst Administrative Analyst Executive Analyst	Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347
	Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414
	Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635
	Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017
	Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567
Grade = 530 Conf 2 Positions in this grade: Administrative Supervisor Fiscal Services Specialist Paralegal	Step 0 - First 6 Months	\$25.4778	\$4,416.14	\$52,994
	Step 1 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643
	Step 2 - Next 12 Months	\$28.0894	\$4,868.82	\$58,426
	Step 3 - Next 12 Months	\$29.4937	\$5,112.22	\$61,347
	Step 4 - Thereafter	\$30.9684	\$5,367.84	\$64,414
Grade = 534 Conf 3 Positions in this grade: Executive Assistant	Step 0 - First 6 Months	\$24.2645	\$4,205.84	\$50,470
	Step 1 - Next 12 Months	\$25.4778	\$4,416.14	\$52,994
	Step 2 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643
	Step 3 - Next 12 Months	\$28.0894	\$4,868.82	\$58,426
	Step 4 - Thereafter	\$29.4938	\$5,112.24	\$61,347
Grade = 535 Conf 4 Positions in this grade: Administrative Assistant CERT Coordinator	Step 0 - First 6 Months	\$23.1088	\$4,005.52	\$48,066
	Step 1 - Next 12 Months	\$24.2645	\$4,205.84	\$50,470
	Step 2 - Next 12 Months	\$25.4778	\$4,416.14	\$52,994
	Step 3 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643
	Step 4 - Thereafter	\$28.0895	\$4,868.84	\$58,426

City of Ashland
Non Represented Employee Salary Schedule for 2022-2023
 Updated as 7/11/2022

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
xx% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$46,2393	\$8,015	\$96,176
Municipal Judge	\$31,6617	\$5,488	\$65,855

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
xxx% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$48,0888	\$8,335	\$100,023
Municipal Judge	\$32,9282	\$5,707	\$68,489