

City of Ashland

Police Salary Schedule for 2022-2023

Update as of 5/31/2022

Effective 7/1/2021 - 2% COLA				
Police - All Job Classes are NON-Exempt				
Group/BU Code 6000				
		Hourly	Monthly	Annual
Grade = 302 POLICE 1	Step 0 - First 6 Months	\$29.5800	\$5,127.19	\$61,526
Positions in this grade:	Step 1 - Next 12 Months	\$31.1956	\$5,407.22	\$64,887
Police Officer	Step 2 - Next 12 Months	\$32.4524	\$5,625.07	\$67,501
	Step 3 - Next 12 Months	\$33.7887	\$5,856.69	\$70,280
	Step 4 - Next 12 Months	\$35.7236	\$6,192.07	\$74,305
	Step 5 - Thereafter	\$37.5784	\$6,513.58	\$78,163
Grade = 304 POLICE 2	Step 0 - First 6 Months	\$22.0250	\$3,817.66	\$45,812
Positions in this grade:	Step 1 - Next 12 Months	\$23.2118	\$4,023.37	\$48,280
Community Service Officer	Step 2 - Next 12 Months	\$24.3989	\$4,229.13	\$50,750
	Step 3 - Next 12 Months	\$25.6633	\$4,448.30	\$53,380
	Step 4 - Thereafter	\$27.0255	\$4,684.41	\$56,213
Grade = 303 POLICE 3	Step 0 - First 6 Months	\$25.8186	\$4,475.22	\$53,703
Positions in this grade:	Step 1 - Next 12 Months	\$27.1775	\$4,710.76	\$56,529
Evidence & Property Technician	Step 2 - Next 12 Months	\$28.6080	\$4,958.72	\$59,505
	Step 3 - Next 12 Months	\$30.1138	\$5,219.72	\$62,637
	Step 4 - Thereafter	\$31.6991	\$5,494.50	\$65,934
Grade = 305 POLICE 4	Step 0 - First 6 Months	\$27.6870	\$4,799.06	\$57,589
Positions in this grade:	Step 1 - Next 12 Months	\$29.3601	\$5,089.07	\$61,069
Community Outreach Officer	Step 2 - Next 12 Months	\$31.1307	\$5,395.97	\$64,752
	Step 3 - Next 12 Months	\$32.9792	\$5,716.39	\$68,597
	Step 4 - Thereafter	\$34.9636	\$6,060.35	\$72,724
Grade = 306 POLICE 5	Step 0 - First 6 Months	\$29.8758	\$5,178.46	\$62,141
Positions in this grade:	Step 1 - Next 12 Months	\$31.5075	\$5,461.30	\$65,536
Senior Police Officer	Step 2 - Next 12 Months	\$32.7767	\$5,681.29	\$68,176
	Step 3 - Next 12 Months	\$34.1265	\$5,915.26	\$70,983
	Step 4 - Next 12 Months	\$36.0807	\$6,253.97	\$75,048
	Step 5 - Thereafter	\$37.9542	\$6,578.71	\$78,945

Effective 7/1/2022 - 3% COLA				
Police - All Job Classes are NON-Exempt				
Group/BU Code 6000				
		Hourly	Monthly	Annual
Grade = 302 POLICE 1	Step 0 - First 6 Months	\$30.4674	\$5,281.00	\$63,372
Positions in this grade:	Step 1 - Next 12 Months	\$32.1314	\$5,569.44	\$66,833
Police Officer	Step 2 - Next 12 Months	\$33.4259	\$5,793.82	\$69,526
	Step 3 - Next 12 Months	\$34.8023	\$6,032.39	\$72,389
	Step 4 - Next 12 Months	\$36.7953	\$6,377.83	\$76,534
	Step 5 - Thereafter	\$38.7058	\$6,708.99	\$80,508
Grade = 304 POLICE 2	Step 0 - First 6 Months	\$22.6857	\$3,932.19	\$47,186
Positions in this grade:	Step 1 - Next 12 Months	\$23.9081	\$4,144.07	\$49,729
Community Service Officer	Step 2 - Next 12 Months	\$25.1309	\$4,356.01	\$52,272
	Step 3 - Next 12 Months	\$26.4332	\$4,581.75	\$54,981
	Step 4 - Thereafter	\$27.8362	\$4,824.94	\$57,899
Grade = 303 POLICE 3	Step 0 - First 6 Months	\$26.5932	\$4,609.47	\$55,314
Positions in this grade:	Step 1 - Next 12 Months	\$27.9928	\$4,852.08	\$58,225
Evidence & Property Technician	Step 2 - Next 12 Months	\$29.4663	\$5,107.48	\$61,290
	Step 3 - Next 12 Months	\$31.0173	\$5,376.31	\$64,516
	Step 4 - Thereafter	\$32.6501	\$5,659.33	\$67,912
Grade = 305 POLICE 4	Step 0 - First 6 Months	\$28.5176	\$4,943.03	\$59,316
Positions in this grade:	Step 1 - Next 12 Months	\$30.2409	\$5,241.74	\$62,901
Community Outreach Officer	Step 2 - Next 12 Months	\$32.0646	\$5,557.85	\$66,694
	Step 3 - Next 12 Months	\$33.9686	\$5,887.88	\$70,655
	Step 4 - Thereafter	\$36.0125	\$6,242.16	\$74,906
Grade = 306 POLICE 5	Step 0 - First 6 Months	\$30.7720	\$5,333.81	\$64,006
Positions in this grade:	Step 1 - Next 12 Months	\$32.4528	\$5,625.14	\$67,502
Senior Police Officer	Step 2 - Next 12 Months	\$33.7600	\$5,851.73	\$70,221
	Step 3 - Next 12 Months	\$35.1503	\$6,092.71	\$73,113
	Step 4 - Next 12 Months	\$37.1631	\$6,441.59	\$77,299
	Step 5 - Thereafter	\$39.0928	\$6,776.07	\$81,313

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%