

# City of Ashland Non Represented Employee Salary Schedule for FY 2024

Updated as 6/6/2023

Effective 7/1/2022 - 4.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010				
Grade = 501 EXE MGMT 1		Hourly	Monthly	Annual
Positions in this grade: <b>City Manager</b>	Step 0 - First 6 Months	\$70.6089	\$12,238.84	\$146,866
	Step 1 - Next 12 Months	\$74.1392	\$12,850.77	\$154,209
	Step 2 - Next 12 Months	\$77.8461	\$13,493.30	\$161,920
	Step 3 - Next 12 Months	\$81.7384	\$14,167.97	\$170,016
	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	\$189,388
Positions in this grade: <b>City Attorney</b> <b>Deputy City Manager</b>	Step 0 - First 6 Months	\$58.0901	\$10,068.93	\$120,827
	Step 1 - Next 12 Months	\$60.9945	\$10,572.37	\$126,868
	Step 2 - Next 12 Months	\$64.0443	\$11,100.98	\$133,212
	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
Positions in this grade: <b>Fire Chief</b> <b>Police Chief</b> <b>Director of Public Works</b> <b>Director of IT &amp; Electric</b> <b>Director of Community Dev.</b> <b>Director of Admin Services</b> <b>Director of HR</b>	Step 0 - First 6 Months	\$52.6893	\$9,132.80	\$109,594
	Step 1 - Next 12 Months	\$55.3239	\$9,589.45	\$115,073
	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
Positions in this grade: <b>Assistant to City Manager</b>	Step 0 - First 6 Months	\$52.6893	\$9,132.80	\$109,594
	Step 1 - Next 12 Months	\$55.3239	\$9,589.45	\$115,073
	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

Effective 7/1/2023 - 4.0% COLA				
EXECUTIVE MANAGEMENT - All Job Classes are Exempt				
Group/BU Code 1010				
Grade = 501 EXE MGMT 1		Hourly	Monthly	Annual
Positions in this grade: <b>City Manager</b>	Step 0 - First 6 Months	\$73.4332	\$12,728.40	\$152,741
	Step 1 - Next 12 Months	\$77.1048	\$13,364.81	\$160,378
	Step 2 - Next 12 Months	\$80.9599	\$14,033.03	\$168,396
	Step 3 - Next 12 Months	\$85.0080	\$14,734.69	\$176,816
	Step 4 - Next 12 Months	\$89.2585	\$15,471.44	\$185,657
	Step 5 - Performance Based	\$91.9362	\$15,935.58	\$191,227
	Step 6 - Performance Based	\$94.6943	\$16,413.65	\$196,964
Positions in this grade: <b>City Attorney</b> <b>Deputy City Manager</b>	Step 0 - First 6 Months	\$60.4137	\$10,471.68	\$125,660
	Step 1 - Next 12 Months	\$63.4343	\$10,995.26	\$131,943
	Step 2 - Next 12 Months	\$66.6060	\$11,545.02	\$138,540
	Step 3 - Next 12 Months	\$69.9363	\$12,122.27	\$145,467
	Step 4 - Next 12 Months	\$73.4332	\$12,728.40	\$152,741
	Step 5 - Next 12 Months	\$75.2691	\$13,046.61	\$156,559
	Step 6 - Next 12 Months	\$77.1507	\$13,372.75	\$160,473
	Step 7 - Next 12 Months	\$79.0795	\$13,707.09	\$164,485
	Step 8 - Next 12 Months	\$81.0565	\$14,049.77	\$168,597
	Step 9 - Performance Based	\$83.4882	\$14,471.26	\$173,655
	Step 10 - Performance Based	\$85.9928	\$14,905.40	\$178,865
Positions in this grade: <b>Fire Chief</b> <b>Police Chief</b> <b>Director of Public Works</b> <b>Director of IT &amp; Electric</b> <b>Director of Community Dev.</b> <b>Director of Admin Services</b> <b>Director of HR</b>	Step 0 - First 6 Months	\$54.7969	\$9,498.11	\$113,977
	Step 1 - Next 12 Months	\$57.5368	\$9,973.03	\$119,676
	Step 2 - Next 12 Months	\$60.4137	\$10,471.68	\$125,660
	Step 3 - Next 12 Months	\$63.4343	\$10,995.26	\$131,943
	Step 4 - Next 12 Months	\$66.6060	\$11,545.02	\$138,540
	Step 5 - Next 12 Months	\$68.2712	\$11,833.66	\$142,004
	Step 6 - Next 12 Months	\$69.9780	\$12,129.50	\$145,554
	Step 7 - Next 12 Months	\$71.7273	\$12,432.71	\$149,193
	Step 8 - Next 12 Months	\$73.5206	\$12,743.54	\$152,922
	Step 9 - Performance Based	\$75.7262	\$13,125.84	\$157,510
	Step 10 - Performance Based	\$77.9980	\$13,519.62	\$162,235
Positions in this grade: <b>Assistant to City Manager</b>	Step 0 - First 6 Months	\$54.7969	\$9,498.11	\$113,977
	Step 1 - Next 12 Months	\$57.5368	\$9,973.03	\$119,676
	Step 2 - Next 12 Months	\$60.4137	\$10,471.68	\$125,660
	Step 3 - Next 12 Months	\$63.4343	\$10,995.26	\$131,943
	Step 4 - Next 12 Months	\$66.6060	\$11,545.02	\$138,540
	Step 5 - Next 12 Months	\$68.2712	\$11,833.66	\$142,004
	Step 6 - Next 12 Months	\$69.9780	\$12,129.50	\$145,554
	Step 7 - Next 12 Months	\$71.7273	\$12,432.71	\$149,193
	Step 8 - Next 12 Months	\$73.5206	\$12,743.54	\$152,922
	Step 9 - Performance Based	\$75.7262	\$13,125.84	\$157,510
	Step 10 - Performance Based	\$77.9980	\$13,519.62	\$162,235

# City of Ashland Non Represented Employee Salary Schedule for FY 2024

Updated as 6/6/2023

Effective 7/1/2022 - 4.0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
<b>Grade = 511 EXP SUP 2</b> Positions in this grade: Electric Operations Superintendent Deputy Police Chief Deputy Fire Chief Deputy Public Works Director Assistant City Attorney Accounting and Audit Manager Budget Manager	Step 0 - First 6 Months	\$47.8047	\$8,286.12	\$99,433 *
	Step 1 - Next 12 Months	\$50.1958	\$8,700.59	\$104,407
	Step 2 - Next 12 Months	\$52.7047	\$9,135.47	\$109,626
	Step 3 - Next 12 Months	\$55.3398	\$9,592.22	\$115,107
	Step 4 - Thereafter	\$58.1068	\$10,071.83	\$120,862
<b>Grade = 503 EXP SUP 3</b> Positions in this grade: EMS Division Chief Fire & Life Safety Division Chief AFR Division Chief Public Works Superintendent Lieutenant	Step 0 - First 6 Months	\$45.5283	\$7,891.56	\$94,699 *
	Step 1 - Next 12 Months	\$47.8047	\$8,286.12	\$99,433
	Step 2 - Next 12 Months	\$50.1958	\$8,700.59	\$104,407
	Step 3 - Next 12 Months	\$52.7047	\$9,135.47	\$109,626
	Step 4 - Thereafter	\$55.3398	\$9,592.22	\$115,107
<b>Grade = 525 EXP SUP 4</b> Positions in this grade: Building Official Planning Manager IT Manager	Step 0 - First 6 Months	\$43.3602	\$7,515.75	\$90,189 *
	Step 1 - Next 12 Months	\$45.5282	\$7,891.54	\$94,698
	Step 2 - Next 12 Months	\$47.8047	\$8,286.12	\$99,433
	Step 3 - Next 12 Months	\$50.1958	\$8,700.59	\$104,407
	Step 4 - Thereafter	\$52.7047	\$9,135.47	\$109,626
<b>Grade = 515 EXP SUP 5</b> Positions in this grade:	Step 0 - First 6 Months	\$41.2961	\$7,157.98	\$85,896 *
	Step 1 - Next 12 Months	\$43.3602	\$7,515.75	\$90,189
	Step 2 - Next 12 Months	\$45.5282	\$7,891.54	\$94,698
	Step 3 - Next 12 Months	\$47.8047	\$8,286.12	\$99,433
	Step 4 - Thereafter	\$50.1958	\$8,700.59	\$104,407
<b>Grade = 521 EXP SUP 6</b> Positions in this grade: Management Analyst Financial System Manager	Step 0 - First 6 Months	\$37.4570	\$6,492.53	\$77,910 *
	Step 1 - Next 12 Months	\$39.3297	\$6,817.13	\$81,806
	Step 2 - Next 12 Months	\$41.2961	\$7,157.98	\$85,896
	Step 3 - Next 12 Months	\$43.3602	\$7,515.75	\$90,189
	Step 4 - Thereafter	\$45.5282	\$7,891.54	\$94,698
<b>Grade = 526 EXP SUP 7</b> Positions in this grade: Senior Planner	Step 0 - First 6 Months	\$35.6732	\$6,183.35	\$74,200 *
	Step 1 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910
	Step 2 - Next 12 Months	\$39.3297	\$6,817.13	\$81,806
	Step 3 - Next 12 Months	\$41.2961	\$7,157.98	\$85,896
	Step 4 - Thereafter	\$43.3602	\$7,515.75	\$90,189
<b>Grade = 552 EXP SUP 8 (GRANDFATHERED)</b> Positions in this grade: WW & Water reuse supervisor WTP Supervisor Water Quality Supervisor	Step 0 - First 6 Months	\$36.8659	\$6,389.97	\$76,680 *
	Step 1 - Next 12 Months	\$38.8064	\$6,726.30	\$80,716
	Step 2 - Next 12 Months	\$40.8539	\$7,081.21	\$84,974
	Step 3 - Next 12 Months	\$42.9993	\$7,453.07	\$89,437
	Step 4 - Thereafter	\$45.2703	\$7,846.69	\$94,160
<b>Grade = 529 EXP SUP 9</b> Positions in this grade: Municipal Court Supervisor	Step 0 - First 6 Months	\$29.3485	\$5,087.07	\$61,045 *
	Step 1 - Next 12 Months	\$30.8158	\$5,341.40	\$64,097
	Step 2 - Next 12 Months	\$32.3566	\$5,608.46	\$67,302
	Step 3 - Next 12 Months	\$33.9743	\$5,888.88	\$70,667
	Step 4 - Thereafter	\$35.6732	\$6,183.35	\$74,200

Effective 7/1/2023 - 4.0% COLA				
EXEMPT SUPERVISORS - All Job Classes are Exempt				
Group/BU Code 1020		Hourly	Monthly	Annual
<b>Grade = 511 EXP SUP 2</b> Positions in this grade: Electric Operations Superintendent Deputy Police Chief Deputy Fire Chief Deputy Public Works Director Assistant City Attorney Accounting and Audit Manager Budget Manager	Step 0 - First 6 Months	\$49.7168	\$8,617.57	\$103,411
	Step 1 - Next 12 Months	\$52.2036	\$9,048.61	\$108,583
	Step 2 - Next 12 Months	\$54.8129	\$9,500.88	\$114,011
	Step 3 - Next 12 Months	\$57.5534	\$9,975.91	\$119,711
	Step 4 - Thereafter	\$60.4311	\$10,474.70	\$125,696
<b>Grade = 503 EXP SUP 3</b> Positions in this grade: EMS Division Chief Fire & Life Safety Division Chief AFR Division Chief Public Works Superintendent Lieutenant	Step 0 - First 6 Months	\$47.3494	\$8,207.22	\$98,487
	Step 1 - Next 12 Months	\$49.7168	\$8,617.57	\$103,411
	Step 2 - Next 12 Months	\$52.2036	\$9,048.61	\$108,583
	Step 3 - Next 12 Months	\$54.8129	\$9,500.88	\$114,011
	Step 4 - Thereafter	\$57.5534	\$9,975.91	\$119,711
<b>Grade = 525 EXP SUP 4</b> Positions in this grade: Building Official Planning Manager IT Manager	Step 0 - First 6 Months	\$45.0946	\$7,816.38	\$93,797
	Step 1 - Next 12 Months	\$47.3493	\$8,207.20	\$98,486
	Step 2 - Next 12 Months	\$49.7168	\$8,617.57	\$103,411
	Step 3 - Next 12 Months	\$52.2036	\$9,048.61	\$108,583
	Step 4 - Thereafter	\$54.8129	\$9,500.88	\$114,011
<b>Grade = 515 EXP SUP 5</b> Positions in this grade: Accounting Supervisor	Step 0 - First 6 Months	\$42.9480	\$7,444.30	\$89,332
	Step 1 - Next 12 Months	\$45.0946	\$7,816.38	\$93,797
	Step 2 - Next 12 Months	\$47.3493	\$8,207.20	\$98,486
	Step 3 - Next 12 Months	\$49.7168	\$8,617.57	\$103,411
	Step 4 - Thereafter	\$52.2036	\$9,048.61	\$108,583
<b>Grade = 521 EXP SUP 6</b> Positions in this grade: Management Analyst Financial System Manager Audit & Budget Lead	Step 0 - First 6 Months	\$38.9552	\$6,752.23	\$81,027
	Step 1 - Next 12 Months	\$40.9029	\$7,089.82	\$85,078
	Step 2 - Next 12 Months	\$42.9480	\$7,444.30	\$89,332
	Step 3 - Next 12 Months	\$45.0946	\$7,816.38	\$93,797
	Step 4 - Thereafter	\$47.3493	\$8,207.20	\$98,486
<b>Grade = 526 EXP SUP 7</b> Positions in this grade: Senior Planner	Step 0 - First 6 Months	\$37.1001	\$6,430.68	\$77,168
	Step 1 - Next 12 Months	\$38.9552	\$6,752.23	\$81,027
	Step 2 - Next 12 Months	\$40.9029	\$7,089.82	\$85,078
	Step 3 - Next 12 Months	\$42.9480	\$7,444.30	\$89,332
	Step 4 - Thereafter	\$45.0946	\$7,816.38	\$93,797
<b>Grade = 552 EXP SUP 8 (GRANDFATHERED)</b> Positions in this grade: WW & Water reuse supervisor WTP Supervisor Water Quality Supervisor	Step 0 - First 6 Months	\$38.3406	\$6,645.57	\$79,747
	Step 1 - Next 12 Months	\$40.3586	\$6,995.36	\$83,944
	Step 2 - Next 12 Months	\$42.4881	\$7,364.46	\$88,373
	Step 3 - Next 12 Months	\$44.7193	\$7,751.20	\$93,014
	Step 4 - Thereafter	\$47.0811	\$8,160.56	\$97,927
<b>Grade = 529 EXP SUP 9</b> Positions in this grade: Municipal Court Supervisor	Step 0 - First 6 Months	\$30.5225	\$5,290.55	\$63,487
	Step 1 - Next 12 Months	\$32.0484	\$5,555.05	\$66,661
	Step 2 - Next 12 Months	\$33.6508	\$5,832.80	\$69,994
	Step 3 - Next 12 Months	\$35.3333	\$6,124.43	\$73,493
	Step 4 - Thereafter	\$37.1001	\$6,430.68	\$77,168

**City of Ashland**  
**Non Represented Employee Salary Schedule for FY 2024**

Updated as 6/6/2023

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 Positions in this grade: Police Sergeants	Step 0 - First 6 Months	\$38,9403	\$6,749.64	\$80,996
	Step 1 - Next 12 Months	\$40,8874	\$7,087.13	\$85,046
	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	\$98,449

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 Positions in this grade: GIS Manger HR Manager	Step 0 - First 6 Months	\$35,6732	\$6,183.35	\$74,200
	Step 1 - Next 12 Months	\$37,4570	\$6,492.53	\$77,910
	Step 2 - Next 12 Months	\$39,3297	\$6,817.13	\$81,806
	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 Positions in this grade: Distribution Supervisor WW Collections Supervisor	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 = 528 NonEXP SUP 4 Positions in this grade: Maintenance & Safety Supervisor Street Supervisor Customer Service Supervisor Development Services Coord	Step 0 - First 6 Months	\$32,3566	\$5,608.46	\$67,302
	Step 1 - Next 12 Months	\$33,9745	\$5,888.89	\$70,667
	Step 2 - Next 12 Months	\$35,6731	\$6,183.33	\$74,200
	Step 3 - Next 12 Months	\$37,4570	\$6,492.53	\$77,910
	Step 4 - Thereafter	\$39,3298	\$6,817.15	\$81,806

Effective 7/1/2023 - 4.0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1060		Hourly	Monthly	Annual
Grade = 520 NonEXP SUP 1 Positions in this grade: Police Sergeants	Step 0 - First 6 Months	\$40,4979	\$7,019.63	\$84,236
	Step 1 - Next 12 Months	\$42,5229	\$7,370.62	\$88,447
	Step 2 - Next 12 Months	\$44,6489	\$7,739.13	\$92,870
	Step 3 - Next 12 Months	\$46,8804	\$8,125.93	\$97,511
	Step 4 - Thereafter	\$49,2245	\$8,532.22	\$102,387

Effective 7/1/2023 - 4.0% COLA				
NON EXEMPT SUPERVISORS - All Job Classes are NON-EXEMPT				
Group/BU Code 1030		Hourly	Monthly	Annual
Grade = 512 NonEXP SUP 2 Positions in this grade: GIS Manger HR Manager	Step 0 - First 6 Months	\$37,1001	\$6,430.68	\$77,168
	Step 1 - Next 12 Months	\$38,9552	\$6,752.23	\$81,027
	Step 2 - Next 12 Months	\$40,9029	\$7,089.82	\$85,078
	Step 3 - Next 12 Months	\$42,9480	\$7,444.30	\$89,332
	Step 4 - Thereafter	\$45,0946	\$7,816.38	\$93,797

Grade = 527 NonEXP SUP 3 Positions in this grade: Distribution Supervisor WW Collections Supervisor	Step 0 - First 6 Months	\$35,3334	\$6,124.45	\$73,493
	Step 1 - Next 12 Months	\$37,1000	\$6,430.66	\$77,168
	Step 2 - Next 12 Months	\$38,9552	\$6,752.23	\$81,027
	Step 3 - Next 12 Months	\$40,9030	\$7,089.84	\$85,078
	Step 4 - Thereafter	\$42,9480	\$7,444.30	\$89,332

Grade = 528 NonEXP SUP 4 Positions in this grade: Maintenance & Safety Supervisor Street Supervisor Customer Service Supervisor Development Services Coord	Step 0 - First 6 Months	\$33,6508	\$5,832.80	\$69,994
	Step 1 - Next 12 Months	\$35,3334	\$6,124.45	\$73,493
	Step 2 - Next 12 Months	\$37,1000	\$6,430.66	\$77,168
	Step 3 - Next 12 Months	\$38,9552	\$6,752.23	\$81,027
	Step 4 - Thereafter	\$40,9030	\$7,089.84	\$85,078

# City of Ashland Non Represented Employee Salary Schedule for FY 2024

Updated as 6/6/2023

Effective 7/1/2022 - 4.0% COLA						
Non-Represented Non Supervisory - All Job Classes are mixed						
Group/BU Code 1040		Hourly	Monthly	Annual		
<b>Grade = 543 NonSup 1 (exempt)</b>		Step 0 - First 6 Months	\$37.6424	\$6,524.68	\$78,296	*
Positions in this grade:		Step 1 - Next 12 Months	\$39.5245	\$6,850.89	\$82,211	
<b>Senior Engineer</b>		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	
<b>Grade = 549 NonSup 2 (exempt)</b>		Step 0 - First 6 Months	\$35.8497	\$6,213.94	\$74,567	*
Positions in this grade:		Step 1 - Next 12 Months	\$37.6424	\$6,524.68	\$78,296	
<b>Network Administrator</b>		Step 2 - Next 12 Months	\$39.5245	\$6,850.89	\$82,211	
<b>Senior Information Systems Analyst</b>		Step 3 - Next 12 Months	\$41.5006	\$7,193.42	\$86,321	
<b>Asset Management/Staking Technician</b>		Step 4 - Thereafter	\$43.5748	\$7,552.95	\$90,635	
<b>Grade = 542 NonSup 3 (exempt)</b>		Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347	*
Positions in this grade:		Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414	
<b>IS Analyst/Programmer</b>		Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635	
<b>User Support Coordinator</b>		Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017	
<b>Telecommunication Technician</b>		Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567	
<b>Grade = 522 NonSup 4 (not exempt)</b>		Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347	*
Positions in this grade:		Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414	
<b>Fire Adapted Communities Coordinator</b>		Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635	
<b>Fire Life Safety Specialist</b>		Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017	
		Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567	
<b>Grade = 535 NonSup 5 (non exempt)</b>		Step 0 - First 6 Months	\$23.1088	\$4,005.52	\$48,066	*
Positions in this grade:		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 7/1/2023 - 4.0% COLA						
Non-Represented Non Supervisory - All Job Classes are mixed						
Group/BU Code 1040		Hourly	Monthly	Annual		
<b>Grade = 543 NonSup 1 (exempt)</b>		Step 0 - First 6 Months	\$39.1481	\$6,785.66	\$81,428	
Positions in this grade:		Step 1 - Next 12 Months	\$41.1054	\$7,124.93	\$85,499	
<b>Senior Engineer</b>		Step 2 - Next 12 Months	\$43.1606	\$7,481.15	\$89,774	
		Step 3 - Next 12 Months	\$45.3178	\$7,855.07	\$94,261	
		Step 4 - Thereafter	\$47.5837	\$8,247.82	\$98,974	
<b>Grade = 549 NonSup 2 (exempt)</b>		Step 0 - First 6 Months	\$37.2837	\$6,462.50	\$77,550	
Positions in this grade:		Step 1 - Next 12 Months	\$39.1481	\$6,785.66	\$81,428	
<b>Network Administrator</b>		Step 2 - Next 12 Months	\$41.1054	\$7,124.93	\$85,499	
<b>Senior Information Systems Analyst</b>		Step 3 - Next 12 Months	\$43.1606	\$7,481.15	\$89,774	
<b>Asset Management/Staking Technician</b>		Step 4 - Thereafter	\$45.3178	\$7,855.07	\$94,261	
<b>Grade = 542 NonSup 3 (exempt)</b>		Step 0 - First 6 Months	\$30.6734	\$5,316.71	\$63,801	
Positions in this grade:		Step 1 - Next 12 Months	\$32.2071	\$5,582.56	\$66,991	
<b>Jr. Network Administrator</b>		Step 2 - Next 12 Months	\$33.8175	\$5,861.68	\$70,340	
<b>User Support Coordinator</b>		Step 3 - Next 12 Months	\$35.5084	\$6,154.77	\$73,857	
<b>Telecommunication Technician</b>		Step 4 - Thereafter	\$37.2837	\$6,462.50	\$77,550	
<b>Grade = 522 NonSup 4 (not exempt)</b>		Step 0 - First 6 Months	\$30.6734	\$5,316.71	\$63,801	
Positions in this grade:		Step 1 - Next 12 Months	\$32.2071	\$5,582.56	\$66,991	
<b>Fire Adapted Communities Coordinator</b>		Step 2 - Next 12 Months	\$33.8175	\$5,861.68	\$70,340	
<b>Fire Life Safety Specialist</b>		Step 3 - Next 12 Months	\$35.5084	\$6,154.77	\$73,857	
		Step 4 - Thereafter	\$37.2837	\$6,462.50	\$77,550	
<b>Grade = 535 NonSup 5 (non exempt)</b>		Step 0 - First 6 Months	\$24.0331	\$4,165.74	\$49,989	
Positions in this grade:		Step 1 - Next 12 Months	\$25.2351	\$4,374.08	\$52,489	
		Step 2 - Next 12 Months	\$26.4969	\$4,592.78	\$55,113	
		Step 3 - Next 12 Months	\$27.8217	\$4,822.42	\$57,869	
		Step 4 - Thereafter	\$29.2131	\$5,063.57	\$60,763	

Effective 7/1/2022 - 4.0% COLA						
Non-Represented Confidential - All Job Classes are non exempt						
Group/BU Code 1050		Hourly	Monthly	Annual		
<b>Grade = 531 Conf 5</b>		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	
<b>Senior Accounting Analyst</b>		Step 2 - Next 12 Months	\$37.4570	\$6,492.53	\$77,910	
<b>Senior HR Analyst</b>		Step 3 - Next 12 Months	\$39.3298	\$6,817.15	\$81,806	
<b>Senior Administrative Analyst</b>		Step 4 - Thereafter	\$41.2961	\$7,157.98	\$85,896	
<b>Grade = 541 Conf 1</b>		Step 0 - First 6 Months	\$29.4937	\$5,112.22	\$61,347	
Positions in this grade:		Step 1 - Next 12 Months	\$30.9684	\$5,367.84	\$64,414	
<b>Accounting Analyst</b>		Step 2 - Next 12 Months	\$32.5168	\$5,636.23	\$67,635	
<b>Human Resources Analyst</b>		Step 3 - Next 12 Months	\$34.1426	\$5,918.05	\$71,017	
<b>Administrative Analyst</b>		Step 4 - Thereafter	\$35.8497	\$6,213.94	\$74,567	
<b>Executive Analyst</b>						
<b>Grade = 530 Conf 2</b>		Step 0 - First 6 Months	\$25.4778	\$4,416.14	\$52,994	
Positions in this grade:		Step 1 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643	
<b>Administrative Supervisor</b>		Step 2 - Next 12 Months	\$28.0894	\$4,868.82	\$58,426	
<b>Fiscal Services Specialist</b>		Step 3 - Next 12 Months	\$29.4937	\$5,112.22	\$61,347	
<b>Paralegal</b>		Step 4 - Thereafter	\$30.9684	\$5,367.84	\$64,414	
<b>Grade = 534 Conf 3</b>		Step 0 - First 6 Months	\$24.2645	\$4,205.84	\$50,470	
Positions in this grade:		Step 1 - Next 12 Months	\$25.4778	\$4,416.14	\$52,994	
<b>Executive Assistant</b>		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	
<b>Grade = 535 Conf 4</b>		Step 0 - First 6 Months	\$23.1088	\$4,005.52	\$48,066	
Positions in this grade:		Step 1 - Next 12 Months	\$24.2645	\$4,205.84	\$50,470	
<b>Administrative Assistant</b>		Step 2 - Next 12 Months	\$25.4778	\$4,416.14	\$52,994	
<b>CERT Coordinator</b>		Step 3 - Next 12 Months	\$26.7516	\$4,636.94	\$55,643	
		Step 4 - Thereafter	\$28.0895	\$4,868.84	\$58,426	

Effective 7/1/2023 - 4.0% COLA						
Non-Represented Confidential - All Job Classes are non exempt						
Group/BU Code 1050		Hourly	Monthly	Annual		
<b>Step 0 - First 6 Months</b>		Step 0 - First 6 Months	\$35.3334	\$6,124.45	\$73,493	
Positions in this grade:		Step 1 - Next 12 Months	\$37.1000	\$6,430.66	\$77,168	
<b>Senior Accounting Analyst</b>		Step 2 - Next 12 Months	\$38.9552	\$6,752.23	\$81,027	
<b>Senior HR Analyst</b>		Step 3 - Next 12 Months	\$40.9030	\$7,089.84	\$85,078	
<b>Senior Administrative Analyst</b>		Step 4 - Thereafter	\$42.9480	\$7,444.30	\$89,332	
<b>Grade = 541 Conf 1</b>		Step 0 - First 6 Months	\$30.6734	\$5,316.71	\$63,801	
Positions in this grade:		Step 1 - Next 12 Months	\$32.2071	\$5,582.56	\$66,991	
<b>Accounting Analyst</b>		Step 2 - Next 12 Months	\$33.8175	\$5,861.68	\$70,340	
<b>Human Resources Analyst</b>		Step 3 - Next 12 Months	\$35.5084	\$6,154.77	\$73,857	
<b>Administrative Analyst</b>		Step 4 - Thereafter	\$37.2837	\$6,462.50	\$77,550	
<b>Executive Analyst</b>						
<b>Grade = 530 Conf 2</b>		Step 0 - First 6 Months	\$26.4969	\$4,592.78	\$55,113	
Positions in this grade:		Step 1 - Next 12 Months	\$27.8217	\$4,822.42	\$57,869	
<b>Administrative Supervisor</b>		Step 2 - Next 12 Months	\$29.2130	\$5,063.57	\$60,763	
<b>Fiscal Services Specialist</b>		Step 3 - Next 12 Months	\$30.6734	\$5,316.71	\$63,801	
<b>Paralegal</b>		Step 4 - Thereafter	\$32.2071	\$5,582.56	\$66,991	
<b>Grade = 534 Conf 3</b>		Step 0 - First 6 Months	\$25.2351	\$4,374.08	\$52,489	
Positions in this grade:		Step 1 - Next 12 Months	\$26.4969	\$4,592.78	\$55,113	
<b>Executive Assistant</b>		Step 2 - Next 12 Months	\$27.8217	\$4,822.42	\$57,869	
		Step 3 - Next 12 Months	\$29.2130	\$5,063.57	\$60,763	
		Step 4 - Thereafter	\$30.6735	\$5,316.73	\$63,801	
<b>Grade = 535 Conf 4</b>		Step 0 - First 6 Months	\$24.0331	\$4,165.74	\$49,989	
Positions in this grade:		Step 1 - Next 12 Months	\$25.2351	\$4,374.08	\$52,489	
<b>Administrative Assistant</b>		Step 2 - Next 12 Months	\$26.4969	\$4,592.78	\$55,113	
<b>CERT Coordinator</b>		Step 3 - Next 12 Months	\$27.8217	\$4,822.42	\$57,869	
		Step 4 - Thereafter	\$29.2131	\$5,063.59	\$60,763	

**City of Ashland  
Non Represented Employee Salary Schedule for FY 2024**

Updated as 6/6/2023

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

ELECTED OFFICIALS - FLSA EXEMPT			
Group/BU Code 1070			
xxx% increase calculated per City Charter	Hourly	Monthly	Annual
City Recorder	\$50.0124	\$8,669	\$104,024
Municipal Judge	\$34.2453	\$5,936	\$71,229