

City of Ashland

Police Salary Schedule for 2021-2022

Update as of 6/17/2021

Effective 7/1/2020 - 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	\$29.0000	\$5,026.66	\$60,320
Positions in this grade:	Step 1 - Next 12 Months	\$30.5839	\$5,301.20	\$63,614
Police Officer	Step 2 - Next 12 Months	\$31.8160	\$5,514.77	\$66,177
	Step 3 - Next 12 Months	\$33.1261	\$5,741.85	\$68,902
	Step 4 - Next 12 Months	\$35.0231	\$6,070.66	\$72,848
	Step 5 - Thereafter	\$36.8416	\$6,385.87	\$76,630
Grade = 304 POLICE 2	Step 0 - First 6 Months	\$21.5931	\$3,742.80	\$44,914
Positions in this grade:	Step 1 - Next 12 Months	\$22.7566	\$3,944.48	\$47,334
Community Service Officer	Step 2 - Next 12 Months	\$23.9205	\$4,146.21	\$49,755
	Step 3 - Next 12 Months	\$25.1601	\$4,361.08	\$52,333
	Step 4 - Thereafter	\$26.4966	\$4,592.56	\$55,111
Grade = 303 POLICE 3	Step 0 - First 6 Months	\$25.3124	\$4,387.47	\$52,650
Positions in this grade:	Step 1 - Next 12 Months	\$26.6446	\$4,618.39	\$55,421
Evidence & Property Technician	Step 2 - Next 12 Months	\$28.0471	\$4,861.49	\$58,338
	Step 3 - Next 12 Months	\$29.5234	\$5,117.37	\$61,408
	Step 4 - Thereafter	\$31.0775	\$5,386.76	\$64,641
Grade = 305 POLICE 4	Step 0 - First 6 Months	\$27.1441	\$4,704.96	\$56,460
Positions in this grade:	Step 1 - Next 12 Months	\$28.7844	\$4,989.29	\$59,871
Community Outreach Officer	Step 2 - Next 12 Months	\$30.5203	\$5,290.17	\$63,482
	Step 3 - Next 12 Months	\$32.3326	\$5,604.30	\$67,252
	Step 4 - Thereafter	\$34.2781	\$5,941.52	\$71,298
Grade = 306 POLICE 5	Step 0 - First 6 Months	\$29.2900	\$5,076.92	\$60,923
Positions in this grade:	Step 1 - Next 12 Months	\$30.8898	\$5,354.21	\$64,251
Senior Police Officer	Step 2 - Next 12 Months	\$32.1341	\$5,569.89	\$66,839
	Step 3 - Next 12 Months	\$33.4574	\$5,799.27	\$69,591
	Step 4 - Next 12 Months	\$35.3732	\$6,131.34	\$73,576
	Step 5 - Thereafter	\$37.2100	\$6,449.72	\$77,397

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

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%