

City of Ashland

Fire Salary Schedule for 2024-2025

Update as of 5/30/2024

Effective 7/1/2023 - 4% COLA				
Fire - All Job Classes are NON-Exempt				
Group/BU Code 4000				
		Hourly	Monthly	Annual
Grade = 701 Fire 1	Step 0 - First 6 Months	\$23.4632	\$5,384.80	\$64,618
Positions in this grade:	Step 1 - Next 6 Months	\$24.6821	\$5,664.53	\$67,974
Firefighter EMT - B	Step 2 - Next 12 Months	\$25.9663	\$5,959.26	\$71,511
	Step 3 - Next 12 Months	\$27.1850	\$6,238.96	\$74,868
	Step 4 - Next 12 Months	\$28.4474	\$6,528.69	\$78,344
	Step 5 - Thereafter	\$29.6445	\$6,803.42	\$81,641
Grade = 702 Fire 2	Step 0 - First 6 Months	\$24.3525	\$5,588.89	\$67,067
Positions in this grade:	Step 1 - Next 6 Months	\$25.5714	\$5,868.63	\$70,424
Firefighter EMT - I	Step 2 - Next 12 Months	\$26.8556	\$6,163.35	\$73,960
	Step 3 - Next 12 Months	\$28.0743	\$6,443.06	\$77,317
	Step 4 - Next 12 Months	\$29.3368	\$6,732.78	\$80,793
	Step 5 - Thereafter	\$30.5339	\$7,007.52	\$84,090
Grade = 703 Fire 3	Step 0 - First 6 Months	\$26.9464	\$6,184.20	\$74,210
Positions in this grade:	Step 1 - Next 6 Months	\$28.1652	\$6,463.91	\$77,567
Firefighter EMT - P	Step 2 - Next 12 Months	\$29.4494	\$6,758.63	\$81,104
	Step 3 - Next 12 Months	\$30.6683	\$7,038.36	\$84,460
	Step 4 - Next 12 Months	\$31.9307	\$7,328.09	\$87,937
	Step 5 - Thereafter	\$33.1278	\$7,602.83	\$91,234
Grade = 7XX Fire 4	Step 0 - First 12 Months	\$30.5339	\$7,007.52	\$84,090
Positions in this grade:	Step 1 - Next 12 Months	\$31.4233	\$7,211.64	\$86,540
Engineer EMT - B	Step 2 - Thereafter	\$32.3126	\$7,415.74	\$88,989
Grade = 7XX Fire 5	Step 0 - First 12 Months	\$31.4233	\$7,211.64	\$86,540
Positions in this grade:	Step 1 - Next 12 Months	\$32.3126	\$7,415.74	\$88,989
Engineer EMT - I	Step 2 - Thereafter	\$33.2019	\$7,619.83	\$91,438
Grade = 706 Fire 6	Step 0 - First 12 Months	\$34.0171	\$7,806.92	\$93,683
Positions in this grade:	Step 1 - Next 12 Months	\$34.9064	\$8,011.02	\$96,132
Engineer EMT - P	Step 2 - Thereafter	\$35.7958	\$8,215.14	\$98,582
Grade = 7XX Fire 7	Step 0 - First 12 Months	\$33.2019	\$7,619.83	\$91,438
Positions in this grade:	Step 1 - Next 12 Months	\$34.0913	\$7,823.96	\$93,887
Captain EMT - B	Step 2 - Thereafter	\$34.9806	\$8,028.05	\$96,337
Grade = 7XX Fire 8	Step 0 - First 12 Months	\$34.0913	\$7,823.96	\$93,887
Positions in this grade:	Step 1 - Next 12 Months	\$34.9806	\$8,028.05	\$96,337
Captian EMT I	Step 2 - Thereafter	\$35.8698	\$8,232.12	\$98,785
Grade = 709 Fire 9	Step 0 - First 12 Months	\$36.6851	\$8,419.24	\$101,031
Positions in this grade:	Step 1 - Next 12 Months	\$37.5744	\$8,623.33	\$103,480
Captain EMT P	Step 2 - Thereafter	\$38.4638	\$8,827.43	\$105,929

Effective 7/1/2024 - 3% COLA				
Fire - All Job Classes are NON-Exempt				
Group/BU Code 4000				
		Hourly	Monthly	Annual
Grade = 701 Fire 1	Step 0 - First 6 Months	\$24.1671	\$5,546.34	\$66,556
Positions in this grade:	Step 1 - Next 6 Months	\$25.4225	\$5,834.47	\$70,014
Firefighter EMT - B	Step 2 - Next 12 Months	\$26.7452	\$6,138.03	\$73,656
	Step 3 - Next 12 Months	\$28.0006	\$6,426.13	\$77,114
	Step 4 - Next 12 Months	\$29.3009	\$6,724.55	\$80,695
	Step 5 - Thereafter	\$30.5339	\$7,007.53	\$84,090
Grade = 702 Fire 2	Step 0 - First 6 Months	\$25.0831	\$5,756.56	\$69,079
Positions in this grade:	Step 1 - Next 6 Months	\$26.3385	\$6,044.69	\$72,536
Firefighter EMT - I	Step 2 - Next 12 Months	\$27.6612	\$6,348.25	\$76,179
	Step 3 - Next 12 Months	\$28.9166	\$6,636.35	\$79,636
	Step 4 - Next 12 Months	\$30.2169	\$6,934.77	\$83,217
	Step 5 - Thereafter	\$31.4499	\$7,217.74	\$86,613
Grade = 703 Fire 3	Step 0 - First 6 Months	\$27.7548	\$6,369.73	\$76,437
Positions in this grade:	Step 1 - Next 6 Months	\$29.0101	\$6,657.82	\$79,894
Firefighter EMT - P	Step 2 - Next 12 Months	\$30.3329	\$6,961.39	\$83,537
	Step 3 - Next 12 Months	\$31.5883	\$7,249.52	\$86,994
	Step 4 - Next 12 Months	\$32.8886	\$7,547.94	\$90,575
	Step 5 - Thereafter	\$34.1216	\$7,830.91	\$93,971
Grade = 7XX Fire 4	Step 0 - First 12 Months	\$31.4499	\$7,217.74	\$86,613
Positions in this grade:	Step 1 - Next 12 Months	\$32.3660	\$7,427.99	\$89,136
Engineer EMT - B	Step 2 - Thereafter	\$33.2820	\$7,638.21	\$91,659
Grade = 7XX Fire 5	Step 0 - First 12 Months	\$32.3660	\$7,427.99	\$89,136
Positions in this grade:	Step 1 - Next 12 Months	\$33.2820	\$7,638.21	\$91,659
Engineer EMT - I	Step 2 - Thereafter	\$34.1980	\$7,848.43	\$94,181
Grade = 706 Fire 6	Step 0 - First 12 Months	\$35.0376	\$8,041.13	\$96,494
Positions in this grade:	Step 1 - Next 12 Months	\$35.9536	\$8,251.35	\$99,016
Engineer EMT - P	Step 2 - Thereafter	\$36.8697	\$8,461.60	\$101,539
Grade = 7XX Fire 7	Step 0 - First 12 Months	\$34.1980	\$7,848.43	\$94,181
Positions in this grade:	Step 1 - Next 12 Months	\$35.1141	\$8,058.68	\$96,704
Captain EMT - B	Step 2 - Thereafter	\$36.0300	\$8,268.90	\$99,227
Grade = 7XX Fire 8	Step 0 - First 12 Months	\$35.1141	\$8,058.68	\$96,704
Positions in this grade:	Step 1 - Next 12 Months	\$36.0300	\$8,268.90	\$99,227
Captian EMT I	Step 2 - Thereafter	\$36.9459	\$8,479.09	\$101,749
Grade = 709 Fire 9	Step 0 - First 12 Months	\$37.7857	\$8,671.82	\$104,062
Positions in this grade:	Step 1 - Next 12 Months	\$38.7017	\$8,882.04	\$106,584
Captain EMT P	Step 2 - Thereafter	\$39.6177	\$9,092.25	\$109,107

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Group/BU Code 4000				
		Hourly	Monthly	Annual
Grade = 7XX Fire 10	Step 0 - First 12 Months	\$35.8698	\$8,232.12	\$98,785
Positions in this grade:	Step 1 - Next 12 Months	\$36.7591	\$8,436.22	\$101,235
Battalion Chief - EMT B	Step 2 - Thereafter	\$37.6486	\$8,640.34	\$103,684
Grade = 7XX Fire 11	Step 0 - First 12 Months	\$36.7591	\$8,436.22	\$101,235
Positions in this grade:	Step 1 - Next 12 Months	\$37.6486	\$8,640.34	\$103,684
Battalion Chief - EMT I	Step 2 - Thereafter	\$38.5379	\$8,844.44	\$106,133
Grade = 712 Fire 12	Step 0 - First 12 Months	\$39.3532	\$9,031.55	\$108,379
Positions in this grade:	Step 1 - Next 12 Months	\$40.2425	\$9,235.65	\$110,828
Battalion Chief - EMT P	Step 2 - Thereafter	\$41.1318	\$9,439.75	\$113,277
Grade = 715 Fire 13	Step 0 - First 6 Months	\$22.8927	\$3,967.99	\$47,616
Positions in this grade:	Step 1 - Next 12 Months	\$24.0373	\$4,166.39	\$49,997
Single Role - EMT	Step 2 - Next 12 Months	\$25.2391	\$4,374.70	\$52,496
	Step 3 - Next 12 Months	\$26.5011	\$4,593.43	\$55,121
	Step 4 - Thereafter	\$27.8261	\$4,823.10	\$57,877
Grade = 716 Fire 14	Step 0 - First 6 Months	\$30.3107	\$5,253.75	\$63,045
Positions in this grade:	Step 1 - Next 12 Months	\$31.8263	\$5,516.45	\$66,197
Single Role - Paramedic	Step 2 - Next 12 Months	\$33.4176	\$5,792.27	\$69,507
	Step 3 - Next 12 Months	\$35.0885	\$6,081.88	\$72,983
	Step 4 - Thereafter	\$36.8428	\$6,385.97	\$76,632

Effective 7/1/2024 - 3% COLA				
Fire - All Job Classes are NON-Exempt				
Group/BU Code 4000				
		Hourly	Monthly	Annual
Grade = 7XX Fire 10	Step 0 - First 12 Months	\$36.9459	\$8,479.09	\$101,749
Positions in this grade:	Step 1 - Next 12 Months	\$37.8619	\$8,689.31	\$104,272
Battalion Chief - EMT B	Step 2 - Thereafter	\$38.7780	\$8,899.55	\$106,795
Grade = 7XX Fire 11	Step 0 - First 12 Months	\$37.8619	\$8,689.31	\$104,272
Positions in this grade:	Step 1 - Next 12 Months	\$38.7780	\$8,899.55	\$106,795
Battalion Chief - EMT I	Step 2 - Thereafter	\$39.6940	\$9,109.77	\$109,317
Grade = 712 Fire 12	Step 0 - First 12 Months	\$40.5338	\$9,302.50	\$111,630
Positions in this grade:	Step 1 - Next 12 Months	\$41.4498	\$9,512.72	\$114,153
Battalion Chief - EMT P	Step 2 - Thereafter	\$42.3657	\$9,722.94	\$116,675
Grade = 715 Fire 13	Step 0 - First 6 Months	\$23.5795	\$4,087.03	\$49,044
Positions in this grade:	Step 1 - Next 12 Months	\$24.7584	\$4,291.38	\$51,497
Single Role - EMT	Step 2 - Next 12 Months	\$25.9963	\$4,505.94	\$54,071
	Step 3 - Next 12 Months	\$27.2961	\$4,731.23	\$56,775
	Step 4 - Thereafter	\$28.6609	\$5,244.95	\$62,939
Grade = 716 Fire 14	Step 0 - First 6 Months	\$31.2200	\$5,411.37	\$64,936
Positions in this grade:	Step 1 - Next 12 Months	\$32.7811	\$5,681.94	\$68,183
Single Role - Paramedic	Step 2 - Next 12 Months	\$34.4201	\$5,966.04	\$71,592
	Step 3 - Next 12 Months	\$36.1411	\$6,264.34	\$75,172
	Step 4 - Thereafter	\$37.9481	\$6,944.51	\$83,334

Based off of Top Step of Firefighter

DPSST Certification	2% Tier 1	3% Tier 2
(Add to base pay)	\$0.5929	0.8893

OR

Educational Incentives	BA Degree	MA Degree
(Add to base pay)	\$0.5929	0.8893

Voluntary Fitness Ince	1%
(Add to base pay)	\$0.2964

Based off of Top Step of Firefighter

DPSST Certification	2% Tier 1	3% Tier 2
(Add to base pay)	0.6107	0.9160

OR

Educational Incentives	BA Degree	MA Degree
(Add to base pay)	0.6107	0.9160

Voluntary Fitness Incentive	1%
(Add to base pay)	0.3053