



Town of Ashland City

Public Safety Pay Table



Pay Grade	Job Title		Pay Range		
	Police	Fire	Starting Salary	Midpoint Salary	Highest Salary
PS-8	Police Chief	Fire Chief	\$77,280	\$90,919	\$117,058
PS-7	Deputy Police Chief	Assistant Fire Chief	\$69,156	\$81,359	\$100,560
PS-6	Police Detective	Fire Captain	\$61,884	\$72,805	\$93,737
PS-5	Police Sergeant	Fire Fighter II / Acting Fire Inspector	\$55,377	\$65,150	\$83,881
PS-4	Police Corporal		\$52,466	\$61,726	\$77,970
PS-3	Police Officer II	Firefighter II	\$49,554	\$58,301	\$72,059
PS-2	Police Officer I	Firefighter I	\$44,346	\$52,170	\$64,482
PS-1		Part-Time Firefighter	\$35,509	\$41,776	\$51,636
PS-0	Reserve Officer		\$25/HR or \$30/HR for Certified		

Footnote:

- Police Officer I is a non-certified Officer
- Police Officer II is a Certified Officer

* This Pay Table is based on every position moving one paygrade higher.

* Cities with separate pay scales: Pleasant View, Hendersonville, Gallatin, Brentwood, Springfield, Berry Hill, Belle Meade, Metro-Nashville, Murfreesboro, etc.

Pay Table for Public Safety/Emergency Services

- It consists of The Ashland City Police Department and the Ashland City Fire Department being separated from the Town of Ashland City Pay Table and establishing its own, as set precedent by several middle Tennessee cities and agencies.
- The pay table would be established as a “Public Safety” or “Emergency Services” Pay Table. This will follow the precedents set by surrounding areas and allow us to contend with competing agencies in regard to pay.
- The separate Pay Table will also resolve concerns pertaining to and prevent some employees from exceeding the pay grades within the existing Pay Table.

The separate Pay Table will effectively help attract quality officers or candidates for open positions. In addition, it will help retain our quality employees of the Ashland City Police Department and Fire Department. Therefore, we can keep the high standards held by their administration, citizens, and the Town of Ashland City.

- Majority of the surrounding agencies have Public Safety Pay Tables separate from their city’s Pay Table.
 - For Ex. Pleasant View, Hendersonville, Gallatin, Brentwood, Springfield, Berry Hill, Belle Meade, Metro-Nashville, Murfreesboro, etc.
- This Pay Table is based on every position moving one paygrade higher.

The base pay rate of employees eligible to receive a pay increase will be increase as determined and at the discretion of the department head and mayor based on evaluation and merit. All pay increases will then be presented to the council for approval and justification during the annual budget appropriation process.

3. Pay Increases-Employees on Leave of Absence

Scheduled pay increases will be postponed for employees on approved non-job related medical or personal leave of absence until they return to work. Pay increases will be postponed beyond the date of return to work in cases where such absence exceeds four months (will normally be postponed one additional month for every month of leave beyond four). Pay increases will not be delayed for worker's compensation related medical leave of absence.

4. Pay Increases-Employees on Light Duty

Employees in light duty positions are eligible for a pay increase.

B. Pay Table Adjustment Increases

As indicated in IV C above, the pay table may be adjusted periodically to keep pace with the labor market. This adjustment will be effective July 1 (the beginning of the fiscal year) after receiving City Council approval voted on by resolution.

C. Longevity Payments

1. Eligibility

Full-time employees after three years of service will begin receiving a longevity payment of \$100 per year of service, subject to appropriation by City Council as part of the annual budget process.

Part-time employees after three years of service will begin receiving a longevity payment of \$50 per year of service, subject to appropriation by City Council as part of the annual budget process.

2. Payment Date

The longevity payment is to be paid in the month of November.

D. Promotional Increases

1. Definition of Promotion

Placement of an individual in a job which is in a pay grade that is higher than the individual's current pay grade will be considered a promotion. (Temporary job reassignments of less than six months will not normally be considered a promotion.)

2. Increase Amount

Upon promotion the individual's salary is to be adjusted to reflect the increased demands and responsibility of the new position. Normally, the employee's pay rate will be increased to represent at least a 5% increase over his/her current pay rate as determined appropriate by the mayor and department head.

E. Temporary Reassignment

A reassignment to any other of available positions determined to be necessary for the