

RESOLUTION NO. 2021- 33

**A RESOLUTION OF THE CITY COUNCIL OF THE TOWN OF  
ASHLAND CITY UPDATING THE WAGE AND SALRY POLICY  
GOVERNING EMPLOYMENT WITH THE TOWN OF ASHLAND CITY**

**WHEREAS**, the City Council for the Town of Ashland City has previously adopted resolution 2021-15 establishing a Wage and Salary Policy; and

**WHEREAS**, the City Council for the Town of Ashland City wishes to amend the policy; and

**WHEREAS**, the Personnel System requires that the Wage and Salary Policy shall be updated and approved by the City Council.

**NOW, THEREFORE BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE TOWN OF ASHLAND CITY, TENNESSEE**, that the Wage and Salary Policy, attached hereto, is hereby amended and approved and shall become effective immediately following passage of this resolution.

We, the undersigned City Council members, meeting in Regular Session on this 9th day of November, 2021 move the adoption of the above Resolution.

Councilmember Jim Adkins moved to adopt the Resolution.

Councilmember Tom C seconded the motion.

Voting in Favor 7 Voting Against 0

Attest:

Steve D. Allen  
Mayor Steve Allen

Alicia Martin  
Interim City Recorder Alicia Martin, CMFO



**EXHIBIT II**  
**Town of Ashland City**  
**Pay Table**

| Pay Grade | Job Title  |                                       | Pay Range       |             |                |
|-----------|--|---------------------------------------|-----------------|-------------|----------------|
|           |  |                                       | Starting Salary | Midpoint    | Highest Salary |
| 10        | Public Utilites/Public Works Director                |                                       | \$69,434.00     | \$81,688.00 | \$105,173.00   |
| 9         | City Recorder  | Fire and Codes Director               | \$62,134.00     | \$73,098.00 | \$90,350.00    |
|           | Police Chief   | Financial Director                    |                 |             |                |
| 8         | Deputy Fire Chief                                    | Court Clerk                           | \$55,601.00     | \$65,413.00 | \$84,220.00    |
|           | Assistant Police Chief                               | Parks Director                        |                 |             |                |
|           | Building/Codes Official                              |                                       |                 |             |                |
| 7         | Fire Marshal   | Water/Wastewater Plant Chief Operator | \$49,755.00     | \$58,535.00 | \$75,364.00    |
|           | Police Detective                                     | Fire Department Captain               |                 |             |                |
|           | Building Inspector                                   |                                       |                 |             |                |
| 6         | Building Codes Officer                               | Senior Center Director                | \$44,523.00     | \$52,381.00 | \$64,742.00    |
|           | Utility/Street Maintenance Supervisor                | Police Sergeant                       |                 |             |                |
|           | Water/Wastewater Plant Operator III                  | Firefighter II/Acting Fire Inspector  |                 |             |                |
|           | IT Specialist  | Compliance and Safety Coordinator     |                 |             |                |
|           | Executive Assistant                                  |                                       |                 |             |                |
| 5         | Accounting Clerk II                                  | Police Corporal                       | \$39,843.00     | \$46,873.00 | \$57,935.00    |
|           | Mechanic II  | Firefighter II                        |                 |             |                |
|           | Water/Wastewater Plant Operator II                   | Police Officer (Certified)            |                 |             |                |
| 4         | Administrative Assistant (Fire)                      | Administrative Assistant (Police)     | \$35,652.00     | \$41,945.00 | \$51,844.00    |
|           | Senior Equipment Operator                            | Parks Maintenance Supervisor          |                 |             |                |
|           | Mechanic I   | Assistant Senior Center Director      |                 |             |                |
|           | Water Distribution/Waste Water Collection Specialist | Accounting Clerk I                    |                 |             |                |
|           | Athletic Supervisor                                  | Police Officer (No Cert)              |                 |             |                |
|           | Firefighter I  |                                       |                 |             |                |
| 3         | Water/Wastewater Distribution/Collections Assistant  | Deputy Court Clerk I                  | \$31,904.00     | \$37,534.00 | \$46,393.00    |
|           | Water/Wastewater Plant Operator I (no license)       | Police Clerk                          |                 |             |                |
|           | Mayor's Administrative Assistant                     | Streets Maintenance Assistant         |                 |             |                |
| 2         | Senior Center Activities Corrdinator                 | Staff Assistant                       | \$28,550.00     | \$33,587.00 | \$41,514.00    |
|           | Judicial Commissioner                                | Reserve Officer                       |                 |             |                |
|           | Part-time Firefighter                                |                                       |                 |             |                |
| 1         | Janitor  |                                       | \$22,862.00     | \$26,895.00 | \$33,243.00    |

\* Pay rate for pay grade's 1 & 2 are based on full-time employment.