

**ORDINANCE NO.  
2026-05-04-01**

**AN ORDINANCE ESTABLISHING A PERMANENT PAY SCALE FOR THE  
ASHLAND POLICE DEPARTMENT AND AMENDING THE CITY OF ASHLAND  
PERSONNEL MANUAL UNDER ORDINANCE NO. 2007-10-15-01**

**WHEREAS**, the Ashland Police Department conducted a statewide compensation survey of 71 Alabama law enforcement agencies to evaluate regional competitiveness and identify best-practice pay structures, as documented in the Executive Summary provided to the City Council; and

**WHEREAS**, the survey found that APD's current starting pay is below market, with statewide average starting pay at \$19.94/hr and agencies with structured pay plans averaging \$21.42/hr; and

**WHEREAS**, the survey further found that agencies using structured step/tiered pay systems consistently outperform in recruitment, retention, morale, and long-term staffing stability; and

**WHEREAS**, the City Council finds it in the best interest of public safety, fiscal predictability, and departmental professionalism to adopt a permanent, structured pay plan for sworn officers of the Ashland Police Department; and

**WHEREAS**, the Executive Summary recommends adoption of a 12-step pay plan with a competitive starting salary of \$21.50/hr and 3% annual step increases, along with standardized certification, education, and shift differential incentives.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ASHLAND, ALABAMA, AS FOLLOWS:**

**SECTION 1. ADOPTION OF PERMANENT POLICE PAY SCALE**

The City of Ashland hereby adopts the **Ashland Police Department 12-Step Pay Plan**, as presented in Appendix 1 of the Executive Summary, establishing:

- **Starting Pay (Step 1): \$21.00/hr**
- **3% annual step increases** through Step 12 (see Appendix A)
- **Non-Certified Provisional Appointee starting pay will be \$18/hr., not to exceed 180 days or the completion of the next available academy, and then probation and Sworn Officer Starting pay will take effect.**

This pay scale shall constitute the **official and permanent compensation structure** for all sworn Officers of the Ashland Police Department unless amended by future ordinance.

Every three years, a Compensation and Market Review will be completed by the Chief of Police, that will ensure that the current pay and incentives are aligned with the current pay across the state.

## **SECTION 2. INCENTIVE PAY STRUCTURE**

The following incentives are hereby adopted as permanent components of Ashland Police Department compensation:

### **Supervisory Incentives**

- Supervisory Incentive (based on base pay):
  - Sergeant: **+2.5%**
  - Lieutenant: **+5%**
  - Assistant Chief: **+7.5%**
- Field Training Officer (FTO): **+2.5%**
- Firearms Instructor, K-9, SRO, Certificate Programs, Instructor Level Programs and must be approved by the Chief of Police. (added at annual evaluation; not to exceed three certification incentive additions): **+\$0.50/hr each**

### **Education Incentives (Based on base pay plus incentive)**

- Associate Degree: **+2.5%**
- Bachelor's Degree: **+5%**
- Master's Degree: **+7.5%**

### **Assignment and Certification Incentives**

- Assignment to Investigator: **+\$1.00/hr**
- Firearms Instructor, K-9, SRO, Certificate Programs, Instructor Level Programs **+\$0.50/hr each**
  - must be approved by the Chief of Police.
  - added at annual evaluation;
  - not to exceed three certification incentive additions

### **Shift Differential**

- Night Shift: **+\$0.50/hr**

These incentives shall apply uniformly and shall be included in all future personnel budgeting. The incentive percentages shall be calculated based on the base pay of the officer, and not compounded upon one another or any other incentives, to include supervisory and education incentives.

## **SECTION 3. AMENDMENT TO THE CITY OF ASHLAND PERSONNEL MANUAL**

The City of Ashland Personnel Manual is hereby amended as follows:

1. A new section titled **“Police Department Pay Structure”** is added, stating:

“The Ashland Police Department shall operate under a permanent 12-step pay plan with a competitive starting wage and annual step increases. Certification pay, education incentives, and shift differentials shall be applied as outlined in Ordinance No. 2026-05-04-01. This pay structure supersedes any conflicting provisions in the Personnel Manual.”

1. **Any prior pay tables, ranges, or classifications for sworn police personnel are repealed** and replaced with the pay scale adopted in this ordinance.
2. **The Personnel Manual shall be updated to reflect:**
  - The 12-step pay table
  - Incentive pay categories
  - Definitions of step progression
  - Procedures for applying incentives and differentials

#### **SECTION 4. ADMINISTRATION AND IMPLEMENTATION**

The Chief of Police and City Clerk shall ensure:

- Proper placement of all current officers into the appropriate step based on tenure.
- Annual step increases occur on the officer’s anniversary date or as otherwise established by policy, contingent upon a “*Satisfactory*” or higher rating on the most recent formal performance evaluation.
- Incentive pay is documented, verified, and applied consistently.

#### **SECTION 5. SEVERABILITY**

If any section of this ordinance is found invalid, the remaining sections shall remain in full force and effect.

#### **SECTION 6. EFFECTIVE DATE**

This ordinance shall become effective immediately upon adoption and shall remain in effect until amended or repealed by subsequent ordinance.

ADOPTED AND APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

\_\_\_\_\_  
Mayor, City of Ashland

ATTEST:

\_\_\_\_\_  
City Clerk

# Appendix 1—Proposed Pay Scale plan

Step	Hourly Rate	Annual Salary (2184 hrs)
Step 1	21.00	\$45,864
Step 2	21.63	47,239
Step 3	22.28	\$48,657
Step 4	22.95	\$50,117
Step 5	23.64	\$51,620
Step 6	24.34	\$53,169
Step 7	25.08	\$54,764
Step 8	25.83	\$56,407
Step 9	26.60	\$58,099
Step 10	27.40	\$59,842
Step 11	28.22	\$61,637
Step 12	29.07	\$63,487