

**ORDINANCE NO. 2025 – 04**

**AN ORDINANCE AUTHORIZING COMPENSATION, SALARIES AND WAGES TO EMPLOYEES OF THE CITY OF ASHTABULA AND THE ASHTABULA CITY HEALTH DISTRICT**

**WHEREAS**, the daily operations of the City Manager’s Department and the public’s peace, health and safety require the enactment of this ordinance; and

**WHEREAS**, it is necessary for this Council and these Public Officers to adopt legislation to provide for the compensation, salaries and wages to all employees of the City of Ashtabula and the Ashtabula City Health District; and through separate legislation provide for the same for the Municipal Court and Probation Divisions;

**NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Ashtabula, Ohio:**

**SECTION 1.** That all employees of the City of Ashtabula, Ohio and the Ashtabula City Health District shall receive the following compensation, wages and salaries effective 01/06/2025 (note: all amounts are in dollars unless otherwise indicated):

**See Exhibit “A”**

**SECTION 2.** It is hereby found and determined that all formal actions of this Council concerning and relate to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its Committees that resulted in such formal action were in meetings open to the public in compliance with the requirements of Section 10 of the Municipal Charter of the City of Ashtabula, Ohio, and of R. C. Section 121.22.

**SECTION 3.** For the reasons stated in the preamble, this ordinance, if approved by the votes of five (5) or more members of Council, shall take effect immediately, otherwise 30 days thereafter.

PASSED: January 6, 2025

John S. Roskovics  
**John S. Roskovics**  
**President of Council**

**Vote:**

	Yea	Nay
Roskovics:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Simeone:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Foglio:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Guerriero:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Holman:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DiGiacomo:	<input checked="" type="checkbox"/>	<input type="checkbox"/>

ATTEST: Stacy L. Millberg  
**Stacy L. Millberg**  
**Clerk of Council**

APPROVED: James M. Timonere  
**James M. Timonere**  
**City Manager**

Approved as to form and correctness this 6 day of January, 2025.

Cecilia M. Cooper  
**Cecilia M. Cooper, Esq.**  
**Ashtabula City Solicitor**

Exhibit A

**A. DIVISION OF PUBLIC WORKS AND DIVISION OF SANITATION**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Laborer without CDL	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.62	\$ 21.44
Laborer, CDL	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64
Laborer Sanitation, CDL	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64
Garage Attendant / Light Equipment	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Heavy Equipment Operator (Class A)	\$ 22.03	\$ 22.58	\$ 23.15	\$ 23.73	\$ 24.68
Heavy Equipment Operator (Class A) Sanitation Semi	\$ 22.37	\$ 22.93	\$ 23.51	\$ 24.09	\$ 25.06
Heavy Equipment Operator (Class B)	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Light Equipment Operator	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Sweeper Operator	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Auto Mechanic	\$ 22.12	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.77
Labor Foreman (No Steps)	\$ 25.81				
Sanitation Foreman (No Steps)	\$ 25.81				
Auto Mechanic / Foreman (No Steps)	\$ 25.81				
Office Attendant/Light Equipment Operator	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52

**B. DIVISION OF WASTEWATER TREATMENT**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Operator I (Without Certification)	\$ 20.17	\$ 20.67	\$ 21.19	\$ 21.72	\$ 22.59
Operator I (Class I Certification)	\$ 21.85	\$ 22.40	\$ 22.96	\$ 23.53	\$ 24.47
Operator II (Class II Certification)	\$ 21.97	\$ 22.52	\$ 23.08	\$ 23.66	\$ 24.60
Operator II (Class II Certification) From Lab	\$ 23.17	\$ 23.75	\$ 24.35	\$ 24.95	\$ 25.95
Laboratory Technician I (Without Certification)	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.34	\$ 23.23
Laboratory Technician I (Class I Certification)	\$ 22.58	\$ 23.14	\$ 23.72	\$ 24.31	\$ 25.28
Laboratory Technician II (Class II Certification)	\$ 23.17	\$ 23.75	\$ 24.35	\$ 24.95	\$ 25.95
Chemist Level I	\$ 24.13	\$ 24.74	\$ 25.35	\$ 25.99	\$ 27.03
Chemist Level II	\$ 26.53	\$ 27.20	\$ 27.88	\$ 28.57	\$ 29.72
Chemist Level III	\$ 28.93	\$ 29.65	\$ 30.40	\$ 31.16	\$ 32.40
Maintenance Mechanic Helper	\$ 20.71	\$ 21.23	\$ 21.76	\$ 22.30	\$ 23.19
Maintenance Mechanic	\$ 22.12	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.77
Maintenance Foreman (No Steps)	\$ 25.81				
Assistant Director / Pretreatment Program (Class III Certification)	\$ 23.17	\$ 23.75	\$ 24.34	\$ 24.95	\$ 25.95
Solids Operator (Without Certification)	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Solids Operator (Class I Certification)	\$ 21.85	\$ 22.40	\$ 22.96	\$ 23.53	\$ 24.47
Solids Operator (Class II Certification)	\$ 23.17	\$ 23.75	\$ 24.35	\$ 24.95	\$ 25.95
Maintenance Electrician	\$ 22.12	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.77
Heavy Equipment Operator (Class B)	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Laborer	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64
Light Equipment Operator	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Engineering Technician	\$ 24.87	\$ 25.49	\$ 26.13	\$ 26.78	\$ 27.85
Lead Operator (Class III Certification) No Steps	\$ 26.71				
Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52

**C. DIVISION OF PARKS, RECREATION & FORESTRY**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Tree Trimmer & Operator (Grade 1)	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Tree Trimmer & Operator (Grade 2)	\$ 21.22	\$ 21.75	\$ 22.30	\$ 22.85	\$ 23.77
Tree Trimmer & Operator (Grade 3)	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.32
Tree Trimmer & Foreman (No Steps)	\$ 25.81				
Recreation Maintenance (Grade 1)	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.34	\$ 23.23
Recreation Maintenance (Grade 2)	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Recreation Maintenance (Grade 3)	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.32
Light Equipment Operator	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Laborer	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64

Exhibit A

**D. DIVISION OF TRAFFIC**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Laborer	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64
Traffic Maintenance Operator (Grade 1)	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Traffic Maintenance Operator (Grade 2)	\$ 20.74	\$ 21.26	\$ 21.79	\$ 22.34	\$ 23.23
Traffic Maintenance Operator (Grade 3)	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.32
Traffic Foreman (No Steps)	\$ 25.81				

**E. DIVISION OF PLANNING & COMMUNITY DEVELOPMENT**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Assistant Director (No Steps)	\$ 29.75				
Project Administrator	\$ 24.37	\$ 24.98	\$ 25.60	\$ 26.24	\$ 27.29
Housing Inspector (Step 1)	\$ 23.08	\$ 23.65	\$ 24.25	\$ 24.85	\$ 25.85
Housing Inspector (Step 2)	\$ 24.16	\$ 24.77	\$ 25.39	\$ 26.02	\$ 27.06
Planner Grantsman	\$ 23.34	\$ 23.93	\$ 24.53	\$ 25.14	\$ 26.14
Building Inspector	\$ 23.87	\$ 24.46	\$ 25.07	\$ 25.70	\$ 26.73
Housing Inspector/Engineering Technician	\$ 24.87	\$ 25.49	\$ 26.13	\$ 26.78	\$ 27.85
Engineering Inspector	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.32
Senior Engineering Aide	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.32
Senior Civil Engineer	\$ 24.19	\$ 24.79	\$ 25.41	\$ 26.05	\$ 27.09
Civil Engineer	\$ 23.87	\$ 24.46	\$ 25.07	\$ 25.70	\$ 26.73
Executive Secretary	\$ 20.60	\$ 21.12	\$ 21.65	\$ 22.19	\$ 23.07
Commissioner of Buildings	\$ 24.86	\$ 25.48	\$ 26.12	\$ 26.77	\$ 27.84
Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Animal Control Officer (Part-Time)	\$ 19.20	\$ 19.68	\$ 20.17	\$ 20.67	\$ 21.50
Animal Control / Code Enforcement Officer	\$ 21.37	\$ 21.91	\$ 22.45	\$ 23.01	\$ 23.93

**F. DIVISION OF LANDS AND BUILDINGS**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Building Foreman (No Steps)	\$ 25.81				
Building Maintenance Person I	\$ 20.55	\$ 21.06	\$ 21.59	\$ 22.13	\$ 23.01
Building Maintenance Person II	\$ 21.66	\$ 22.20	\$ 22.76	\$ 23.32	\$ 24.26
Janitor	\$ 20.03	\$ 20.53	\$ 21.04	\$ 21.57	\$ 22.43

**G. DIVISION OF POLICE CIVILIAN**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Police Computer Records Clerk	\$ 20.89	\$ 21.41	\$ 21.95	\$ 22.50	\$ 23.40
Police Legal Reporter	\$ 20.89	\$ 21.41	\$ 21.95	\$ 22.50	\$ 23.40

**H. DIVISION OF FINANCE**

	2025				
	Entrance	1 yr Step 1	2-5 yr Step 2	6-10 yr Step 3	11+ Step 4
Accountant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Payroll & Human Resources Specialist	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Accountant (Part-Time)	\$ 20.22	\$ 20.72	\$ 21.24	\$ 21.77	\$ 22.64
Accounting Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Income Tax Specialist	\$ 23.43	\$ 24.01	\$ 24.62	\$ 25.23	\$ 26.24
Finance Clerk, Grade 1 (Full or Part-Time)	\$ 17.79	\$ 18.23	\$ 18.69	\$ 19.16	\$ 19.92
Finance Clerk, Grade 2 (Full or Part-Time)	\$ 17.89	\$ 18.34	\$ 18.80	\$ 19.27	\$ 20.04
Finance Clerk, Grade 3 (Full or Part-Time)	\$ 17.99	\$ 18.44	\$ 18.90	\$ 19.37	\$ 20.15
Finance Clerk, Grade 4 (Full or Part-Time)	\$ 18.10	\$ 18.55	\$ 19.01	\$ 19.49	\$ 20.27
Finance Clerk, Grade 5 (Full or Part-Time)	\$ 18.22	\$ 18.68	\$ 19.15	\$ 19.63	\$ 20.41

**I. HEALTH DEPARTMENT**

	Entrance	1 yr	2-5 yr	6-10 yr	11+
		Step 1	Step 2	Step 3	Step 4
Registrar / Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Registrar/Clerk	\$ 20.89	\$ 21.41	\$ 21.95	\$ 22.50	\$ 23.40

Exhibit A

J. DIVISION OF CLERICAL

2025

Full-Time

	Entrance	1 yr	2-5 yr	6-10 yr	11+
GRADE		Step 1	Step 2	Step 3	Step 4
1	\$ 17.84	\$ 18.29	\$ 18.74	\$ 19.21	\$ 19.98
2	\$ 18.15	\$ 18.60	\$ 19.07	\$ 19.55	\$ 20.33
3	\$ 18.41	\$ 18.87	\$ 19.34	\$ 19.82	\$ 20.61
4	\$ 18.73	\$ 19.19	\$ 19.67	\$ 20.17	\$ 20.97
5	\$ 19.06	\$ 19.53	\$ 20.02	\$ 20.52	\$ 21.34
6	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.84	\$ 21.68
7	\$ 19.71	\$ 20.20	\$ 20.70	\$ 21.22	\$ 22.07
8	\$ 20.06	\$ 20.56	\$ 21.07	\$ 21.60	\$ 22.47
9	\$ 20.49	\$ 21.00	\$ 21.52	\$ 22.06	\$ 22.94
10	\$ 20.87	\$ 21.39	\$ 21.93	\$ 22.47	\$ 23.37

	Entrance	1 yr	2-5 yr	6-10 yr	11+
		Step 1	Step 2	Step 3	Step 4
Administrative Assistant	\$ 22.79	\$ 23.36	\$ 23.94	\$ 24.54	\$ 25.52
Clerical / Secretarial Floater	\$ 18.29	\$ 18.75	\$ 19.21	\$ 19.70	\$ 20.48
Clerk / Typist, Part-Time	\$ 14.61	\$ 14.98	\$ 15.35	\$ 15.73	\$ 16.36

**K. DIVISION OF FIRE**

2025

<b>Classification</b>	<b>Years</b>	<b>Base Salary</b>
PROB Firefighter	<1	\$ 55,293.36 /yr.
Step 1	1	\$ 59,903.45 /yr.
Step 2	2-5	\$ 61,531.86 /yr.
Step 3	1	\$ 65,713.25 /yr.
Step 4	12+	\$ 72,041.33 /yr.
Engineer Step 1	Engineer Rank (0-4)	\$ 66,757.27 /yr.
Engineer Step 2	Engineer Rank (5+)	\$ 73,436.19 /yr.
Lieutenant		\$ 77,741.29 /yr.
Captain		\$ 82,554.00 /yr.
Fire Marshal		\$ 82,554.00 /yr.

Beginning the first full pay in January, 2022, and each year thereafter, employees certified as a Paramedic shall receive an incentive of \$1500 added to their base salary pay.

Beginning the first full pay in January, 2022, and each year thereafter, employees certified as a Hazardous Materials Technician shall receive an incentive of \$500 added to their base salary pay.

L. DIVISION OF POLICE

2025

	Entrance Probation	1-2 yr after probation Step 1	3-5 yr after probation Step 2	6+ yr after probation Step 3
Dispatcher	\$ 20.65	\$ 21.68	\$ 22.76	\$ 23.90

	Entrance Probation	1 yr after probation Step 1	2-5 yr after probation Step 2	6+ yr after probation Step 3	11+ yr after probation Step 4
Patrolman	\$ 24.61	\$ 26.09	\$ 27.66	\$ 29.32	\$ 31.08

	Entrance	2-5 yr Step 1	6+ Step 2	(Years as Lt.)
Lieutenant	\$ 31.28	\$ 34.41	\$ 36.13	
Non-Probationary Captain	\$ 37.20			

**M. NON-UNION**

2025

**DIVISION OF PUBLIC WORKS AND DIVISION OF SANITATION**

Superintendent / Public Services	\$	79,893.74 /yr.
General Foreman / Public Works	\$	25.53 /hr.

**DIVISION OF WASTEWATER TREATMENT**

Superintendent (Class IV Certification) w/ Bachelor's Degree in Civil, Environmental or Chemical Engineering	\$	92,310.78 /yr.
Superintendent (Class IV Certification) - Salary Position	\$	93,844.08 /yr.
Superintendent (Class III Certification) - Salary Position	\$	61,321.83 /yr.
Assistant Superintendent / Director Pretreatment & Water Pollution Program	\$	79,493.41 /yr.
Assistant Superintendent (Class IV Certification & Engineering Degree)	\$	77,857.19 /yr.
Assistant Superintendent (Class III Certification & Engineering Degree)	\$	74,862.68 /yr.
Assistant Superintendent w / Engineering Degree - Salary Position	\$	71,868.17 /yr.
Director-Pretreatment & Water Pollution Program - Class III Certification	\$	30.00 /hr.

**DIVISION OF TRAFFIC**

Supervisor	\$	26.82 /hr.
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**DIVISION OF PLANNING & COMMUNITY DEVELOPMENT**

Director	\$	71,029.33 /yr.
City Engineer	\$	70,851.29
Supervisor & Senior Civil Engineer	\$	29.41 /hr.

**DIVISION OF FINANCE**

Director of Finance	\$	87,822.00 /yr.
Assistant Finance Director	\$	71,750.00
Human Resources & Payroll Administrator	\$	52,979.31 /yr.

**DIVISION OF HEALTH**

Health Commissioner	\$	36.08 /hr.
(Full-time on a temporary basis for COVID-19 Pandemic Response)		
Public Health Nursing Director	\$	29.91
(Full-time on a temporary basis for COVID-19 Pandemic Response)		
Public Health Nursing Director (Part-time, no benefits)	\$	29.91 /hr.
Environmental Health Director	\$	29.91 /hr.
Nurse (Part-Time)	\$	20.96 /hr.
Clerical Assistant	\$	12.54 /hr.
Public Health Support Specialist (Part-time, temporary)	\$	16.00 /hr.
Public Health Support Specialist (Full-time, temporary)	\$	16.00 /hr.



**M. NON-UNION (continued)**

2025

**ADMINISTRATION**

City Manager

\$	90,419.69 /yr.	(effective 12-01-23)
\$	92,228.08 /yr.	(effective 12-01-24)
\$	94,533.78 /yr.	(effective 12-01-25)
\$	97,369.79 /yr.	(effective 12-01-26)

Executive Assistant to the City Manager

\$	26.65 /hr.	to \$	30.75
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Executive Secretary (Grade 1)

\$	25.52 /hr.
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Executive Secretary (Grade 2)

\$	21.27 /hr.
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Executive Secretary (Grade 3)

\$	20.01 /hr.
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Executive Secretary (Grade 4)

\$	13.81 /hr.
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City Solicitor

\$	87,441.10 /yr.	(effective 12-01-23)
\$	89,189.92 /yr.	(effective 12-01-24)
\$	91,419.67 /yr.	(effective 12-01-25)
\$	94,162.26 /yr.	(effective 12-01-26)

Assistant City Solicitor I

\$	82,000.00 /yr.
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Assistant City Solicitor II

\$	57,887.84 /yr.
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Part-time Clerical Assistant to the Solicitor (20 hours per week w/pro-rated benefits, excluding health & life insurances)

\$	13.54 /hr.
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Legal Intern

\$	11.43 /hr.
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Clerk of Council

\$	48,500.00 /yr.
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**DIVISION OF FIRE**

Fire Chief

\$	93,844.08 /yr.
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**DIVISION OF POLICE**

Police Chief

\$	93,844.08
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Dispatcher / Corrections (Part-Time - Grade 1)

\$	12.25 /hr.
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Dispatcher / Corrections (Part-Time - Grade 2)

\$	12.83 /hr.
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Dispatcher / Corrections (Part-Time - Grade 3)

\$	13.42 /hr.
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Dispatcher / Corrections (Part-Time - Grade 4)

\$	13.99 /hr.
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Dispatcher / Corrections (Part-Time - Grade 5)

\$	14.58 /hr.
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Dispatcher / Corrections (Part-Time - Grade 6)

\$	15.16 /hr.
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Dispatcher / Corrections (Part-Time - Grade 7)

\$	15.74 /hr.
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Dispatcher / Corrections (Part-Time - Grade 8)

\$	16.32 /hr.
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Dispatcher / Corrections (Part-Time - Grade 9)

\$	16.90 /hr.
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Police Officer in Training

\$	11.43 /hr.
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**MISCELLANEOUS**

Fair Housing Board Secretary

\$	4,989.77 /yr.
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Temporary Employee

\$	13.54 /hr.
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(Exact hourly rate determined by appointing authority)

(State Minimum Wage to)

Temporary Employee working in the bargaining unit

\$	16.00
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(Maximum)

(Exact hourly rate determined by appointing authority)