

RESOLUTION NO. 24-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 24-57 ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT AND A COMPENSATION SCHEDULE FOR REPRESENTED AND NON-REPRESENTED REGULAR AND PROBATIONARY EMPLOYEES OF THE CITY

WHEREAS, the City Council is desirous of amending the Classification and Compensation Schedule for Represented and Non-Represented Full Time Employees;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF LANCASTER DOES HEREBY RESOLVE, DETERMINE AND FIND AS FOLLOWS;

Section 1. The 2000 series employee group and the following classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director	H - \$93.42 M - \$16,192.32	H - \$98.09 M - \$17,001.94	H - \$102.99 M - \$17,852.06	H - \$108.14 M - \$18,744.66	H - \$113.55 M - \$19,681.89	H - \$119.23 M - \$20,665.99
Senior Director	H - \$102.76 M - \$17,811.56	H - \$107.90 M - \$18,702.15	H - \$113.29 M - \$19,637.26	H - \$118.96 M - \$20,619.13	H - \$124.90 M - \$21,650.09	H - \$131.15 M - \$22,732.60
Assistant City Manager	H - \$113.92 M - \$19,746.74	H - \$119.62 M - \$20,734.07	H - \$125.60 M - \$21,770.75	H - \$131.88 M - \$22,859.31	H - \$138.47 M - \$24,002.27	H - \$145.40 M - \$25,202.39

Section 2. The 2100 series employee group and the following classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Chief of Police	H - \$74.73 M - \$12,953.87	H - \$78.47 M - \$13,601.58	H - \$82.39 M - \$14,281.63	H - \$86.51 M - \$14,995.72	H - \$90.84 M - \$15,745.49	H - \$95.38 M - \$16,532.77
Chief of Police	H - \$93.42 M - \$16,192.32	H - \$98.09 M - \$17,001.94	H - \$102.99 M - \$17,852.06	H - \$108.14 M - \$18,744.66	H - \$113.55 M - \$19,681.89	H - \$119.23 M - \$20,665.99

Section 3. Establish the 2200 series: The 2200 series employee group and the following classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Rate
Director of AVAQMD	H - \$108.14 M - \$18,744.66
City Manager	H - \$156.25 M - \$27,083.87

CEO of Lancaster Energy	H - \$191.33 M - \$33,164.50
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Section 4. Establish the 2200 series employee group benefits as follows: effective November 12, 2024, 2200 series employees are eligible for all 2000 series employee group benefits. Additionally, all classifications in the 2200 series employment group have their own contracts with the City of Lancaster whereas pay, and benefits have been defined in each separate contract. Additionally, any compensations changes for the position of Director of AVAQMD are at the determination of the AVAQMD Governing Board and no further City Council action is required.

Section 5. The 3000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Planner	H - \$47.01 M - \$8,148.49	H - \$49.36 M - \$8,555.91	H - \$51.83 M - \$8,983.69	H - \$54.42 M - \$9,432.87	H - \$57.14 M - \$9,904.53	H - \$60.00 M - \$10,399.74
Analyst A	H - \$47.01 M - \$8,148.49	H - \$49.36 M - \$8,555.91	H - \$51.83 M - \$8,983.69	H - \$54.42 M - \$9,432.87	H - \$57.14 M - \$9,904.53	H - \$60.00 M - \$10,399.74
Analyst B	H - \$49.82 M - \$8,634.67	H - \$52.31 M - \$9,066.40	H - \$54.92 M - \$9,519.71	H - \$57.67 M - \$9,995.70	H - \$60.55 M - \$10,495.49	H - \$63.58 M - \$11,020.27
Engineer	H - \$56.05 M - \$9,715.40	H - \$58.85 M - \$10,201.17	H - \$61.80 M - \$10,711.22	H - \$64.89 M - \$11,246.76	H - \$68.13 M - \$11,809.09	H - \$71.54 M - \$12,399.55
Senior Planner	H - \$57.28 M - \$9,928.27	H - \$60.14 M - \$10,424.70	H - \$63.15 M - \$10,945.94	H - \$66.31 M - \$11,493.24	H - \$69.62 M - \$12,067.90	H - \$73.10 M - \$12,671.27
Manager	H - \$61.69 M - \$10,692.63	H - \$64.77 M - \$11,227.28	H - \$68.01 M - \$11,788.64	H - \$71.41 M - \$12,378.06	H - \$74.98 M - \$12,996.97	H - \$78.73 M - \$13,646.82

Section 6. The 3000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Planner	H - \$56.05 M - \$9,715.40	H - \$58.85 M - \$10,201.17	H - \$61.80 M - \$10,711.22	H - \$64.89 M - \$11,246.76	H - \$68.13 M - \$11,809.09	H - \$71.54 M - \$12,399.55
Manager	H - \$60.72 M - \$10,525.04	H - \$63.76 M - \$11,051.28	H - \$66.95 M - \$11,603.84	H - \$70.29 M - \$12,184.03	H - \$73.81 M - \$12,793.24	H - \$77.50 M - \$13,432.90
Chief Building Official	H - \$65.39 M - \$11,334.61	H - \$68.66 M - \$11,901.33	H - \$72.09 M - \$12,496.42	H - \$75.70 M - \$13,121.23	H - \$79.48 M - \$13,777.29	H - \$83.46 M - \$14,466.14
Senior Engineer	H - \$65.39 M - \$11,334.61	H - \$68.66 M - \$11,901.33	H - \$72.09 M - \$12,496.42	H - \$75.70 M - \$13,121.23	H - \$79.48 M - \$13,777.29	H - \$83.46 M - \$14,466.14
City Clerk	H - \$74.73 M - \$12,953.87	H - \$78.47 M - \$13,601.58	H - \$82.39 M - \$14,281.63	H - \$86.51 M - \$14,995.72	H - \$90.84 M - \$15,745.49	H - \$95.38 M - \$16,532.77

Assistant City Attorney	H - \$74.73 M - \$12,953.87	H - \$78.47 M - \$13,601.58	H - \$82.39 M - \$14,281.63	H - \$86.51 M - \$14,995.72	H - \$90.84 M - \$15,745.49	H - \$95.38 M - \$16,532.77
Assistant Director	H - \$74.73 M - \$12,953.87	H - \$78.47 M - \$13,601.58	H - \$82.39 M - \$14,281.63	H - \$86.51 M - \$14,995.72	H - \$90.84 M - \$15,745.49	H - \$95.38 M - \$16,532.77

Section 7. Remove the 3100 series employee group and the following classifications established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Chief of Police	H - \$74.73 M - \$12,953.87	H - \$78.47 M - \$13,601.58	H - \$82.39 M - \$14,281.63	H - \$86.51 M - \$14,995.72	H - \$90.84 M - \$15,745.49	H - \$95.38 M - \$16,532.77

Section 8. The 4000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist I	H - \$34.40 M - \$5,961.97	H - \$36.12 M - \$6,260.09	H - \$37.92 M - \$6,573.08	H - \$39.82 M - \$6,901.72	H - \$41.81 M - \$7,246.81	H - \$43.90 M - \$7,609.14
Administrative Assistant	H - \$37.37 M - \$6,476.93	H - \$39.24 M - \$6,800.78	H - \$41.20 M - \$7,140.81	H - \$43.26 M - \$7,497.86	H - \$45.42 M - \$7,872.76	H - \$47.69 M - \$8,266.38
Specialist II	H - \$38.92 M - \$6,745.40	H - \$40.86 M - \$7,082.66	H - \$42.90 M - \$7,436.80	H - \$45.05 M - \$7,808.62	H - \$47.30 M - \$8,199.08	H - \$49.67 M - \$8,609.03
Accountant	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Inspector	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Senior Specialist	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
IT Analyst I	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Senior Engineering Technician	H - \$48.67 M - \$8,436.76	H - \$51.11 M - \$8,858.59	H - \$53.66 M - \$9,301.52	H - \$56.35 M - \$9,766.58	H - \$59.16 M - \$10,254.90	H - \$62.12 M - \$10,767.64
Senior Inspector	H - \$48.67 M - \$8,436.76	H - \$51.11 M - \$8,858.59	H - \$53.66 M - \$9,301.52	H - \$56.35 M - \$9,766.58	H - \$59.16 M - \$10,254.90	H - \$62.12 M - \$10,767.64
Analyst	H - \$49.89 M - \$8,647.67	H - \$52.38 M - \$9,080.05	H - \$55.00 M - \$9,534.07	H - \$57.75 M - \$10,010.78	H - \$60.64 M - \$10,511.30	H - \$63.67 M - \$11,036.89
Coordinator III	H - \$49.89 M - \$8,647.67	H - \$52.38 M - \$9,080.05	H - \$55.00 M - \$9,534.07	H - \$57.75 M - \$10,010.78	H - \$60.64 M - \$10,511.30	H - \$63.67 M - \$11,036.89
IT Analyst II	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29

Section 9. The 4000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist I	H - \$32.70 M - \$5,667.33	H - \$34.33 M - \$5,950.69	H - \$36.05 M - \$6,248.21	H - \$37.85 M - \$6,560.62	H - \$39.74 M - \$6,888.66	H - \$41.73 M - \$7,233.09
Administrative Assistant	H - \$32.70 M - \$5,667.33	H - \$34.33 M - \$5,950.69	H - \$36.05 M - \$6,248.21	H - \$37.85 M - \$6,560.62	H - \$39.74 M - \$6,888.66	H - \$41.73 M - \$7,233.09
Coordinator I	H - \$37.37 M - \$6,476.93	H - \$39.24 M - \$6,800.78	H - \$41.20 M - \$7,140.81	H - \$43.26 M - \$7,497.86	H - \$45.42 M - \$7,872.76	H - \$47.69 M - \$8,266.38
Specialist II	H - \$37.37 M - \$6,476.93	H - \$39.24 M - \$6,800.78	H - \$41.20 M - \$7,140.81	H - \$43.26 M - \$7,497.86	H - \$45.42 M - \$7,872.76	H - \$47.69 M - \$8,266.38
Accountant	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Assistant City Clerk	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Coordinator II	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Engineering Technician	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Inspector	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Purchasing Agent	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Senior Specialist	H - \$42.04 M - \$7,286.57	H - \$44.14 M - \$7,650.89	H - \$46.35 M - \$8,033.44	H - \$48.66 M - \$8,435.12	H - \$51.10 M - \$8,856.86	H - \$53.65 M - \$9,299.72
Analyst	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Coordinator III	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
IT Analyst I	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Planner	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Senior Engineering Technician	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Senior Inspector	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01

Supervisor	H - \$46.71 M - \$8,096.18	H - \$49.04 M - \$8,501.00	H - \$51.50 M - \$8,926.04	H - \$54.07 M - \$9,372.35	H - \$56.77 M - \$9,840.96	H - \$59.61 M - \$10,333.01
Assistant Manager	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29
IT Analyst II	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29
Senior Analyst	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29
Senior Coordinator	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29
Senior IT Analyst	H - \$56.05 M - \$9,715.40	H - \$58.85 M - \$10,201.17	H - \$61.80 M - \$10,711.22	H - \$64.89 M - \$11,246.76	H - \$68.13 M - \$11,809.09	H - \$71.54 M - \$12,399.55
Engineer	H - \$56.05 M - \$9,715.40	H - \$58.85 M - \$10,201.17	H - \$61.80 M - \$10,711.22	H - \$64.89 M - \$11,246.76	H - \$68.13 M - \$11,809.09	H - \$71.54 M - \$12,399.55

Section 10. The 5000 series employee group and the following Tier 1 (employees hired in the following positions on or before June 30, 2019) classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Technician II	H - \$35.25 M - \$6,109.83	H - \$37.02 M - \$6,416.19	H - \$38.86 M - \$6,736.56	H - \$40.80 M - \$7,072.69	H - \$42.84 M - \$7,426.34	H - \$44.99 M - \$7,797.47

Section 11. The 5000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Technician I	H - \$28.02 M - \$4,856.80	H - \$29.42 M - \$5,099.47	H - \$30.90 M - \$5,356.00	H - \$32.44 M - \$5,622.93	H - \$34.07 M - \$5,905.47	H - \$35.77 M - \$6,200.13
Technician II	H - \$32.69 M - \$5,666.27	H - \$34.33 M - \$5,950.53	H - \$36.05 M - \$6,248.67	H - \$37.84 M - \$6,558.93	H - \$39.73 M - \$6,886.53	H - \$41.72 M - \$7,231.47
Dispatcher	H - \$32.69 M - \$5,666.27	H - \$34.33 M - \$5,950.53	H - \$36.05 M - \$6,248.67	H - \$37.84 M - \$6,558.93	H - \$39.73 M - \$6,886.53	H - \$41.72 M - \$7,231.47

Section 12. The 5100 series employee group and the following classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	H - \$51.38 M - \$8,905.78	H - \$53.95 M - \$9,351.05	H - \$56.65 M - \$9,818.62	H - \$59.48 M - \$10,309.54	H - \$62.45 M - \$10,825.04	H - \$65.57 M - \$11,366.29
Sergeant	H - \$60.72 M - \$10,525.04	H - \$63.76 M - \$11,051.28	H - \$66.95 M - \$11,603.84	H - \$70.29 M - \$12,184.03	H - \$73.81 M - \$12,793.24	H - \$77.50 M - \$13,432.90

Section 13. Establish the 5100 series employee group benefits as follows: effective November 17, 2024. 5100 series employees are eligible for all 5000 series employee group benefits including enrollment into the CalPERS – Misc plan. Once a CalPERS – Safety plan is established with the city all 5100 series employees will automatically be moved to the new CalPERS – Safety plan on the first day of the next pay period after the date of inception. Additionally, 5100 series employees are subject to the FLSA 7(k) exemption rule as it pertains to the work period and overtime threshold. 5100 series employees will be switched to a 28-day work period, whereas the first 171 hours in said work period are not subject to overtime. All hours worked over 171 hours in a 28-day pay period will be paid at no less than one and a half times the regular rate of pay.

Section 14. The 6000 series employee group and the following classifications are established in the Compensation Schedule effective November 12, 2024 as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fleet Technician	H - \$26.22 M - \$4,544.80	H - \$27.53 M - \$4,771.87	H - \$28.91 M - \$5,011.07	H - \$30.35 M - \$5,260.67	H - \$31.87 M - \$5,524.13	H - \$33.46 M - \$5,799.73
Maintenance Worker I	H - \$26.22 M - \$4,544.80	H - \$27.53 M - \$4,771.87	H - \$28.91 M - \$5,011.07	H - \$30.35 M - \$5,260.67	H - \$31.87 M - \$5,524.13	H - \$33.46 M - \$5,799.73
Utility Maintenance Worker I	H - \$27.55 M - \$4,775.33	H - \$28.93 M - \$5,014.53	H - \$30.37 M - \$5,264.13	H - \$31.89 M - \$5,527.60	H - \$33.48 M - \$5,803.20	H - \$35.16 M - \$6,094.40
Maintenance Worker II	H - \$28.99 M - \$5,024.93	H - \$30.43 M - \$5,274.53	H - \$31.96 M - \$5,539.73	H - \$33.55 M - \$5,815.33	H - \$35.23 M - \$6,106.53	H - \$36.99 M - \$6,411.60
Senior Custodian	H - \$29.70 M - \$5,148.00	H - \$31.19 M - \$5,406.27	H - \$32.74 M - \$5,674.93	H - \$34.38 M - \$5,959.20	H - \$36.10 M - \$6,257.33	H - \$37.91 M - \$6,571.07
Utility Maintenance Worker II	H - \$30.45 M - \$5,278.00	H - \$31.98 M - \$5,543.20	H - \$33.57 M - \$5,818.80	H - \$35.25 M - \$6,110.00	H - \$37.02 M - \$6,416.80	H - \$38.86 M - \$6,735.73
Light Equipment Mechanic	H - \$30.45 M - \$5,278.00	H - \$31.98 M - \$5,543.20	H - \$33.57 M - \$5,818.80	H - \$35.25 M - \$6,110.00	H - \$37.02 M - \$6,416.80	H - \$38.86 M - \$6,735.73
Heavy Equipment Operator	H - \$30.45 M - \$5,278.00	H - \$31.98 M - \$5,543.20	H - \$33.57 M - \$5,818.80	H - \$35.25 M - \$6,110.00	H - \$37.02 M - \$6,416.80	H - \$38.86 M - \$6,735.73
Facilities Maintenance Worker	H - \$30.45 M - \$5,278.00	H - \$31.98 M - \$5,543.20	H - \$33.57 M - \$5,818.80	H - \$35.25 M - \$6,110.00	H - \$37.02 M - \$6,416.80	H - \$38.86 M - \$6,735.73
Lead Maintenance Worker	H - \$32.79 M - \$5,683.60	H - \$34.43 M - \$5,967.87	H - \$36.15 M - \$6,266.00	H - \$37.96 M - \$6,579.73	H - \$39.85 M - \$6,907.33	H - \$41.84 M - \$7,252.27
Lead Heavy Equipment Operator	H - \$32.79 M - \$5,683.60	H - \$34.43 M - \$5,967.87	H - \$36.15 M - \$6,266.00	H - \$37.96 M - \$6,579.73	H - \$39.85 M - \$6,907.33	H - \$41.84 M - \$7,252.27
Lead Utility Maintenance Worker	H - \$34.40 M - \$5,962.67	H - \$36.12 M - \$6,260.80	H - \$37.93 M - \$6,574.53	H - \$39.82 M - \$6,902.13	H - \$41.81 M - \$7,247.07	H - \$43.90 M - \$7,609.33
Heavy Equipment Mechanic	H - \$34.40 M - \$5,962.67	H - \$36.12 M - \$6,260.80	H - \$37.93 M - \$6,574.53	H - \$39.82 M - \$6,902.13	H - \$41.81 M - \$7,247.07	H - \$43.90 M - \$7,609.33

Traffic Signal Technician	H - \$36.19 M - \$6,272.93	H - \$38.00 M - \$6,586.67	H - \$39.90 M - \$6,916.00	H - \$41.89 M - \$7,260.93	H - \$43.99 M - \$7,624.93	H - \$46.19 M - \$8,006.27
Lead Mechanic	H - \$37.98 M - \$6,583.20	H - \$39.87 M - \$6,910.80	H - \$41.86 M - \$7,255.73	H - \$43.96 M - \$7,619.73	H - \$46.16 M - \$8,001.07	H - \$48.46 M - \$8,399.73
Traffic Signal Electrician	H - \$48.66 M - \$8,434.40	H - \$51.10 M - \$8,857.33	H - \$53.65 M - \$9,299.33	H - \$56.34 M - \$9,765.60	H - \$59.16 M - \$10,254.40	H - \$62.12 M - \$10,767.47

Section 15. The 8000 series employee group classifications are established in the Temporary Hourly Compensation Schedule effective November 12, 2024 as follows:

<u>Classification</u>				
	Step 1	Step 2	Step 3	Step 4
Recreation Program Leader	\$18.13	\$19.04	\$19.99	\$20.99
Senior Recreation Program Leader	\$22.04	\$23.14	\$24.30	\$25.51
Youth Program Leader	\$18.13	\$19.04	\$19.99	\$20.99
Senior Youth Program Leader	\$22.04	\$23.14	\$24.30	\$25.51
Art Program Leader	\$18.13	\$19.04	\$19.99	\$20.99
Senior Art Program Leader	\$22.04	\$23.14	\$24.30	\$25.51
Special Events Assistant	\$18.13	\$19.04	\$19.99	\$20.99
Stage Assistant	\$18.13	\$19.04	\$19.99	\$20.99
Senior Stage Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Maintenance Assistant	\$18.13	\$19.04	\$19.99	\$20.99
Senior Maintenance Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Facilities Assistant	\$18.13	\$19.04	\$19.99	\$20.99
Senior Facilities Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Ranger	\$18.13	\$19.04	\$19.99	\$20.99
Senior Ranger	\$22.04	\$23.14	\$24.30	\$25.51
Office Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Senior Office Assistant	\$26.79	\$28.13	\$29.53	\$31.01
Media Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Senior Media Assistant	\$26.79	\$28.13	\$29.53	\$31.01
Technical Assistant	\$22.04	\$23.14	\$24.30	\$25.51
Senior Technical Assistant	\$26.79	\$28.13	\$29.53	\$31.01
Security Officer	\$26.79	\$28.13	\$29.53	\$31.01
Senior Security Officer	\$32.56	\$34.19	\$35.90	\$37.69
Lifeguard I			\$20.99	
Lifeguard II			\$24.14	
Sr. Lifeguard			\$26.55	
Senior Aquatic Program Leader			\$30.52	
Undergraduate Intern			\$26.79	
Graduate Intern			\$31.02	
Homeless and Community Safety Liaison			\$27.20 - \$53.26	
Project Assistant			\$31.73 - \$54.40	

Section 16. Addition of Full Time Equivalent (FTE) Positions to the 2024-2025 Fiscal Year.
One (1) FTE position added to the City of Lancaster, increasing the City of Lancaster’s total FTE count to 315.

Section 17. Continuation of Other Benefits. All other existing benefits for 8000 series, 6000 series, 5000 series, 4000 series, 3100 series, 3000 series, 2100 series, and 2000 series employees not conflicting with the above changes shall remain in effect until changed by the City through appropriate City Council action.

Section 18. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.

PASSED, APPROVED, and ADOPTED this ____ day of _____, 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

ANDREA ALEXANDER
City Clerk
City of Lancaster

R. REX PARRIS
Mayor
City of Lancaster

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF LANCASTER)

CERTIFICATION OF RESOLUTION
CITY COUNCIL

I, _____, _____ City of Lancaster,
California, do hereby certify that this is a true and correct copy of the original Resolution No. 24-
XX, for which the original is on file in my office.

WITNESS MY HAND AND THE SEAL OF THE CITY OF LANCASTER, on this _____
day of _____, _____.

(seal)
