

RESOLUTION NO. 24-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 24-15 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 June 30, 2024 as follows:

Classification	Step I	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
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 June 30, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
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
Director of Public Safety	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 2100 series group benefits effective June 30, 2024 as follows:
2100 series employees are eligible for 2000 series group benefits including enrollment into CalPERS. This supersedes any other previously defined benefits for 2100 series employees.

Section 4. 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 June 30, 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 5. The 3000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective June 30, 2024 as follows:

Classification	Step 1	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 6. The 3100 series employee group and the following classifications are established in the Compensation Schedule effective June 30, 2024 as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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
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 7. Establish the 3100 series group benefits effective June 30, 2024 as follows: 3100 series employees are eligible for 3000 series group benefits including enrollment into CalPERS. This supersedes any other previously defined benefits for 3100 series employees.

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 June 30, 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 June 30, 2024 as follows:

Classification	Step I	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 June 30, 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 June 30, 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

Section 12. The 5100 series employee group and the following classifications are established in the Compensation Schedule effective June 30, 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

Section 13. Establish the 5100 series group benefits effective June 30, 2024 as follows: 5100 series employees are eligible for 5000 series group benefits including enrollment into CalPERS. This supersedes any other previously defined benefits for 5100 series employees.

Section 14. The 6000 series employee group and the following classifications are established in the Compensation Schedule effective June 30, 2024 as follows:

Classification	Step I	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 June 30, 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. Establish additional benefit for 8000 series employees effective June 30, 2024 as follows: 8000 series employees who successfully obtain a Bilingual Certificate from the City of Lancaster are eligible for an increase of \$0.25 per hour worked on top of their base wage.

Section 17. Addition of Full Time Equivalent (FTE) Positions to the 2024-2025 Fiscal Year. Three (3) FTE positions added to the City of Lancaster. Two (2) FTE position added to Public Works department and one (1) FTE position added to PARCS department for the 2024-2025 fiscal year.

Section 18. Continuation of Other Benefits. All other existing benefits for 8000 series, 6000 series, 5000 series, 4000 series, 3000 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 19. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.

PASSED, APPROVED and ADOPTED this 25th day of June, 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)
CITY OF LANCASTER) ss

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. ____, 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)
