

**STAFF REPORT**  
**City of Lancaster**

CC 14
6/25/2024
JC

Date: June 25, 2024

To: Mayor Parris and City Council Members

From: Kathleen Abaied, Assistant Director-Human Resources

Subject: Amending Employee Classification and Compensation Schedule

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**Recommendation:**

Adopt Resolution \_\_\_\_\_, amending Resolution 24-15, adding three (3) FTE Positions to the 2024-2025 fiscal year and reestablishing group benefits for 2100, 3100, and 5100 series employees to include enrollment eligibility into CalPERS at the City of Lancaster.

**G.C. Section 84308:** No

**Fiscal Impact:**

The additional cost associated with CalPERS enrollment and the additional salary cost for the three (3) new FTE has already been included in the proposed annual budget.

**Background:**

The proposed classification and compensation changes will allow the Public Safety Department to continue transitioning into the Lancaster Police Department and provide additional law enforcement resources to aid in addressing crime and quality of life issues. With the current crime trends, the City recognizes the need to be proactive and create a system to mitigate potential serious issues. Transitioning our Public Safety Department to a Lancaster Police Department gives our city the ability to address the "root causes" behind some of these long-term issues. This is being accomplished by first our hiring of the Chief of Police followed by recruitment of Peace Officers to enhance service to our community and supplement our existing Sheriff's Department law enforcement resources.

**Attachment:**

Resolution No. 24-\_\_\_\_

