

RESOLUTION NO. 24-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 24-XX 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 December 29, 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
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 December 29, 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
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. Define the 2100 series employee group benefits as follows: effective December 29, 2024, Once the City of Lancaster implements the CalPERS – Safety retirement plan with a **retirement formula of 2.7% @ 57**, all employees in the 2100 series will automatically be transitioned to the new safety retirement plan. This transition will occur on the first day of the pay period following the establishment of the plan. As part of this transition, employees who are enrolled in the CalPERS – Safety retirement plan will become 401(a) exempt. This means that once they are enrolled in the CalPERS – Safety plan, they will **no longer be eligible** to receive any city-paid contributions to a 401(a) plan. This exemption will take effect starting from the **date of their enrollment** in the new retirement plan. Employees are still allowed to contribute under this exemption.

Section 4. The 2200 series employee group and the following classifications are established in the Compensation Schedule effective December 29, 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

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 December 29, 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 December 29, 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. 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 December 29, 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 8. The 4000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective December 29, 2024 as follows:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist I	H - \$33.00 M - \$5,720.00	H - \$34.65 M - \$6,006.00	H - \$36.38 M - \$6,306.30	H - \$38.20 M - \$6,621.62	H - \$40.11 M - \$6,952.70	H - \$42.12 M - \$7,300.35
Administrative Assistant	H - \$33.00 M - \$5,720.00	H - \$34.65 M - \$6,006.00	H - \$36.38 M - \$6,306.30	H - \$38.20 M - \$6,621.62	H - \$40.11 M - \$6,952.70	H - \$42.12 M - \$7,300.35
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 9. 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 December 29, 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 10. The 5000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective December 29, 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 11. The 5100 series employee group and the following classifications are established in the Compensation Schedule effective December 29, 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 12. Define the 5100 series employee group benefits as follows: effective December 29, 2024. Once the City of Lancaster implements the CalPERS – Safety retirement plan with a **retirement formula of 2.7% @ 57**, all employees in the 5100 series will automatically be transitioned to the new safety retirement plan. This transition will occur on the first day of the pay period following the establishment of the plan. As part of this transition, employees who are enrolled in the CalPERS – Safety retirement plan will become 401(a) exempt. This means that once they are enrolled in the CalPERS – Safety plan, they will **no longer be eligible** to receive any city-paid contributions to a 401(a) plan. This exemption will take effect starting from the **date of their enrollment** in the new retirement plan. Employees are still allowed to contribute under this exemption.

Section 13. The 6000 series employee group and the following classifications are established in the Compensation Schedule effective December 29, 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 14. The 8000 series employee group classifications are established in the Temporary Hourly Compensation Schedule effective December 29, 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 15. Addition of Four Full Time Equivalent (FTE) Positions to the 2024-2025 Fiscal Year. Effective December 10, 2024, four (4) FTE positions added to the City of Lancaster, increasing the City of Lancaster's total FTE count to 319.

Section 16. Continuation of Other Benefits. All other existing benefits for 8000 series, 6000 series, 5100 series, 5000 series, 4000 series, 3000 series, 2200 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 17. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.

PASSED, APPROVED, and ADOPTED this 10th day of December, 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, CA, 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)
