

RESOLUTION NO. 23-58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 23-51 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. Establish the 2100 series: The 2100 series employee group and the following classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Chief of Police | H - \$92.49 M - \$16,032.01 | H - \$97.12 M - \$16,833.61 | H - \$101.97 M - \$17,675.30 | H - \$107.07 M - \$18,559.06 | H - \$112.43 M - \$19,487.02 | H - \$118.05 M - \$20,461.37 |
| Director of Public Safety | H - \$92.49 M - \$16,032.01 | H - \$97.12 M - \$16,833.61 | H - \$101.97 M - \$17,675.30 | H - \$107.07 M - \$18,559.06 | H - \$112.43 M - \$19,487.02 | H - \$118.05 M - \$20,461.37 |

Section 2. Establish the 2100 series employee group benefits as follows: Effective September 10, 2023, 2100 series employees are eligible for 2000 series employee group benefits with the exception of participation in the CalPERS retirement system. 2100 series employees receive an additional defined retirement benefit plan in which the employer contribution is 20% and the employee contribution is 7.25%.

Section 3. The 2000 series employee group and the following classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Director | H - \$92.49 M - \$16,032.01 | H - \$97.12 M - \$16,833.61 | H - \$101.97 M - \$17,675.30 | H - \$107.07 M - \$18,559.06 | H - \$112.43 M - \$19,487.02 | H - \$118.05 M - \$20,461.37 |
| Assistant City Manager | H - \$112.80 M - \$19,551.22 | H - \$118.44 M - \$20,528.78 | H - \$124.36 M - \$21,555.21 | H - \$130.57 M - \$22,632.98 | H - \$137.10 M - \$23,764.63 | H - \$143.96 M - \$24,952.85 |

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 September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| Planner | H - \$46.55 M - \$8,067.80 | H - \$48.87 M - \$8,471.19 | H - \$51.32 M - \$8,894.75 | H - \$53.88 M - \$9,339.48 | H - \$56.58 M - \$9,806.46 | H - \$59.40 M - \$10,296.78 |
| Analyst A | H - \$46.55 M - \$8,067.80 | H - \$48.87 M - \$8,471.19 | H - \$51.32 M - \$8,894.75 | H - \$53.88 M - \$9,339.48 | H - \$56.58 M - \$9,806.46 | H - \$59.40 M - \$10,296.78 |

| | | | | | | |
|----------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Analyst B | H - \$49.32 M - \$8,549.17 | H - \$51.79 M - \$8,976.63 | H - \$54.38 M - \$9,425.46 | H - \$57.10 M - \$9,896.73 | H - \$59.95 M - \$10,391.57 | H - \$62.95 M - \$10,911.16 |
| Engineer | H - \$55.22 M - \$9,570.69 | H - \$57.98 M - \$10,049.22 | H - \$60.88 M - \$10,551.67 | H - \$63.92 M - \$11,079.25 | H - \$67.11 M - \$11,633.20 | H - \$70.47 M - \$12,214.87 |
| Senior Planner | H - \$56.71 M - \$9,829.97 | H - \$59.55 M - \$10,321.48 | H - \$62.52 M - \$10,837.56 | H - \$65.65 M - \$11,379.44 | H - \$68.93 M - \$11,948.41 | H - \$72.38 M - \$12,545.82 |
| Manager | H - \$61.08 M - \$10,586.77 | H - \$64.13 M - \$11,116.11 | H - \$67.34 M - \$11,671.92 | H - \$70.70 M - \$12,255.51 | H - \$74.24 M - \$12,868.29 | H - \$77.95 M - \$13,511.70 |

Section 5. The 3000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Senior Planner | H - \$55.50 M - \$9,619.20 | H - \$58.27 M - \$10,100.16 | H - \$61.18 M - \$10,605.16 | H - \$64.24 M - \$11,135.41 | H - \$67.45 M - \$11,692.18 | H - \$70.83 M - \$12,276.79 |
| Manager | H - \$60.12 M - \$10,420.82 | H - \$63.13 M - \$10,941.86 | H - \$66.28 M - \$11,488.95 | H - \$69.60 M - \$12,063.39 | H - \$73.08 M - \$12,666.57 | H - \$76.73 M - \$13,299.91 |
| Chief Building Official | H - \$64.74 M - \$11,222.38 | H - \$67.98 M - \$11,783.50 | H - \$71.38 M - \$12,372.69 | H - \$74.95 M - \$12,991.31 | H - \$78.70 M - \$13,640.88 | H - \$82.63 M - \$14,322.92 |
| Senior Engineer | H - \$64.74 M - \$11,222.38 | H - \$67.98 M - \$11,783.50 | H - \$71.38 M - \$12,372.69 | H - \$74.95 M - \$12,991.31 | H - \$78.70 M - \$13,640.88 | H - \$82.63 M - \$14,322.92 |
| City Clerk | H - \$73.99 M - \$12,825.61 | H - \$77.69 M - \$13,466.90 | H - \$81.58 M - \$14,140.23 | H - \$85.66 M - \$14,847.24 | H - \$89.94 M - \$15,589.60 | H - \$94.44 M - \$16,369.08 |
| Assistant City Attorney | H - \$73.99 M - \$12,825.61 | H - \$77.69 M - \$13,466.90 | H - \$81.58 M - \$14,140.23 | H - \$85.66 M - \$14,847.24 | H - \$89.94 M - \$15,589.60 | H - \$94.44 M - \$16,369.08 |
| Assistant Director | H - \$73.99 M - \$12,825.61 | H - \$77.69 M - \$13,466.90 | H - \$81.58 M - \$14,140.23 | H - \$85.66 M - \$14,847.24 | H - \$89.94 M - \$15,589.60 | H - \$94.44 M - \$16,369.08 |

Section 6. 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 September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Specialist I | H - \$34.06 M - \$5,902.95 | H - \$35.76 M - \$6,198.10 | H - \$37.55 M - \$6,508.00 | H - \$39.42 M - \$6,833.39 | H - \$41.39 M - \$7,175.05 | H - \$43.46 M - \$7,533.80 |
| Administrative Assistant | H - \$37.00 M - \$6,412.79 | H - \$38.85 M - \$6,733.44 | H - \$40.79 M - \$7,070.12 | H - \$42.83 M - \$7,423.63 | H - \$44.97 M - \$7,794.80 | H - \$47.22 M - \$8,184.54 |
| Specialist II | H - \$38.53 M - \$6,678.60 | H - \$40.46 M - \$7,012.53 | H - \$42.48 M - \$7,363.16 | H - \$44.60 M - \$7,731.32 | H - \$46.83 M - \$8,117.89 | H - \$49.18 M - \$8,523.80 |
| Accountant | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7,953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |

| | | | | | | |
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Inspector | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Senior Specialist | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| IT Analyst I | H - \$45.80 M - \$7,938.78 | H - \$48.09 M - \$8,335.71 | H - \$50.50 M - \$8,752.49 | H - \$53.02 M - \$9,190.11 | H - \$55.67 M - \$9,649.62 | H - \$58.45 M - \$10,132.09 |
| Senior Engineering Technician | H - \$48.19 M - \$8,353.22 | H - \$50.60 M - \$8,770.88 | H - \$53.13 M - \$9,209.42 | H - \$55.79 M - \$9,669.88 | H - \$58.58 M - \$10,153.37 | H - \$61.51 M - \$10,661.04 |
| Senior Inspector | H - \$48.19 M - \$8,353.22 | H - \$50.60 M - \$8,770.88 | H - \$53.13 M - \$9,209.42 | H - \$55.79 M - \$9,669.88 | H - \$58.58 M - \$10,153.37 | H - \$61.51 M - \$10,661.04 |
| Analyst | H - \$49.40 M - \$8,562.04 | H - \$51.87 M - \$8,990.15 | H - \$54.46 M - \$9,439.67 | H - \$57.18 M - \$9,911.66 | H - 60.04 M - \$10,407.24 | H - \$63.04 M - \$10,927.61 |
| Coordinator III | H - \$49.40 M - \$8,562.04 | H - \$51.87 M - \$8,990.15 | H - \$54.46 M - \$9,439.67 | H - \$57.18 M - \$9,911.66 | H - 60.04 M - \$10,407.24 | H - \$63.04 M - \$10,927.61 |
| IT Analyst II | H - \$50.63 M - \$8,776.08 | H - \$53.16 M - \$9,214.90 | H - \$55.82 M - \$9,675.64 | H - \$58.61 M - \$10,159.41 | H - \$61.54 M - \$10,667.39 | H - \$64.62 M - 11,200.76 |

Section 7. The 4000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Specialist I | H - \$32.37 M - \$5,611.21 | H - \$33.99 M - \$5,891.77 | H - \$35.69 M - \$6,186.35 | H - \$37.48 M - \$6,495.67 | H - \$39.35 M - \$6,820.45 | H - \$41.32 M - \$7,161.48 |
| Administrative Assistant | H - \$32.37 M - \$5,611.21 | H - \$33.99 M - \$5,891.77 | H - \$35.69 M - \$6,186.35 | H - \$37.48 M - \$6,495.67 | H - \$39.35 M - \$6,820.45 | H - \$41.32 M - \$7,161.48 |
| Coordinator I | H - \$37.00 M - \$6,412.79 | H - \$38.85 M - \$6,733.44 | H - \$40.79 M - \$7,070.12 | H - \$42.83 M - \$7,423.63 | H - \$44.97 M - \$7,794.80 | H - \$47.22 M - \$8,184.54 |
| Specialist II | H - \$37.00 M - \$6,412.79 | H - \$38.85 M - \$6,733.44 | H - \$40.79 M - \$7,070.12 | H - \$42.83 M - \$7,423.63 | H - \$44.97 M - \$7,794.80 | H - \$47.22 M - \$8,184.54 |
| Accountant | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Assistant City Clerk | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Coordinator II | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Engineering Technician | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Inspector | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Purchasing Agent | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |

| | | | | | | |
|-------------------------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Senior Specialist | H - \$41.62 M - \$7,214.42 | H - \$43.70 M - \$7,575.14 | H - \$45.89 M - \$7,953.90 | H - \$48.18 M - \$8,351.59 | H - \$50.59 M - \$8,769.17 | H - \$53.12 M - \$9,207.64 |
| Analyst | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Coordinator III | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| IT Analyst I | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Planner | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Senior Engineering Technician | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Senior Inspector | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Supervisor | H - \$46.25 M - \$8,016.02 | H - \$48.56 M - \$8,416.83 | H - \$50.99 M - \$8,837.66 | H - \$53.54 M - \$9,279.55 | H - \$56.21 M - \$9,743.52 | H - \$59.02 M - \$10,230.70 |
| Assistant Manager | H - \$50.87 M - \$8,817.60 | H - \$53.41 M - \$9,258.47 | H - \$56.09 M - \$9,721.40 | H - \$58.89 M - \$10,207.47 | H - \$61.83 M - \$10,717.85 | H - \$64.93 M - \$11,253.75 |
| IT Analyst II | H - \$50.87 M - \$8,817.60 | H - \$53.41 M - \$9,258.47 | H - \$56.09 M - \$9,721.40 | H - \$58.89 M - \$10,207.47 | H - \$61.83 M - \$10,717.85 | H - \$64.93 M - \$11,253.75 |
| Senior Analyst | H - \$50.87 M - \$8,817.60 | H - \$53.41 M - \$9,258.47 | H - \$56.09 M - \$9,721.40 | H - \$58.89 M - \$10,207.47 | H - \$61.83 M - \$10,717.85 | H - \$64.93 M - \$11,253.75 |
| Senior Coordinator | H - \$50.87 M - \$8,817.60 | H - \$53.41 M - \$9,258.47 | H - \$56.09 M - \$9,721.40 | H - \$58.89 M - \$10,207.47 | H - \$61.83 M - \$10,717.85 | H - \$64.93 M - \$11,253.75 |
| Senior IT Analyst | H - \$55.50 M - \$9,619.20 | H - \$58.27 M - \$10,100.16 | H - \$61.18 M - \$10,605.16 | H - \$64.24 M - \$11,135.41 | H - \$67.45 M - \$11,692.18 | H - \$70.83 M - \$12,276.79 |
| Engineer | H - \$55.50 M - \$9,619.20 | H - \$58.27 M - \$10,100.16 | H - \$61.18 M - \$10,605.16 | H - \$64.24 M - \$11,135.41 | H - \$67.45 M - \$11,692.18 | H - \$70.83 M - \$12,276.79 |

Section 8. 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 September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Technician II | H - \$34.90 M - \$6,049.33 | H - \$36.65 M - \$6,352.67 | H - \$38.48 M - \$6,669.87 | H - \$40.40 M - \$7,002.67 | H - \$42.42 M - \$7,352.80 | H - \$44.54 M - \$7,720.27 |

Section 9. The 5000 series employee group and the following Tier 2 classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|----------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Technician I | H - \$27.74 M - \$4,808.27 | H - \$29.13 M - \$5,049.20 | H - \$30.59 M - \$5,302.27 | H - \$32.12 M - \$5,567.47 | H - \$33.73 M - \$5,846.53 | H - \$35.42 M - \$6,139.47 |
| Technician II | H - \$32.37 M - \$5,610.80 | H - \$33.99 M - \$5,891.60 | H - \$35.69 M - \$6,186.27 | H - \$37.47 M - \$6,494.80 | H - \$39.34 M - \$6,818.93 | H - \$41.31 M - \$7,160.40 |

Section 10. The 6000 series employee group and the following classifications are established in the Compensation Schedule effective September 10, 2023 as follows:

| Classification | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Fleet Technician | H - \$25.96 M - \$4,499.73 | H - \$27.26 M - \$4,725.07 | H - \$28.62 M - \$4,960.80 | H - \$30.05 M - \$5,208.67 | H - \$31.55 M - \$5,468.67 | H - \$33.13 M - \$5,742.53 |
| Maintenance Worker I | H - \$25.96 M - \$4,499.73 | H - \$27.26 M - \$4,725.07 | H - \$28.62 M - \$4,960.80 | H - \$30.05 M - \$5,208.67 | H - \$31.55 M - \$5,468.67 | H - \$33.13 M - \$5,742.53 |
| Utility Maintenance Worker I | H - \$27.28 M - \$4,728.53 | H - \$28.64 M - \$4,964.27 | H - \$30.07 M - \$5,212.13 | H - \$31.57 M - \$5,472.13 | H - \$33.15 M - \$5,746.00 | H - \$34.81 M - \$6,033.73 |
| Maintenance Worker II | H - \$28.70 M - \$4,974.67 | H - \$30.13 M - \$5,222.53 | H - \$31.64 M - \$5,484.27 | H - \$33.22 M - \$5,758.13 | H - \$34.88 M - \$6,045.87 | H - \$36.62 M - \$6,347.47 |
| Custodian | H - \$29.41 M - \$5,097.73 | H - \$30.88 M - \$5,352.53 | H - \$32.42 M - \$5,619.47 | H - \$34.04 M - \$5,900.27 | H - \$35.74 M - \$6,194.93 | H - \$37.53 M - \$6,505.20 |
| Utility Maintenance Worker II | H - \$30.15 M - \$5,226.00 | H - \$31.66 M - \$5,487.73 | H - \$33.24 M - \$5,761.60 | H - \$34.90 M - \$6,049.33 | H - \$36.65 M - \$6,352.67 | H - \$38.48 M - \$6,669.87 |
| Light Equipment Mechanic | H - \$30.15 M - \$5,226.00 | H - \$31.66 M - \$5,487.73 | H - \$33.24 M - \$5,761.60 | H - \$34.90 M - \$6,049.33 | H - \$36.65 M - \$6,352.67 | H - \$38.48 M - \$6,669.87 |
| Heavy Equipment Operator | H - \$30.15 M - \$5,226.00 | H - \$31.66 M - \$5,487.73 | H - \$33.24 M - \$5,761.60 | H - \$34.90 M - \$6,049.33 | H - \$36.65 M - \$6,352.67 | H - \$38.48 M - \$6,669.87 |
| Facilities Maintenance Worker | H - \$30.15 M - \$5,226.00 | H - \$31.66 M - \$5,487.73 | H - \$33.24 M - \$5,761.60 | H - \$34.90 M - \$6,049.33 | H - \$36.65 M - \$6,352.67 | H - \$38.48 M - \$6,669.87 |
| Lead Maintenance Worker | H - \$32.47 M - \$5,628.13 | H - \$34.09 M - \$5,908.93 | H - \$35.79 M - \$6,203.60 | H - \$37.58 M - \$6,513.87 | H - \$39.46 M - \$6,839.73 | H - \$41.43 M - \$7,181.20 |
| Lead Heavy Equipment Operator | H - \$32.47 M - \$5,628.13 | H - \$34.09 M - \$5,908.93 | H - \$35.79 M - \$6,203.60 | H - \$37.58 M - \$6,513.87 | H - \$39.46 M - \$6,839.73 | H - \$41.43 M - \$7,181.20 |
| Lead Utility Maintenance Worker | H - \$34.06 M - \$5,903.73 | H - \$35.76 M - \$6,198.40 | H - \$37.55 M - \$6,508.67 | H - \$39.43 M - \$6,834.53 | H - \$41.40 M - \$7,176.00 | H - \$43.47 M - \$7,534.80 |
| Heavy Equipment Mechanic | H - \$34.06 M - \$5,903.73 | H - \$35.76 M - \$6,198.40 | H - \$37.55 M - \$6,508.67 | H - \$39.43 M - \$6,834.53 | H - \$41.40 M - \$7,176.00 | H - \$43.47 M - \$7,534.80 |

| | | | | | | |
|----------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|
| Traffic Signal Technician | H - \$35.83 M - \$6,210.53 | H - \$37.62 M - \$6,520.80 | H - \$39.50 M - \$6,846.67 | H - \$41.48 M - \$7,189.87 | H - \$43.55 M - \$7,548.67 | H - \$45.73 M - \$7,926.53 |
| Lead Mechanic | H - \$37.60 M - \$6,517.33 | H - \$39.48 M - \$6,843.20 | H - \$41.45 M - \$7,184.67 | H - \$43.52 M - \$7,543.47 | H - \$45.70 M - \$7,921.33 | H - \$47.98 M - \$8,316.53 |
| Traffic Signal Electrician | H - \$48.18 M - \$8,351.20 | H - \$50.59 M - \$8,768.93 | H - \$53.12 M - \$9,207.47 | H - \$55.78 M - \$9,668.53 | H - \$58.57 M - \$10,152.13 | H - \$61.50 M - \$10,660.00 |

Section 11. The 8000 series employee group classifications are established in the Temporary Hourly Compensation Schedule effective September 10, 2023 as follows:

| <u>Classification</u> | Effective 6/18/2023 | | | |
|----------------------------------|--------------------------------|---------|---------|---------|
| | Step 1 | Step 2 | Step 3 | Step 4 |
| Recreation Program Leader | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Recreation Program Leader | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Youth Program Leader | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Youth Program Leader | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Art Program Leader | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Art Program Leader | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Special Events Assistant | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Stage Assistant | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Stage Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Maintenance Assistant | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Maintenance Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Facilities Assistant | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Facilities Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Ranger | \$17.95 | \$18.85 | \$19.79 | \$20.78 |
| Senior Ranger | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Office Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Senior Office Assistant | \$26.52 | \$27.85 | \$29.24 | \$30.70 |
| Media Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Senior Media Assistant | \$26.52 | \$27.85 | \$29.24 | \$30.70 |
| Technical Assistant | \$21.82 | \$22.91 | \$24.06 | \$25.26 |
| Senior Technical Assistant | \$26.52 | \$27.85 | \$29.24 | \$30.70 |
| Security Officer | \$26.52 | \$27.85 | \$29.24 | \$30.70 |
| Senior Security Officer | \$32.24 | \$33.85 | \$35.54 | \$37.32 |
| Lifeguard I | \$20.78 | | | |
| Lifeguard II | \$23.90 | | | |
| Sr. Lifeguard | \$26.29 | | | |
| Senior Aquatic Program Leader | \$30.22 | | | |
| Undergraduate Intern | \$26.52 | | | |
| Graduate Intern | \$30.71 | | | |
| Homeless Services Liaison | \$26.93 - \$52.73 | | | |
| Project Assistant | \$31.42 - \$53.86 | | | |

Section 12. 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 13. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.

PASSED, APPROVED and ADOPTED this 12th day of September, 2023, 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 OF LANCASTER

I, _____, _____ City of Lancaster, CA, do hereby
certify that this is a true and correct copy of the original Resolution No. 23-58, 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)
