

RESOLUTION NO. 14-63

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER APPROVING THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY AND TEAMSTERS LOCAL 911

WHEREAS, the City Council is desirous of approving the Memorandum of Understanding between the City and Teamsters Local 911

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

Section 1. Approving the Memorandum (MOU) between the City and Teamsters Local 911 effective January 1, 2015.

Section 2. Any Resolutions in conflict with provisions stated herein shall be considered superseded by the provisions contained within this Resolution.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 _____, 2014, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

BRITT AVRIT, CMC
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. 14-63, 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)

RESOLUTION NO. 14-64

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER, AMENDING RESOLUTION 12-37 ESTABLISHING A COMPENSATION SCHEDULE FOR NON-REPRESENTED EMPLOYEES OF THE CITY

WHEREAS, the City Council is desirous of establishing a Compensation Schedule for employees of the City.

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

Section 1. A Compensation Schedule is hereby established for all employees of the City of Lancaster in any of the adopted Classifications reflecting a 2.5% cost-of-living adjustment in January 2015; July 2016, 2017, and 2018.

Section 2. The pay rate for the following General classes in the competitive service is established in the Compensation Schedule as follows:

<u>Classification</u>	Range	Approximate Monthly Salary			
		Effective 01/15	Effective 07/16	Effective 07/17	Effective 07/18
Administrative Aide	29	\$3,103-\$4,173	\$3,180-\$4,277	\$3,260-\$4,384	\$3,341-\$4,494
Administrative Clerk	29	\$3,103-\$4,173	\$3,180-\$4,277	\$3,260-\$4,384	\$3,341-\$4,494
Parking Enforce. Aide Environmental	29	\$3,103-\$4,173	\$3,180-\$4,277	\$3,260-\$4,384	\$3,341-\$4,494
Compliance Tech	31	\$3,260-\$4,384	\$3,341-\$4,494	\$3,425-\$4,606	\$3,510-\$4,721
Account Clerk I	32	\$3,340-\$4,493	\$3,424-\$4,605	\$3,510-\$4,720	\$3,597-\$4,838
Bus Services Tech I	32	\$3,340-\$4,493	\$3,424-\$4,605	\$3,510-\$4,720	\$3,597-\$4,838
Secretary I	33	\$3,425-\$4,605	\$3,510-\$4,720	\$3,598-\$4,838	\$3,688-\$4,959
Comm Services Officer	34	\$3,510-\$4,720	\$3,597-\$4,838	\$3,687-\$4,959	\$3,779-\$5,083
Parking Enf Officer	34	\$3,510-\$4,720	\$3,597-\$4,838	\$3,687-\$4,959	\$3,779-\$5,083
H R Clerk*	35	\$3,598-\$4,839	\$3,688-\$4,960	\$3,780-\$5,084	\$3,874-\$5,211
Planning Aide	35	\$3,598-\$4,839	\$3,688-\$4,960	\$3,780-\$5,084	\$3,874-\$5,211
Account Clerk II	36	\$3,688-\$4,960	\$3,780-\$5,084	\$3,875-\$5,211	\$3,972-\$5,341
Bus Services Tech II	36	\$3,688-\$4,960	\$3,780-\$5,084	\$3,875-\$5,211	\$3,972-\$5,341
Secretary II	37	\$3,780-\$5,084	\$3,875-\$5,211	\$3,972-\$5,341	\$4,071-\$5,475
Engineering Aide	38	\$3,875-\$5,211	\$3,971-\$5,341	\$4,071-\$5,475	\$4,172-\$5,612
Account Clerk III	40	\$4,070-\$5,475	\$4,172-\$5,611	\$4,276-\$5,752	\$4,383-\$5,895
Bus Services Tech III	40	\$4,070-\$5,475	\$4,172-\$5,611	\$4,276-\$5,752	\$4,383-\$5,895
Capital Program Tech	40	\$4,070-\$5,475	\$4,172-\$5,611	\$4,276-\$5,752	\$4,383-\$5,895
Community Dev. Tech	40	\$4,070-\$5,475	\$4,172-\$5,611	\$4,276-\$5,752	\$4,383-\$5,895
Law Enforcement Tech	40	\$4,070-\$5,475	\$4,172-\$5,611	\$4,276-\$5,752	\$4,383-\$5,895
IT Specialist	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
GIS Technician	43	\$4,384-\$5,896	\$4,494-\$6,043	\$4,606-\$6,194	\$4,721-\$6,349
Claims Assistant	44	\$4,493-\$6,042	\$4,605-\$6,193	\$4,720-\$6,348	\$4,838-\$6,507
Finance Ops Tech	44	\$4,493-\$6,042	\$4,605-\$6,193	\$4,720-\$6,348	\$4,838-\$6,507
H R Assistant*	44	\$4,493-\$6,042	\$4,605-\$6,193	\$4,720-\$6,348	\$4,838-\$6,507
Traffic Eng Aide	44	\$4,493-\$6,042	\$4,605-\$6,193	\$4,720-\$6,348	\$4,838-\$6,507

Building Inspector I Environ Compliance	47	\$4,839-\$6,508	\$4,960-\$6,670	\$5,084-\$6,837	\$5,211-\$7,008
Inspector I	47	\$4,839-\$6,508	\$4,960-\$6,670	\$5,084-\$6,837	\$5,211-\$7,008
Public Works Inspector I	47	\$4,839-\$6,508	\$4,960-\$6,670	\$5,084-\$6,837	\$5,211-\$7,008
Building Inspector II	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Bus Lic Enforce. Ofcr Environ Compliance	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Inspector II Public Safety Services	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Specialist	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Public Works Insp. II	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Engineering Technician	52	\$5,475-\$7,363	\$5,611-\$7,547	\$5,752-\$7,735	\$5,895-\$7,929
Traffic Eng. Tech	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Sr. Engineering Tech	56	\$6,042-\$8,127	\$6,193-\$8,330	\$6,348-\$8,539	\$6,507-\$8,752
Sr. Traffic Eng. Tech	58	\$6,349-\$8,538	\$6,508-\$8,752	\$6,670-\$8,970	\$6,837-\$9,195

* Confidential Personnel

Section 3. The pay rate for the following Professional/Supervisory classes in the competitive service is established in the Compensation Schedule as follows:

Classification	Range	Approximate Monthly Salary			
		Effective 01/15	Effective 07/16	Effective 07/17	Effective 07/18
Asst. Communications Spec	37	\$3,780-\$5,084	\$3,875-\$5,211	\$3,972-\$5,341	\$4,071-\$5,475
Asst. Rec Program Coord.	37	\$3,780-\$5,084	\$3,875-\$5,211	\$3,972-\$5,341	\$4,071-\$5,475
Communications Specialist	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Emergency Preparedness & Safety Compliance Coord. Museum/Art Gallery	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Associate Curator	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Rec. Program Coord.	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Recycling Coordinator	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Theatre Coordinator	42	\$4,276-\$5,751	\$4,383-\$5,895	\$4,493-\$6,042	\$4,605-\$6,193
Administrative Assistant*	43	\$4,384-\$5,896	\$4,494-\$6,043	\$4,606-\$6,194	\$4,721-\$6,349
Deputy City Clerk	43	\$4,384-\$5,896	\$4,494-\$6,043	\$4,606-\$6,194	\$4,721-\$6,349
Crime Prevention Officer	44	\$4,493-\$6,042	\$4,605-\$6,193	\$4,720-\$6,348	\$4,838-\$6,507
Accountant I*	45	\$4,605-\$6,194	\$4,720-\$6,349	\$4,838-\$6,508	\$4,959-\$6,670
Buyer	45	\$4,605-\$6,194	\$4,720-\$6,349	\$4,838-\$6,508	\$4,959-\$6,670
Theatre Supervisor	46	\$4,720-\$6,349	\$4,838-\$6,508	\$4,959-\$6,670	\$5,083-\$6,837
Projects Assistant	49	\$5,084-\$6,837	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,362
Accountant II*	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Finance Ops Supervisor	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Maintenance Services Coord.	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Museum/Art Gallery Curator	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Parks Supervisor	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Public Works Supervisor	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547

Purchasing Agent	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Recreation Supervisor I	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Technical Director	50	\$5,211-\$7,008	\$5,341-\$7,183	\$5,475-\$7,363	\$5,612-\$7,547
Environ Compliance Officer	52	\$5,475-\$7,363	\$5,611-\$7,547	\$5,752-\$7,735	\$5,895-\$7,929
Plans Check Engineer I	53	\$5,611-\$7,546	\$5,751-\$7,735	\$5,895-\$7,928	\$6,042-\$8,126
Assistant Planner	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Dev. Svcs. Project Coord.	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Facilities Maint. Coord.	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
IT Analyst I	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Recreation Supervisor II	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Senior Building Inspector	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Sr. Public Works Inspector	54	\$5,751-\$7,736	\$5,895-\$7,929	\$6,042-\$8,127	\$6,193-\$8,330
Sr. Const. Project Inspector	56	\$6,042-\$8,127	\$6,193-\$8,330	\$6,348-\$8,539	\$6,507-\$8,752
Plans Check Engineer II	57	\$6,194-\$8,330	\$6,349-\$8,538	\$6,508-\$8,752	\$6,670-\$8,971
Projects Coordinator	57	\$6,194-\$8,330	\$6,349-\$8,538	\$6,508-\$8,752	\$6,670-\$8,971
IT Analyst II	58	\$6,349-\$8,538	\$6,508-\$8,752	\$6,670-\$8,970	\$6,837-\$9,195
Assistant Civil Engineer	59	\$6,508-\$8,751	\$6,670-\$8,970	\$6,837-\$9,194	\$7,008-\$9,424
Principal Traffic Eng. Tech.	59	\$6,508-\$8,751	\$6,670-\$8,970	\$6,837-\$9,194	\$7,008-\$9,424
Assistant Traffic Engineer	60	\$6,670-\$8,971	\$6,836-\$9,195	\$7,007-\$9,425	\$7,183-\$9,661
Sr. Plans Check Engineer	61	\$6,837-\$9,194	\$7,008-\$9,424	\$7,183-\$9,660	\$7,362-\$9,901

* Confidential Personnel

Section 4. The pay rate for the following Mid-Management classes is established in the Compensation Schedule as follows:

Classification	Approximate Monthly Salary			
	Effective 01/15	Effective 07/16	Effective 07/17	Effective 07/18
Executive Assistant*	\$4,963-\$6,700	\$5,087-\$6,868	\$5,214-\$7,040	\$5,345-\$7,216
Accounting Supervisor	\$5,214-\$7,040	\$5,345-\$7,216	\$5,478-\$7,396	\$5,615-\$7,581
Management Analyst I	\$5,214-\$7,040	\$5,345-\$7,216	\$5,478-\$7,396	\$5,615-\$7,581
Associate Planner	\$5,615-\$7,862	\$5,755-\$8,058	\$5,899-\$8,260	\$6,047-\$8,466
Human Resources Analyst*	\$5,615-\$7,862	\$5,755-\$8,058	\$5,899-\$8,260	\$6,047-\$8,466
Management Analyst II	\$5,615-\$7,862	\$5,755-\$8,058	\$5,899-\$8,260	\$6,047-\$8,466
Community Safety Supervisor	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Employee Relations Manager*	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Operations Manager	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Parks Manager	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Sr. Criminal Justice Analyst	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Sr. Human Resources Analyst	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Senior Management Analyst	\$6,048-\$8,465	\$6,199-\$8,677	\$6,354-\$8,894	\$6,512-\$9,116
Associate Civil Engineer	\$6,512-\$9,116	\$6,675-\$9,344	\$6,841-\$9,578	\$7,013-\$9,817
Senior Projects Coordinator	\$6,512-\$9,116	\$6,675-\$9,344	\$6,841-\$9,578	\$7,013-\$9,817
Code Enforcement Manager	\$6,675-\$9,345	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,063
Environ Programs Manager	\$6,675-\$9,345	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,063
Performing Arts Manager	\$6,675-\$9,345	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,063
Senior Operations Manager	\$6,675-\$9,345	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,063
Asst. Utilities Services Manager	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,064	\$7,368-\$10,315

Associate Traffic Engineer	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,064	\$7,368-\$10,315
Communications Manager	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,064	\$7,368-\$10,315
Principal Planner	\$6,842-\$9,579	\$7,013-\$9,818	\$7,188-\$10,064	\$7,368-\$10,315
Housing Manager	\$7,188-\$10,063	\$7,368-\$10,315	\$7,552-\$10,573	\$7,741-\$10,837
Principal Plans Check Engineer	\$7,188-\$10,063	\$7,368-\$10,315	\$7,552-\$10,573	\$7,741-\$10,837
Chief Building Official	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
IT Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Land Surveyor	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Maintenance Services Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Parks Superintendent	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Public Safety Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Senior Civil Engineer	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Senior Construction Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Transportation Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
Utilities Division Manager	\$7,368-\$10,315	\$7,552-\$10,572	\$7,741-\$10,837	\$7,934-\$11,108
City Clerk	\$7,741-\$11,224	\$7,934-\$11,504	\$8,133-\$11,792	\$8,336-\$12,087
Assistant Finance Director	\$7,935-\$11,505	\$8,133-\$11,792	\$8,336-\$12,087	\$8,545-\$12,389
Asst. Parks, Rec & Arts Dir.	\$7,935-\$11,505	\$8,133-\$11,792	\$8,336-\$12,087	\$8,545-\$12,389
Capital Program Manager	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136
City Engineer	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136
Community Dev. Manager	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136
Principal Civil Engineer	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136
Utility & Mtnc. Svcs. Mgr	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136
Utility Services Manager	\$8,132-\$12,199	\$8,336-\$12,503	\$8,544-\$12,816	\$8,758-\$13,136

Section 5. The pay rate for the following Executive Management classes is established in the Compensation Schedule as follows:

Classification	Approximate Monthly Salary			
	Effective 01/15	Effective 07/16	Effective 07/17	Effective 07/18
Asst. to the City Manager	\$8,133-\$12,198	\$8,336-\$12,503	\$8,545-\$12,816	\$8,758-\$13,136
Planning Director	\$9,493-\$14,239	\$9,730-\$14,595	\$9,973-\$14,960	\$10,223-\$15,334
Dev. Services Director	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Econ. Dev. & Redev. Dir.	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Finance Director	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Housing & Neighborhood Revitalization Director	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
HR & Risk Mgmt. Director	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Parks, Rec & Arts Dir.	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Public Safety Svcs. Dir.	\$10,442-\$15,664	\$10,703-\$16,056	\$10,971-\$16,457	\$11,245-\$16,869
Public Works Director	\$11,487-\$17,230	\$11,774-\$17,661	\$12,069-\$18,103	\$12,370-\$18,555
Deputy City Manager	\$12,635-\$18,954	\$12,951-\$19,427	\$13,275-\$19,913	\$13,607-\$20,411

Section 6. Life Insurance. Effective 1/1/15, the City will provide all regular and probationary General, Professional/Supervisory, Mid-Management and Executive Management employees with a minimum of \$100,000 in life insurance, or one times salary, whichever is greater.

Section 7. Deferred Compensation. Effective 1/1/15, General and Professional/Supervisory employees will have a 0.5% contribution added to the Deferred Compensation Plan.

Section 8. Medical, Dental, and Vision Insurance. Employees hired on or before 6/30/12 will receive a monthly benefit of up to \$1,200 for employee only coverage; \$1,375 for employee plus one coverage; and \$1,800 for employee plus two or more coverage to apply towards the cost of City provided health insurances. Employees hired on or after 7/1/12 shall receive a benefit of up to \$1,200 for City provided medical, dental, and vision insurance.

Section 9. Retirement. Effective 7/1/16 employees will contribute 6% of their salary towards the employer cost of PERS. Effective 7/1/17 employees will contribute 8% of their salary towards the employer cost of PERS.

Section 10. Retiree Medical. Effective 1/1/2016 the practice of providing a discount on the cost of retiree medical insurance for employees hired prior to January 2009 will be discontinued. Those employees will be allowed to retain the Retiree Health Care discount they have accrued as of December 31, 2015. Effective 1/1/16 the City will make a prorated deposit of up to \$87.50 into the Retiree Health Savings plan for eligible employees based on the employee's years of service.

Section 11. Sick Leave. Effective 1/1/15 employees may use up to 48 hours a calendar year of banked sick leave to attend the illness of an immediate family member.

Section 12. Continuation of Basic Benefits. All other existing benefits for General, Professional/Supervisory, Mid-Management and Executive Management 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 _____ day of _____, 2014, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

BRITT AVRIT, CMC
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. 14-64, 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)

RESOLUTION NO. 14-65

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LANCASTER APPROVING THE PERSONNEL RULES AND REGULATIONS

WHEREAS, the City Council is desirous of approving the Personnel Rules and Regulations

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

Section 1. Approving the Personnel Rules and Regulations to be in compliance with present laws and policy.

Section 2. 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 _____, 2014, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

BRITT AVRIT, CMC
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. 14-65, 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)