

City of Lancaster  
Salary Schedule for Fiscal Year 21-22  
Effective 07/04/2021

Passed, Approved, and Adopted 12/14/2021

CLASSIFICATION	Employee Group	Rate Type	Step 1	Step 2	Step 3	Step 4
<u>RECREATION PROGRAM LEADER</u>	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
SR. RECREATION PROGRAM LEADER	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
<u>ART PROGRAM LEADER</u>	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
<u>SR. ART PROGRAM LEADER</u>	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
<u>LIFEGUARD I</u>	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
LIFEGUARD II	8000	Hourly	\$17.64	\$18.52	\$19.45	\$20.42
SR. LIFEGUARD	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
SR. AQUATIC PROGRAM LEADER	8000	Hourly	\$23.64	\$24.82	\$26.06	\$27.37
SPECIAL EVENTS ASSISTANT	8000	Hourly	\$13.00	\$13.65	\$14.33	\$15.05
<u>TECHNICAL ASSISTANT</u>	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.52
<u>SR. TECHNICAL ASSISTANT</u>	8000	Hourly	\$23.64	\$24.82	\$26.06	\$27.37
<u>STAGE ASSISTANT</u>	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
<u>SR. STAGE ASSISTANT</u>	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
MEDIA ASSISTANT	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.52
SR. MEDIA ASSISTANT	8000	Hourly	\$23.64	\$24.82	\$26.06	\$27.37
<u>MAINTENANCE ASSISTANT</u>	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
SR. MAINTENANCE ASSISTANT	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
FACILITIES ASSISTANT	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
SR. FACILITIES ASSISTANT	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
RANGER	8000	Hourly	\$16.00	\$16.80	\$17.64	\$18.52
SR. RANGER	8000	Hourly	\$19.45	\$20.42	\$21.44	\$22.51
UNDERGRADUATE INTERN	8000	Hourly	\$23.64			
GRADUATE INTERN	8000	Hourly	\$27.37			
<u>OFFICE ASSISTANT</u>	8000	Hourly	\$16.00 - \$28.00			
PROJECT ASSISTANT	8000	Hourly	\$28.00 - \$48.00			

CLASSIFICATION	Tier	Employee Group	Hourly	Monthly
CODE ENFORCEMENT OFFICER I (HIRED ON OR BEFORE JANUARY 31, 2019)	Tier 1	7000	\$36.77 - \$49.44	\$6,372.63 - \$8,570.41
CODE ENFORCEMENT OFFICER II (HIRED ON OR BEFORE JANUARY 31, 2019)	Tier 1	7000	\$40.59 - \$54.58	\$7,035.60 - \$9,460.53
CODE ENFORCEMENT OFFICER I (HIRED ON OR AFTER FEBRUARY 1, 2019)	Tier 2	7000	\$32.43 - \$43.62	\$5,621.49 - \$7,561.48
CODE ENFORCEMENT OFFICER II (HIRED ON OR AFTER FEBRUARY 1, 2019)	Tier 2	7000	\$35.81 - \$48.16	\$6,207.57 - \$8,347.85
MAINTENANCE WORKER I	Tier 2	6000	\$22.99 - \$30.93	\$3,985.68 - \$5,361.84
CUSTODIAN	Tier 2	6000	\$23.57 - \$31.70	\$4,085.83 - \$5,495.38
UTILITY MAINTENANCE WORKER I	Tier 2	6000	\$24.16 - \$32.50	\$4,187.84 - \$5,632.62

<b>MAINTENANCE WORKER II</b>	Tier 2	6000	\$25.38 - \$34.14	\$4,399.27 - \$5,918.24
<b>SENIOR CUSTODIAN</b>	Tier 2	6000	\$26.02 - \$35.00	\$4,510.55 - \$6,066.61
<b>UTILITY MAINTENANCE WORKER II</b>	Tier 2	6000	\$26.68 - \$35.87	\$4,623.68 - \$6,216.84
<b>LIGHT EQUIPMENT MECHANIC</b>	Tier 2	6000	\$26.68 - \$35.87	\$4,623.68 - \$6,216.84
<b>FACILITIES MAINTENANCE WORKER</b>	Tier 2	6000	\$26.68 - \$35.87	\$4,623.68 - \$6,216.84
<b>LEAD MAINTENANCE WORKER</b>	Tier 2	6000	\$28.72 - \$38.63	\$4,977.93 - \$6,695.35
<b>GROUNDSKEEPER</b>	Tier 2	6000	\$30.17 - \$40.59	\$5,230.16 - \$7,034.75
<b>HEAVY EQUIPMENT MECHANIC</b>	Tier 2	6000	\$30.17 - \$40.59	\$5,230.16 - \$7,034.75
<b>LEAD UTILITY MAINTENANCE WORKER</b>	Tier 2	6000	\$30.17 - \$40.59	\$5,230.16 - \$7,034.75
<b>TRAFFIC SIGNAL TECHNICIAN</b>	Tier 2	6000	\$31.70 - \$42.64	\$5,495.38 - \$7,390.85
<b>LEAD MECHANIC</b>	Tier 2	6000	\$33.31 - \$44.80	\$5,773.58 - \$7,765.49
<b>TRAFFIC SIGNAL ELECTRICIAN</b>	Tier 2	6000	\$42.64 - \$57.34	\$7,390.85 - \$9,939.16
<b>ADMINISTRATIVE ASSISTANT</b>	Tier 1	5000	\$26.68 - \$35.87	\$4,623.68 - \$6,216.84
<b>TECHNICIAN II</b>	Tier 1	5000	\$30.93 - \$41.59	\$5,361.84 - \$7,209.09
<b>OFFICER</b>	Tier 2	5000	\$24.67 - \$32.90	\$4,276.86 - \$5,703.10
<b>ADMINISTRATIVE ASSISTANT</b>	Tier 2	5000	\$24.67 - \$32.90	\$4,276.86 - \$5,703.10
<b>TECHNICIAN I</b>	Tier 2	5000	\$24.67 - \$32.90	\$4,276.86 - \$5,703.10
<b>TECHNICIAN II</b>	Tier 2	5000	\$28.78 - \$38.38	\$4,989.05 - \$6,652.69
<b>SPECIALIST I</b>	Tier 1	4000	\$30.18 - \$40.58	\$5,230.43 - \$7,034.35
<b>SPECIALIST II</b>	Tier 1	4000	\$34.15 - \$45.92	\$5,918.90 - \$7,958.72
<b>SENIOR SPECIALIST</b>	Tier 1	4000	\$36.77 - \$49.45	\$6,372.83 - \$8,570.68
<b>ACCOUNTANT</b>	Tier 1	4000	\$36.77 - \$49.45	\$6,372.83 - \$8,570.68
<b>ANALYST</b>	Tier 1	4000	\$43.70 - \$58.78	\$7,575.23 - \$10,187.83
<b>SUPERVISOR I</b>	Tier 1	4000	\$36.77 - \$49.45	\$6,372.83 - \$8,570.68
<b>INSPECTOR</b>	Tier 1	4000	\$36.77 - \$49.45	\$6,372.83 - \$8,570.68
<b>SUPERVISOR II</b>	Tier 1	4000	\$40.58 - \$54.58	\$7,034.35 - \$9,460.42
<b>IT ANALYST I</b>	Tier 1	4000	\$40.58 - \$54.58	\$7,034.35 - \$9,460.42
<b>SENIOR INSPECTOR</b>	Tier 1	4000	\$42.64 - \$57.34	\$7,390.47 - \$9,939.35
<b>SENIOR ENGINEERING TECHNICIAN</b>	Tier 1	4000	\$42.64 - \$57.34	\$7,390.47 - \$9,939.35
<b>COORDINATOR III</b>	Tier 1	4000	\$43.70 - \$58.78	\$7,575.23 - \$10,187.83

<b>IT ANALYST II</b>	Tier 1	4000	\$44.80 - \$60.25	\$7,764.57 - \$10,442.53
<b>SPECIALIST I</b>	Tier 2	4000	\$28.79 - \$38.38	\$4,989.73 - \$6,652.97
<b>SENIOR ADMINISTRATIVE ASSISTANT</b>	Tier 2	4000	\$32.90 - \$43.87	\$5,702.54 - \$7,603.40
<b>SPECIALIST II</b>	Tier 2	4000	\$32.90 - \$43.87	\$5,702.54 - \$7,603.40
<b>COORDINATOR I</b>	Tier 2	4000	\$32.90 - \$43.87	\$5,702.54 - \$7,603.40
<b>EXECUTIVE ASSISTANT</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>ASSISTANT CITY CLERK</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>INSPECTOR</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>ENGINEERING TECHNICIAN</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>SENIOR SPECIALIST</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>PURCHASING AGENT</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>ACCOUNTANT</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>SUPERVISOR I</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>COORDINATOR II</b>	Tier 2	4000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>SENIOR INSPECTOR</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>SENIOR ENGINEERING TECHNICIAN</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>SUPERVISOR II</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>COORDINATOR III</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>PLANNER</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>ANALYST</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>IT ANALYST I</b>	Tier 2	4000	\$41.12 - \$54.83	\$7,128.18 - \$9,504.24
<b>ASSISTANT MANAGER</b>	Tier 2	4000	\$45.24 - \$60.32	\$7,841.00 - \$10,454.67
<b>SENIOR COORDINATOR</b>	Tier 2	4000	\$45.24 - \$60.32	\$7,841.00 - \$10,454.67
<b>SENIOR ANALYST</b>	Tier 2	4000	\$45.24 - \$60.32	\$7,841.00 - \$10,454.67
<b>IT ANALYST II</b>	Tier 2	4000	\$45.24 - \$60.32	\$7,841.00 - \$10,454.67
<b>SENIOR IT ANALYST</b>	Tier 2	4000	\$49.35 - \$65.80	\$8,553.82 - \$11,405.10
<b>ENGINEER</b>	Tier 2	4000	\$49.35 - \$65.80	\$8,553.82 - \$11,405.10
<b>EXECUTIVE ASSISTANT</b>	Tier 1	3000	\$37.01 - \$49.35	\$6,415.37 - \$8,553.82
<b>PLANNER</b>	Tier 1	3000	\$39.62 - \$55.47	\$6,867.52 - \$9,614.91
<b>ANALYST</b>	Tier 1	3000	\$41.12 - \$55.47	\$7,128.19 - \$9,614.91
<b>ANALYST</b>	Tier 1	3000	\$43.70 - \$58.78	\$7,575.23 - \$10,187.83

<b>SENIOR ANALYST</b>	Tier 1	3000	\$42.67 - \$59.74	\$7,395.36 - \$10,354.55
<b>ENGINEER</b>	Tier 1	3000	\$49.35 - \$65.80	\$8,553.82 - \$11,405.10
<b>SENIOR PLANNER</b>	Tier 1	3000	\$48.27 - \$67.58	\$8,367.37 - \$11,714.11
<b>MANAGER</b>	Tier 1	3000	\$51.99 - \$72.78	\$9,011.29 - \$12,615.97
<b>SENIOR PLANNER</b>	Tier 2	3000	\$49.35 - \$65.80	\$8,553.82 - \$11,405.10
<b>MANAGER</b>	Tier 2	3000	\$53.46 - \$71.28	\$9,266.64 - \$12,355.51
<b>CHIEF BUILDING OFFICIAL</b>	Tier 2	3000	\$57.57 - \$76.77	\$9,979.45 - \$13,305.94
<b>SENIOR ENGINEER</b>	Tier 2	3000	\$57.57 - \$76.77	\$9,979.45 - \$13,305.94
<b>CITY CLERK</b>	Tier 2	3000	\$65.80 - \$87.73	\$11,405.09 - \$15,206.80
<b>ASSISTANT CITY ATTORNEY</b>	Tier 2	3000	\$65.80 - \$87.73	\$11,405.09 - \$15,206.80
<b>SENIOR MANAGER</b>	Tier 2	3000	\$65.80 - \$87.73	\$11,405.09 - \$15,206.80
<b>DIRECTOR</b>	Tier 1	2000	\$73.68 - \$110.53	\$12,770.58 - \$19,157.95
<b>DIRECTOR</b>	Tier 2	2000	\$82.25 - \$109.66	\$14,256.36 - \$19,008.49
<b>SENIOR DIRECTOR</b>	Tier 2	2000	\$87.26 - \$116.35	\$15,125.66 - \$20,167.55
<b><u>ASSISTANT CITY MANAGER</u></b>	Tier 2	2000	\$100.30 - \$133.74	\$17,385.81 - \$23,181.08