

City of Lancaster
Salary Schedule for Fiscal Year 23 - 24
Effective November 14, 2023

2000 Series:

Classification	Step 1	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
City Manager	H - \$173.33 M - \$28,024.97					

2100 Series:

Classification	Step 1	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

3000 Series | Tier 1:

Classification	Step 1	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

3000 Series | Tier 2:

Classification	Step 1	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

4000 Series | Tier 1:

Classification	Step 1	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 - \$7,953.90	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
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

4000 Series | Tier 2:

Classification	Step 1	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 - \$7,953.90	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 - \$7,953.90	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 - \$7,953.90	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 - \$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 - \$7,953.90	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 - \$7,953.90	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

5000 Series | Tier 1:

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

5000 Series | Tier 2:

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

5100 Series:

Classification	Step I	Step 2	Step 3	Step 4	Step 5	Step 6
Peace Officers	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

6000 Series:

Classification	Step 1	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

8000 Series:

<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			