

City of Lancaster
Salary Schedule for Fiscal Year 24 – 25
Effective June 30, 2024

2000 Series:

Classification	Step 1	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
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
City Manager	H - \$171.60 M - \$29,743.94					

2100 Series:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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
Director of Public Safety	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

3000 Series | Tier 1:

Classification	Step 1	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

3000 Series | Tier 2:

Classification	Step 1	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

3100 Series:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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
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

4000 Series | Tier 1:

Classification	Step 1	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

4000 Series | Tier 2:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist I	H - \$32.70 M - \$5,667.33	H - \$34.33 M - \$5,950.69	H - \$36.05 M - \$6,248.21	H - \$37.85 M - \$6,560.62	H - \$39.74 M - \$6,888.66	H - \$41.73 M - \$7,233.09
Administrative Assistant	H - \$32.70 M - \$5,667.33	H - \$34.33 M - \$5,950.69	H - \$36.05 M - \$6,248.21	H - \$37.85 M - \$6,560.62	H - \$39.74 M - \$6,888.66	H - \$41.73 M - \$7,233.09
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

5000 Series | Tier 1:

Classification	Step 1	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

5000 Series | Tier 2:

Classification	Step 1	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

5100 Series:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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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
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6000 Series:

Classification	Step 1	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

8000 Series:

Classification				
	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			