

**STAFF REPORT**  
**City of Lancaster, California**

CC 20
10/13/09
MVB

Date: October 13, 2009

To: Mayor Parris and City Council Members

From: Beverly Glode, Director  
Human Resources & Risk Management

Subject: Amendment to the Compensation Schedule for Professional/Supervisory Class Employees

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**Recommendation:**

Adopt **Resolution 09-90**, amending Resolution 06-231 establishing a compensation and salary schedule for the various classifications.

**Fiscal Impact:**

The fiscal impact will be absorbed within the department budget.

**Background:**

The City of Lancaster conducted a total cost of compensation study last year. As a result of that study, staff recommends adjusting the salary placement for the Crime Prevention Officer from range 42 to range 44 in the salary schedule for the Professional/Supervisory employee class.

The Human Resources department also conducted a study of the proposed reorganization of the Finance Department. As a result we recommend establishing the positions of Finance Operations Technician and Finance Operations Supervisor; along with an adjustment of the salary range for Accountant II and Purchasing Agent from range 49 to range 50 in the Professional/Supervisory employee class.

This change is necessary to maintain the internal alignment of positions

**Attachment:**

Resolution No. 09-90