



City of Lancaster
2025-2026 Salary Structure Detail
 Police Civil Service Personnel
 Adopted 10/1/2025



Department	Pay Grade	Code	Position	Adopted	FY 25/26																												
Police	Pay Grade: P1-CS	3001	Police Officer	50		<table border="1"> <tr><td align="center" colspan="4">Step 1</td></tr> <tr><td align="center" colspan="4">Non Certified</td></tr> <tr><td align="center" colspan="4">25.24</td></tr> <tr><td align="center" colspan="4">2,019.12</td></tr> <tr><td align="center" colspan="4">4,374.76</td></tr> <tr><td align="center" colspan="4">52,497.12</td></tr> </table>				Step 1				Non Certified				25.24				2,019.12				4,374.76				52,497.12			
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						Frequency:		Certified	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7																			
						hourly		37.73	39.33	41.01	42.42	43.89	45.42	47.00																			
						bi-weekly		3,018.21	3,146.23	3,280.64	3,393.82	3,511.29	3,633.36	3,760.38																			
monthly		6,539.46	6,816.83	7,108.05	7,353.27	7,607.77	7,872.27	8,147.50																									
annually		78,473.55	81,801.93	85,296.65	88,239.21	91,293.23	94,467.29	97,769.94																									
Police	Pay Grade: P2-CS	3101	Police Sergeant	7		Frequency:	Entry	Step 1	Step 2	Step 3	Step 4																						
						hourly	52.21	53.81	55.41	57.00	58.60																						
						bi-weekly	4,176.94	4,304.76	4,432.44	4,560.06	4,687.75																						
						monthly	9,050.04	9,326.98	9,603.63	9,880.13	10,156.79																						
						annually	108,600.46	111,923.72	115,243.53	118,561.61	121,881.42																						
Police	Pay Grade: P3-CS	3201	Police Lieutenant	6		Frequency:	Entry	Step 1	Step 2	Step 3	Step 4																						
						hourly	61.63	63.53	65.43	67.34	69.24																						
						bi-weekly	4,930.39	5,082.54	5,234.76	5,386.91	5,539.07																						
						monthly	10,682.51	11,012.17	11,341.98	11,671.65	12,001.31																						
						annually	128,190.08	132,146.08	136,103.79	140,059.79	144,015.77																						
Police	Pay Grade: P4-CS	3301	Assistant Chief	2		Frequency:	Entry	Step 1	Step 2	Step 3	Step 4																						
						hourly	72.92	75.19	77.47	79.74	82.01																						
						bi-weekly	5,833.42	6,015.25	6,197.28	6,379.11	6,561.08																						
						monthly	12,639.07	13,033.04	13,427.44	13,821.41	14,215.66																						
						annually	151,668.82	156,396.47	161,129.25	165,856.89	170,587.95																						
TOTAL POLICE				65																													