



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