

**THE CITY OF LAKE FOREST
PAY PLAN FY2018**

OPERATIONAL AND CLERICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Maintenance Worker I	\$39,537	\$41,603	\$43,667	\$45,732	\$47,797	\$49,862	\$52,697
Account Clerk II Administrative Assistant I Program Assistant	\$45,920	\$48,426	\$50,933	\$53,440	\$55,946	\$58,454	\$62,784
Records Clerk	\$48,051	\$51,085	\$54,119	\$57,152	\$60,186	\$63,220	\$68,236
Account Clerk III Administrative Assistant II	\$48,514	\$51,631	\$54,749	\$57,866	\$60,984	\$64,101	\$69,905
Community Services Officer	\$50,194	\$53,450	\$56,707	\$59,964	\$63,220	\$66,477	\$71,820
Maintenance Worker II Parts Technician	\$52,377	\$55,503	\$59,142	\$62,779	\$66,417	\$70,054	\$75,523

All positions are eligible for a one-time merit bonus up to \$5,000 based on performance. The amount depends on their classification. This bonus is not part of the employee's base salary. See Directive 2-22.

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PROFESSIONAL AND TECHNICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Media Coordinator	\$40,785	\$43,987	\$47,187	\$50,389	\$53,590	\$56,791	\$62,405
Program Supervisor Youth Worker	\$47,623	\$50,329	\$53,035	\$55,741	\$58,448	\$61,152	\$65,770
City Clerk Human Resources Specialist Marketing/Communications Specialist	\$51,761	\$54,741	\$57,719	\$60,698	\$63,675	\$67,314	\$72,417
Executive Assistant	\$54,213	\$57,275	\$60,337	\$63,400	\$66,462	\$69,524	\$73,665
Engineering Technician Planning Technician	\$58,286	\$61,904	\$65,521	\$69,139	\$72,754	\$76,372	\$82,382
Water Plant Operator	\$60,270	\$63,619	\$66,966	\$70,315	\$73,664	\$77,013	\$82,766
Accountant Community TV Coordinator Mechanic	\$62,712	\$66,132	\$69,553	\$72,973	\$76,393	\$79,813	\$85,725
Building Inspector Engineering Assistant	\$63,445	\$67,326	\$71,209	\$75,089	\$78,971	\$82,853	\$88,452
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$65,467	\$69,370	\$73,272	\$77,176	\$81,079	\$84,981	\$91,544
Firefighter^	\$63,156	\$67,010	\$69,468	\$74,717			
Firefighter Paramedic	\$66,903	\$70,791	\$75,036	\$80,529	\$84,513	\$88,936	\$95,807
Police Officer	\$66,796	\$71,303	\$75,810	\$80,316	\$84,823	\$89,329	\$96,644

^Firefighters are required to become paramedics by the end of probation

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SUPERVISORY CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Lead Code Enforcer Lead Plan Reviewer	\$67,361	\$71,512	\$75,662	\$79,812	\$83,962	\$88,113	\$95,024
Network Administrator Supervisor I Senior Accountant	\$76,000	\$79,434	\$82,868	\$86,302	\$89,736	\$93,170	\$96,603
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$78,876	\$81,252	\$84,783	\$88,314	\$91,844	\$95,376	\$101,867
Fire Lieutenant Paramedic	\$99,479	\$103,062	\$104,655	\$106,249	\$107,842	\$109,435	\$111,028
Police Sergeant	\$100,857	\$102,433	\$104,012	\$105,588	\$107,166	\$108,744	\$113,622

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MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$36,827	\$48,373
Assistant Planner	\$46,063	\$63,614
Management Analyst	\$56,106	\$73,544
Asst. Senior Resources Manager Planner Program Manager	\$59,571	\$82,145
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$64,591	\$97,642
Communications Manager	\$62,085	\$99,343
Assistant City Manager	\$93,000	\$119,080
Assistant Director of Finance/IT	\$93,000	\$124,754
Superintendent	\$108,191	\$124,754
Fire Battalion Chief Police Commander	\$115,743	\$124,754
Deputy Fire Chief Deputy Police Chief	\$128,804	\$139,436

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EXECUTIVE CLASSIFICATION

POSITION

Level I

City Manager

Merit

Level II

Director of Community Development
Director of Finance
Director of Parks and Recreation
Director of Public Works
Fire Chief
Police Chief

Merit

Level III

Director of Human Resources

Merit