

**THE CITY OF LAKE FOREST
PAY PLAN FY2015**

OPERATIONAL AND CLERICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Maintenance Worker I	\$38,191	\$40,186	\$42,180	\$44,175	\$46,169	\$48,164	\$50,158
Account Clerk II Administrative Assistant I Program Assistant	\$43,917	\$46,314	\$48,712	\$51,109	\$53,506	\$55,904	\$58,301
Records Clerk	\$45,955	\$48,857	\$51,758	\$54,660	\$57,561	\$60,463	\$63,364
Account Clerk III Administrative Assistant II Recreation Office Manager	\$46,398	\$49,380	\$52,361	\$55,343	\$58,324	\$61,306	\$64,287
Community Services Officer	\$48,005	\$51,120	\$54,234	\$57,349	\$60,463	\$63,578	\$66,692
Communications Operator	\$50,200	\$53,455	\$56,711	\$59,966	\$63,221	\$66,477	\$69,732
Maintenance Worker II Refuse Collector Parts Technician	\$49,360	\$52,822	\$56,284	\$59,746	\$63,207	\$66,669	\$70,131

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.

**THE CITY OF LAKE FOREST
PAY PLAN FY2015**

PROFESSIONAL AND TECHNICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Media Coordinator	\$40,381	\$43,309	\$46,237	\$49,165	\$52,093	\$55,021	\$57,949
Program Supervisor Youth Worker	\$45,546	\$48,134	\$50,722	\$53,310	\$55,898	\$58,486	\$61,074
Deputy City Clerk Human Resources Specialist Marketing/Communications Specialist	\$49,504	\$52,353	\$55,201	\$58,050	\$60,899	\$63,747	\$66,596
Engineering Technician Planning Technician	\$55,744	\$59,203	\$62,663	\$66,122	\$69,581	\$73,041	\$76,500
Water Plant Operator	\$57,641	\$60,844	\$64,046	\$67,249	\$70,452	\$73,654	\$76,857
Executive Assistant	\$53,676	\$56,708	\$59,740	\$62,772	\$65,804	\$68,836	\$71,868
Accountant Community TV Coordinator Mechanic	\$59,977	\$63,248	\$66,519	\$69,791	\$73,062	\$76,333	\$79,604
Building Inspector Engineering Assistant Fire Marshal	\$59,790	\$63,448	\$67,106	\$70,764	\$74,422	\$78,080	\$81,738
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$62,612	\$66,345	\$70,077	\$73,810	\$77,543	\$81,275	\$85,008
Firefighter^	\$60,698	\$64,402	\$68,105	\$71,809			
Firefighter Paramedic	\$63,986	\$67,703	\$73,207	\$77,017	\$80,827	\$84,638	\$88,448
Police Officer	\$63,572	\$67,644	\$71,716	\$76,911	\$81,043	\$85,176	\$89,308

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

**THE CITY OF LAKE FOREST
PAY PLAN FY2015**

SUPERVISORY CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Lead Code Enforcer Lead Plan Reviewer	\$64,423	\$68,392	\$72,362	\$76,331	\$80,300	\$84,270	\$88,239
PS Communications Supervisor Network Administrator Senior Accountant	\$72,322	\$75,593	\$78,864	\$82,135	\$85,406	\$88,677	\$91,948
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor	\$74,332	\$77,709	\$81,086	\$84,463	\$87,839	\$91,216	\$94,593
Fire Lieutenant Paramedic	\$93,742	\$97,118	\$98,620	\$100,121	\$101,622	\$103,123	\$104,325
Police Sergeant	\$96,458	\$97,967	\$99,475	\$100,984	\$102,492	\$104,001	\$105,509

**THE CITY OF LAKE FOREST
PAY PLAN FY2015**

MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$36,101	\$46,042
Assistant Planner Management Assistant	\$44,054	\$59,071
Asst. Senior Resources Manager Planner Program Manager	\$56,973	\$76,279
Assistant to Public Works Director	\$57,522	\$77,016
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$60,870	\$90,670
Communications Manager	\$59,385	\$92,250
Assistant City Manager Assistant Director of Finance/IT	\$82,410	\$110,578
Superintendent	\$101,463	\$114,180
Fire Battalion Chief Police Commander	\$108,545	\$114,727
Deputy Fire Chief Deputy Police Chief	\$118,493	\$126,397

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.

THE CITY OF LAKE FOREST
PAY PLAN FY2015

EXECUTIVE CLASSIFICATION

POSITION

<u>Level I</u> City Manager	Merit
---------------------------------------	-------

<u>Level II</u> Director of Community Development Director of Finance Director of Parks and Recreation Director of Public Works Fire Chief Police Chief	Merit
--	-------

<u>Level III</u> Director of Human Resources	Merit
--	-------