

**THE CITY OF LAKE FOREST  
PAY PLAN FY2016**

**OPERATIONAL AND CLERICAL CLASSIFICATION**

<b>POSITION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
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	\$45,015	\$47,472	\$49,930	\$52,387	\$54,844	\$57,302	\$59,759
Records Clerk	\$47,104	\$50,078	\$53,052	\$56,026	\$59,000	\$61,974	\$64,948
Account Clerk III Administrative Assistant II Recreation Office Manager	\$47,558	\$50,614	\$53,670	\$56,726	\$59,782	\$62,838	\$65,894
Community Services Officer	\$49,205	\$52,397	\$55,590	\$58,782	\$61,974	\$65,167	\$68,359
Maintenance Worker II Refuse Collector Parts Technician	\$50,594	\$54,142	\$57,691	\$61,239	\$64,787	\$68,336	\$71,884

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 FY2016**

**PROFESSIONAL AND TECHNICAL CLASSIFICATION**

<b>POSITION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
Media Coordinator	\$40,381	\$43,551	\$46,720	\$49,890	\$53,059	\$56,229	\$59,398
Program Supervisor Youth Worker	\$46,685	\$49,338	\$51,990	\$54,643	\$57,296	\$59,948	\$62,601
Deputy City Clerk Human Resources Specialist Marketing/Communications Specialist	\$50,742	\$53,662	\$56,582	\$59,502	\$62,421	\$65,341	\$68,261
Engineering Technician Planning Technician	\$57,138	\$60,684	\$64,230	\$67,776	\$71,321	\$74,867	\$78,413
Water Plant Operator	\$59,082	\$62,365	\$65,647	\$68,930	\$72,213	\$75,495	\$78,778
Executive Assistant	\$53,676	\$56,708	\$59,740	\$62,772	\$65,804	\$68,836	\$71,868
Accountant Community TV Coordinator Mechanic	\$61,476	\$64,829	\$68,182	\$71,535	\$74,888	\$78,241	\$81,594
Building Inspector Engineering Assistant Fire Marshal	\$61,285	\$65,034	\$68,784	\$72,533	\$76,282	\$80,032	\$83,781
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$64,177	\$68,003	\$71,829	\$75,655	\$79,481	\$83,307	\$87,133
Firefighter^	\$61,912	\$65,690	\$69,468	\$73,245			
Firefighter Paramedic	\$65,585	\$69,396	\$75,036	\$78,942	\$82,848	\$86,754	\$91,102
Police Officer	\$65,480	\$69,898	\$74,316	\$78,734	\$83,151	\$87,569	\$91,987

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

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**SUPERVISORY CLASSIFICATION**

<b>POSITION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
Lead Code Enforcer Lead Plan Reviewer	\$66,034	\$70,103	\$74,171	\$78,240	\$82,308	\$86,377	\$90,445
Network Administrator Supervisor I 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 II	\$76,190	\$79,651	\$83,113	\$86,574	\$90,035	\$93,497	\$96,958
Fire Lieutenant Paramedic	\$95,851	\$99,303	\$100,838	\$102,374	\$103,909	\$105,444	\$106,979
Police Sergeant	\$98,869	\$100,415	\$101,962	\$103,508	\$105,054	\$106,601	\$108,147

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**MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION**

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$36,101	\$46,042
Assistant Planner Management Assistant	\$45,155	\$60,548
Asst. Senior Resources Manager Planner Program Manager	\$58,397	\$78,186
Assistant to Public Works Director	\$58,960	\$78,941
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$62,392	\$92,937
Communications Manager	\$60,870	\$94,556
Assistant City Manager Assistant Director of Finance/IT	\$84,470	\$113,342
Superintendent	\$104,000	\$117,035
Fire Battalion Chief Police Commander	\$111,259	\$117,595
Deputy Fire Chief Deputy Police Chief	\$121,455	\$129,557

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EXECUTIVE CLASSIFICATION

**POSITION**

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<b><u>Level I</u></b> City Manager	Merit
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<b><u>Level II</u></b> Director of Community Development Director of Finance Director of Parks and Recreation Director of Public Works Fire Chief Police Chief	Merit
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<b><u>Level III</u></b> Director of Human Resources	Merit
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