

**THE CITY OF LAKE FOREST  
PAY PLAN FY2017**

**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	\$38,573	\$40,588	\$42,602	\$44,617	\$46,631	\$48,646	\$51,412
Account Clerk II Administrative Assistant I Program Assistant	\$45,465	\$47,947	\$50,429	\$52,911	\$55,392	\$57,875	\$61,253
Records Clerk	\$47,575	\$50,579	\$53,583	\$56,586	\$59,590	\$62,594	\$66,572
Account Clerk III Administrative Assistant II	\$48,034	\$51,120	\$54,207	\$57,293	\$60,380	\$63,466	\$67,541
Community Services Officer	\$49,697	\$52,921	\$56,146	\$59,370	\$62,594	\$65,819	\$70,068
Maintenance Worker II Parts Technician	\$51,100	\$54,683	\$58,268	\$61,851	\$65,435	\$69,019	\$73,681

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 FY2017**

**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	\$40,785	\$43,987	\$47,187	\$50,389	\$53,590	\$56,791	\$60,883
Program Supervisor Youth Worker	\$47,152	\$49,831	\$52,510	\$55,189	\$57,869	\$60,547	\$64,166
Deputy City Clerk Human Resources Specialist Marketing/Communications Specialist	\$51,249	\$54,199	\$57,148	\$60,097	\$63,045	\$65,994	\$69,968
Executive Assistant	\$54,213	\$57,275	\$60,337	\$63,400	\$66,462	\$69,524	\$73,665
Engineering Technician Planning Technician	\$57,709	\$61,291	\$64,872	\$38,154	\$72,034	\$75,616	\$80,373
Water Plant Operator	\$59,673	\$62,989	\$66,303	\$69,619	\$72,935	\$76,250	\$80,747
Accountant Community TV Coordinator Mechanic	\$62,091	\$65,477	\$68,864	\$72,250	\$75,637	\$79,023	\$83,634
Building Inspector Engineering Assistant Fire Marshal	\$61,898	\$65,684	\$69,472	\$73,258	\$77,045	\$80,832	\$85,876
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$64,819	\$68,683	\$72,547	\$76,412	\$80,276	\$84,140	\$89,311
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	\$66,135	\$70,597	\$75,059	\$79,521	\$83,983	\$88,445	\$94,287

^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	\$66,694	\$70,804	\$74,913	\$79,022	\$83,131	\$87,241	\$92,706
Network Administrator Supervisor I Senior Accountant	\$73,045	\$76,349	\$79,653	\$82,956	\$86,260	\$89,564	\$94,247
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$76,952	\$80,448	\$83,944	\$87,440	\$90,935	\$94,432	\$99,382
<b>Fire Lieutenant Paramedic</b>	\$95,851	\$99,303	\$100,838	\$102,374	\$103,909	\$105,444	\$106,979
Police Sergeant	\$99,858	\$101,419	\$102,982	\$104,543	\$106,105	\$107,667	\$110,851

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**MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION**

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$36,462	\$47,193
Assistant Planner	\$45,607	\$62,062
Management Analyst	\$55,550	\$71,750
Asst. Senior Resources Manager Planner Program Manager	\$58,981	\$80,141
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$63,016	\$95,260
Communications Manager	\$61,479	\$96,920
Assistant City Manager Assistant Director of Finance/IT	\$85,315	\$116,176
Superintendent	\$105,040	\$119,961
Fire Battalion Chief Police Commander	\$112,372	\$120,535
Deputy Fire Chief Deputy Police Chief	\$122,670	\$132,796

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EXECUTIVE CLASSIFICATION

**POSITION**

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**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