

**THE CITY OF LAKE FOREST
PAY PLAN FY2014**

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	\$42,846	\$45,185	\$47,524	\$49,863	\$52,201	\$54,540	\$56,879
Records Clerk	\$44,834	\$47,665	\$50,496	\$53,327	\$56,157	\$58,988	\$61,819
Account Clerk III Administrative Assistant II Recreation Office Manager	\$45,266	\$48,175	\$51,084	\$53,993	\$56,901	\$59,810	\$62,719
Community Services Officer	\$46,834	\$49,873	\$52,911	\$55,950	\$58,988	\$62,027	\$65,065
Communications Operator	\$48,976	\$52,152	\$55,328	\$58,504	\$61,679	\$64,855	\$68,031
Maintenance Worker II Refuse Collector Parts Technician	\$48,156	\$51,533	\$54,911	\$58,288	\$61,665	\$65,043	\$68,420

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	\$40,381	\$43,074	\$45,766	\$48,459	\$51,151	\$53,844	\$56,536
Program Supervisor Youth Worker	\$44,435	\$46,960	\$49,485	\$52,010	\$54,534	\$57,059	\$59,584
Deputy City Clerk Human Resources Specialist Marketing/Communications Specialist	\$48,297	\$51,076	\$53,855	\$56,635	\$59,414	\$62,193	\$64,972
Engineering Technician Planning Technician	\$55,744	\$58,892	\$62,041	\$65,189	\$68,337	\$71,486	\$74,634
Water Plant Operator	\$56,235	\$59,360	\$62,484	\$65,609	\$68,733	\$71,858	\$74,982
Executive Assistant	\$53,676	\$56,708	\$59,740	\$62,772	\$65,804	\$68,836	\$71,868
Accountant Community TV Coordinator Mechanic	\$58,514	\$61,705	\$64,897	\$68,088	\$71,279	\$74,471	\$77,662
Building Inspector Engineering Assistant Fire Marshal	\$58,332	\$61,901	\$65,469	\$69,038	\$72,607	\$76,175	\$79,744
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$61,085	\$64,727	\$68,368	\$72,010	\$75,652	\$79,293	\$82,935
Firefighter^	\$59,508	\$63,139	\$66,770	\$70,401			
Firefighter Paramedic	\$62,425	\$66,403	\$71,421	\$75,138	\$78,856	\$82,573	\$86,291
Police Officer	\$62,325	\$66,318	\$70,310	\$75,035	\$79,066	\$83,099	\$87,130

^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	\$62,852	\$66,725	\$70,597	\$74,470	\$78,342	\$82,215	\$86,087
PS Communications Supervisor Network Administrator Senior Accountant	\$70,558	\$73,749	\$76,940	\$80,132	\$83,323	\$86,514	\$89,705
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor	\$72,519	\$75,814	\$79,108	\$82,403	\$85,697	\$88,992	\$92,286
Fire Lieutenant Paramedic	\$91,904	\$95,214	\$96,686	\$98,158	\$99,630	\$101,101	\$102,573
Police Sergeant	\$94,105	\$95,577	\$97,049	\$98,521	\$99,992	\$101,464	\$102,936

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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	\$44,054	\$59,071
Asst. Senior Resources Manager Planner Program Manager	\$55,583	\$74,419
Assistant to Public Works Director	\$56,119	\$75,138
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$59,385	\$88,459
Communications Manager	\$57,937	\$90,000
Assistant City Manager Assistant Director of Finance/IT	\$80,400	\$107,881
Superintendent	\$98,988	\$111,395
Fire Battalion Chief Police Commander	\$105,898	\$111,929
Deputy Fire Chief Deputy Police Chief	\$115,603	\$123,314

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EXECUTIVE CLASSIFICATION

POSITION

<u>Level I</u> City Manager	Merit
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<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
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<u>Level III</u> Director of Human Resources	Merit
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