

**THE CITY OF LAKE FOREST
PAY PLAN FY2019**

OPERATIONAL AND CLERICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Maintenance Worker I	\$40,525	\$42,774	\$45,022	\$47,270	\$49,518	\$51,766	\$54,014
Account Clerk II Administrative Assistant I Program Assistant	\$47,183	\$50,071	\$52,959	\$55,847	\$58,735	\$61,623	\$64,511
Records Clerk	\$49,252	\$52,700	\$56,149	\$59,597	\$63,045	\$66,494	\$69,942
Account Clerk III Administrative Assistant II	\$49,727	\$53,381	\$57,036	\$60,690	\$64,344	\$67,999	\$71,653
Community Services Officer	\$51,449	\$55,144	\$58,838	\$62,533	\$66,227	\$69,922	\$73,616
Maintenance Worker II Parts Technician	\$53,686	\$57,640	\$61,594	\$65,549	\$69,503	\$73,457	\$77,411

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
Program Supervisor Youth Worker	\$48,814	\$52,480	\$56,147	\$59,813	\$63,479	\$67,146	\$67,414
City Clerk Human Resources Specialist Marketing/Communications Specialist	\$55,126	\$58,792	\$62,459	\$66,125	\$69,791	\$73,458	\$77,124
Engineering Technician Planning Technician	\$59,743	\$63,860	\$67,976	\$72,093	\$76,209	\$80,326	\$84,442
Water Plant Operator	\$61,776	\$65,619	\$69,462	\$73,306	\$77,149	\$80,992	\$84,835
Mechanic	\$64,280	\$68,211	\$72,143	\$76,074	\$80,005	\$83,937	\$87,868
Accountant	\$64,280	\$68,211	\$72,143	\$76,074	\$80,005	\$83,937	\$87,868
Building Inspector Engineering Assistant	\$65,348	\$69,641	\$73,934	\$78,227	\$82,520	\$86,813	\$91,106
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$67,758	\$72,256	\$76,755	\$81,253	\$85,751	\$90,250	\$94,748
Firefighter^	\$63,788	\$67,680	\$69,468	\$75,838			
	\$63,533	\$67,412	\$69,190	\$75,539			
Firefighter Paramedic	\$67,572	\$71,499	\$75,974	\$81,535	\$85,781	\$91,160	\$97,724
	\$67,304	\$71,216	\$75,674	\$81,213	\$85,443	\$90,804	\$97,340
Police Officer	\$66,796	\$71,303	\$75,810	\$80,316	\$84,823	\$89,329	\$99,060
	\$66,529	\$71,018	\$75,507	\$79,995	\$84,484	\$88,972	\$98,674

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

LGDF Adj to 7/1/18

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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	\$69,045	\$73,771	\$78,496	\$83,222	\$87,948	\$92,673	\$97,399
Supervisor I	\$77,900	\$81,420	\$84,939	\$88,459	\$91,979	\$95,498	\$99,018
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$80,848	\$84,776	\$88,703	\$92,631	\$96,558	\$100,486	\$104,413
Fire Lieutenant Paramedic	\$101,220	\$104,865	\$106,486	\$108,108	\$109,729	\$111,350	\$112,971
	\$100,822	\$104,453	\$106,068	\$107,683	\$109,298	\$110,912	\$112,527
Police Sergeant	\$103,882	\$106,074	\$108,265	\$110,457	\$112,648	\$114,840	\$117,031

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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	\$47,215	\$65,204
Management Analyst	\$57,508	\$75,382
Planner Program Manager	\$61,060	\$84,198
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$66,206	\$100,083
Communications Manager	\$63,947	\$102,323
Assistant City Manager	\$95,325	\$122,057
Assistant Director of Finance/IT	\$95,325	\$127,873
Superintendent	\$110,896	\$127,873
Fire Battalion Chief Fire Division Chief Police Commander	\$119,794	\$129,120
Deputy Fire Chief Deputy Police Chief	\$135,244	\$146,408

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EXECUTIVE CLASSIFICATION

POSITION

Level I City Manager	Merit
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Level II 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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Level III Director of Human Resources	Merit
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