

**THE CITY OF LAKE FOREST
PAY PLAN FY2020**

OPERATIONAL AND CLERICAL CLASSIFICATION

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Maintenance Worker I	\$41,539	\$43,843	\$46,148	\$48,452	\$50,756	\$53,061	\$55,365
Graphic Designer	\$48,362	\$50,381	\$52,400	\$54,419	\$56,437	\$58,456	\$60,475
Account Clerk II Administrative Assistant I Program Assistant	\$48,834	\$51,823	\$54,812	\$57,802	\$60,791	\$63,780	\$66,769
Records Clerk	\$50,483	\$54,018	\$57,552	\$61,087	\$64,622	\$68,156	\$71,691
Account Clerk III Administrative Assistant II	\$51,716	\$55,517	\$59,317	\$63,118	\$66,918	\$70,719	\$74,519
Community Services Officer	\$52,735	\$56,522	\$60,309	\$64,096	\$67,882	\$71,669	\$75,456
Maintenance Worker II Parts Technician	\$55,028	\$59,081	\$63,134	\$67,187	\$71,240	\$75,293	\$79,346

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
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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	\$50,034	\$53,792	\$60,728	\$61,308	\$65,066	\$68,825	\$69,099
Mkting/Commun Specialist	\$60,177	\$63,323	\$66,469	\$69,615	\$72,760	\$75,906	\$79,052
City Clerk Human Resources Specialist	\$62,525	\$65,794	\$69,062	\$72,331	\$75,600	\$78,868	\$82,137
Engineering Technician Planning Technician	\$61,237	\$65,456	\$69,676	\$73,895	\$78,114	\$82,334	\$86,553
Water Plant Operator	\$63,320	\$67,259	\$71,199	\$75,138	\$79,077	\$83,017	\$86,956
Mechanic	\$65,887	\$69,917	\$73,946	\$77,976	\$82,006	\$86,035	\$90,065
Accountant	\$66,530	\$70,526	\$74,521	\$78,517	\$82,513	\$86,508	\$90,504
Building Inspector Engineering Assistant	\$67,635	\$72,078	\$76,522	\$80,965	\$85,408	\$89,852	\$94,295
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$69,791	\$74,424	\$79,057	\$83,691	\$88,324	\$92,957	\$97,590
Firefighter^	\$63,788	\$67,680	\$69,468	\$75,838			
5/1/19	\$63,661	\$67,546	\$69,329	\$75,688			
Firefighter Paramedic	\$67,572	\$71,499	\$75,974	\$81,535	\$85,781	\$91,160	\$97,724
5/1/19	\$67,438	\$71,357	\$75,824	\$81,375	\$85,612	\$90,982	\$97,532
Police Officer	\$67,798	\$72,373	\$76,947	\$81,119	\$85,671	\$90,223	\$101,289
5/1/19	\$67,664	\$72,230	\$76,795	\$80,958	\$85,501	\$90,044	\$101,091

^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	\$70,771	\$75,615	\$80,459	\$85,303	\$90,146	\$94,990	\$99,834
Supervisor I	\$80,237	\$83,862	\$87,488	\$91,113	\$94,738	\$98,364	\$101,989
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$83,273	\$87,318	\$91,364	\$95,409	\$99,454	\$103,500	\$107,545
Fire Lieutenant Paramedic	\$101,220	\$104,865	\$106,486	\$108,108	\$109,729	\$111,350	\$112,971
5/1/19	\$100,822	\$104,453	\$106,068	\$107,683	\$109,298	\$110,912	\$112,527
Police Sergeant	\$106,479	\$108,725	\$110,972	\$113,218	\$115,464	\$117,711	\$119,957

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MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$37,195	\$48,857
Assistant Planner	\$48,395	\$66,834
Management Analyst	\$58,946	\$77,267
Planner Program Manager	\$62,587	\$86,303
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$67,861	\$102,585
Communications Manager	\$65,865	\$105,393
Assistant City Manager	\$97,408	\$125,108
Assistant Director of Finance/IT	\$97,708	\$131,070
Superintendent	\$113,668	\$131,070
Fire Battalion Chief Fire Division Chief Police Commander	\$123,388	\$132,994
Deputy Fire Chief Deputy Police Chief	\$138,068	\$150,068

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EXECUTIVE CLASSIFICATION

POSITION

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