

**THE CITY OF LAKE FOREST
PAY PLAN FY2021**

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	\$49,571	\$51,640	\$53,710	\$55,779	\$57,848	\$59,918	\$61,987
Account Clerk II Administrative Assistant I Program Assistant	\$50,513	\$53,612	\$56,711	\$59,810	\$62,908	\$66,007	\$69,106
Records Clerk	\$51,745	\$55,368	\$58,991	\$62,614	\$66,237	\$69,860	\$73,483
Account Clerk III Administrative Assistant II	\$53,009	\$56,905	\$60,800	\$64,696	\$68,591	\$72,487	\$76,382
Community Services Officer	\$54,053	\$57,935	\$61,816	\$65,698	\$69,579	\$73,461	\$77,342
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.

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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	\$51,285	\$54,542	\$57,799	\$61,056	\$64,312	\$67,569	\$70,826
Mktng/Commun Specialist	\$61,681	\$64,906	\$68,130	\$71,355	\$74,579	\$77,804	\$81,028
City Clerk Staff Accountant I Human Resources Specialist	\$64,401	\$67,768	\$71,134	\$74,501	\$77,868	\$81,234	\$84,601
Engineering Technician Planning Technician	\$62,768	\$67,093	\$71,418	\$75,743	\$80,067	\$84,392	\$88,717
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
Staff Accountant II	\$68,193	\$72,289	\$76,384	\$80,480	\$84,576	\$88,671	\$92,767
Building Inspector Engineering Assistant	\$69,664	\$74,241	\$78,817	\$83,394	\$87,971	\$92,547	\$97,124
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$71,536	\$76,285	\$81,034	\$85,783	\$90,532	\$95,281	\$100,030
Firefighter^	\$65,536	\$70,933	\$72,807	\$79,483			
Firefighter Paramedic	\$70,993	\$75,119	\$79,820	\$85,663	\$90,124	\$95,775	\$102,671
Police Officer	\$69,662	\$74,363	\$79,063	\$83,350	\$88,027	\$92,704	\$104,074

^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
Supervisor I Lead Code Enforcer Lead Plan Reviewer	\$82,243	\$85,959	\$89,675	\$93,391	\$97,107	\$100,823	\$104,539
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$90,000	\$93,372	\$96,745	\$100,117	\$103,489	\$106,862	\$110,234
Fire Lieutenant Paramedic	\$106,085	\$109,905	\$111,604	\$113,304	\$115,003	\$116,702	\$118,401
Police Sergeant	\$109,141	\$111,444	\$113,746	\$116,049	\$118,351	\$120,654	\$122,956

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MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION

POSITION	MINIMUM	MAXIMUM
Management Intern	\$38,125	\$50,078
Assistant Planner	\$52,267	\$72,181
Management Analyst Planner Program Manager	\$64,152	\$88,461
Assistant to the City Manager CROYA Manager Senior Resources Manager Senior Planner	\$69,558	\$105,150
Communications Manager	\$67,512	\$108,028
Assistant Director of Finance/IT	\$100,151	\$134,347
Superintendent	\$116,510	\$134,347
Assistant City Manager	\$105,201	\$135,117
Fire Battalion Chief Fire Division Chief Police Commander	\$127,090	\$136,984
Deputy Fire Chief Deputy Police Chief	\$141,520	\$153,820

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EXECUTIVE CLASSIFICATION

POSITION

Level I

City Manager

Merit

Level II

Director of Community Development

Director of Finance

Director of Human Resources

Director of Innovation and Technology

Director of Parks and Recreation

Director of Public Works

Fire Chief

Police Chief

Merit