

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

**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	\$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.

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

**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>
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**

<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>
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**

<b>POSITION</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
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 Innovation and Technology

Director of Parks and Recreation

Director of Public Works

Fire Chief

Police Chief

Merit

**Level III**

Director of Human Resources

Merit