

**THE CITY OF LAKE FOREST  
PAY PLAN FY2022**

**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	\$43,641	\$46,062	\$48,483	\$50,905	\$53,326	\$55,747	\$58,168
Graphic Designer	\$50,810	\$52,931	\$55,052	\$57,174	\$59,295	\$61,416	\$63,537
Account Clerk II Administrative Assistant I Program Assistant	\$51,776	\$54,952	\$58,129	\$61,305	\$64,481	\$67,658	\$70,834
Records Clerk	\$53,039	\$56,753	\$60,466	\$64,180	\$67,893	\$71,607	\$75,320
Account Clerk III Administrative Assistant II	\$54,334	\$58,327	\$62,320	\$66,313	\$70,306	\$74,299	\$78,292
Community Services Officer	\$54,053	\$57,935	\$61,816	\$65,698	\$69,579	\$73,461	\$77,342
Maintenance Worker II Parts Technician	\$57,814	\$62,072	\$66,330	\$70,589	\$74,847	\$79,105	\$83,363

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 FY2022**

**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	\$52,567	\$55,905	\$59,244	\$62,582	\$65,920	\$69,259	\$72,597
Mkting/Commun Specialist	\$63,223	\$66,528	\$69,833	\$73,139	\$76,444	\$79,749	\$83,054
City Clerk Staff Accountant I Human Resources Specialist	\$66,011	\$69,462	\$72,913	\$76,364	\$79,814	\$83,265	\$86,716
Engineering Technician Planning Technician	\$64,903	\$69,242	\$73,580	\$77,919	\$82,258	\$86,596	\$90,935
Water Plant Operator	\$66,526	\$70,665	\$74,803	\$78,942	\$83,081	\$87,219	\$91,358
Mechanic	\$69,222	\$73,456	\$77,690	\$81,924	\$86,157	\$90,391	\$94,625
Staff Accountant II	\$69,898	\$74,096	\$78,294	\$82,492	\$86,690	\$90,888	\$95,086
Building Inspector Engineering Assistant	\$71,754	\$76,387	\$81,020	\$85,653	\$90,286	\$94,919	\$99,552
PC/LAN Support Specialist Plan Reviewer Business Analyst	\$73,324	\$78,192	\$83,060	\$87,928	\$92,795	\$97,663	\$102,531
Firefighter^	\$67,011	\$72,529	\$74,445	\$81,271			
Firefighter Paramedic	\$72,768	\$76,997	\$81,816	\$87,804	\$92,377	\$98,169	\$105,238
Police Officer	\$71,647	\$76,482	\$81,316	\$85,725	\$90,536	\$95,346	\$107,040

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

**THE CITY OF LAKE FOREST  
PAY PLAN FY2022**

**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	\$84,299	\$88,108	\$91,917	\$95,726	\$99,534	\$103,343	\$107,152
Chief Water Plant Operator Engineering Supervisor Cemetery Sexton Supervisor II	\$92,250	\$95,707	\$99,163	\$102,620	\$106,077	\$109,533	\$112,990
Fire Lieutenant Paramedic	\$108,472	\$112,378	\$114,115	\$115,853	\$117,590	\$119,328	\$121,065
Police Sergeant	\$111,870	\$114,230	\$116,590	\$118,950	\$121,310	\$123,670	\$126,030

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 FY2022**

**MANAGERIAL AND ADMINISTRATIVE CLASSIFICATION**

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Management Intern	\$39,078	\$51,330
Assistant Planner	\$53,574	\$73,986
Management Analyst Planner Program Manager	\$65,756	\$90,673
Assistant to the City Manager Assistant to PW Director CROYA Manager Senior Resources Manager Senior Planner	\$83,000	\$107,779
Communications Manager	\$69,200	\$110,729
Assistant Director of Finance/IT	\$102,655	\$137,706
Superintendent	\$119,426	\$137,706
Assistant City Manager	\$107,831	\$138,495
Fire Battalion Chief Fire Division Chief Police Commander	\$130,267	\$140,409
Deputy Fire Chief Deputy Police Chief	\$145,058	\$157,666

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

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