

**City of Foster City / Estero Municipal Improvement District  
FY 2015-2016 Pay Plan**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b><u>Executive Management</u></b>					
City Manager					\$ 19,000
Chief of Police	\$ 13,780	\$ 14,469	\$ 15,193	\$ 15,952	\$ 16,750
Fire Chief	\$ 13,780	\$ 14,469	\$ 15,193	\$ 15,952	\$ 16,750
Community Development Director	\$ 12,433	\$ 13,055	\$ 13,708	\$ 14,393	\$ 15,113
Director of Public Works	\$ 12,433	\$ 13,055	\$ 13,708	\$ 14,393	\$ 15,113
Assistant City Manager	\$ 12,259	\$ 12,872	\$ 13,516	\$ 14,192	\$ 14,901
Finance Director	\$ 12,085	\$ 12,690	\$ 13,324	\$ 13,990	\$ 14,690
Human Resources Director	\$ 12,085	\$ 12,690	\$ 13,324	\$ 13,990	\$ 14,690
Parks & Recreation Director	\$ 12,085	\$ 12,690	\$ 13,324	\$ 13,990	\$ 14,690
Communications Director / City Clerk	\$ 10,661	\$ 11,194	\$ 11,753	\$ 12,341	\$ 12,958
<b><u>Other Management</u></b>					
Police Captain	\$ 11,821	\$ 12,413	\$ 13,033	\$ 13,685	\$ 14,369
Fire Battalion Chief	\$ 11,046	\$ 11,598	\$ 12,178	\$ 12,787	\$ 13,426
Fire Battalion Chief (Admin)	\$ 11,046	\$ 11,598	\$ 12,178	\$ 12,787	\$ 13,426
Fire Marshal	\$ 11,046	\$ 11,598	\$ 12,178	\$ 12,787	\$ 13,426
Police Lieutenant	\$ 10,212	\$ 10,722	\$ 11,259	\$ 11,821	\$ 12,413
Information Technology Manager	\$ 9,393	\$ 9,863	\$ 10,356	\$ 10,874	\$ 11,418
Chief Building Official	\$ 9,258	\$ 9,721	\$ 10,207	\$ 10,717	\$ 11,253
Planning Manager	\$ 9,258	\$ 9,721	\$ 10,207	\$ 10,717	\$ 11,253
Assistant Finance Director	\$ 9,074	\$ 9,528	\$ 10,004	\$ 10,504	\$ 11,029
Senior Civil Engineer	\$ 9,025	\$ 9,476	\$ 9,950	\$ 10,447	\$ 10,970
Public Works Maintenance Manager	\$ 8,949	\$ 9,396	\$ 9,866	\$ 10,359	\$ 10,877
Sr. Systems Analyst	\$ 7,862	\$ 8,255	\$ 8,668	\$ 9,102	\$ 9,557
Associate Civil Engineer	\$ 7,796	\$ 8,186	\$ 8,595	\$ 9,025	\$ 9,476
Building and Vehicle Maintenance Manager	\$ 7,776	\$ 8,165	\$ 8,573	\$ 9,002	\$ 9,452
Parks Maintenance Manager	\$ 7,776	\$ 8,165	\$ 8,573	\$ 9,002	\$ 9,452
Public Works Maintenance Superintendent	\$ 7,776	\$ 8,165	\$ 8,573	\$ 9,002	\$ 9,452
Recreation Manager	\$ 7,776	\$ 8,165	\$ 8,573	\$ 9,002	\$ 9,452
Accounting Manager	\$ 7,740	\$ 8,127	\$ 8,533	\$ 8,960	\$ 9,408
Senior Planner	\$ 7,565	\$ 7,943	\$ 8,340	\$ 8,757	\$ 9,195
Associate Planner	\$ 7,205	\$ 7,565	\$ 7,943	\$ 8,340	\$ 8,757
Management Analyst	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,241	\$ 8,653
Assistant Engineer	\$ 7,071	\$ 7,425	\$ 7,796	\$ 8,186	\$ 8,595
Assistant Planner	\$ 6,535	\$ 6,861	\$ 7,205	\$ 7,565	\$ 7,943
Junior Engineer	\$ 6,414	\$ 6,734	\$ 7,071	\$ 7,425	\$ 7,796
Accountant II	\$ 6,294	\$ 6,609	\$ 6,939	\$ 7,286	\$ 7,651
Technology Analyst II	\$ 6,183	\$ 6,492	\$ 6,817	\$ 7,158	\$ 7,516
Human Resources Analyst	\$ 6,140	\$ 6,447	\$ 6,770	\$ 7,108	\$ 7,464
Deputy City Clerk	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,389
Police Records Supervisor	\$ 6,025	\$ 6,326	\$ 6,643	\$ 6,975	\$ 7,324
Accountant I	\$ 5,709	\$ 5,994	\$ 6,294	\$ 6,609	\$ 6,939
Management Assistant to the City Manager	\$ 5,612	\$ 5,893	\$ 6,188	\$ 6,497	\$ 6,822
Management Coordinator	\$ 5,612	\$ 5,893	\$ 6,188	\$ 6,497	\$ 6,822
Records Analyst II	\$ 5,514	\$ 5,790	\$ 6,079	\$ 6,383	\$ 6,702
Technology Analyst I	\$ 5,341	\$ 5,608	\$ 5,889	\$ 6,183	\$ 6,492
Management Assistant	\$ 5,091	\$ 5,345	\$ 5,612	\$ 5,893	\$ 6,188
Records Analyst I	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,790	\$ 6,079

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	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b><u>AFSCME - Maintenance Unit</u></b>					
Public Works Lead Maintenance Worker	\$ 5,712	\$ 5,997	\$ 6,297	\$ 6,612	\$ 6,942
Parks Lead Maintenance Worker	\$ 5,608	\$ 5,888	\$ 6,182	\$ 6,492	\$ 6,816
Mechanic I	\$ 5,543	\$ 5,820	\$ 6,111	\$ 6,417	\$ 6,738
Public Works Maintenance Worker II	\$ 5,181	\$ 5,440	\$ 5,712	\$ 5,997	\$ 6,297
Facilities Maintenance Worker II	\$ 5,139	\$ 5,396	\$ 5,666	\$ 5,949	\$ 6,246
Parks Maintenance Worker II	\$ 5,086	\$ 5,340	\$ 5,608	\$ 5,888	\$ 6,182
Equipment Maintenance Worker	\$ 5,028	\$ 5,279	\$ 5,543	\$ 5,820	\$ 6,111
Building and Vehicle Maintenance Worker	\$ 4,789	\$ 5,028	\$ 5,280	\$ 5,543	\$ 5,821
Public Works Maintenance Worker I	\$ 4,699	\$ 4,934	\$ 5,181	\$ 5,440	\$ 5,712
Parks Maintenance Worker I	\$ 4,613	\$ 4,844	\$ 5,086	\$ 5,340	\$ 5,607
Public Works Maintenance Worker	\$ 4,262	\$ 4,475			
Parks Maintenance Worker	\$ 4,184	\$ 4,393			
<b><u>AFSCME - General Unit</u></b>					
Sr. Bldg Inspector	\$ 7,426	\$ 7,797	\$ 8,187	\$ 8,597	\$ 9,026
Building Inspector	\$ 6,736	\$ 7,072	\$ 7,426	\$ 7,797	\$ 8,187
Sr. Engineering Technician	\$ 5,975	\$ 6,274	\$ 6,588	\$ 6,917	\$ 7,263
Recreation Coordinator	\$ 5,355	\$ 5,622	\$ 5,903	\$ 6,199	\$ 6,508
Senior Accounting Specialist	\$ 5,039	\$ 5,291	\$ 5,555	\$ 5,833	\$ 6,125
Administrative Secretary	\$ 4,962	\$ 5,210	\$ 5,471	\$ 5,744	\$ 6,032
Sr. Comm. Services Officer	\$ 4,848	\$ 5,090	\$ 5,345	\$ 5,612	\$ 5,892
Accounting Specialist	\$ 4,799	\$ 5,039	\$ 5,291	\$ 5,555	\$ 5,833
Building Services Coordinator	\$ 4,788	\$ 5,028	\$ 5,279	\$ 5,543	\$ 5,820
Police Records Specialist	\$ 4,727	\$ 4,964	\$ 5,212	\$ 5,472	\$ 5,746
Office Assistant II	\$ 4,386	\$ 4,606	\$ 4,836	\$ 5,078	\$ 5,332
Office Assistant I	\$ 3,978	\$ 4,177			
<b><u>FCPOA</u></b>					
Police Sergeant	\$ 8,762	\$ 9,200	\$ 9,660	\$ 10,143	\$ 10,651
Police Corporal	\$ 8,006	\$ 8,406	\$ 8,827	\$ 9,268	\$ 9,731
Police Dispatch Supervisor	\$ 7,375	\$ 7,744	\$ 8,131	\$ 8,537	\$ 8,964
Police Officer	\$ 7,250	\$ 7,612	\$ 7,993	\$ 8,393	\$ 8,812
Lead Police Dispatcher	\$ 6,958	\$ 7,306	\$ 7,671	\$ 8,055	\$ 8,458
Police Officer Recruit	\$ 6,576	\$ 6,905			
Police/Fire Dispatcher	\$ 6,311	\$ 6,627	\$ 6,958	\$ 7,306	\$ 7,671
<b><u>IAFF</u></b>					
Fire Captain	\$ 8,139	\$ 8,546	\$ 8,973	\$ 9,422	\$ 9,893
Firefighter	\$ 6,784	\$ 7,123	\$ 7,479	\$ 7,853	\$ 8,246
<b><u>Hourly / Part-Time / Seasonal</u></b>					
Building Services Coordinator Assistant	\$ 13.60	\$ 14.00	\$ 14.60	\$ 15.25	\$ 15.60
Recreation Leader III	\$ 13.60	\$ 14.00	\$ 14.60	\$ 15.25	\$ 15.60
Recreation Leader II	\$ 11.75	\$ 12.00	\$ 12.25	\$ 12.50	\$ 12.75
Building Serv.Assistant	\$ 10.25	\$ 10.50	\$ 10.75	\$ 11.00	\$ 11.25
Clerical Assistant	\$ 10.25	\$ 10.50	\$ 10.75	\$ 11.00	\$ 11.25
Recreation Leader I	\$ 10.25	\$ 10.50	\$ 10.75	\$ 11.00	\$ 11.25
Department Intern	\$ 10.25				\$ 25.50