

**City of Foster City / Estero Municipal Improvement District
FY 2016-2017 Pay Plan**

Exhibit A

Effective July 1, 2016 - Amended 11-21-16

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Executive Management</u>					
City Manager					\$20,400
Chief of Police	\$14,056	\$14,759	\$15,496	\$16,271	\$17,085
Fire Chief	\$14,056	\$14,759	\$15,496	\$16,271	\$17,085
Community Development Director	\$12,682	\$13,316	\$13,982	\$14,681	\$15,415
Director of Public Works	\$12,682	\$13,316	\$13,982	\$14,681	\$15,415
Assistant City Manager	\$12,504	\$13,130	\$13,786	\$14,475	\$15,199
Finance Director	\$12,327	\$12,943	\$13,590	\$14,270	\$14,984
Human Resources Director	\$12,327	\$12,943	\$13,590	\$14,270	\$14,984
Parks & Recreation Director	\$12,327	\$12,943	\$13,590	\$14,270	\$14,984
Communications Director / City Clerk	\$10,874	\$11,417	\$11,988	\$12,588	\$13,217
<u>Other Management</u>					
Police Captain	\$12,058	\$12,661	\$13,294	\$13,958	\$14,656
Fire Battalion Chief	\$11,830	\$12,422	\$13,043	\$13,695	\$14,380
Fire Battalion Chief (Admin)	\$11,830	\$12,422	\$13,043	\$13,695	\$14,380
Fire Marshal	\$11,267	\$11,830	\$12,422	\$13,043	\$13,695
Police Lieutenant	\$10,416	\$10,937	\$11,484	\$12,058	\$12,661
Information Technology Manager	\$9,581	\$10,060	\$10,563	\$11,091	\$11,646
Chief Building Official	\$9,443	\$9,915	\$10,411	\$10,931	\$11,478
Planning Manager	\$9,443	\$9,915	\$10,411	\$10,931	\$11,478
Assistant Finance Director	\$9,255	\$9,718	\$10,204	\$10,714	\$11,250
Senior Civil Engineer	\$9,205	\$9,666	\$10,149	\$10,656	\$11,189
Public Works Maintenance Manager	\$9,128	\$9,584	\$10,063	\$10,566	\$11,095
Principal Management Analyst	\$9,128	\$9,584	\$10,063	\$10,566	\$11,095
Sr. Systems Analyst	\$8,020	\$8,420	\$8,842	\$9,284	\$9,748
Senior Management Analyst	\$8,020	\$8,420	\$8,842	\$9,284	\$9,748
Management Analyst II	\$7,952	\$8,350	\$8,767	\$9,206	\$9,666
Associate Civil Engineer	\$7,952	\$8,350	\$8,767	\$9,206	\$9,666
Building and Vehicle Maintenance Manager	\$7,932	\$8,328	\$8,745	\$9,182	\$9,641
Parks Maintenance Manager	\$7,932	\$8,328	\$8,745	\$9,182	\$9,641
Public Works Maintenance Superintendent	\$7,932	\$8,328	\$8,745	\$9,182	\$9,641
Recreation Manager	\$7,932	\$8,328	\$8,745	\$9,182	\$9,641
Accounting Manager	\$7,894	\$8,289	\$8,704	\$9,139	\$9,596
Senior Accountant	\$7,804	\$8,194	\$8,604	\$9,034	\$9,486
Senior Planner	\$7,716	\$8,102	\$8,507	\$8,932	\$9,379
Senior Human Resources Analyst	\$7,613	\$7,993	\$8,393	\$8,813	\$9,253
Associate Planner	\$7,349	\$7,716	\$8,102	\$8,507	\$8,932
Human Resources Manager	\$7,349	\$7,716	\$8,102	\$8,507	\$8,932
Management Analyst I	\$7,213	\$7,574	\$7,952	\$8,350	\$8,767
Assistant Engineer	\$7,213	\$7,574	\$7,952	\$8,350	\$8,767
Assistant Planner	\$6,665	\$6,999	\$7,349	\$7,716	\$8,102
Junior Engineer	\$6,542	\$6,869	\$7,212	\$7,573	\$7,952

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<u>Other Management (continued)</u>					
Accountant II	\$6,420	\$6,741	\$7,078	\$7,432	\$7,804
Technology Analyst II	\$6,307	\$6,622	\$6,953	\$7,301	\$7,666
Human Resources Analyst	\$6,263	\$6,576	\$6,905	\$7,250	\$7,613
Deputy City Clerk	\$6,201	\$6,511	\$6,836	\$7,178	\$7,537
Communications Coordinator/Manager	\$6,201	\$6,511	\$6,836	\$7,178	\$7,537
Police Records Supervisor	\$6,146	\$6,453	\$6,776	\$7,114	\$7,470
Accountant I	\$5,823	\$6,114	\$6,420	\$6,741	\$7,078
Management Assistant to the City Manager	\$5,725	\$6,011	\$6,311	\$6,627	\$6,958
Management Coordinator	\$5,725	\$6,011	\$6,311	\$6,627	\$6,958
Social Media / Communication Asst/Specialist	\$5,725	\$6,011	\$6,311	\$6,627	\$6,958
Records Analyst II	\$5,624	\$5,905	\$6,201	\$6,511	\$6,836
Technology Analyst I	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622
Payroll Technician	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622
Management Assistant	\$5,193	\$5,452	\$5,725	\$6,011	\$6,312
Human Resources Technician	\$5,193	\$5,452	\$5,725	\$6,011	\$6,312
Records Analyst I	\$5,101	\$5,356	\$5,624	\$5,905	\$6,201
<u>AFSCME - Maintenance Unit</u>					
Public Works Lead Maintenance Worker	\$5,826	\$6,117	\$6,423	\$6,744	\$7,081
Parks Lead Maintenance Worker	\$5,720	\$6,006	\$6,306	\$6,621	\$6,952
Mechanic I	\$5,654	\$5,937	\$6,233	\$6,545	\$6,872
Public Works Maintenance Worker II	\$5,284	\$5,549	\$5,826	\$6,117	\$6,423
Facilities Maintenance Worker II	\$5,242	\$5,504	\$5,779	\$6,068	\$6,371
Parks Maintenance Worker II	\$5,188	\$5,447	\$5,720	\$6,006	\$6,306
Equipment Maintenance Worker	\$5,128	\$5,385	\$5,654	\$5,936	\$6,233
Building and Vehicle Maintenance Worker	\$4,884	\$5,129	\$5,385	\$5,654	\$5,937
Public Works Maintenance Worker I	\$4,793	\$5,032	\$5,284	\$5,548	\$5,826
Parks Maintenance Worker I	\$4,705	\$4,941	\$5,188	\$5,447	\$5,719
Public Works Maintenance Worker	\$4,347	\$4,565			
Parks Maintenance Worker	\$4,268	\$4,481			

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<u>AFSCME - General Unit</u>					
Sr. Bldg Inspector	\$7,575	\$7,953	\$8,351	\$8,769	\$9,207
Building Inspector	\$6,870	\$7,214	\$7,575	\$7,953	\$8,351
Sr. Engineering Technician	\$6,095	\$6,400	\$6,720	\$7,055	\$7,408
Code Enforcement Officer II	\$5,452	\$5,724	\$6,010	\$6,311	\$6,626
Recreation Coordinator	\$5,462	\$5,735	\$6,021	\$6,323	\$6,639
Senior Accounting Specialist	\$5,139	\$5,396	\$5,666	\$5,950	\$6,247
Administrative Secretary	\$5,062	\$5,315	\$5,580	\$5,859	\$6,152
Sr. Comm. Services Officer	\$4,945	\$5,192	\$5,452	\$5,724	\$6,010
Code Enforcement Officer I	\$4,945	\$5,192	\$5,452	\$5,724	\$6,010
Accounting Specialist	\$4,895	\$5,139	\$5,396	\$5,666	\$5,950
Building Services Coordinator	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937
Police Records Specialist	\$4,822	\$5,063	\$5,316	\$5,582	\$5,861
Building Permit Technician	\$4,822	\$5,063	\$5,316	\$5,582	\$5,861
Office Assistant II	\$4,474	\$4,698	\$4,933	\$5,179	\$5,438
Office Assistant I	\$4,058	\$4,261			
<u>FCPOA</u>					
Police Sergeant	\$9,113	\$9,568	\$10,047	\$10,549	\$11,077
Police Corporal	\$8,326	\$8,743	\$9,180	\$9,639	\$10,121
Police Dispatch Supervisor	\$7,670	\$8,053	\$8,456	\$8,879	\$9,323
Police Officer	\$7,540	\$7,917	\$8,313	\$8,728	\$9,165
Lead Police Dispatcher	\$7,236	\$7,598	\$7,978	\$8,377	\$8,796
Police Officer Recruit	\$6,839	\$7,181			
Police/Fire Dispatcher	\$6,564	\$6,892	\$7,236	\$7,598	\$7,978
<u>IAFF</u>					
Fire Captain	\$8,220	\$8,632	\$9,063	\$9,516	\$9,992
Firefighter	\$6,852	\$7,194	\$7,554	\$7,932	\$8,328
<u>Hourly / Part-Time / Seasonal</u>					
Building Services Coordinator Assistant	\$16.00	\$16.40	\$17.10	\$17.90	\$18.30
Recreation Leader III	\$16.00	\$16.40	\$17.10	\$17.90	\$18.30
Recreation Leader II	\$13.80	\$14.10	\$14.35	\$14.75	\$15.00
Building Serv.Assistant	\$12.00	\$12.30	\$12.60	\$12.90	\$13.25
Clerical Assistant	\$12.00	\$12.30	\$12.60	\$12.90	\$13.25
Recreation Leader I	\$12.00	\$12.30	\$12.60	\$12.90	\$13.25
Department Intern	\$12.00				\$30.00
Videographer	\$20.00				\$30.00