

**City of Foster City / Estero Municipal Improvement District
FY 2021-2022 Pay Plan
Effective April 16, 2022**

Monthly

| Position | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|-----------|-----------|-----------|-----------|-----------|
| <u>Executive Management</u> | | | | | |
| City Manager | | | | | \$ 20,367 |
| Chief of Police | \$ 15,972 | \$ 16,771 | \$ 17,610 | \$ 18,490 | \$ 19,414 |
| Assistant City Manager | \$ 15,132 | \$ 15,888 | \$ 16,683 | \$ 17,517 | \$ 18,393 |
| Community Development Director | \$ 14,411 | \$ 15,132 | \$ 15,888 | \$ 16,683 | \$ 17,517 |
| Director of Public Works | \$ 14,411 | \$ 15,132 | \$ 15,888 | \$ 16,683 | \$ 17,517 |
| Communications Director / City Clerk | \$ 14,008 | \$ 14,708 | \$ 15,444 | \$ 16,216 | \$ 17,027 |
| Deputy City Manager | \$ 14,008 | \$ 14,708 | \$ 15,444 | \$ 16,216 | \$ 17,027 |
| Finance Director | \$ 14,008 | \$ 14,708 | \$ 15,444 | \$ 16,216 | \$ 17,027 |
| Human Resources Director | \$ 14,008 | \$ 14,708 | \$ 15,444 | \$ 16,216 | \$ 17,027 |
| Parks & Recreation Director | \$ 14,008 | \$ 14,708 | \$ 15,444 | \$ 16,216 | \$ 17,027 |
| <u>Other Management</u> | | | | | |
| Police Captain | \$ 13,779 | \$ 14,468 | \$ 15,191 | \$ 15,951 | \$ 16,748 |
| Police Lieutenant | \$ 11,903 | \$ 12,498 | \$ 13,123 | \$ 13,779 | \$ 14,468 |
| Assistant Finance Director | \$ 10,888 | \$ 11,432 | \$ 12,004 | \$ 12,604 | \$ 13,234 |
| Economic Development Manager | \$ 10,888 | \$ 11,432 | \$ 12,004 | \$ 12,604 | \$ 13,234 |
| Information Technology Manager | \$ 10,888 | \$ 11,432 | \$ 12,004 | \$ 12,604 | \$ 13,234 |
| Chief Building Official | \$ 10,731 | \$ 11,267 | \$ 11,830 | \$ 12,422 | \$ 13,043 |
| Planning Manager | \$ 10,731 | \$ 11,267 | \$ 11,830 | \$ 12,422 | \$ 13,043 |
| Engineering Manager | \$ 10,731 | \$ 11,267 | \$ 11,830 | \$ 12,422 | \$ 13,043 |
| Public Works Maintenance Manager | \$ 10,459 | \$ 10,982 | \$ 11,531 | \$ 12,108 | \$ 12,713 |
| Senior Civil Engineer | \$ 10,459 | \$ 10,982 | \$ 11,531 | \$ 12,108 | \$ 12,713 |
| Principal Management Analyst | \$ 10,372 | \$ 10,891 | \$ 11,435 | \$ 12,007 | \$ 12,607 |
| Financial Services Manager | \$ 10,372 | \$ 10,891 | \$ 11,435 | \$ 12,007 | \$ 12,607 |
| Accounting Manager | \$ 9,878 | \$ 10,372 | \$ 10,891 | \$ 11,435 | \$ 12,007 |
| Sr. Systems Analyst | \$ 9,113 | \$ 9,569 | \$ 10,047 | \$ 10,550 | \$ 11,077 |
| Senior Management Analyst | \$ 9,113 | \$ 9,569 | \$ 10,047 | \$ 10,550 | \$ 11,077 |
| Management Analyst II | \$ 9,037 | \$ 9,488 | \$ 9,963 | \$ 10,461 | \$ 10,984 |
| Associate Civil Engineer | \$ 9,037 | \$ 9,488 | \$ 9,963 | \$ 10,461 | \$ 10,984 |
| Building and Vehicle Maintenance Manager | \$ 9,013 | \$ 9,464 | \$ 9,937 | \$ 10,434 | \$ 10,956 |
| Parks Maintenance Manager | \$ 9,013 | \$ 9,464 | \$ 9,937 | \$ 10,434 | \$ 10,956 |
| Public Works Maintenance Superintendent | \$ 9,013 | \$ 9,464 | \$ 9,937 | \$ 10,434 | \$ 10,956 |
| Recreation Manager | \$ 9,013 | \$ 9,464 | \$ 9,937 | \$ 10,434 | \$ 10,956 |
| Senior Accountant | \$ 8,868 | \$ 9,311 | \$ 9,777 | \$ 10,266 | \$ 10,779 |
| Senior Planner | \$ 8,768 | \$ 9,207 | \$ 9,667 | \$ 10,150 | \$ 10,658 |
| Senior Human Resources Analyst | \$ 8,651 | \$ 9,083 | \$ 9,538 | \$ 10,014 | \$ 10,515 |
| Associate Planner | \$ 8,351 | \$ 8,768 | \$ 9,207 | \$ 9,667 | \$ 10,150 |
| Human Resources Manager | \$ 8,351 | \$ 8,768 | \$ 9,207 | \$ 9,667 | \$ 10,150 |
| Management Analyst I | \$ 8,196 | \$ 8,606 | \$ 9,037 | \$ 9,488 | \$ 9,963 |
| Assistant Engineer | \$ 8,196 | \$ 8,606 | \$ 9,037 | \$ 9,488 | \$ 9,963 |
| Assistant Planner | \$ 7,574 | \$ 7,953 | \$ 8,351 | \$ 8,768 | \$ 9,207 |
| Junior Engineer | \$ 7,434 | \$ 7,806 | \$ 8,196 | \$ 8,606 | \$ 9,037 |
| Accountant II | \$ 7,296 | \$ 7,660 | \$ 8,043 | \$ 8,446 | \$ 8,868 |
| Human Resources Analyst | \$ 7,167 | \$ 7,525 | \$ 7,902 | \$ 8,297 | \$ 8,712 |
| Technology Analyst II | \$ 7,167 | \$ 7,525 | \$ 7,902 | \$ 8,297 | \$ 8,712 |
| Deputy City Clerk | \$ 7,046 | \$ 7,399 | \$ 7,769 | \$ 8,157 | \$ 8,565 |
| Communications Manager | \$ 7,046 | \$ 7,399 | \$ 7,769 | \$ 8,157 | \$ 8,565 |
| Police Records Supervisor | \$ 6,984 | \$ 7,333 | \$ 7,700 | \$ 8,084 | \$ 8,489 |
| Accountant I | \$ 6,617 | \$ 6,948 | \$ 7,296 | \$ 7,660 | \$ 8,043 |
| Management Assistant to the City Manager | \$ 6,506 | \$ 6,831 | \$ 7,172 | \$ 7,531 | \$ 7,908 |
| Management Coordinator | \$ 6,506 | \$ 6,831 | \$ 7,172 | \$ 7,531 | \$ 7,908 |
| Records Analyst II | \$ 6,391 | \$ 6,711 | \$ 7,046 | \$ 7,399 | \$ 7,769 |
| Technology Analyst I | \$ 6,191 | \$ 6,501 | \$ 6,826 | \$ 7,167 | \$ 7,525 |
| Payroll Technician | \$ 6,191 | \$ 6,501 | \$ 6,826 | \$ 7,167 | \$ 7,525 |
| Management Assistant | \$ 5,901 | \$ 6,196 | \$ 6,505 | \$ 6,831 | \$ 7,172 |
| Human Resources Technician | \$ 5,901 | \$ 6,196 | \$ 6,505 | \$ 6,831 | \$ 7,172 |
| Records Analyst I | \$ 5,797 | \$ 6,087 | \$ 6,391 | \$ 6,711 | \$ 7,046 |

AFSCME - Maintenance Unit

City of Foster City / Estero Municipal Improvement District
FY 2021-2022 Pay Plan
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Monthly

| Position | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|---------------|---------------|---------------|---------------|---------------|
| Public Works Lead Maintenance Worker | \$ 6,621 | \$ 6,952 | \$ 7,299 | \$ 7,664 | \$ 8,047 |
| Building Lead Maintenance Worker | \$ 6,500 | \$ 6,825 | \$ 7,166 | \$ 7,524 | \$ 7,901 |
| Parks Lead Maintenance Worker | \$ 6,500 | \$ 6,825 | \$ 7,166 | \$ 7,524 | \$ 7,901 |
| Mechanic I | \$ 6,425 | \$ 6,746 | \$ 7,083 | \$ 7,438 | \$ 7,810 |
| Building Maintenance Worker II | \$ 6,119 | \$ 6,425 | \$ 6,747 | \$ 7,084 | \$ 7,438 |
| Public Works Maintenance Worker II | \$ 6,005 | \$ 6,305 | \$ 6,621 | \$ 6,952 | \$ 7,299 |
| Parks Maintenance Worker II | \$ 5,895 | \$ 6,190 | \$ 6,500 | \$ 6,825 | \$ 7,166 |
| Equipment Maintenance Worker | \$ 5,828 | \$ 6,119 | \$ 6,425 | \$ 6,746 | \$ 7,083 |
| Building Maintenance Worker I | \$ 5,550 | \$ 5,828 | \$ 6,119 | \$ 6,425 | \$ 6,747 |
| Public Works Maintenance Worker I | \$ 5,447 | \$ 5,719 | \$ 6,005 | \$ 6,305 | \$ 6,621 |
| Parks Maintenance Worker I | \$ 5,347 | \$ 5,615 | \$ 5,895 | \$ 6,190 | \$ 6,500 |
| Public Works Maintenance Worker | \$ 4,940 | \$ 5,187 | | | |
| Parks Maintenance Worker | \$ 4,850 | \$ 5,093 | | | |
| <u>AFSCME - General Unit</u> | | | | | |
| Plans Examiner | \$ 9,490 | \$ 9,964 | \$ 10,462 | \$ 10,986 | \$ 11,535 |
| Sr. Bldg Inspector | \$ 8,607 | \$ 9,038 | \$ 9,490 | \$ 9,964 | \$ 10,462 |
| Building Inspector | \$ 7,807 | \$ 8,198 | \$ 8,607 | \$ 9,038 | \$ 9,490 |
| Sr. Engineering Technician | \$ 6,926 | \$ 7,272 | \$ 7,636 | \$ 8,018 | \$ 8,418 |
| Recreation Coordinator II | \$ 6,843 | \$ 7,185 | \$ 7,544 | \$ 7,921 | \$ 8,317 |
| Social Media / Communication Assistant | \$ 6,506 | \$ 6,831 | \$ 7,172 | \$ 7,531 | \$ 7,908 |
| Administrative Assistant II | \$ 6,341 | \$ 6,658 | \$ 6,991 | \$ 7,341 | \$ 7,708 |
| Recreation Coordinator I | \$ 6,206 | \$ 6,517 | \$ 6,843 | \$ 7,185 | \$ 7,544 |
| Code Enforcement Officer II | \$ 6,196 | \$ 6,506 | \$ 6,831 | \$ 7,172 | \$ 7,531 |
| Senior Accounting Specialist | \$ 5,840 | \$ 6,132 | \$ 6,439 | \$ 6,761 | \$ 7,099 |
| Administrative Assistant I | \$ 5,752 | \$ 6,039 | \$ 6,341 | \$ 6,658 | \$ 6,991 |
| Sr. Comm. Services Officer | \$ 5,620 | \$ 5,901 | \$ 6,196 | \$ 6,506 | \$ 6,831 |
| Code Enforcement Officer I | \$ 5,620 | \$ 5,901 | \$ 6,196 | \$ 6,506 | \$ 6,831 |
| Accounting Specialist | \$ 5,562 | \$ 5,840 | \$ 6,132 | \$ 6,439 | \$ 6,761 |
| Building Services Coordinator | \$ 5,550 | \$ 5,828 | \$ 6,119 | \$ 6,425 | \$ 6,747 |
| Police Records Specialist | \$ 5,479 | \$ 5,753 | \$ 6,041 | \$ 6,343 | \$ 6,660 |
| Building Permit Technician | \$ 5,479 | \$ 5,753 | \$ 6,041 | \$ 6,343 | \$ 6,660 |
| Office Assistant II | \$ 5,084 | \$ 5,338 | \$ 5,605 | \$ 5,885 | \$ 6,180 |
| Office Assistant I | \$ 4,611 | \$ 4,842 | | | |
| <u>FCPOA</u> | | | | | |
| Police Sergeant | \$ 10,456 | \$ 10,979 | \$ 11,527 | \$ 12,104 | \$ 12,709 |
| Police Corporal | \$ 9,553 | \$ 10,031 | \$ 10,533 | \$ 11,059 | \$ 11,612 |
| Police Dispatch Supervisor | \$ 8,800 | \$ 9,240 | \$ 9,702 | \$ 10,187 | \$ 10,697 |
| Police Officer | \$ 8,651 | \$ 9,084 | \$ 9,538 | \$ 10,015 | \$ 10,515 |
| Lead Police Dispatcher | \$ 8,303 | \$ 8,718 | \$ 9,154 | \$ 9,612 | \$ 10,092 |
| Police Officer Recruit | \$ 7,847 | \$ 8,239 | | | |
| Police/Fire Dispatcher | \$ 7,531 | \$ 7,907 | \$ 8,303 | \$ 8,718 | \$ 9,154 |
| <u>Hourly / Part-Time / Seasonal</u> | | | | | |
| Building Services Coordinator Assistant | \$ 17.21 | \$ 17.81 | \$ 18.44 | \$ 19.08 | \$ 19.75 |
| Recreation Leader III | \$ 17.21 | \$ 17.81 | \$ 18.44 | \$ 19.08 | \$ 19.75 |
| Recreation Leader II | \$ 16.07 | \$ 16.63 | \$ 17.21 | \$ 17.81 | \$ 18.44 |
| Building Serv.Assistant | \$ 15.00 | \$ 15.53 | \$ 16.07 | \$ 16.63 | \$ 17.21 |
| Clerical Assistant | \$ 15.00 | \$ 15.53 | \$ 16.07 | \$ 16.63 | \$ 17.21 |
| Recreation Leader I | \$ 15.00 | \$ 15.53 | \$ 16.07 | \$ 16.63 | \$ 17.21 |
| Department Intern | \$ 15.00 | | | | \$ 30.00 |
| Videographer | \$ 20.00 | | | | \$ 30.00 |