

**City of Foster City / Estero Municipal Improvement District  
FY 2021-2022 Pay Plan  
Effective July 01, 2021**

**Monthly**

Position	Step 1	Step 2	Step 3	Step 4	Step 5
<b><u>Executive Management</u></b>					
City Manager					\$ 19,583
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
<b><u>Other Management</u></b>					
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
<b><u>AFSCME - Maintenance Unit</u></b>					
Public Works Lead Maintenance Worker	\$ 6,366	\$ 6,684	\$ 7,018	\$ 7,369	\$ 7,738

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<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Building Lead Maintenance Worker	\$ 6,250	\$ 6,562	\$ 6,890	\$ 7,235	\$ 7,597
Parks Lead Maintenance Worker	\$ 6,250	\$ 6,562	\$ 6,890	\$ 7,235	\$ 7,597
Mechanic I	\$ 6,178	\$ 6,487	\$ 6,811	\$ 7,152	\$ 7,509
Building Maintenance Worker II	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,812	\$ 7,152
Public Works Maintenance Worker II	\$ 5,774	\$ 6,063	\$ 6,366	\$ 6,684	\$ 7,018
Parks Maintenance Worker II	\$ 5,669	\$ 5,952	\$ 6,250	\$ 6,562	\$ 6,890
Equipment Maintenance Worker	\$ 5,603	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811
Building Maintenance Worker I	\$ 5,337	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487
Public Works Maintenance Worker I	\$ 5,237	\$ 5,499	\$ 5,774	\$ 6,063	\$ 6,366
Parks Maintenance Worker I	\$ 5,142	\$ 5,399	\$ 5,669	\$ 5,952	\$ 6,250
Public Works Maintenance Worker	\$ 4,750	\$ 4,988			
Parks Maintenance Worker	\$ 4,664	\$ 4,897			
<b><u>AFSCME - General Unit</u></b>					
Principal Building Inspector	\$ 9,125	\$ 9,581	\$ 10,060	\$ 10,563	\$ 11,091
Sr. Bldg Inspector	\$ 8,276	\$ 8,690	\$ 9,125	\$ 9,581	\$ 10,060
Building Inspector	\$ 7,507	\$ 7,882	\$ 8,276	\$ 8,690	\$ 9,125
Sr. Engineering Technician	\$ 6,926	\$ 7,272	\$ 7,636	\$ 8,018	\$ 8,418
Recreation Coordinator II	\$ 6,579	\$ 6,908	\$ 7,254	\$ 7,616	\$ 7,997
Social Media / Communication Assistant	\$ 6,255	\$ 6,568	\$ 6,896	\$ 7,241	\$ 7,603
Administrative Assistant II	\$ 6,097	\$ 6,402	\$ 6,722	\$ 7,058	\$ 7,411
Recreation Coordinator I	\$ 5,968	\$ 6,266	\$ 6,579	\$ 6,908	\$ 7,254
Code Enforcement Officer II	\$ 5,957	\$ 6,255	\$ 6,568	\$ 6,896	\$ 7,241
Senior Accounting Specialist	\$ 5,616	\$ 5,896	\$ 6,191	\$ 6,501	\$ 6,826
Administrative Assistant I	\$ 5,530	\$ 5,807	\$ 6,097	\$ 6,402	\$ 6,722
Sr. Comm. Services Officer	\$ 5,404	\$ 5,674	\$ 5,957	\$ 6,255	\$ 6,568
Code Enforcement Officer I	\$ 5,404	\$ 5,674	\$ 5,957	\$ 6,255	\$ 6,568
Accounting Specialist	\$ 5,562	\$ 5,840	\$ 6,132	\$ 6,439	\$ 6,761
Building Services Coordinator	\$ 5,337	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487
Police Records Specialist	\$ 5,269	\$ 5,532	\$ 5,809	\$ 6,099	\$ 6,404
Building Permit Technician	\$ 5,269	\$ 5,532	\$ 5,809	\$ 6,099	\$ 6,404
Office Assistant II	\$ 4,889	\$ 5,133	\$ 5,390	\$ 5,659	\$ 5,942
Office Assistant I	\$ 4,434	\$ 4,656			
<b><u>FCPOA</u></b>					
Police Sergeant	\$ 10,054	\$ 10,556	\$ 11,084	\$ 11,638	\$ 12,220
Police Corporal	\$ 9,186	\$ 9,645	\$ 10,127	\$ 10,634	\$ 11,166
Police Dispatch Supervisor	\$ 8,462	\$ 8,885	\$ 9,329	\$ 9,795	\$ 10,285
Police Officer	\$ 8,318	\$ 8,734	\$ 9,171	\$ 9,629	\$ 10,111
Lead Police Dispatcher	\$ 7,984	\$ 8,383	\$ 8,802	\$ 9,242	\$ 9,704
Police Officer Recruit	\$ 7,545	\$ 7,922			
Police/Fire Dispatcher	\$ 7,241	\$ 7,603	\$ 7,984	\$ 8,383	\$ 8,802
<b><u>Hourly / Part-Time / Seasonal</u></b>					
			<b>Hourly</b>		
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	\$ 15.00	\$ 15.52	\$ 16.07	\$ 16.63	\$ 17.21
Building Serv.Assistant	\$ 14.00	\$ 14.49	\$ 15.00	\$ 15.52	\$ 16.07
Clerical Assistant	\$ 14.00	\$ 14.49	\$ 15.00	\$ 15.52	\$ 16.07
Recreation Leader I	\$ 14.00	\$ 14.49	\$ 15.00	\$ 15.52	\$ 16.07
Department Intern	\$ 15.00				\$ 30.00
Videographer	\$ 20.00				\$ 30.00