

City of Foster City / Estero Municipal Improvement District
FY 2024-2025 Pay Plan
Effective July 1, 2024

Exhibit A

Position	Step 1	Step 2	Step 3	Step 4	Step 5
	Monthly				
<u>Executive Management</u>					
City Manager					\$ 26,338.10
Chief of Police	20,406.50	21,426.83	22,498.16	23,623.08	24,804.24
Assistant City Manager	20,406.50	21,426.83	22,498.16	23,623.08	24,804.24
Director of Public Works	18,725.63	19,661.91	20,645.01	21,677.26	22,761.13
Deputy City Manager	18,725.63	19,661.91	20,645.01	21,677.26	22,761.13
Community Development Director	18,278.92	19,192.87	20,152.51	21,160.13	22,218.14
Finance Director	18,278.92	19,192.87	20,152.51	21,160.13	22,218.14
Administrative Services Director	18,278.92	19,192.87	20,152.51	21,160.13	22,218.14
Parks & Recreation Director	18,278.92	19,192.87	20,152.51	21,160.13	22,218.14
Communications Director / City Clerk	17,443.38	18,315.54	19,231.32	20,192.88	21,202.53
<u>Other Management - Exempt</u>					
Police Captain	17,176.45	18,035.26	18,937.03	19,883.88	20,878.07
Engineering Manager	15,120.04	15,876.05	16,669.85	17,503.34	18,378.50
Police Lieutenant	14,935.84	15,682.63	16,466.75	17,290.09	18,154.59
Assistant Finance Director	14,460.68	15,183.71	15,942.89	16,740.03	17,577.04
Chief Building Official	13,859.14	14,552.10	15,279.70	16,043.68	16,845.87
Economic Development Manager	13,692.74	14,377.38	15,096.24	15,851.06	16,643.61
Information Technology Manager	13,692.74	14,377.38	15,096.24	15,851.06	16,643.61
Human Resources Manager	13,692.74	14,377.38	15,096.24	15,851.06	16,643.61
Planning Manager	13,379.51	14,048.49	14,750.93	15,488.48	16,262.90
Principal Management Analyst	12,960.39	13,608.42	14,288.84	15,003.28	15,753.45
Financial Services Manager	12,617.83	13,248.73	13,911.16	14,606.71	15,337.05
Senior Civil Engineer	12,553.74	13,181.43	13,840.49	14,532.53	15,259.16
Public Works Maintenance Manager	12,370.44	12,988.96	13,638.40	14,320.33	15,036.35
Building/Fleet Maintenance Manager	11,752.00	12,339.60	12,956.58	13,604.41	14,284.64
Parks Maintenance Manager	11,504.65	12,079.88	12,683.87	13,318.07	13,983.96
Recreation Manager	11,323.12	11,889.28	12,483.74	13,107.93	13,763.33
Senior Management Analyst	11,269.73	11,833.22	12,424.88	13,046.12	13,698.43
Senior Planner	10,976.09	11,524.90	12,101.15	12,706.20	13,341.50
Associate Civil Engineer	10,916.46	11,462.29	12,035.40	12,637.18	13,269.03
Senior Human Resources Analyst	10,783.86	11,323.05	11,889.21	12,483.67	13,107.87
Public Works Maintenance Superintendent	10,514.26	11,039.98	11,591.98	12,171.57	12,780.14
Sr. Systems Analyst	10,349.51	10,866.98	11,410.33	11,980.83	12,579.87
Senior Accountant	10,176.12	10,684.93	11,219.17	11,780.13	12,369.14
Communications Manager	9,868.25	10,361.66	10,879.73	11,423.72	11,994.91
Assistant Engineer	9,824.67	10,315.90	10,831.69	11,373.27	11,941.92
Management Analyst	9,799.73	10,289.71	10,804.20	11,344.41	11,911.62
Associate Planner	9,544.36	10,021.58	10,522.65	11,048.79	11,601.22
Human Resources Analyst	9,377.06	9,845.91	10,338.21	10,855.12	11,397.88
Parks Maintenance Supervisor	9,190.20	9,649.71	10,132.20	10,638.80	11,170.74
Technology Analyst II	9,148.38	9,605.80	10,086.09	10,590.39	11,119.91
Fleet Supervisor	9,081.75	9,535.83	10,012.62	10,513.26	11,038.92
Accountant II	8,848.49	9,290.91	9,755.46	10,243.24	10,755.40
Assistant Planner	8,589.57	9,019.05	9,470.00	9,943.49	10,440.66
Technology Analyst I	8,057.43	8,460.31	8,883.33	9,327.50	9,793.87
Accountant I	7,963.99	8,362.19	8,780.30	9,219.32	9,680.29
Management Assistant	6,455.99	6,778.79	7,117.73	7,473.61	7,847.29

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Position	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly					
<u>Other Management - Non-Exempt</u>					
Deputy City Clerk	45.5457	47.8230	50.2142	52.7249	55.3611
Police Records Supervisor	51.7678	54.3562	57.0740	59.9277	62.9241
Housing Coordinator	56.5369	59.3637	62.3319	65.4485	68.7209
Human Resources Technician	42.4349	44.5566	46.7844	49.1236	51.5798
<u>AFSCME - Maintenance Unit</u>					
Public Works Lead Maintenance Worker	\$ 42.1107	\$ 44.2162	\$ 46.4270	\$ 48.7483	\$ 51.1857
Building Lead Maintenance Worker	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Parks Lead Maintenance Worker	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Irrigation Technician	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Mechanic I	\$ 40.8662	\$ 42.9095	\$ 45.0550	\$ 47.3077	\$ 49.6731
Building Maintenance Worker II	\$ 38.9232	\$ 40.8694	\$ 42.9129	\$ 45.0585	\$ 47.3114
Public Works Maintenance Worker II	\$ 38.1956	\$ 40.1054	\$ 42.1107	\$ 44.2162	\$ 46.4270
Parks Maintenance Worker II	\$ 37.4988	\$ 39.3737	\$ 41.3424	\$ 43.4095	\$ 45.5800
Equipment Maintenance Worker	\$ 37.0669	\$ 38.9202	\$ 40.8662	\$ 42.9095	\$ 45.0550
Building Maintenance Worker I	\$ 35.3045	\$ 37.0697	\$ 38.9232	\$ 40.8694	\$ 42.9129
Public Works Maintenance Worker I	\$ 34.6446	\$ 36.3768	\$ 38.1956	\$ 40.1054	\$ 42.1107
Parks Maintenance Worker I	\$ 34.0125	\$ 35.7131	\$ 37.4988	\$ 39.3737	\$ 41.3424
Public Works Maintenance Worker	\$ 31.4236	\$ 32.9948			
Parks Maintenance Worker	\$ 30.8504	\$ 32.3929			
<u>AFSCME - General Unit</u>					
Plans Examiner	\$ 60.3602	\$ 63.3782	\$ 66.5471	\$ 69.8745	\$ 73.3682
Sr. Bldg Inspector	\$ 54.7484	\$ 57.4858	\$ 60.3601	\$ 63.3781	\$ 66.5470
Building Inspector	\$ 49.6584	\$ 52.1413	\$ 54.7484	\$ 57.4858	\$ 60.3601
Sr. Engineering Technician	\$ 44.0526	\$ 46.2552	\$ 48.5680	\$ 50.9964	\$ 53.5462
Recreation Coordinator II	\$ 43.5227	\$ 45.6988	\$ 47.9837	\$ 50.3829	\$ 52.9020
Social Media / Communication Assistant	\$ 41.3790	\$ 43.4479	\$ 45.6203	\$ 47.9013	\$ 50.2964
Administrative Assistant II	\$ 40.3340	\$ 42.3507	\$ 44.4682	\$ 46.6916	\$ 49.0262
Recreation Coordinator I	\$ 39.4764	\$ 41.4502	\$ 43.5227	\$ 45.6988	\$ 47.9837
Code Enforcement Officer II	\$ 39.4086	\$ 41.3790	\$ 43.4480	\$ 45.6204	\$ 47.9014
Senior Accounting Specialist	\$ 37.1478	\$ 39.0052	\$ 40.9555	\$ 43.0033	\$ 45.1535
Administrative Assistant I	\$ 36.5841	\$ 38.4133	\$ 40.3340	\$ 42.3507	\$ 44.4682
Sr. Comm. Services Officer	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790	\$ 43.4480
Code Enforcement Officer I	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790	\$ 43.4480
Accounting Specialist	\$ 35.3789	\$ 37.1478	\$ 39.0052	\$ 40.9555	\$ 43.0033
Building Services Coordinator	\$ 35.3044	\$ 37.0696	\$ 38.9231	\$ 40.8693	\$ 42.9128
Police Records Specialist	\$ 34.8515	\$ 36.5941	\$ 38.4238	\$ 40.3450	\$ 42.3622
Building Permit Technician	\$ 34.8515	\$ 36.5941	\$ 38.4238	\$ 40.3450	\$ 42.3622
Office Assistant II	\$ 32.3380	\$ 33.9549	\$ 35.6526	\$ 37.4352	\$ 39.3070
Office Assistant I	\$ 29.3315	\$ 30.7981			
<u>FCPOA</u>					
Police Sergeant	\$ 70.7665	\$ 74.3048	\$ 78.0200	\$ 81.9210	\$ 86.0170
Police Corporal	\$ 64.6590	\$ 67.8920	\$ 71.2866	\$ 74.8509	\$ 78.5934
Police Dispatch Supervisor	\$ 59.3881	\$ 62.3575	\$ 65.4754	\$ 68.7492	\$ 72.1867
Police Officer	\$ 58.4381	\$ 61.3600	\$ 64.4280	\$ 67.6494	\$ 71.0319
Lead Police Dispatcher	\$ 54.4003	\$ 57.1203	\$ 59.9763	\$ 62.9751	\$ 66.1239
Police Officer Recruit	\$ 53.0050	\$ 55.6552			
Police/Fire Dispatcher	\$ 49.3427	\$ 51.8098	\$ 54.4003	\$ 57.1203	\$ 59.9763
<u>Hourly / Part-Time / Seasonal</u>					
Building Services Coordinator Assistant	\$ 19.53	\$ 20.21	\$ 20.92	\$ 21.65	\$ 22.41
Recreation Leader III	\$ 19.53	\$ 20.21	\$ 20.92	\$ 21.65	\$ 22.41
Recreation Leader II	\$ 18.22	\$ 18.86	\$ 19.51	\$ 20.20	\$ 20.92
Building Serv. Assistant	\$ 17.00	\$ 17.60	\$ 18.21	\$ 18.85	\$ 19.51
Clerical Assistant	\$ 17.00	\$ 17.60	\$ 18.21	\$ 18.85	\$ 19.51
Recreation Leader I	\$ 17.00	\$ 17.60	\$ 18.21	\$ 18.85	\$ 19.51
Department Intern	\$ 17.00				\$ 30.00
Videographer	\$ 20.00				\$ 30.00