

**City of Foster City / Estero Municipal Improvement District
FY 2011-2012 Pay Plan (revised - effective January 1, 2012)**

| | <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 | \$ 14,747 | \$ 15,485 | \$ 16,259 | \$ 17,072 | \$ 17,925 |
| Chief of Police | \$ 13,376 | \$ 14,045 | \$ 14,747 | \$ 15,485 | \$ 16,259 |
| Fire Chief | \$ 13,376 | \$ 14,045 | \$ 14,747 | \$ 15,485 | \$ 16,259 |
| Community Development Director | \$ 12,069 | \$ 12,672 | \$ 13,306 | \$ 13,971 | \$ 14,670 |
| Director of Public Works | \$ 12,069 | \$ 12,672 | \$ 13,306 | \$ 13,971 | \$ 14,670 |
| Assistant City Manager | \$ 11,900 | \$ 12,495 | \$ 13,120 | \$ 13,776 | \$ 14,464 |
| Finance Director | \$ 11,731 | \$ 12,318 | \$ 12,933 | \$ 13,580 | \$ 14,259 |
| Parks & Recreation Director | \$ 11,731 | \$ 12,318 | \$ 12,933 | \$ 13,580 | \$ 14,259 |
| Human Resources Director | \$ 11,731 | \$ 12,318 | \$ 12,933 | \$ 13,580 | \$ 14,259 |
| City Clerk | \$ 7,576 | \$ 7,955 | \$ 8,353 | \$ 8,770 | \$ 9,209 |
| <u>Other Management</u> | | | | | |
| Police Captain | \$ 10,755 | \$ 11,292 | \$ 11,857 | \$ 12,450 | \$ 13,072 |
| Fire Battalion Chief | \$ 10,617 | \$ 11,148 | \$ 11,705 | \$ 12,290 | \$ 12,905 |
| Fire Marshal | \$ 10,617 | \$ 11,148 | \$ 11,705 | \$ 12,290 | \$ 12,905 |
| Police Lieutenant | \$ 9,290 | \$ 9,755 | \$ 10,243 | \$ 10,755 | \$ 11,293 |
| Information Technology Manager | \$ 9,029 | \$ 9,480 | \$ 9,954 | \$ 10,452 | \$ 10,974 |
| Asst. Fire Marshal | \$ 8,952 | \$ 9,400 | \$ 9,870 | \$ 10,363 | \$ 10,881 |
| Chief Building Official | \$ 8,898 | \$ 9,343 | \$ 9,810 | \$ 10,301 | \$ 10,816 |
| Planning Manager | \$ 8,898 | \$ 9,343 | \$ 9,810 | \$ 10,301 | \$ 10,816 |
| Senior Civil Engineer | \$ 8,674 | \$ 9,108 | \$ 9,564 | \$ 10,042 | \$ 10,544 |
| Public Works Maintenance Manager | \$ 8,601 | \$ 9,031 | \$ 9,483 | \$ 9,957 | \$ 10,455 |
| Associate Civil Engineer | \$ 7,493 | \$ 7,868 | \$ 8,262 | \$ 8,675 | \$ 9,108 |
| Senior Planner | \$ 7,271 | \$ 7,635 | \$ 8,016 | \$ 8,417 | \$ 8,838 |
| Sr. Systems Analyst | \$ 7,224 | \$ 7,585 | \$ 7,964 | \$ 8,363 | \$ 8,781 |
| Parks Maintenance Superintendent | \$ 7,210 | \$ 7,571 | \$ 7,950 | \$ 8,347 | \$ 8,764 |
| Public Works Maintenance Superintendent | \$ 7,210 | \$ 7,571 | \$ 7,950 | \$ 8,347 | \$ 8,764 |
| Recreation Superintendent | \$ 7,210 | \$ 7,571 | \$ 7,950 | \$ 8,347 | \$ 8,764 |
| Accounting Manager | \$ 7,210 | \$ 7,571 | \$ 7,950 | \$ 8,347 | \$ 8,764 |
| Communications and Records Manager | \$ 7,056 | \$ 7,408 | \$ 7,779 | \$ 8,168 | \$ 8,576 |
| Associate Planner | \$ 6,925 | \$ 7,271 | \$ 7,635 | \$ 8,016 | \$ 8,417 |
| Management Analyst | \$ 6,843 | \$ 7,185 | \$ 7,544 | \$ 7,921 | \$ 8,317 |
| Assistant Engineer | \$ 6,797 | \$ 7,137 | \$ 7,494 | \$ 7,868 | \$ 8,262 |
| Supervising Mechanic | \$ 6,304 | \$ 6,619 | \$ 6,950 | \$ 7,298 | \$ 7,663 |
| Assistant Planner | \$ 6,281 | \$ 6,595 | \$ 6,925 | \$ 7,271 | \$ 7,635 |
| Junior Engineer | \$ 6,165 | \$ 6,473 | \$ 6,796 | \$ 7,136 | \$ 7,493 |
| Technology Analyst | \$ 5,943 | \$ 6,240 | \$ 6,552 | \$ 6,880 | \$ 7,224 |
| Human Resources Analyst | \$ 5,902 | \$ 6,197 | \$ 6,507 | \$ 6,832 | \$ 7,174 |
| Deputy City Clerk | \$ 5,843 | \$ 6,135 | \$ 6,442 | \$ 6,764 | \$ 7,102 |
| Records Analyst II | \$ 5,300 | \$ 5,565 | \$ 5,843 | \$ 6,135 | \$ 6,442 |
| Management Assistant | \$ 4,893 | \$ 5,138 | \$ 5,395 | \$ 5,664 | \$ 5,947 |
| Records Analyst I | \$ 4,807 | \$ 5,047 | \$ 5,300 | \$ 5,565 | \$ 5,843 |

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|---|---------------|---------------|---------------|---------------|---------------|
| <u>AFSCME - Maintenance Unit</u> | | | | | |
| Public Works Lead Maintenance Worker | \$ 5,501 | \$ 5,776 | \$ 6,065 | \$ 6,368 | \$ 6,686 |
| Parks Lead Maintenance Worker | \$ 5,400 | \$ 5,670 | \$ 5,954 | \$ 6,252 | \$ 6,564 |
| Mechanic I | \$ 5,338 | \$ 5,605 | \$ 5,886 | \$ 6,180 | \$ 6,489 |
| Public Works Maintenance Worker II | \$ 4,989 | \$ 5,239 | \$ 5,500 | \$ 5,776 | \$ 6,065 |
| Parks Maintenance Worker II | \$ 4,898 | \$ 5,143 | \$ 5,400 | \$ 5,670 | \$ 5,954 |
| Equipment Maintenance Worker | \$ 4,842 | \$ 5,084 | \$ 5,338 | \$ 5,605 | \$ 5,886 |
| Public Works Maintenance Worker I | \$ 4,525 | \$ 4,752 | \$ 4,989 | \$ 5,239 | \$ 5,500 |
| Parks Maintenance Worker I | \$ 4,443 | \$ 4,665 | \$ 4,898 | \$ 5,143 | \$ 5,400 |
| Public Works Maintenance Worker | \$ 4,105 | \$ 4,310 | | | |
| Parks Maintenance Worker | \$ 4,030 | \$ 4,231 | | | |
| <u>AFSCME - General Unit</u> | | | | | |
| Sr. Bldg Inspector | \$ 7,152 | \$ 7,509 | \$ 7,885 | \$ 8,279 | \$ 8,693 |
| Building Inspector | \$ 6,487 | \$ 6,811 | \$ 7,152 | \$ 7,509 | \$ 7,885 |
| Sr. Engineering Technician | \$ 5,755 | \$ 6,042 | \$ 6,344 | \$ 6,662 | \$ 6,995 |
| Recreation Coordinator | \$ 5,157 | \$ 5,415 | \$ 5,685 | \$ 5,970 | \$ 6,268 |
| Building Permit Technician | \$ 5,083 | \$ 5,337 | \$ 5,604 | \$ 5,884 | \$ 6,179 |
| Facilities Maintenance Worker II | \$ 4,949 | \$ 5,196 | \$ 5,456 | \$ 5,729 | \$ 6,015 |
| Senior Accounting Specialist | \$ 4,853 | \$ 5,095 | \$ 5,350 | \$ 5,617 | \$ 5,898 |
| Administrative Secretary | \$ 4,779 | \$ 5,018 | \$ 5,269 | \$ 5,532 | \$ 5,809 |
| Sr. Comm. Services Officer | \$ 4,669 | \$ 4,902 | \$ 5,147 | \$ 5,405 | \$ 5,675 |
| Accounting Specialist | \$ 4,621 | \$ 4,853 | \$ 5,095 | \$ 5,350 | \$ 5,617 |
| Facilities Maintenance Worker I | \$ 4,611 | \$ 4,842 | \$ 5,084 | \$ 5,338 | \$ 5,605 |
| Police Records Specialist | \$ 4,553 | \$ 4,780 | \$ 5,019 | \$ 5,270 | \$ 5,534 |
| Office Assistant II | \$ 4,224 | \$ 4,435 | \$ 4,657 | \$ 4,890 | \$ 5,135 |
| Video Technician | \$ 4,001 | \$ 4,201 | \$ 4,411 | \$ 4,631 | \$ 4,863 |
| Office Assistant I | \$ 3,831 | \$ 4,023 | | | |
| <u>FCPOA</u> | | | | | |
| Police Sergeant | \$ 7,971 | \$ 8,369 | \$ 8,788 | \$ 9,227 | \$ 9,689 |
| Police Corporal | \$ 7,283 | \$ 7,647 | \$ 8,029 | \$ 8,431 | \$ 8,852 |
| Police Officer | \$ 6,595 | \$ 6,925 | \$ 7,271 | \$ 7,635 | \$ 8,016 |
| Lead Police Dispatcher | \$ 6,261 | \$ 6,574 | \$ 6,903 | \$ 7,248 | \$ 7,610 |
| Police Officer Recruit | \$ 5,982 | \$ 6,281 | | | |
| Police/Fire Dispatcher | \$ 5,679 | \$ 5,963 | \$ 6,261 | \$ 6,574 | \$ 6,903 |
| <u>IAFF</u> | | | | | |
| Fire Captain | \$ 7,862 | \$ 8,255 | \$ 8,667 | \$ 9,101 | \$ 9,556 |
| Firefighter | \$ 6,553 | \$ 6,880 | \$ 7,224 | \$ 7,585 | \$ 7,965 |
| <u>Hourly / Part-Time / Seasonal</u> | | | | | |
| Recreation Leader III | \$ 13.25 | \$ 13.75 | \$ 14.25 | \$ 14.75 | \$ 15.25 |
| Recreation Leader II | \$ 11.50 | \$ 11.75 | \$ 12.00 | \$ 12.25 | \$ 12.50 |
| Building Serv.Assistant | \$ 10.00 | \$ 10.25 | \$ 10.50 | \$ 10.75 | \$ 11.00 |
| Clerical Assistant | \$ 10.00 | \$ 10.25 | \$ 10.50 | \$ 10.75 | \$ 11.00 |
| Recreation Leader I | \$ 10.00 | \$ 10.25 | \$ 10.50 | \$ 10.75 | \$ 11.00 |
| Department Intern | \$ 10.00 | | Range | | \$ 25.00 |