

**City of Foster City / Estero Municipal Improvement District**  
**FY 2017-2018 Pay Plan**  
**Effective July 1, 2017**

Position	Step 1	Step 2	Step 3	Step 4	Step 5
<b><u>Executive Management</u></b>					
City Manager					\$ 21,114
Chief of Police	\$ 14,548	\$ 15,275	\$ 16,039	\$ 16,841	\$ 17,683
Fire Chief	\$ 14,548	\$ 15,275	\$ 16,039	\$ 16,841	\$ 17,683
Assistant City Manager	\$ 13,126	\$ 13,782	\$ 14,471	\$ 15,195	\$ 15,954
Community Development Director	\$ 13,126	\$ 13,782	\$ 14,471	\$ 15,195	\$ 15,954
Director of Public Works	\$ 13,126	\$ 13,782	\$ 14,471	\$ 15,195	\$ 15,954
Finance Director	\$ 12,758	\$ 13,396	\$ 14,066	\$ 14,769	\$ 15,508
Human Resources Director	\$ 12,758	\$ 13,396	\$ 14,066	\$ 14,769	\$ 15,508
Parks & Recreation Director	\$ 12,758	\$ 13,396	\$ 14,066	\$ 14,769	\$ 15,508
Communications Director / City Clerk	\$ 12,758	\$ 13,396	\$ 14,066	\$ 14,769	\$ 15,508
<b><u>Other Management</u></b>					
Police Captain	\$ 12,550	\$ 13,177	\$ 13,836	\$ 14,528	\$ 15,254
Fire Battalion Chief (Admin)	\$ 12,244	\$ 12,856	\$ 13,499	\$ 14,174	\$ 14,883
Fire Battalion Chief	\$ 12,244	\$ 12,856	\$ 13,499	\$ 14,174	\$ 14,883
Fire Marshal	\$ 11,661	\$ 12,244	\$ 12,856	\$ 13,499	\$ 14,174
Police Lieutenant	\$ 10,841	\$ 11,383	\$ 11,952	\$ 12,550	\$ 13,177
Assistant Finance Director	\$ 9,917	\$ 10,412	\$ 10,933	\$ 11,480	\$ 12,054
Information Technology Manager	\$ 9,917	\$ 10,412	\$ 10,933	\$ 11,480	\$ 12,054
Chief Building Official	\$ 9,773	\$ 10,262	\$ 10,775	\$ 11,314	\$ 11,880
Planning Manager	\$ 9,773	\$ 10,262	\$ 10,775	\$ 11,314	\$ 11,880
Engineering Manager (formerly Senior Civil Engineer)	\$ 9,773	\$ 10,262	\$ 10,775	\$ 11,314	\$ 11,880
Public Works Maintenance Manager	\$ 9,526	\$ 10,003	\$ 10,503	\$ 11,028	\$ 11,579
Principal Management Analyst	\$ 9,447	\$ 9,919	\$ 10,415	\$ 10,936	\$ 11,483
Accounting Manager	\$ 8,997	\$ 9,447	\$ 9,919	\$ 10,415	\$ 10,936
Sr. Systems Analyst	\$ 8,300	\$ 8,715	\$ 9,151	\$ 9,609	\$ 10,089
Senior Management Analyst	\$ 8,300	\$ 8,715	\$ 9,151	\$ 9,609	\$ 10,089
Management Analyst II	\$ 8,231	\$ 8,642	\$ 9,074	\$ 9,528	\$ 10,004
Associate Civil Engineer	\$ 8,231	\$ 8,642	\$ 9,074	\$ 9,528	\$ 10,004
Building and Vehicle Maintenance Manager	\$ 8,210	\$ 8,620	\$ 9,051	\$ 9,504	\$ 9,979
Parks Maintenance Manager	\$ 8,210	\$ 8,620	\$ 9,051	\$ 9,504	\$ 9,979
Public Works Maintenance Superintendent	\$ 8,210	\$ 8,620	\$ 9,051	\$ 9,504	\$ 9,979
Recreation Manager	\$ 8,210	\$ 8,620	\$ 9,051	\$ 9,504	\$ 9,979
Senior Accountant	\$ 8,077	\$ 8,481	\$ 8,905	\$ 9,350	\$ 9,818
Senior Planner	\$ 7,986	\$ 8,385	\$ 8,805	\$ 9,245	\$ 9,707
Senior Human Resources Analyst	\$ 7,879	\$ 8,273	\$ 8,687	\$ 9,121	\$ 9,577
Associate Planner	\$ 7,606	\$ 7,986	\$ 8,385	\$ 8,805	\$ 9,245
Human Resources Manager	\$ 7,606	\$ 7,986	\$ 8,385	\$ 8,805	\$ 9,245
Management Analyst I	\$ 7,465	\$ 7,839	\$ 8,231	\$ 8,642	\$ 9,074
Assistant Engineer	\$ 7,465	\$ 7,839	\$ 8,231	\$ 8,642	\$ 9,074
Assistant Planner	\$ 6,899	\$ 7,244	\$ 7,606	\$ 7,986	\$ 8,385
Junior Engineer	\$ 6,771	\$ 7,109	\$ 7,465	\$ 7,838	\$ 8,230
Accountant II	\$ 6,645	\$ 6,977	\$ 7,326	\$ 7,692	\$ 8,077
Human Resources Analyst	\$ 6,528	\$ 6,854	\$ 7,197	\$ 7,557	\$ 7,934
Technology Analyst II	\$ 6,528	\$ 6,854	\$ 7,197	\$ 7,557	\$ 7,934
Deputy City Clerk	\$ 6,418	\$ 6,739	\$ 7,076	\$ 7,429	\$ 7,801
Communications Coordinator/Manager	\$ 6,418	\$ 6,739	\$ 7,076	\$ 7,429	\$ 7,801
Police Records Supervisor	\$ 6,361	\$ 6,679	\$ 7,013	\$ 7,363	\$ 7,732
Accountant I	\$ 6,027	\$ 6,328	\$ 6,645	\$ 6,977	\$ 7,326
Management Assistant to the City Manager	\$ 5,925	\$ 6,221	\$ 6,532	\$ 6,859	\$ 7,202
Management Coordinator	\$ 5,925	\$ 6,221	\$ 6,532	\$ 6,859	\$ 7,202
Records Analyst II	\$ 5,821	\$ 6,112	\$ 6,418	\$ 6,739	\$ 7,076
Technology Analyst I	\$ 5,639	\$ 5,921	\$ 6,217	\$ 6,527	\$ 6,854
Payroll Technician	\$ 5,639	\$ 5,921	\$ 6,217	\$ 6,527	\$ 6,854
Management Assistant	\$ 5,374	\$ 5,643	\$ 5,925	\$ 6,221	\$ 6,532
Human Resources Technician	\$ 5,374	\$ 5,643	\$ 5,925	\$ 6,221	\$ 6,532
Records Analyst I	\$ 5,280	\$ 5,544	\$ 5,821	\$ 6,112	\$ 6,418

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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>
<b><u>AFSCME - Maintenance Unit</u></b>					
Public Works Lead Maintenance Worker	\$ 6,030	\$ 6,331	\$ 6,648	\$ 6,980	\$ 7,329
Parks Lead Maintenance Worker	\$ 5,920	\$ 6,216	\$ 6,527	\$ 6,853	\$ 7,196
Mechanic I	\$ 5,852	\$ 6,144	\$ 6,452	\$ 6,774	\$ 7,113
Public Works Maintenance Worker II	\$ 5,469	\$ 5,743	\$ 6,030	\$ 6,332	\$ 6,648
Facilities Maintenance Worker II	\$ 5,425	\$ 5,696	\$ 5,981	\$ 6,280	\$ 6,594
Parks Maintenance Worker II	\$ 5,369	\$ 5,638	\$ 5,920	\$ 6,216	\$ 6,527
Equipment Maintenance Worker	\$ 5,308	\$ 5,573	\$ 5,852	\$ 6,144	\$ 6,451
Building and Vehicle Maintenance Worker	\$ 5,055	\$ 5,308	\$ 5,574	\$ 5,852	\$ 6,145
Public Works Maintenance Worker I	\$ 4,961	\$ 5,209	\$ 5,469	\$ 5,743	\$ 6,030
Parks Maintenance Worker I	\$ 4,870	\$ 5,114	\$ 5,369	\$ 5,638	\$ 5,920
Public Works Maintenance Worker	\$ 4,499	\$ 4,724			
Parks Maintenance Worker	\$ 4,417	\$ 4,638			
<b><u>AFSCME - General Unit</u></b>					
Sr. Bldg Inspector	\$ 7,840	\$ 8,232	\$ 8,643	\$ 9,075	\$ 9,529
Building Inspector	\$ 7,111	\$ 7,466	\$ 7,840	\$ 8,232	\$ 8,643
Sr. Engineering Technician	\$ 6,308	\$ 6,624	\$ 6,955	\$ 7,302	\$ 7,668
Social Media / Communication Asst/Specialist	\$ 5,925	\$ 6,221	\$ 6,532	\$ 6,859	\$ 7,202
Code Enforcement Officer II	\$ 5,642	\$ 5,924	\$ 6,221	\$ 6,532	\$ 6,858
Recreation Coordinator	\$ 5,653	\$ 5,935	\$ 6,232	\$ 6,544	\$ 6,871
Senior Accounting Specialist	\$ 5,319	\$ 5,585	\$ 5,865	\$ 6,158	\$ 6,466
Administrative Assistant	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,064	\$ 6,368
Sr. Comm. Services Officer	\$ 5,118	\$ 5,374	\$ 5,642	\$ 5,924	\$ 6,221
Code Enforcement Officer I	\$ 5,118	\$ 5,374	\$ 5,642	\$ 5,924	\$ 6,221
Accounting Specialist	\$ 5,066	\$ 5,319	\$ 5,585	\$ 5,865	\$ 6,158
Building Services Coordinator	\$ 5,055	\$ 5,308	\$ 5,573	\$ 5,852	\$ 6,144
Police Records Specialist	\$ 4,991	\$ 5,240	\$ 5,502	\$ 5,777	\$ 6,066
Building Permit Technician	\$ 4,991	\$ 5,240	\$ 5,502	\$ 5,777	\$ 6,066
Office Assistant II	\$ 4,631	\$ 4,862	\$ 5,105	\$ 5,360	\$ 5,629
Office Assistant I	\$ 4,200	\$ 4,410			
<b><u>FCPOA</u></b>					
Police Sergeant	\$ 9,477	\$ 9,951	\$ 10,449	\$ 10,971	\$ 11,520
Police Corporal	\$ 8,659	\$ 9,092	\$ 9,547	\$ 10,024	\$ 10,526
Police Dispatch Supervisor	\$ 7,977	\$ 8,376	\$ 8,794	\$ 9,234	\$ 9,696
Police Officer	\$ 7,841	\$ 8,234	\$ 8,645	\$ 9,077	\$ 9,531
Lead Police Dispatcher	\$ 7,526	\$ 7,902	\$ 8,297	\$ 8,712	\$ 9,148
Police Officer Recruit	\$ 7,112	\$ 7,468			
Police/Fire Dispatcher	\$ 6,826	\$ 7,168	\$ 7,526	\$ 7,902	\$ 8,297
<b><u>IAFF</u></b>					
Fire Captain	\$ 8,508	\$ 8,934	\$ 9,380	\$ 9,849	\$ 10,342
Firefighter	\$ 7,092	\$ 7,446	\$ 7,819	\$ 8,209	\$ 8,620
<b><u>Hourly / Part-Time / Seasonal</u></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	\$ 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