

**City of Foster City / Estero Municipal Improvement District**  
**FY 2021-2022 Pay Plan**  
**Effective August 16, 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	\$ 15,358	\$ 16,126	\$ 16,932	\$ 17,779	\$ 18,668
Assistant City Manager	\$ 14,550	\$ 15,277	\$ 16,041	\$ 16,843	\$ 17,685
Community Development Director	\$ 13,857	\$ 14,550	\$ 15,277	\$ 16,041	\$ 16,843
Director of Public Works	\$ 13,857	\$ 14,550	\$ 15,277	\$ 16,041	\$ 16,843
Communications Director / City Clerk	\$ 13,469	\$ 14,143	\$ 14,850	\$ 15,592	\$ 16,372
Deputy City Manager	\$ 13,469	\$ 14,143	\$ 14,850	\$ 15,592	\$ 16,372
Finance Director	\$ 13,469	\$ 14,143	\$ 14,850	\$ 15,592	\$ 16,372
Human Resources Director	\$ 13,469	\$ 14,143	\$ 14,850	\$ 15,592	\$ 16,372
Parks & Recreation Director	\$ 13,469	\$ 14,143	\$ 14,850	\$ 15,592	\$ 16,372
<b><u>Other Management</u></b>					
Police Captain	\$ 13,249	\$ 13,911	\$ 14,607	\$ 15,337	\$ 16,104
Police Lieutenant	\$ 11,445	\$ 12,017	\$ 12,618	\$ 13,249	\$ 13,911
Assistant Finance Director	\$ 10,469	\$ 10,992	\$ 11,542	\$ 12,119	\$ 12,725
Economic Development Manager	\$ 10,469	\$ 10,992	\$ 11,542	\$ 12,119	\$ 12,725
Information Technology Manager	\$ 10,469	\$ 10,992	\$ 11,542	\$ 12,119	\$ 12,725
Chief Building Official	\$ 10,318	\$ 10,834	\$ 11,375	\$ 11,944	\$ 12,541
Planning Manager	\$ 10,318	\$ 10,834	\$ 11,375	\$ 11,944	\$ 12,541
Engineering Manager	\$ 10,318	\$ 10,834	\$ 11,375	\$ 11,944	\$ 12,541
Public Works Maintenance Manager	\$ 10,057	\$ 10,560	\$ 11,088	\$ 11,642	\$ 12,224
Senior Civil Engineer	\$ 10,057	\$ 10,560	\$ 11,088	\$ 11,642	\$ 12,224
Principal Management Analyst	\$ 9,973	\$ 10,472	\$ 10,995	\$ 11,545	\$ 12,123
Financial Services Manager	\$ 9,973	\$ 10,472	\$ 10,995	\$ 11,545	\$ 12,123
Accounting Manager	\$ 9,498	\$ 9,973	\$ 10,472	\$ 10,995	\$ 11,545
Sr. Systems Analyst	\$ 8,763	\$ 9,201	\$ 9,661	\$ 10,144	\$ 10,651
Senior Management Analyst	\$ 8,763	\$ 9,201	\$ 9,661	\$ 10,144	\$ 10,651
Management Analyst II	\$ 8,689	\$ 9,123	\$ 9,580	\$ 10,059	\$ 10,562
Associate Civil Engineer	\$ 8,689	\$ 9,123	\$ 9,580	\$ 10,059	\$ 10,562
Building and Vehicle Maintenance Manager	\$ 8,667	\$ 9,100	\$ 9,555	\$ 10,033	\$ 10,535
Parks Maintenance Manager	\$ 8,667	\$ 9,100	\$ 9,555	\$ 10,033	\$ 10,535
Public Works Maintenance Superintendent	\$ 8,667	\$ 9,100	\$ 9,555	\$ 10,033	\$ 10,535
Recreation Manager	\$ 8,667	\$ 9,100	\$ 9,555	\$ 10,033	\$ 10,535
Senior Accountant	\$ 8,527	\$ 8,953	\$ 9,401	\$ 9,871	\$ 10,364
Senior Planner	\$ 8,431	\$ 8,853	\$ 9,295	\$ 9,760	\$ 10,248
Senior Human Resources Analyst	\$ 8,318	\$ 8,734	\$ 9,171	\$ 9,629	\$ 10,111
Associate Planner	\$ 8,030	\$ 8,431	\$ 8,853	\$ 9,295	\$ 9,760
Human Resources Manager	\$ 8,030	\$ 8,431	\$ 8,853	\$ 9,295	\$ 9,760
Management Analyst I	\$ 7,881	\$ 8,275	\$ 8,689	\$ 9,123	\$ 9,580
Assistant Engineer	\$ 7,881	\$ 8,275	\$ 8,689	\$ 9,123	\$ 9,580
Assistant Planner	\$ 7,283	\$ 7,647	\$ 8,030	\$ 8,431	\$ 8,853
Junior Engineer	\$ 7,148	\$ 7,506	\$ 7,881	\$ 8,275	\$ 8,689
Accountant II	\$ 7,015	\$ 7,366	\$ 7,734	\$ 8,121	\$ 8,527
Human Resources Analyst	\$ 6,891	\$ 7,236	\$ 7,598	\$ 7,978	\$ 8,376
Technology Analyst II	\$ 6,891	\$ 7,236	\$ 7,598	\$ 7,978	\$ 8,376
Deputy City Clerk	\$ 6,775	\$ 7,114	\$ 7,470	\$ 7,843	\$ 8,235
Communications Manager	\$ 6,775	\$ 7,114	\$ 7,470	\$ 7,843	\$ 8,235
Police Records Supervisor	\$ 6,715	\$ 7,051	\$ 7,403	\$ 7,774	\$ 8,162
Accountant I	\$ 6,363	\$ 6,681	\$ 7,015	\$ 7,366	\$ 7,734
Management Assistant to the City Manager	\$ 6,255	\$ 6,568	\$ 6,896	\$ 7,241	\$ 7,603
Management Coordinator	\$ 6,255	\$ 6,568	\$ 6,896	\$ 7,241	\$ 7,603
Records Analyst II	\$ 6,145	\$ 6,453	\$ 6,775	\$ 7,114	\$ 7,470
Technology Analyst I	\$ 5,953	\$ 6,251	\$ 6,563	\$ 6,891	\$ 7,236
Payroll Technician	\$ 5,953	\$ 6,251	\$ 6,563	\$ 6,891	\$ 7,236
Management Assistant	\$ 5,674	\$ 5,957	\$ 6,255	\$ 6,568	\$ 6,896
Human Resources Technician	\$ 5,674	\$ 5,957	\$ 6,255	\$ 6,568	\$ 6,896
Records Analyst I	\$ 5,574	\$ 5,853	\$ 6,145	\$ 6,453	\$ 6,775
<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	\$ 6,659	\$ 6,992	\$ 7,342	\$ 7,709	\$ 8,095
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	\$ 5,348	\$ 5,616	\$ 5,896	\$ 6,191	\$ 6,501
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