

**City of Foster City / Estero Municipal Improvement District**  
**FY 2021-2022 Pay Plan**  
**Effective June 21, 2022**

Position	Monthly				
	Step 1	Step 2	Step 3	Step 4	Step 5
<b><u>Executive Management</u></b>					
City Manager					\$ 22,833.33
Chief of Police	\$ 15,972.34	\$ 16,770.95	\$ 17,609.51	\$ 18,489.99	\$ 19,414.49
Assistant City Manager	\$ 15,131.74	\$ 15,888.32	\$ 16,682.74	\$ 17,516.88	\$ 18,392.71
Community Development Director	\$ 14,411.16	\$ 15,131.72	\$ 15,888.31	\$ 16,682.73	\$ 17,516.86
Director of Public Works	\$ 14,411.16	\$ 15,131.72	\$ 15,888.31	\$ 16,682.73	\$ 17,516.86
Communications Director / City Clerk	\$ 14,007.88	\$ 14,708.27	\$ 15,443.69	\$ 16,215.87	\$ 17,026.67
Deputy City Manager	\$ 14,007.88	\$ 14,708.27	\$ 15,443.69	\$ 16,215.87	\$ 17,026.67
Finance Director	\$ 14,007.88	\$ 14,708.27	\$ 15,443.69	\$ 16,215.87	\$ 17,026.67
Human Resources Director	\$ 14,007.88	\$ 14,708.27	\$ 15,443.69	\$ 16,215.87	\$ 17,026.67
Parks & Recreation Director	\$ 14,007.88	\$ 14,708.27	\$ 15,443.69	\$ 16,215.87	\$ 17,026.67
<b><u>Other Management</u></b>					
Police Captain	\$ 13,778.84	\$ 14,467.79	\$ 15,191.18	\$ 15,950.74	\$ 16,748.28
Police Lieutenant	\$ 11,902.70	\$ 12,497.84	\$ 13,122.72	\$ 13,778.86	\$ 14,467.80
Assistant Finance Director	\$ 10,887.74	\$ 11,432.13	\$ 12,003.73	\$ 12,603.92	\$ 13,234.10
Economic Development Manager	\$ 10,887.74	\$ 11,432.13	\$ 12,003.73	\$ 12,603.92	\$ 13,234.10
Information Technology Manager	\$ 10,887.74	\$ 11,432.13	\$ 12,003.73	\$ 12,603.92	\$ 13,234.10
Chief Building Official	\$ 10,730.56	\$ 11,267.10	\$ 11,830.45	\$ 12,421.97	\$ 13,043.07
Planning Manager	\$ 10,730.56	\$ 11,267.10	\$ 11,830.45	\$ 12,421.97	\$ 13,043.07
Engineering Manager	\$ 10,730.56	\$ 11,267.10	\$ 11,830.45	\$ 12,421.97	\$ 13,043.07
Public Works Maintenance Manager	\$ 10,459.26	\$ 10,982.23	\$ 11,531.35	\$ 12,107.91	\$ 12,713.31
Senior Civil Engineer	\$ 10,459.26	\$ 10,982.23	\$ 11,531.35	\$ 12,107.91	\$ 12,713.31
Principal Management Analyst	\$ 10,372.13	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04	\$ 12,607.40
Financial Services Manager	\$ 10,372.13	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04	\$ 12,607.40
Accounting Manager	\$ 9,878.21	\$ 10,372.13	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04
Sr. Systems Analyst	\$ 9,113.07	\$ 9,568.73	\$ 10,047.16	\$ 10,549.52	\$ 11,076.99
Senior Management Analyst	\$ 9,113.07	\$ 9,568.73	\$ 10,047.16	\$ 10,549.52	\$ 11,076.99
Management Analyst II	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96	\$ 10,984.01
Associate Civil Engineer	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96	\$ 10,984.01
Building and Vehicle Maintenance Manager	\$ 9,013.49	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93
Parks Maintenance Manager	\$ 9,013.49	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93
Public Works Maintenance Superintendent	\$ 9,013.49	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93
Recreation Manager	\$ 9,013.49	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93
Senior Accountant	\$ 8,867.91	\$ 9,311.29	\$ 9,776.87	\$ 10,265.70	\$ 10,778.99
Senior Planner	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40	\$ 10,657.92
Senior Human Resources Analyst	\$ 8,650.89	\$ 9,083.45	\$ 9,537.61	\$ 10,014.49	\$ 10,515.21
Associate Planner	\$ 8,350.75	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40
Human Resources Manager	\$ 8,350.75	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40
Management Analyst I	\$ 8,196.43	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82
Assistant Engineer	\$ 8,196.43	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82
Assistant Planner	\$ 7,574.37	\$ 7,953.09	\$ 8,350.75	\$ 8,768.29	\$ 9,206.70
Junior Engineer	\$ 7,434.41	\$ 7,806.12	\$ 8,196.43	\$ 8,606.26	\$ 9,036.58
Accountant II	\$ 7,295.67	\$ 7,660.45	\$ 8,043.46	\$ 8,445.63	\$ 8,867.91
Human Resources Analyst	\$ 7,166.99	\$ 7,525.34	\$ 7,901.61	\$ 8,296.69	\$ 8,711.53
Technology Analyst II	\$ 7,166.99	\$ 7,525.34	\$ 7,901.61	\$ 8,296.69	\$ 8,711.53
Deputy City Clerk	\$ 7,046.29	\$ 7,398.61	\$ 7,768.54	\$ 8,156.96	\$ 8,564.82
Communications Manager	\$ 7,046.29	\$ 7,398.61	\$ 7,768.54	\$ 8,156.96	\$ 8,564.82
Police Records Supervisor	\$ 6,983.69	\$ 7,332.87	\$ 7,699.50	\$ 8,084.47	\$ 8,488.71
Accountant I	\$ 6,617.38	\$ 6,948.26	\$ 7,295.67	\$ 7,660.45	\$ 8,043.46
Management Assistant to the City Manager	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.95	\$ 7,907.50
Management Coordinator	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.95	\$ 7,907.50
Records Analyst II	\$ 6,391.20	\$ 6,710.76	\$ 7,046.29	\$ 7,398.61	\$ 7,768.54
Technology Analyst I	\$ 6,191.10	\$ 6,500.66	\$ 6,825.69	\$ 7,166.99	\$ 7,525.34
Payroll Technician	\$ 6,191.10	\$ 6,500.66	\$ 6,825.69	\$ 7,166.99	\$ 7,525.34
Management Assistant	\$ 5,900.72	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34
Human Resources Technician	\$ 5,900.72	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34
Records Analyst I	\$ 5,797.01	\$ 6,086.86	\$ 6,391.20	\$ 6,710.76	\$ 7,046.29

**AFSCME - Maintenance Unit**

**City of Foster City / Estero Municipal Improvement District  
FY 2021-2022 Pay Plan  
Effective June 21, 2022**

**Monthly**

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Public Works Lead Maintenance Worker	\$ 6,620.55	\$ 6,951.59	\$ 7,299.17	\$ 7,664.12	\$ 8,047.33
Building Lead Maintenance Worker	\$ 6,499.77	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30	\$ 7,900.52
Parks Lead Maintenance Worker	\$ 6,499.77	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30	\$ 7,900.52
Mechanic I	\$ 6,424.91	\$ 6,746.15	\$ 7,083.46	\$ 7,437.63	\$ 7,809.52
Building Maintenance Worker II	\$ 6,119.43	\$ 6,425.40	\$ 6,746.67	\$ 7,084.01	\$ 7,438.22
Public Works Maintenance Worker II	\$ 6,005.05	\$ 6,305.29	\$ 6,620.55	\$ 6,951.59	\$ 7,299.17
Parks Maintenance Worker II	\$ 5,895.48	\$ 6,190.25	\$ 6,499.77	\$ 6,824.76	\$ 7,166.00
Equipment Maintenance Worker	\$ 5,827.59	\$ 6,118.96	\$ 6,424.91	\$ 6,746.15	\$ 7,083.46
Building Maintenance Worker I	\$ 5,550.50	\$ 5,828.02	\$ 6,119.43	\$ 6,425.40	\$ 6,746.67
Public Works Maintenance Worker I	\$ 5,446.76	\$ 5,719.10	\$ 6,005.05	\$ 6,305.29	\$ 6,620.55
Parks Maintenance Worker I	\$ 5,347.39	\$ 5,614.75	\$ 5,895.48	\$ 6,190.25	\$ 6,499.77
Public Works Maintenance Worker	\$ 4,940.36	\$ 5,187.38			
Parks Maintenance Worker	\$ 4,850.23	\$ 5,092.74			
<b><u>AFSCME - General Unit</u></b>					
Plans Examiner	\$ 9,489.72	\$ 9,964.21	\$ 10,462.42	\$ 10,985.54	\$ 11,534.81
Sr. Bldg Inspector	\$ 8,607.46	\$ 9,037.83	\$ 9,489.72	\$ 9,964.21	\$ 10,462.42
Building Inspector	\$ 7,807.21	\$ 8,197.57	\$ 8,607.46	\$ 9,037.83	\$ 9,489.72
Sr. Engineering Technician	\$ 6,925.88	\$ 7,272.17	\$ 7,635.77	\$ 8,017.55	\$ 8,418.44
Recreation Coordinator II	\$ 6,842.56	\$ 7,184.68	\$ 7,543.92	\$ 7,921.11	\$ 8,317.16
Social Media / Communication Assistant	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.95	\$ 7,907.50
Administrative Assistant II	\$ 6,341.24	\$ 6,658.31	\$ 6,991.23	\$ 7,340.79	\$ 7,707.82
Recreation Coordinator I	\$ 6,206.41	\$ 6,516.73	\$ 6,842.56	\$ 7,184.68	\$ 7,543.92
Code Enforcement Officer II	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.95
Senior Accounting Specialist	\$ 5,840.33	\$ 6,132.34	\$ 6,438.95	\$ 6,760.90	\$ 7,098.95
Administrative Assistant I	\$ 5,751.70	\$ 6,039.28	\$ 6,341.24	\$ 6,658.31	\$ 6,991.23
Sr. Comm. Services Officer	\$ 5,619.73	\$ 5,900.72	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81
Code Enforcement Officer I	\$ 5,619.73	\$ 5,900.72	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81
Accounting Specialist	\$ 5,562.21	\$ 5,840.33	\$ 6,132.34	\$ 6,438.95	\$ 6,760.90
Building Services Coordinator	\$ 5,550.50	\$ 5,828.02	\$ 6,119.43	\$ 6,425.40	\$ 6,746.67
Police Records Specialist	\$ 5,479.27	\$ 5,753.25	\$ 6,040.91	\$ 6,342.96	\$ 6,660.11
Building Permit Technician	\$ 5,479.27	\$ 5,753.25	\$ 6,040.91	\$ 6,342.96	\$ 6,660.11
Office Assistant II	\$ 5,084.11	\$ 5,338.32	\$ 5,605.24	\$ 5,885.50	\$ 6,179.77
Office Assistant I	\$ 4,611.45	\$ 4,842.01			
<b><u>FCPOA</u></b>					
Police Sergeant	\$ 10,455.71	\$ 10,978.50	\$ 11,527.43	\$ 12,103.80	\$ 12,708.99
Police Corporal	\$ 9,553.34	\$ 10,031.01	\$ 10,532.57	\$ 11,059.19	\$ 11,612.15
Police Dispatch Supervisor	\$ 8,800.17	\$ 9,240.17	\$ 9,702.18	\$ 10,187.29	\$ 10,696.64
Police Officer	\$ 8,650.96	\$ 9,083.52	\$ 9,537.68	\$ 10,014.58	\$ 10,515.30
Lead Police Dispatcher	\$ 8,302.86	\$ 8,718.01	\$ 9,153.91	\$ 9,611.59	\$ 10,092.18
Police Officer Recruit	\$ 7,846.68	\$ 8,239.02			
Police/Fire Dispatcher	\$ 7,530.93	\$ 7,907.48	\$ 8,302.86	\$ 8,718.01	\$ 9,153.91
<b><u>Hourly / Part-Time / Seasonal</u></b>					
Building Services Coordinator Assistant	\$ 17.21	\$ 17.81	\$ 18.44	\$ 19.08	\$ 19.75
Recreation Leader III	\$ 17.21	\$ 17.81	\$ 18.44	\$ 19.08	\$ 19.75
Recreation Leader II	\$ 16.07	\$ 16.63	\$ 17.21	\$ 17.81	\$ 18.44
Building Serv.Assistant	\$ 15.00	\$ 15.53	\$ 16.07	\$ 16.63	\$ 17.21
Clerical Assistant	\$ 15.00	\$ 15.53	\$ 16.07	\$ 16.63	\$ 17.21
Recreation Leader I	\$ 15.00	\$ 15.53	\$ 16.07	\$ 16.63	\$ 17.21
Department Intern	\$ 15.00				\$ 30.00
Videographer	\$ 20.00				\$ 30.00