

**City of Foster City / Estero Municipal Improvement District
FY 2021-2022 Pay Plan
Effective July 01, 2021**

Monthly

Position	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Executive Management</u>					
City Manager					\$ 19,583
Chief of Police	\$ 15,972	\$ 16,771	\$ 17,610	\$ 18,490	\$ 19,414
Assistant City Manager	\$ 15,132	\$ 15,888	\$ 16,683	\$ 17,517	\$ 18,393
Community Development Director	\$ 14,411	\$ 15,132	\$ 15,888	\$ 16,683	\$ 17,517
Director of Public Works	\$ 14,411	\$ 15,132	\$ 15,888	\$ 16,683	\$ 17,517
Communications Director / City Clerk	\$ 14,008	\$ 14,708	\$ 15,444	\$ 16,216	\$ 17,027
Deputy City Manager	\$ 14,008	\$ 14,708	\$ 15,444	\$ 16,216	\$ 17,027
Finance Director	\$ 14,008	\$ 14,708	\$ 15,444	\$ 16,216	\$ 17,027
Human Resources Director	\$ 14,008	\$ 14,708	\$ 15,444	\$ 16,216	\$ 17,027
Parks & Recreation Director	\$ 14,008	\$ 14,708	\$ 15,444	\$ 16,216	\$ 17,027
<u>Other Management</u>					
Police Captain	\$ 13,779	\$ 14,468	\$ 15,191	\$ 15,951	\$ 16,748
Police Lieutenant	\$ 11,903	\$ 12,498	\$ 13,123	\$ 13,779	\$ 14,468
Assistant Finance Director	\$ 10,888	\$ 11,432	\$ 12,004	\$ 12,604	\$ 13,234
Economic Development Manager	\$ 10,888	\$ 11,432	\$ 12,004	\$ 12,604	\$ 13,234
Information Technology Manager	\$ 10,888	\$ 11,432	\$ 12,004	\$ 12,604	\$ 13,234
Chief Building Official	\$ 10,731	\$ 11,267	\$ 11,830	\$ 12,422	\$ 13,043
Planning Manager	\$ 10,731	\$ 11,267	\$ 11,830	\$ 12,422	\$ 13,043
Engineering Manager	\$ 10,731	\$ 11,267	\$ 11,830	\$ 12,422	\$ 13,043
Public Works Maintenance Manager	\$ 10,459	\$ 10,982	\$ 11,531	\$ 12,108	\$ 12,713
Senior Civil Engineer	\$ 10,459	\$ 10,982	\$ 11,531	\$ 12,108	\$ 12,713
Principal Management Analyst	\$ 10,372	\$ 10,891	\$ 11,435	\$ 12,007	\$ 12,607
Financial Services Manager	\$ 10,372	\$ 10,891	\$ 11,435	\$ 12,007	\$ 12,607
Accounting Manager	\$ 9,878	\$ 10,372	\$ 10,891	\$ 11,435	\$ 12,007
Sr. Systems Analyst	\$ 9,113	\$ 9,569	\$ 10,047	\$ 10,550	\$ 11,077
Senior Management Analyst	\$ 9,113	\$ 9,569	\$ 10,047	\$ 10,550	\$ 11,077
Management Analyst II	\$ 9,037	\$ 9,488	\$ 9,963	\$ 10,461	\$ 10,984
Associate Civil Engineer	\$ 9,037	\$ 9,488	\$ 9,963	\$ 10,461	\$ 10,984
Building and Vehicle Maintenance Manager	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434	\$ 10,956
Parks Maintenance Manager	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434	\$ 10,956
Public Works Maintenance Superintendent	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434	\$ 10,956
Recreation Manager	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434	\$ 10,956
Senior Accountant	\$ 8,868	\$ 9,311	\$ 9,777	\$ 10,266	\$ 10,779
Senior Planner	\$ 8,768	\$ 9,207	\$ 9,667	\$ 10,150	\$ 10,658
Senior Human Resources Analyst	\$ 8,651	\$ 9,083	\$ 9,538	\$ 10,014	\$ 10,515
Associate Planner	\$ 8,351	\$ 8,768	\$ 9,207	\$ 9,667	\$ 10,150
Human Resources Manager	\$ 8,351	\$ 8,768	\$ 9,207	\$ 9,667	\$ 10,150
Management Analyst I	\$ 8,196	\$ 8,606	\$ 9,037	\$ 9,488	\$ 9,963
Assistant Engineer	\$ 8,196	\$ 8,606	\$ 9,037	\$ 9,488	\$ 9,963
Assistant Planner	\$ 7,574	\$ 7,953	\$ 8,351	\$ 8,768	\$ 9,207
Junior Engineer	\$ 7,434	\$ 7,806	\$ 8,196	\$ 8,606	\$ 9,037
Accountant II	\$ 7,296	\$ 7,660	\$ 8,043	\$ 8,446	\$ 8,868
Human Resources Analyst	\$ 7,167	\$ 7,525	\$ 7,902	\$ 8,297	\$ 8,712
Technology Analyst II	\$ 7,167	\$ 7,525	\$ 7,902	\$ 8,297	\$ 8,712
Deputy City Clerk	\$ 7,046	\$ 7,399	\$ 7,769	\$ 8,157	\$ 8,565
Communications Manager	\$ 7,046	\$ 7,399	\$ 7,769	\$ 8,157	\$ 8,565
Police Records Supervisor	\$ 6,984	\$ 7,333	\$ 7,700	\$ 8,084	\$ 8,489
Accountant I	\$ 6,617	\$ 6,948	\$ 7,296	\$ 7,660	\$ 8,043
Management Assistant to the City Manager	\$ 6,506	\$ 6,831	\$ 7,172	\$ 7,531	\$ 7,908
Management Coordinator	\$ 6,506	\$ 6,831	\$ 7,172	\$ 7,531	\$ 7,908
Records Analyst II	\$ 6,391	\$ 6,711	\$ 7,046	\$ 7,399	\$ 7,769
Technology Analyst I	\$ 6,191	\$ 6,501	\$ 6,826	\$ 7,167	\$ 7,525
Payroll Technician	\$ 6,191	\$ 6,501	\$ 6,826	\$ 7,167	\$ 7,525
Management Assistant	\$ 5,901	\$ 6,196	\$ 6,506	\$ 6,831	\$ 7,172
Human Resources Technician	\$ 5,901	\$ 6,196	\$ 6,506	\$ 6,831	\$ 7,172
Records Analyst I	\$ 5,797	\$ 6,087	\$ 6,391	\$ 6,711	\$ 7,046

AFSCME - Maintenance Unit

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Position	Step 1	Step 2	Step 3	Step 4	Step 5
Public Works Lead Maintenance Worker	\$ 6,621	\$ 6,952	\$ 7,299	\$ 7,664	\$ 8,047
Building Lead Maintenance Worker	\$ 6,500	\$ 6,825	\$ 7,166	\$ 7,524	\$ 7,901
Parks Lead Maintenance Worker	\$ 6,500	\$ 6,825	\$ 7,166	\$ 7,524	\$ 7,901
Mechanic I	\$ 6,425	\$ 6,746	\$ 7,083	\$ 7,438	\$ 7,810
Building Maintenance Worker II	\$ 6,119	\$ 6,425	\$ 6,747	\$ 7,084	\$ 7,438
Public Works Maintenance Worker II	\$ 6,005	\$ 6,305	\$ 6,621	\$ 6,952	\$ 7,299
Parks Maintenance Worker II	\$ 5,895	\$ 6,190	\$ 6,500	\$ 6,825	\$ 7,166
Equipment Maintenance Worker	\$ 5,828	\$ 6,119	\$ 6,425	\$ 6,746	\$ 7,083
Building Maintenance Worker I	\$ 5,550	\$ 5,828	\$ 6,119	\$ 6,425	\$ 6,747
Public Works Maintenance Worker I	\$ 5,447	\$ 5,719	\$ 6,005	\$ 6,305	\$ 6,621
Parks Maintenance Worker I	\$ 5,347	\$ 5,615	\$ 5,895	\$ 6,190	\$ 6,500
Public Works Maintenance Worker	\$ 4,940	\$ 5,187			
Parks Maintenance Worker	\$ 4,850	\$ 5,093			
<u>AFSCME - General Unit</u>					
Principal Building Inspector	\$ 9,490	\$ 9,964	\$ 10,462	\$ 10,986	\$ 11,535
Sr. Bldg Inspector	\$ 8,607	\$ 9,038	\$ 9,490	\$ 9,964	\$ 10,462
Building Inspector	\$ 7,807	\$ 8,198	\$ 8,607	\$ 9,038	\$ 9,490
Sr. Engineering Technician	\$ 6,926	\$ 7,272	\$ 7,636	\$ 8,018	\$ 8,418
Recreation Coordinator II	\$ 6,843	\$ 7,185	\$ 7,544	\$ 7,921	\$ 8,317
Social Media / Communication Assistant	\$ 6,506	\$ 6,831	\$ 7,172	\$ 7,531	\$ 7,908
Administrative Assistant II	\$ 6,341	\$ 6,658	\$ 6,991	\$ 7,341	\$ 7,708
Recreation Coordinator I	\$ 6,206	\$ 6,517	\$ 6,843	\$ 7,185	\$ 7,544
Code Enforcement Officer II	\$ 6,196	\$ 6,506	\$ 6,831	\$ 7,172	\$ 7,531
Senior Accounting Specialist	\$ 5,840	\$ 6,132	\$ 6,439	\$ 6,761	\$ 7,099
Administrative Assistant I	\$ 5,752	\$ 6,039	\$ 6,341	\$ 6,658	\$ 6,991
Sr. Comm. Services Officer	\$ 5,620	\$ 5,901	\$ 6,196	\$ 6,506	\$ 6,831
Code Enforcement Officer I	\$ 5,620	\$ 5,901	\$ 6,196	\$ 6,506	\$ 6,831
Accounting Specialist	\$ 5,562	\$ 5,840	\$ 6,132	\$ 6,439	\$ 6,761
Building Services Coordinator	\$ 5,550	\$ 5,828	\$ 6,119	\$ 6,425	\$ 6,747
Police Records Specialist	\$ 5,479	\$ 5,753	\$ 6,041	\$ 6,343	\$ 6,660
Building Permit Technician	\$ 5,479	\$ 5,753	\$ 6,041	\$ 6,343	\$ 6,660
Office Assistant II	\$ 5,084	\$ 5,338	\$ 5,605	\$ 5,885	\$ 6,180
Office Assistant I	\$ 4,611	\$ 4,842			
<u>FCPOA</u>					
Police Sergeant	\$ 10,456	\$ 10,979	\$ 11,527	\$ 12,104	\$ 12,709
Police Corporal	\$ 9,553	\$ 10,031	\$ 10,533	\$ 11,059	\$ 11,612
Police Dispatch Supervisor	\$ 8,800	\$ 9,240	\$ 9,702	\$ 10,187	\$ 10,697
Police Officer	\$ 8,651	\$ 9,084	\$ 9,538	\$ 10,015	\$ 10,515
Lead Police Dispatcher	\$ 8,303	\$ 8,718	\$ 9,154	\$ 9,612	\$ 10,092
Police Officer Recruit	\$ 7,847	\$ 8,239			
Police/Fire Dispatcher	\$ 7,531	\$ 7,907	\$ 8,303	\$ 8,718	\$ 9,154
<u>Hourly / Part-Time / Seasonal</u>					
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