

**City of Foster City / Estero Municipal Improvement District
FY 2022-2023 Pay Plan
Effective July 1, 2022**

Position	Monthly				
	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Executive Management</u>					
City Manager					\$ 22,833.34
Chief of Police	\$ 16,770.97	\$ 17,609.52	\$ 18,490.00	\$ 19,414.51	\$ 20,385.23
Assistant City Manager	\$ 15,131.74	\$ 15,888.32	\$ 16,682.74	\$ 17,516.88	\$ 18,392.71
Community Development Director	\$ 15,131.74	\$ 15,888.32	\$ 16,682.74	\$ 17,516.88	\$ 18,392.71
Director of Public Works	\$ 15,131.74	\$ 15,888.32	\$ 16,682.74	\$ 17,516.88	\$ 18,392.71
Communications Director / City Clerk	\$ 14,708.29	\$ 15,443.71	\$ 16,215.89	\$ 17,026.69	\$ 17,878.02
Deputy City Manager	\$ 14,708.29	\$ 15,443.71	\$ 16,215.89	\$ 17,026.69	\$ 17,878.02
Finance Director	\$ 14,708.29	\$ 15,443.71	\$ 16,215.89	\$ 17,026.69	\$ 17,878.02
Human Resources Director	\$ 14,708.29	\$ 15,443.71	\$ 16,215.89	\$ 17,026.69	\$ 17,878.02
Parks & Recreation Director	\$ 14,708.29	\$ 15,443.71	\$ 16,215.89	\$ 17,026.69	\$ 17,878.02
<u>Other Management</u>					
Police Captain	\$ 14,467.80	\$ 15,191.19	\$ 15,950.76	\$ 16,748.30	\$ 17,585.71
Police Lieutenant	\$ 12,497.84	\$ 13,122.72	\$ 13,778.86	\$ 14,467.80	\$ 15,191.19
Assistant Finance Director	\$ 11,432.15	\$ 12,003.75	\$ 12,603.93	\$ 13,234.12	\$ 13,895.82
Economic Development Manager	\$ 11,432.15	\$ 12,003.75	\$ 12,603.93	\$ 13,234.12	\$ 13,895.82
Information Technology Manager	\$ 11,432.15	\$ 12,003.75	\$ 12,603.93	\$ 13,234.12	\$ 13,895.82
Chief Building Official	\$ 11,267.12	\$ 11,830.47	\$ 12,421.99	\$ 13,043.09	\$ 13,695.24
Planning Manager	\$ 11,267.12	\$ 11,830.47	\$ 12,421.99	\$ 13,043.09	\$ 13,695.24
Engineering Manager	\$ 11,267.12	\$ 11,830.47	\$ 12,421.99	\$ 13,043.09	\$ 13,695.24
Public Works Maintenance Manager	\$ 10,982.23	\$ 11,531.35	\$ 12,107.91	\$ 12,713.31	\$ 13,348.97
Senior Civil Engineer	\$ 10,982.23	\$ 11,531.35	\$ 12,107.91	\$ 12,713.31	\$ 13,348.97
Principal Management Analyst	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04	\$ 12,607.40	\$ 13,237.78
Financial Services Manager	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04	\$ 12,607.40	\$ 13,237.78
Accounting Manager	\$ 10,372.13	\$ 10,890.74	\$ 11,435.29	\$ 12,007.04	\$ 12,607.40
Sr. Systems Analyst	\$ 9,568.73	\$ 10,047.16	\$ 10,549.52	\$ 11,076.99	\$ 11,630.84
Senior Management Analyst	\$ 9,568.73	\$ 10,047.16	\$ 10,549.52	\$ 11,076.99	\$ 11,630.84
Management Analyst II	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96	\$ 10,984.01	\$ 11,533.22
Associate Civil Engineer	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96	\$ 10,984.01	\$ 11,533.22
Building and Vehicle Maintenance Manager	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93	\$ 11,503.73
Parks Maintenance Manager	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93	\$ 11,503.73
Public Works Maintenance Superintendent	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93	\$ 11,503.73
Recreation Manager	\$ 9,464.16	\$ 9,937.36	\$ 10,434.22	\$ 10,955.93	\$ 11,503.73
Senior Accountant	\$ 9,311.31	\$ 9,776.88	\$ 10,265.74	\$ 10,779.03	\$ 11,317.97
Senior Planner	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40	\$ 10,657.92	\$ 11,190.82
Senior Human Resources Analyst	\$ 9,083.46	\$ 9,537.63	\$ 10,014.51	\$ 10,515.23	\$ 11,040.99
Associate Planner	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40	\$ 10,657.92
Human Resources Manager	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04	\$ 10,150.40	\$ 10,657.92
Management Analyst I	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96
Housing Coordinator	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96
Assistant Engineer	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41	\$ 9,962.82	\$ 10,460.96
Assistant Planner	\$ 7,953.09	\$ 8,350.75	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04
Junior Engineer	\$ 7,806.12	\$ 8,196.43	\$ 8,606.26	\$ 9,036.58	\$ 9,488.41
Accountant II	\$ 7,660.45	\$ 8,043.46	\$ 8,445.63	\$ 8,867.91	\$ 9,311.31
Human Resources Analyst	\$ 7,525.35	\$ 7,901.63	\$ 8,296.70	\$ 8,711.54	\$ 9,147.11
Technology Analyst II	\$ 7,525.35	\$ 7,901.63	\$ 8,296.70	\$ 8,711.54	\$ 9,147.11
Deputy City Clerk	\$ 7,398.63	\$ 7,768.56	\$ 8,156.98	\$ 8,564.83	\$ 8,993.07
Communications Manager	\$ 7,398.63	\$ 7,768.56	\$ 8,156.98	\$ 8,564.83	\$ 8,993.07
Police Records Supervisor	\$ 7,332.87	\$ 7,699.50	\$ 8,084.47	\$ 8,488.71	\$ 8,913.15
Accountant I	\$ 6,948.26	\$ 7,295.67	\$ 7,660.45	\$ 8,043.46	\$ 8,445.63
Management Assistant to the City Manager	\$ 6,830.82	\$ 7,172.36	\$ 7,530.97	\$ 7,907.52	\$ 8,302.89
Management Coordinator	\$ 6,830.82	\$ 7,172.36	\$ 7,530.97	\$ 7,907.52	\$ 8,302.89
Records Analyst II	\$ 6,710.77	\$ 7,046.31	\$ 7,398.63	\$ 7,768.56	\$ 8,156.98
Technology Analyst I	\$ 6,500.68	\$ 6,825.71	\$ 7,167.00	\$ 7,525.35	\$ 7,901.63
Payroll Technician	\$ 6,500.66	\$ 6,825.69	\$ 7,166.99	\$ 7,525.34	\$ 7,901.61
Management Assistant	\$ 6,195.77	\$ 6,505.55	\$ 6,830.82	\$ 7,172.36	\$ 7,530.97
Human Resources Technician	\$ 6,195.77	\$ 6,505.55	\$ 6,830.82	\$ 7,172.36	\$ 7,530.97
Records Analyst I	\$ 6,086.88	\$ 6,391.22	\$ 6,710.77	\$ 7,046.31	\$ 7,398.63

**City of Foster City / Estero Municipal Improvement District
FY 2022-2023 Pay Plan
Effective July 1, 2022**

Position	Monthly				
	Step 1	Step 2	Step 3	Step 4	Step 5
<u>AFSCME - Maintenance Unit</u>					
Public Works Lead Maintenance Worker	\$ 6,951.59	\$ 7,299.17	\$ 7,664.12	\$ 8,047.33	\$ 8,449.69
Building Lead Maintenance Worker	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30	\$ 7,900.52	\$ 8,295.54
Parks Lead Maintenance Worker	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30	\$ 7,900.52	\$ 8,295.54
Irrigation Technician	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30	\$ 7,900.52	\$ 8,295.54
Mechanic I	\$ 6,746.17	\$ 7,083.47	\$ 7,437.65	\$ 7,809.53	\$ 8,200.00
Building Maintenance Worker II	\$ 6,425.40	\$ 6,746.67	\$ 7,084.01	\$ 7,438.22	\$ 7,810.12
Public Works Maintenance Worker II	\$ 6,305.29	\$ 6,620.55	\$ 6,951.59	\$ 7,299.17	\$ 7,664.12
Parks Maintenance Worker II	\$ 6,190.25	\$ 6,499.77	\$ 6,824.76	\$ 7,166.00	\$ 7,524.30
Equipment Maintenance Worker	\$ 6,118.98	\$ 6,424.93	\$ 6,746.17	\$ 7,083.47	\$ 7,437.65
Building Maintenance Worker I	\$ 5,828.02	\$ 6,119.43	\$ 6,425.40	\$ 6,746.67	\$ 7,084.01
Public Works Maintenance Worker I	\$ 5,719.10	\$ 6,005.05	\$ 6,305.29	\$ 6,620.55	\$ 6,951.59
Parks Maintenance Worker I	\$ 5,614.75	\$ 5,895.48	\$ 6,190.25	\$ 6,499.77	\$ 6,824.76
Public Works Maintenance Worker	\$ 5,187.38	\$ 5,446.76			
Parks Maintenance Worker	\$ 5,092.74	\$ 5,347.39			
<u>AFSCME - General Unit</u>					
Plans Examiner	\$ 9,964.21	\$ 10,462.42	\$ 10,985.54	\$ 11,534.81	\$ 12,111.56
Sr. Bldg Inspector	\$ 9,037.83	\$ 9,489.72	\$ 9,964.21	\$ 10,462.42	\$ 10,985.54
Building Inspector	\$ 8,197.57	\$ 8,607.46	\$ 9,037.83	\$ 9,489.72	\$ 9,964.21
Sr. Engineering Technician	\$ 7,272.17	\$ 7,635.77	\$ 8,017.55	\$ 8,418.44	\$ 8,839.36
Recreation Coordinator II	\$ 7,184.68	\$ 7,543.92	\$ 7,921.11	\$ 8,317.16	\$ 8,733.02
Social Media / Communication Assistant	\$ 6,830.82	\$ 7,172.36	\$ 7,530.97	\$ 7,907.52	\$ 8,302.89
Administrative Assistant II	\$ 6,658.31	\$ 6,991.23	\$ 7,340.79	\$ 7,707.82	\$ 8,093.21
Recreation Coordinator I	\$ 6,516.73	\$ 6,842.56	\$ 7,184.68	\$ 7,543.92	\$ 7,921.11
Code Enforcement Officer II	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.95	\$ 7,907.50
Senior Accounting Specialist	\$ 6,132.34	\$ 6,438.95	\$ 6,760.90	\$ 7,098.95	\$ 7,453.91
Administrative Assistant I	\$ 6,039.28	\$ 6,341.24	\$ 6,658.31	\$ 6,991.23	\$ 7,340.79
Sr. Comm. Services Officer	\$ 5,900.73	\$ 6,195.77	\$ 6,505.55	\$ 6,830.82	\$ 7,172.36
Code Enforcement Officer I	\$ 5,900.73	\$ 6,195.77	\$ 6,505.55	\$ 6,830.82	\$ 7,172.36
Accounting Specialist	\$ 5,840.33	\$ 6,132.34	\$ 6,438.95	\$ 6,760.90	\$ 7,098.95
Building Services Coordinator	\$ 5,828.02	\$ 6,119.43	\$ 6,425.40	\$ 6,746.67	\$ 7,084.01
Police Records Specialist	\$ 5,753.25	\$ 6,040.91	\$ 6,342.96	\$ 6,660.11	\$ 6,993.12
Building Permit Technician	\$ 5,753.25	\$ 6,040.91	\$ 6,342.96	\$ 6,660.11	\$ 6,993.12
Office Assistant II	\$ 5,338.34	\$ 5,605.25	\$ 5,885.52	\$ 6,179.78	\$ 6,488.77
Office Assistant I	\$ 4,842.03	\$ 5,084.13			
<u>FCPOA</u>					
Police Sergeant	\$ 10,978.50	\$ 11,527.43	\$ 12,103.80	\$ 12,708.99	\$ 13,344.45
Police Corporal	\$ 10,031.01	\$ 10,532.57	\$ 11,059.19	\$ 11,612.15	\$ 12,192.77
Police Dispatch Supervisor	\$ 9,240.17	\$ 9,702.18	\$ 10,187.29	\$ 10,696.64	\$ 11,231.48
Police Officer	\$ 9,083.52	\$ 9,537.68	\$ 10,014.58	\$ 10,515.30	\$ 11,041.07
Lead Police Dispatcher	\$ 8,718.01	\$ 9,153.91	\$ 9,611.61	\$ 10,092.19	\$ 10,596.80
Police Officer Recruit	\$ 8,239.02	\$ 8,650.96			
Police/Fire Dispatcher	\$ 7,907.48	\$ 8,302.86	\$ 8,718.01	\$ 9,153.91	\$ 9,611.61
<u>Hourly / Part-Time / Seasonal</u>					
Building Services Coordinator Assistant	\$ 17.21	\$ 17.81	\$ 18.44	\$ 19.08	\$ 19.75
Recreation Leader III	\$ 18.07	\$ 18.71	\$ 19.36	\$ 20.04	\$ 20.74
Recreation Leader II	\$ 16.87	\$ 17.46	\$ 18.07	\$ 18.70	\$ 19.36
Building Serv. Assistant	\$ 15.75	\$ 16.30	\$ 16.87	\$ 17.46	\$ 18.07
Clerical Assistant	\$ 15.75	\$ 16.30	\$ 16.87	\$ 17.46	\$ 18.07
Recreation Leader I	\$ 15.75	\$ 16.30	\$ 16.87	\$ 17.46	\$ 18.07
Department Intern	\$ 15.75				\$ 30.00
Videographer	\$ 20.00				\$ 30.00