

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

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
	<b>Monthly</b>				
<b><u>Executive Management</u></b>					
City Manager					\$ 22,833.34
Assistant City Manager	\$ 17,139.65	\$ 17,996.63	\$ 18,896.45	\$ 19,841.28	\$ 20,833.33
Chief of Police	\$ 16,770.97	\$ 17,609.52	\$ 18,490.00	\$ 19,414.51	\$ 20,385.23
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
<b><u>Other Management - Exempt</u></b>					
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	\$ 12,134.88	\$ 12,741.61	\$ 13,378.70	\$ 14,047.63	\$ 14,750.00
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
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
Communications Manager	\$ 7,398.63	\$ 7,768.56	\$ 8,156.98	\$ 8,564.83	\$ 8,993.07
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
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**  
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**Effective January 1, 2023**

Position	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Hourly</b>					
<b><u>Other Management - Non-Exempt</u></b>					
Deputy City Clerk	\$ 42.6844	\$ 44.8186	\$ 47.0595	\$ 49.4125	\$ 51.8831
Police Records Supervisor	\$ 42.3050	\$ 44.4202	\$ 46.6412	\$ 48.9733	\$ 51.4220
Housing Coordinator	\$ 49.6515	\$ 52.1341	\$ 54.7408	\$ 57.4778	\$ 60.3517
Human Resources Technician	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790	\$ 43.4479
<b><u>AFSCME - Maintenance Unit</u></b>					
Public Works Lead Maintenance Worker	\$ 40.1053	\$ 42.1106	\$ 44.2161	\$ 46.4269	\$ 48.7482
Building Lead Maintenance Worker	\$ 39.3736	\$ 41.3423	\$ 43.4094	\$ 45.5799	\$ 47.8589
Parks Lead Maintenance Worker	\$ 39.3736	\$ 41.3423	\$ 43.4094	\$ 45.5799	\$ 47.8589
Irrigation Technician	\$ 39.3736	\$ 41.3423	\$ 43.4094	\$ 45.5799	\$ 47.8589
Mechanic I	\$ 38.9202	\$ 40.8662	\$ 42.9095	\$ 45.0550	\$ 47.3077
Building Maintenance Worker II	\$ 37.0696	\$ 38.9231	\$ 40.8693	\$ 42.9128	\$ 45.0584
Public Works Maintenance Worker II	\$ 36.3767	\$ 38.1955	\$ 40.1053	\$ 42.1106	\$ 44.2161
Parks Maintenance Worker II	\$ 35.7130	\$ 37.4987	\$ 39.3736	\$ 41.3423	\$ 43.4094
Equipment Maintenance Worker	\$ 35.3018	\$ 37.0669	\$ 38.9202	\$ 40.8662	\$ 42.9095
Building Maintenance Worker I	\$ 33.6232	\$ 35.3044	\$ 37.0696	\$ 38.9231	\$ 40.8693
Public Works Maintenance Worker I	\$ 32.9948	\$ 34.6445	\$ 36.3767	\$ 38.1955	\$ 40.1053
Parks Maintenance Worker I	\$ 32.3928	\$ 34.0124	\$ 35.7130	\$ 37.4987	\$ 39.3736
Public Works Maintenance Worker	\$ 29.9272	\$ 31.4236			
Parks Maintenance Worker	\$ 29.3812	\$ 30.8503			
<b><u>AFSCME - General Unit</u></b>					
Plans Examiner	\$ 57.4858	\$ 60.3601	\$ 63.3781	\$ 66.5470	\$ 69.8744
Sr. Bldg Inspector	\$ 52.1413	\$ 54.7484	\$ 57.4858	\$ 60.3601	\$ 63.3781
Building Inspector	\$ 47.2937	\$ 49.6584	\$ 52.1413	\$ 54.7484	\$ 57.4858
Sr. Engineering Technician	\$ 41.9548	\$ 44.0525	\$ 46.2551	\$ 48.5679	\$ 50.9963
Recreation Coordinator II	\$ 41.4501	\$ 43.5226	\$ 45.6987	\$ 47.9836	\$ 50.3828
Social Media / Communication Assistant	\$ 39.4086	\$ 41.3790	\$ 43.4479	\$ 45.6203	\$ 47.9013
Administrative Assistant II	\$ 38.4133	\$ 40.3340	\$ 42.3507	\$ 44.4682	\$ 46.6916
Recreation Coordinator I	\$ 37.5965	\$ 39.4763	\$ 41.4501	\$ 43.5226	\$ 45.6987
Code Enforcement Officer II	\$ 37.5319	\$ 39.4085	\$ 41.3789	\$ 43.4478	\$ 45.6202
Senior Accounting Specialist	\$ 35.3789	\$ 37.1478	\$ 39.0052	\$ 40.9555	\$ 43.0033
Administrative Assistant I	\$ 34.8420	\$ 36.5841	\$ 38.4133	\$ 40.3340	\$ 42.3507
Sr. Comm. Services Officer	\$ 34.0427	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790
Code Enforcement Officer I	\$ 34.0427	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790
Accounting Specialist	\$ 33.6942	\$ 35.3789	\$ 37.1478	\$ 39.0052	\$ 40.9555
Building Services Coordinator	\$ 33.6232	\$ 35.3044	\$ 37.0696	\$ 38.9231	\$ 40.8693
Police Records Specialist	\$ 33.1918	\$ 34.8514	\$ 36.5940	\$ 38.4237	\$ 40.3449
Building Permit Technician	\$ 33.1918	\$ 34.8514	\$ 36.5940	\$ 38.4237	\$ 40.3449
Office Assistant II	\$ 30.7981	\$ 32.3380	\$ 33.9549	\$ 35.6526	\$ 37.4352
Office Assistant I	\$ 27.9348	\$ 29.3315			
<b><u>FCPOA</u></b>					
Police Sergeant	\$ 63.3375	\$ 66.5044	\$ 69.8296	\$ 73.3211	\$ 76.9872
Police Corporal	\$ 57.8712	\$ 60.7648	\$ 63.8030	\$ 66.9932	\$ 70.3429
Police Dispatch Supervisor	\$ 53.3087	\$ 55.9741	\$ 58.7728	\$ 61.7114	\$ 64.7970
Police Officer	\$ 52.4049	\$ 55.0251	\$ 57.7764	\$ 60.6652	\$ 63.6985
Lead Police Dispatcher	\$ 50.2962	\$ 52.8110	\$ 55.4516	\$ 58.2242	\$ 61.1354
Police Officer Recruit	\$ 47.5328	\$ 49.9094			
Police/Fire Dispatcher	\$ 45.6201	\$ 47.9011	\$ 50.2962	\$ 52.8110	\$ 55.4516
<b><u>Hourly / Part-Time / Seasonal</u></b>					
Building Services Coordinator Assistant	\$ 18.94	\$ 19.60	\$ 20.29	\$ 21.00	\$ 21.74
Recreation Leader III	\$ 18.94	\$ 19.60	\$ 20.29	\$ 21.00	\$ 21.74
Recreation Leader II	\$ 17.68	\$ 18.30	\$ 18.93	\$ 19.60	\$ 20.29
Building Serv. Assistant	\$ 16.50	\$ 17.08	\$ 17.68	\$ 18.29	\$ 18.93
Clerical Assistant	\$ 16.50	\$ 17.08	\$ 17.68	\$ 18.29	\$ 18.93
Recreation Leader I	\$ 16.50	\$ 17.08	\$ 17.68	\$ 18.29	\$ 18.93
Department Intern	\$ 16.50				\$ 30.00
Videographer	\$ 20.00				\$ 30.00