

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

Exhibit A

Position	Step 1	Step 2	Step 3	Step 4	Step 5
	Monthly				
<u>Executive Management</u>					
City Manager					\$ 25,276.49
Chief of Police	\$ 18,867.04	\$ 19,810.39	\$ 20,800.90	\$ 21,840.95	\$ 22,933.00
Assistant City Manager	\$ 18,867.04	\$ 19,810.39	\$ 20,800.90	\$ 21,840.95	\$ 22,933.00
Director of Public Works	\$ 17,312.97	\$ 18,178.61	\$ 19,087.54	\$ 20,041.91	\$ 21,044.00
Deputy City Manager	\$ 17,312.97	\$ 18,178.61	\$ 19,087.54	\$ 20,041.91	\$ 21,044.00
Community Development Director	\$ 16,899.95	\$ 17,744.95	\$ 18,632.19	\$ 19,563.80	\$ 20,542.00
Finance Director	\$ 16,899.95	\$ 17,744.95	\$ 18,632.19	\$ 19,563.80	\$ 20,542.00
Administrative Services Director	\$ 16,899.95	\$ 17,744.95	\$ 18,632.19	\$ 19,563.80	\$ 20,542.00
Parks & Recreation Director	\$ 16,899.95	\$ 17,744.95	\$ 18,632.19	\$ 19,563.80	\$ 20,542.00
Communications Director / City Clerk	\$ 16,127.44	\$ 16,933.80	\$ 17,780.50	\$ 18,669.53	\$ 19,603.00
<u>Other Management - Exempt</u>					
Police Captain	\$ 15,880.63	\$ 16,674.67	\$ 17,508.40	\$ 18,383.82	\$ 19,303.00
Engineering Manager	\$ 13,979.39	\$ 14,678.35	\$ 15,412.26	\$ 16,182.87	\$ 16,992.00
Police Lieutenant	\$ 13,809.05	\$ 14,499.51	\$ 15,224.47	\$ 15,985.70	\$ 16,785.00
Assistant Finance Director	\$ 13,369.72	\$ 14,038.21	\$ 14,740.13	\$ 15,477.14	\$ 16,251.00
Chief Building Official	\$ 12,813.60	\$ 13,454.27	\$ 14,126.98	\$ 14,833.33	\$ 15,575.00
Economic Development Manager	\$ 12,659.75	\$ 13,292.73	\$ 13,957.35	\$ 14,655.23	\$ 15,388.00
Information Technology Manager	\$ 12,659.75	\$ 13,292.73	\$ 13,957.35	\$ 14,655.23	\$ 15,388.00
Human Resources Manager	\$ 12,659.75	\$ 13,292.73	\$ 13,957.35	\$ 14,655.23	\$ 15,388.00
Planning Manager	\$ 12,370.16	\$ 12,988.66	\$ 13,638.09	\$ 14,320.00	\$ 15,036.01
Principal Management Analyst	\$ 11,982.65	\$ 12,581.78	\$ 13,210.88	\$ 13,871.42	\$ 14,564.99
Financial Services Manager	\$ 11,665.92	\$ 12,249.22	\$ 12,861.68	\$ 13,504.76	\$ 14,180.00
Senior Civil Engineer	\$ 11,606.68	\$ 12,187.01	\$ 12,796.37	\$ 13,436.19	\$ 14,108.00
Public Works Maintenance Manager	\$ 11,437.19	\$ 12,009.05	\$ 12,609.51	\$ 13,240.00	\$ 13,901.99
Building/Fleet Maintenance Manager	\$ 10,865.42	\$ 11,408.70	\$ 11,979.14	\$ 12,578.09	\$ 13,207.00
Parks Maintenance Manager	\$ 10,636.72	\$ 11,168.56	\$ 11,726.99	\$ 12,313.34	\$ 12,929.00
Recreation Manager	\$ 10,468.88	\$ 10,992.33	\$ 11,541.95	\$ 12,119.05	\$ 12,725.00
Senior Management Analyst	\$ 10,419.53	\$ 10,940.51	\$ 11,487.53	\$ 12,061.90	\$ 12,665.00
Senior Planner	\$ 10,148.04	\$ 10,655.44	\$ 11,188.22	\$ 11,747.63	\$ 12,335.00
Associate Civil Engineer	\$ 10,092.92	\$ 10,597.57	\$ 11,127.45	\$ 11,683.81	\$ 12,268.00
Senior Human Resources Analyst	\$ 9,970.31	\$ 10,468.83	\$ 10,992.28	\$ 11,541.90	\$ 12,119.00
Public Works Maintenance Superintendent	\$ 9,721.05	\$ 10,207.10	\$ 10,717.46	\$ 11,253.34	\$ 11,816.00
Sr. Systems Analyst	\$ 9,568.73	\$ 10,047.16	\$ 10,549.52	\$ 11,076.99	\$ 11,630.84
Senior Accountant	\$ 9,408.41	\$ 9,878.84	\$ 10,372.79	\$ 10,891.42	\$ 11,436.00
Communications Manager	\$ 9,123.76	\$ 9,579.96	\$ 10,058.97	\$ 10,561.91	\$ 11,090.00
Assistant Engineer	\$ 9,083.48	\$ 9,537.65	\$ 10,014.52	\$ 10,515.25	\$ 11,041.00
Management Analyst	\$ 9,060.41	\$ 9,513.43	\$ 9,989.11	\$ 10,488.57	\$ 11,013.00
Associate Planner	\$ 8,824.31	\$ 9,265.53	\$ 9,728.80	\$ 10,215.24	\$ 10,726.01
Human Resources Analyst	\$ 8,669.63	\$ 9,103.12	\$ 9,558.28	\$ 10,036.19	\$ 10,538.01
Technology Analyst II	\$ 8,458.18	\$ 8,881.10	\$ 9,325.16	\$ 9,791.43	\$ 10,281.00
Accountant II	\$ 8,180.93	\$ 8,589.98	\$ 9,019.49	\$ 9,470.47	\$ 9,944.00
Assistant Planner	\$ 7,953.09	\$ 8,350.75	\$ 8,768.29	\$ 9,206.70	\$ 9,667.04
Technology Analyst I	\$ 7,449.57	\$ 7,822.05	\$ 8,213.16	\$ 8,623.82	\$ 9,055.00
Accountant I	\$ 7,363.18	\$ 7,731.34	\$ 8,117.91	\$ 8,523.81	\$ 8,950.00
Management Assistant	\$ 6,195.75	\$ 6,505.53	\$ 6,830.81	\$ 7,172.34	\$ 7,530.96

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Position	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly					
<u>Other Management - Non-Exempt</u>					
Deputy City Clerk	\$ 42.6844	\$ 44.8186	\$ 47.0595	\$ 49.4125	\$ 51.8831
Police Records Supervisor	\$ 47.8623	\$ 50.2554	\$ 52.7682	\$ 55.4066	\$ 58.1769
Housing Coordinator	\$ 52.2716	\$ 54.8852	\$ 57.6295	\$ 60.5110	\$ 63.5365
Human Resources Technician	\$ 39.2334	\$ 41.1951	\$ 43.2549	\$ 45.4176	\$ 47.6885
<u>AFSCME - Maintenance Unit</u>					
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			
<u>AFSCME - General Unit</u>					
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			
<u>FCPOA</u>					
Police Sergeant	\$ 65.4277	\$ 68.6991	\$ 72.1341	\$ 75.7408	\$ 79.5278
Police Corporal	\$ 59.7810	\$ 62.7701	\$ 65.9086	\$ 69.2040	\$ 72.6642
Police Dispatch Supervisor	\$ 54.9079	\$ 57.6533	\$ 60.5360	\$ 63.5628	\$ 66.7409
Police Officer	\$ 54.0295	\$ 56.7310	\$ 59.5675	\$ 62.5459	\$ 65.6732
Lead Police Dispatcher	\$ 50.2962	\$ 52.8110	\$ 55.4516	\$ 58.2242	\$ 61.1354
Police Officer Recruit	\$ 49.0063	\$ 51.4566			
Police/Fire Dispatcher	\$ 45.6201	\$ 47.9011	\$ 50.2962	\$ 52.8110	\$ 55.4516
<u>Hourly / Part-Time / Seasonal</u>					
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