

**City of Foster City / Estero Municipal Improvement District
FY 2023-2024 Pay Plan
Effective July 1, 2023**

Exhibit A

Position	Step 1	Step 2	Step 3	Step 4	Step 5
			Monthly		
<u>Executive Management</u>					
City Manager					\$ 26,338.10
Chief of Police	19,659.45	20,642.42	21,674.54	22,758.27	23,896.18
Assistant City Manager	19,659.45	20,642.42	21,674.54	22,758.27	23,896.18
Director of Public Works	18,040.10	18,942.11	19,889.22	20,883.69	21,927.86
Deputy City Manager	18,040.10	18,942.11	19,889.22	20,883.69	21,927.86
Community Development Director	17,609.77	18,490.25	19,414.75	20,385.49	21,404.76
Finance Director	17,609.77	18,490.25	19,414.75	20,385.49	21,404.76
Administrative Services Director	17,609.77	18,490.25	19,414.75	20,385.49	21,404.76
Parks & Recreation Director	17,609.77	18,490.25	19,414.75	20,385.49	21,404.76
Communications Director / City Clerk	16,804.81	17,645.04	18,527.29	19,453.65	20,426.33
<u>Other Management - Exempt</u>					
Police Captain	16,547.61	17,375.00	18,243.75	19,155.93	20,113.74
Engineering Manager	14,566.48	15,294.81	16,059.56	16,862.54	17,705.67
Police Lieutenant	14,389.06	15,108.51	15,863.93	16,657.13	17,489.97
Assistant Finance Director	13,931.29	14,627.84	15,359.24	16,127.19	16,933.56
Chief Building Official	13,351.78	14,019.37	14,720.33	15,456.34	16,229.17
Economic Development Manager	13,191.46	13,851.03	14,543.59	15,270.77	16,034.30
Information Technology Manager	13,191.46	13,851.03	14,543.59	15,270.77	16,034.30
Human Resources Manager	13,191.46	13,851.03	14,543.59	15,270.77	16,034.30
Planning Manager	12,889.71	13,534.20	14,210.91	14,921.45	15,667.53
Principal Management Analyst	12,485.95	13,110.24	13,765.75	14,454.04	15,176.74
Financial Services Manager	12,155.92	12,763.71	13,401.89	14,071.98	14,775.57
Senior Civil Engineer	12,094.18	12,698.89	13,333.82	14,000.51	14,700.54
Public Works Maintenance Manager	11,917.57	12,513.45	13,139.13	13,796.09	14,485.88
Building/Fleet Maintenance Manager	11,321.77	11,887.86	12,482.25	13,106.37	13,761.70
Parks Maintenance Manager	11,083.45	11,637.63	12,219.51	12,830.50	13,472.02
Recreation Manager	10,908.61	11,454.04	12,026.73	12,628.06	13,259.46
Senior Management Analyst	10,857.15	11,400.01	11,970.02	12,568.52	13,196.94
Senior Planner	10,574.25	11,102.97	11,658.12	12,241.03	12,853.08
Associate Civil Engineer	10,516.81	11,042.65	11,594.79	12,174.53	12,783.26
Senior Human Resources Analyst	10,389.10	10,908.56	11,453.99	12,026.68	12,628.01
Public Works Maintenance Superintendent	10,129.36	10,635.82	11,167.61	11,725.98	12,312.28
Sr. Systems Analyst	9,970.64	10,469.16	10,992.61	11,542.23	12,119.35
Senior Accountant	9,803.58	10,293.76	10,808.46	11,348.88	11,916.32
Communications Manager	9,506.97	9,982.32	10,481.43	11,005.51	11,555.79
Assistant Engineer	9,464.99	9,938.24	10,435.15	10,956.90	11,504.74
Management Analyst	9,440.96	9,913.02	10,408.67	10,929.10	11,475.55
Associate Planner	9,194.92	9,654.67	10,137.40	10,644.28	11,176.50
Human Resources Analyst	9,033.77	9,485.46	9,959.73	10,457.72	10,980.61
Technology Analyst II	8,813.46	9,254.13	9,716.84	10,202.68	10,712.81
Accountant II	8,524.55	8,950.78	9,398.32	9,868.25	10,361.66
Assistant Planner	8,275.11	8,688.85	9,123.30	9,579.46	10,058.43
Technology Analyst I	7,762.46	8,150.58	8,558.11	8,986.02	9,435.31
Accountant I	7,672.43	8,056.05	8,458.86	8,881.81	9,325.91
Management Assistant	6,455.99	6,778.79	7,117.73	7,473.61	7,847.29

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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	43.8784	46.0723	48.3759	50.7947	53.3344
Police Records Supervisor	49.8726	52.3662	54.9845	57.7337	60.6204
Housing Coordinator	54.4671	57.1905	60.0500	63.0525	66.2051
Human Resources Technician	40.8812	42.9253	45.0716	47.3252	49.6915
<u>AFSCME - Maintenance Unit</u>					
Public Works Lead Maintenance Worker	\$ 40.1052	\$ 42.1105	\$ 44.2160	\$ 46.4268	\$ 48.7481
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	\$ 37.0695	\$ 38.9230	\$ 40.8692	\$ 42.9127	\$ 45.0583
Public Works Maintenance Worker II	\$ 36.3766	\$ 38.1954	\$ 40.1052	\$ 42.1105	\$ 44.2160
Parks Maintenance Worker II	\$ 35.7130	\$ 37.4986	\$ 39.3735	\$ 41.3422	\$ 43.4093
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	\$ 37.4986	\$ 39.3735
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	\$ 52.1412	\$ 54.7483	\$ 57.4857	\$ 60.3600	\$ 63.3780
Building Inspector	\$ 47.2936	\$ 49.6583	\$ 52.1412	\$ 54.7483	\$ 57.4857
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	\$ 38.4132	\$ 40.3339	\$ 42.3506	\$ 44.4681	\$ 46.6915
Recreation Coordinator I	\$ 37.5964	\$ 39.4762	\$ 41.4500	\$ 43.5225	\$ 45.6986
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	\$ 68.1757	\$ 71.5845	\$ 75.1637	\$ 78.9219	\$ 82.8680
Police Corporal	\$ 62.2919	\$ 65.4065	\$ 68.6768	\$ 72.1106	\$ 75.7161
Police Dispatch Supervisor	\$ 57.2142	\$ 60.0749	\$ 63.0786	\$ 66.2325	\$ 69.5441
Police Officer	\$ 56.2988	\$ 59.1137	\$ 62.0694	\$ 65.1729	\$ 68.4315
Lead Police Dispatcher	\$ 52.4087	\$ 55.0291	\$ 57.7806	\$ 60.6696	\$ 63.7031
Police Officer Recruit	\$ 51.0645	\$ 53.6177			
Police/Fire Dispatcher	\$ 47.5362	\$ 49.9130	\$ 52.4087	\$ 55.0291	\$ 57.7806
<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