

**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
			<b>Monthly</b>		
<b><u>Executive Management</u></b>					
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
<b><u>Other Management - Exempt</u></b>					
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
Parks Maintenance Supervisor	8,853.75	9,296.44	9,761.26	10,249.32	10,761.79
Technology Analyst II	8,813.46	9,254.13	9,716.84	10,202.68	10,712.81
Fleet Supervisor	8,749.29	9,186.75	9,646.09	10,128.39	10,634.80
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

**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
<b>Hourly</b>					
<b><u>Other Management - Non-Exempt</u></b>					
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
<b><u>AFSCME - Maintenance Unit</u></b>					
Public Works Lead Maintenance Worker	\$ 42.1107	\$ 44.2162	\$ 46.4270	\$ 48.7483	\$ 51.1857
Building Lead Maintenance Worker	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Parks Lead Maintenance Worker	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Irrigation Technician	\$ 41.3424	\$ 43.4095	\$ 45.5800	\$ 47.8590	\$ 50.2519
Mechanic I	\$ 40.8662	\$ 42.9095	\$ 45.0550	\$ 47.3077	\$ 49.6731
Building Maintenance Worker II	\$ 38.9232	\$ 40.8694	\$ 42.9129	\$ 45.0585	\$ 47.3114
Public Works Maintenance Worker II	\$ 38.1956	\$ 40.1054	\$ 42.1107	\$ 44.2162	\$ 46.4270
Parks Maintenance Worker II	\$ 37.4988	\$ 39.3737	\$ 41.3424	\$ 43.4095	\$ 45.5800
Equipment Maintenance Worker	\$ 37.0669	\$ 38.9202	\$ 40.8662	\$ 42.9095	\$ 45.0550
Building Maintenance Worker I	\$ 35.3045	\$ 37.0697	\$ 38.9232	\$ 40.8694	\$ 42.9129
Public Works Maintenance Worker I	\$ 34.6446	\$ 36.3768	\$ 38.1956	\$ 40.1054	\$ 42.1107
Parks Maintenance Worker I	\$ 34.0125	\$ 35.7131	\$ 37.4988	\$ 39.3737	\$ 41.3424
Public Works Maintenance Worker	\$ 31.4236	\$ 32.9948			
Parks Maintenance Worker	\$ 30.8504	\$ 32.3929			
<b><u>AFSCME - General Unit</u></b>					
Plans Examiner	\$ 60.3602	\$ 63.3782	\$ 66.5471	\$ 69.8745	\$ 73.3682
Sr. Bldg Inspector	\$ 54.7484	\$ 57.4858	\$ 60.3601	\$ 63.3781	\$ 66.5470
Building Inspector	\$ 49.6584	\$ 52.1413	\$ 54.7484	\$ 57.4858	\$ 60.3601
Sr. Engineering Technician	\$ 44.0526	\$ 46.2552	\$ 48.5680	\$ 50.9964	\$ 53.5462
Recreation Coordinator II	\$ 43.5227	\$ 45.6988	\$ 47.9837	\$ 50.3829	\$ 52.9020
Social Media / Communication Assistant	\$ 41.3790	\$ 43.4479	\$ 45.6203	\$ 47.9013	\$ 50.2964
Administrative Assistant II	\$ 40.3340	\$ 42.3507	\$ 44.4682	\$ 46.6916	\$ 49.0262
Recreation Coordinator I	\$ 39.4764	\$ 41.4502	\$ 43.5227	\$ 45.6988	\$ 47.9837
Code Enforcement Officer II	\$ 39.4086	\$ 41.3790	\$ 43.4480	\$ 45.6204	\$ 47.9014
Senior Accounting Specialist	\$ 37.1478	\$ 39.0052	\$ 40.9555	\$ 43.0033	\$ 45.1535
Administrative Assistant I	\$ 36.5841	\$ 38.4133	\$ 40.3340	\$ 42.3507	\$ 44.4682
Sr. Comm. Services Officer	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790	\$ 43.4480
Code Enforcement Officer I	\$ 35.7448	\$ 37.5320	\$ 39.4086	\$ 41.3790	\$ 43.4480
Accounting Specialist	\$ 35.3789	\$ 37.1478	\$ 39.0052	\$ 40.9555	\$ 43.0033
Building Services Coordinator	\$ 35.3044	\$ 37.0696	\$ 38.9231	\$ 40.8693	\$ 42.9128
Police Records Specialist	\$ 34.8515	\$ 36.5941	\$ 38.4238	\$ 40.3450	\$ 42.3622
Building Permit Technician	\$ 34.8515	\$ 36.5941	\$ 38.4238	\$ 40.3450	\$ 42.3622
Office Assistant II	\$ 32.3380	\$ 33.9549	\$ 35.6526	\$ 37.4352	\$ 39.3070
Office Assistant I	\$ 29.3315	\$ 30.7981			
<b><u>FCPOA</u></b>					
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
<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