

City of Foster City / Estero Municipal Improvement District
FY 2024-2025 Pay Plan
Effective July 1, 2024

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 | 20,406.50 | 21,426.83 | 22,498.16 | 23,623.08 | 24,804.24 |
| Assistant City Manager | 20,406.50 | 21,426.83 | 22,498.16 | 23,623.08 | 24,804.24 |
| Director of Public Works | 18,725.63 | 19,661.91 | 20,645.01 | 21,677.26 | 22,761.13 |
| Deputy City Manager | 18,278.92 | 19,192.87 | 20,152.51 | 21,160.13 | 22,218.14 |
| Community Development Director | 18,278.92 | 19,192.87 | 20,152.51 | 21,160.13 | 22,218.14 |
| Finance Director | 18,278.92 | 19,192.87 | 20,152.51 | 21,160.13 | 22,218.14 |
| Parks & Recreation Director | 18,278.92 | 19,192.87 | 20,152.51 | 21,160.13 | 22,218.14 |
| Administrative Services Director | 18,278.92 | 19,192.87 | 20,152.51 | 21,160.13 | 22,218.14 |
| Communications Director / City Clerk | 17,443.38 | 18,315.54 | 19,231.32 | 20,192.88 | 21,202.53 |
| <u>Other Management - Exempt</u> | | | | | |
| Police Captain | 17,176.45 | 18,035.26 | 18,937.03 | 19,883.88 | 20,878.07 |
| Engineering Manager | 15,120.04 | 15,876.05 | 16,669.85 | 17,503.34 | 18,378.50 |
| Police Lieutenant | 14,935.84 | 15,682.63 | 16,466.75 | 17,290.09 | 18,154.59 |
| Assistant Finance Director | 14,460.68 | 15,183.71 | 15,942.89 | 16,740.03 | 17,577.04 |
| Chief Building Official | 13,859.14 | 14,552.10 | 15,279.70 | 16,043.68 | 16,845.87 |
| Economic Development Manager | 13,692.74 | 14,377.38 | 15,096.24 | 15,851.06 | 16,643.61 |
| Information Technology Manager | 13,692.74 | 14,377.38 | 15,096.24 | 15,851.06 | 16,643.61 |
| Human Resources Manager | 13,692.74 | 14,377.38 | 15,096.24 | 15,851.06 | 16,643.61 |
| Planning Manager | 13,379.51 | 14,048.49 | 14,750.93 | 15,488.48 | 16,262.90 |
| Principal Management Analyst | 12,960.39 | 13,608.42 | 14,288.84 | 15,003.28 | 15,753.45 |
| Financial Services Manager | 12,617.83 | 13,248.73 | 13,911.16 | 14,606.71 | 15,337.05 |
| Senior Civil Engineer | 12,553.74 | 13,181.43 | 13,840.49 | 14,532.53 | 15,259.16 |
| Public Works Maintenance Manager | 12,370.44 | 12,988.96 | 13,638.40 | 14,320.33 | 15,036.35 |
| Building/Fleet Maintance Manager | 11,752.00 | 12,339.60 | 12,956.58 | 13,604.41 | 14,284.64 |
| Parks Maintenance Manager | 11,504.65 | 12,079.88 | 12,683.87 | 13,318.07 | 13,983.96 |
| Recreation Manager | 11,323.12 | 11,889.28 | 12,483.74 | 13,107.93 | 13,763.33 |
| Senior Management Analyst | 11,269.73 | 11,833.22 | 12,424.88 | 13,046.12 | 13,698.43 |
| Senior Planner | 10,976.09 | 11,524.90 | 12,101.15 | 12,706.20 | 13,341.50 |
| Associate Civil Engineer | 10,916.46 | 11,462.29 | 12,035.40 | 12,637.18 | 13,269.03 |
| Senior Human Resources Analyst | 10,783.86 | 11,323.05 | 11,889.21 | 12,483.67 | 13,107.87 |
| Public Works Maintenance Superintendent | 10,514.26 | 11,039.98 | 11,591.98 | 12,171.57 | 12,780.14 |
| Sr. Systems Analyst | 10,349.51 | 10,866.98 | 11,410.33 | 11,980.83 | 12,579.87 |
| Senior Accountant | 10,176.12 | 10,684.93 | 11,219.17 | 11,780.13 | 12,369.14 |
| Communications Manager | 9,868.25 | 10,361.66 | 10,879.73 | 11,423.72 | 11,994.91 |
| Assistant Engineer | 9,824.67 | 10,315.90 | 10,831.69 | 11,373.27 | 11,941.92 |
| Management Analyst | 9,799.73 | 10,289.71 | 10,804.20 | 11,344.41 | 11,911.62 |
| Associate Planner | 9,544.36 | 10,021.58 | 10,522.65 | 11,048.79 | 11,601.22 |
| Human Resources Analyst | 9,377.06 | 9,845.91 | 10,338.21 | 10,855.12 | 11,397.88 |
| Parks Maintenance Supervisor | 9,190.20 | 9,649.71 | 10,132.20 | 10,638.80 | 11,170.74 |
| Technology Analyst II | 9,148.38 | 9,605.80 | 10,086.09 | 10,590.39 | 11,119.91 |
| Fleet Supervisor | 9,081.75 | 9,535.83 | 10,012.62 | 10,513.26 | 11,038.92 |
| Accountant II | 8,848.49 | 9,290.91 | 9,755.46 | 10,243.24 | 10,755.40 |
| Assistant Planner | 8,589.57 | 9,019.05 | 9,470.00 | 9,943.49 | 10,440.66 |
| Technology Analyst I | 8,057.43 | 8,460.31 | 8,883.33 | 9,327.50 | 9,793.87 |
| Accountant I | 7,963.99 | 8,362.19 | 8,780.30 | 9,219.32 | 9,680.29 |
| Management Assistant | 6,455.99 | 6,778.79 | 7,117.73 | 7,473.61 | 7,847.29 |

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|---|------------|------------|------------|------------|------------|
| Hourly | | | | | |
| <u>Other Management - Non-Exempt</u> | | | | | |
| Deputy City Clerk | 45.5457 | 47.8230 | 50.2142 | 52.7249 | 55.3611 |
| Police Records Supervisor | 51.7678 | 54.3562 | 57.0740 | 59.9277 | 62.9241 |
| Housing Coordinator | 56.5369 | 59.3637 | 62.3319 | 65.4485 | 68.7209 |
| Human Resources Technician | 42.4349 | 44.5566 | 46.7844 | 49.1236 | 51.5798 |
| <u>AFSCME - Maintenance Unit</u> | | | | | |
| 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 | | | |
| <u>AFSCME - General Unit</u> | | | | | |
| 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 | | | |
| <u>FCPOA</u> | | | | | |
| Police Sergeant | \$ 70.7665 | \$ 74.3048 | \$ 78.0200 | \$ 81.9210 | \$ 86.0170 |
| Police Corporal | \$ 64.6590 | \$ 67.8920 | \$ 71.2866 | \$ 74.8509 | \$ 78.5934 |
| Police Dispatch Supervisor | \$ 59.3881 | \$ 62.3575 | \$ 65.4754 | \$ 68.7492 | \$ 72.1867 |
| Police Officer | \$ 58.4381 | \$ 61.3600 | \$ 64.4280 | \$ 67.6494 | \$ 71.0319 |
| Lead Police Dispatcher | \$ 54.4003 | \$ 57.1203 | \$ 59.9763 | \$ 62.9751 | \$ 66.1239 |
| Police Officer Recruit | \$ 53.0050 | \$ 55.6552 | | | |
| Police/Fire Dispatcher | \$ 49.3427 | \$ 51.8098 | \$ 54.4003 | \$ 57.1203 | \$ 59.9763 |
| <u>Hourly / Part-Time / Seasonal</u> | | | | | |
| Building Services Coordinator Assistant | \$ 19.53 | \$ 20.21 | \$ 20.92 | \$ 21.65 | \$ 22.41 |
| Recreation Leader III | \$ 19.53 | \$ 20.21 | \$ 20.92 | \$ 21.65 | \$ 22.41 |
| Recreation Leader II | \$ 18.22 | \$ 18.86 | \$ 19.51 | \$ 20.20 | \$ 20.92 |
| Building Serv. Assistant | \$ 17.00 | \$ 17.60 | \$ 18.21 | \$ 18.85 | \$ 19.51 |
| Clerical Assistant | \$ 17.00 | \$ 17.60 | \$ 18.21 | \$ 18.85 | \$ 19.51 |
| Recreation Leader I | \$ 17.00 | \$ 17.60 | \$ 18.21 | \$ 18.85 | \$ 19.51 |
| Department Intern | \$ 17.00 | | | | \$ 30.00 |
| Videographer | \$ 20.00 | | | | \$ 30.00 |