



**San Mateo Consolidated Fire Department**    Effective Date: 12/11/2022 \*  
**Merit Salary Schedule**

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	32.20	2,576.11	5,581.58	66,978.96
			STEP 2	33.65	2,692.72	5,834.22	70,010.64
			STEP 3	35.15	2,812.27	6,093.26	73,119.12
			STEP 4	36.73	2,938.72	6,367.22	76,406.64
			STEP 5	38.40	3,071.56	6,655.04	79,860.48
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	38.96	3,116.82	6,753.12	81,037.44
			STEP 2	40.68	3,255.07	7,052.66	84,631.92
			STEP 3	42.54	3,402.67	7,372.46	88,469.52
			STEP 4	44.48	3,558.14	7,709.31	92,511.72
			STEP 5	46.45	3,716.08	8,051.50	96,618.00
2106	BUSINESS MANAGER	E	STEP 1	59.18	4,733.84	10,256.66	123,079.92
			STEP 2	61.83	4,946.46	10,717.34	128,608.08
			STEP 3	64.62	5,169.42	11,200.40	134,404.80
			STEP 4	67.53	5,401.79	11,703.87	140,446.44
			STEP 5	70.56	5,644.59	12,229.95	146,759.40
5110	CENTRAL SERVICES WORKER	NE	STEP 1	22.48	1,798.89	3,897.60	46,771.20
			STEP 2	23.50	1,880.18	4,073.72	48,884.64
			STEP 3	24.55	1,964.98	4,257.45	51,089.40
			STEP 4	25.65	2,052.38	4,446.83	53,361.96
2410	DEPUTY FIRE CHIEF	E	STEP 1	114.33	9,146.88	19,818.24	237,818.88
			STEP 2	119.48	9,558.49	20,710.06	248,520.72
			STEP 3	124.86	9,988.62	21,642.01	259,704.12
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	69.03	5,522.71	11,965.88	143,590.56
			STEP 2	72.08	5,767.14	12,495.46	149,945.52
			STEP 3	75.41	6,032.48	13,070.37	156,844.44
			STEP 4	78.80	6,303.33	13,657.22	163,886.64
			STEP 5	82.31	6,585.20	14,267.94	171,215.28
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 1	68.90	5,512.07	11,942.82	143,313.84
			STEP 2	72.00	5,760.00	12,480.00	149,760.00
			STEP 3	75.24	6,019.23	13,041.66	156,499.92
			STEP 4	78.63	6,290.31	13,629.01	163,548.12
			STEP 5	82.17	6,573.82	14,243.27	170,919.24
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	57.08	4,565.95	9,892.90	118,714.80
			STEP 2	59.64	4,771.42	10,338.07	124,056.84
			STEP 3	62.33	4,986.13	10,803.29	129,639.48
			STEP 4	65.14	5,210.51	11,289.43	135,473.16
			STEP 5	68.06	5,444.98	11,797.46	141,569.52

\* 5% MOU inc.1150,2410,2106,2430 & Fire BC. All Classif. 40 hrs/wk unless noted.



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5345	EMERGENCY SERVICES SPECIALIST	NE	STEP 1	32.20	2,576.11	5,581.58	66,978.96
			STEP 2	33.65	2,692.72	5,834.22	70,010.64
			STEP 3	35.15	2,812.27	6,093.26	73,119.12
			STEP 4	36.73	2,938.72	6,367.22	76,406.64
			STEP 5	38.40	3,071.56	6,655.04	79,860.48
2085	FIRE BAT CHIEF-40	E	STEP 1	87.24	6,979.50	15,122.25	181,467.00
			STEP 2	91.61	7,328.47	15,878.36	190,540.32
			STEP 3	96.19	7,694.93	16,672.34	200,068.08
			STEP 4	100.99	8,079.38	17,505.32	210,063.84
			STEP 5	106.05	8,483.43	18,380.76	220,569.12
2086	FIRE BAT CHIEF-56	E	STEP 1	62.32	6,979.50	15,122.25	181,467.00
			STEP 2	65.44	7,328.47	15,878.36	190,540.32
			STEP 3	68.71	7,694.93	16,672.34	200,068.08
			STEP 4	72.14	8,079.38	17,505.32	210,063.84
			STEP 5	75.75	8,483.43	18,380.76	220,569.12
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 1	71.20	5,695.75	12,340.79	148,089.48
			STEP 2	74.41	5,953.16	12,898.52	154,782.24
			STEP 3	77.73	6,218.28	13,472.94	161,675.28
3120	FIRE CAPTAIN-56	NE	STEP 1	50.85	5,695.75	12,340.79	148,089.48
			STEP 2	53.15	5,953.16	12,898.52	154,782.24
			STEP 3	55.52	6,218.28	13,472.94	161,675.28
1150	FIRE CHIEF	E	STEP 1	122.47	9,797.41	21,227.73	254,732.76
			STEP 2	128.59	10,287.29	22,289.12	267,469.44
			STEP 3	135.02	10,801.65	23,403.58	280,842.96
2430	FIRE MARSHAL	E	STEP 1	87.24	6,979.50	15,122.25	181,467.00
			STEP 2	91.61	7,328.47	15,878.36	190,540.32
			STEP 3	96.19	7,694.93	16,672.34	200,068.08
			STEP 4	100.99	8,079.38	17,505.32	210,063.84
			STEP 5	106.05	8,483.43	18,380.76	220,569.12
3175	FIRE PREV INSPECT I	NE	STEP 1	54.55	4,364.44	9,456.28	113,475.36
			STEP 2	57.00	4,560.43	9,880.93	118,571.16
			STEP 3	59.61	4,768.51	10,331.78	123,981.36
			STEP 4	62.29	4,983.21	10,796.95	129,563.40
			STEP 5	65.07	5,206.71	11,281.21	135,374.52



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3178	FIRE PREV INSPECT II	NE	STEP 1	60.02	4,801.55	10,403.36	124,840.32
			STEP 2	62.72	5,017.35	10,870.92	130,451.04
			STEP 3	65.53	5,241.96	11,357.57	136,290.84
			STEP 4	68.47	5,477.58	11,868.08	142,416.96
			STEP 5	71.56	5,725.30	12,404.81	148,857.72
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	46.97	3,757.82	8,141.94	97,703.28
			STEP 2	49.08	3,926.70	8,507.84	102,094.08
			STEP 3	51.29	4,103.09	8,890.02	106,680.24
3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	33.54	3,757.82	8,141.94	97,703.28
			STEP 2	35.06	3,926.70	8,507.84	102,094.08
			STEP 3	36.64	4,103.09	8,890.02	106,680.24
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 0	53.02	4,241.05	9,188.94	110,267.28
			STEP 1	55.26	4,420.81	9,578.42	114,941.04
			STEP 2	57.68	4,615.04	9,999.25	119,991.00
			STEP 3	60.31	4,824.67	10,453.46	125,441.52
			STEP 4	63.07	5,045.09	10,931.02	131,172.24
3140	FIREFIGHTER-56	NE	STEP 5	65.90	5,271.67	11,421.95	137,063.40
			STEP 0	37.87	4,241.05	9,188.94	110,267.28
			STEP 1	39.47	4,420.81	9,578.42	114,941.04
			STEP 2	41.20	4,615.04	9,999.25	119,991.00
			STEP 3	43.07	4,824.67	10,453.46	125,441.52
			STEP 4	45.05	5,045.09	10,931.02	131,172.24
2078	FLEET & FACILITIES MANAGER	E	STEP 5	47.07	5,271.67	11,421.95	137,063.40
			STEP 1	60.66	4,853.26	10,515.39	126,184.68
			STEP 2	63.48	5,070.71	10,986.53	131,838.36
			STEP 3	66.24	5,299.04	11,481.26	137,775.12
			STEP 4	69.21	5,537.25	11,997.38	143,968.56
5105	FLEET AND FACILITIES TECH	NE	STEP 5	72.34	5,787.33	12,539.22	150,470.64
			STEP 1	40.25	3,219.61	6,975.83	83,709.96
			STEP 2	42.06	3,364.50	7,289.74	87,476.88
			STEP 3	43.95	3,515.90	7,617.78	91,413.36
			STEP 4	45.93	3,674.11	7,960.58	95,526.96
2023	MGMT ANALYST I	NE	STEP 5	48.00	3,839.45	8,318.80	99,825.60
			STEP 1	42.18	3,374.49	7,311.39	87,736.68
			STEP 2	44.10	3,527.73	7,643.41	91,720.92
			STEP 3	46.05	3,684.00	7,982.00	95,784.00
			STEP 4	48.13	3,850.36	8,342.44	100,109.28
			STEP 5	50.27	4,021.76	8,713.82	104,565.84

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2022	MGMT ANALYST II	E	STEP 1	46.31	3,705.18	8,027.90	96,334.80
			STEP 2	48.42	3,873.55	8,392.70	100,712.40
			STEP 3	50.58	4,045.96	8,766.25	105,195.00
			STEP 4	52.85	4,228.44	9,161.62	109,939.44
			STEP 5	55.21	4,416.96	9,570.09	114,841.08
5230	OFFICE ASSISTANT I	NE	STEP 1	24.45	1,955.70	4,237.36	50,848.32
			STEP 2	25.53	2,042.78	4,426.03	53,112.36
			STEP 3	26.64	2,131.84	4,618.98	55,427.76
			STEP 4	27.87	2,229.74	4,831.11	57,973.32
			STEP 5	29.12	2,329.62	5,047.52	60,570.24
5430	OFFICE ASSISTANT II	NE	STEP 1	29.47	2,358.16	5,109.34	61,312.08
			STEP 2	30.95	2,475.74	5,364.11	64,369.32
			STEP 3	32.50	2,599.73	5,632.74	67,592.88
			STEP 4	34.12	2,729.62	5,914.17	70,970.04
			STEP 5	35.83	2,866.39	6,210.52	74,526.24
5460	SYSTEMS ANALYST I	NE	STEP 1	46.66	3,732.60	8,087.30	97,047.60
			STEP 2	48.74	3,900.21	8,450.45	101,405.40
			STEP 3	50.92	4,073.85	8,826.67	105,920.04
			STEP 4	53.27	4,261.53	9,233.32	110,799.84
			STEP 5	55.64	4,451.21	9,644.29	115,731.48
2033	SYSTEMS ANALYST II	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44