



**San Mateo Consolidated Fire Department  
Merit Salary Schedule**

Effective Date: 07/28/2019 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	30.96	2,477.03	5,366.90	64,402.80
			STEP 2	32.36	2,589.15	5,609.83	67,317.96
			STEP 3	33.80	2,704.11	5,858.90	70,306.80
			STEP 4	35.32	2,825.69	6,122.33	73,467.96
			STEP 5	36.92	2,953.42	6,399.08	76,788.96
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	37.46	2,996.94	6,493.38	77,920.56
			STEP 2	39.12	3,129.88	6,781.40	81,376.80
			STEP 3	40.90	3,271.80	7,088.90	85,066.80
			STEP 4	42.77	3,421.29	7,412.80	88,953.60
			STEP 5	44.66	3,573.15	7,741.83	92,901.96
2106	BUSINESS MANAGER	E	STEP 1	56.36	4,508.42	9,768.25	117,219.00
			STEP 2	58.89	4,710.92	10,206.99	122,483.88
			STEP 3	61.54	4,923.25	10,667.05	128,004.60
			STEP 4	64.31	5,144.56	11,146.54	133,758.48
			STEP 5	67.20	5,375.80	11,647.57	139,770.84
2410	DEPUTY FIRE CHIEF	E	STEP 1	100.10	8,007.60	17,349.81	208,197.72
			STEP 2	105.10	8,407.98	18,217.30	218,607.60
			STEP 3	110.35	8,828.39	19,128.17	229,538.04
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	61.97	4,957.45	10,741.15	128,893.80
			STEP 2	64.71	5,176.86	11,216.53	134,598.36
			STEP 3	67.69	5,415.04	11,732.59	140,791.08
			STEP 4	70.73	5,658.18	12,259.38	147,112.56
			STEP 5	73.89	5,911.19	12,807.58	153,690.96
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	48.98	3,918.44	8,489.96	101,879.52
			STEP 2	51.19	4,094.89	8,872.26	106,467.12
			STEP 3	53.48	4,278.11	9,269.24	111,230.88
			STEP 4	55.89	4,471.02	9,687.20	116,246.40
			STEP 5	58.43	4,674.60	10,128.31	121,539.72
5345	EMERGENCY SERVICES SPECIALIST	NE	STEP 1	30.96	2,477.03	5,366.90	64,402.80
			STEP 2	32.36	2,589.15	5,609.83	67,317.96
			STEP 3	33.80	2,704.11	5,858.90	70,306.80
			STEP 4	35.32	2,825.69	6,122.33	73,467.96
			STEP 5	36.92	2,953.42	6,399.08	76,788.96
2141	EMS CLINICAL EDUCATION SPECST	E	STEP 1	48.98	3,918.44	8,489.96	101,879.52
			STEP 2	51.19	4,094.89	8,872.26	106,467.12
			STEP 3	53.48	4,278.11	9,269.24	111,230.88
			STEP 4	55.89	4,471.02	9,687.20	116,246.40
			STEP 5	58.43	4,674.60	10,128.31	121,539.72

\* Fire Board Action 7/28/19. All Classifications 40hr/wk unless noted.



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2085	FIRE BAT CHIEF-40	E	STEP 1	78.32	6,265.57	13,575.40	162,904.80
			STEP 2	82.24	6,578.85	14,254.17	171,050.04
			STEP 3	86.35	6,907.81	14,966.93	179,603.16
			STEP 4	90.66	7,252.94	15,714.71	188,576.52
			STEP 5	95.20	7,615.66	16,500.60	198,007.20
2086	FIRE BAT CHIEF-56	E	STEP 1	55.94	6,265.57	13,575.40	162,904.80
			STEP 2	58.74	6,578.85	14,254.17	171,050.04
			STEP 3	61.68	6,907.81	14,966.93	179,603.16
			STEP 4	64.76	7,252.94	15,714.71	188,576.52
			STEP 5	68.00	7,615.66	16,500.60	198,007.20
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 1	63.23	5,058.66	10,960.43	131,525.16
			STEP 2	66.12	5,289.72	11,461.07	137,532.84
			STEP 3	69.10	5,527.71	11,976.71	143,720.52
3120	FIRE CAPTAIN-56	NE	STEP 1	45.17	5,058.66	10,960.43	131,525.16
			STEP 2	47.23	5,289.72	11,461.07	137,532.84
			STEP 3	49.35	5,527.71	11,976.71	143,720.52
1150	FIRE CHIEF	E	STEP 1	114.35	9,147.91	19,820.48	237,845.76
			STEP 2	120.07	9,605.31	20,811.50	249,738.00
			STEP 3	126.07	10,085.58	21,852.08	262,224.96
2430	FIRE MARSHAL	E	STEP 1	78.32	6,265.57	13,575.40	162,904.80
			STEP 2	82.24	6,578.85	14,254.17	171,050.04
			STEP 3	86.35	6,907.81	14,966.93	179,603.16
			STEP 4	90.66	7,252.94	15,714.71	188,576.52
			STEP 5	95.20	7,615.66	16,500.60	198,007.20
3175	FIRE PREV INSPECT I	NE	STEP 1	48.97	3,917.73	8,488.41	101,860.92
			STEP 2	51.17	4,093.66	8,869.60	106,435.20
			STEP 3	53.51	4,280.45	9,274.30	111,291.60
			STEP 4	55.91	4,473.17	9,691.86	116,302.32
			STEP 5	58.42	4,673.80	10,126.56	121,518.72
3178	FIRE PREV INSPECT II	NE	STEP 1	53.88	4,310.10	9,338.56	112,062.72
			STEP 2	56.30	4,503.81	9,758.26	117,099.12
			STEP 3	58.82	4,705.43	10,195.10	122,341.20
			STEP 4	61.46	4,916.93	10,653.35	127,840.20
			STEP 5	64.24	5,139.30	11,135.15	133,621.80
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	40.22	3,217.85	6,972.01	83,664.12
			STEP 2	42.04	3,363.55	7,287.70	87,452.40



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3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	28.73	3,217.85	6,972.01	83,664.12
			STEP 2	30.03	3,363.55	7,287.70	87,452.40
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 0	47.59	3,806.97	8,248.43	98,981.16
			STEP 1	49.60	3,968.33	8,598.05	103,176.60
			STEP 2	51.78	4,142.68	8,975.81	107,709.72
			STEP 3	54.14	4,330.86	9,383.53	112,602.36
			STEP 4	56.61	4,528.71	9,812.21	117,746.52
			STEP 5	59.15	4,732.11	10,252.90	123,034.80
3140	FIREFIGHTER-56	NE	STEP 0	33.99	3,806.97	8,248.43	98,981.16
			STEP 1	35.43	3,968.33	8,598.05	103,176.60
			STEP 2	36.99	4,142.68	8,975.81	107,709.72
			STEP 3	38.67	4,330.86	9,383.53	112,602.36
			STEP 4	40.43	4,528.71	9,812.21	117,746.52
			STEP 5	42.25	4,732.11	10,252.90	123,034.80
2078	FLEET & FACILITIES MANAGER	E	STEP 1	58.33	4,666.59	10,110.95	121,331.40
			STEP 2	61.04	4,875.68	10,563.97	126,767.64
			STEP 3	63.69	5,095.23	11,039.67	132,476.04
			STEP 4	66.55	5,324.28	11,535.94	138,431.28
			STEP 5	69.56	5,564.74	12,056.94	144,683.28
2023	MGMT ANALYST I	NE	STEP 1	40.56	3,244.70	7,030.18	84,362.16
			STEP 2	42.40	3,392.04	7,349.43	88,193.16
			STEP 3	44.28	3,542.31	7,675.00	92,100.00
			STEP 4	46.28	3,702.27	8,021.58	96,258.96
			STEP 5	48.34	3,867.08	8,378.67	100,544.04
2022	MGMT ANALYST II	E	STEP 1	44.53	3,562.68	7,719.13	92,629.56
			STEP 2	46.56	3,724.57	8,069.90	96,838.80
			STEP 3	48.63	3,890.35	8,429.09	101,149.08
			STEP 4	50.82	4,065.81	8,809.25	105,711.00
			STEP 5	53.09	4,247.08	9,202.01	110,424.12
5230	OFFICE ASSISTANT I	NE	STEP 1	23.51	1,880.48	4,074.38	48,892.56
			STEP 2	24.55	1,964.22	4,255.80	51,069.60
			STEP 3	25.62	2,049.84	4,441.33	53,295.96
			STEP 4	26.80	2,143.98	4,645.30	55,743.60
			STEP 5	28.00	2,240.02	4,853.38	58,240.56



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5430	OFFICE ASSISTANT II	NE	STEP 1	28.34	2,267.46	4,912.83	58,953.96
			STEP 2	29.76	2,380.52	5,157.80	61,893.60
			STEP 3	31.25	2,499.74	5,416.10	64,993.20
			STEP 4	32.81	2,624.63	5,686.70	68,240.40
			STEP 5	34.45	2,756.15	5,971.65	71,659.80