Agenda

San Mateo Consolidated Fire Department
Board of Directors
Regular Meeting
Wednesday, November 18, 2026 – 5:30 P.M.

Consistent with Government Code Section 54953, this meeting will be conducted both in person and also via Zoom Teleconferencing to promote public participation at public meetings while maintaining compliance with local, state, and federal guidelines. Department officials and members of the public are invited to attend and give public comment either in person or via teleconference. Comments may also be submitted prior to the meeting by email to: nmorales@smcfire.ca.gov

To Attend in-person
2121 S. El Camino Real, Building D (Conference Room 117), San Mateo

To Observe and Participate via Video Teleconference
Register in advance for this Zoom webinar:
https://us06web.zoom.us/webinar/register/WN_JVJAPmVzTr-41mMrUAD_zw

1. OPENING

1.1 Call to Order & Determination of a Quorum

1.2 Pledge of Allegiance

1.3 Roll Call

2. AGENDA CHANGES

The Chair/Board Member may change the order of the Agenda or request discussion of a Consent Item. A member of the public may request discussion of a Consent Item by emailing the Board Clerk Nicole Morales at nmorales@smcfire.ca.gov prior to Public Comment.

3. PUBLIC COMMENT

Public Comment is limited to 15 minutes, with a maximum of three (3) minutes per speaker. If you wish to address the hearing body, please notify the Department as soon as practical by emailing the Board Clerk of the Fire Board at nmorales@smcfire.ca.gov . If you are addressing the Board of Directors on a non-agenda item, the Board of Directors may, but is not required to, briefly respond to statements made or questions posed as allowed by the Brown Act (GC 54954.2). The Board of Directors may refer items to staff for attention, or have a matter placed on a future Board of Directors Meeting, for more comprehensive action or report.

4. CONSENT

4.1 Approval of Fire Board Meeting Minutes from September 16, 2026.

4.2 Report from Closed Session of September 16, 2026.

4.3 Adopt a resolution to amend the revised salary schedules to reflect the hourly ranges for per diem and merit classifications within the San Mateo Consolidated Fire Department.

4.4 Adopt a resolution to amend the Local 2400 International Association of Firefighters Memorandum of Understanding (MOU) Article 40 regarding separation pay.

5. NEW BUSINESS

5.1 Adopt a resolution approving the 2027 amendment to the San Mateo Consolidated Fire Department's Master Fee Schedule effective January 17, 2027

5.2 Adopt a resolution creating and funding a second Fleet Mechanic I/II position, temporarily defunding the vacant Administrative Assistant position, and amending the FY 2026-27 operating budget.

6. REPORTS AND ANNOUNCEMENTS

6.1 Board Members and Department Management Staff will have an opportunity to make announcements.

a. Discussion about the possibility of rotating Board Chair role.

6.2 Proposed six dates for 2027 Regular meetings: January 20, March 17, May 19, July 21, September 15, November 17.

6.3 Community Risk Reduction Update (*verbal only*)

6.4 Operations Update

6.5 Fire Chief Update (*verbal only*)

7. PUBLIC COMMENT ON CLOSED SESSION ITEMS

8. CLOSED SESSION

8.1 Conference with Legal Counsel regarding Existing Litigation, Workers' Compensation pursuant to Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Name of Case: Vincent Warner
Agency Designated Representative(s): Gizelle Huynh, Deputy Director, Jocelyn Quock, Human Resources Analyst, Willian D. Ross, Attorney, and Mark R. Peterson, Attorney

9. RETURN FROM CLOSED SESSION

9.1 The report out from Closed Session will be made at the next Board meeting.

10. ADJOURNMENT

I, Nicole Morales, Board Clerk of the San Mateo Consolidated Fire Department, hereby declare that the foregoing Agenda was posted in compliance with the Brown Act prior to the meeting date.

In compliance with the Americans with Disability Act, if you need special assistance to participate in this meeting, please contact the Fire Board Clerk at (650) 522-7900 no less than 72 hours prior to the meeting. Notification in advance of the meeting will enable the Fire Department to make reasonable arrangements to ensure accessibility to this meeting.

Copies of documents distributed at the meeting are available in alternative formats upon request. Any writing or documents provided to a majority of the Board regarding any item on this Agenda will be made available for public inspection at the Department Fire Administration Office located at 2121 S. El Camino Real, Suite B100, San Mateo during normal business hours. In addition, most documents will be posted on the Department's website at https://www.smcfire.ca.gov/board-meetings

Meeting Minutes
San Mateo Consolidated Fire Department
Board of Directors Regular Meeting
Wednesday, September 16, 2026 – 5:30 P.M.
Hybrid Remote Teleconference Meeting
2121 S. El Camino Real, Building D, San Mateo

1. OPENING

The meeting was called to order at 5:36 p.m. by Board Chair Newsom

1.1. Call to Order & Determination of a Quorum

1.2. Pledge of Allegiance

1.3. Roll Call

Board Members Present: Newsom, Jimenez, Mates

Board Members Absent: None

2. AGENDA CHANGES

None

3. PUBLIC COMMENT

There were no members of the public wishing to provide verbal public comment.

4. PUBLIC COMMUNICATIONS

The Board acknowledged receipt of two written communications regarding annual inspection fees and recent changes to those fees, submitted by Leslie Smith and James Regan.

5. CONSENT

Chair Newsom asked if there was any public comment on this item, which there was not. Board Member Mates moved to approve the resolution; Vice Chair Jimenez seconded. The Board Secretary took a roll call vote, and the resolution was approved 3-0.

6. REPORTS AND ANNOUNCEMENTS

Item 6.1 Board Members and Department Management Staff

Vice Chair Jimenez announced the upcoming opening of the Foster City Community Center and invited attendees to the opening ceremony scheduled for Saturday at 10:30 a.m.

Board Member Mates announced Belmont's Centennial celebration scheduled for October 24, which will include community activities and a planned drone show.

Chair Newsom recognized the Department's recent badge-pinning ceremony and congratulated the newly promoted and appointed members of the Department. He also thanked the Department for the recent Chili Cook-Off and recognized the event's charitable fundraising efforts. Chair Newsom noted that

Pacifica received the Judges Award, San Mateo Consolidated Fire Department received the People's Choice Award, and Menlo Park Fire Protection District received the Best Booth award.

Item 6.4 Fire Chief Update

Fire Chief Matt Turturici reported that the Department hired an outside contractor to prepare an After-Action Report for the Sea Spray Fire. The review has begun and will include a comprehensive incident timeline, interviews with personnel involved in the response, an evaluation of resources and operations, identification of practices that worked well, and areas where improvements may be appropriate.

Chief Turturici explained that the purpose of the After-Action Report is to provide an objective third-party assessment and identify lessons learned that can strengthen future Department operations. Given the magnitude of the incident and the firefighter injuries sustained, the Department determined that an independent review was appropriate. Upon completion, a general synopsis of the report is expected to be made available on the Department's website.

The Board discussed the distinction between the After-Action Report and the incident report. Chief Turturici explained that release of the incident report had initially been delayed due to a criminal component of the investigation and the District Attorney's request that information not be released while that matter remained under review. The incident information has since been made available, and information was also provided to the homeowners' association for distribution to residents.

The Board discussed opportunities for additional community outreach following the Sea Spray Fire, particularly for multi-unit residential buildings that do not have fire sprinkler systems and may have similar construction concerns.

Board Chair Newsom requested that the Department explore whether buildings with more than three units that lack fire sprinklers could be identified on a city-by-city basis to assist with targeted public education. Chief Turturici noted that identifying all such properties would require significant research, but the Department is looking into opportunities for additional outreach. Discussion included incorporating education into Fire Prevention Week, communicating with homeowners' associations, and providing residents with information about fire safety responsibilities and risks. The Board expressed interest in coordinating efforts between the Department and the three member cities to increase awareness among residents of multi-family complexes.

Grants Program Update

Administrative Battalion Chief Brian Banks provided an update on the Department's grant program and reported on grant activity since approximately mid-2025. During that period, the Department applied for 31 grants totaling approximately $11.5 million in requested funding. Applications have focused on both hazardous materials and non-hazardous materials programs.

Chief Banks recognized Battalion Chief Jeff Thorne for his significant work on the grant program, particularly grants related to hazardous materials, noting that Chief Thorne has completed much of the grant research and application work.

Approximately $8 million in grant requests remain pending. Major pending applications include federal funding for six full-time firefighter positions and one full-time Fire Inspector position. Other pending requests include funding for self-contained breathing apparatus, portable radios, a live-fire training prop,

a regional multi-mission Type 6 vehicle for hazardous materials response, and a Type 6 wildland apparatus.

Chief Banks reported that the Department has secured approximately $700,000 in equipment funding to date, with approximately $570,000 supporting hazardous materials programs. He highlighted a Measure K Community Grant that funded a Department radio communications system providing dedicated channels for training and disaster response and additional communications capability should the primary dispatch system become unavailable.

Additional grant-funded equipment includes a decontamination system for fire crews following structure fires and handheld monitoring equipment. The Department is also obtaining a utility terrain vehicle with firefighting capability that will be based in Belmont and used for emergency response.

Chief Banks also discussed future grant priorities. The Department anticipates a need to replace or update the Knox Box key system in Foster City because replacement keys for the existing system are becoming increasingly difficult to obtain. The estimated cost of the system-wide update is approximately $1.5 million. The Department is also anticipating approximately $260,000 in radio replacement costs. Although radio replacement funding is currently included in the Equipment Replacement Fund, the Department will continue pursuing grant opportunities to offset those costs where possible.

The Board thanked Chief Banks and Department personnel for their work to expand the Department's grant program.

7. PUBLIC COMMENT ON CLOSED SESSION ITEMS

None

8. CLOSED SESSION

9. RETURN FROM CLOSED SESSION

Written report of any reportable action will be prepared and included in the agenda packet for the next Board meeting.

10. ADJOURNMENT

The Board meeting was adjourned at 5:53 p.m.

DRAFT

William D. Ross
David P. Schwarz
Kypros G. Hostetter
Christina M. Bellardo

ROSS & SCHWARZ
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300 E. Hillcrest Blvd
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November 13, 2026

VIA E-MAIL
Members of the Fire Board
San Mateo Consolidated Fire Department
2121 S. El Camino Real, Building D
San Mateo, California 94403

Re: Report Upon Return from Closed Session; San Mateo Consolidated Fire Department Regular Board Meeting of September 16, 2026

Dear Board Members:

This communication sets forth any reportable action of the Board of Directors ("Board") of the San Mateo Consolidated Fire Department ("Department"), consistent with the provisions of the Ralph M. Brown Open Meeting Act (Government Code Section 54950 *et seq.*) resulting from the Department's Closed Session of the September 16, 2026, Regular Board Meeting, consistent with Government Code Section 54957.1.

The meeting was called to order at 5:36 p.m. Having convened the Meeting in Open Session and receiving no public comments on Closed Session matters, the Board adjourned the Open Session and convened in Closed Session.

There was one item agendized for Closed Session consideration:

8.1 Conference with Legal Counsel regarding Existing Litigation, Workers' Compensation pursuant to Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Name of Case: Sean Sims
Agency Designated Representative(s): Jocelyn Quock, Human Resources Analyst, Willian D. Ross, Attorney, and Mark R. Peterson, Attorney

With respect to Item 8.1, there was no reportable action consistent with Government Code Section 54956.9(d)(1) and the attorney-client privilege.

The Closed Session concluded at 5:53p.m. Upon returning to Open Session, Department Legal Counsel stated that a written Closed Session Report would be prepared consistent with Government Code Section 54957.1.

This communication should be added to the Agenda for review under the Consent Calendar of your next Regular or Special Meeting.

If there are any questions concerning its content, it may be taken off the Consent Calendar at that time or our office may be contacted in the interim.

Very truly yours,

David Schwarz
Deputy General Counsel

cc: Matt Turturici, Deputy Chief
Alex Khojikian, Department Chief Administrative Officer
Nicole Morales, Business Manager

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Yumi Maeda, Sr. HR Analyst

Meeting Date: November 18, 2026

Subject: **Salary Schedule - Amendment**

RECOMMENDATION

Adopt a resolution to amend the revised salary schedules to reflect the hourly ranges for per diem and merit classifications within the San Mateo Consolidated Fire Department.

BACKGROUND

Title 2 of the California Code of Regulations (CCR) Section 570.5, requires the Fire Board to adopt a full salary schedule as a standalone document detailing the rates of pay for each department classification, and to maintain this salary schedule as a publicly available document for at least five years. The California Public Employees' Retirement System (CalPERS) uses this salary schedule to determine the "compensation earnable" when calculating the monthly pension an individual will receive when they retire. "Compensation earnable" is defined by the Public Employees Retirement Law (PERL) Government Code Sections 20636 and 20636.1 as "pay rates and special compensation as defined in the statutes."

The San Mateo Consolidated Fire Department Merit and Per Diem Salary Schedules are consistent with classifications and pay rates for current employees at this time, and no changes to the various salary ranges are proposed by the adoption of the salary schedules.

The Merit Salary Schedules (Attachments B-C) reflect salary changes previously approved by the Fire Board of Directors by signed Resolution. The Per Diem Salary Schedules (Attachments D and E) reflect salary changes previously approved by the Fire Board of Directors by signed Resolution. Salary schedules are periodically brought to the Fire Board for approval in compliance with CalPERS and PERL. Salary schedules are available to the public on the Department's website.

FISCAL IMPACT

The adopted FY 2026-27 budget assumed these schedules.

ATTACHMENTS

A. Resolution
B. Master Salary Schedule-Effective 4/17/26
C. Master Salary Schedule-Effective 8/2/26
D. Per Diem Salary Schedule-Effective 5/20/26
E. Per Diem Salary Schedule – Effective 7/5/26

RESOLUTION NO. RES-2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED (SMC) FIRE DEPARTMENT APPROVING REVISED SALARY SCHEDULES TO REFLECT THE HOURLY RANGES FOR PER DIEM AND MERIT CLASSIFICATIONS

WHEREAS, Title 2 of the California Code of Regulations (CCR), Section 570.5, requires the Fire Board to adopt a full salary schedule as a standalone document detailing the rates of pay for each department classification, and to maintain this salary schedule as a publicly available document for at least five years; and,

WHEREAS, the Merit and Per Diem Salary Schedules are consistent with classifications and pay rates for current employees at this time, and no changes to the various salary ranges are proposed by the adoption of the salary schedules; and,

WHEREAS, the Merit Salary Schedules (Attachments B-C) reflect salary changes previously approved by the Fire Board of Directors by signed Resolution; and,

WHEREAS, the Per Diem Salary Schedules (Attachments D and E) reflect salary changes previously approved by the Fire Board of Directors by signed Resolution; and,

WHEREAS, salary schedules are available to the public on the Department's website.

NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. Approve the revised salary schedules, attached hereto and incorporated herein, to reflect the hourly ranges for per diem and merit classifications within San Mateo Consolidated Fire Department.

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PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 18th day of November, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Board Secretary

Board President

APPROVED AS TO FORM:

William D. Ross, General Counsel

Exhibit B

SAN MATEO CONSOLIDATED FIRE DEPARTMENT

MASTER SALARY SCHEDULE

EFFECTIVE DATE: 04/17/2026

JOB CODE	TITLE	E = Exempt | NE = Non-Exempt	STEPS	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	37.5986	3007.8916	6517.0984	78205.1808
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 2	39.3005	3144.0370	6812.0801	81744.9612
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 3	41.0454	3283.6337	7114.5396	85374.4752
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 4	42.8909	3431.2691	7434.4164	89212.9968
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 5	44.8297	3586.3728	7770.4745	93245.6940
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	45.0730	3605.8398	7812.6530	93751.8360
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 2	47.0723	3765.7830	8159.1965	97910.3580
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 3	49.2068	3936.5412	8529.1725	102350.0700
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 4	51.4550	4116.3982	8918.8627	107026.3524
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 5	53.7389	4299.1122	9314.7432	111776.9184
2106	BUSINESS MANAGER	E	STEP 1	67.7623	5420.9800	11745.4567	140945.4800
2106	BUSINESS MANAGER	E	STEP 2	70.8058	5664.4638	12273.0050	147276.0600
2106	BUSINESS MANAGER	E	STEP 3	73.9972	5919.7788	12826.1875	153914.2500
2106	BUSINESS MANAGER	E	STEP 4	77.3235	6185.8781	13402.7358	160832.8300
2106	BUSINESS MANAGER	E	STEP 5	80.7991	6463.9300	14005.1817	168062.1800
5110	CENTRAL SERVICES WORKER	NE	STEP 1	25.0506	2004.0504	4342.1092	52105.3104
5110	CENTRAL SERVICES WORKER	NE	STEP 2	26.1826	2094.6112	4538.3242	54459.8904
5110	CENTRAL SERVICES WORKER	NE	STEP 3	27.3635	2189.0796	4743.0058	56916.0696
5110	CENTRAL SERVICES WORKER	NE	STEP 4	28.5807	2286.4526	4953.9807	59447.7684
2410	DEPUTY FIRE CHIEF	E	STEP 1	139.1148	11129.1846	24113.2333	289358.8000
2410	DEPUTY FIRE CHIEF	E	STEP 2	145.1900	11615.2035	25166.2742	301995.2900
2410	DEPUTY FIRE CHIEF	E	STEP 3	151.5387	12123.0973	26266.7108	315200.5300
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	79.5915	6367.3213	13795.8627	165550.3529
3160	DEPUTY FIRE MARSHAL	NE	STEP 2	83.1140	6649.1186	14406.4236	172877.0828
3160	DEPUTY FIRE MARSHAL	NE	STEP 3	86.9380	6955.0400	15069.2533	180831.0395
3160	DEPUTY FIRE MARSHAL	NE	STEP 4	90.8415	7267.3206	15745.8613	188950.3358
3160	DEPUTY FIRE MARSHAL	NE	STEP 5	94.9037	7592.2997	16449.9827	197399.7925
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 1	84.4717	6757.7346	14641.7583	175701.1000
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 2	88.2712	7061.6942	15300.3375	183604.0500
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 3	92.2438	7379.5062	15988.9300	191867.1600
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 4	96.3982	7711.8523	16709.0133	200508.1600
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 5	100.7428	8059.4235	17462.0842	209545.0100
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 1	48.3473	3867.7863	8380.2036	100562.4432
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 2	50.5428	4043.4266	8760.7577	105129.0924
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 3	52.7818	4222.5420	9148.8411	109786.0932
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 4	55.1652	4413.2188	9561.9741	114743.6892
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 5	57.6210	4609.6810	9987.6422	119851.7064
2150	EMERGENCY SERVICES ANALYST II	E	STEP 1	53.0853	4246.8250	9201.4542	110417.4500
2150	EMERGENCY SERVICES ANALYST II	E	STEP 2	55.4976	4439.8073	9619.5825	115434.9900
2150	EMERGENCY SERVICES ANALYST II	E	STEP 3	57.9677	4637.4150	10047.7325	120572.7900
2150	EMERGENCY SERVICES ANALYST II	E	STEP 4	60.5821	4846.5700	10500.9017	126010.8200
2150	EMERGENCY SERVICES ANALYST II	E	STEP 5	63.2831	5062.6515	10969.0783	131628.9400
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	67.9734	5437.8735	11782.0592	141384.7100
2482	EMERGENCY SERVICES MANAGER	E	STEP 2	71.0321	5682.5650	12312.2242	147746.6900
2482	EMERGENCY SERVICES MANAGER	E	STEP 3	74.2286	5938.2873	12866.2892	154395.4700
2482	EMERGENCY SERVICES MANAGER	E	STEP 4	77.5688	6205.5069	13445.2650	161343.1800
2482	EMERGENCY SERVICES MANAGER	E	STEP 5	81.0595	6484.7562	14050.3050	168603.6600
2085	FIRE BAT CHIEF-40	E	STEP 1	103.7244	8297.9508	17978.8933	215746.7200
2085	FIRE BAT CHIEF-40	E	STEP 2	108.7140	8697.1215	18843.7633	226125.1600
2085	FIRE BAT CHIEF-40	E	STEP 3	113.9536	9116.2892	19751.9600	237023.5200
2085	FIRE BAT CHIEF-40	E	STEP 4	119.4505	9556.0423	20704.7583	248457.1000
2085	FIRE BAT CHIEF-40	E	STEP 5	125.2276	10018.2104	21706.1225	260473.4700
2086	FIRE BAT CHIEF-56	E	STEP 1	74.0888	8297.9508	17978.8933	215746.7200
2086	FIRE BAT CHIEF-56	E	STEP 2	77.6529	8697.1215	18843.7633	226125.1600
2086	FIRE BAT CHIEF-56	E	STEP 3	81.3954	9116.2892	19751.9600	237023.5200

Update 3144 3121 to remove reference to light duty. All Classif. 40 hrs/wk unless noted.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 04/17/2026

2086	FIRE BATCHIEF-56	E	STEP 4	85.3218	9556.0423	20704.7583	248457.1000
2086	FIRE BATCHIEF-56	E	STEP 5	89.4483	10018.2104	21706.1225	260473.4700
3121	FIRE CAPTAIN-40	NE	STEP 1	82.9166	6633.3303	14372.2157	172466.5887
3121	FIRE CAPTAIN-40	NE	STEP 2	86.6264	6930.1122	15015.2432	180182.9182
3121	FIRE CAPTAIN-40	NE	STEP 3	90.4472	7235.7791	15677.5213	188130.2560
3120	FIRE CAPTAIN-56	NE	STEP 1	59.2262	6633.3303	14372.2157	172466.5887
3120	FIRE CAPTAIN-56	NE	STEP 2	61.8760	6930.1122	15015.2432	180182.9182
3120	FIRE CAPTAIN-56	NE	STEP 3	64.6052	7235.7791	15677.5213	188130.2560
1150	FIRE CHIEF	E	STEP 1	150.3919	12031.3554	26067.9367	312815.2400
1150	FIRE CHIEF	E	STEP 2	157.9115	12632.9208	27371.3283	328455.9400
1150	FIRE CHIEF	E	STEP 3	165.8071	13264.5688	28739.8992	344878.7900
2430	FIRE MARSHAL	E	STEP 1	99.7932	7983.4573	17297.4908	207569.8900
2430	FIRE MARSHAL	E	STEP 2	104.7829	8382.6285	18162.3617	217948.3400
2430	FIRE MARSHAL	E	STEP 3	110.0224	8801.7958	19070.5575	228846.6900
2430	FIRE MARSHAL	E	STEP 4	115.5194	9241.5488	20023.3558	240280.2700
2430	FIRE MARSHAL	E	STEP 5	121.2965	9703.7169	21024.7200	252296.6400
3175	FIRE PREV INSPECTI	NE	STEP 1	62.8988	5031.9050	10902.4609	130829.5309
3175	FIRE PREV INSPECTI	NE	STEP 2	65.7233	5257.8670	11392.0451	136704.5417
3175	FIRE PREV INSPECTI	NE	STEP 3	68.7222	5497.7753	11911.8465	142942.1578
3175	FIRE PREV INSPECTI	NE	STEP 4	71.8163	5745.3057	12448.1623	149377.9480
3175	FIRE PREV INSPECTI	NE	STEP 5	75.0374	6002.9889	13006.4759	156077.7107
3178	FIRE PREV INSPECTII	NE	STEP 1	69.1983	5535.8657	11994.3758	143932.5090
3178	FIRE PREV INSPECTII	NE	STEP 2	72.3083	5784.6640	12533.4386	150401.2633
3178	FIRE PREV INSPECTII	NE	STEP 3	75.5452	6043.6200	13094.5100	157134.1199
3178	FIRE PREV INSPECTII	NE	STEP 4	78.9409	6315.2745	13683.0947	164197.1369
3178	FIRE PREV INSPECTII	NE	STEP 5	82.5111	6600.8853	14301.9182	171623.0187
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	54.1564	4332.5156	9387.1172	112645.4062
3142	FIREFIGHTER TRAINEE-40	NE	STEP 2	56.5902	4527.2156	9808.9671	117707.6048
3142	FIREFIGHTER TRAINEE-40	NE	STEP 3	59.1323	4730.5858	10249.6026	122995.2314
3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	38.6832	4332.5156	9387.1172	112645.4062
3143	FIREFIGHTER TRAINEE-56	NE	STEP 2	40.4216	4527.2156	9808.9671	117707.6048
3143	FIREFIGHTER TRAINEE-56	NE	STEP 3	42.2374	4730.5858	10249.6026	122995.2314
3144	FIREFIGHTER-40	NE	STEP 0	61.1206	4889.6462	10594.2334	127130.8009
3144	FIREFIGHTER-40	NE	STEP 1	63.7112	5096.8949	11043.2722	132519.2665
3144	FIREFIGHTER-40	NE	STEP 2	66.5104	5320.8303	11528.4656	138341.5866
3144	FIREFIGHTER-40	NE	STEP 3	69.5316	5562.5255	12052.1387	144625.6640
3144	FIREFIGHTER-40	NE	STEP 4	72.7081	5816.6498	12602.7411	151232.8936
3144	FIREFIGHTER-40	NE	STEP 5	75.9735	6077.8819	13168.7442	158024.9299
3140	FIREFIGHTER-56	NE	STEP 0	43.6576	4889.6462	10594.2334	127130.8009
3140	FIREFIGHTER-56	NE	STEP 1	45.5080	5096.8949	11043.2722	132519.2665
3140	FIREFIGHTER-56	NE	STEP 2	47.5074	5320.8303	11528.4656	138341.5866
3140	FIREFIGHTER-56	NE	STEP 3	49.6654	5562.5255	12052.1387	144625.6640
3140	FIREFIGHTER-56	NE	STEP 4	51.9344	5816.6498	12602.7411	151232.8936
3140	FIREFIGHTER-56	NE	STEP 5	54.2668	6077.8819	13168.7442	158024.9299
2078	FLEET & FACILITIES MANAGER	E	STEP 1	69.5341	5562.7277	12052.5767	144630.9200
2078	FLEET & FACILITIES MANAGER	E	STEP 2	72.6495	5811.9623	12592.5850	151111.0200
2078	FLEET & FACILITIES MANAGER	E	STEP 3	75.9210	6073.6804	13159.6408	157915.6900
2078	FLEET & FACILITIES MANAGER	E	STEP 4	79.3339	6346.7127	13751.2108	165014.5300
2078	FLEET & FACILITIES MANAGER	E	STEP 5	82.9169	6633.3508	14372.2600	172467.1200
5106	FLEET MECHANICI	NE	STEP 1	48.1366	3850.9244	8343.6695	100124.0340
5106	FLEET MECHANICI	NE	STEP 2	50.2963	4023.7029	8718.0230	104616.2760
5106	FLEET MECHANICI	NE	STEP 3	52.5550	4204.4014	9109.5363	109314.4356
5106	FLEET MECHANICI	NE	STEP 4	54.9124	4392.9960	9518.1579	114217.8948
5106	FLEET MECHANICI	NE	STEP 5	57.3546	4588.3648	9941.4570	119297.4840
5107	FLEET MECHANICII	NE	STEP 1	54.1218	4329.7413	9381.1061	112573.2732
5107	FLEET MECHANICII	NE	STEP 2	56.5639	4525.1148	9804.4155	117652.9860

Update 3144 3121 to remove reference to light duty. All Classif. 40 hrs/wk unless noted.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 04/17/2026

5107	FLEET MECHANIC II	NE	STEP 3	59.0908	4727.2626	10242.4024	122908.8288
5107	FLEET MECHANIC II	NE	STEP 4	61.7588	4940.7008	10704.8518	128458.2216
5107	FLEET MECHANIC II	NE	STEP 5	64.5256	5162.0494	11184.4404	134213.2848
5033	MGMT ANALYST I	NE	STEP 1	49.3143	3945.1420	8547.8077	102573.6921
5033	MGMT ANALYST I	NE	STEP 2	51.5537	4124.2952	8935.9729	107231.6742
5033	MGMT ANALYST I	NE	STEP 3	53.8374	4306.9929	9331.8179	111981.8151
5033	MGMT ANALYST I	NE	STEP 4	56.2685	4501.4832	9753.2136	117038.5630
5033	MGMT ANALYST I	NE	STEP 5	58.7734	4701.8746	10187.3950	122248.7405
2022	MGMT ANALYST II	E	STEP 1	54.1470	4331.7615	9385.4833	112625.8000
2022	MGMT ANALYST II	E	STEP 2	56.6075	4528.6035	9811.9742	117743.6900
2022	MGMT ANALYST II	E	STEP 3	59.1270	4730.1635	10248.6875	122984.2500
2022	MGMT ANALYST II	E	STEP 4	61.7938	4943.5015	10710.9200	128531.0400
2022	MGMT ANALYST II	E	STEP 5	64.5488	5163.9046	11188.4600	134261.5200
5230	OFFICE ASSISTANT I	NE	STEP 1	27.2343	2178.7447	4720.6136	56647.3632
5230	OFFICE ASSISTANT I	NE	STEP 2	28.4470	2275.7565	4930.8057	59169.6684
5230	OFFICE ASSISTANT I	NE	STEP 3	29.6871	2374.9692	5145.7667	61749.2004
5230	OFFICE ASSISTANT I	NE	STEP 4	31.0505	2484.0367	5382.0796	64584.9552
5230	OFFICE ASSISTANT I	NE	STEP 5	32.4414	2595.3148	5623.1820	67478.1840
5430	OFFICE ASSISTANT II	NE	STEP 1	32.8387	2627.0990	5692.0478	68304.5736
5430	OFFICE ASSISTANT II	NE	STEP 2	34.4762	2758.0960	5975.8746	71710.4952
5430	OFFICE ASSISTANT II	NE	STEP 3	36.2027	2896.2190	6275.1411	75301.6932
5430	OFFICE ASSISTANT II	NE	STEP 4	38.0116	3040.9260	6588.6731	79064.0772
5430	OFFICE ASSISTANT II	NE	STEP 5	39.9163	3193.3011	6918.8190	83025.8280
5460	SYSTEMS ANALYST I	NE	STEP 1	53.2282	4258.2529	9226.2147	110714.5764
5460	SYSTEMS ANALYST I	NE	STEP 2	55.6183	4449.4669	9640.5116	115686.1392
5460	SYSTEMS ANALYST I	NE	STEP 3	58.0945	4647.5597	10069.7126	120836.5512
5460	SYSTEMS ANALYST I	NE	STEP 4	60.7709	4861.6729	10533.6246	126403.4952
5460	SYSTEMS ANALYST I	NE	STEP 5	63.4758	5078.0632	11002.4703	132029.6436
2033	SYSTEMS ANALYST II	E	STEP 1	61.5375	4923.0023	10666.5050	127998.0600
2033	SYSTEMS ANALYST II	E	STEP 2	64.2866	5142.9250	11143.0042	133716.0500
2033	SYSTEMS ANALYST II	E	STEP 3	67.1868	5374.9412	11645.7058	139748.4700
2033	SYSTEMS ANALYST II	E	STEP 4	70.2380	5619.0415	12174.5900	146095.0800
2033	SYSTEMS ANALYST II	E	STEP 5	73.3949	5871.5942	12721.7875	152661.4500

Update 3144 3121 to remove reference to light duty. All Classif. 40 hrs/wk unless noted.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 08/02/2026

JOBCODE	TITLE	E = Exempt | NE = Non-Exempt	STEPS	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	38.73	3098.40	6713.20	80558.40
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 2	40.48	3238.40	7016.53	84198.40
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 3	42.28	3382.40	7328.53	87942.40
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 4	44.18	3534.40	7657.87	91894.40
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 5	46.18	3694.40	8004.53	96054.40
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	46.43	3714.40	8047.87	96574.40
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 2	48.49	3879.20	8404.93	100859.20
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 3	50.69	4055.20	8786.27	105435.20
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 4	53.00	4240.00	9186.67	110240.00
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 5	55.36	4428.80	9595.73	115148.80
2106	BUSINESS MANAGER	E	STEP 1	69.80	5584.00	12098.67	145184.00
2106	BUSINESS MANAGER	E	STEP 2	72.93	5834.40	12641.20	151694.40
2106	BUSINESS MANAGER	E	STEP 3	76.22	6097.60	13211.47	158537.60
2106	BUSINESS MANAGER	E	STEP 4	79.65	6372.00	13806.00	165672.00
2106	BUSINESS MANAGER	E	STEP 5	83.23	6658.40	14426.53	173118.40
5110	CENTRAL SERVICES WORKER	NE	STEP 1	25.81	2064.80	4473.73	53684.80
5110	CENTRAL SERVICES WORKER	NE	STEP 2	26.97	2157.60	4674.80	56097.60
5110	CENTRAL SERVICES WORKER	NE	STEP 3	28.19	2255.20	4886.27	58635.20
5110	CENTRAL SERVICES WORKER	NE	STEP 4	29.44	2355.20	5102.93	61235.20
2410	DEPUTY FIRE CHIEF	E	STEP 1	143.29	11463.20	24836.93	298043.20
2410	DEPUTY FIRE CHIEF	E	STEP 2	149.55	11964.00	25922.00	311064.00
2410	DEPUTY FIRE CHIEF	E	STEP 3	156.09	12487.20	27055.60	324667.20
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	82.80	6624.00	14352.00	172224.00
3160	DEPUTY FIRE MARSHAL	NE	STEP 2	86.47	6917.60	14988.13	179857.60
3160	DEPUTY FIRE MARSHAL	NE	STEP 3	90.45	7236.00	15678.00	188136.00
3160	DEPUTY FIRE MARSHAL	NE	STEP 4	94.51	7560.80	16381.73	196580.80
3160	DEPUTY FIRE MARSHAL	NE	STEP 5	98.73	7898.40	17113.20	205358.40
2415	EMERGENCY MEDICAL SERVICES MANAGER	E	STEP 1	87.01	6960.80	15081.73	180980.80
2415	EMERGENCY MEDICAL SERVICES MANAGER	E	STEP 2	90.92	7273.60	15759.47	189113.60
2415	EMERGENCY MEDICAL SERVICES MANAGER	E	STEP 3	95.02	7601.60	16470.13	197641.60
2415	EMERGENCY MEDICAL SERVICES MANAGER	E	STEP 4	99.30	7944.00	17212.00	206544.00
2415	EMERGENCY MEDICAL SERVICES MANAGER	E	STEP 5	103.77	8301.60	17986.80	215841.60
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 1	49.80	3984.00	8632.00	103584.00
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 2	52.06	4164.80	9023.73	108284.80
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 3	54.37	4349.60	9424.13	113089.60
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 4	56.83	4546.40	9850.53	118206.40
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 5	59.35	4748.00	10287.33	123448.00
2150	EMERGENCY SERVICES ANALYST II	E	STEP 1	54.68	4374.40	9477.87	113734.40
2150	EMERGENCY SERVICES ANALYST II	E	STEP 2	57.17	4573.60	9909.47	118913.60
2150	EMERGENCY SERVICES ANALYST II	E	STEP 3	59.71	4776.80	10349.73	124196.80
2150	EMERGENCY SERVICES ANALYST II	E	STEP 4	62.40	4992.00	10816.00	129792.00
2150	EMERGENCY SERVICES ANALYST II	E	STEP 5	65.19	5215.20	11299.60	135595.20
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	70.02	5601.60	12136.80	145641.60
2482	EMERGENCY SERVICES MANAGER	E	STEP 2	73.17	5853.60	12682.80	152193.60
2482	EMERGENCY SERVICES MANAGER	E	STEP 3	76.46	6116.80	13253.07	159036.80
2482	EMERGENCY SERVICES MANAGER	E	STEP 4	79.90	6392.00	13849.33	166192.00
2482	EMERGENCY SERVICES MANAGER	E	STEP 5	83.50	6680.00	14473.33	173680.00
2085	FIRE BAT CHIEF-40	E	STEP 1	107.38	8590.40	18612.53	223350.40
2085	FIRE BAT CHIEF-40	E	STEP 2	112.54	9003.20	19506.93	234083.20
2085	FIRE BAT CHIEF-40	E	STEP 3	117.96	9436.80	20446.40	245356.80
2085	FIRE BAT CHIEF-40	E	STEP 4	123.65	9892.00	21432.67	257192.00
2085	FIRE BAT CHIEF-40	E	STEP 5	129.63	10370.40	22469.20	269630.40
2086	FIRE BAT CHIEF-56	E	STEP 1	76.70	8590.40	18612.53	223350.40
2086	FIRE BAT CHIEF-56	E	STEP 2	80.39	9003.68	19507.97	234095.68
2086	FIRE BAT CHIEF-56	E	STEP 3	84.26	9437.12	20447.09	245365.12
2086	FIRE BAT CHIEF-56	E	STEP 4	88.33	9892.96	21434.75	257216.96
2086	FIRE BAT CHIEF-56	E	STEP 5	92.60	10371.20	22470.93	269651.20

HRIS rounding adjustment to nearest cent. All classifications 40 hrs/wk unless noted.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT
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3121	FIRE CAPTAIN-40	NE	STEP 1	86.26	6900.80	14951.73	179420.80
3121	FIRE CAPTAIN-40	NE	STEP 2	90.12	7209.60	15620.80	187449.60
3121	FIRE CAPTAIN-40	NE	STEP 3	94.10	7528.00	16310.67	195728.00
3120	FIRE CAPTAIN-56	NE	STEP 1	61.62	6901.44	14953.12	179437.44
3120	FIRE CAPTAIN-56	NE	STEP 2	64.37	7209.44	15620.45	187445.44
3120	FIRE CAPTAIN-56	NE	STEP 3	67.21	7527.52	16309.63	195715.52
1150	FIRE CHIEF	E	STEP 1	155.84	12467.20	27012.27	324147.20
1150	FIRE CHIEF	E	STEP 2	163.63	13090.40	28362.53	340350.40
1150	FIRE CHIEF	E	STEP 3	171.81	13744.80	29780.40	357364.80
2430	FIRE MARSHAL	E	STEP 1	103.31	8264.80	17907.07	214884.80
2430	FIRE MARSHAL	E	STEP 2	108.47	8677.60	18801.47	225617.60
2430	FIRE MARSHAL	E	STEP 3	113.89	9111.20	19740.93	236891.20
2430	FIRE MARSHAL	E	STEP 4	119.58	9566.40	20727.20	248726.40
2430	FIRE MARSHAL	E	STEP 5	125.57	10045.60	21765.47	261185.60
3175	FIRE PERVENTION INSPECTOR I	NE	STEP 1	65.44	5235.20	11342.93	136115.20
3175	FIRE PERVENTION INSPECTOR I	NE	STEP 2	68.38	5470.40	11852.53	142230.40
3175	FIRE PERVENTION INSPECTOR I	NE	STEP 3	71.50	5720.00	12393.33	148720.00
3175	FIRE PERVENTION INSPECTOR I	NE	STEP 4	74.72	5977.60	12951.47	155417.60
3175	FIRE PERVENTION INSPECTOR I	NE	STEP 5	78.07	6245.60	13532.13	162385.60
3178	FIRE PREVENTION INSPECTOR II	NE	STEP 1	71.99	5759.20	12478.27	149739.20
3178	FIRE PREVENTION INSPECTOR II	NE	STEP 2	75.23	6018.40	13039.87	156478.40
3178	FIRE PREVENTION INSPECTOR II	NE	STEP 3	78.59	6287.20	13622.27	163467.20
3178	FIRE PREVENTION INSPECTOR II	NE	STEP 4	82.13	6570.40	14235.87	170830.40
3178	FIRE PREVENTION INSPECTOR II	NE	STEP 5	85.84	6867.20	14878.93	178547.20
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	56.34	4507.20	9765.60	117187.20
3142	FIREFIGHTER TRAINEE-40	NE	STEP 2	58.88	4710.40	10205.87	122470.40
3142	FIREFIGHTER TRAINEE-40	NE	STEP 3	61.52	4921.60	10663.47	127961.60
3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	40.25	4508.00	9767.33	117208.00
3143	FIREFIGHTER TRAINEE-56	NE	STEP 2	42.06	4710.72	10206.56	122478.72
3143	FIREFIGHTER TRAINEE-56	NE	STEP 3	43.94	4921.28	10662.77	127953.28
3144	FIREFIGHTER-40	NE	STEP 0	63.59	5087.20	11022.27	132267.20
3144	FIREFIGHTER-40	NE	STEP 1	66.28	5302.40	11488.53	137862.40
3144	FIREFIGHTER-40	NE	STEP 2	69.20	5536.00	11994.67	143936.00
3144	FIREFIGHTER-40	NE	STEP 3	72.34	5787.20	12538.93	150467.20
3144	FIREFIGHTER-40	NE	STEP 4	75.64	6051.20	13110.93	157331.20
3144	FIREFIGHTER-40	NE	STEP 5	79.04	6323.20	13700.27	164403.20
3140	FIREFIGHTER-56	NE	STEP 0	45.42	5087.04	11021.92	132263.04
3140	FIREFIGHTER-56	NE	STEP 1	47.35	5303.20	11490.27	137883.20
3140	FIREFIGHTER-56	NE	STEP 2	49.43	5536.16	11995.01	143940.16
3140	FIREFIGHTER-56	NE	STEP 3	51.67	5787.04	12538.59	150463.04
3140	FIREFIGHTER-56	NE	STEP 4	54.03	6051.36	13111.28	157335.36
3140	FIREFIGHTER-56	NE	STEP 5	56.46	6323.52	13700.96	164411.52
2078	FLEET & FACILITIES MANAGER	E	STEP 1	71.63	5730.40	12415.87	148990.40
2078	FLEET & FACILITIES MANAGER	E	STEP 2	74.83	5986.40	12970.53	155646.40
2078	FLEET & FACILITIES MANAGER	E	STEP 3	78.20	6256.00	13554.67	162656.00
2078	FLEET & FACILITIES MANAGER	E	STEP 4	81.72	6537.60	14164.80	169977.60
2078	FLEET & FACILITIES MANAGER	E	STEP 5	85.41	6832.80	14804.40	177652.80
5106	FLEET MECHANIC I	NE	STEP 1	49.59	3967.20	8595.60	103147.20
5106	FLEET MECHANIC I	NE	STEP 2	51.81	4144.80	8980.40	107764.80
5106	FLEET MECHANIC I	NE	STEP 3	54.14	4331.20	9384.27	112611.20
5106	FLEET MECHANIC I	NE	STEP 4	56.56	4524.80	9803.73	117644.80
5106	FLEET MECHANIC I	NE	STEP 5	59.08	4726.40	10240.53	122886.40
5107	FLEET MECHANIC II	NE	STEP 1	55.75	4460.00	9663.33	115960.00
5107	FLEET MECHANIC II	NE	STEP 2	58.27	4661.60	10100.13	121201.60
5107	FLEET MECHANIC II	NE	STEP 3	60.87	4869.60	10550.80	126609.60
5107	FLEET MECHANIC II	NE	STEP 4	63.62	5089.60	11027.47	132329.60
5107	FLEET MECHANIC II	NE	STEP 5	66.47	5317.60	11521.47	138257.60
5033	MGMT ANALYST I	NE	STEP 1	50.80	4064.00	8805.33	105664.00
5033	MGMT ANALYST I	NE	STEP 2	53.11	4248.80	9205.73	110468.80

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SAN MATEO CONSOLIDATED FIRE DEPARTMENT
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EFFECTIVE DATE: 08/02/2026

5033	MGMT ANALYST I	NE	STEP 3	55.46	4436.80	9613.07	115356.80
5033	MGMT ANALYST I	NE	STEP 4	57.96	4636.80	10046.40	120556.80
5033	MGMT ANALYST I	NE	STEP 5	60.54	4843.20	10493.60	125923.20
2022	MGMT ANALYST II	E	STEP 1	55.78	4462.40	9668.53	116022.40
2022	MGMT ANALYST II	E	STEP 2	58.31	4664.80	10107.07	121284.80
2022	MGMT ANALYST II	E	STEP 3	60.91	4872.80	10557.73	126692.80
2022	MGMT ANALYST II	E	STEP 4	63.65	5092.00	11032.67	132392.00
2022	MGMT ANALYST II	E	STEP 5	66.49	5319.20	11524.93	138299.20
5230	OFFICE ASSISTANT I	NE	STEP 1	28.06	2244.80	4863.73	58364.80
5230	OFFICE ASSISTANT I	NE	STEP 2	29.31	2344.80	5080.40	60964.80
5230	OFFICE ASSISTANT I	NE	STEP 3	30.58	2446.40	5300.53	63606.40
5230	OFFICE ASSISTANT I	NE	STEP 4	31.99	2559.20	5544.93	66539.20
5230	OFFICE ASSISTANT I	NE	STEP 5	33.42	2673.60	5792.80	69513.60
5430	OFFICE ASSISTANT II	NE	STEP 1	33.83	2706.40	5863.87	70366.40
5430	OFFICE ASSISTANT II	NE	STEP 2	35.52	2841.60	6156.80	73881.60
5430	OFFICE ASSISTANT II	NE	STEP 3	37.29	2983.20	6463.60	77563.20
5430	OFFICE ASSISTANT II	NE	STEP 4	39.16	3132.80	6787.73	81452.80
5430	OFFICE ASSISTANT II	NE	STEP 5	41.12	3289.60	7127.47	85529.60
5460	SYSTEMS ANALYST I	NE	STEP 1	54.83	4386.40	9503.87	114046.40
5460	SYSTEMS ANALYST I	NE	STEP 2	57.29	4583.20	9930.27	119163.20
5460	SYSTEMS ANALYST I	NE	STEP 3	59.84	4787.20	10372.27	124467.20
5460	SYSTEMS ANALYST I	NE	STEP 4	62.60	5008.00	10850.67	130208.00
5460	SYSTEMS ANALYST I	NE	STEP 5	65.39	5231.20	11334.27	136011.20
2033	SYSTEMS ANALYST II	E	STEP 1	63.39	5071.20	10987.60	131851.20
2033	SYSTEMS ANALYST II	E	STEP 2	66.22	5297.60	11478.13	137737.60
2033	SYSTEMS ANALYST II	E	STEP 3	69.21	5536.80	11996.40	143956.80
2033	SYSTEMS ANALYST II	E	STEP 4	72.35	5788.00	12540.67	150488.00
2033	SYSTEMS ANALYST II	E	STEP 5	75.60	6048.00	13104.00	157248.00

HRIS rounding adjustment to nearest cent. All classifications 40 hrs/wk unless noted.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 05/20/2026

PER DIEM SALARY SCHEDULE

JOB CODE	TITLE	STEPS	HOURLY
9504	ADMINISTRATIVE ASSIST PDM	STEP 1	37.6000
9504	ADMINISTRATIVE ASSIST PDM	STEP 2	39.2900
9504	ADMINISTRATIVE ASSIST PDM	STEP 3	41.0500
9504	ADMINISTRATIVE ASSIST PDM	STEP 4	42.8900
9504	ADMINISTRATIVE ASSIST PDM	STEP 5	44.8400
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 1	45.0700
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 2	47.0600
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 3	49.2100
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 4	51.4600
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 5	53.7400
9604	CENTRAL SERVICES WORKER PDM	STEP 1	25.0500
9604	CENTRAL SERVICES WORKER PDM	STEP 2	26.1800
9604	CENTRAL SERVICES WORKER PDM	STEP 3	27.3500
9604	CENTRAL SERVICES WORKER PDM	STEP 4	28.5800
9316	DEPUTY FIRE MARSHAL PDM	STEP 1	79.5900
9316	DEPUTY FIRE MARSHAL PDM	STEP 2	83.1100
9316	DEPUTY FIRE MARSHAL PDM	STEP 3	86.9400
9316	DEPUTY FIRE MARSHAL PDM	STEP 4	90.8600
9316	DEPUTY FIRE MARSHAL PDM	STEP 5	94.9000
9963	FIRE BATTALION CHIEF 40 PDM	STEP 1	103.7200
9963	FIRE BATTALION CHIEF 40 PDM	STEP 2	108.7100
9963	FIRE BATTALION CHIEF 40 PDM	STEP 3	113.9500
9963	FIRE BATTALION CHIEF 40 PDM	STEP 4	119.4500
9963	FIRE BATTALION CHIEF 40 PDM	STEP 5	125.2300
9964	FIRE BATTALION CHIEF 56 PDM	STEP 1	74.0900
9964	FIRE BATTALION CHIEF 56 PDM	STEP 2	77.6500
9964	FIRE BATTALION CHIEF 56 PDM	STEP 3	81.4000
9964	FIRE BATTALION CHIEF 56 PDM	STEP 4	85.3200
9964	FIRE BATTALION CHIEF 56 PDM	STEP 5	89.4500
9250	FIRE CHIEF PDM	STEP 1	150.3900
9250	FIRE CHIEF PDM	STEP 2	157.9100
9250	FIRE CHIEF PDM	STEP 3	165.8200
9962	FIRE CHIEF SPECIALIST PDM	STEP 1	101.7400
9962	FIRE CHIEF SPECIALIST PDM	STEP 2	106.8300
9962	FIRE CHIEF SPECIALIST PDM	STEP 3	112.1700
9317	FIRE PREVENTION INSP I PDM	STEP 1	62.8800
9317	FIRE PREVENTION INSP I PDM	STEP 2	65.7200
9317	FIRE PREVENTION INSP I PDM	STEP 3	68.7300
9317	FIRE PREVENTION INSP I PDM	STEP 4	71.8100
9317	FIRE PREVENTION INSP I PDM	STEP 5	75.0200

Add 9318F

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 05/20/2026

PER DIEM SALARY SCHEDULE

9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 1	37.7400
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 2	39.4300
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 3	41.2100
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 4	43.0600
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 5	45.0000
9202	MGMT ANALYST I PDM	STEP 1	49.3200
9202	MGMT ANALYST I PDM	STEP 2	51.5500
9202	MGMT ANALYST I PDM	STEP 3	53.8400
9202	MGMT ANALYST I PDM	STEP 4	56.2700
9202	MGMT ANALYST I PDM	STEP 5	58.7700
9222	MGMT ANALYST II PDM	STEP 1	54.1400
9222	MGMT ANALYST II PDM	STEP 2	56.6200
9222	MGMT ANALYST II PDM	STEP 3	59.1300
9222	MGMT ANALYST II PDM	STEP 4	61.7800
9222	MGMT ANALYST II PDM	STEP 5	64.5500
9511	OFFICE ASSISTANT I PDM	STEP 1	27.2300
9511	OFFICE ASSISTANT I PDM	STEP 2	28.4400
9511	OFFICE ASSISTANT I PDM	STEP 3	29.6800
9511	OFFICE ASSISTANT I PDM	STEP 4	31.0400
9511	OFFICE ASSISTANT I PDM	STEP 5	32.4300
9513	OFFICE ASSISTANT II PDM	STEP 1	32.8400
9513	OFFICE ASSISTANT II PDM	STEP 2	34.4800
9513	OFFICE ASSISTANT II PDM	STEP 3	36.2000
9513	OFFICE ASSISTANT II PDM	STEP 4	38.0100
9513	OFFICE ASSISTANT II PDM	STEP 5	39.9100
9269	PROJECT MANAGER I PDM	STEP 1	54.6200
9269	PROJECT MANAGER I PDM	STEP 2	57.0600
9269	PROJECT MANAGER I PDM	STEP 3	59.6500
9269	PROJECT MANAGER I PDM	STEP 4	62.3200
9269	PROJECT MANAGER I PDM	STEP 5	65.1300
9267	PROJECT MANAGER II PDM	STEP 1	60.3100
9267	PROJECT MANAGER II PDM	STEP 2	62.9700
9267	PROJECT MANAGER II PDM	STEP 3	65.8200
9267	PROJECT MANAGER II PDM	STEP 4	68.8000
9267	PROJECT MANAGER II PDM	STEP 5	71.8700
9268	PROJECT MANAGER SR PDM	STEP 1	66.3400
9268	PROJECT MANAGER SR PDM	STEP 2	69.2900
9268	PROJECT MANAGER SR PDM	STEP 3	72.4200
9268	PROJECT MANAGER SR PDM	STEP 4	75.6800
9268	PROJECT MANAGER SR PDM	STEP 5	79.0700
9911	STUDENT INTERN PDM	STEP 1	20.0000

Add 9318F

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 05/20/2026
PER DIEM SALARY SCHEDULE

9911	STUDENT INTERN PDM	STEP 2	21.0000
9911	STUDENT INTERN PDM	STEP 3	22.0500
9911	STUDENT INTERN PDM	STEP 4	23.1500
9911	STUDENT INTERN PDM	STEP 5	24.3100
9230	SYSTEMS NETWORK MANAGER PDM	STEP 1	77.3500
9230	SYSTEMS NETWORK MANAGER PDM	STEP 2	80.8400
9230	SYSTEMS NETWORK MANAGER PDM	STEP 3	84.5100
9230	SYSTEMS NETWORK MANAGER PDM	STEP 4	88.3100
9230	SYSTEMS NETWORK MANAGER PDM	STEP 5	92.2400

Add 9318F

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 07/05/2026

PER DIEM SALARY SCHEDULE

JOB CODE	TITLE	STEPS	HOURLY
9504	ADMINISTRATIVE ASSIST PDM	STEP 1	38.73
9504	ADMINISTRATIVE ASSIST PDM	STEP 2	40.47
9504	ADMINISTRATIVE ASSIST PDM	STEP 3	42.28
9504	ADMINISTRATIVE ASSIST PDM	STEP 4	44.18
9504	ADMINISTRATIVE ASSIST PDM	STEP 5	46.19
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 1	46.42
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 2	48.47
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 3	50.69
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 4	53.00
9500	ADMINISTRATIVE TECHNICIAN PDM	STEP 5	55.35
9604	CENTRAL SERVICES WORKER PDM	STEP 1	25.80
9604	CENTRAL SERVICES WORKER PDM	STEP 2	26.97
9604	CENTRAL SERVICES WORKER PDM	STEP 3	28.17
9604	CENTRAL SERVICES WORKER PDM	STEP 4	29.44
9316	DEPUTY FIRE MARSHAL PDM	STEP 1	82.80
9316	DEPUTY FIRE MARSHAL PDM	STEP 2	86.46
9316	DEPUTY FIRE MARSHAL PDM	STEP 3	90.44
9316	DEPUTY FIRE MARSHAL PDM	STEP 4	94.52
9316	DEPUTY FIRE MARSHAL PDM	STEP 5	98.72
9963	FIRE BATTALION CHIEF 40 PDM	STEP 1	107.37
9963	FIRE BATTALION CHIEF 40 PDM	STEP 2	112.53
9963	FIRE BATTALION CHIEF 40 PDM	STEP 3	117.96
9963	FIRE BATTALION CHIEF 40 PDM	STEP 4	123.65
9963	FIRE BATTALION CHIEF 40 PDM	STEP 5	129.63
9964	FIRE BATTALION CHIEF 56 PDM	STEP 1	76.69
9964	FIRE BATTALION CHIEF 56 PDM	STEP 2	80.38
9964	FIRE BATTALION CHIEF 56 PDM	STEP 3	84.26
9964	FIRE BATTALION CHIEF 56 PDM	STEP 4	88.32
9964	FIRE BATTALION CHIEF 56 PDM	STEP 5	92.59
9250	FIRE CHIEF PDM	STEP 1	155.83
9250	FIRE CHIEF PDM	STEP 2	163.62

AFSCME, Battalion Chiefs, Fire Chief, Deputy Fire Chief, Business Manager, IAFF 2400 MOU tied increases.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 07/05/2026

PER DIEM SALARY SCHEDULE

9250	FIRE CHIEF PDM	STEP 3	171.82
9962	FIRE CHIEF SPECIALIST PDM	STEP 1	101.74
9962	FIRE CHIEF SPECIALIST PDM	STEP 2	106.83
9962	FIRE CHIEF SPECIALIST PDM	STEP 3	112.17
9317	FIRE PREVENTION INSP I PDM	STEP 1	65.41
9317	FIRE PREVENTION INSP I PDM	STEP 2	68.37
9317	FIRE PREVENTION INSP I PDM	STEP 3	71.50
9317	FIRE PREVENTION INSP I PDM	STEP 4	74.70
9317	FIRE PREVENTION INSP I PDM	STEP 5	78.04
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 1	37.74
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 2	39.43
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 3	41.21
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 4	43.06
9318F	FIRE PREVENTION INSPECTOR TRAINEE	STEP 5	45.00
9202	MGMT ANALYST I PDM	STEP 1	50.80
9202	MGMT ANALYST I PDM	STEP 2	53.10
9202	MGMT ANALYST I PDM	STEP 3	55.46
9202	MGMT ANALYST I PDM	STEP 4	57.96
9202	MGMT ANALYST I PDM	STEP 5	60.53
9222	MGMT ANALYST II PDM	STEP 1	55.76
9222	MGMT ANALYST II PDM	STEP 2	58.32
9222	MGMT ANALYST II PDM	STEP 3	60.90
9222	MGMT ANALYST II PDM	STEP 4	63.63
9222	MGMT ANALYST II PDM	STEP 5	66.49
9511	OFFICE ASSISTANT I PDM	STEP 1	28.05
9511	OFFICE ASSISTANT I PDM	STEP 2	29.29
9511	OFFICE ASSISTANT I PDM	STEP 3	30.57
9511	OFFICE ASSISTANT I PDM	STEP 4	31.97
9511	OFFICE ASSISTANT I PDM	STEP 5	33.40
9513	OFFICE ASSISTANT II PDM	STEP 1	33.83
9513	OFFICE ASSISTANT II PDM	STEP 2	35.51
9513	OFFICE ASSISTANT II PDM	STEP 3	37.29

AFSCME, Battalion Chiefs, Fire Chief, Deputy Fire Chief, Business Manager, IAFF 2400 MOU tied increases.

SAN MATEO CONSOLIDATED FIRE DEPARTMENT EFFECTIVE DATE: 07/05/2026
PER DIEM SALARY SCHEDULE

9513	OFFICE ASSISTANT II PDM	STEP 4	39.15
9513	OFFICE ASSISTANT II PDM	STEP 5	41.11
9269	PROJECT MANAGER I PDM	STEP 1	56.26
9269	PROJECT MANAGER I PDM	STEP 2	58.77
9269	PROJECT MANAGER I PDM	STEP 3	61.44
9269	PROJECT MANAGER I PDM	STEP 4	64.19
9269	PROJECT MANAGER I PDM	STEP 5	67.08
9267	PROJECT MANAGER II PDM	STEP 1	62.12
9267	PROJECT MANAGER II PDM	STEP 2	64.86
9267	PROJECT MANAGER II PDM	STEP 3	67.79
9267	PROJECT MANAGER II PDM	STEP 4	70.86
9267	PROJECT MANAGER II PDM	STEP 5	74.03
9268	PROJECT MANAGER SR PDM	STEP 1	68.33
9268	PROJECT MANAGER SR PDM	STEP 2	71.37
9268	PROJECT MANAGER SR PDM	STEP 3	74.59
9268	PROJECT MANAGER SR PDM	STEP 4	77.95
9268	PROJECT MANAGER SR PDM	STEP 5	81.44
9911	STUDENT INTERN PDM	STEP 1	20.00
9911	STUDENT INTERN PDM	STEP 2	21.00
9911	STUDENT INTERN PDM	STEP 3	22.05
9911	STUDENT INTERN PDM	STEP 4	23.15
9911	STUDENT INTERN PDM	STEP 5	24.31
9230	SYSTEMS NETWORK MANAGER PDM	STEP 1	79.67
9230	SYSTEMS NETWORK MANAGER PDM	STEP 2	83.27
9230	SYSTEMS NETWORK MANAGER PDM	STEP 3	87.05
9230	SYSTEMS NETWORK MANAGER PDM	STEP 4	90.96
9230	SYSTEMS NETWORK MANAGER PDM	STEP 5	95.01

AFSCME, Battalion Chiefs, Fire Chief, Deputy Fire Chief, Business Manager, IAFF 2400 MOU tied increases.

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Yumi Maeda, Sr. HR Analyst

Meeting Date: November 18, 2026

Subject: **Side Letter Regarding Separation Pays (IAFF) - Approval**

RECOMMENDATION

Adopt a resolution to amend the Local 2400 International Association of Firefighters Memorandum of Understanding (MOU) Article 40 to allow IAFF to elect to change the conversion of separation pay arrangement beginning with calendar year 2027.

BACKGROUND

The current IAFF MOU was agreed upon on July 16, 2025 effective from July 1, 2025 through June 30, 2028.

Currently all eligible accrued leave balances are paid out to one's Retirement Health Savings account in accordance with the Plan design. Article 40 of the IAFF MOU allows the Association to elect to change how all of the accrued leave balances are paid out at retirement for its members and the Association has elected to make said change as follows:

a. Employees hired by City of San Mateo, Foster City or City of Belmont before January 1, 1987 shall have all eligible accrued leaves be paid out in cash

b. Employes hired after January 1, 1987 by City of San Mateo, Foster City, City of Belmont or the Department shall have all eligible accrued leaves contributed to their RHSA.

Therefore, SMC Fire met and conferred with the IAFF bargaining unit and have signed a side letter of agreement to amend the MOU (Attachment B).

The Side Letter of Agreement is not a project subject to CEQA because it is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment. (CEQA Guidelines Section 15378 (b)(4)).

FISCAL IMPACT

The recommended change for the Local 2400 IAFF Memorandum of Understanding (MOU) does not have a quantifiable fiscal impact.

ATTACHMENTS

A. Resolution
B. Side Letter

RESOLUTION NO. RES-2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED (SMC) FIRE DEPARTMENT APPROVING THE SIDE LETTER TO AMEND THE LOCAL 2400 IAFF MEMORANDUM OF UNDERSTANDING (MOU)

WHEREAS, on July 16, 2025, the Board of Directors adopted the IAFF MOU effective July 1, 2025 through June 30, 2028.

WHEREAS, all eligible accrued leave balances are paid out to one's Retirement Health Savings account.

WHEREAS, Article 40 Separation Pays of the IAFF MOU allows IAFF to elect to change the conversion of separation pay arrangement on an annual basis.

WHEREAS, the Department and the labor union met and conferred and have signed a side letter of agreement to amend the MOU (Attachment B).

WHEREAS, the Board of Directors intends to amend the IAFF MOU to change the contributions and/or conversion of separation pay arrangements to best fit the interests of their retiring members.

NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. The Side Letter of Agreement is not a project subject to CEQA because it is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment. (CEQA Guidelines Section 15378 (b)(4)).

2. The amendments to the MOU for the IAFF, as set forth in the side letter of agreement attached as Exhibit B, pertains to employee separations (disability retirement or service retirement) from the Department occurring on or after January 1, 2027 and are approved and summarized as follows:

    a. Employees hired by City of San Mateo, Foster City or City of Belmont before January 1, 1987 shall have all eligible accrued leaves be paid out in cash

    b. Employees hired after January 1, 1987 by City of San Mateo, Foster City, City of Belmont or the Department shall have all eligible accrued leaves contributed to their RHSA.

3. The recommended changes do not have a quantifiable fiscal impact.

***

PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 18th day of November 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Board Secretary

Board President

APPROVED AS TO FORM:

William D. Ross, General Counsel

Docusign Envelope ID: 9EB9CC15-0135-82F1-83F3-D84015E85213

Side Letter of Agreement
Between
San Mateo Consolidated Fire Department
And
San Mateo County Firefighters, Local 2400 International Association of Firefighter

The Memorandum of Understanding (MOU between the San Mateo County Fire fighters, Local 2400 International Association of Firefighters (hereafter "Association") and the San Mateo Consolidated Fire Department (hereafter "Department") is set to expire as of, **June 30, 2028.**

MOU Article 40, Separation Pays, states that the Association may elect to change the conversion of separation pay arrangement for each successive calendar year of the Agreement.

The Association has elected to change the conversion of separation pay arrangement for calendar year 2027.

All employee service or disability retirements occurring between January 1, 2027 and December 31, 2027 shall be handled in the following manner:

Hire Date	Contribution Elections
Hired by City of San Mateo, Foster City or City of Belmont before January 1, 1987	100% of all eligible accrued leaves shall be paid out in cash.
Hired after January 1, 1987 by City of San Mateo, Foster City, City of Belmont or the Department	100% of all eligible accrued leaves shall be contributed to RHSA.

At the time of non-retirement separation from merit employment, employees shall contribute no accrued leaves to his/her RHSA.

For purposes of this Side Letter of Agreement, "eligible accrued leave balances" includes vacation, holiday and compensation time paid the straight-time salary equivalent for all accrued leave earned.

The Association may elect to change the above conversion of separation pay arrangement for each successive calendar year of this Agreement. The Association must notify the Human Resources Department in writing no later than November 30th of the change (s) to be made for the following calendar year. In the event notification is not received by the deadline, the separation pay arrangement in effect at the time will continue for the following calendar year.

Docusign Envelope ID: 9EB9CC15-0135-82F1-83F3-D84015E85213

IAFF

Mark Volkman

Mark Volkman
IAFF District Vice President

San Mateo Consolidated Fire Department

Matt Turturici
Fire Chief

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Matt Turturici, Fire Chief

Meeting Date: November 18, 2026

Subject: **Master Fee Schedule**

RECOMMENDATION

Adopt a resolution approving the 2027 amendment to the San Mateo Consolidated Fire Department's ("Department") Master Fee Schedule, as set forth in the attached Fee Schedule, effective January 17, 2027, consistent with the 60-day effective date requirement of Government Code section 66017.

BACKGROUND

The Board adopted the current Master Fee Schedule (MFS) on December 16, 2025, following a comprehensive fee study conducted by NBS. That schedule took effect February 14, 2026. Resolution 2025-021, Section 5, authorizes the Department to apply an annual inflationary adjustment based on the Consumer Price Index (CPI), not to exceed 3%, by resolution rather than a new fee study, and separately authorizes administrative corrections and clarifications to the MFS between full studies.

Since adoption, staff have identified several items requiring correction or clarification, as well as documented efficiency gains in the Department's largest fee category (multi-residential inspections). This amendment addresses those items. The amendment does not constitute a new fee study; the underlying cost-of-service methodology and fully burdened hourly rate established by the December 2025 NBS study remain unchanged.

ANALYSIS

Staff recommends the following changes, summarized below and shown in full in the attached redlined Fee Schedule:

1. Annual CPI Adjustment. The most recent published CPI figure for the San Francisco Area is 3.4% per August 2026 data. Consistent with the 3% ceiling set in Resolution 2025-021, Section 5, this amendment applies a 3.0% adjustment rather than the full 3.4%.

2. Clarifying Language. Several fee descriptions were revised so the schedule states plainly what is being charged and to whom, with no change in fee amount. This includes identifying which day care facilities fall under Group I rather than Group E, clarifying that Group R includes Residential Care Facilities for the Elderly (RCFE) at 7 or more capacity, and adding a definition of the Multi-Residential Inspection Program (MRIP) referencing the specific item it applies to.

3. Structural Corrections. The adopted schedule used the item number 2.3 twice in Section E. Every item and sub-item in Section E now carries a unique number. The Other Systems category, a catch-all for system types not covered elsewhere, was moved to the end of its section rather than sitting in the middle of named categories. Under State 850 Fire Clearance Inspections, the Pre-Inspection fee now appears first, ahead of the capacity-based tiers, since a pre-inspection can apply to a facility of any licensed capacity.

4. State 850 Fire Clearance Inspections (Section A, Item 13). This item was restructured to state explicitly which licensed facility types are not charged for the required inspection, consistent with state law: community care residential facilities serving 6 or fewer persons (Health and Safety Code Section 1566.2), Residential Care Facilities for the Elderly serving 6 or fewer persons (Section 1569.84), small family child care homes (Section 1597.455), and large family child care homes serving 7-14 children (Sections 1597.45 and 1597.46, OSFM Information Bulletin 20-008). A single Care Facility Pre-Inspection fee, chargeable under Section 13235, was consolidated into one line. A new note confirms the capacity-tier fees apply regardless of whether the inspection is triggered by initial licensure, renewal, or a subsequent change in capacity, ownership, location, or facility name, consistent with the request codes on CDSS/OSFM Form STD 850.

5. Emergency Response (HazMat). Hazardous materials response, previously combined with DUI and patient-assist response under a single Emergency Response item, is now its own item, with its own HazMat Vehicle and HazMat Personnel rate. Both rates match the existing apparatus and personnel rates already in the adopted schedule; no new fee amount was introduced. Broader HazMat cost-recovery items (incident monitoring, decontamination supplies, third-party disposal) were considered and set aside for the next full fee study, pending a documented cost basis and confirmation of statutory authority.

6. Solar Photovoltaic (PV) and Energy Storage Systems (ESS) (Section E, Item 5). Fire Prevention staff continuously evaluate actual staff time and determined that PV and ESS inspections require less time than assumed in the $980 per system fee adopted in December 2025. The fees are therefore reduced: residential PV and ESS decrease from $980 to $404, and commercial PV and ESS decrease from $980 to $808. The item was restructured into residential and commercial categories, each itemizing Solar PV, Solar PV with ESS, and ESS alone, with each fee calculated as the revised staff time multiplied by the Department's fully burdened hourly rate. Government Code Section 66015 limits what cities and counties may charge for residential solar permits; it does not limit what the Department may charge to recover the cost of its own services, and does not reference fire departments or fire protection districts.

7. Multi-Residential Inspection Program (MRIP) Fee Reduction (Section A, Item 11). This is the most significant change in the proposed amendment. The MRIP fee is calculated as staff time multiplied by the Department's fully burdened hourly rate. Over the past year, the Department automated several administrative steps in the multi-residential inspection process, including identifying buildings due for inspection, updating property records, creating the inspection record, and assigning and transmitting it to the inspector, work previously performed manually for each of approximately 2,033 inspections per year. This removes an estimated 30 minutes of administrative time from every MRIP inspection, regardless of building size. The proposed fees reflect this reduction. They remain at the Department's documented cost of service; no fee was reduced below 100% cost recovery.

Tier	Current Fee	Proposed Fee	Change	Annual Volume
3-4 units	$882	**$572**	-35%	401
5-10 units	$1,176	**$875**	-26%	875

Tier	Current Fee	Proposed Fee	Change	Annual Volume
11-100 units	$1,469	**$1,313**	-11%	731
101-200 units	$2,645	**$2,525**	-5%	21
201-300 units	$3,820	**$3,737**	-2%	5
300+ units	$4,996	**$4,949**	-1%	0
Total	**$2,531,166**	**$2,026,510**	**-$504,656**	**2,033**

The volumes above come from the Department's current MRIP assignment list, which identifies 2,033 buildings. The December 2025 fee study estimated approximately 1,680 buildings. The Department recently completed an audit of all MRIP properties in connection with its transition to new inspection software, and the current list reflects that audit. Because MRIP fees are calculated from staff time, the fee for each building is not affected by the corrected count; only the revenue estimates are.

Smaller buildings see the largest proportional reduction because fixed administrative time carries more weight in their total inspection cost than it does for a large property. The reduction for buildings in the 3-4 and 5-10 unit tiers also reflects a change in drive-time assumptions: rather than assuming a single trip for each inspection, staff now assume an inspector completes more than one 3-4 or 5-10 unit inspection per drive, reducing the estimated drive time per inspection.

The time estimates underlying this item, and the Section A fee schedule generally, were developed by Department staff through team meetings and submitted to NBS as part of the December 2025 fee study. NBS reviewed those estimates for reasonableness; it did not independently measure or determine them.

ALTERNATIVES

The fees as recommended will help make the Fire Prevention and Life Safety Fund (Fund 310) more sustainable. Fees increased substantially in February 2026, with adjustments of 25% or more following the NBS study. For most customers this amendment moves in the opposite direction: multi-residential inspection fees, the Department's largest fee category, decrease in every tier, with reductions of 11% to 35% for buildings of 100 units or fewer, which account for 2,007 of the program's 2,033 buildings.

An alternative is for the Board to accept less than 100% cost recovery on some or all fees and, if the Department does not recover its costs, to ask the member cities to fund the shortfall.

Staff does not recommend this alternative. It would shift the cost of fee-based services from the parties receiving those services to the member cities' general funds, delay the Fund 310 reserve target of 25% of annual operating costs, and lengthen the time required for the fund to recover.

FISCAL IMPACT

Overall, the proposed changes to the MFS are expected to maintain the estimated annual revenues at approximately $3.7 million even with the various adjustments.

- **CPI adjustment.** The 3.0% CPI adjustment is expected to increase annual fee revenue by approximately $110,000 across all fees, of which approximately $60,000 is on MRIP fees.

- **MRIP fee reduction.** The proposed reductions to the MRIP fees are estimated to decrease MRIP revenue by approximately $505,000 annually relative to the fees adopted in December 2025. This figure includes the $60,000 CPI adjustment on MRIP fees.

- **Higher inspection count.** The December 2025 fee study assumed approximately 1,680 MRIP inspections and approximately $3.7 million in annual fee revenue. The audited count is 2,033 inspections. This increase in annual inspections adds approximately $500,000 in revenue at the fees adopted in December 2025.

The net result is that the fee changes offset one another. Estimated annual fee revenue after the adoption of the amendment is approximately $3.7 million, in line with the December 2025 fee study, and the proposed fees continue to recover 100% of the documented cost of service.

Fee Schedule Amendments	Revenue Change	Total estimated annual revenues
Adopted Fee Schedule (12/2025)		$3,716,000
CPI Adjustment (excluding MRIP)	+$50,000	$3,766,000
MRIP Fee Reduction (includes CPI on MRIP)	-$505,000	$3,261,000
Higher Inspection Count	+$500,000	$3,761,000

NOTICE PROVIDED

In accordance with Government Code sections 6066, 6062a and 66018, notice of the public hearing was published twice, once a week for two successive weeks, with the first publication at least 14 days before the hearing. In accordance with Government Code section 66016, Department staff made the data available to the public at least ten days before the meeting, indicating the amount of cost, or estimated cost, required to provide the service for which the fee or service charge is levied.

ATTACHMENTS

A. Master Fee Schedule - Resolution
B. Redlined 2027 Fee Schedule Proposal
C. 2027 Master Fee Schedule
D. Board Presentation

RESOLUTION NO. RES-2026-022

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT ADOPTING THE 2027 AMENDED MASTER FEE SCHEDULE

The Board of Directors ("Board") of the San Mateo Consolidated Fire Department ("Department") hereby resolves as follows:

WHEREAS, under applicable law and pursuant to the authority of the Department's JPA member agencies, the Department is authorized to adopt a schedule of fees to recover costs for services; and,

WHEREAS, the Department has determined, based on the services provided, that it may, upon approval of the Board, increase fees and charges annually based on the annual change in the Consumer Price Index ("CPI"), as well as any other necessary adjustments to Department fees and charges as needed from time to time, and that such future adjustment may be performed either by Resolution or by Ordinance; and,

WHEREAS, the Department's Master Fee Schedule ("MFS") establishes fees for various services and activities rendered by the Department to the public, ensuring that costs are recovered while complying with state law; and,

WHEREAS**,** the 2025 NBS Fee Study evaluated existing fees, proposed additions and deletions, and recommended adjustments to align fees with the actual cost of providing services; and,

WHEREAS**,** the fees and charges set forth in this Resolution are based on the Department's review of the NBS study on what constitutes its reasonable and actual costs for performing such services; and,

WHEREAS, this Resolution amends the Master Fee Schedule under Section 5 of Resolution 2025-021 to apply a 3.0% inflationary adjustment, correct and clarify fee descriptions, and revise Multi-Residential Inspection Program fees to reflect reduced staff time; and,

WHEREAS, the Board finds that the fees set forth in the Master Fee Schedule do not exceed the estimated reasonable cost of providing the services for which they are charged, consistent with Government Code section 66016 and Article XIII C of the California Constitution; and,

WHEREAS, this Board held a public hearing on November 18, 2026, notice of which was published twice, once a week for two successive weeks, in the San Francisco Examiner and San Mateo Weekly in accordance with Government Code sections 6066, 6062a and 66018, and cost data was made available to the public at least ten days before the hearing in accordance with Government Code section 66016.

NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. The foregoing recitals are hereby incorporated by reference;

2. Consistent with Government Code section 66017, this Resolution and the corresponding MFS shall become effective January 17, 2027;

3. Upon the effective date of this Resolution, the fees and charges set forth in the MFS, enclosed as Attachment C and incorporated by this reference, shall become effective, and the Department is authorized to take necessary and incidental actions to charge and collect such fees and charges;

4. Upon the effective date of this Resolution, Resolution No. 2025-021 shall be repealed;

5. The fees/charges set forth in this Resolution may be revised from time to time, including an annual inflationary adjustment based on the change in the Consumer Price Index (CPI) not to exceed 3%, and additional fees/charges may be added or altered, and such changes may be performed either by Resolution or Ordinance of the Board of Directors; and,

6. Within fifteen (15) days of the adoption of this Resolution, Department Staff shall cause to be published once in a newspaper of general circulation in the Department's service area a summary of the Resolution with the names of the members of the Board voting for or against the Resolution.

***

I hereby certify this to be a correct copy of Resolution 2026-022 of the San Mateo Consolidated Fire Department, California, introduced on November 18, 2026 and adopted on November 18, 2026 at a regular meeting of the Department Board of Directors by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

_____ _____

Board Secretary Board President

APPROVED AS TO FORM:

_____

William D. Ross, General Counsel

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Mandated/Routine Inspections & Fire Code Permits

Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
A. STATE MANDATED & ROUTINE FIRE INSPECTIONS		[1]		
1	Group A - Assembly related occupancies (50+ persons)		minimum fee	$404
2	Group B - Businesses/Commercial			
2a	Very Small (0-1,500/sq/ft)		minimum fee	$202
2b	Small (1,501-5000/sq/ft)		minimum fee	$404
2c	Medium (5,001-15,000/sq/ft)		minimum fee	$808
2d	Large (15,001+/sq/ft)		minimum fee	$1,211
3	Group E - Education occupancies (public/private)		minimum fee	$908
4	Group F - Factories/Fabrication		minimum fee	$505
5	Group H - Hazardous (labs, semi-conductors)		minimum fee	$908
6	Group I - Institutions (Hospitals; Jails; Day Care 7+ Capacity, <24hr Care)		minimum fee	$1,311
7	Group M - Mercantile			
7a	Very Small (0-1,500/sq/ft)		minimum fee	$202
7b	Small (1,501-5000/sq/ft)		minimum fee	$404
7c	Medium (5,001-15,000/sq/ft)		minimum fee	$808
7d	Large (15,001+/sq/ft)		minimum fee	$1,211
8	Group R - Residential (Other than MRIP), incl. RCFE 7+ Capacity	[7]	minimum fee	$606
9	Group S - Storage/Warehouse/Auto Shops		minimum fee	$505
10	Group U - Misc. Occupancy		minimum fee	$303
11	Hotels, Motels, Apartments and Condominiums (MRIP)	[7]		
11a	3-4 Units per Building		minimum fee	$572
11b	5-10 Units per Building		minimum fee	$875
11c	11-100 Units per Building		minimum fee	$1,313
11d	101-200 Units per Building		minimum fee	$2,525
11e	201-300 Units per building		minimum fee	$3,737
11f	300+ Units per Building		minimum fee	$4,949
12	High-Rise (75+ft)			
12a	Base Fee (Plus per floor fee below)		minimum fee	$739
12b	Per Floor		each	$202
13	State 850 Fire Clearance Inspections	[11]		
13a	Care Facility Pre-Inspection (upon request of prospective licensee)	[3]	per occurrence / trip	$505
13b	Residential Facility (Community Care Facility), 6 or fewer clients	[8]	per facility	no charge
13c	Residential Care Facility for the Elderly (RCFE), 6 or fewer clients	[2]	per facility	no charge
13d	Small Family Child Care Home, up to 8 children	[9]	per facility	no charge
13e	Large Family Child Care Home, 7-14 children	[10]	per facility	no charge
13f	State Licensing Inspection 7-25 Capacity	[10][12]	per occurrence / trip	$606
13g	State Licensing Inspection 26-50 Capacity	[12]	per occurrence / trip	$707
13h	State Licensing Inspection 50+ Capacity	[12]	per occurrence / trip	$908
B. OPERATIONAL PERMITS AND FIRE AND LIFE SAFETY INSPECTIONS (STATE-MANDATED & ROUTINE)				
1	Annual Operational Permit w/ CFC Permits			
1a	First Permit		each	$404
1b	Additional Permits		each	$166
2	List of Required Operational Permits			

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Mandated/Routine Inspections & Fire Code Permits

Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
	(See CFC Section 105 for Conditions. Fees per Item B.1.)			
	Aerosol Products (>500 lbs.)			
	Amusement Buildings			
	Aviation Facilities			
	Carnivals and Fairs			
	Cellulose Nitrate Film			
	Combustible Dust Producing Operations			
	Combustible Fibers			
	Compressed Gases			
	Covered and Open Mall Buildings			
	Cryogenic Fluids			
	Cutting and Welding			
	Dry Cleaning			
	Energy Storage Systems (ESS)			
	Explosives			
	Fire Hydrants and Valves			
	Flammable and Combustible Liquids			
	Mobile Fueling of Hydrogen-Fueled Vehicles			
	Floor Finishing			
	Fruit and Crop Ripening			
	Fumigation and Insecticidal Fogging			
	Hazardous Materials			
	Hazardous Production Materials (HPM) Facilities			
	High Pile Storage			
	Hot Work Operations			
	Indoor Plant Cultivation			
	Industrial Ovens			
	Lithium Ion Battery (>15 cubic feet)			
	Liquid or Gas-Fueled Vehicles or Equipment in Assembly Buildings			
	LP Gas			
	Lumber Yards & Woodworking Plants			
	Magnesium			
	Miscellaneous Combustible Storage			
	Mobile Food Preparation Vehicles			
	Motor Fuel-Dispensing Facilities			
	Open Burning			
	Open Flames and Torches			
	Open Flames and Candles			
	Organic Coatings			
	Outdoor Assembly Event			
	Places of Assembly			
	Plant Extraction Systems			
	Private Hydrants			
	Pyroxylin Plastics			
	Refrigeration Equipment			
	Repair Garages and Motor Fuel-Dispensing Facilities			
	Rooftop Heliports			
	Spraying or Dipping			
	Storage of Scrap Tires and Tire Byproducts			
	Tire-Rebuilding Plants			
	Waste Handling			

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Mandated/Routine Inspections & Fire Code Permits

Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
	Wood Products (>200 cubic feet)			
	Additional Permits (Production Facilities, Indoor Pyrotechnics and Special Effects, Live Audiences)			
C. TEMPORARY OPERATIONAL PERMITS				
1	Exhibits, Trade Shows, and Special Events			
	During Business Hours			
1a	First 2 hours		flat	$808
1b	Each additional hour		hourly	$404
	After Business Hours			
1c	First 2 hours		flat	$946
1d	Each additional hour		hourly	$473
2	Pyrotechnic Special Effects Material			
	During Business Hours			
2a	First 4 hours		flat	$1,614
2b	Each additional hour		hourly	$404
	After Business Hours			
2c	First 4 hours		flat	$1,891
2d	Each additional hour		hourly	$473
3	Temporary Heating or Cooking in Tents or Membrane Structures		per tent	$606
4	Temporary Heating or Cooking in Wildfire Risk Areas		each	$606
5	Temporary Heating for Construction Sites		per site	$606
6	Temporary Membrane Structures and Tents		initial	$537
6a	Each additional		each additional	$101
D. MISCELLANEOUS FEES				
1	Administrative Violations			
1a	1st violation		each	$134
1b	2nd violation		each	$721
1c	3rd and subsequent violations		each	$1,339
2	Collection Referral Charge		each	$26
3	Complaint Investigation and Follow-Up		each occurrence / trip / verified complaint	$606
4	Life Safety Training (CPR / First Aid/AED/Fire Extinguisher/Evacuation Drills, etc.)		hourly/ per instructor	$404
5	Emergency Preparedness Planning and Education		hourly	$404
6	Emergency Response (DUI, Patient Assist w/Doctor on Scene, etc.)	[4]		
6a	Command Vehicle		hourly	$55
6b	Engine Apparatus		hourly	$178
6c	Truck Apparatus		hourly	$211
6d	Water Craft		hourly	$89
6e	Personnel (each responder)		hourly	$404
7	Emergency Response (HazMat)			
7a	HazMat Vehicle		hourly	$211

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Mandated/Routine Inspections & Fire Code Permits
Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
7b	HazMat Personnel (each responder)		hourly	$404
8	Fire Research and Reports		per half hour	$202
9	Fire Watch		hourly	$404
10	Hazardous Material- Paperwork Review (SDS, other regulatory paperwork)			
	Dispense, Use, Storage and Handling			
10a	Up to 5 chemicals		flat	$505
10b	Each additional chemical		each	$65
11	Hazardous Material Mitigation Fee		hourly	$404
12	Incident Reports	[5]	per page	$0.12
13	Penalty Fees			
13a	False Alarm		per violation/ per day	$706
13b	Failure to Obtain Permit		per violation/ per day	Double Fees plus administrative violation per day
13c	Reactivation of Expired Permit		per violation/ per day	$305
14	Returned Check Processing Charge	[6]		
14a	First returned check		flat	$26
14b	Each subsequent returned check		per occurrence	$36
15	Staff Time Consultation (General) 2 hour minimum		hourly / per person	$404
16	USB		each	$101
17	Additional Plan Review/Inspection			
17a	During Business Hours		hourly	$404
17b	After Business Hours		hourly (2 hr min)	$473
18	Fire Code Variance Application / Alternate Means and Methods (AMMR)		hourly	$404
19	Key Box Administration			
19a	Admin Processing Fee (One time - Lifetime of box)		per box	$638
20	Construction Site Safety Plans Review		hourly	$404
21	Staff Time Consultation (New Construction)		hourly (2 hr min)	$404
22	Planning Application Review			
22a	During Business Hours		hourly	$404
22b	After Business Hours		hourly	$473
23	Inspection, Testing and Maintenance Filing Fee		per report	$31
24	Hourly Fee (Everything not covered elsewhere)		hourly	$404

[Notes]

[1] All fees in this section are minimum base fees and include an initial inspection and one reinspection. Failure to comply with inspection program or second re-inspection will result in additional inspection fees per Section D, Item 17 of this fee schedule.

[2] Inspections not allowed to be charged per Health and Safety Code Section 1569.84. Does not apply to the pre-inspection fee under Item 13a.

[3] Inspections allowed to be charged per Health and Safety Code Section 13235

[4] Per Government Code Sections 53150-58. DUI billed upon conviction.

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
[5]	Subject to Public Records Request Act - Gov Code 7922.530			
[6]	Per Civil Code Section 1719			
[7]	MRIP (Multi-Residential Inspection Program) refers to the occupancies listed in Item 11. Group R occupancies not listed in Item 11 are charged under Item 8.			
[8]	Per Health and Safety Code Section 1566.2, no fee may be charged for enforcing fire inspection regulations for a community care residential facility serving 6 or fewer persons, except the pre-inspection fee authorized under Section 13235.			
[9]	Per Health and Safety Code Section 1597.455, a small family child care home is not subject to fire department inspection under this section.			
[10]	Per Health and Safety Code Sections 1597.45 and 1597.46 and OSFM Information Bulletin 20-008, a large family child care home serving 7-14 children is not charged for the fire clearance inspection. A facility of this type is not billed under the capacity-based tiers in this Item.			
[11]	Other California Department of Social Services licensed facility types not listed above may qualify for similar treatment under state law and will be evaluated and added as identified.			
[12]	Applies to the required State 850 Fire Clearance Inspection at any capacity tier, whether triggered by initial licensure, renewal, or a subsequent change in capacity, ownership, location, or facility name, consistent with the request codes on CDSS/OSFM Form STD 850. The fee is the same regardless of the trigger.			

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Development Plan Review & Inspections

Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
E. DEVELOPMENT PLAN REVIEW AND INSPECTION				
1	**Building Construction**			
1.1	Single Family Residential / Duplex (Reviews)			
1.1a	Plan Review (up to 3) (required)		minimum fee	$335
1.1b	Additional Plan Review (>3) (as requested)		hourly	$404
1.2	Single Family Residential / Duplex (Inspections)			
1.2a	Pre-construction Site Visit / Meeting (as requested)		hourly	$404
1.2b	Progress/Additional/Re-Inspection (as requested or required/phasing)		hourly	$404
1.3	Commercial / Industrial / Multi-Family (Reviews)			
	Plan Review (up to 3) (required)			
1.3a	0-5,000 s.f.		minimum fee	$404
1.3b	5,001-10,000 s.f		minimum fee	$505
1.3c	10,001-50,000 s.f.		minimum fee	$565
1.3d	each additional 10,000 s.f. or fraction thereof		each add'l	$404
1.3e	Additional Plan Review (>3)		hourly	$404
1.4	Commercial / Industrial / Multi-Family (Inspections)	[1]		
	Inspection (required)			
1.4a	0-5,000 s.f.		minimum fee	$505
1.4b	5,001-10,000 s.f		minimum fee	$606
1.4c	10,001-50,000 s.f.		minimum fee	$746
1.4d	each additional 10,000 s.f. or fraction thereof		each add'l	$505
1.4e	Pre-construction Site Visit / Meeting (as requested)		hourly	$404
1.4f	Progress/Additional/Re-Inspection (as requested or required/phasing)		hourly	$404
2	**Sprinkler Systems/Underground/Hydrants/Standpipes/Pumps**			
2.1	Sprinkler System Plan Review (up to 3)			
	NFPA 13/13D/13R Systems			
2.1a	1-10 heads		each	$202
2.1b	11-100 heads (includes 1 riser)		each	$303
2.1c	100+ heads (includes 1 riser)		each	$404
2.1d	Each additional riser		each	$80
2.1e	Hydraulic Calculations (review)		hourly	$404
2.1f	Additional Plan Review (>3)		hourly	$404
2.2	Sprinkler System Inspection (includes initial and final)			
	NFPA 13/13D/13R Systems			
2.2a	1-10 heads		each	$404
2.2b	11-100 heads (includes 1 riser)		each	$706
2.2c	100+ heads (includes 1 riser)		each	$806
2.2d	Each additional riser		each	$122
2.2e	Hydrostatic Test (not required for 13D)		each	$808
2.2f	Weld Inspection		hourly	$404
2.2g	Progress/Additional/Re-Inspection (as requested or required/phasing)		hourly	$404
2.3	Underground Fire Line Plan Review (up to 3)		each	$404
2.3a	Additional Plan Review (>3)		hourly	$404
2.4	Underground Fire Line Inspection			
2.4a	Inspections (up to 3)		per system	$1,816

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Development Plan Review & Inspections
Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
2.4b	Additional Inspection		each	$404
2.4c	Underground Hydrostatic Test		each	$808
2.4d	Flush		each	$404
2.5	Hydrant Flow (Test and Inspection)		per hydrant	$505
2.6	Standpipe Systems Plan Review (up to 3)		per system	$404
2.7	Standpipe Systems Inspection			
2.7a	Visual Inspections (up to 5)		per system	$2,422
2.7b	Additional Inspection		each	$404
2.7c	Hydrostatic Test		each	$808
2.8	Fire Pump Plan Review			
2.8a	First pump		each	$404
2.8b	Each additional pump		each	$202
2.9	Fire Pump Inspection	[1]		
2.9a	First pump		each	$1,210
2.9b	Each additional pump		each	$707
3	**Alarm and Smoke Control Systems**			
3.1	Alarm System Plan Review (up to 3)			
3.1a	0-10 devices		flat	$606
3.1b	11-100 devices		flat	$808
3.1c	101+ devices		flat	$1,211
3.1d	Battery Calculations (review)		hourly	$404
3.1e	Resubmittal Plan Review		hourly	$404
3.2	Alarm System Inspection	[1]		
3.2a	1-10 devices		flat	$606
3.2b	Each additional device		each	$101
3.2c	Progress/Additional/Re-Inspection (as requested or required/phasing)		hourly	$404
3.3	Smoke Controls Plan Review (smoke & heat vents, barriers, enclosures, etc.)		minimum fee / per system	$808
3.4	Smoke Controls Plan Inspection/Test (smoke & heat vents, barriers, enclosures, etc.)	[1]	minimum fee / per system	$808
4	**Emergency Responder Radio Coverage Systems (ERRCS)**			
4.1	ERRCS Plan Review		each	$404
4.2	ERRCS Inspection / FD Test	[1]	each	$404
5	**Solar Photovoltaic (PV) and Energy Storage Systems (ESS)**			
5.1	Residential			
5.1a	Solar Photovoltaic (PV)	[2]	minimum fee	$404
5.1b	Solar PV with Energy Storage System (ESS)		minimum fee	$606
5.1c	Energy Storage System (ESS)		minimum fee	$404
5.2	Commercial			
5.2a	Solar Photovoltaic (PV)		minimum fee	$808
5.2b	Solar PV with Energy Storage System (ESS)		minimum fee	$1,414
5.2c	Energy Storage System (ESS)		minimum fee	$808

San Mateo Consolidated Fire Department

Fire Prevention and Life Safety
Development Plan Review & Inspections
Effective January 17, 2027

Fee No.	Fee Description	Notes	Fee Unit	Adopted Fee
6	**Other Systems (includes plan review and inspection, if needed)**	[1]		
6.1	Gas Systems (Med Gas, Industrial Gas, LPG)		each	$707
6.2	Hood & Duct Extinguishing System		each	$1,009
6.2a	Each additional system		each	$1,009
6.3	Pre-Action System with Alarm		each	$1,009
6.4	Refrigeration Systems		each	$808
6.5	Special Equipment (Ovens, Dust, Battery)		each	$808
6.6	Special Extinguishing System		each	$808
6.7	Spray Booths		each	$1,009
6.8	Water Tanks		per tank	$808
6.9	Underground and above ground storage tanks		per tank	$1,009

[Notes]

[1] All fees in this section are minimum base fees and include an initial inspection and one reinspection. Failure to comply with inspection program or second re-inspection will result in additional inspection fees per Section D, Item 17 of this fee schedule.

[2] For residential systems, the photovoltaic (PV) inspection is generally completed by the city or county Building Department, not the Fire Department.

2027 Master Fee Schedule Amendment

Request for adoption | Effective January 17, 2027

Presented by Deputy Fire Chief Eric Mackintosh and Fire Marshal Carisa Workman
San Mateo Consolidated Fire Department Board of Directors | November 18, 2026

1

Request to the Board

Adopt the resolution approving the 2027 amendment to the Master Fee Schedule today, effective January 17, 2027.

CPI
3.0% annual adjustment

Clarity
Fee descriptions and numbering

State 850
Restructured per state law

HazMat
Separate response item

Solar PV / ESS
Residential and commercial

MRIP
Fees reduced to match staff time

2

CPI: 3.4% published, 3% applied

3.4%

Published CPI

3.0%

Applied to fees

Resolution 2025-021, Section 5 caps the annual CPI adjustment at 3%. Staff applies the ceiling, not the full 3.4%.

Examples of the 3% adjustment

Fee	Adopted	Proposed
Hourly rate	$392	$404
Group B, very small business (0-1,500 sq ft)	$196	$202
Sprinkler system inspection, 11-100 heads	$685	$706

3

Clarifying language

Group I, Group E, and State 850

The descriptions now show which fee applies to each type of inspection.

Group I (Item 6) now lists what it covers: Hospitals, Jails, and Day Care at 7+ capacity with less than 24-hour care.

Group E (Item 3) is Education occupancies, public and private.

State 850 (Item 13) is the separate fire clearance inspection required for state licensing, charged by licensed capacity.

Auto Shops

Group S (Item 9) now names Auto Shops with Storage and Warehouse.

Alarm and Smoke Control

Alarm Systems (Section E, Item 3) now reads Alarm and Smoke Control Systems, matching what the item covers.

Added notes: five new State 850 notes cite the state law behind each no-charge facility type and confirm when capacity-tier fees apply. A solar note explains that residential PV inspections are generally completed by the city or county Building Department.

4

Structural corrections

Unique numbers

Section E used item number 2.3 twice. Every item and sub-item now has its own number.

Other Systems last

The catch-all category moved to the end of Section E, after the named system types.

Pre-Inspection first

Under State 850, the pre-inspection moved to the top. It can apply to a facility of any licensed capacity, so it leads the list.

5

State 850 Fire Clearance Inspections

Item	Facility	Adopted	Proposed
13a	Care Facility Pre-Inspection (on request)	$490	**$505**
13b	Community care residential facility, 6 or fewer		**No charge**
13c	RCFE, 6 or fewer	No charge	**No charge**
13d	Small family child care home, up to 8 children		**No charge**
13e	Large family child care home, 7-14 children		**No charge**
13f	State Licensing, 7-25 capacity	$588	**$606**
13g	State Licensing, 26-50 capacity	$686	**$707**
13h	State Licensing, 50+ capacity	$882	**$908**

Why it changed

State law bars fees for these facility types (HSC 1566.2, 1569.84, 1597.455, 1597.45/.46). Capacity-tier fees apply whether the 850 is triggered by licensure, renewal, or a change in capacity, ownership, location, or name.

6

HazMat response is now its own item

Before

HazMat shared one Emergency Response item with DUI and patient-assist response.

After: Item D.7

Emergency Response (HazMat) has its own vehicle and personnel rates.

Rate (hourly)	Adopted	Proposed
7a HazMat Vehicle	$205	**$211**
7b HazMat Personnel (each responder)	New line	**$404**

Both rates match existing apparatus and personnel rates already in the schedule. No new fee amount was introduced.

7

Solar PV and Energy Storage

Staff determined these inspections take less time than assumed in the single $980 per system fee adopted in December 2025. Fees are reduced and split into residential and commercial categories.

Residential (5.1)	Adopted	Proposed
Solar PV	$980	**$404**
Solar PV with ESS		**$606**
ESS	$980	**$404**

Commercial (5.2)	Adopted	Proposed
Solar PV	$980	**$808**
Solar PV with ESS		**$1,414**
ESS	$980	**$808**

Basis for the fees

Each fee is staff time at the $404 hourly rate: residential 1.0 hr (PV), 1.5 hr (PV with ESS), 1.0 hr (ESS); commercial 2.0 hr, 3.5 hr, 2.0 hr. General Counsel confirms Government Code 66015 limits city and county permit charges, not the Department's fees for its own services.

8

MRIP: the largest change

Multi-Residential Inspection Program fee = staff time x fully burdened hourly rate

30 min

removed from every MRIP inspection, any building size

2,033

MRIP inspections per year

Automated steps

- Identify buildings due for inspection
- Update property records
- Create the inspection record
- Assign and send it to the inspector

Fees stay at the documented cost of service. No fee was reduced below cost.

9

MRIP fees by tier

Tier	Adopted	Proposed	Change	Volume
3-4 units	$882	$572	-35%	401
5-10 units	$1,176	$875	-26%	875
11-100 units	$1,469	$1,313	-11%	731
101-200 units	$2,645	$2,525	-5%	21
201-300 units	$3,820	$3,737	-2%	5
300+ units	$4,996	$4,949	-1%	0
Annual total	**$2,531,166**	**$2,026,510**	**-$504,656**	**2,033**

Adopted = fees adopted December 2025. Proposed = reduced staff time at the $404 rate, which already includes the 3% CPI adjustment. Volume = current audited MRIP assignment list; the December 2025 study assumed 1,680.

-$504,656

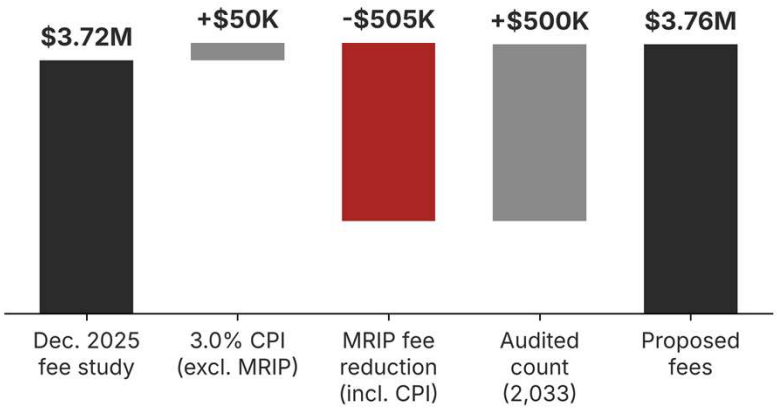
estimated annual revenue

Smaller buildings see the largest cut because fixed administrative time weighs more in their cost. The 3-4 and 5-10 unit tiers also assume an inspector completes more than one such inspection per drive, reducing drive time per inspection.

10

Fiscal impact

Fire Prevention and Life Safety Fund (Fund 310), estimated annual fee revenue



Changes offset

Estimated revenue stays at about $3.7 million, in line with the December 2025 study.

100% cost recovery

Maintained. No fee set below documented cost.

About $300,000

Fund 310 balance, end of fiscal year 25-26.

11

Recovered capacity

The fee reduction is staff time no longer spent. That time returns to the Department.

1,440 hrs

returned annually across 2,033 inspections

2/3

of a full-time position

$580,000

value at the fully burdened rate if fully redirected

This capacity can be redirected to other fee-generating work. How much of it converts to revenue depends on demand for other Department services, and it is not included in the revenue estimates.

12

Alternative considered

The alternative

Accept less than 100% cost recovery on some or all fees, and ask the member cities to fund any shortfall.

Staff does not recommend it

It shifts the cost of fee-based services from the parties receiving them to the member cities' general funds.

- Delays the Fund 310 reserve target of 25% of annual operating costs
- Lengthens the time required for the fund to recover
- Fees rose 25% or more in February 2026, but this amendment moves the other way for most payers: MRIP fees drop 11% to 35% for 2,007 of the program's 2,033 buildings

Adoption and effective date

November 18, 2026

Fire Board adopts the resolution at this meeting

60 days

Gov Code 66017 effective-date requirement

January 17, 2027

Amended Master Fee Schedule takes effect

Recommended action: adopt the resolution approving the 2027 amendment to the Master Fee Schedule.

Notice of this hearing was published twice, once a week for two successive weeks, per Government Code sections 6066, 6062a and 66018. Cost data was available to the public at least ten days before the meeting per section 66016.

Questions

Appendix A: Redline, MRIP and State 850

11	Hotels, Motels, Apartments and Condominiums (MRIP)	[7]			
11a	3-4 Units per Building		minimum fee	$882	$572
11b	5-10 Units per Building		minimum fee	$1,176	$875
11c	11-100 Units per Building		minimum fee	$1,469	$1,313
11d	101-200 Units per Building		minimum fee	$2,645	$2,525
11e	201-300 Units per building		minimum fee	$3,820	$3,737
11f	300+ Units per Building		minimum fee	$4,996	$4,949
12	High-Rise (75+ft)				
12a	Base Fee (Plus per floor fee below)		minimum fee	$717	$739
12b	Per Floor		each	$196	$202
13	State 850 Fire Clearance Inspections	[11]			
13a	Care Facility Pre-Inspection (upon request of prospective licensee)	[3]	per occurrence / trip	$490	$505
13b	Residential Facility (Community Care Facility), 6 or fewer clients	[8]	per facility		no charge
13c	Residential Care Facility for the Elderly (RCFE), 6 or fewer clients	[2]	per facility	no charge	no charge
13d	Small Family Child Care Home, up to 8 children	[9]	per facility		no charge
13e	Large Family Child Care Home, 7-14 children	[10]	per facility		no charge
13f	State Licensing Inspection 7-25 Capacity	[10][12]	per occurrence / trip	$588	$606
13g	State Licensing Inspection 26-50 Capacity	[12]	per occurrence / trip	$686	$707
13h	State Licensing Inspection 50+ Capacity	[12]	per occurrence / trip	$882	$908

Red = proposed change; strikethrough = removed. Full redline is Attachment B.

15

Appendix B: Redline, Solar PV and ESS

5	Solar Photovoltaic (PV) and Energy Storage Systems (ESS)				
5.1	Residential				
5.1a	Solar Photovoltaic (PV)	[2]	minimum fee	$980	$404
5.1b	Solar PV with Energy Storage System (ESS)		minimum fee		$606
5.1c	Energy Storage System (ESS)		minimum fee	$980	$404
5.2	Commercial				
5.2a	Solar Photovoltaic (PV)		minimum fee	$980	$808
5.2b	Solar PV with Energy Storage System (ESS)		minimum fee		$1,414
5.2c	Energy Storage System (ESS)		minimum fee	$980	$808

Each fee is staff time multiplied by the $404 hourly rate.

16

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Matt Turturici, Fire Chief

Meeting Date: November 18, 2026

Subject: **Addition of a Second Fleet Mechanic I/II Position**

RECOMMENDATION

Adopt a resolution to approve the following to be implemented and applied to the 2026-27 operating budget:

- Temporarily defund the vacant Administrative Assistant full-time position, with the intent to restore funding for the position in a future budget cycle.
- Create and fund one (1) additional Fleet Mechanic I/II full-time position, increasing the number of authorized Fleet Mechanic I/II positions from one (1) to two (2).
- Amend the fiscal year 2026-27 operating budget to transfer the associated salary and benefit appropriations from Administration to Operations.

BACKGROUND

On January 24, 2024, the Board of Directors approved the creation and funding of a Fleet Mechanic I/II position to bring apparatus repair, maintenance, and state and federally mandated inspections in-house. Prior to that action, all apparatus maintenance and repairs were performed by outside vendors, many located in or near Sacramento. This reliance on outside vendors resulted in excessive fuel and overtime costs to transport apparatus, extended repair times, added wear and tear on apparatus, and limited control over the scheduling of repairs and maintenance.

The Fleet Mechanic position was filled on October 14, 2024, and the in-house maintenance program has since been established at The Shop located at 31 Karen Road in Belmont. The program has already completed a high volume of in-house inspections and repairs, significantly reducing reliance on external vendors. As a result, overall turnaround times have improved, allowing the fleet to return to service more quickly and consistently.

While the in-house program has been successful, a single mechanic cannot keep pace with the full maintenance, repair, and inspection needs of the Department's fleet. The industry benchmark for specialized heavy-duty vehicles—such as frontline fire engines, aerial ladder trucks, and commercial diesel trucks—suggests a staffing ratio of approximately 10 to 12 heavy apparatus per mechanic. The industry benchmark for daily staff driven vehicles is 35 vehicles per mechanic. The workload continues to exceed the capacity of one position, and when the mechanic is on leave or attending training, there is no in-house coverage. In those instances, apparatus may need to be sent to outside vendors,

reintroducing the costs and delays the program was designed to eliminate. Additional coverage is necessary so that the Department does not rely on a single point of contact for fleet services.

ANALYSIS

The Department's fleet currently consists of 34 front-line and reserve apparatus and 36 staff and support vehicles. These vehicles require ongoing preventive maintenance, annual pump and aerial testing, and state and federally mandated inspections completed within required timeframes. With one mechanic, the Department has had to prioritize critical repairs and required annual services, while deferring required DOT 90-day inspections and NFPA required pump testing which is a critical issue for the safety of our crews.

Adding a second Fleet Mechanic will allow the Department to complete a greater share of repairs, maintenance, and inspections in-house, reduce the time apparatus are out of service, and provide coverage during leave and training. It will also continue to reduce reliance on outside vendors and the associated labor rates, parts markup, transport, and overtime costs. In addition, two mechanics working together will be able to safely perform work that requires more than one person.

To help fund the new position, staff recommends temporarily defunding the vacant Administrative Assistant position. The position will remain an authorized position, and further discussion on the future funding of the position will be part of the upcoming year's budget process.

The fleet repair vehicle, tools, equipment, and facility improvements purchased for the initial program are already in place. As a result, upfront costs for the second position are expected to be limited to uniforms, safety equipment, and training, estimated at $2,000.00.

FISCAL IMPACT

The total annual compensation for the Mechanic position is estimated to range from $164,000 to $209,000, with the cost for the remainder of FY 2026–27 estimated at $82,000 to $104,500. The position's cost will be partially offset by the temporary defunding of the Administrative Assistant position, which is expected to remain vacant and unfunded from November through the remainder of FY 2026–27. The ability to add back the funding for the Administrative Assistant can be discussed as part of the FY 2027-28 budget process. Savings associated with the Administrative Assistant vacancy will be limited to the applicable portion of the current fiscal year and will not reflect the full annual budgeted position cost of approximately $121,000. Overall, approximately $70,000 is estimated in savings in FY 2026-27, however, that will not cover the estimated new costs of $82,000-$104,500 this year. In addition, an estimated $35,000 in cost savings is anticipated through further reductions in the use of third-party vendors for staff and support vehicle repairs and maintenance. The remaining costs will be absorbed within the General Fund's operating budget.

With Board approval of the recommended action, staff will begin recruitment immediately with the goal of filling the position as soon as possible. As such, this position will be incorporated into the fiscal year 2026-27 operating budget.

The Fleet Mechanic I/II position will be part of the AFSCME General Unit.

ATTACHMENTS

A. Resolution

RESOLUTION NO. RES-2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT APPROVING THE ADDITION OF A SECOND FLEET MECHANIC I/II POSITION, TEMPORARILY DEFUNDING THE VACANT ADMINISTRATIVE ASSISTANT POSITION, AND AMENDING THE FISCAL YEAR 2026-27 OPERATING BUDGET

WHEREAS, on January 24, 2024, the Board of Directors approved the creation and funding of a Fleet Mechanic I/II position to bring apparatus repair, maintenance, and state and federally mandated inspections in-house; and,

WHEREAS, the Fleet Mechanic I/II position was filled on October 14, 2024, and the in-house maintenance program has since been established at The Shop located at 31 Karen Road in Belmont, significantly reducing reliance on outside vendors and improving turnaround times; and,

WHEREAS, the Department's fleet currently consists of 34 front-line and reserve apparatus and 36 staff and support vehicles, which exceeds industry staffing benchmarks of approximately 10 to 12 heavy apparatus per mechanic and 35 staff vehicles per mechanic; and,

WHEREAS, a single mechanic cannot keep pace with the full maintenance, repair, and inspection needs of the Department's fleet, including required DOT 90-day inspections and NFPA required pump testing, and there is no in-house coverage when the mechanic is on leave or attending training; and ,

WHEREAS, additional coverage is necessary so that the Department does not rely on a single point of contact for fleet services; and,

WHEREAS, the addition of a second Fleet Mechanic I/II position will allow the Department to complete a greater share of repairs, maintenance, and inspections in-house, reduce apparatus out-of-service time, and further reduce the use of outside vendors; and,

WHEREAS, to help fund the new position, staff recommends temporarily defunding the vacant Administrative Assistant position, which will remain an authorized position, with the intent to restore its funding in a future budget cycle.

NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. The vacant Administrative Assistant full-time position is temporarily defunded. The position shall remain an authorized position, with the intent to restore funding for the position in a future budget cycle.

2. One (1) additional Fleet Mechanic I/II full-time position is hereby created and funded, increasing the number of authorized Fleet Mechanic I/II positions from one (1) to two (2). The position shall be part of the AFSCME General Unit, with an annual salary range of $103,147.20 to $138,257.60.
3. The Fire Chief, or designee, is authorized to take all actions necessary to implement this resolution.

***

PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 18th day of November, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Board Secretary

Board President

APPROVED AS TO FORM:

William D. Ross, General Counsel

Operations Update

Report to the Fire Board | November 2026



Deputy Fire Chief of Operations Anthony Agresti

1

Call Volume

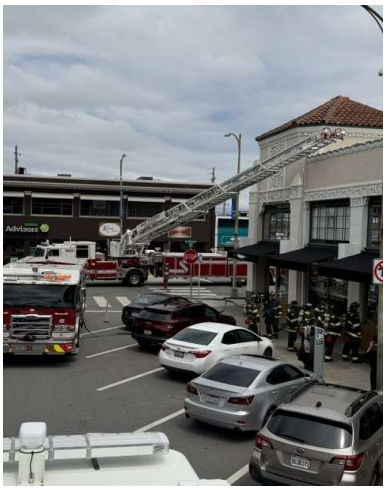
13,755

Incidents, 2026 year to date

15,759

Incidents, all of 2025

19,682 apparatus responses in 2025



2026 is tracking close to last year's total, with about seven weeks still to go.

Emergency medical calls made up about 69% of 2025 incidents (10,808).

2025 source: SMC Fire 2025 Annual Report

2

Average Response Time

5:37

2026 year to date

5 minutes, 37 seconds

5:38

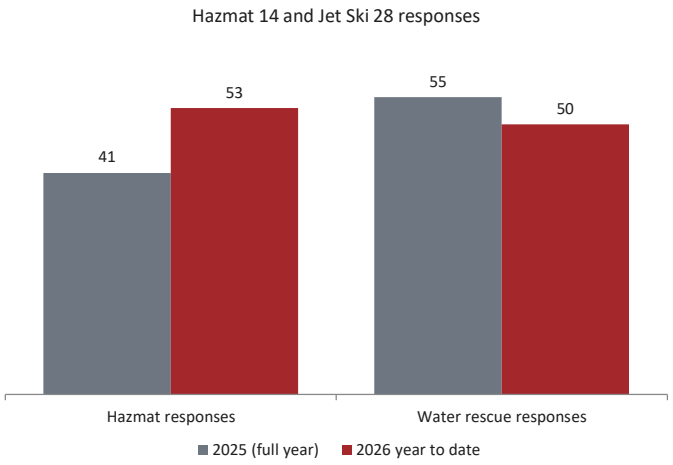
2025

5 minutes, 38 seconds

One second faster, with call volume tracking last year

3

Special Operations



+29%

Hazmat already above all of 2025

53 so far this year vs. 41 last year

50

Water rescues, on pace with 2025

55 for all of last year

4

New Special Operations Equipment

2

New jet skis

Delivered for our water rescue team, the busiest in the Bay Area for water-related responses.

1

New UTV

Off-road vehicle for fires and emergencies in our open space areas, where engines can't reach.

5

Mutual Aid Deployments

6

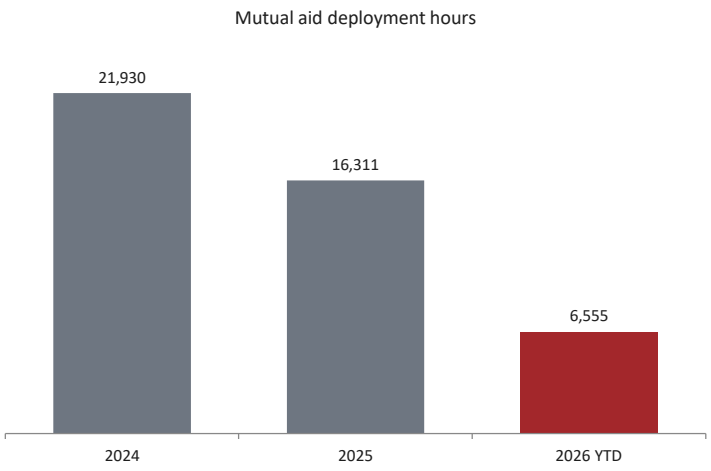
Out-of-county deployments in 2026

10 in 2025

6,555

Deployment hours in 2026

16,311 hours in 2025



6

Preparedness and Outreach

Great ShakeOut EOC Training

October 2026 | Belmont, Foster City and San Mateo

Emergency Operations Center training with all three cities, practicing earthquake response and coordination.

Fire Ops 101

A success

Participants stepped into firefighters' boots to experience the work our crews do every day.

7

Welcoming Our Newest Members



Badge Pinning Ceremony | September 15, 2026

5

New firefighters

Starting the academy in January

4

Lateral firefighters

Ready to join as vacancies open

8



Questions?

9