



SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 08/02/2026

JOB CODE	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



SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 08/02/2026

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



SAN MATEO CONSOLIDATED FIRE DEPARTMENT
MASTER SALARY SCHEDULE

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