



San Mateo Consolidated Fire Department

Merit Salary Schedule

Effective Date: 07/21/2024 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	36.50	2,920.28	6,327.28	75,927.36
			STEP 2	38.15	3,052.46	6,613.67	79,364.04
			STEP 3	39.85	3,187.99	6,907.32	82,887.84
			STEP 4	41.64	3,331.33	7,217.88	86,614.56
			STEP 5	43.53	3,481.92	7,544.15	90,529.80
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	43.76	3,500.82	7,585.10	91,021.20
			STEP 2	45.69	3,656.10	7,921.55	95,058.60
			STEP 3	47.78	3,821.88	8,280.75	99,369.00
			STEP 4	49.96	3,996.50	8,659.09	103,909.08
			STEP 5	52.17	4,173.90	9,043.44	108,521.28
2106	BUSINESS MANAGER	E	STEP 1	59.18	4,733.84	10,256.66	123,079.92
			STEP 2	61.83	4,946.46	10,717.34	128,608.08
			STEP 3	64.62	5,169.42	11,200.40	134,404.80
			STEP 4	67.53	5,401.79	11,703.87	140,446.44
			STEP 5	70.56	5,644.59	12,229.95	146,759.40
5110	CENTRAL SERVICES WORKER	NE	STEP 1	24.32	1,945.68	4,215.64	50,587.68
			STEP 2	25.42	2,033.60	4,406.14	52,873.68
			STEP 3	26.55	2,125.32	4,604.86	55,258.32
			STEP 4	27.75	2,219.86	4,809.69	57,716.28
2410	DEPUTY FIRE CHIEF	E	STEP 1	127.42	10,193.43	22,085.76	265,029.12
			STEP 2	132.98	10,638.58	23,050.26	276,603.12
			STEP 3	138.80	11,103.77	24,058.17	288,698.04
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	73.59	5,887.49	12,756.23	153,074.76
			STEP 2	76.84	6,148.05	13,320.78	159,849.36
			STEP 3	80.39	6,430.92	13,933.66	167,203.92
			STEP 4	84.01	6,719.67	14,559.28	174,711.36
			STEP 5	87.75	7,020.16	15,210.34	182,524.08
2415	EMERGENCY MEDICAL SERVICES MGR	E	STEP 1	78.11	6,248.48	13,538.38	162,460.56
			STEP 2	81.62	6,529.54	14,147.33	169,767.96
			STEP 3	85.29	6,823.40	14,784.03	177,408.36
			STEP 4	89.14	7,130.70	15,449.85	185,398.20
			STEP 5	93.15	7,452.08	16,146.17	193,754.04
5346	EMERGENCY SERVICES ANALYST I	NE	STEP 1	46.94	3,755.13	8,136.12	97,633.44
			STEP 2	49.07	3,925.66	8,505.59	102,067.08
			STEP 3	51.24	4,099.56	8,882.37	106,588.44
			STEP 4	53.56	4,284.68	9,283.47	111,401.64
			STEP 5	55.94	4,475.42	9,696.74	116,360.88



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2150	EMERGENCY SERVICES ANALYST II	E	STEP 1	51.53	4,123.13	8,933.45	107,201.40
			STEP 2	53.89	4,310.49	9,339.40	112,072.80
			STEP 3	56.28	4,502.34	9,755.08	117,060.96
			STEP 4	58.81	4,705.41	10,195.05	122,340.60
			STEP 5	61.44	4,915.20	10,649.59	127,795.08
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	64.70	5,175.97	11,214.60	134,575.20
			STEP 2	67.61	5,408.88	11,719.23	140,630.76
			STEP 3	70.65	5,652.28	12,246.61	146,959.32
			STEP 4	73.85	5,906.63	12,797.70	153,572.40
			STEP 5	77.15	6,172.43	13,373.60	160,483.20
2085	FIRE BAT CHIEF-40	E	STEP 1	98.77	7,901.87	17,120.72	205,448.64
			STEP 2	103.58	8,286.61	17,954.33	215,451.96
			STEP 3	108.63	8,690.63	18,829.70	225,956.40
			STEP 4	113.93	9,114.49	19,748.06	236,976.72
			STEP 5	119.50	9,559.95	20,713.23	248,558.76
2086	FIRE BAT CHIEF-56	E	STEP 1	70.55	7,901.87	17,120.72	205,448.64
			STEP 2	73.99	8,286.61	17,954.33	215,451.96
			STEP 3	77.59	8,690.63	18,829.70	225,956.40
			STEP 4	81.38	9,114.49	19,748.06	236,976.72
			STEP 5	85.36	9,559.95	20,713.23	248,558.76
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 1	76.67	6,133.45	13,289.15	159,469.80
			STEP 2	80.10	6,407.87	13,883.72	166,604.64
			STEP 3	83.64	6,690.50	14,496.09	173,953.08
3120	FIRE CAPTAIN-56	NE	STEP 1	54.77	6,133.45	13,289.15	159,469.80
			STEP 2	57.22	6,407.87	13,883.72	166,604.64
			STEP 3	59.74	6,690.50	14,496.09	173,953.08
1150	FIRE CHIEF	E	STEP 1	132.45	10,595.90	22,957.79	275,493.48
			STEP 2	139.07	11,125.70	24,105.69	289,268.28
			STEP 3	146.02	11,681.99	25,310.97	303,731.64
2430	FIRE MARSHAL	E	STEP 1	96.18	7,694.90	16,672.28	200,067.36
			STEP 2	101.00	8,079.64	17,505.89	210,070.68
			STEP 3	106.05	8,483.66	18,381.26	220,575.12
			STEP 4	111.34	8,907.52	19,299.62	231,595.44
			STEP 5	116.92	9,352.98	20,264.79	243,177.48



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3175	FIRE PREV INSPECT I	NE	STEP 1	58.15	4,652.71	10,080.87	120,970.44
			STEP 2	60.77	4,861.64	10,533.56	126,402.72
			STEP 3	63.55	5,083.47	11,014.19	132,170.28
			STEP 4	66.40	5,312.35	11,510.09	138,121.08
			STEP 5	69.37	5,550.61	12,026.33	144,315.96
3178	FIRE PREV INSPECT II	NE	STEP 1	63.98	5,118.69	11,090.50	133,086.00
			STEP 2	66.87	5,348.74	11,588.94	139,067.28
			STEP 3	69.85	5,588.18	12,107.73	145,292.76
			STEP 4	73.00	5,839.37	12,651.96	151,823.52
			STEP 5	76.28	6,103.45	13,224.15	158,689.80
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	50.07	4,006.02	8,679.72	104,156.64
			STEP 2	52.32	4,186.05	9,069.78	108,837.36
			STEP 3	54.68	4,374.10	9,477.21	113,726.52
3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	35.75	4,006.02	8,679.72	104,156.64
			STEP 2	37.38	4,186.05	9,069.78	108,837.36
			STEP 3	39.06	4,374.10	9,477.21	113,726.52
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 0	56.53	4,521.17	9,795.87	117,550.44
			STEP 1	58.91	4,712.80	10,211.07	122,532.84
			STEP 2	61.49	4,919.86	10,659.70	127,916.40
			STEP 3	64.29	5,143.34	11,143.91	133,726.92
			STEP 4	67.24	5,378.32	11,653.02	139,836.24
			STEP 5	70.26	5,619.86	12,176.37	146,116.44
3140	FIREFIGHTER-56	NE	STEP 0	40.38	4,521.17	9,795.87	117,550.44
			STEP 1	42.08	4,712.80	10,211.07	122,532.84
			STEP 2	43.92	4,919.86	10,659.70	127,916.40
			STEP 3	45.92	5,143.34	11,143.91	133,726.92
			STEP 4	48.03	5,378.32	11,653.02	139,836.24
			STEP 5	50.18	5,619.86	12,176.37	146,116.44
2078	FLEET & FACILITIES MANAGER	E	STEP 1	67.51	5,400.71	11,701.53	140,418.36
			STEP 2	70.64	5,642.68	12,225.81	146,709.72
			STEP 3	73.71	5,896.78	12,776.35	153,316.20
			STEP 4	77.02	6,161.86	13,350.69	160,208.28
			STEP 5	80.50	6,440.15	13,953.65	167,443.80
5106	FLEET MECHANIC I	NE	STEP 1	46.74	3,738.76	8,100.65	97,207.80
			STEP 2	48.83	3,906.51	8,464.10	101,569.20
			STEP 3	51.02	4,081.94	8,844.21	106,130.52
			STEP 4	53.31	4,265.04	9,240.93	110,891.16
			STEP 5	55.68	4,454.72	9,651.90	115,822.80



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5107	FLEET MECHANIC II	NE	STEP 1	52.54	4,203.63	9,107.87	109,294.44
			STEP 2	54.91	4,393.32	9,518.85	114,226.20
			STEP 3	57.37	4,589.58	9,944.08	119,328.96
			STEP 4	59.96	4,796.80	10,393.06	124,716.72
			STEP 5	62.65	5,011.70	10,858.68	130,304.16
2023	MGMT ANALYST I	NE	STEP 1	46.94	3,755.13	8,136.12	97,633.44
			STEP 2	49.07	3,925.66	8,505.59	102,067.08
			STEP 3	51.24	4,099.56	8,882.37	106,588.44
			STEP 4	53.56	4,284.68	9,283.47	111,401.64
			STEP 5	55.94	4,475.42	9,696.74	116,360.88
2022	MGMT ANALYST II	E	STEP 1	51.53	4,123.13	8,933.45	107,201.40
			STEP 2	53.89	4,310.49	9,339.40	112,072.80
			STEP 3	56.28	4,502.34	9,755.08	117,060.96
			STEP 4	58.81	4,705.41	10,195.05	122,340.60
			STEP 5	61.44	4,915.20	10,649.59	127,795.08
5230	OFFICE ASSISTANT I	NE	STEP 1	26.45	2,115.29	4,583.12	54,997.44
			STEP 2	27.61	2,209.47	4,787.19	57,446.28
			STEP 3	28.82	2,305.80	4,995.89	59,950.68
			STEP 4	30.14	2,411.69	5,225.32	62,703.84
			STEP 5	31.49	2,519.72	5,459.40	65,512.80
5430	OFFICE ASSISTANT II	NE	STEP 1	31.88	2,550.58	5,526.26	66,315.12
			STEP 2	33.48	2,677.76	5,801.82	69,621.84
			STEP 3	35.15	2,811.86	6,092.37	73,108.44
			STEP 4	36.90	2,952.36	6,396.77	76,761.24
			STEP 5	38.75	3,100.29	6,717.30	80,607.60
5460	SYSTEMS ANALYST I	NE	STEP 1	51.68	4,134.23	8,957.49	107,489.88
			STEP 2	53.98	4,319.87	9,359.72	112,316.64
			STEP 3	56.40	4,512.19	9,776.42	117,317.04
			STEP 4	59.00	4,720.07	10,226.82	122,721.84
			STEP 5	61.63	4,930.16	10,682.01	128,184.12
2033	SYSTEMS ANALYST II	E	STEP 1	59.73	4,779.61	10,355.83	124,269.96
			STEP 2	62.42	4,993.13	10,818.45	129,821.40
			STEP 3	65.20	5,218.39	11,306.51	135,678.12
			STEP 4	68.20	5,455.38	11,819.99	141,839.88
			STEP 5	71.23	5,700.58	12,351.25	148,215.00