



San Mateo Consolidated Fire Department

Merit Salary Schedule

Effective Date: 07/07/2024 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	33.49	2,679.16	5,804.84	69,658.08
			STEP 2	35.00	2,800.43	6,067.59	72,811.08
			STEP 3	36.56	2,924.76	6,336.99	76,043.88
			STEP 4	38.20	3,056.27	6,621.91	79,462.92
			STEP 5	39.94	3,194.42	6,921.24	83,054.88
5025	ADMINISTRATIVE TECHNICIAN	NE	STEP 1	40.52	3,241.50	7,023.24	84,278.88
			STEP 2	42.31	3,385.28	7,334.77	88,017.24
			STEP 3	44.24	3,538.78	7,667.36	92,008.32
			STEP 4	46.26	3,700.47	8,017.68	96,212.16
			STEP 5	48.31	3,864.72	8,373.56	100,482.72
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	23.38	1,870.85	4,053.50	48,642.00
			STEP 2	24.44	1,955.39	4,236.67	50,840.04
			STEP 3	25.53	2,043.58	4,427.75	53,133.00
			STEP 4	26.68	2,134.48	4,624.70	55,496.40
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	71.66	5,732.55	12,420.53	149,046.36
			STEP 2	74.88	5,990.40	12,979.20	155,750.40
			STEP 3	78.25	6,260.00	13,563.33	162,759.96
			STEP 4	81.78	6,541.92	14,174.17	170,090.04
			STEP 5	85.46	6,836.77	14,813.00	177,756.00
2482	EMERGENCY SERVICES MANAGER	E	STEP 1	59.36	4,748.59	10,288.62	123,463.44
			STEP 2	62.03	4,962.27	10,751.59	129,019.08
			STEP 3	64.82	5,185.58	11,235.42	134,825.04
			STEP 4	67.75	5,418.93	11,741.01	140,892.12
			STEP 5	70.78	5,662.78	12,269.36	147,232.32

* Revised Salary Schd. due to FB action on 12/4/24 – salary correction for Fire Chief 1150. L2400 FF & BC, FF Trainee, Fire Chief, Deputy Fire Chief MOU increase. All Classif. 40 hrs/wk unless noted.



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5345	EMERGENCY SERVICES SPECIALIST	NE	STEP 1	33.49	2,679.16	5,804.84	69,658.08
			STEP 2	35.00	2,800.43	6,067.59	72,811.08
			STEP 3	36.56	2,924.76	6,336.99	76,043.88
			STEP 4	38.20	3,056.27	6,621.91	79,462.92
			STEP 5	39.94	3,194.42	6,921.24	83,054.88
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	137.75	11,019.74	23,876.11	286,513.32
			STEP 2	144.63	11,570.73	25,069.91	300,838.92
			STEP 3	151.87	12,149.27	26,323.41	315,880.92
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
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

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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	63.09	5,047.39	10,936.01	131,232.12
			STEP 2	66.02	5,273.53	11,425.99	137,111.88
			STEP 3	68.89	5,511.00	11,940.51	143,286.12
			STEP 4	71.98	5,758.74	12,477.28	149,727.36
			STEP 5	75.23	6,018.83	13,040.79	156,489.48
5106	FLEET MECHANIC I	NE	STEP 1	44.94	3,594.96	7,789.09	93,469.08
			STEP 2	46.95	3,756.26	8,138.56	97,662.72
			STEP 3	49.06	3,924.95	8,504.05	102,048.60
			STEP 4	51.26	4,101.00	8,885.51	106,626.12
			STEP 5	53.54	4,283.39	9,280.67	111,368.04
5107	FLEET MECHANIC II	NE	STEP 1	50.52	4,041.96	8,757.57	105,090.84
			STEP 2	52.80	4,224.34	9,152.74	109,832.88
			STEP 3	55.16	4,413.06	9,561.62	114,739.44
			STEP 4	57.65	4,612.31	9,993.33	119,919.96
			STEP 5	60.24	4,818.94	10,441.04	125,292.48

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2023	MGMT ANALYST I	NE	STEP 1	43.87	3,509.47	7,603.85	91,246.20
			STEP 2	45.86	3,668.84	7,949.15	95,389.80
			STEP 3	47.89	3,831.36	8,301.28	99,615.36
			STEP 4	50.06	4,004.37	8,676.14	104,113.68
			STEP 5	52.28	4,182.63	9,062.37	108,748.44
2022	MGMT ANALYST II	E	STEP 1	48.16	3,853.39	8,349.02	100,188.24
			STEP 2	50.36	4,028.50	8,728.41	104,740.92
			STEP 3	52.60	4,207.80	9,116.90	109,402.80
			STEP 4	54.96	4,397.58	9,528.08	114,336.96
			STEP 5	57.42	4,593.64	9,952.89	119,434.68
5230	OFFICE ASSISTANT I	NE	STEP 1	25.43	2,033.93	4,406.85	52,882.20
			STEP 2	26.55	2,124.49	4,603.07	55,236.84
			STEP 3	27.71	2,217.11	4,803.74	57,644.88
			STEP 4	28.98	2,318.93	5,024.35	60,292.20
			STEP 5	30.28	2,422.81	5,249.42	62,993.04
5430	OFFICE ASSISTANT II	NE	STEP 1	30.65	2,452.48	5,313.71	63,764.52
			STEP 2	32.19	2,574.77	5,578.67	66,944.04
			STEP 3	33.80	2,703.72	5,858.05	70,296.60
			STEP 4	35.48	2,838.80	6,150.74	73,808.88
			STEP 5	37.26	2,981.05	6,458.94	77,507.28
5460	SYSTEMS ANALYST I	NE	STEP 1	48.53	3,881.90	8,410.79	100,929.48
			STEP 2	50.69	4,056.22	8,788.47	105,461.64
			STEP 3	52.96	4,236.80	9,179.74	110,156.88
			STEP 4	55.40	4,431.99	9,602.65	115,231.80
			STEP 5	57.87	4,629.26	10,030.06	120,360.72
2033	SYSTEMS ANALYST II	E	STEP 1	56.08	4,487.90	9,723.78	116,685.36
			STEP 2	58.61	4,688.39	10,158.17	121,898.04
			STEP 3	61.22	4,899.90	10,616.44	127,397.28
			STEP 4	64.04	5,122.42	11,098.58	133,182.96
			STEP 5	66.88	5,352.66	11,597.42	139,169.04

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