



**SAN MATEO CONSOLIDATED FIRE DEPARTMENT  
MASTER SALARY SCHEDULE**

EFFECTIVE DATE: 07/20/2025

JOB CODE	TITLE	E = Exempt   NE		HOURLY	BIWEEKLY	MONTHLY	ANNUAL
		= Non-Exempt	STEPS				
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
2086	FIRE BAT CHIEF-56	E	STEP 4	85.3218	9556.0423	20704.7583	248457.1000



SAN MATEO CONSOLIDATED FIRE DEPARTMENT  
 MASTER SALARY SCHEDULE

EFFECTIVE DATE: 07/20/2025

2086	FIRE BAT CHIEF-56	E	STEP 5	89.4483	10018.2104	21706.1225	260473.4700
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 1	82.9166	6633.3303	14372.2157	172466.5887
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 2	86.6264	6930.1122	15015.2432	180182.9182
3121	FIRE CAPTAIN-40 (LT DUTY)	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 INSPECT I	NE	STEP 1	62.8988	5031.9050	10902.4609	130829.5309
3175	FIRE PREV INSPECT I	NE	STEP 2	65.7233	5257.8670	11392.0451	136704.5417
3175	FIRE PREV INSPECT I	NE	STEP 3	68.7222	5497.7753	11911.8465	142942.1578
3175	FIRE PREV INSPECT I	NE	STEP 4	71.8163	5745.3057	12448.1623	149377.9480
3175	FIRE PREV INSPECT I	NE	STEP 5	75.0374	6002.9889	13006.4759	156077.7107
3178	FIRE PREV INSPECT II	NE	STEP 1	69.1983	5535.8657	11994.3758	143932.5090
3178	FIRE PREV INSPECT II	NE	STEP 2	72.3083	5784.6640	12533.4386	150401.2633
3178	FIRE PREV INSPECT II	NE	STEP 3	75.5452	6043.6200	13094.5100	157134.1199
3178	FIRE PREV INSPECT II	NE	STEP 4	78.9409	6315.2745	13683.0947	164197.1369
3178	FIRE PREV INSPECT II	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 (LT DUTY)	NE	STEP 0	61.1206	4889.6462	10594.2334	127130.8009
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 1	63.7112	5096.8949	11043.2722	132519.2665
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 2	66.5104	5320.8303	11528.4656	138341.5866
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 3	69.5316	5562.5255	12052.1387	144625.6640
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 4	72.7081	5816.6498	12602.7411	151232.8936
3144	FIREFIGHTER-40 (LT DUTY)	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 MECHANIC I	NE	STEP 1	48.1366	3850.9244	8343.6695	100124.0340
5106	FLEET MECHANIC I	NE	STEP 2	50.2963	4023.7029	8718.0230	104616.2760
5106	FLEET MECHANIC I	NE	STEP 3	52.5550	4204.4014	9109.5363	109314.4356
5106	FLEET MECHANIC I	NE	STEP 4	54.9124	4392.9960	9518.1579	114217.8948
5106	FLEET MECHANIC I	NE	STEP 5	57.3546	4588.3648	9941.4570	119297.4840
5107	FLEET MECHANIC II	NE	STEP 1	54.1218	4329.7413	9381.1061	112573.2732
5107	FLEET MECHANIC II	NE	STEP 2	56.5639	4525.1148	9804.4155	117652.9860
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



SAN MATEO CONSOLIDATED FIRE DEPARTMENT  
MASTER SALARY SCHEDULE

EFFECTIVE DATE: 07/20/2025

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