



San Mateo Consolidated Fire Department

Merit Salary Schedule

Effective Date: 07/23/2023 *

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	120.05	9,604.22	20,809.15	249,709.80
			STEP 2	125.45	10,036.41	21,745.56	260,946.72
			STEP 3	131.10	10,488.05	22,724.11	272,689.32
3160	DEPUTY FIRE MARSHAL	NE	STEP 1	71.45	5,716.01	12,384.69	148,616.28
			STEP 2	74.60	5,968.98	12,932.80	155,193.60
			STEP 3	78.05	6,243.61	13,527.83	162,333.96
			STEP 4	81.56	6,523.95	14,135.22	169,622.64
			STEP 5	85.19	6,815.69	14,767.32	177,207.84
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



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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	92.87	7,429.44	16,097.11	193,165.32
			STEP 2	97.45	7,795.86	16,891.03	202,692.36
			STEP 3	102.26	8,180.64	17,724.71	212,696.52
			STEP 4	107.30	8,584.31	18,599.34	223,192.08
			STEP 5	112.61	9,008.56	19,518.55	234,222.60
2086	FIRE BAT CHIEF-56	E	STEP 1	66.33	7,429.44	16,097.11	193,165.32
			STEP 2	69.61	7,795.86	16,891.03	202,692.36
			STEP 3	73.04	8,180.64	17,724.71	212,696.52
			STEP 4	76.65	8,584.31	18,599.34	223,192.08
			STEP 5	80.43	9,008.56	19,518.55	234,222.60
3121	FIRE CAPTAIN-40 (LT DUTY)	NE	STEP 1	74.44	5,954.81	12,902.09	154,825.08
			STEP 2	77.77	6,221.23	13,479.34	161,752.08
			STEP 3	81.20	6,495.63	14,073.87	168,886.44
3120	FIRE CAPTAIN-56	NE	STEP 1	53.17	5,954.81	12,902.09	154,825.08
			STEP 2	55.55	6,221.23	13,479.34	161,752.08
			STEP 3	58.00	6,495.63	14,073.87	168,886.44
1150	FIRE CHIEF	E	STEP 1	128.59	10,287.29	22,289.12	267,469.44
			STEP 2	135.02	10,801.65	23,403.58	280,842.96
			STEP 3	141.77	11,341.74	24,573.76	294,885.12
2430	FIRE MARSHAL	E	STEP 1	91.60	7,328.47	15,878.36	190,540.32
			STEP 2	96.19	7,694.90	16,672.28	200,067.36
			STEP 3	101.00	8,079.67	17,505.96	210,071.52
			STEP 4	106.04	8,483.35	18,380.59	220,567.08
			STEP 5	111.35	8,907.60	19,299.80	231,597.60
3175	FIRE PREV INSPECT I	NE	STEP 1	56.46	4,517.19	9,787.25	117,447.00
			STEP 2	59.00	4,720.04	10,226.76	122,721.12
			STEP 3	61.70	4,935.41	10,693.39	128,320.68
			STEP 4	64.47	5,157.62	11,174.84	134,098.08
			STEP 5	67.35	5,388.95	11,676.05	140,112.60



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3178	FIRE PREV INSPECT II	NE	STEP 1	62.12	4,969.61	10,767.48	129,209.76
			STEP 2	64.92	5,192.95	11,251.40	135,016.80
			STEP 3	67.82	5,425.42	11,755.08	141,060.96
			STEP 4	70.87	5,669.29	12,283.46	147,401.52
			STEP 5	74.06	5,925.68	12,838.98	154,067.76
3142	FIREFIGHTER TRAINEE-40	NE	STEP 1	48.61	3,889.34	8,426.91	101,122.92
			STEP 2	50.80	4,064.13	8,805.61	105,667.32
			STEP 3	53.09	4,246.69	9,201.17	110,414.04
3143	FIREFIGHTER TRAINEE-56	NE	STEP 1	34.71	3,889.34	8,426.91	101,122.92
			STEP 2	36.29	4,064.13	8,805.61	105,667.32
			STEP 3	37.92	4,246.69	9,201.17	110,414.04
3144	FIREFIGHTER-40 (LT DUTY)	NE	STEP 0	54.88	4,389.48	9,510.55	114,126.60
			STEP 1	57.19	4,575.54	9,913.66	118,963.92
			STEP 2	59.70	4,776.56	10,349.22	124,190.64
			STEP 3	62.42	4,993.54	10,819.33	129,831.96
			STEP 4	65.28	5,221.67	11,313.61	135,763.32
3140	FIREFIGHTER-56	NE	STEP 0	39.20	4,389.48	9,510.55	114,126.60
			STEP 1	40.85	4,575.54	9,913.66	118,963.92
			STEP 2	42.64	4,776.56	10,349.22	124,190.64
			STEP 3	44.58	4,993.54	10,819.33	129,831.96
			STEP 4	46.63	5,221.67	11,313.61	135,763.32
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
5105	FLEET AND FACILITIES TECH	NE	STEP 1	41.86	3,348.40	7,254.86	87,058.32
			STEP 2	43.74	3,499.08	7,581.33	90,975.96
			STEP 3	45.71	3,656.53	7,922.49	95,069.88
			STEP 4	47.77	3,821.08	8,279.00	99,348.00
			STEP 5	49.92	3,993.02	8,651.55	103,818.60
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

* 5% MOU Increase - Fire Chief & Deputy Fire Chief. All classifications 40hrs/wk. unless noted.



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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