



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5205	ACCOUNTANT I	NE	STEP 1	40.88	3,270.17	7,085.37	85,024.44
			STEP 2	42.78	3,421.21	7,412.63	88,951.56
			STEP 3	44.67	3,573.27	7,742.08	92,904.96
			STEP 4	46.68	3,734.45	8,091.30	97,095.60
			STEP 5	48.78	3,901.71	8,453.70	101,444.40
2650	ACCOUNTANT II	NE	STEP 1	45.91	3,672.35	7,956.75	95,481.00
			STEP 2	47.95	3,837.58	8,314.76	99,777.12
			STEP 3	50.10	4,009.18	8,686.55	104,238.60
			STEP 4	52.36	4,189.24	9,076.69	108,920.28
			STEP 5	54.72	4,377.79	9,485.22	113,822.64
2651	ACCOUNTANT SR	E	STEP 1	52.76	4,221.02	9,145.55	109,746.60
			STEP 2	55.13	4,410.62	9,556.34	114,676.08
			STEP 3	57.62	4,609.75	9,987.80	119,853.60
			STEP 4	60.25	4,818.43	10,439.93	125,279.16
			STEP 5	62.96	5,035.57	10,910.41	130,924.92
5010	ACCOUNTING ASST I	NE	STEP 1	27.91	2,232.15	4,836.32	58,035.84
			STEP 2	29.15	2,331.49	5,051.57	60,618.84
			STEP 3	30.47	2,437.93	5,282.19	63,386.28
			STEP 4	31.84	2,547.41	5,519.39	66,232.68
			STEP 5	33.27	2,661.96	5,767.57	69,210.84
5350	ACCOUNTING ASST II	NE	STEP 1	30.63	2,452.12	5,312.93	63,755.16
			STEP 2	32.07	2,565.66	5,558.94	66,707.28
			STEP 3	33.51	2,679.19	5,804.92	69,659.04
			STEP 4	35.02	2,801.83	6,070.64	72,847.68
			STEP 5	36.58	2,926.53	6,340.81	76,089.72
5131	ACCOUNTING ASST SR	NE	STEP 1	33.74	2,699.46	5,848.84	70,186.08
			STEP 2	35.29	2,822.13	6,114.61	73,375.32
			STEP 3	36.84	2,947.81	6,386.93	76,643.16
			STEP 4	38.54	3,082.65	6,679.08	80,148.96
			STEP 5	40.24	3,219.49	6,975.57	83,706.84
2101	ACCOUNTING MGR	E	STEP 1	60.68	4,854.80	10,518.73	126,224.76
			STEP 2	63.43	5,073.46	10,992.50	131,910.00
			STEP 3	66.27	5,302.12	11,487.93	137,855.16
			STEP 4	69.26	5,540.77	12,005.00	144,060.00
			STEP 5	72.36	5,790.90	12,546.96	150,563.52



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5025	ADMIN TECH	NE	STEP 1	40.32	3,226.59	6,990.94	83,891.28
			STEP 2	42.13	3,369.52	7,300.63	87,607.56
			STEP 3	44.03	3,522.59	7,632.27	91,587.24
			STEP 4	46.04	3,683.76	7,981.49	95,777.88
			STEP 5	48.08	3,846.96	8,335.09	100,021.08
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	33.34	2,667.02	5,778.55	69,342.60
			STEP 2	34.84	2,787.66	6,039.94	72,479.28
			STEP 3	36.40	2,911.33	6,307.88	75,694.56
			STEP 4	38.01	3,042.09	6,591.20	79,094.40
			STEP 5	39.76	3,179.95	6,889.90	82,678.80
5183	ASSIST TO CITY CLERK	NE	STEP 1	33.34	2,667.02	5,778.55	69,342.60
			STEP 2	34.84	2,787.66	6,039.94	72,479.28
			STEP 3	36.40	2,911.33	6,307.88	75,694.56
			STEP 4	38.01	3,042.09	6,591.20	79,094.40
			STEP 5	39.76	3,179.95	6,889.90	82,678.80
5031	BLDG INSP I	NE	STEP 1	40.58	3,246.86	7,034.86	84,418.32
			STEP 2	42.44	3,396.88	7,359.91	88,318.92
			STEP 3	44.39	3,549.94	7,691.54	92,298.48
			STEP 4	46.36	3,709.11	8,036.40	96,436.80
			STEP 5	48.40	3,872.31	8,390.00	100,680.00
5030	BLDG INSP II	NE	STEP 1	44.67	3,573.27	7,742.08	92,904.96
			STEP 2	46.68	3,734.45	8,091.30	97,095.60
			STEP 3	48.79	3,902.72	8,455.89	101,470.68
			STEP 4	50.98	4,077.08	8,833.68	106,004.16
			STEP 5	53.25	4,259.54	9,229.00	110,748.00
5032	BLDG INSP SENIOR	NE	STEP 1	49.12	3,928.56	8,511.88	102,142.56
			STEP 2	51.32	4,105.13	8,894.44	106,733.28
			STEP 3	53.62	4,289.64	9,294.21	111,530.52
			STEP 4	56.04	4,482.97	9,713.10	116,557.20
			STEP 5	58.56	4,685.14	10,151.14	121,813.68
5030k	BLDG INSPECTOR II (K RATE)	NE	STEP 1	46.12	3,690.86	7,996.86	95,962.32
			STEP 2	48.20	3,856.09	8,354.87	100,258.44
			STEP 3	50.36	4,029.44	8,730.46	104,765.52
			STEP 4	52.67	4,212.91	9,127.97	109,535.64
			STEP 5	55.02	4,400.45	9,534.30	114,411.60



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2090	BLDG OFFICIAL	E	STEP 1	75.00	6,001.57	13,003.41	156,040.92
			STEP 2	78.40	6,271.68	13,588.65	163,063.80
			STEP 3	81.91	6,554.51	14,201.43	170,417.16
			STEP 4	85.61	6,850.03	14,841.74	178,100.88
			STEP 5	89.48	7,158.26	15,509.56	186,114.72
2026	BUDGET ANALYST	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
2180	BUILDING MAINT SUPERVISOR	E	STEP 1	52.05	4,164.88	9,023.91	108,286.92
			STEP 2	54.40	4,352.37	9,430.14	113,161.68
			STEP 3	56.86	4,548.32	9,854.70	118,256.40
			STEP 4	59.37	4,749.58	10,290.76	123,489.12
			STEP 5	62.06	4,965.67	10,758.95	129,107.40
2106	BUSINESS MANAGER	E	STEP 1	61.58	4,926.01	10,673.03	128,076.36
			STEP 2	64.33	5,147.26	11,152.40	133,828.80
			STEP 3	67.25	5,379.27	11,655.08	139,860.96
			STEP 4	70.26	5,621.06	12,178.97	146,147.64
			STEP 5	73.42	5,873.73	12,726.41	152,716.92
2035	BUSINESS SYSTEMS ANALYST I	E	STEP 1	48.56	3,884.23	8,415.84	100,990.08
			STEP 2	50.74	4,058.98	8,794.45	105,533.40
			STEP 3	53.03	4,241.70	9,190.34	110,284.08
			STEP 4	55.40	4,432.42	9,603.57	115,242.84
			STEP 5	57.91	4,632.12	10,036.26	120,435.12
2036	BUSINESS SYSTEMS ANALYST II	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44
2038	BUSINESS SYSTEMS ANALYST SR	E	STEP 1	62.03	4,962.48	10,752.04	129,024.48
			STEP 2	64.82	5,184.92	11,233.99	134,807.88
			STEP 3	67.74	5,417.94	11,738.86	140,866.32
			STEP 4	70.79	5,663.68	12,271.31	147,255.72
			STEP 5	73.98	5,917.90	12,822.11	153,865.32



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6203	CALIBRATION TECHNICIAN	NE	STEP 1	43.05	3,443.99	7,461.98	89,543.76
			STEP 2	44.98	3,599.30	7,798.48	93,581.76
			STEP 3	46.99	3,760.21	8,147.12	97,765.44
			STEP 4	49.13	3,929.47	8,513.86	102,166.32
6045	CENTRAL SERVICES WORKER	NE	STEP 1	22.48	1,798.89	3,897.60	46,771.20
			STEP 2	23.50	1,880.18	4,073.72	48,884.64
			STEP 3	24.55	1,964.98	4,257.45	51,089.40
			STEP 4	25.65	2,052.38	4,446.83	53,361.96
5301	CENTRAL SVCS ASSIST	NE	STEP 1	36.72	2,937.69	6,364.99	76,379.88
			STEP 2	38.40	3,071.49	6,654.89	79,858.68
			STEP 3	40.13	3,210.36	6,955.79	83,469.48
			STEP 4	41.90	3,352.28	7,263.27	87,159.24
2015	CITY ATTY ASST	E	STEP 1	78.18	6,254.73	13,551.92	162,623.04
			STEP 2	81.68	6,534.37	14,157.80	169,893.60
			STEP 3	85.36	6,827.78	14,793.52	177,522.24
			STEP 4	89.20	7,136.01	15,461.36	185,536.32
			STEP 5	93.19	7,455.90	16,154.46	193,853.52
2547	CITY ATTY DEP I	E	STEP 1	53.35	4,267.62	9,246.52	110,958.24
			STEP 2	55.73	4,459.35	9,661.92	115,943.04
			STEP 3	58.23	4,659.54	10,095.66	121,147.92
			STEP 4	60.88	4,869.26	10,550.06	126,600.72
			STEP 5	63.59	5,087.47	11,022.85	132,274.20
2548	CITY ATTY DEP II	E	STEP 1	58.72	4,696.62	10,176.00	122,112.00
			STEP 2	61.31	4,905.27	10,628.09	127,537.08
			STEP 3	64.13	5,128.78	11,112.36	133,348.32
			STEP 4	66.96	5,358.63	11,610.36	139,324.32
			STEP 5	70.00	5,600.13	12,133.62	145,603.44
2017	CITY CLERK DEP	E	STEP 1	39.93	3,194.64	6,921.72	83,060.64
			STEP 2	41.71	3,336.16	7,228.35	86,740.20
			STEP 3	43.60	3,487.71	7,556.70	90,680.40
			STEP 4	45.58	3,647.29	7,902.46	94,829.52
			STEP 5	47.60	3,808.88	8,252.57	99,030.84
2055	CODE ENF OFFCR SR	E	STEP 1	49.18	3,933.96	8,523.59	102,283.08
			STEP 2	51.41	4,112.98	8,911.46	106,937.52
			STEP 3	53.70	4,296.23	9,308.50	111,702.00
			STEP 4	56.14	4,491.12	9,730.76	116,769.12
			STEP 5	58.69	4,693.44	10,169.12	122,029.44



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5263	CODE ENF OFFICER I	NE	STEP 1	38.02	3,043.11	6,593.40	79,120.80
			STEP 2	39.77	3,180.97	6,892.11	82,705.32
			STEP 3	41.54	3,323.90	7,201.78	86,421.36
			STEP 4	43.43	3,474.94	7,529.04	90,348.48
			STEP 5	45.38	3,630.04	7,865.08	94,380.96
5262	CODE ENF OFFICER II	NE	STEP 1	41.88	3,350.26	7,258.89	87,106.68
			STEP 2	43.73	3,498.25	7,579.55	90,954.60
			STEP 3	45.70	3,656.38	7,922.16	95,065.92
			STEP 4	47.78	3,821.63	8,280.20	99,362.40
			STEP 5	49.93	3,993.96	8,653.57	103,842.84
2056	CODE ENFORCEMENT MANAGER	E	STEP 1	68.19	5,455.99	11,821.31	141,855.72
			STEP 2	71.26	5,701.33	12,352.89	148,234.68
			STEP 3	74.47	5,957.81	12,908.59	154,903.08
			STEP 4	77.81	6,226.05	13,489.77	161,877.24
			STEP 5	81.33	6,506.36	14,097.12	169,165.44
2001	COMM & PUB RELATIONS ANALYST	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
4535	COMM SERV OFF I	NE	STEP 1	31.08	2,486.47	5,387.36	64,648.32
			STEP 2	32.46	2,596.10	5,624.88	67,498.56
			STEP 3	33.91	2,713.79	5,879.88	70,558.56
			STEP 4	35.45	2,835.50	6,143.58	73,722.96
			STEP 5	37.04	2,964.24	6,422.53	77,070.36
4545	COMM SERV OFF II	NE	STEP 1	34.05	2,723.85	5,901.68	70,820.16
			STEP 2	35.60	2,847.57	6,169.73	74,036.76
			STEP 3	37.19	2,975.30	6,446.49	77,357.88
			STEP 4	38.85	3,109.08	6,736.35	80,836.20
			STEP 5	40.61	3,247.89	7,037.10	84,445.20
4546	COMM SERV OFFICER SR	NE	STEP 1	40.45	3,235.58	7,010.43	84,125.16
			STEP 2	42.27	3,381.19	7,325.91	87,910.92
			STEP 3	44.17	3,533.35	7,655.59	91,867.08
			STEP 4	46.16	3,692.34	8,000.06	96,000.72
			STEP 5	48.24	3,858.50	8,360.08	100,320.96



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5324	COMM SERV SUPV	E	STEP 1	40.85	3,267.13	7,078.79	84,945.48
			STEP 2	42.67	3,413.10	7,395.04	88,740.48
			STEP 3	44.60	3,568.20	7,731.11	92,773.32
			STEP 4	46.59	3,727.35	8,075.92	96,911.04
			STEP 5	48.70	3,896.63	8,442.69	101,312.28
2266	COMM SERV SUPV SR	E	STEP 1	50.00	3,999.69	8,665.99	103,991.88
			STEP 2	52.25	4,180.12	9,056.93	108,683.16
			STEP 3	54.57	4,367.03	9,461.90	113,542.80
			STEP 4	57.02	4,562.58	9,885.58	118,626.96
			STEP 5	59.61	4,768.93	10,332.69	123,992.28
5334	COMM SVCS COORD	NE	STEP 1	35.47	2,838.35	6,149.75	73,797.00
			STEP 2	37.12	2,969.10	6,433.06	77,196.72
			STEP 3	38.75	3,101.89	6,720.77	80,649.24
			STEP 4	40.54	3,242.79	7,026.05	84,312.60
			STEP 5	42.35	3,388.77	7,342.34	88,108.08
2262	COMM SVCS MGR	E	STEP 1	65.60	5,247.40	11,369.37	136,432.44
			STEP 2	68.53	5,481.50	11,876.58	142,518.96
			STEP 3	71.61	5,728.30	12,411.31	148,935.72
			STEP 4	74.84	5,986.75	12,971.30	155,655.60
			STEP 5	78.20	6,256.85	13,556.51	162,678.12
2265	COMM SVCS SECTION MGR	E	STEP 1	52.23	4,178.65	9,053.75	108,645.00
			STEP 2	54.57	4,367.19	9,462.24	113,546.88
			STEP 3	57.03	4,563.14	9,886.81	118,641.72
			STEP 4	59.61	4,768.65	10,332.07	123,984.84
			STEP 5	62.30	4,983.66	10,797.94	129,575.28
2002	COMMUNICATIONS MANAGER	E	STEP 1	60.68	4,854.80	10,518.73	126,224.76
			STEP 2	63.43	5,073.46	10,992.50	131,910.00
			STEP 3	66.27	5,302.12	11,487.93	137,855.16
			STEP 4	69.26	5,540.77	12,005.00	144,060.00
			STEP 5	72.36	5,790.90	12,546.96	150,563.52
5290	CONST INSP I	NE	STEP 1	39.99	3,199.21	6,931.62	83,179.44
			STEP 2	41.88	3,350.26	7,258.89	87,106.68
			STEP 3	43.73	3,498.25	7,579.55	90,954.60
			STEP 4	45.68	3,655.38	7,919.98	95,039.76
			STEP 5	47.76	3,819.60	8,275.79	99,309.48



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5400	CONST INSP II	NE	STEP 1	43.94	3,515.50	7,616.91	91,402.92
			STEP 2	45.98	3,677.68	7,968.30	95,619.60
			STEP 3	48.04	3,842.92	8,326.32	99,915.84
			STEP 4	50.20	4,015.24	8,699.68	104,396.16
			STEP 5	52.46	4,196.69	9,092.83	109,113.96
2163	CONSULTING & APPLICATIONS MGR	E	STEP 1	72.95	5,835.28	12,643.10	151,717.20
			STEP 2	76.24	6,100.09	13,216.87	158,602.44
			STEP 3	79.68	6,375.49	13,813.56	165,762.72
			STEP 4	83.27	6,661.47	14,433.19	173,198.28
			STEP 5	87.00	6,961.24	15,082.68	180,992.16
2602	CRIME AND INTELLIGENCE ANALYST	E	STEP 1	48.67	3,892.67	8,434.11	101,209.32
			STEP 2	50.88	4,069.55	8,817.36	105,808.32
			STEP 3	53.12	4,250.69	9,209.83	110,517.96
			STEP 4	55.54	4,442.40	9,625.20	115,502.40
			STEP 5	58.00	4,640.46	10,054.34	120,652.08
6050	CUSTODIAN	NE	STEP 1	28.07	2,245.25	4,864.71	58,376.52
			STEP 2	29.34	2,346.56	5,084.22	61,010.64
			STEP 3	30.67	2,452.99	5,314.82	63,777.84
			STEP 4	32.02	2,562.50	5,552.08	66,624.96
5442	DATABASE SPECIALIST	NE	STEP 1	37.24	2,980.26	6,457.22	77,486.64
			STEP 2	38.92	3,113.05	6,744.95	80,939.40
			STEP 3	40.67	3,253.96	7,050.24	84,602.88
			STEP 4	42.52	3,400.94	7,368.71	88,424.52
			STEP 5	44.45	3,555.02	7,702.54	92,430.48
5177y	DEV REVIEW TECH SR (Y-RATE)	NE	STEP 1	47.94	3,834.67	8,308.45	99,701.40
			STEP 2	50.11	4,009.71	8,687.71	104,252.52
			STEP 3	52.35	4,188.52	9,075.13	108,901.56
			STEP 4	54.72	4,377.75	9,485.13	113,821.56
			STEP 5	57.19	4,574.55	9,911.53	118,938.36
5176	DEVELOPMENT REVIEW TECH I	NE	STEP 1	33.22	2,657.30	5,757.48	69,089.76
			STEP 2	34.70	2,776.48	6,015.70	72,188.40
			STEP 3	36.29	2,901.84	6,287.32	75,447.84
			STEP 4	37.91	3,032.50	6,570.41	78,844.92
			STEP 5	39.62	3,169.33	6,866.88	82,402.56



**CITY OF SAN MATEO**  
**Merit Salary Schedule**

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5174	DEVELOPMENT REVIEW TECH II	NE	STEP 1	36.92	2,952.89	6,397.93	76,775.16
			STEP 2	38.59	3,086.70	6,687.84	80,254.08
			STEP 3	40.31	3,225.58	6,988.75	83,865.00
			STEP 4	42.10	3,367.48	7,296.21	87,554.52
			STEP 5	44.02	3,521.57	7,630.06	91,560.72
5177	DEVELOPMENT REVIEW TECH SR	NE	STEP 1	40.59	3,247.02	7,035.22	84,422.64
			STEP 2	42.41	3,393.57	7,352.73	88,232.76
			STEP 3	44.34	3,546.30	7,683.64	92,203.68
			STEP 4	46.32	3,706.09	8,029.86	96,358.32
			STEP 5	48.41	3,872.94	8,391.38	100,696.56
2620	DISPATCH SERVS SUPV	E	STEP 1	57.42	4,593.87	9,953.38	119,440.56
			STEP 2	60.01	4,800.42	10,400.90	124,810.80
			STEP 3	62.69	5,016.50	10,869.08	130,428.96
			STEP 4	65.53	5,242.13	11,357.94	136,295.28
			STEP 5	68.46	5,478.32	11,869.70	142,436.40
4555	DISPATCHER I	NE	STEP 1	39.56	3,163.58	6,854.42	82,253.04
			STEP 2	41.29	3,302.97	7,156.43	85,877.16
			STEP 3	43.17	3,454.37	7,484.47	89,813.64
			STEP 4	45.10	3,608.79	7,819.05	93,828.60
			STEP 5	47.13	3,771.23	8,170.99	98,051.88
4556	DISPATCHER II	NE	STEP 1	43.57	3,484.48	7,549.70	90,596.40
			STEP 2	45.46	3,637.79	7,881.87	94,582.44
			STEP 3	47.53	3,801.26	8,236.06	98,832.72
			STEP 4	49.65	3,971.82	8,605.62	103,267.44
			STEP 5	51.91	4,152.54	8,997.18	107,966.16
4557	DISPATCHER SENIOR	NE	STEP 1	47.84	3,827.65	8,293.25	99,519.00
			STEP 2	49.99	3,999.23	8,665.00	103,980.00
			STEP 3	52.26	4,179.96	9,056.57	108,678.84
			STEP 4	54.59	4,366.77	9,461.34	113,536.08
			STEP 5	57.05	4,564.76	9,890.31	118,683.72
5027	DOWNTOWN COORDINATOR	NE	STEP 1	40.32	3,225.85	6,989.34	83,872.08
			STEP 2	42.13	3,370.37	7,302.46	87,629.52
			STEP 3	44.03	3,522.54	7,632.16	91,585.92
			STEP 4	46.04	3,683.03	7,979.89	95,758.68
			STEP 5	48.08	3,846.01	8,333.03	99,996.36





**CITY OF SAN MATEO**  
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Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2232	ECON DEV MANAGER	E	STEP 1	75.00	6,001.57	13,003.41	156,040.92
			STEP 2	78.40	6,271.68	13,588.65	163,063.80
			STEP 3	81.91	6,554.51	14,201.43	170,417.16
			STEP 4	85.61	6,850.03	14,841.74	178,100.88
			STEP 5	89.48	7,158.26	15,509.56	186,114.72
2122	ENGINEERING MANAGER	E	STEP 1	75.33	6,026.16	13,056.69	156,680.28
			STEP 2	78.67	6,293.05	13,634.94	163,619.28
			STEP 3	82.22	6,578.64	14,253.73	171,044.76
			STEP 4	85.95	6,874.59	14,894.94	178,739.28
			STEP 5	89.79	7,183.01	15,563.18	186,758.16
5038	ENGR ASSOC	E	STEP 1	55.54	4,443.02	9,626.54	115,518.48
			STEP 2	58.03	4,642.72	10,059.22	120,710.64
			STEP 3	60.70	4,856.61	10,522.65	126,271.80
			STEP 4	63.37	5,070.49	10,986.06	131,832.72
			STEP 5	66.27	5,300.60	11,484.64	137,815.68
5040	ENGR ASST	NE	STEP 1	50.49	4,039.56	8,752.38	105,028.56
			STEP 2	52.80	4,223.05	9,149.94	109,799.28
			STEP 3	55.16	4,411.60	9,558.46	114,701.52
			STEP 4	57.66	4,612.31	9,993.33	119,919.96
			STEP 5	60.21	4,816.07	10,434.81	125,217.72
5210	ENGR JR	NE	STEP 1	45.93	3,672.61	7,957.33	95,487.96
			STEP 2	47.98	3,837.84	8,315.31	99,783.72
			STEP 3	50.14	4,009.15	8,686.50	104,238.00
			STEP 4	52.37	4,189.60	9,077.46	108,929.52
			STEP 5	54.76	4,380.17	9,490.37	113,884.44
2124	ENGR SR	E	STEP 1	68.44	5,478.04	11,869.08	142,428.96
			STEP 2	71.51	5,720.88	12,395.25	148,743.00
			STEP 3	74.74	5,980.40	12,957.54	155,490.48
			STEP 4	78.11	6,249.45	13,540.47	162,485.64
			STEP 5	81.63	6,530.13	14,148.62	169,783.44
2125	ENGR SR TRAFFIC	E	STEP 1	68.44	5,476.20	11,865.11	142,381.32
			STEP 2	71.51	5,720.88	12,395.25	148,743.00
			STEP 3	74.74	5,980.40	12,957.54	155,490.48
			STEP 4	78.11	6,249.45	13,540.47	162,485.64
			STEP 5	81.63	6,530.13	14,148.62	169,783.44



**CITY OF SAN MATEO**  
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Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5169	ENGR TECH I	NE	STEP 1	35.12	2,809.96	6,088.24	73,058.88
			STEP 2	36.72	2,937.69	6,364.99	76,379.88
			STEP 3	38.39	3,070.47	6,652.68	79,832.16
			STEP 4	40.09	3,206.31	6,947.00	83,364.00
			STEP 5	41.90	3,352.28	7,263.27	87,159.24
5171	ENGR TECH II	NE	STEP 1	38.64	3,090.75	6,696.62	80,359.44
			STEP 2	40.40	3,231.66	7,001.94	84,023.28
			STEP 3	42.21	3,376.62	7,316.00	87,792.00
			STEP 4	44.09	3,527.65	7,643.24	91,718.88
			STEP 5	46.07	3,686.80	7,988.06	95,856.72
5370	ENGR TECH SENIOR	NE	STEP 1	42.52	3,400.94	7,368.71	88,424.52
			STEP 2	44.45	3,555.02	7,702.54	92,430.48
			STEP 3	46.42	3,714.17	8,047.36	96,568.32
			STEP 4	48.52	3,881.42	8,409.75	100,917.00
			STEP 5	50.70	4,055.79	8,787.55	105,450.60
5173	ENGR TECH TRAF	NE	STEP 1	38.64	3,090.75	6,696.62	80,359.44
			STEP 2	40.40	3,231.66	7,001.94	84,023.28
			STEP 3	42.21	3,376.62	7,316.00	87,792.00
			STEP 4	44.09	3,527.65	7,643.24	91,718.88
			STEP 5	46.07	3,686.80	7,988.06	95,856.72
5452	ENVIR COMP INSP	NE	STEP 1	40.57	3,245.84	7,032.66	84,391.92
			STEP 2	42.39	3,392.84	7,351.15	88,213.80
			STEP 3	44.31	3,544.89	7,680.59	92,167.08
			STEP 4	46.31	3,705.04	8,027.59	96,331.08
			STEP 5	48.36	3,869.27	8,383.41	100,600.92
5457	ENVIRONMENTAL PROGRAMS COORD	NE	STEP 1	48.58	3,886.50	8,420.74	101,048.88
			STEP 2	50.76	4,061.87	8,800.71	105,608.52
			STEP 3	53.02	4,243.32	9,193.87	110,326.44
			STEP 4	55.42	4,434.91	9,608.97	115,307.64
			STEP 5	57.91	4,633.60	10,039.46	120,473.52
5020	EXECUTIVE ASSISTANT	NE	STEP 1	36.67	2,934.64	6,358.38	76,300.56
			STEP 2	38.34	3,066.42	6,643.90	79,726.80
			STEP 3	40.01	3,200.22	6,933.82	83,205.84
			STEP 4	41.85	3,348.23	7,254.50	87,054.00
			STEP 5	43.73	3,498.25	7,579.55	90,954.60



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2078	FACILITIES & FLEET SVCS MGR	E	STEP 1	63.73	5,098.83	11,047.47	132,569.64
			STEP 2	66.59	5,327.28	11,542.45	138,509.40
			STEP 3	69.59	5,567.17	12,062.21	144,746.52
			STEP 4	72.72	5,817.44	12,604.46	151,253.52
			STEP 5	76.00	6,080.17	13,173.70	158,084.40
5482	FACILITIES COORDINATOR	NE	STEP 1	43.60	3,486.88	7,554.91	90,658.92
			STEP 2	45.54	3,643.80	7,894.89	94,738.68
			STEP 3	47.59	3,807.77	8,250.16	99,001.92
			STEP 4	49.73	3,979.12	8,621.42	103,457.04
			STEP 5	51.97	4,158.18	9,009.38	108,112.56
2079	FIELD MAINTENANCE MANAGER	E	STEP 1	63.73	5,098.83	11,047.47	132,569.64
			STEP 2	66.59	5,327.28	11,542.45	138,509.40
			STEP 3	69.59	5,567.17	12,062.21	144,746.52
			STEP 4	72.72	5,817.44	12,604.46	151,253.52
			STEP 5	76.00	6,080.17	13,173.70	158,084.40
2102	FINANCE SERV MGR SR	E	STEP 1	69.82	5,584.23	12,099.17	145,190.04
			STEP 2	72.94	5,834.22	12,640.80	151,689.60
			STEP 3	76.21	6,096.91	13,209.98	158,519.76
			STEP 4	79.64	6,372.30	13,806.66	165,679.92
			STEP 5	83.20	6,657.25	14,424.04	173,088.48
5016	FINANCE SPEC II	NE	STEP 1	40.52	3,240.77	7,021.67	84,260.04
			STEP 2	42.32	3,385.74	7,335.76	88,029.12
			STEP 3	44.22	3,537.79	7,665.22	91,982.64
			STEP 4	46.20	3,695.92	8,007.83	96,093.96
			STEP 5	48.29	3,863.18	8,370.23	100,442.76
5015	FINANCE SPECIALIST I	NE	STEP 1	36.80	2,943.76	6,378.15	76,537.80
			STEP 2	38.49	3,078.59	6,670.27	80,043.24
			STEP 3	40.20	3,216.45	6,968.98	83,627.76
			STEP 4	42.01	3,359.38	7,278.65	87,343.80
			STEP 5	43.89	3,511.43	7,608.10	91,297.20
2076	FLEET SERVICES SUPERVISOR	E	STEP 1	52.05	4,164.88	9,023.91	108,286.92
			STEP 2	54.40	4,352.37	9,430.14	113,161.68
			STEP 3	56.86	4,548.32	9,854.70	118,256.40
			STEP 4	59.37	4,749.58	10,290.76	123,489.12
			STEP 5	62.06	4,965.67	10,758.95	129,107.40



# CITY OF SAN MATEO

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JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2152	GIS COORDINATOR	E	STEP 1	62.03	4,962.48	10,752.04	129,024.48
			STEP 2	64.82	5,184.92	11,233.99	134,807.88
			STEP 3	67.74	5,417.94	11,738.86	140,866.32
			STEP 4	70.79	5,663.68	12,271.31	147,255.72
			STEP 5	73.98	5,917.90	12,822.11	153,865.32
5476	GIS TECHNICIAN I	NE	STEP 1	37.24	2,980.26	6,457.22	77,486.64
			STEP 2	38.92	3,113.05	6,744.95	80,939.40
			STEP 3	40.67	3,253.96	7,050.24	84,602.88
			STEP 4	42.52	3,400.94	7,368.71	88,424.52
			STEP 5	44.45	3,555.02	7,702.54	92,430.48
5477	GIS TECHNICIAN II	NE	STEP 1	40.99	3,278.28	7,102.93	85,235.16
			STEP 2	42.84	3,426.28	7,423.61	89,083.32
			STEP 3	44.76	3,579.36	7,755.28	93,063.36
			STEP 4	46.77	3,741.55	8,106.69	97,280.28
			STEP 5	48.85	3,907.79	8,466.88	101,602.56
2019	GOLF CRSE MTC SUPV	NE	STEP 1	52.05	4,164.88	9,023.91	108,286.92
			STEP 2	54.40	4,352.37	9,430.14	113,161.68
			STEP 3	56.86	4,548.32	9,854.70	118,256.40
			STEP 4	59.38	4,750.63	10,293.03	123,516.36
			STEP 5	62.06	4,965.67	10,758.95	129,107.40
6086	GOLF EQUIPMENT MAINT SPEC	NE	STEP 1	38.51	3,080.31	6,674.01	80,088.12
			STEP 2	40.22	3,218.47	6,973.35	83,680.20
			STEP 3	42.05	3,364.80	7,290.40	87,484.80
			STEP 4	43.94	3,514.22	7,614.14	91,369.68
2160	GOLF SERVICES MGR	E	STEP 1	65.60	5,247.40	11,369.37	136,432.44
			STEP 2	68.53	5,481.50	11,876.58	142,518.96
			STEP 3	71.61	5,728.30	12,411.31	148,935.72
			STEP 4	74.84	5,986.75	12,971.30	155,655.60
			STEP 5	78.20	6,256.85	13,556.51	162,678.12
2095	H.R. ANALYST I	NE	STEP 1	44.32	3,545.23	7,681.34	92,176.08
			STEP 2	46.32	3,706.23	8,030.17	96,362.04
			STEP 3	48.38	3,870.40	8,385.87	100,630.44
			STEP 4	50.56	4,045.19	8,764.57	105,174.84
			STEP 5	52.81	4,225.26	9,154.74	109,856.88



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

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2096	H.R. ANALYST II	E	STEP 1	48.67	3,892.67	8,434.11	101,209.32
			STEP 2	50.88	4,069.55	8,817.36	105,808.32
			STEP 3	53.12	4,250.69	9,209.83	110,517.96
			STEP 4	55.54	4,442.40	9,625.20	115,502.40
			STEP 5	58.00	4,640.46	10,054.34	120,652.08
5237	HOUSING SPECIALIST I	NE	STEP 1	40.85	3,267.13	7,078.79	84,945.48
			STEP 2	42.67	3,413.10	7,395.04	88,740.48
			STEP 3	44.60	3,568.20	7,731.11	92,773.32
			STEP 4	46.59	3,727.35	8,075.92	96,911.04
			STEP 5	48.70	3,896.63	8,442.69	101,312.28
5234	HOUSING SPECIALIST II	NE	STEP 1	44.93	3,594.56	7,788.22	93,458.64
			STEP 2	46.99	3,757.76	8,141.82	97,701.84
			STEP 3	49.07	3,926.04	8,506.41	102,076.92
			STEP 4	51.28	4,102.42	8,888.57	106,662.84
			STEP 5	53.57	4,284.87	9,283.89	111,406.68
2097	HR ANALY SR RISK MGR	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
2098	HR ANALYST SR	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
5036	HR TECHNICIAN	NE	STEP 1	38.36	3,068.07	6,647.49	79,769.88
			STEP 2	40.05	3,203.36	6,940.62	83,287.44
			STEP 3	41.84	3,347.55	7,253.02	87,036.24
			STEP 4	43.74	3,498.57	7,580.23	90,962.76
			STEP 5	45.70	3,656.57	7,922.57	95,070.84
2239	HSNG & NEIGHBORHOOD SVCS MGR	E	STEP 1	75.00	6,001.57	13,003.41	156,040.92
			STEP 2	78.40	6,271.68	13,588.65	163,063.80
			STEP 3	81.91	6,554.51	14,201.43	170,417.16
			STEP 4	85.61	6,850.03	14,841.74	178,100.88
			STEP 5	89.48	7,158.26	15,509.56	186,114.72



**CITY OF SAN MATEO**  
**Merit Salary Schedule**

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2093	INSPECTION SUPERVISOR	E	STEP 1	55.65	4,451.84	9,645.65	115,747.80
			STEP 2	58.16	4,651.90	10,079.11	120,949.32
			STEP 3	60.78	4,861.53	10,533.32	126,399.84
			STEP 4	63.51	5,080.73	11,008.25	132,099.00
			STEP 5	66.37	5,309.50	11,503.91	138,046.92
6208	INSTRUMENT CONTROL TECH SR.	NE	STEP 1	52.61	4,209.32	9,120.20	109,442.40
			STEP 2	54.98	4,399.14	9,531.48	114,377.76
			STEP 3	57.43	4,595.81	9,957.59	119,491.08
			STEP 4	60.05	4,802.69	10,405.82	124,869.84
6204	INSTRUMENT CONTROL TECHNICIAN	NE	STEP 1	47.83	3,826.66	8,291.09	99,493.08
			STEP 2	49.98	3,999.22	8,664.98	103,979.76
			STEP 3	52.21	4,178.01	9,052.35	108,628.20
			STEP 4	54.59	4,366.08	9,459.84	113,518.08
6085	IRRIG SPECIALIST	NE	STEP 1	38.51	3,080.31	6,674.01	80,088.12
			STEP 2	40.22	3,218.47	6,973.35	83,680.20
			STEP 3	42.05	3,364.80	7,290.40	87,484.80
			STEP 4	43.94	3,514.22	7,614.14	91,369.68
5473	IS SUPPORT TECH I	NE	STEP 1	37.24	2,980.26	6,457.22	77,486.64
			STEP 2	38.92	3,113.05	6,744.95	80,939.40
			STEP 3	40.67	3,253.96	7,050.24	84,602.88
			STEP 4	42.52	3,400.94	7,368.71	88,424.52
			STEP 5	44.45	3,555.02	7,702.54	92,430.48
5474	IS SUPPORT TECH II	NE	STEP 1	40.99	3,278.28	7,102.93	85,235.16
			STEP 2	42.84	3,426.28	7,423.61	89,083.32
			STEP 3	44.76	3,579.36	7,755.28	93,063.36
			STEP 4	46.77	3,741.55	8,106.69	97,280.28
			STEP 5	48.85	3,907.79	8,466.88	101,602.56
5467	IS SUPPORT TECH SENIOR	NE	STEP 1	47.13	3,769.92	8,168.17	98,018.04
			STEP 2	49.23	3,939.21	8,534.95	102,419.40
			STEP 3	51.43	4,114.58	8,914.93	106,979.16
			STEP 4	53.80	4,304.15	9,325.65	111,907.80
			STEP 5	56.20	4,495.72	9,740.73	116,888.76
2690	LAB SUPERVISOR	E	STEP 1	59.86	4,788.63	10,375.36	124,504.32
			STEP 2	62.57	5,004.61	10,843.32	130,119.84
			STEP 3	65.37	5,230.44	11,332.62	135,991.44
			STEP 4	68.29	5,462.86	11,836.20	142,034.40
			STEP 5	71.38	5,709.52	12,370.63	148,447.56



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5451	LABORATORY ANALYST I	NE	STEP 1	41.17	3,294.50	7,138.09	85,657.08
			STEP 2	42.98	3,439.47	7,452.18	89,426.16
			STEP 3	44.94	3,595.56	7,790.39	93,484.68
			STEP 4	47.01	3,758.76	8,143.99	97,727.88
			STEP 5	49.08	3,927.04	8,508.59	102,103.08
5450	LABORATORY ANALYST II	NE	STEP 1	45.27	3,620.92	7,845.33	94,143.96
			STEP 2	47.30	3,785.14	8,201.13	98,413.56
			STEP 3	49.43	3,954.42	8,567.90	102,814.80
			STEP 4	51.66	4,133.84	8,956.66	107,479.92
			STEP 5	53.99	4,319.35	9,358.59	112,303.08
6101	LABORER	NE	STEP 1	28.19	2,256.04	4,888.09	58,657.08
			STEP 2	29.47	2,357.44	5,107.78	61,293.36
			STEP 3	30.79	2,463.21	5,336.95	64,043.40
			STEP 4	32.18	2,574.22	5,577.48	66,929.76
6171	LANDSCAPE LABORER	NE	STEP 1	27.66	2,213.25	4,795.37	57,544.44
			STEP 2	28.92	2,313.72	5,013.06	60,156.72
			STEP 3	30.22	2,418.85	5,240.85	62,890.20
			STEP 4	31.60	2,526.77	5,474.67	65,696.04
2641	LANDSCAPE ARCH SUPV	NE	STEP 1	49.54	3,962.56	8,585.54	103,026.48
			STEP 2	51.74	4,138.39	8,966.52	107,598.24
			STEP 3	54.00	4,319.53	9,358.98	112,307.76
			STEP 4	56.39	4,511.25	9,774.38	117,292.56
			STEP 5	58.87	4,711.44	10,208.12	122,497.44
5333	LEAD TEACHER	NE	STEP 1	29.59	2,366.97	5,128.44	61,541.28
			STEP 2	30.92	2,473.42	5,359.07	64,308.84
			STEP 3	32.33	2,586.95	5,605.05	67,260.60
			STEP 4	33.76	2,701.49	5,853.23	70,238.76
			STEP 5	35.30	2,823.13	6,116.78	73,401.36
8160	LIBRARIAN I	E	STEP 1	34.81	2,610.83	5,656.79	67,881.48
			STEP 2	36.39	2,729.02	5,912.87	70,954.44
			STEP 3	37.98	2,849.15	6,173.15	74,077.80
			STEP 4	39.70	2,977.02	6,450.21	77,402.52
			STEP 5	41.50	3,112.64	6,744.06	80,928.72
8170	LIBRARIAN II	E	STEP 1	38.30	2,871.42	6,221.40	74,656.80
			STEP 2	40.00	3,001.23	6,502.66	78,031.92
			STEP 3	41.83	3,136.86	6,796.54	81,558.48
			STEP 4	43.71	3,278.30	7,102.99	85,235.88
			STEP 5	45.70	3,426.52	7,424.13	89,089.56

\* 8/15/22 CC action. All classifications 40 hrs/wk unless noted. All Library classifications 37.5 hrs/wk.



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
8110	LIBRARY ASST I	NE	STEP 1	26.07	1,954.98	4,235.79	50,829.48
			STEP 2	27.23	2,042.16	4,424.67	53,096.04
			STEP 3	28.45	2,134.20	4,624.09	55,489.08
			STEP 4	29.74	2,230.10	4,831.88	57,982.56
			STEP 5	31.07	2,330.84	5,050.16	60,601.92
8120	LIBRARY ASST II	NE	STEP 1	28.65	2,148.73	4,655.58	55,866.96
			STEP 2	29.94	2,246.57	4,867.56	58,410.72
			STEP 3	31.32	2,349.26	5,090.07	61,080.84
			STEP 4	32.69	2,451.95	5,312.56	63,750.72
			STEP 5	34.18	2,563.35	5,553.93	66,647.16
8130	LIBRARY ASST SR	NE	STEP 1	32.96	2,472.29	5,356.63	64,279.56
			STEP 2	34.47	2,584.67	5,600.11	67,201.32
			STEP 3	35.99	2,699.95	5,849.89	70,198.68
			STEP 4	37.67	2,822.98	6,116.45	73,397.40
			STEP 5	39.32	2,948.92	6,389.33	76,671.96
5469	LIBRARY TECHNOLOGY SPECIALIST	NE	STEP 1	43.02	3,442.20	7,458.09	89,497.08
			STEP 2	44.97	3,597.60	7,794.81	93,537.72
			STEP 3	46.99	3,758.33	8,143.04	97,716.48
			STEP 4	49.12	3,928.62	8,512.02	102,144.24
			STEP 5	51.29	4,103.18	8,890.22	106,682.64
8190	LITERACY PROG COORD	E	STEP 1	38.30	2,871.42	6,221.40	74,656.80
			STEP 2	40.00	3,001.23	6,502.66	78,031.92
			STEP 3	41.83	3,136.86	6,796.54	81,558.48
			STEP 4	43.71	3,278.30	7,102.99	85,235.88
			STEP 5	45.70	3,426.52	7,424.13	89,089.56
8195	LITERACY SPECIALIST	E	STEP 1	34.81	2,610.83	5,656.79	67,881.48
			STEP 2	36.39	2,729.02	5,912.87	70,954.44
			STEP 3	37.98	2,849.15	6,173.15	74,077.80
			STEP 4	39.70	2,977.02	6,450.21	77,402.52
			STEP 5	41.50	3,112.64	6,744.06	80,928.72
6206	MAINT PLANNER	NE	STEP 1	47.83	3,826.65	8,291.08	99,492.96
			STEP 2	49.98	3,999.22	8,664.98	103,979.76
			STEP 3	52.21	4,178.03	9,052.40	108,628.80
			STEP 4	54.59	4,366.08	9,459.84	113,518.08
6065	MAINT WKR FACIL	NE	STEP 1	36.05	2,883.82	6,248.28	74,979.36
			STEP 2	37.65	3,011.75	6,525.45	78,305.40
			STEP 3	39.38	3,149.90	6,824.78	81,897.36
			STEP 4	41.13	3,290.10	7,128.56	85,542.72

\* 8/15/22 CC action. All classifications 40 hrs/wk unless noted. All Library classifications 37.5 hrs/wk.





# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
6068	MAINT WKR FACIL SR	NE	STEP 1	39.64	3,171.39	6,871.35	82,456.20
			STEP 2	41.44	3,315.69	7,183.99	86,207.88
			STEP 3	43.31	3,464.07	7,505.49	90,065.88
			STEP 4	45.23	3,618.60	7,840.30	94,083.60
6060	MAINT WKR II LDSCP	NE	STEP 1	33.48	2,679.15	5,804.82	69,657.84
			STEP 2	35.00	2,798.88	6,064.25	72,771.00
			STEP 3	36.54	2,923.73	6,334.74	76,016.88
			STEP 4	38.23	3,057.80	6,625.23	79,502.76
6175	MAINT WKR SR PK/LD	NE	STEP 1	40.19	3,215.39	6,966.68	83,600.16
			STEP 2	42.01	3,361.74	7,283.76	87,405.12
			STEP 3	43.88	3,510.12	7,605.26	91,263.12
			STEP 4	45.85	3,668.74	7,948.94	95,387.28
6141	MAINT WORKER I	NE	STEP 1	29.72	2,378.28	5,152.95	61,835.40
			STEP 2	31.06	2,483.69	5,381.33	64,575.96
			STEP 3	32.46	2,596.27	5,625.25	67,503.00
			STEP 4	33.89	2,711.90	5,875.78	70,509.36
			STEP 5	35.40	2,832.66	6,137.42	73,649.04
6071	MAINT WORKER I LANDSCAPE	NE	STEP 1	30.45	2,434.56	5,274.89	63,298.68
			STEP 2	31.82	2,545.10	5,514.39	66,172.68
			STEP 3	33.26	2,660.74	5,764.93	69,179.16
			STEP 4	34.73	2,779.44	6,022.13	72,265.56
6130	MAINT WORKER II	NE	STEP 1	34.15	2,733.39	5,922.35	71,068.20
			STEP 2	35.67	2,854.16	6,184.01	74,208.12
			STEP 3	37.28	2,983.09	6,463.37	77,560.44
			STEP 4	38.95	3,117.15	6,753.82	81,045.84
6129	MAINTENANCE LEADWORKER PW	NE	STEP 1	37.56	3,004.58	6,509.92	78,119.04
			STEP 2	39.23	3,138.64	6,800.39	81,604.68
			STEP 3	41.04	3,282.93	7,113.02	85,356.24
			STEP 4	42.86	3,428.26	7,427.89	89,134.68
2249	MANAGING ARBORIST	E	STEP 1	56.77	4,540.91	9,838.63	118,063.56
			STEP 2	59.32	4,745.34	10,281.56	123,378.72
			STEP 3	62.00	4,960.35	10,747.43	128,969.16
			STEP 4	64.80	5,182.80	11,229.39	134,752.68
			STEP 5	67.69	5,414.77	11,732.00	140,784.00
6095	MECH LIGHT EQUIP	NE	STEP 1	35.17	2,814.24	6,097.51	73,170.12
			STEP 2	36.73	2,938.07	6,365.82	76,389.84
			STEP 3	38.38	3,072.12	6,656.27	79,875.24
			STEP 4	40.12	3,210.27	6,955.59	83,467.08



**CITY OF SAN MATEO**  
**Merit Salary Schedule**

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2023	MGMT ANALYST I	NE	STEP 1	44.32	3,545.23	7,681.34	92,176.08
			STEP 2	46.32	3,706.23	8,030.17	96,362.04
			STEP 3	48.38	3,870.40	8,385.87	100,630.44
			STEP 4	50.56	4,045.19	8,764.57	105,174.84
			STEP 5	52.81	4,225.26	9,154.74	109,856.88
2022	MGMT ANALYST II	E	STEP 1	48.67	3,892.67	8,434.11	101,209.32
			STEP 2	50.88	4,069.55	8,817.36	105,808.32
			STEP 3	53.12	4,250.69	9,209.83	110,517.96
			STEP 4	55.54	4,442.40	9,625.20	115,502.40
			STEP 5	58.00	4,640.46	10,054.34	120,652.08
2024	MGMT ANALYST SR	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
2411	NETWORK ADMIN	E	STEP 1	62.03	4,962.48	10,752.04	129,024.48
			STEP 2	64.82	5,184.92	11,233.99	134,807.88
			STEP 3	67.74	5,417.94	11,738.86	140,866.32
			STEP 4	70.79	5,663.68	12,271.31	147,255.72
			STEP 5	73.98	5,917.90	12,822.11	153,865.32
2034	NETWORK ANALYST	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44
5465	NETWORK TECH	NE	STEP 1	39.34	3,147.51	6,819.60	81,835.20
			STEP 2	41.11	3,289.43	7,127.09	85,525.08
			STEP 3	42.96	3,437.43	7,447.77	89,373.24
			STEP 4	44.88	3,590.50	7,779.41	93,352.92
			STEP 5	46.92	3,752.69	8,130.83	97,569.96
5230	OFFICE ASST I	NE	STEP 1	25.30	2,024.35	4,386.10	52,633.20
			STEP 2	26.43	2,114.57	4,581.56	54,978.72
			STEP 3	27.59	2,206.81	4,781.43	57,377.16
			STEP 4	28.84	2,308.18	5,001.05	60,012.60
			STEP 5	30.16	2,411.57	5,225.07	62,700.84



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5430	OFFICE ASST II	NE	STEP 1	27.81	2,225.06	4,820.97	57,851.64
			STEP 2	29.10	2,327.43	5,042.77	60,513.24
			STEP 3	30.40	2,430.84	5,266.81	63,201.72
			STEP 4	31.74	2,540.31	5,504.01	66,048.12
			STEP 5	33.18	2,654.85	5,752.18	69,026.16
2250	PARK & LANDSCAPE MGR	E	STEP 1	62.45	4,997.44	10,827.78	129,933.36
			STEP 2	65.29	5,221.99	11,314.31	135,771.72
			STEP 3	68.19	5,456.08	11,821.50	141,858.00
			STEP 4	71.28	5,701.83	12,353.96	148,247.52
			STEP 5	74.48	5,958.15	12,909.33	154,911.96
2642	PARK PLANNING ADMINISTRATOR	E	STEP 1	62.56	5,003.36	10,840.61	130,087.32
			STEP 2	65.35	5,228.51	11,328.44	135,941.28
			STEP 3	68.31	5,463.45	11,837.48	142,049.76
			STEP 4	71.38	5,709.17	12,369.86	148,438.32
			STEP 5	74.58	5,965.65	12,925.57	155,106.84
5365	PARK RANGER SR	NE	STEP 1	38.49	3,078.59	6,670.27	80,043.24
			STEP 2	40.24	3,219.49	6,975.57	83,706.84
			STEP 3	42.04	3,362.42	7,285.24	87,422.88
			STEP 4	43.93	3,514.48	7,614.70	91,376.40
			STEP 5	45.95	3,674.64	7,961.71	95,540.52
2127	PARKING MANAGER	E	STEP 1	62.56	5,003.88	10,841.75	130,101.00
			STEP 2	65.35	5,228.51	11,328.44	135,941.28
			STEP 3	68.31	5,463.45	11,837.48	142,049.76
			STEP 4	71.38	5,709.17	12,369.86	148,438.32
			STEP 5	74.58	5,965.65	12,925.57	155,106.84
2251	PARKS & LANDSCAPE MAINT SUPV	E	STEP 1	49.74	3,980.05	8,623.45	103,481.40
			STEP 2	52.00	4,160.49	9,014.39	108,172.68
			STEP 3	54.34	4,347.63	9,419.87	113,038.44
			STEP 4	56.79	4,543.42	9,844.08	118,128.96
			STEP 5	59.33	4,746.89	10,284.92	123,419.04
2176	PAYROLL ADMINISTRAT	E	STEP 1	49.35	3,947.73	8,553.42	102,641.04
			STEP 2	51.58	4,126.75	8,941.30	107,295.60
			STEP 3	53.90	4,313.17	9,345.20	112,142.40
			STEP 4	56.31	4,504.89	9,760.60	117,127.20
			STEP 5	58.84	4,708.26	10,201.22	122,414.64



**CITY OF SAN MATEO**  
**Merit Salary Schedule**

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2177	PAYROLL SUPERVISOR	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
5017	PAYROLL TECHNICIAN I	NE	STEP 1	36.80	2,943.76	6,378.15	76,537.80
			STEP 2	38.49	3,078.59	6,670.27	80,043.24
			STEP 3	40.20	3,216.45	6,968.98	83,627.76
			STEP 4	42.01	3,359.38	7,278.65	87,343.80
			STEP 5	43.89	3,511.43	7,608.10	91,297.20
5018	PAYROLL TECHNICIAN II	NE	STEP 1	40.52	3,240.77	7,021.67	84,260.04
			STEP 2	42.32	3,385.74	7,335.76	88,029.12
			STEP 3	44.22	3,537.79	7,665.22	91,982.64
			STEP 4	46.20	3,695.92	8,007.83	96,093.96
			STEP 5	48.29	3,863.18	8,370.23	100,442.76
2089	PERMIT CENTER SUPERVISOR	E	STEP 1	55.65	4,451.84	9,645.65	115,747.80
			STEP 2	58.16	4,651.90	10,079.11	120,949.32
			STEP 3	60.78	4,861.53	10,533.32	126,399.84
			STEP 4	63.51	5,080.73	11,008.25	132,099.00
			STEP 5	66.37	5,309.50	11,503.91	138,046.92
5035	PLAN CHECK ENGINEER	E	STEP 1	55.54	4,443.02	9,626.54	115,518.48
			STEP 2	58.03	4,642.72	10,059.22	120,710.64
			STEP 3	60.70	4,856.61	10,522.65	126,271.80
			STEP 4	63.37	5,070.49	10,986.06	131,832.72
			STEP 5	66.27	5,300.60	11,484.64	137,815.68
2092	PLAN CHECK SUPERVISOR	E	STEP 1	63.20	5,057.16	10,957.17	131,486.04
			STEP 2	66.06	5,284.45	11,449.65	137,395.80
			STEP 3	69.10	5,527.90	11,977.12	143,725.44
			STEP 4	72.14	5,771.36	12,504.61	150,055.32
			STEP 5	75.41	6,033.28	13,072.11	156,865.32
5062	PLAN CHECKER FIRE	NE	STEP 1	55.54	4,443.02	9,626.54	115,518.48
			STEP 2	58.03	4,642.72	10,059.22	120,710.64
			STEP 3	60.70	4,856.61	10,522.65	126,271.80
			STEP 4	63.37	5,070.49	10,986.06	131,832.72
			STEP 5	66.27	5,300.60	11,484.64	137,815.68



## CITY OF SAN MATEO Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5061	PLAN CHECKER I	NE	STEP 1	43.21	3,456.70	7,489.51	89,874.12
			STEP 2	45.16	3,611.79	7,825.54	93,906.48
			STEP 3	47.17	3,773.99	8,176.97	98,123.64
			STEP 4	49.30	3,943.27	8,543.76	102,525.12
			STEP 5	51.47	4,118.64	8,923.72	107,084.64
5060	PLAN CHECKER II	NE	STEP 1	47.48	3,798.30	8,229.66	98,755.92
			STEP 2	49.62	3,969.62	8,600.84	103,210.08
			STEP 3	51.85	4,149.04	8,989.59	107,875.08
			STEP 4	54.18	4,336.58	9,395.92	112,751.04
			STEP 5	56.64	4,531.21	9,817.62	117,811.44
5050	PLANNER ASSISTANT	NE	STEP 1	44.29	3,543.87	7,678.38	92,140.56
			STEP 2	46.31	3,705.04	8,027.59	96,331.08
			STEP 3	48.32	3,866.22	8,376.82	100,521.84
			STEP 4	50.52	4,042.60	8,758.97	105,107.64
			STEP 5	52.84	4,226.09	9,156.53	109,878.36
5070	PLANNER ASSOC	E	STEP 1	48.71	3,897.66	8,444.92	101,339.04
			STEP 2	50.96	4,075.05	8,829.27	105,951.24
			STEP 3	53.23	4,257.51	9,224.61	110,695.32
			STEP 4	55.65	4,451.14	9,644.14	115,729.68
			STEP 5	58.07	4,645.76	10,065.82	120,789.84
2132	PLANNER PRINCIPAL	E	STEP 1	68.44	5,476.20	11,865.11	142,381.32
			STEP 2	71.51	5,720.88	12,395.25	148,743.00
			STEP 3	74.74	5,980.40	12,957.54	155,490.48
			STEP 4	78.10	6,248.38	13,538.15	162,457.80
			STEP 5	81.61	6,529.08	14,146.34	169,756.08
5054	PLANNER PUBLIC SERV	NE	STEP 1	40.21	3,217.46	6,971.16	83,653.92
			STEP 2	42.08	3,365.46	7,291.82	87,501.84
			STEP 3	43.94	3,515.50	7,616.91	91,402.92
			STEP 4	45.94	3,673.62	7,959.52	95,514.24
			STEP 5	47.98	3,837.84	8,315.31	99,783.72
2133	PLANNER SR	E	STEP 1	60.64	4,852.32	10,513.36	126,160.32
			STEP 2	63.41	5,071.58	10,988.43	131,861.16
			STEP 3	66.28	5,302.48	11,488.71	137,864.52
			STEP 4	69.26	5,540.82	12,005.12	144,061.44
			STEP 5	72.35	5,788.67	12,542.12	150,505.44



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2130	PLANNING MANAGER	E	STEP 1	75.00	6,001.57	13,003.41	156,040.92
			STEP 2	78.40	6,271.68	13,588.65	163,063.80
			STEP 3	81.91	6,554.51	14,201.43	170,417.16
			STEP 4	85.61	6,850.03	14,841.74	178,100.88
			STEP 5	89.48	7,158.26	15,509.56	186,114.72
6249	PLANT MACHINIST	NE	STEP 1	43.79	3,503.98	7,591.95	91,103.40
			STEP 2	45.80	3,663.63	7,937.86	95,254.32
			STEP 3	47.87	3,830.44	8,299.28	99,591.36
			STEP 4	49.99	3,999.29	8,665.13	103,981.56
2520	POLICE CAPTAIN	E	STEP 1	93.65	7,491.95	16,232.56	194,790.72
			STEP 2	97.86	7,830.31	16,965.67	203,588.04
			STEP 3	102.29	8,183.20	17,730.26	212,763.12
			STEP 4	106.90	8,551.71	18,528.70	222,344.40
			STEP 5	111.70	8,935.85	19,361.01	232,332.12
5286	POLICE DIGITAL FORENSIC SPEC	NE	STEP 1	40.32	3,226.59	6,990.94	83,891.28
			STEP 2	42.13	3,369.52	7,300.63	87,607.56
			STEP 3	44.03	3,522.59	7,632.27	91,587.24
			STEP 4	46.04	3,683.76	7,981.49	95,777.88
			STEP 5	48.08	3,846.96	8,335.09	100,021.08
2622	POLICE EVIDENCE ANALYST	E	STEP 1	48.64	3,891.31	8,431.18	101,174.16
			STEP 2	50.84	4,066.42	8,810.58	105,726.96
			STEP 3	53.11	4,249.41	9,207.06	110,484.72
			STEP 4	55.52	4,440.64	9,621.38	115,456.56
			STEP 5	57.99	4,640.46	10,054.34	120,652.08
2530	POLICE LIEUTENANT	E	STEP 1	83.71	6,697.50	14,511.26	174,135.12
			STEP 2	87.48	6,999.42	15,165.41	181,984.92
			STEP 3	91.42	7,312.83	15,844.47	190,133.64
			STEP 4	95.54	7,643.46	16,560.84	198,730.08
			STEP 5	99.87	7,990.16	17,312.02	207,744.24
4110	POLICE OFFICER	NE	STEP 1	56.83	4,546.13	9,849.95	118,199.40
			STEP 2	59.37	4,749.35	10,290.25	123,483.00
			STEP 3	62.04	4,961.58	10,750.10	129,001.20
			STEP 4	64.82	5,186.24	11,236.85	134,842.20
			STEP 5	67.71	5,417.66	11,738.27	140,859.24
4210	POLICE OFFICER TRAINEE	NE	STEP 1	48.31	3,864.44	8,372.95	100,475.44



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5283	POLICE RCD SPEC I	NE	STEP 1	28.44	2,275.50	4,930.26	59,163.12
			STEP 2	29.72	2,377.85	5,152.01	61,824.12
			STEP 3	31.05	2,483.73	5,381.41	64,576.92
			STEP 4	32.43	2,594.02	5,620.38	67,444.56
			STEP 5	33.91	2,713.13	5,878.44	70,541.28
5282	POLICE RCD SPEC II	NE	STEP 1	31.27	2,501.38	5,419.65	65,035.80
			STEP 2	32.68	2,614.32	5,664.35	67,972.20
			STEP 3	34.15	2,731.66	5,918.60	71,023.20
			STEP 4	35.69	2,855.18	6,186.23	74,234.76
			STEP 5	37.25	2,980.47	6,457.69	77,492.28
5281	POLICE RCD SPEC SR	NE	STEP 1	36.04	2,883.00	6,246.50	74,958.00
			STEP 2	37.66	3,012.41	6,526.88	78,322.56
			STEP 3	39.40	3,151.06	6,827.29	81,927.48
			STEP 4	41.12	3,289.71	7,127.70	85,532.40
			STEP 5	42.94	3,434.83	7,442.13	89,305.56
2195	POLICE RECORD SUPV	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
7120	POLICE SERGEANT	NE	STEP 1	68.15	5,451.54	11,811.68	141,740.16
			STEP 2	71.21	5,696.50	12,342.42	148,109.04
			STEP 3	74.40	5,952.77	12,897.67	154,772.04
			STEP 4	77.74	6,220.32	13,477.37	161,728.44
			STEP 5	81.24	6,500.30	14,083.98	169,007.76
2621	POLICE TECH SVCS ADMINISTRATOR	E	STEP 1	68.91	5,512.18	11,943.05	143,316.60
			STEP 2	72.01	5,760.11	12,480.24	149,762.88
			STEP 3	75.25	6,019.34	13,041.91	156,502.92
			STEP 4	78.64	6,290.43	13,629.27	163,551.24
			STEP 5	82.17	6,573.94	14,243.54	170,922.48
2128	PRINCIPAL TRANSPORTATION PLANR	E	STEP 1	68.44	5,476.20	11,865.11	142,381.32
			STEP 2	71.51	5,720.88	12,395.25	148,743.00
			STEP 3	74.74	5,980.40	12,957.54	155,490.48
			STEP 4	78.10	6,248.38	13,538.15	162,457.80
			STEP 5	81.61	6,529.08	14,146.34	169,756.08



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5433	PROGRAM ASSISTANT I	NE	STEP 1	25.30	2,024.35	4,386.10	52,633.20
			STEP 2	26.43	2,114.57	4,581.56	54,978.72
			STEP 3	27.59	2,206.81	4,781.43	57,377.16
			STEP 4	28.84	2,308.18	5,001.05	60,012.60
			STEP 5	30.16	2,411.57	5,225.07	62,700.84
5434	PROGRAM ASSISTANT II	NE	STEP 1	27.81	2,225.06	4,820.97	57,851.64
			STEP 2	29.10	2,327.43	5,042.77	60,513.24
			STEP 3	30.40	2,430.84	5,266.81	63,201.72
			STEP 4	31.74	2,540.31	5,504.01	66,048.12
			STEP 5	33.18	2,654.85	5,752.18	69,026.16
5342	PROGRAM ASST SR	NE	STEP 1	32.67	2,612.29	5,659.96	67,919.52
			STEP 2	34.11	2,728.86	5,912.52	70,950.24
			STEP 3	35.65	2,853.55	6,182.69	74,192.28
			STEP 4	37.24	2,980.26	6,457.22	77,486.64
			STEP 5	38.92	3,113.05	6,744.95	80,939.40
2066	PROJECT MGR I	NE	STEP 1	51.50	4,119.34	8,925.23	107,102.76
			STEP 2	53.81	4,305.76	9,329.14	111,949.68
			STEP 3	56.24	4,499.60	9,749.14	116,989.68
			STEP 4	58.76	4,700.85	10,185.18	122,222.16
			STEP 5	61.42	4,913.76	10,646.48	127,757.76
2067	PROJECT MGR II	E	STEP 1	56.87	4,549.38	9,857.00	118,284.00
			STEP 2	59.39	4,751.68	10,295.31	123,543.72
			STEP 3	62.07	4,966.72	10,761.22	129,134.64
			STEP 4	64.88	5,190.21	11,245.46	134,945.52
			STEP 5	67.80	5,423.25	11,750.37	141,004.44
2064	PROJECT MGR SR	E	STEP 1	62.57	5,004.33	10,842.72	130,112.64
			STEP 2	65.33	5,226.87	11,324.88	135,898.56
			STEP 3	68.31	5,463.39	11,837.34	142,048.08
			STEP 4	71.38	5,709.24	12,370.01	148,440.12
			STEP 5	74.58	5,965.56	12,925.39	155,104.68
2065	PROJECT SUPT	NE	STEP 1	57.23	4,577.98	9,918.96	119,027.52
			STEP 2	59.82	4,785.59	10,368.77	124,425.24
			STEP 3	62.51	5,001.68	10,836.97	130,043.64
			STEP 4	65.32	5,225.16	11,321.19	135,854.28
			STEP 5	68.27	5,460.31	11,830.67	141,968.04





# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2202	PUB WKS SUPV	E	STEP 1	53.10	4,248.56	9,205.21	110,462.52
			STEP 2	55.50	4,439.22	9,618.32	115,419.84
			STEP 3	57.99	4,639.41	10,052.06	120,624.72
			STEP 4	60.60	4,848.09	10,504.19	126,050.28
			STEP 5	63.34	5,066.28	10,976.95	131,723.40
6123	PUMP STATION MECHANIC I	NE	STEP 1	37.91	3,033.24	6,572.02	78,864.24
			STEP 2	39.58	3,166.27	6,860.25	82,323.00
			STEP 3	41.39	3,311.60	7,175.13	86,101.56
			STEP 4	43.27	3,461.00	7,498.83	89,985.96
6124	PUMP STATION MECHANIC II	NE	STEP 1	42.23	3,378.10	7,319.22	87,830.64
			STEP 2	44.09	3,527.52	7,642.97	91,715.64
			STEP 3	46.08	3,686.15	7,986.65	95,839.80
			STEP 4	48.17	3,855.00	8,352.50	100,230.00
6140	PUMP STATION MECHANIC III	NE	STEP 1	46.46	3,716.20	8,051.77	96,621.24
			STEP 2	48.50	3,880.74	8,408.26	100,899.12
			STEP 3	50.69	4,055.31	8,786.51	105,438.12
			STEP 4	53.02	4,240.92	9,188.67	110,264.04
2126	REGULATORY COMPLIANCE MANAGER	E	STEP 1	72.47	5,796.64	12,559.39	150,712.68
			STEP 2	75.72	6,057.41	13,124.39	157,492.68
			STEP 3	79.14	6,331.00	13,717.17	164,606.04
			STEP 4	82.70	6,615.27	14,333.08	171,996.96
			STEP 5	86.44	6,914.52	14,981.47	179,777.64
5245	SECTY EXEC TO CITY ATTORNEY	NE	STEP 1	37.42	2,992.43	6,483.60	77,803.20
			STEP 2	39.08	3,128.26	6,777.90	81,334.80
			STEP 3	40.86	3,268.15	7,080.99	84,971.88
			STEP 4	42.73	3,418.17	7,406.04	88,872.48
			STEP 5	44.61	3,569.21	7,733.28	92,799.36
5023	SECTY EXEC TO CITY MANAGER	NE	STEP 1	40.35	3,228.61	6,995.32	83,943.84
			STEP 2	42.16	3,372.55	7,307.20	87,686.40
			STEP 3	44.05	3,524.61	7,636.65	91,639.80
			STEP 4	46.05	3,684.77	7,983.67	95,804.04
			STEP 5	48.13	3,850.01	8,341.69	100,100.28
5456	SOLID WASTE & RECYC PROG COORD	NE	STEP 1	48.58	3,886.50	8,420.74	101,048.88
			STEP 2	50.76	4,061.87	8,800.71	105,608.52
			STEP 3	53.02	4,243.32	9,193.87	110,326.44
			STEP 4	55.42	4,434.91	9,608.97	115,307.64
			STEP 5	57.91	4,633.60	10,039.46	120,473.52



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5454	SOLID WASTE TECHNICIAN	NE	STEP 1	38.64	3,090.82	6,696.78	80,361.36
			STEP 2	40.40	3,232.26	7,003.22	84,038.64
			STEP 3	42.21	3,377.02	7,316.88	87,802.56
			STEP 4	44.09	3,526.78	7,641.36	91,696.32
			STEP 5	46.07	3,685.69	7,985.66	95,827.92
2230	SUPERVISING LIBRARIAN	E	STEP 1	45.77	3,662.66	7,935.76	95,229.12
			STEP 2	47.82	3,827.26	8,292.39	99,508.68
			STEP 3	49.99	3,999.50	8,665.58	103,986.96
			STEP 4	52.23	4,179.36	9,055.28	108,663.36
			STEP 5	54.59	4,367.95	9,463.90	113,566.80
2229	SUPERVISING LIBRARY ASSISTANT	E	STEP 1	41.19	3,296.09	7,141.52	85,698.24
			STEP 2	43.05	3,444.43	7,462.94	89,555.28
			STEP 3	45.00	3,599.44	7,798.79	93,585.48
			STEP 4	47.01	3,761.42	8,149.74	97,796.88
			STEP 5	49.15	3,931.16	8,517.52	102,210.24
5361	SURVEY TECHNICIAN SR	NE	STEP 1	46.76	3,741.04	8,105.59	97,267.08
			STEP 2	48.87	3,909.22	8,469.97	101,639.64
			STEP 3	51.07	4,085.33	8,851.54	106,218.48
			STEP 4	53.37	4,268.94	9,249.36	110,992.32
			STEP 5	55.76	4,461.37	9,666.31	115,995.72
2037	SUSTAINABILITY ANALYST	E	STEP 1	53.51	4,281.38	9,276.33	111,315.96
			STEP 2	55.91	4,474.18	9,694.05	116,328.60
			STEP 3	58.44	4,674.36	10,127.79	121,533.48
			STEP 4	61.07	4,885.15	10,584.50	127,014.00
			STEP 5	63.84	5,107.58	11,066.43	132,797.16
5460	SYS ANALYST I	NE	STEP 1	47.13	3,769.92	8,168.17	98,018.04
			STEP 2	49.23	3,939.21	8,534.95	102,419.40
			STEP 3	51.43	4,114.58	8,914.93	106,979.16
			STEP 4	53.80	4,304.15	9,325.65	111,907.80
			STEP 5	56.20	4,495.72	9,740.73	116,888.76
2033	SYS ANALYST II	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2416	SYSTEMS & NETWORK MGR	E	STEP 1	72.95	5,835.28	12,643.10	151,717.20
			STEP 2	76.24	6,100.09	13,216.87	158,602.44
			STEP 3	79.68	6,375.49	13,813.56	165,762.72
			STEP 4	83.27	6,661.47	14,433.19	173,198.28
			STEP 5	87.00	6,961.24	15,082.68	180,992.16
2031	SYSTEMS ANALYST SR	E	STEP 1	62.03	4,962.48	10,752.04	129,024.48
			STEP 2	64.82	5,184.92	11,233.99	134,807.88
			STEP 3	67.74	5,417.94	11,738.86	140,866.32
			STEP 4	70.79	5,663.68	12,271.31	147,255.72
			STEP 5	73.98	5,917.90	12,822.11	153,865.32
2171	SYSTEMS SPECIALIST	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44
2165	TECHNICAL SUPPORT SUPERVISOR	E	STEP 1	53.92	4,315.29	9,349.79	112,197.48
			STEP 2	56.36	4,508.06	9,767.47	117,209.64
			STEP 3	58.87	4,711.44	10,208.12	122,497.44
			STEP 4	61.58	4,925.40	10,671.71	128,060.52
			STEP 5	64.31	5,146.79	11,151.37	133,816.44
6105	TRAF & LIGHT TECH	NE	STEP 1	43.72	3,498.87	7,580.88	90,970.56
			STEP 2	45.68	3,654.41	7,917.88	95,014.56
			STEP 3	47.78	3,821.23	8,279.34	99,352.08
			STEP 4	49.90	3,991.10	8,647.38	103,768.56
5285	TRAFFIC ENFORC COORD	NE	STEP 1	40.32	3,226.59	6,990.94	83,891.28
			STEP 2	42.13	3,369.52	7,300.63	87,607.56
			STEP 3	44.03	3,522.59	7,632.27	91,587.24
			STEP 4	46.04	3,683.76	7,981.49	95,777.88
			STEP 5	48.08	3,846.96	8,335.09	100,021.08
6225	TRAFFIC SAFETY WRKR	NE	STEP 1	37.56	3,004.58	6,509.92	78,119.04
			STEP 2	39.23	3,138.64	6,800.39	81,604.68
			STEP 3	41.03	3,281.92	7,110.82	85,329.84
			STEP 4	42.86	3,428.26	7,427.89	89,134.68
5064	TRANSPORTATION PLANNER ASSOC	E	STEP 1	48.71	3,897.66	8,444.92	101,339.04
			STEP 2	50.96	4,075.05	8,829.27	105,951.24
			STEP 3	53.23	4,257.51	9,224.61	110,695.32
			STEP 4	55.65	4,451.14	9,644.14	115,729.68
			STEP 5	58.07	4,645.76	10,065.82	120,789.84

\* 8/15/22 CC action. All classifications 40 hrs/wk unless noted. All Library classifications 37.5 hrs/wk.



**CITY OF SAN MATEO**  
**Merit Salary Schedule**

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5063	TRANSPORTATION PLANNER ASST	NE	STEP 1	44.30	3,543.87	7,678.38	92,140.56
			STEP 2	46.31	3,705.04	8,027.59	96,331.08
			STEP 3	48.32	3,866.22	8,376.82	100,521.84
			STEP 4	50.52	4,042.60	8,758.97	105,107.64
			STEP 5	52.84	4,226.09	9,156.53	109,878.36
6233	TREE MAINT SPEC	NE	STEP 1	44.20	3,536.93	7,663.34	91,960.08
			STEP 2	46.23	3,697.91	8,012.14	96,145.68
			STEP 3	48.28	3,861.13	8,365.79	100,389.48
			STEP 4	50.45	4,035.62	8,743.84	104,926.08
6078	TREE TRIMMER SR PK	NE	STEP 1	35.84	2,867.45	6,212.80	74,553.60
			STEP 2	37.46	2,996.39	6,492.17	77,906.04
			STEP 3	39.12	3,130.46	6,782.67	81,392.04
			STEP 4	40.92	3,274.75	7,095.29	85,143.48
5287	VEHICLE ABATEMENT OFFICER	NE	STEP 1	30.65	2,452.48	5,313.70	63,764.40
			STEP 2	32.04	2,562.83	5,552.79	66,633.48
			STEP 3	33.49	2,678.48	5,803.38	69,640.56
			STEP 4	34.99	2,799.43	6,065.43	72,785.16
			STEP 5	36.57	2,925.67	6,338.96	76,067.52
2129	WASTE MANAGEMENT SUPERVISOR	E	STEP 1	55.65	4,451.84	9,645.65	115,747.80
			STEP 2	58.16	4,651.90	10,079.11	120,949.32
			STEP 3	60.78	4,861.53	10,533.32	126,399.84
			STEP 4	63.51	5,080.73	11,008.25	132,099.00
			STEP 5	66.37	5,309.50	11,503.91	138,046.92
2041	WEB SPECIALIST	E	STEP 1	56.97	4,557.86	9,875.36	118,504.32
			STEP 2	59.61	4,768.65	10,332.07	123,984.84
			STEP 3	62.25	4,979.42	10,788.75	129,465.00
			STEP 4	65.08	5,207.16	11,282.18	135,386.16
			STEP 5	68.00	5,439.13	11,784.79	141,417.48
6207	WWTP ELECT TECHNICIAN	E	STEP 1	47.83	3,826.66	8,291.09	99,493.08
			STEP 2	49.98	3,999.22	8,664.98	103,979.76
			STEP 3	52.21	4,178.01	9,052.35	108,628.20
			STEP 4	54.59	4,366.08	9,459.84	113,518.08
2112	WWTP MAINTENANCE SUPT	E	STEP 1	61.38	4,910.28	10,638.94	127,667.28
			STEP 2	64.13	5,130.51	11,116.11	133,393.32
			STEP 3	67.03	5,362.03	11,617.74	139,412.88
			STEP 4	70.01	5,600.29	12,133.97	145,607.64
			STEP 5	73.16	5,853.27	12,682.09	152,185.08



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2115	WWTP MANAGER	E	STEP 1	78.03	6,243.41	13,527.39	162,328.68
			STEP 2	81.56	6,523.99	14,135.32	169,623.84
			STEP 3	85.24	6,818.67	14,773.78	177,285.36
			STEP 4	89.08	7,125.09	15,437.69	185,252.28
			STEP 5	93.09	7,446.77	16,134.67	193,616.04
6245	WWTP MECHANIC I	NE	STEP 1	39.05	3,124.23	6,769.16	81,229.92
			STEP 2	40.77	3,261.25	7,066.05	84,792.60
			STEP 3	42.64	3,410.95	7,390.39	88,684.68
			STEP 4	44.55	3,564.83	7,723.79	92,685.48
6247	WWTP MECHANIC II	NE	STEP 1	43.49	3,479.44	7,538.79	90,465.48
			STEP 2	45.42	3,633.35	7,872.25	94,467.00
			STEP 3	47.46	3,796.73	8,226.25	98,715.00
			STEP 4	49.64	3,970.65	8,603.07	103,236.84
6248	WWTP MECHANIC III	NE	STEP 1	47.81	3,826.23	8,290.17	99,482.04
			STEP 2	49.98	3,999.12	8,664.75	103,977.00
			STEP 3	52.21	4,178.29	9,052.97	108,635.64
			STEP 4	54.59	4,365.92	9,459.50	113,514.00
2110	WWTP OPERATIONS SUPT	E	STEP 1	67.12	5,369.04	11,632.93	139,595.16
			STEP 2	70.14	5,611.13	12,157.44	145,889.28
			STEP 3	73.30	5,863.76	12,704.82	152,457.84
			STEP 4	76.59	6,126.99	13,275.14	159,301.68
			STEP 5	80.04	6,403.14	13,873.48	166,481.76
6240	WWTP OPERATOR I	NE	STEP 1	40.34	3,227.41	6,992.72	83,912.64
			STEP 2	42.13	3,371.42	7,304.75	87,657.00
			STEP 3	44.08	3,526.19	7,640.07	91,680.84
			STEP 4	46.03	3,683.08	7,980.01	95,760.12
6242	WWTP OPERATOR II	NE	STEP 1	44.29	3,543.37	7,677.31	92,127.72
			STEP 2	46.22	3,697.07	8,010.31	96,123.72
			STEP 3	48.31	3,865.80	8,375.90	100,510.80
			STEP 4	50.51	4,042.06	8,757.79	105,093.48
6243	WWTP OPERATOR III	NE	STEP 1	48.67	3,893.75	8,436.45	101,237.40
			STEP 2	50.89	4,070.00	8,818.33	105,819.96
			STEP 3	53.18	4,253.76	9,216.49	110,597.88
			STEP 4	55.52	4,441.86	9,624.02	115,488.24
6235	WWTP OPR IN TRAINING	NE	STEP 1	35.28	2,822.23	6,114.84	73,378.08
			STEP 2	36.94	2,954.42	6,401.25	76,815.00
			STEP 3	38.55	3,084.46	6,682.99	80,195.88
			STEP 4	40.30	3,224.18	6,985.73	83,828.76

\* 8/15/22 CC action. All classifications 40 hrs/wk unless noted. All Library classifications 37.5 hrs/wk.



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 08/21/2022 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2111	WWTP SHIFT SUPV	NE	STEP 1	54.17	4,334.15	9,390.65	112,687.80
			STEP 2	56.60	4,528.20	9,811.09	117,733.08
			STEP 3	59.11	4,729.84	10,247.99	122,975.88
			STEP 4	61.77	4,942.41	10,708.56	128,502.72
			STEP 5	64.57	5,164.79	11,190.38	134,284.56