



## CITY OF SAN MATEO Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5205	ACCOUNTANT I	NE	STEP 1	38.92	3,113.27	6,745.41	80,944.92
			STEP 2	40.72	3,257.06	7,056.96	84,683.52
			STEP 3	42.52	3,401.82	7,370.60	88,447.20
			STEP 4	44.44	3,555.26	7,703.07	92,436.84
			STEP 5	46.44	3,714.50	8,048.08	96,576.96
2650	ACCOUNTANT II	NE	STEP 1	44.14	3,531.10	7,650.72	91,808.64
			STEP 2	46.11	3,689.98	7,994.96	95,939.52
			STEP 3	48.17	3,854.98	8,352.45	100,229.40
			STEP 4	50.35	4,028.12	8,727.59	104,731.08
			STEP 5	52.62	4,209.42	9,120.40	109,444.80
2651	ACCOUNTANT SR	E	STEP 1	50.73	4,058.68	8,793.80	105,525.60
			STEP 2	53.01	4,240.98	9,188.79	110,265.48
			STEP 3	55.40	4,432.45	9,603.65	115,243.80
			STEP 4	57.93	4,633.10	10,038.39	120,460.68
			STEP 5	60.54	4,841.90	10,490.78	125,889.36
5010	ACCOUNTING ASST I	NE	STEP 1	26.57	2,125.05	4,604.27	55,251.24
			STEP 2	27.75	2,219.63	4,809.19	57,710.28
			STEP 3	29.01	2,320.96	5,028.74	60,344.88
			STEP 4	30.32	2,425.18	5,254.56	63,054.72
			STEP 5	31.67	2,534.23	5,490.83	65,889.96
5350	ACCOUNTING ASST II	NE	STEP 1	29.16	2,334.47	5,058.01	60,696.12
			STEP 2	30.53	2,442.56	5,292.21	63,506.52
			STEP 3	31.90	2,550.64	5,526.39	66,316.68
			STEP 4	33.34	2,667.40	5,779.36	69,352.32
			STEP 5	34.82	2,786.10	6,036.56	72,438.72
5131	ACCOUNTING ASST SR	NE	STEP 1	32.12	2,569.94	5,568.20	66,818.40
			STEP 2	33.59	2,686.72	5,821.22	69,854.64
			STEP 3	35.07	2,806.38	6,080.48	72,965.76
			STEP 4	36.69	2,934.74	6,358.60	76,303.20
			STEP 5	38.31	3,065.02	6,640.87	79,690.44
2101	ACCOUNTING MGR	E	STEP 1	58.35	4,668.07	10,114.16	121,369.92
			STEP 2	60.99	4,878.33	10,569.71	126,836.52
			STEP 3	63.72	5,098.20	11,046.09	132,553.08
			STEP 4	66.60	5,327.66	11,543.27	138,519.24
			STEP 5	69.58	5,568.18	12,064.38	144,772.56



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5025	ADMIN TECH	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	31.74	2,539.06	5,501.29	66,015.48
			STEP 2	33.17	2,653.91	5,750.13	69,001.56
			STEP 3	34.65	2,771.64	6,005.22	72,062.64
			STEP 4	36.19	2,896.13	6,274.94	75,299.28
			STEP 5	37.85	3,027.37	6,559.31	78,711.72
5183	ASSIST TO CITY CLERK	NE	STEP 1	31.74	2,539.06	5,501.29	66,015.48
			STEP 2	33.17	2,653.91	5,750.13	69,001.56
			STEP 3	34.65	2,771.64	6,005.22	72,062.64
			STEP 4	36.19	2,896.13	6,274.94	75,299.28
			STEP 5	37.85	3,027.37	6,559.31	78,711.72
5031	BLDG INSP I	NE	STEP 1	38.63	3,091.07	6,697.32	80,367.84
			STEP 2	40.41	3,233.89	7,006.77	84,081.24
			STEP 3	42.26	3,379.61	7,322.49	87,869.88
			STEP 4	44.14	3,531.14	7,650.80	91,809.60
			STEP 5	46.08	3,686.51	7,987.44	95,849.28
5030	BLDG INSP II	NE	STEP 1	42.52	3,401.82	7,370.60	88,447.20
			STEP 2	44.44	3,555.26	7,703.07	92,436.84
			STEP 3	46.45	3,715.46	8,050.16	96,601.92
			STEP 4	48.53	3,881.46	8,409.82	100,917.84
			STEP 5	50.69	4,055.16	8,786.18	105,434.16
5032	BLDG INSP SENIOR	NE	STEP 1	46.76	3,740.06	8,103.47	97,241.64
			STEP 2	48.86	3,908.16	8,467.67	101,612.04
			STEP 3	51.05	4,083.81	8,848.26	106,179.12
			STEP 4	53.35	4,267.87	9,247.05	110,964.60
			STEP 5	55.75	4,460.34	9,664.07	115,968.84
5030k	BLDG INSPECTOR II (K RATE)	NE	STEP 1	43.91	3,513.77	7,613.16	91,357.92
			STEP 2	45.89	3,671.07	7,953.99	95,447.88
			STEP 3	47.94	3,836.10	8,311.55	99,738.60
			STEP 4	50.14	4,010.76	8,689.99	104,279.88
			STEP 5	52.38	4,189.31	9,076.83	108,921.96



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2090	BLDG OFFICIAL	E	STEP 1	72.12	5,770.74	12,503.28	150,039.36
			STEP 2	75.38	6,030.47	13,066.01	156,792.12
			STEP 3	78.76	6,302.41	13,655.22	163,862.64
			STEP 4	82.32	6,586.57	14,270.90	171,250.80
			STEP 5	86.04	6,882.94	14,913.04	178,956.48
2026	BUDGET ANALYST	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
2103	BUDGET MANAGER	E	STEP 1	58.35	4,668.07	10,114.16	121,369.92
			STEP 2	60.99	4,878.33	10,569.71	126,836.52
			STEP 3	63.72	5,098.20	11,046.09	132,553.08
			STEP 4	66.60	5,327.66	11,543.27	138,519.24
			STEP 5	69.58	5,568.18	12,064.38	144,772.56
2180	BUILDING MAINT SUPERVISOR	E	STEP 1	50.05	4,004.70	8,676.84	104,122.08
			STEP 2	52.31	4,184.97	9,067.44	108,809.28
			STEP 3	54.67	4,373.39	9,475.67	113,708.04
			STEP 4	57.09	4,566.90	9,894.96	118,739.52
			STEP 5	59.67	4,774.68	10,345.14	124,141.68
2106	BUSINESS MANAGER	E	STEP 1	59.21	4,736.55	10,262.53	123,150.36
			STEP 2	61.86	4,949.29	10,723.46	128,681.52
			STEP 3	64.66	5,172.37	11,206.81	134,481.72
			STEP 4	67.56	5,404.87	11,710.55	140,526.60
			STEP 5	70.60	5,647.81	12,236.93	146,843.16
2035	BUSINESS SYSTEMS ANALYST I	E	STEP 1	46.69	3,734.84	8,092.15	97,105.80
			STEP 2	48.79	3,902.86	8,456.20	101,474.40
			STEP 3	50.99	4,078.56	8,836.87	106,042.44
			STEP 4	53.27	4,261.94	9,234.20	110,810.40
			STEP 5	55.68	4,453.96	9,650.25	115,803.00
2036	BUSINESS SYSTEMS ANALYST II	E	STEP 1	51.85	4,149.31	8,990.18	107,882.16
			STEP 2	54.19	4,334.68	9,391.80	112,701.60
			STEP 3	56.61	4,530.23	9,815.50	117,786.00
			STEP 4	59.21	4,735.97	10,261.26	123,135.12
			STEP 5	61.84	4,948.83	10,722.47	128,669.64



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2038	BUSINESS SYSTEMS ANALYST SR	E	STEP 1	59.64	4,771.62	10,338.50	124,062.00
			STEP 2	62.33	4,985.50	10,801.91	129,622.92
			STEP 3	65.13	5,209.56	11,287.37	135,448.44
			STEP 4	68.07	5,445.85	11,799.34	141,592.08
			STEP 5	71.13	5,690.28	12,328.95	147,947.40
6045	CENTRAL SERVICES WORKER	NE	STEP 1	21.62	1,729.70	3,747.69	44,972.28
			STEP 2	22.60	1,807.86	3,917.04	47,004.48
			STEP 3	23.61	1,889.40	4,093.70	49,124.40
			STEP 4	24.66	1,973.45	4,275.80	51,309.60
5301	CENTRAL SVCS ASSIST	NE	STEP 1	34.96	2,796.73	6,059.58	72,714.96
			STEP 2	36.55	2,924.11	6,335.57	76,026.84
			STEP 3	38.21	3,056.33	6,622.04	79,464.48
			STEP 4	39.89	3,191.43	6,914.76	82,977.12
2015	CITY ATTY ASST	E	STEP 1	75.17	6,014.16	13,030.69	156,368.28
			STEP 2	78.54	6,283.05	13,613.27	163,359.24
			STEP 3	82.08	6,565.17	14,224.54	170,694.48
			STEP 4	85.77	6,861.55	14,866.69	178,400.28
			STEP 5	89.61	7,169.14	15,533.13	186,397.56
2547	CITY ATTY DEP I	E	STEP 1	51.30	4,103.48	8,890.88	106,690.56
			STEP 2	53.59	4,287.84	9,290.31	111,483.72
			STEP 3	55.99	4,480.32	9,707.37	116,488.44
			STEP 4	58.54	4,681.98	10,144.29	121,731.48
			STEP 5	61.14	4,891.80	10,598.89	127,186.68
2548	CITY ATTY DEP II	E	STEP 1	56.46	4,515.98	9,784.62	117,415.44
			STEP 2	58.95	4,716.61	10,219.32	122,631.84
			STEP 3	61.66	4,931.52	10,684.96	128,219.52
			STEP 4	64.38	5,152.53	11,163.81	133,965.72
			STEP 5	67.31	5,384.74	11,666.94	140,003.28
2017	CITY CLERK DEP	E	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
2055	CODE ENF OFFCR SR	E	STEP 1	47.29	3,782.66	8,195.76	98,349.12
			STEP 2	49.43	3,954.79	8,568.71	102,824.52
			STEP 3	51.63	4,130.99	8,950.48	107,405.76
			STEP 4	53.98	4,318.38	9,356.50	112,278.00
			STEP 5	56.43	4,512.92	9,778.00	117,336.00



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5263	CODE ENF OFFICER I	NE	STEP 1	36.20	2,897.10	6,277.04	75,324.48
			STEP 2	37.86	3,028.35	6,561.42	78,737.04
			STEP 3	39.54	3,164.41	6,856.23	82,274.76
			STEP 4	41.35	3,308.21	7,167.78	86,013.36
			STEP 5	43.20	3,455.86	7,487.70	89,852.40
5262	CODE ENF OFFICER II	NE	STEP 1	39.87	3,189.50	6,910.59	82,927.08
			STEP 2	41.63	3,330.40	7,215.87	86,590.44
			STEP 3	43.50	3,480.94	7,542.04	90,504.48
			STEP 4	45.49	3,638.26	7,882.90	94,594.80
			STEP 5	47.53	3,802.32	8,238.36	98,860.32
2056	CODE ENFORCEMENT MANAGER	E	STEP 1	65.57	5,246.14	11,366.64	136,399.68
			STEP 2	68.52	5,482.05	11,877.78	142,533.36
			STEP 3	71.61	5,728.67	12,412.11	148,945.32
			STEP 4	74.82	5,986.58	12,970.93	155,651.16
			STEP 5	78.20	6,256.12	13,554.92	162,659.04
2001	COMM & PUB RELATIONS ANALYST	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
5483	COMM ENGAGEMENT&PUB REL COORD	NE	STEP 1	42.69	3,415.17	7,399.53	88,794.36
			STEP 2	44.60	3,568.85	7,732.51	92,790.12
			STEP 3	46.61	3,729.45	8,080.48	96,965.76
			STEP 4	48.72	3,897.28	8,444.10	101,329.20
			STEP 5	50.91	4,072.65	8,824.08	105,888.96
4535	COMM SERV OFF I	NE	STEP 1	29.88	2,390.84	5,180.15	62,161.80
			STEP 2	31.21	2,496.25	5,408.54	64,902.48
			STEP 3	32.61	2,609.41	5,653.73	67,844.76
			STEP 4	34.09	2,726.44	5,907.29	70,887.48
			STEP 5	35.62	2,850.24	6,175.51	74,106.12
4545	COMM SERV OFF II	NE	STEP 1	32.74	2,619.09	5,674.69	68,096.28
			STEP 2	34.23	2,738.04	5,932.43	71,189.16
			STEP 3	35.76	2,860.87	6,198.55	74,382.60
			STEP 4	37.36	2,989.50	6,477.26	77,727.12
			STEP 5	39.05	3,122.97	6,766.44	81,197.28



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4546	COMM SERV OFFICER SR	NE	STEP 1	38.89	3,111.14	6,740.80	80,889.60
			STEP 2	40.64	3,251.14	7,044.14	84,529.68
			STEP 3	42.47	3,397.45	7,361.14	88,333.68
			STEP 4	44.38	3,550.32	7,692.37	92,308.44
			STEP 5	46.38	3,710.10	8,038.54	96,462.48
5324	COMM SERV SUPV	E	STEP 1	38.89	3,110.37	6,739.14	80,869.68
			STEP 2	40.62	3,249.33	7,040.22	84,482.64
			STEP 3	42.46	3,397.00	7,360.16	88,321.92
			STEP 4	44.36	3,548.51	7,688.43	92,261.16
			STEP 5	46.37	3,709.66	8,037.59	96,451.08
2266	COMM SERV SUPV SR	E	STEP 1	48.08	3,845.85	8,332.68	99,992.16
			STEP 2	50.24	4,019.35	8,708.59	104,503.08
			STEP 3	52.47	4,199.07	9,097.98	109,175.76
			STEP 4	54.83	4,387.09	9,505.37	114,064.44
			STEP 5	57.32	4,585.51	9,935.28	119,223.36
5334	COMM SVCS COORD	NE	STEP 1	33.77	2,702.16	5,854.67	70,256.04
			STEP 2	35.34	2,826.64	6,124.39	73,492.68
			STEP 3	36.89	2,953.06	6,398.30	76,779.60
			STEP 4	38.59	3,087.20	6,688.93	80,267.16
			STEP 5	40.32	3,226.17	6,990.04	83,880.48
2262	COMM SVCS MGR	E	STEP 1	63.08	5,045.58	10,932.09	131,185.08
			STEP 2	65.89	5,270.67	11,419.79	137,037.48
			STEP 3	68.86	5,507.98	11,933.95	143,207.40
			STEP 4	71.96	5,756.49	12,472.40	149,668.80
			STEP 5	75.19	6,016.20	13,035.11	156,421.32
2265	COMM SVCS SECTION MGR	E	STEP 1	50.22	4,017.94	8,705.53	104,466.36
			STEP 2	52.47	4,199.22	9,098.31	109,179.72
			STEP 3	54.84	4,387.64	9,506.55	114,078.60
			STEP 4	57.32	4,585.24	9,934.68	119,216.16
			STEP 5	59.90	4,791.98	10,382.63	124,591.56
2002	COMMUNICATIONS MANAGER	E	STEP 1	58.35	4,668.07	10,114.16	121,369.92
			STEP 2	60.99	4,878.33	10,569.71	126,836.52
			STEP 3	63.72	5,098.20	11,046.09	132,553.08
			STEP 4	66.60	5,327.66	11,543.27	138,519.24
			STEP 5	69.58	5,568.18	12,064.38	144,772.56



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5290	CONST INSP I	NE	STEP 1	38.07	3,045.71	6,599.03	79,188.36
			STEP 2	39.87	3,189.50	6,910.59	82,927.08
			STEP 3	41.63	3,330.40	7,215.87	86,590.44
			STEP 4	43.49	3,479.99	7,539.97	90,479.64
			STEP 5	45.47	3,636.32	7,878.70	94,544.40
5400	CONST INSP II	NE	STEP 1	41.83	3,346.82	7,251.44	87,017.28
			STEP 2	43.77	3,501.22	7,585.97	91,031.64
			STEP 3	45.73	3,658.53	7,926.81	95,121.72
			STEP 4	47.79	3,822.58	8,282.26	99,387.12
			STEP 5	49.94	3,995.33	8,656.54	103,878.48
2163	CONSULTING & APPLICATIONS MGR	E	STEP 1	70.14	5,610.84	12,156.83	145,881.96
			STEP 2	73.31	5,865.48	12,708.53	152,502.36
			STEP 3	76.62	6,130.28	13,282.27	159,387.24
			STEP 4	80.07	6,405.26	13,878.07	166,536.84
			STEP 5	83.65	6,693.50	14,502.58	174,030.96
6050	CUSTODIAN	NE	STEP 1	26.99	2,158.90	4,677.61	56,131.32
			STEP 2	28.21	2,256.31	4,888.67	58,664.04
			STEP 3	29.49	2,358.65	5,110.40	61,324.80
			STEP 4	30.79	2,463.94	5,338.54	64,062.48
5442	DATABASE SPECIALIST	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
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	31.62	2,529.80	5,481.23	65,774.76
			STEP 2	33.04	2,643.26	5,727.06	68,724.72
			STEP 3	34.54	2,762.60	5,985.64	71,827.68
			STEP 4	36.09	2,886.99	6,255.15	75,061.80
			STEP 5	37.72	3,017.26	6,537.40	78,448.80



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5174	DEVELOPMENT REVIEW TECH II	NE	STEP 1	35.15	2,811.21	6,090.95	73,091.40
			STEP 2	36.74	2,938.59	6,366.95	76,403.40
			STEP 3	38.38	3,070.81	6,653.42	79,841.04
			STEP 4	40.08	3,205.91	6,946.13	83,353.56
			STEP 5	41.91	3,352.60	7,263.96	87,167.52
5177	DEVELOPMENT REVIEW TECH SR	NE	STEP 1	38.64	3,091.22	6,697.65	80,371.80
			STEP 2	40.38	3,230.74	6,999.93	83,999.16
			STEP 3	42.21	3,376.14	7,314.97	87,779.64
			STEP 4	44.10	3,528.26	7,644.57	91,734.84
			STEP 5	46.09	3,687.11	7,988.74	95,864.88
2620	DISPATCH SERVS SUPV	E	STEP 1	55.21	4,417.18	9,570.56	114,846.72
			STEP 2	57.70	4,615.79	10,000.87	120,010.44
			STEP 3	60.28	4,823.56	10,451.04	125,412.48
			STEP 4	63.01	5,040.51	10,921.10	131,053.20
			STEP 5	65.83	5,267.62	11,413.17	136,958.04
4555	DISPATCHER I	NE	STEP 1	38.04	3,041.90	6,590.79	79,089.48
			STEP 2	39.70	3,175.93	6,881.18	82,574.16
			STEP 3	41.51	3,321.51	7,196.61	86,359.32
			STEP 4	43.37	3,469.99	7,518.32	90,219.84
			STEP 5	45.32	3,626.18	7,856.72	94,280.64
4556	DISPATCHER II	NE	STEP 1	41.89	3,350.46	7,259.33	87,111.96
			STEP 2	43.71	3,497.87	7,578.72	90,944.64
			STEP 3	45.70	3,655.06	7,919.29	95,031.48
			STEP 4	47.74	3,819.06	8,274.63	99,295.56
			STEP 5	49.91	3,992.83	8,651.13	103,813.56
4557	DISPATCHER SENIOR	NE	STEP 1	46.00	3,680.44	7,974.28	95,691.36
			STEP 2	48.07	3,845.41	8,331.73	99,980.76
			STEP 3	50.25	4,019.19	8,708.24	104,498.88
			STEP 4	52.49	4,198.82	9,097.44	109,169.28
			STEP 5	54.86	4,389.19	9,509.91	114,118.92
2232	ECON DEV MANAGER	E	STEP 1	72.12	5,770.74	12,503.28	150,039.36
			STEP 2	75.38	6,030.47	13,066.01	156,792.12
			STEP 3	78.76	6,302.41	13,655.22	163,862.64
			STEP 4	82.32	6,586.57	14,270.90	171,250.80
			STEP 5	86.04	6,882.94	14,913.04	178,956.48





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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2122	ENGINEERING MANAGER	E	STEP 1	72.43	5,794.39	12,554.51	150,654.12
			STEP 2	75.64	6,051.01	13,110.52	157,326.24
			STEP 3	79.06	6,325.62	13,705.51	164,466.12
			STEP 4	82.64	6,610.18	14,322.06	171,864.72
			STEP 5	86.34	6,906.74	14,964.60	179,575.20
5038	ENGR ASSOC	E	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96
5040	ENGR ASST	NE	STEP 1	48.07	3,845.74	8,332.43	99,989.16
			STEP 2	50.27	4,020.42	8,710.91	104,530.92
			STEP 3	52.51	4,199.92	9,099.83	109,197.96
			STEP 4	54.89	4,391.00	9,513.83	114,165.96
			STEP 5	57.32	4,584.98	9,934.13	119,209.56
5210	ENGR JR	NE	STEP 1	43.72	3,496.39	7,575.52	90,906.24
			STEP 2	45.67	3,653.69	7,916.33	94,995.96
			STEP 3	47.73	3,816.78	8,269.70	99,236.40
			STEP 4	49.86	3,988.57	8,641.91	103,702.92
			STEP 5	52.13	4,170.00	9,035.01	108,420.12
2124	ENGR SR	E	STEP 1	65.81	5,267.34	11,412.58	136,950.96
			STEP 2	68.76	5,500.85	11,918.51	143,022.12
			STEP 3	71.87	5,750.39	12,459.17	149,510.04
			STEP 4	75.11	6,009.08	13,019.68	156,236.16
			STEP 5	78.49	6,278.97	13,604.44	163,253.28
2125	ENGR SR TRAFFIC	E	STEP 1	65.81	5,265.58	11,408.76	136,905.12
			STEP 2	68.76	5,500.85	11,918.51	143,022.12
			STEP 3	71.87	5,750.39	12,459.17	149,510.04
			STEP 4	75.11	6,009.08	13,019.68	156,236.16
			STEP 5	78.49	6,278.97	13,604.44	163,253.28
5169	ENGR TECH I	NE	STEP 1	33.44	2,675.13	5,796.12	69,553.44
			STEP 2	34.96	2,796.73	6,059.58	72,714.96
			STEP 3	36.54	2,923.14	6,333.48	76,001.76
			STEP 4	38.17	3,052.46	6,613.67	79,364.04
			STEP 5	39.89	3,191.43	6,914.76	82,977.12



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5171	ENGR TECH II	NE	STEP 1	36.78	2,942.45	6,375.31	76,503.72
			STEP 2	38.47	3,076.60	6,665.97	79,991.64
			STEP 3	40.19	3,214.60	6,964.97	83,579.64
			STEP 4	41.97	3,358.38	7,276.50	87,318.00
			STEP 5	43.86	3,509.90	7,604.78	91,257.36
5370	ENGR TECH SENIOR	NE	STEP 1	40.48	3,237.76	7,015.15	84,181.80
			STEP 2	42.32	3,384.44	7,332.96	87,995.52
			STEP 3	44.19	3,535.96	7,661.24	91,934.88
			STEP 4	46.19	3,695.19	8,006.24	96,074.88
			STEP 5	48.27	3,861.19	8,365.91	100,390.92
5173	ENGR TECH TRAF	NE	STEP 1	36.78	2,942.45	6,375.31	76,503.72
			STEP 2	38.47	3,076.60	6,665.97	79,991.64
			STEP 3	40.19	3,214.60	6,964.97	83,579.64
			STEP 4	41.97	3,358.38	7,276.50	87,318.00
			STEP 5	43.86	3,509.90	7,604.78	91,257.36
5452	ENVIR COMP INSP	NE	STEP 1	38.62	3,090.10	6,695.22	80,342.64
			STEP 2	40.36	3,230.04	6,998.43	83,981.16
			STEP 3	42.19	3,374.80	7,312.06	87,744.72
			STEP 4	44.09	3,527.27	7,642.42	91,709.04
			STEP 5	46.04	3,683.61	7,981.16	95,773.92
5457	ENVIRONMENTAL PROGRAMS COORD	NE	STEP 1	46.25	3,700.02	8,016.70	96,200.40
			STEP 2	48.33	3,866.97	8,378.44	100,541.28
			STEP 3	50.48	4,039.72	8,752.73	105,032.76
			STEP 4	52.76	4,222.11	9,147.91	109,774.92
			STEP 5	55.13	4,411.27	9,557.75	114,693.00
5020	EXECUTIVE ASSISTANT	NE	STEP 1	34.91	2,793.83	6,053.30	72,639.60
			STEP 2	36.50	2,919.29	6,325.12	75,901.44
			STEP 3	38.09	3,046.67	6,601.12	79,213.44
			STEP 4	39.84	3,187.58	6,906.42	82,877.04
			STEP 5	41.63	3,330.40	7,215.87	86,590.44
2078	FACILITIES & FLEET SVCS MGR	E	STEP 1	61.28	4,902.72	10,622.57	127,470.84
			STEP 2	64.03	5,122.39	11,098.51	133,182.12
			STEP 3	66.91	5,353.05	11,598.28	139,179.36
			STEP 4	69.92	5,593.69	12,119.67	145,436.04
			STEP 5	73.08	5,846.32	12,667.02	152,004.24



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5482	FACILITIES COORDINATOR	NE	STEP 1	41.50	3,319.58	7,192.42	86,309.04
			STEP 2	43.36	3,468.96	7,516.08	90,192.96
			STEP 3	45.31	3,625.07	7,854.31	94,251.72
			STEP 4	47.35	3,788.19	8,207.75	98,493.00
			STEP 5	49.48	3,958.66	8,577.10	102,925.20
2079	FIELD MAINTENANCE MANAGER	E	STEP 1	61.28	4,902.72	10,622.57	127,470.84
			STEP 2	64.03	5,122.39	11,098.51	133,182.12
			STEP 3	66.91	5,353.05	11,598.28	139,179.36
			STEP 4	69.92	5,593.69	12,119.67	145,436.04
			STEP 5	73.08	5,846.32	12,667.02	152,004.24
2102	FINANCE SERV MGR SR	E	STEP 1	67.13	5,369.46	11,633.82	139,605.84
			STEP 2	70.13	5,609.82	12,154.62	145,855.44
			STEP 3	73.28	5,862.42	12,701.90	152,422.80
			STEP 4	76.58	6,127.21	13,275.63	159,307.56
			STEP 5	80.00	6,401.20	13,869.27	166,431.24
5016	FINANCE SPEC II	NE	STEP 1	38.57	3,085.27	6,684.76	80,217.12
			STEP 2	40.29	3,223.28	6,983.78	83,805.36
			STEP 3	42.10	3,368.04	7,297.43	87,569.16
			STEP 4	43.98	3,518.58	7,623.60	91,483.20
			STEP 5	45.97	3,677.82	7,968.61	95,623.32
5015	FINANCE SPECIALIST I	NE	STEP 1	35.03	2,802.52	6,072.12	72,865.44
			STEP 2	36.64	2,930.87	6,350.22	76,202.64
			STEP 3	38.27	3,062.12	6,634.59	79,615.08
			STEP 4	39.99	3,198.19	6,929.41	83,152.92
			STEP 5	41.78	3,342.95	7,243.05	86,916.60
2076	FLEET SERVICES SUPERVISOR	E	STEP 1	50.05	4,004.70	8,676.84	104,122.08
			STEP 2	52.31	4,184.97	9,067.44	108,809.28
			STEP 3	54.67	4,373.39	9,475.67	113,708.04
			STEP 4	57.09	4,566.90	9,894.96	118,739.52
			STEP 5	59.67	4,774.68	10,345.14	124,141.68
2152	GIS COORDINATOR	E	STEP 1	59.64	4,771.62	10,338.50	124,062.00
			STEP 2	62.33	4,985.50	10,801.91	129,622.92
			STEP 3	65.13	5,209.56	11,287.37	135,448.44
			STEP 4	68.07	5,445.85	11,799.34	141,592.08
			STEP 5	71.13	5,690.28	12,328.95	147,947.40



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5476	GIS TECHNICIAN I	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
5477	GIS TECHNICIAN II	NE	STEP 1	39.02	3,120.98	6,762.12	81,145.44
			STEP 2	40.78	3,261.89	7,067.42	84,809.04
			STEP 3	42.61	3,407.62	7,383.17	88,598.04
			STEP 4	44.52	3,562.02	7,717.71	92,612.52
			STEP 5	46.50	3,720.29	8,060.62	96,727.44
2019	GOLF CRSE MTC SUPV	NE	STEP 1	50.05	4,004.70	8,676.84	104,122.08
			STEP 2	52.31	4,184.97	9,067.44	108,809.28
			STEP 3	54.67	4,373.39	9,475.67	113,708.04
			STEP 4	57.10	4,567.91	9,897.14	118,765.68
			STEP 5	59.67	4,774.68	10,345.14	124,141.68
6086	GOLF EQUIPMENT MAINT SPEC	NE	STEP 1	37.03	2,961.84	6,417.32	77,007.84
			STEP 2	38.67	3,094.68	6,705.14	80,461.68
			STEP 3	40.43	3,235.38	7,010.00	84,120.00
			STEP 4	42.25	3,379.06	7,321.29	87,855.48
2160	GOLF SERVICES MGR	E	STEP 1	63.08	5,045.58	10,932.09	131,185.08
			STEP 2	65.89	5,270.67	11,419.79	137,037.48
			STEP 3	68.86	5,507.98	11,933.95	143,207.40
			STEP 4	71.96	5,756.49	12,472.40	149,668.80
			STEP 5	75.19	6,016.20	13,035.11	156,421.32
2095	H.R. ANALYST I	NE	STEP 1	42.62	3,408.88	7,385.90	88,630.80
			STEP 2	44.54	3,563.69	7,721.32	92,655.84
			STEP 3	46.52	3,721.54	8,063.34	96,760.08
			STEP 4	48.62	3,889.60	8,427.47	101,129.64
			STEP 5	50.78	4,062.75	8,802.63	105,631.56
2096	H.R. ANALYST II	E	STEP 1	46.80	3,742.95	8,109.72	97,316.64
			STEP 2	48.92	3,913.03	8,478.23	101,738.76
			STEP 3	51.08	4,087.20	8,855.61	106,267.32
			STEP 4	53.40	4,271.54	9,255.00	111,060.00
			STEP 5	55.77	4,461.98	9,667.63	116,011.56



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5237	HOUSING SPECIALIST I	NE	STEP 1	38.89	3,110.37	6,739.14	80,869.68
			STEP 2	40.62	3,249.33	7,040.22	84,482.64
			STEP 3	42.46	3,397.00	7,360.16	88,321.92
			STEP 4	44.36	3,548.51	7,688.43	92,261.16
			STEP 5	46.37	3,709.66	8,037.59	96,451.08
5234	HOUSING SPECIALIST II	NE	STEP 1	42.77	3,422.09	7,414.52	88,974.24
			STEP 2	44.73	3,577.46	7,751.16	93,013.92
			STEP 3	46.71	3,737.66	8,098.26	97,179.12
			STEP 4	48.82	3,905.58	8,462.08	101,544.96
			STEP 5	51.00	4,079.28	8,838.44	106,061.28
2097	HR ANALY SR RISK MGR	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
2098	HR ANALYST SR	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
5036	HR TECHNICIAN	NE	STEP 1	36.51	2,920.86	6,328.53	75,942.36
			STEP 2	38.13	3,049.66	6,607.59	79,291.08
			STEP 3	39.83	3,186.93	6,905.01	82,860.12
			STEP 4	41.64	3,330.70	7,216.51	86,598.12
			STEP 5	43.50	3,481.13	7,542.44	90,509.28
2239	HSNG & NEIGHBORHOOD SVCS MGR	E	STEP 1	72.12	5,770.74	12,503.28	150,039.36
			STEP 2	75.38	6,030.47	13,066.01	156,792.12
			STEP 3	78.76	6,302.41	13,655.22	163,862.64
			STEP 4	82.32	6,586.57	14,270.90	171,250.80
			STEP 5	86.04	6,882.94	14,913.04	178,956.48
2093	INSPECTION SUPERVISOR	E	STEP 1	53.51	4,280.61	9,274.66	111,295.92
			STEP 2	55.92	4,472.98	9,691.45	116,297.40
			STEP 3	58.44	4,674.55	10,128.19	121,538.28
			STEP 4	61.07	4,885.32	10,584.86	127,018.32
			STEP 5	63.82	5,105.28	11,061.45	132,737.40



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
6204	INSTRUMENT CONTROL TECHNICIAN	NE	STEP 1	45.99	3,679.48	7,972.20	95,666.40
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.31	8,704.18	104,450.16
			STEP 4	52.49	4,198.15	9,096.00	109,152.00
6085	IRRIG SPECIALIST	NE	STEP 1	37.03	2,961.84	6,417.32	77,007.84
			STEP 2	38.67	3,094.68	6,705.14	80,461.68
			STEP 3	40.43	3,235.38	7,010.00	84,120.00
			STEP 4	42.25	3,379.06	7,321.29	87,855.48
5473	IS SUPPORT TECH I	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
5474	IS SUPPORT TECH II	NE	STEP 1	39.02	3,120.98	6,762.12	81,145.44
			STEP 2	40.78	3,261.89	7,067.42	84,809.04
			STEP 3	42.61	3,407.62	7,383.17	88,598.04
			STEP 4	44.52	3,562.02	7,717.71	92,612.52
			STEP 5	46.50	3,720.29	8,060.62	96,727.44
5467	IS SUPPORT TECH SENIOR	NE	STEP 1	44.87	3,589.04	7,776.25	93,315.00
			STEP 2	46.87	3,750.20	8,125.43	97,505.16
			STEP 3	48.96	3,917.16	8,487.18	101,846.16
			STEP 4	51.22	4,097.63	8,878.19	106,538.28
			STEP 5	53.50	4,280.01	9,273.36	111,280.32
2690	LAB SUPERVISOR	E	STEP 1	57.56	4,604.45	9,976.31	119,715.72
			STEP 2	60.16	4,812.12	10,426.27	125,115.24
			STEP 3	62.86	5,029.27	10,896.75	130,761.00
			STEP 4	65.66	5,252.75	11,380.96	136,571.52
			STEP 5	68.63	5,489.93	11,894.84	142,738.08
5451	LABORATORY ANALYST I	NE	STEP 1	39.20	3,136.43	6,795.59	81,547.08
			STEP 2	40.92	3,274.44	7,094.61	85,135.32
			STEP 3	42.78	3,423.04	7,416.59	88,999.08
			STEP 4	44.75	3,578.41	7,753.23	93,038.76
			STEP 5	46.72	3,738.62	8,100.34	97,204.08
5450	LABORATORY ANALYST II	NE	STEP 1	43.10	3,447.18	7,468.90	89,626.80
			STEP 2	45.03	3,603.52	7,807.62	93,691.44
			STEP 3	47.06	3,764.68	8,156.80	97,881.60
			STEP 4	49.18	3,935.49	8,526.90	102,322.80
			STEP 5	51.40	4,112.10	8,909.54	106,914.48



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
6101	LABORER	NE	STEP 1	27.11	2,169.27	4,700.09	56,401.08
			STEP 2	28.34	2,266.77	4,911.33	58,935.96
			STEP 3	29.61	2,368.47	5,131.68	61,580.16
			STEP 4	30.94	2,475.21	5,362.96	64,355.52
6171	LANDSCAPE LABORER	NE	STEP 1	26.60	2,128.12	4,610.93	55,331.16
			STEP 2	27.81	2,224.73	4,820.25	57,843.00
			STEP 3	29.06	2,325.82	5,039.28	60,471.36
			STEP 4	30.38	2,429.59	5,264.11	63,169.32
2641	LANDSCAPE ARCH SUPV	NE	STEP 1	47.63	3,810.15	8,255.33	99,063.96
			STEP 2	49.75	3,979.22	8,621.65	103,459.80
			STEP 3	51.92	4,153.39	8,999.02	107,988.24
			STEP 4	54.22	4,337.74	9,398.44	112,781.28
			STEP 5	56.61	4,530.23	9,815.50	117,786.00
5333	LEAD TEACHER	NE	STEP 1	28.17	2,253.40	4,882.37	58,588.44
			STEP 2	29.44	2,354.74	5,101.93	61,223.16
			STEP 3	30.78	2,462.82	5,336.11	64,033.32
			STEP 4	32.14	2,571.87	5,572.39	66,868.68
			STEP 5	33.60	2,687.67	5,823.29	69,879.48
8160	LIBRARIAN I	E	STEP 1	34.30	2,572.24	5,573.19	66,878.28
			STEP 2	35.85	2,688.69	5,825.49	69,905.88
			STEP 3	37.42	2,807.04	6,081.92	72,983.04
			STEP 4	39.11	2,933.03	6,354.89	76,258.68
			STEP 5	40.89	3,066.64	6,644.39	79,732.68
8170	LIBRARIAN II	E	STEP 1	37.73	2,828.98	6,129.46	73,553.52
			STEP 2	39.41	2,956.87	6,406.56	76,878.72
			STEP 3	41.21	3,090.51	6,696.10	80,353.20
			STEP 4	43.06	3,229.86	6,998.02	83,976.24
			STEP 5	45.02	3,375.88	7,314.41	87,772.92
8110	LIBRARY ASST I	NE	STEP 1	25.68	1,926.09	4,173.19	50,078.28
			STEP 2	26.83	2,011.98	4,359.28	52,311.36
			STEP 3	28.03	2,102.65	4,555.75	54,669.00
			STEP 4	29.30	2,197.14	4,760.47	57,125.64
			STEP 5	30.61	2,296.40	4,975.53	59,706.36
8120	LIBRARY ASST II	NE	STEP 1	28.23	2,116.98	4,586.78	55,041.36
			STEP 2	29.50	2,213.37	4,795.63	57,547.56
			STEP 3	30.86	2,314.55	5,014.85	60,178.20
			STEP 4	32.21	2,415.72	5,234.05	62,808.60
			STEP 5	33.67	2,525.47	5,471.85	65,662.20



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
8130	LIBRARY ASST SR	NE	STEP 1	32.47	2,435.76	5,277.47	63,329.64
			STEP 2	33.96	2,546.47	5,517.35	66,208.20
			STEP 3	35.46	2,660.05	5,763.44	69,161.28
			STEP 4	37.11	2,781.26	6,026.06	72,312.72
			STEP 5	38.74	2,905.34	6,294.91	75,538.92
5469	LIBRARY TECHNOLOGY SPECIALIST	NE	STEP 1	40.96	3,277.03	7,100.24	85,202.88
			STEP 2	42.81	3,424.98	7,420.80	89,049.60
			STEP 3	44.73	3,578.00	7,752.33	93,027.96
			STEP 4	46.76	3,740.12	8,103.59	97,243.08
			STEP 5	48.83	3,906.30	8,463.65	101,563.80
8190	LITERACY PROG COORD	E	STEP 1	37.73	2,828.98	6,129.46	73,553.52
			STEP 2	39.41	2,956.87	6,406.56	76,878.72
			STEP 3	41.21	3,090.51	6,696.10	80,353.20
			STEP 4	43.06	3,229.86	6,998.02	83,976.24
			STEP 5	45.02	3,375.88	7,314.41	87,772.92
8195	LITERACY SPECIALIST	E	STEP 1	34.30	2,572.24	5,573.19	66,878.28
			STEP 2	35.85	2,688.69	5,825.49	69,905.88
			STEP 3	37.42	2,807.04	6,081.92	72,983.04
			STEP 4	39.11	2,933.03	6,354.89	76,258.68
			STEP 5	40.89	3,066.64	6,644.39	79,732.68
6206	MAINT PLANNER	NE	STEP 1	45.99	3,679.47	7,972.19	95,666.28
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.34	8,704.23	104,450.76
			STEP 4	52.49	4,198.15	9,096.00	109,152.00
6065	MAINT WKR FACIL	NE	STEP 1	34.66	2,772.90	6,007.96	72,095.52
			STEP 2	36.20	2,895.91	6,274.47	75,293.64
			STEP 3	37.87	3,028.75	6,562.29	78,747.48
			STEP 4	39.55	3,163.56	6,854.38	82,252.56
6068	MAINT WKR FACIL SR	NE	STEP 1	38.12	3,049.42	6,607.07	79,284.84
			STEP 2	39.85	3,188.16	6,907.68	82,892.16
			STEP 3	41.64	3,330.84	7,216.82	86,601.84
			STEP 4	43.49	3,479.42	7,538.75	90,465.00
6060	MAINT WKR II LDSCP	NE	STEP 1	32.19	2,576.10	5,581.56	66,978.72
			STEP 2	33.65	2,691.24	5,831.01	69,972.12
			STEP 3	35.13	2,811.28	6,091.10	73,093.20
			STEP 4	36.76	2,940.19	6,370.41	76,444.92





# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
6175	MAINT WKR SR PK/LD	NE	STEP 1	38.64	3,091.72	6,698.73	80,384.76
			STEP 2	40.39	3,232.44	7,003.62	84,043.44
			STEP 3	42.19	3,375.12	7,312.75	87,753.00
			STEP 4	44.09	3,527.64	7,643.21	91,718.52
6141	MAINT WORKER I	NE	STEP 1	28.58	2,286.81	4,954.76	59,457.12
			STEP 2	29.87	2,388.17	5,174.36	62,092.32
			STEP 3	31.21	2,496.41	5,408.89	64,906.68
			STEP 4	32.59	2,607.60	5,649.79	67,797.48
			STEP 5	34.04	2,723.71	5,901.37	70,816.44
6071	MAINT WORKER I LANDSCAPE	NE	STEP 1	29.28	2,340.93	5,072.01	60,864.12
			STEP 2	30.60	2,447.22	5,302.30	63,627.60
			STEP 3	31.98	2,558.40	5,543.20	66,518.40
			STEP 4	33.39	2,672.54	5,790.51	69,486.12
6130	MAINT WORKER II	NE	STEP 1	32.84	2,628.26	5,694.57	68,334.84
			STEP 2	34.30	2,744.38	5,946.16	71,353.92
			STEP 3	35.85	2,868.36	6,214.78	74,577.36
			STEP 4	37.45	2,997.26	6,494.06	77,928.72
6129	MAINTENANCE LEADWORKER PW	NE	STEP 1	36.12	2,889.02	6,259.54	75,114.48
			STEP 2	37.72	3,017.93	6,538.84	78,466.08
			STEP 3	39.46	3,156.66	6,839.44	82,073.28
			STEP 4	41.21	3,296.40	7,142.20	85,706.40
2249	MANAGING ARBORIST	E	STEP 1	54.59	4,366.26	9,460.22	113,522.64
			STEP 2	57.04	4,562.82	9,886.12	118,633.44
			STEP 3	59.62	4,769.57	10,334.07	124,008.84
			STEP 4	62.31	4,983.46	10,797.49	129,569.88
			STEP 5	65.09	5,206.51	11,280.77	135,369.24
6095	MECH LIGHT EQUIP	NE	STEP 1	33.82	2,706.00	5,862.99	70,355.88
			STEP 2	35.32	2,825.07	6,120.98	73,451.76
			STEP 3	36.90	2,953.97	6,400.26	76,803.12
			STEP 4	38.58	3,086.80	6,688.07	80,256.84
2023	MGMT ANALYST I	NE	STEP 1	42.62	3,408.88	7,385.90	88,630.80
			STEP 2	44.54	3,563.69	7,721.32	92,655.84
			STEP 3	46.52	3,721.54	8,063.34	96,760.08
			STEP 4	48.62	3,889.60	8,427.47	101,129.64
			STEP 5	50.78	4,062.75	8,802.63	105,631.56



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2022	MGMT ANALYST II	E	STEP 1	46.80	3,742.95	8,109.72	97,316.64
			STEP 2	48.92	3,913.03	8,478.23	101,738.76
			STEP 3	51.08	4,087.20	8,855.61	106,267.32
			STEP 4	53.40	4,271.54	9,255.00	111,060.00
			STEP 5	55.77	4,461.98	9,667.63	116,011.56
2024	MGMT ANALYST SR	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
2411	NETWORK ADMIN	E	STEP 1	59.64	4,771.62	10,338.50	124,062.00
			STEP 2	62.33	4,985.50	10,801.91	129,622.92
			STEP 3	65.13	5,209.56	11,287.37	135,448.44
			STEP 4	68.07	5,445.85	11,799.34	141,592.08
			STEP 5	71.13	5,690.28	12,328.95	147,947.40
2034	NETWORK ANALYST	E	STEP 1	51.85	4,149.31	8,990.18	107,882.16
			STEP 2	54.19	4,334.68	9,391.80	112,701.60
			STEP 3	56.61	4,530.23	9,815.50	117,786.00
			STEP 4	59.21	4,735.97	10,261.26	123,135.12
			STEP 5	61.84	4,948.83	10,722.47	128,669.64
5465	NETWORK TECH	NE	STEP 1	37.46	2,996.49	6,492.39	77,908.68
			STEP 2	39.14	3,131.59	6,785.12	81,421.44
			STEP 3	40.90	3,272.50	7,090.42	85,085.04
			STEP 4	42.72	3,418.22	7,406.14	88,873.68
			STEP 5	44.67	3,572.63	7,740.70	92,888.40
5230	OFFICE ASST I	NE	STEP 1	24.09	1,927.22	4,175.64	50,107.68
			STEP 2	25.16	2,013.11	4,361.73	52,340.76
			STEP 3	26.27	2,100.93	4,552.01	54,624.12
			STEP 4	27.46	2,197.43	4,761.09	57,133.08
			STEP 5	28.71	2,295.86	4,974.37	59,692.44
5430	OFFICE ASST II	NE	STEP 1	26.48	2,118.30	4,589.65	55,075.80
			STEP 2	27.70	2,215.76	4,800.81	57,609.72
			STEP 3	28.94	2,314.20	5,014.10	60,169.20
			STEP 4	30.22	2,418.42	5,239.92	62,879.04
			STEP 5	31.58	2,527.47	5,476.18	65,714.16



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2250	PARK & LANDSCAPE MGR	E	STEP 1	60.05	4,805.23	10,411.33	124,935.96
			STEP 2	62.78	5,021.14	10,879.14	130,549.68
			STEP 3	65.57	5,246.23	11,366.83	136,401.96
			STEP 4	68.54	5,482.53	11,878.81	142,545.72
			STEP 5	71.62	5,728.99	12,412.82	148,953.84
2642	PARK PLANNING ADMINISTRATOR	E	STEP 1	60.15	4,810.92	10,423.66	125,083.92
			STEP 2	62.84	5,027.41	10,892.73	130,712.76
			STEP 3	65.68	5,253.32	11,382.19	136,586.28
			STEP 4	68.63	5,489.58	11,894.10	142,729.20
			STEP 5	71.71	5,736.20	12,428.43	149,141.16
5365	PARK RANGER SR	NE	STEP 1	36.64	2,930.87	6,350.22	76,202.64
			STEP 2	38.31	3,065.02	6,640.87	79,690.44
			STEP 3	40.02	3,201.08	6,935.68	83,228.16
			STEP 4	41.82	3,345.85	7,249.34	86,992.08
			STEP 5	43.74	3,498.32	7,579.69	90,956.28
2127	PARKING MANAGER	E	STEP 1	60.15	4,811.43	10,424.76	125,097.12
			STEP 2	62.84	5,027.41	10,892.73	130,712.76
			STEP 3	65.68	5,253.32	11,382.19	136,586.28
			STEP 4	68.63	5,489.58	11,894.10	142,729.20
			STEP 5	71.71	5,736.20	12,428.43	149,141.16
2251	PARKS & LANDSCAPE MAINT SUPV	E	STEP 1	47.83	3,826.98	8,291.78	99,501.36
			STEP 2	50.00	4,000.47	8,667.68	104,012.16
			STEP 3	52.25	4,180.42	9,057.57	108,690.84
			STEP 4	54.61	4,368.67	9,465.46	113,585.52
			STEP 5	57.05	4,564.32	9,889.35	118,672.20
2176	PAYROLL ADMINISTRAT	E	STEP 1	47.45	3,795.90	8,224.44	98,693.28
			STEP 2	49.60	3,968.03	8,597.40	103,168.80
			STEP 3	51.83	4,147.28	8,985.77	107,829.24
			STEP 4	54.14	4,331.63	9,385.19	112,622.28
			STEP 5	56.58	4,527.17	9,808.87	117,706.44
2177	PAYROLL SUPERVISOR	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5017	PAYROLL TECHNICIAN I	NE	STEP 1	35.03	2,802.52	6,072.12	72,865.44
			STEP 2	36.64	2,930.87	6,350.22	76,202.64
			STEP 3	38.27	3,062.12	6,634.59	79,615.08
			STEP 4	39.99	3,198.19	6,929.41	83,152.92
			STEP 5	41.78	3,342.95	7,243.05	86,916.60
5018	PAYROLL TECHNICIAN II	NE	STEP 1	38.57	3,085.27	6,684.76	80,217.12
			STEP 2	40.29	3,223.28	6,983.78	83,805.36
			STEP 3	42.10	3,368.04	7,297.43	87,569.16
			STEP 4	43.98	3,518.58	7,623.60	91,483.20
			STEP 5	45.97	3,677.82	7,968.61	95,623.32
2089	PERMIT CENTER SUPERVISOR	E	STEP 1	53.51	4,280.61	9,274.66	111,295.92
			STEP 2	55.92	4,472.98	9,691.45	116,297.40
			STEP 3	58.44	4,674.55	10,128.19	121,538.28
			STEP 4	61.07	4,885.32	10,584.86	127,018.32
			STEP 5	63.82	5,105.28	11,061.45	132,737.40
5035	PLAN CHECK ENGINEER	E	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96
5035k	PLAN CHECK ENGR (K RATE)	E	STEP 1	55.13	4,411.27	9,557.75	114,693.00
			STEP 2	57.60	4,607.16	9,982.17	119,786.04
			STEP 3	60.21	4,816.59	10,435.94	125,231.28
			STEP 4	62.90	5,032.76	10,904.31	130,851.72
			STEP 5	65.76	5,260.50	11,397.76	136,773.12
2092	PLAN CHECK SUPERVISOR	E	STEP 1	60.77	4,862.65	10,535.74	126,428.88
			STEP 2	63.52	5,081.21	11,009.28	132,111.36
			STEP 3	66.44	5,315.29	11,516.46	138,197.52
			STEP 4	69.37	5,549.38	12,023.66	144,283.92
			STEP 5	72.51	5,801.23	12,569.34	150,832.08
5062	PLAN CHECKER FIRE	NE	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5061	PLAN CHECKER I	NE	STEP 1	41.14	3,290.84	7,130.15	85,561.80
			STEP 2	42.99	3,438.49	7,450.06	89,400.72
			STEP 3	44.91	3,592.90	7,784.62	93,415.44
			STEP 4	46.93	3,754.07	8,133.81	97,605.72
			STEP 5	49.00	3,921.02	8,495.54	101,946.48
5060	PLAN CHECKER II	NE	STEP 1	45.20	3,616.05	7,834.78	94,017.36
			STEP 2	47.24	3,779.15	8,188.16	98,257.92
			STEP 3	49.37	3,949.97	8,558.26	102,699.12
			STEP 4	51.58	4,128.50	8,945.09	107,341.08
			STEP 5	53.92	4,313.79	9,346.55	112,158.60
5050	PLANNER ASSISTANT	NE	STEP 1	42.17	3,373.83	7,309.96	87,719.52
			STEP 2	44.09	3,527.27	7,642.42	91,709.04
			STEP 3	46.00	3,680.71	7,974.88	95,698.56
			STEP 4	48.10	3,848.63	8,338.70	100,064.40
			STEP 5	50.31	4,023.32	8,717.19	104,606.28
5070	PLANNER ASSOC	E	STEP 1	46.38	3,710.64	8,039.72	96,476.64
			STEP 2	48.51	3,879.52	8,405.62	100,867.44
			STEP 3	50.67	4,053.23	8,782.00	105,384.00
			STEP 4	52.98	4,237.57	9,181.40	110,176.80
			STEP 5	55.29	4,422.85	9,582.84	114,994.08
2132	PLANNER PRINCIPAL	E	STEP 1	65.81	5,265.58	11,408.76	136,905.12
			STEP 2	68.76	5,500.85	11,918.51	143,022.12
			STEP 3	71.87	5,750.39	12,459.17	149,510.04
			STEP 4	75.10	6,008.05	13,017.45	156,209.40
			STEP 5	78.47	6,277.96	13,602.25	163,227.00
5054	PLANNER PUBLIC SERV	NE	STEP 1	38.28	3,063.08	6,636.67	79,640.04
			STEP 2	40.06	3,203.98	6,941.95	83,303.40
			STEP 3	41.83	3,346.82	7,251.44	87,017.28
			STEP 4	43.73	3,497.35	7,577.60	90,931.20
			STEP 5	45.67	3,653.69	7,916.33	94,995.96
2133	PLANNER SR	E	STEP 1	58.31	4,665.69	10,109.00	121,308.00
			STEP 2	60.97	4,876.52	10,565.80	126,789.60
			STEP 3	63.73	5,098.54	11,046.84	132,562.08
			STEP 4	66.60	5,327.71	11,543.38	138,520.56
			STEP 5	69.57	5,566.03	12,059.73	144,716.76



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2130	PLANNING MANAGER	E	STEP 1	72.12	5,770.74	12,503.28	150,039.36
			STEP 2	75.38	6,030.47	13,066.01	156,792.12
			STEP 3	78.76	6,302.41	13,655.22	163,862.64
			STEP 4	82.32	6,586.57	14,270.90	171,250.80
			STEP 5	86.04	6,882.94	14,913.04	178,956.48
6249	PLANT MACHINIST	NE	STEP 1	42.11	3,369.21	7,299.95	87,599.40
			STEP 2	44.04	3,522.72	7,632.56	91,590.72
			STEP 3	46.03	3,683.11	7,980.08	95,760.96
			STEP 4	48.07	3,845.47	8,331.86	99,982.32
2520	POLICE CAPTAIN	E	STEP 1	91.81	7,345.05	15,914.27	190,971.24
			STEP 2	95.94	7,676.77	16,633.01	199,596.12
			STEP 3	100.28	8,022.74	17,382.61	208,591.32
			STEP 4	104.80	8,384.03	18,165.39	217,984.68
			STEP 5	109.51	8,760.64	18,981.38	227,776.56
5286	POLICE DIGITAL FORENSIC SPEC	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
2622	POLICE EVIDENCE ANALYST	E	STEP 1	46.77	3,741.65	8,106.90	97,282.80
			STEP 2	48.88	3,910.02	8,471.71	101,660.52
			STEP 3	51.07	4,085.97	8,852.94	106,235.28
			STEP 4	53.38	4,269.84	9,251.33	111,015.96
			STEP 5	55.76	4,461.98	9,667.63	116,011.56
2530	POLICE LIEUTENANT	E	STEP 1	82.07	6,566.18	14,226.73	170,720.76
			STEP 2	85.76	6,862.18	14,868.05	178,416.60
			STEP 3	89.63	7,169.44	15,533.79	186,405.48
			STEP 4	93.67	7,493.59	16,236.12	194,833.44
			STEP 5	97.91	7,833.49	16,972.57	203,670.84
4110	POLICE OFFICER	NE	STEP 1	54.64	4,371.28	9,471.11	113,653.32
			STEP 2	57.09	4,566.68	9,894.47	118,733.64
			STEP 3	59.65	4,770.75	10,336.63	124,039.56
			STEP 4	62.33	4,986.77	10,804.66	129,655.92
			STEP 5	65.11	5,209.29	11,286.80	135,441.60
4210	POLICE OFFICER TRAINEE	NE	STEP 1	46.44	3,715.52	8,050.29	96,603.48



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5283	POLICE RCD SPEC I	NE	STEP 1	27.08	2,166.32	4,693.69	56,324.28
			STEP 2	28.30	2,263.76	4,904.81	58,857.72
			STEP 3	29.56	2,364.55	5,123.20	61,478.40
			STEP 4	30.87	2,469.55	5,350.70	64,208.40
			STEP 5	32.29	2,582.95	5,596.39	67,156.68
5282	POLICE RCD SPEC II	NE	STEP 1	29.77	2,381.35	5,159.60	61,915.20
			STEP 2	31.11	2,488.87	5,392.56	64,710.72
			STEP 3	32.51	2,600.59	5,634.61	67,615.32
			STEP 4	33.98	2,718.19	5,889.41	70,672.92
			STEP 5	35.47	2,837.46	6,147.84	73,774.08
5281	POLICE RCD SPEC SR	NE	STEP 1	34.31	2,744.67	5,946.78	71,361.36
			STEP 2	35.85	2,867.87	6,213.71	74,564.52
			STEP 3	37.50	2,999.86	6,499.70	77,996.40
			STEP 4	39.15	3,131.86	6,785.70	81,428.40
			STEP 5	40.88	3,270.02	7,085.04	85,020.48
2195	POLICE RECORD SUPV	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
2621	POLICE RECORDS & COMM. MGR.	E	STEP 1	66.26	5,300.17	11,483.70	137,804.40
			STEP 2	69.24	5,538.57	12,000.23	144,002.76
			STEP 3	72.36	5,787.83	12,540.30	150,483.60
			STEP 4	75.62	6,048.49	13,105.07	157,260.84
			STEP 5	79.01	6,321.10	13,695.71	164,348.52
7120	POLICE SERGEANT	NE	STEP 1	65.53	5,241.87	11,357.38	136,288.56
			STEP 2	68.47	5,477.40	11,867.71	142,412.52
			STEP 3	71.54	5,723.82	12,401.61	148,819.32
			STEP 4	74.75	5,981.08	12,959.01	155,508.12
			STEP 5	78.12	6,250.29	13,542.29	162,507.48
2128	PRINCIPAL TRANSPORTATION PLANR	E	STEP 1	65.81	5,265.58	11,408.76	136,905.12
			STEP 2	68.76	5,500.85	11,918.51	143,022.12
			STEP 3	71.87	5,750.39	12,459.17	149,510.04
			STEP 4	75.10	6,008.05	13,017.45	156,209.40
			STEP 5	78.47	6,277.96	13,602.25	163,227.00



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5433	PROGRAM ASSISTANT I	NE	STEP 1	24.09	1,927.22	4,175.64	50,107.68
			STEP 2	25.16	2,013.11	4,361.73	52,340.76
			STEP 3	26.27	2,100.93	4,552.01	54,624.12
			STEP 4	27.46	2,197.43	4,761.09	57,133.08
			STEP 5	28.71	2,295.86	4,974.37	59,692.44
5434	PROGRAM ASSISTANT II	NE	STEP 1	26.48	2,118.30	4,589.65	55,075.80
			STEP 2	27.70	2,215.76	4,800.81	57,609.72
			STEP 3	28.94	2,314.20	5,014.10	60,169.20
			STEP 4	30.22	2,418.42	5,239.92	62,879.04
			STEP 5	31.58	2,527.47	5,476.18	65,714.16
5342	PROGRAM ASST SR	NE	STEP 1	31.10	2,486.95	5,388.39	64,660.68
			STEP 2	32.48	2,597.92	5,628.83	67,545.96
			STEP 3	33.94	2,716.63	5,886.03	70,632.36
			STEP 4	35.46	2,837.26	6,147.40	73,768.80
			STEP 5	37.05	2,963.69	6,421.32	77,055.84
2066	PROJECT MGR I	NE	STEP 1	49.52	3,960.90	8,581.95	102,983.40
			STEP 2	51.74	4,140.15	8,970.33	107,643.96
			STEP 3	54.08	4,326.54	9,374.17	112,490.04
			STEP 4	56.50	4,520.05	9,793.44	117,521.28
			STEP 5	59.06	4,724.77	10,237.00	122,844.00
2067	PROJECT MGR II	E	STEP 1	54.68	4,374.41	9,477.88	113,734.56
			STEP 2	57.11	4,568.93	9,899.34	118,792.08
			STEP 3	59.68	4,775.69	10,347.33	124,167.96
			STEP 4	62.38	4,990.59	10,812.94	129,755.28
			STEP 5	65.19	5,214.66	11,298.43	135,581.16
2064	PROJECT MGR SR	E	STEP 1	60.16	4,811.86	10,425.69	125,108.28
			STEP 2	62.82	5,025.84	10,889.31	130,671.72
			STEP 3	65.68	5,253.26	11,382.06	136,584.72
			STEP 4	68.63	5,489.65	11,894.24	142,730.88
			STEP 5	71.71	5,736.12	12,428.26	149,139.12
2065	PROJECT SUPT	NE	STEP 1	55.03	4,401.90	9,537.46	114,449.52
			STEP 2	57.52	4,601.52	9,969.97	119,639.64
			STEP 3	60.11	4,809.30	10,420.16	125,041.92
			STEP 4	62.81	5,024.20	10,885.76	130,629.12
			STEP 5	65.64	5,250.30	11,375.64	136,507.68





# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2202	PUB WKS SUPV	E	STEP 1	51.06	4,085.15	8,851.16	106,213.92
			STEP 2	53.37	4,268.48	9,248.38	110,980.56
			STEP 3	55.76	4,460.97	9,665.44	115,985.28
			STEP 4	58.27	4,661.62	10,100.18	121,202.16
			STEP 5	60.90	4,871.43	10,554.76	126,657.12
6123	PUMP STATION MECHANIC I	NE	STEP 1	36.45	2,916.58	6,319.25	75,831.00
			STEP 2	38.06	3,044.49	6,596.39	79,156.68
			STEP 3	39.80	3,184.23	6,899.16	82,789.92
			STEP 4	41.61	3,327.88	7,210.41	86,524.92
6124	PUMP STATION MECHANIC II	NE	STEP 1	40.61	3,248.17	7,037.71	84,452.52
			STEP 2	42.39	3,391.85	7,349.01	88,188.12
			STEP 3	44.31	3,544.37	7,679.47	92,153.64
			STEP 4	46.32	3,706.73	8,031.25	96,375.00
6140	PUMP STATION MECHANIC III	NE	STEP 1	44.67	3,573.27	7,742.09	92,905.08
			STEP 2	46.63	3,731.48	8,084.87	97,018.44
			STEP 3	48.74	3,899.34	8,448.57	101,382.84
			STEP 4	50.98	4,077.81	8,835.26	106,023.12
2126	REGULATORY COMPLIANCE MANAGER	E	STEP 1	69.68	5,573.70	12,076.34	144,916.08
			STEP 2	72.81	5,824.44	12,619.61	151,435.32
			STEP 3	76.10	6,087.50	13,189.59	158,275.08
			STEP 4	79.52	6,360.84	13,781.81	165,381.72
			STEP 5	83.12	6,648.58	14,405.26	172,863.12
5245	SECTY EXEC TO CITY ATTORNEY	NE	STEP 1	35.62	2,848.85	6,172.50	74,070.00
			STEP 2	37.21	2,978.16	6,452.68	77,432.16
			STEP 3	38.90	3,111.34	6,741.23	80,894.76
			STEP 4	40.68	3,254.16	7,050.68	84,608.16
			STEP 5	42.47	3,397.95	7,362.23	88,346.76
5023	SECTY EXEC TO CITY MANAGER	NE	STEP 1	38.42	3,073.69	6,659.67	79,916.04
			STEP 2	40.14	3,210.73	6,956.58	83,478.96
			STEP 3	41.94	3,355.49	7,270.23	87,242.76
			STEP 4	43.84	3,507.97	7,600.60	91,207.20
			STEP 5	45.82	3,665.28	7,941.45	95,297.40
5456	SOLID WASTE & RECYC PROG COORD	NE	STEP 1	46.25	3,700.02	8,016.70	96,200.40
			STEP 2	48.33	3,866.97	8,378.44	100,541.28
			STEP 3	50.48	4,039.72	8,752.73	105,032.76
			STEP 4	52.76	4,222.11	9,147.91	109,774.92
			STEP 5	55.13	4,411.27	9,557.75	114,693.00



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

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2230	SUPERVISING LIBRARIAN	E	STEP 1	44.01	3,521.79	7,630.54	91,566.48
			STEP 2	45.98	3,680.05	7,973.45	95,681.40
			STEP 3	48.07	3,845.67	8,332.29	99,987.48
			STEP 4	50.22	4,018.62	8,707.00	104,484.00
			STEP 5	52.49	4,199.95	9,099.90	109,198.80
2229	SUPERVISING LIBRARY ASSISTANT	E	STEP 1	39.61	3,169.32	6,866.85	82,402.20
			STEP 2	41.39	3,311.95	7,175.90	86,110.80
			STEP 3	43.27	3,461.00	7,498.84	89,986.08
			STEP 4	45.20	3,616.75	7,836.29	94,035.48
			STEP 5	47.26	3,779.96	8,189.92	98,279.04
5361	SURVEY TECHNICIAN SR	NE	STEP 1	44.51	3,561.54	7,716.67	92,600.04
			STEP 2	46.52	3,721.64	8,063.56	96,762.72
			STEP 3	48.62	3,889.31	8,426.83	101,121.96
			STEP 4	50.81	4,064.10	8,805.56	105,666.72
			STEP 5	53.09	4,247.31	9,202.50	110,430.00
2037	SUSTAINABILITY ANALYST	E	STEP 1	51.45	4,116.72	8,919.55	107,034.60
			STEP 2	53.76	4,302.09	9,321.20	111,854.40
			STEP 3	56.19	4,494.58	9,738.26	116,859.12
			STEP 4	58.72	4,697.26	10,177.40	122,128.80
			STEP 5	61.38	4,911.14	10,640.80	127,689.60
5460	SYS ANALYST I	NE	STEP 1	44.87	3,589.04	7,776.25	93,315.00
			STEP 2	46.87	3,750.20	8,125.43	97,505.16
			STEP 3	48.96	3,917.16	8,487.18	101,846.16
			STEP 4	51.22	4,097.63	8,878.19	106,538.28
			STEP 5	53.50	4,280.01	9,273.36	111,280.32
2033	SYS ANALYST II	E	STEP 1	51.85	4,149.31	8,990.18	107,882.16
			STEP 2	54.19	4,334.68	9,391.80	112,701.60
			STEP 3	56.61	4,530.23	9,815.50	117,786.00
			STEP 4	59.21	4,735.97	10,261.26	123,135.12
			STEP 5	61.84	4,948.83	10,722.47	128,669.64
2416	SYSTEMS & NETWORK MGR	E	STEP 1	70.14	5,610.84	12,156.83	145,881.96
			STEP 2	73.31	5,865.48	12,708.53	152,502.36
			STEP 3	76.62	6,130.28	13,282.27	159,387.24
			STEP 4	80.07	6,405.26	13,878.07	166,536.84
			STEP 5	83.65	6,693.50	14,502.58	174,030.96



# CITY OF SAN MATEO

## Merit Salary Schedule

Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2031	SYSTEMS ANALYST SR	E	STEP 1	59.64	4,771.62	10,338.50	124,062.00
			STEP 2	62.33	4,985.50	10,801.91	129,622.92
			STEP 3	65.13	5,209.56	11,287.37	135,448.44
			STEP 4	68.07	5,445.85	11,799.34	141,592.08
			STEP 5	71.13	5,690.28	12,328.95	147,947.40
2171	SYSTEMS SPECIALIST	E	STEP 1	51.85	4,149.31	8,990.18	107,882.16
			STEP 2	54.19	4,334.68	9,391.80	112,701.60
			STEP 3	56.61	4,530.23	9,815.50	117,786.00
			STEP 4	59.21	4,735.97	10,261.26	123,135.12
			STEP 5	61.84	4,948.83	10,722.47	128,669.64
2165	TECHNICAL SUPPORT SUPERVISOR	E	STEP 1	51.85	4,149.31	8,990.18	107,882.16
			STEP 2	54.19	4,334.68	9,391.80	112,701.60
			STEP 3	56.61	4,530.23	9,815.50	117,786.00
			STEP 4	59.21	4,735.97	10,261.26	123,135.12
			STEP 5	61.84	4,948.83	10,722.47	128,669.64
6105	TRAF & LIGHT TECH	NE	STEP 1	42.04	3,364.30	7,289.31	87,471.72
			STEP 2	43.92	3,513.85	7,613.35	91,360.20
			STEP 3	45.94	3,674.26	7,960.90	95,530.80
			STEP 4	47.98	3,837.60	8,314.79	99,777.48
5285	TRAFFIC ENFORC COORD	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
6225	TRAFFIC SAFETY WRKR	NE	STEP 1	36.12	2,889.02	6,259.54	75,114.48
			STEP 2	37.72	3,017.93	6,538.84	78,466.08
			STEP 3	39.45	3,155.69	6,837.33	82,047.96
			STEP 4	41.21	3,296.40	7,142.20	85,706.40
5064	TRANSPORTATION PLANNER ASSOC	E	STEP 1	46.38	3,710.64	8,039.72	96,476.64
			STEP 2	48.51	3,879.52	8,405.62	100,867.44
			STEP 3	50.67	4,053.23	8,782.00	105,384.00
			STEP 4	52.98	4,237.57	9,181.40	110,176.80
			STEP 5	55.29	4,422.85	9,582.84	114,994.08
5063	TRANSPORTATION PLANNER ASST	NE	STEP 1	42.18	3,373.83	7,309.96	87,719.52
			STEP 2	44.09	3,527.27	7,642.42	91,709.04
			STEP 3	46.00	3,680.71	7,974.88	95,698.56
			STEP 4	48.10	3,848.63	8,338.70	100,064.40
			STEP 5	50.31	4,023.32	8,717.19	104,606.28



# CITY OF SAN MATEO

## Merit Salary Schedule

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JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2028	TREASURY AND DEBT MANAGER	E	STEP 1	58.35	4,668.07	10,114.16	121,369.92
			STEP 2	60.99	4,878.33	10,569.71	126,836.52
			STEP 3	63.72	5,098.20	11,046.09	132,553.08
			STEP 4	66.60	5,327.66	11,543.27	138,519.24
			STEP 5	69.58	5,568.18	12,064.38	144,772.56
6233	TREE MAINT SPEC	NE	STEP 1	42.50	3,400.89	7,368.60	88,423.20
			STEP 2	44.45	3,555.68	7,703.98	92,447.76
			STEP 3	46.42	3,712.63	8,044.03	96,528.36
			STEP 4	48.51	3,880.40	8,407.54	100,890.48
6078	TREE TRIMMER SR PK	NE	STEP 1	34.46	2,757.16	5,973.85	71,686.20
			STEP 2	36.02	2,881.14	6,242.47	74,909.64
			STEP 3	37.62	3,010.06	6,521.80	78,261.60
			STEP 4	39.35	3,148.80	6,822.39	81,868.68
5287	VEHICLE ABATEMENT OFFICER	NE	STEP 1	29.18	2,334.80	5,058.74	60,704.88
			STEP 2	30.50	2,439.86	5,286.36	63,436.32
			STEP 3	31.88	2,549.96	5,524.92	66,299.04
			STEP 4	33.31	2,665.11	5,774.40	69,292.80
			STEP 5	34.81	2,785.29	6,034.80	72,417.60
2129	WASTE MANAGEMENT SUPERVISOR	E	STEP 1	53.51	4,280.61	9,274.66	111,295.92
			STEP 2	55.92	4,472.98	9,691.45	116,297.40
			STEP 3	58.44	4,674.55	10,128.19	121,538.28
			STEP 4	61.07	4,885.32	10,584.86	127,018.32
			STEP 5	63.82	5,105.28	11,061.45	132,737.40
2041	WEB SPECIALIST	E	STEP 1	54.78	4,382.56	9,495.54	113,946.48
			STEP 2	57.32	4,585.24	9,934.68	119,216.16
			STEP 3	59.86	4,787.91	10,373.80	124,485.60
			STEP 4	62.58	5,006.88	10,848.25	130,179.00
			STEP 5	65.38	5,229.94	11,331.53	135,978.36
6207	WWTP ELECT TECHNICIAN	NE	STEP 1	45.99	3,679.48	7,972.20	95,666.40
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.31	8,704.18	104,450.16
			STEP 4	52.49	4,198.15	9,096.00	109,152.00
2112	WWTP MAINTENANCE SUPT	E	STEP 1	59.02	4,721.42	10,229.75	122,757.00
			STEP 2	61.66	4,933.19	10,688.57	128,262.84
			STEP 3	64.45	5,155.80	11,170.90	134,050.80
			STEP 4	67.32	5,384.90	11,667.28	140,007.36
			STEP 5	70.35	5,628.15	12,194.32	146,331.84



**CITY OF SAN MATEO**  
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Effective Date: 07/11/2021 \*

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2115	WWTP MANAGER	E	STEP 1	75.03	6,003.28	13,007.11	156,085.32
			STEP 2	78.42	6,273.07	13,591.65	163,099.80
			STEP 3	81.96	6,556.41	14,205.56	170,466.72
			STEP 4	85.65	6,851.04	14,843.93	178,127.16
			STEP 5	89.51	7,160.36	15,514.11	186,169.32
6245	WWTP MECHANIC I	NE	STEP 1	37.55	3,004.07	6,508.81	78,105.72
			STEP 2	39.20	3,135.82	6,794.28	81,531.36
			STEP 3	41.00	3,279.76	7,106.14	85,273.68
			STEP 4	42.84	3,427.72	7,426.72	89,120.64
6247	WWTP MECHANIC II	NE	STEP 1	41.82	3,345.62	7,248.84	86,986.08
			STEP 2	43.67	3,493.60	7,569.47	90,833.64
			STEP 3	45.63	3,650.70	7,909.86	94,918.32
			STEP 4	47.73	3,817.93	8,272.18	99,266.16
6248	WWTP MECHANIC III	NE	STEP 1	45.97	3,679.07	7,971.32	95,655.84
			STEP 2	48.06	3,845.30	8,331.49	99,977.88
			STEP 3	50.20	4,017.59	8,704.78	104,457.36
			STEP 4	52.49	4,198.00	9,095.67	109,148.04
2110	WWTP OPERATIONS SUPT	E	STEP 1	64.54	5,162.54	11,185.51	134,226.12
			STEP 2	67.44	5,395.32	11,689.85	140,278.20
			STEP 3	70.48	5,638.23	12,216.17	146,594.04
			STEP 4	73.64	5,891.34	12,764.56	153,174.72
			STEP 5	76.96	6,156.87	13,339.88	160,078.56
6240	WWTP OPERATOR I	NE	STEP 1	38.79	3,103.28	6,723.77	80,685.24
			STEP 2	40.51	3,241.75	7,023.80	84,285.60
			STEP 3	42.38	3,390.56	7,346.22	88,154.64
			STEP 4	44.26	3,541.43	7,673.09	92,077.08
6242	WWTP OPERATOR II	NE	STEP 1	42.59	3,407.09	7,382.03	88,584.36
			STEP 2	44.44	3,554.87	7,702.22	92,426.64
			STEP 3	46.45	3,717.12	8,053.75	96,645.00
			STEP 4	48.57	3,886.59	8,420.95	101,051.40
6243	WWTP OPERATOR III	NE	STEP 1	46.80	3,743.99	8,111.97	97,343.64
			STEP 2	48.93	3,913.46	8,479.16	101,749.92
			STEP 3	51.13	4,090.16	8,862.01	106,344.12
			STEP 4	53.38	4,271.02	9,253.87	111,046.44
6235	WWTP OPR IN TRAINING	NE	STEP 1	33.92	2,713.68	5,879.65	70,555.80
			STEP 2	35.52	2,840.79	6,155.05	73,860.60
			STEP 3	37.07	2,965.82	6,425.95	77,111.40
			STEP 4	38.75	3,100.18	6,717.05	80,604.60



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2111	WWTP SHIFT SUPV	NE	STEP 1	52.09	4,167.45	9,029.47	108,353.64
			STEP 2	54.42	4,354.03	9,433.74	113,204.88
			STEP 3	56.84	4,547.93	9,853.84	118,246.08
			STEP 4	59.39	4,752.32	10,296.69	123,560.28
			STEP 5	62.09	4,966.14	10,759.98	129,119.76