

Menlo Park Fire Protection District Master Pay Schedule

Revised: 2-18-25

Class Title	Group	Step 1/ Min Range	Step 2	Step 3	Step 4	Step 5/ Max Range	Time Base	Effective Date
Accounting Technician	AFSCME	\$ 43.51	\$ 45.69	\$ 47.97	\$ 50.37	\$ 52.89	Hourly	1/1/2025
Administrative Analyst	AFSCME	\$ 43.78	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.21	Hourly	1/1/2025
Administrative Specialist I	AFSCME	\$ 35.92	\$ 37.72	\$ 39.61	\$ 41.59	\$ 43.67	Hourly	1/1/2025
Administrative Specialist II	AFSCME	\$ 40.95	\$ 43.00	\$ 45.15	\$ 47.41	\$ 49.78	Hourly	1/1/2025
Fleet Supervisor	AFSCME	\$ 61.78	\$ 64.87	\$ 68.11	\$ 71.52	\$ 75.10	Hourly	1/1/2025
IT Specialist	AFSCME	\$ 64.72	\$ 67.96	\$ 71.36	\$ 74.93	\$ 78.68	Hourly	1/1/2025
Logistics Specialist	AFSCME	\$ 40.67	\$ 42.70	\$ 44.83	\$ 47.07	\$ 49.42	Hourly	1/1/2025
Mechanic I	AFSCME	\$ 36.15	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94	Hourly	1/1/2025
Mechanic II	AFSCME	\$ 48.31	\$ 50.73	\$ 53.27	\$ 55.93	\$ 58.73	Hourly	1/1/2025
Permit Coordinator	AFSCME	\$ 43.51	\$ 45.69	\$ 47.97	\$ 50.37	\$ 52.89	Hourly	1/1/2025
Plans Examiner	AFSCME	\$ 59.79	\$ 62.78	\$ 65.92	\$ 69.22	\$ 72.68	Hourly	1/1/2025
Risk Reduction Officer I (Flex)	AFSCME	\$ 46.47	\$ 48.79	\$ 51.23	\$ 53.79	\$ 56.48	Hourly	1/1/2025
Risk Reduction Officer II (Flex)	AFSCME	\$ 51.12	\$ 53.68	\$ 56.36	\$ 59.18	\$ 62.14	Hourly	1/1/2025
Risk Reduction Officer III (Flex)	AFSCME	\$ 56.22	\$ 59.03	\$ 61.98	\$ 65.08	\$ 68.33	Hourly	1/1/2025
Fire Chief	Chief	\$ 15,299.17				\$ 15,299.17	Semi Monthly	8/20/2024
Deputy Chief	Chief Officers	\$ 11,983.40				\$ 15,578.42	Semi Monthly	1/1/2025
Division Chief/Fire Marshal	Chief Officers	\$ 10,788.30				\$ 14,024.79	Semi Monthly	1/1/2025
Fire Marshal	Chief Officers	\$ 9,407.72				\$ 12,230.04	Semi Monthly	1/21/2025
Assistant Fire Marshal	Chief Officers	\$ 7,033.59				\$ 9,143.67	Semi Monthly	1/1/2025
Battalion Chief	IAFF-D13	\$ 10,061.69	\$ 10,564.77	\$ 11,093.01	\$ 11,647.66	\$ 12,230.04	Semi Monthly	1/1/2025
Captain	IAFF- D10	\$ 7,382.16	\$ 7,751.27	\$ 8,138.83			Semi Monthly	7/1/2024
Engineer	IAFF- D10	\$ 5,784.12	\$ 6,073.33	\$ 6,377.00	\$ 6,695.85	\$ 7,030.64	Semi Monthly	7/1/2024
Firefighter	IAFF- D10	\$ 4,740.37	\$ 4,977.39	\$ 5,226.26	\$ 5,487.57	\$ 5,761.95	Semi Monthly	7/1/2024
Deputy Fire Marshal	IAFF- D10	\$ 75.49	\$ 79.26	\$ 83.22	\$ 87.38		Hourly	7/1/2024
Fire Inspector I	IAFF- D10	\$ 52.09	\$ 54.69	\$ 57.42	\$ 60.29	\$ 63.30	Hourly	7/1/2024
Fire Inspector II	IAFF- D10	\$ 66.56	\$ 69.89	\$ 73.38			Hourly	7/1/2024
Administrative Services Director	Mgmt. & Conf.	\$ 8,986.60				\$ 11,682.58	Semi Monthly	1/1/2025
Clerk of the Board	Mgmt. & Conf.	\$ 5,221.99				\$ 6,788.59	Semi Monthly	1/1/2025
EMS Manager	Mgmt. & Conf.	\$ 7,154.56				\$ 9,300.93	Semi Monthly	1/1/2025
Finance Manager	Mgmt. & Conf.	\$ 7,814.45				\$ 10,158.78	Semi Monthly	1/1/2025
Human Resources Manager	Mgmt. & Conf.	\$ 7,814.45				\$ 10,158.78	Semi Monthly	1/1/2025
IT Manager	Mgmt. & Conf.	\$ 7,154.56				\$ 9,300.93	Semi Monthly	1/1/2025
Senior Accountant	Mgmt. & Conf.	\$ 6,210.41				\$ 8,073.53	Semi Monthly	1/1/2025
Senior HR Analyst	Mgmt. & Conf.	\$ 5,221.99				\$ 6,788.59	Semi Monthly	1/1/2025
Senior Payroll Analyst	Mgmt. & Conf.	\$ 5,221.99				\$ 6,788.59	Semi Monthly	1/1/2025

\*All payrates are based on adopted MOU's and Compensation Plans. MOU and Comp Plan payrates will supersede any discrepancies in this document.

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Senior IT Analyst	Mgmt. & Conf.	\$ 6,210.41				\$ 8,073.53	Semi Monthly	1/1/2025
Senior Management Analyst	Mgmt. & Conf.	\$ 5,221.99				\$ 6,788.59	Semi Monthly	1/1/2025
Senior Management Analyst	Mgmt. & Conf.	\$ 60.25				\$ 78.33	Hourly	1/1/2025
District Assistant Hourly	Temporary	\$ 17.45				\$ 50.00	Hourly	1/1/2025
Intern	Temporary	\$ 17.45				\$ 25.00	Hourly	1/1/2025

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