

Menlo Park Fire Protection District Master Pay Schedule

Revised: 5-20-25

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	Chief Officers	\$ 10,788.30				\$ 14,024.79	Semi Monthly	5/20/2025
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
Project Manager	Mgmt. & Conf.	\$ 6,210.41				\$ 8,073.53	Semi Monthly	3/18/2025
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

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

Menlo Park Fire Protection District Master Pay Schedule  
Revised: 5-20-25

Class Title	Group	Step 1/ Min Range	Step 2	Step 3	Step 4	Step 5/ Max Range	Time Base	Effective Date
Senior Payroll Analyst	Mgmt. & Conf.	\$ 5,221.99				\$ 6,788.59	Semi Monthly	1/1/2025
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