

Menlo Park Fire Protection District Salary Schedule  
Revised: 9/21/2021

Class Title	Group	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Time Base	Effective Date
Accounting Technician	AFSCME	Non-Exempt	\$ 30.73		\$ 38.41		\$ 46.09	Hourly	1/1/2021
Administrative Analyst	AFSCME	Non-Exempt	\$ 38.15	\$ 40.06	\$ 42.06	\$ 44.16	\$ 46.37	Hourly	1/1/2021
Administrative Assistant	AFSCME	Non-Exempt	\$ 31.30	\$ 32.87	\$ 34.51	\$ 36.24	\$ 38.05	Hourly	1/1/2021
Administrative Services Manager	Mgmt. & Conf.	Exempt	\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly	1/1/2021
Administrative Specialist	AFSCME	Non-Exempt	\$ 35.68	\$ 37.46	\$ 39.33	\$ 41.30	\$ 43.37	Hourly	1/1/2021
Battalion Chief	Chief Officers	Exempt (Shift)	\$ 7,461.49		\$ 9,326.87		\$ 11,192.24	Semi Monthly	1/1/2021
Captain	IAFF	Non-Exempt (Shift)	\$ 6,218.78	\$ 6,529.71	\$ 6,856.20			Semi Monthly	7/1/2021
Clerk of the Board	Mgmt. & Conf.	Exempt	\$ 3,944.17		\$ 4,930.21		\$ 5,916.26	Semi Monthly	1/1/2021
Deputy Chief	Chief Officers	Exempt	\$ 9,206.77		\$ 11,508.47		\$ 13,810.16	Semi Monthly	1/1/2021
Deputy Fire Marshal	IAFF	Non-Exempt	\$ 66.77	\$ 70.11	\$ 73.61			Hourly	7/1/2021
Disaster Response Manager	Mgmt. & Conf.	Exempt	\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly	1/1/2021
District Assistant Hourly	Temporary	Non-Exempt	\$ 15.25				\$ 50.00	Hourly	1/1/2021
Division Chief/Fire Marshal	Chief Officers	Exempt	\$ 8,288.57		\$ 10,360.71		\$ 12,432.85	Semi Monthly	1/1/2021
Emergency Services Specialist	AFSCME	Non-Exempt	\$ 40.76	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	Hourly	1/1/2021
EMS Manager	Mgmt. & Conf.	Exempt	\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly	1/1/2021
Engineer	IAFF	Non-Exempt (Shift)	\$ 5,116.20	\$ 5,372.02	\$ 5,640.62	\$ 5,922.65		Semi Monthly	7/1/2021
Fire Chief	Chief	Exempt	\$ 13,125.00				\$ 13,125.00	Semi Monthly	7/1/2020
Fire Inspector I	IAFF	Non-Exempt	\$ 43.99	\$ 46.19	\$ 48.50	\$ 50.92	\$ 53.47	Hourly	7/1/2021
Fire Inspector II	IAFF	Non-Exempt	\$ 56.20	\$ 59.02	\$ 61.97			Hourly	7/1/2021
Fire Prevention Coordinator	AFSCME	Non-Exempt	\$ 41.39	\$ 43.46	\$ 45.63	\$ 47.91	\$ 50.31	Hourly	1/1/2021
Firefighter	IAFF	Non-Exempt (Shift)	\$ 4,192.98	\$ 4,402.63	\$ 4,622.76	\$ 4,853.90	\$ 5,096.60	Semi Monthly	7/1/2021
Fleet Supervisor	AFSCME	Non-Exempt	\$ 53.84	\$ 56.53	\$ 59.36	\$ 62.33	\$ 65.45	Hourly	1/1/2021
Human Resources Manager	Mgmt. & Conf.	Exempt	\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly	1/1/2021
Intern	Temporary	Non-Exempt	\$ 15.25				\$ 25.00	Hourly	1/1/2021
IT Manager	Mgmt. & Conf.	Exempt	\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly	1/1/2021
IT Specialist	AFSCME	Non-Exempt	\$ 47.89		\$ 59.86		\$ 71.84	Hourly	1/1/2021
Logistics Specialist	AFSCME	Non-Exempt	\$ 35.44	\$ 37.21	\$ 39.07	\$ 41.02	\$ 43.07	Hourly	1/1/2021
Mechanic	AFSCME	Non-Exempt	\$ 42.10	\$ 44.21	\$ 46.42	\$ 48.74	\$ 51.18	Hourly	1/1/2021
Plans Examiner	AFSCME	Non-Exempt	\$ 52.10	\$ 54.71	\$ 57.45	\$ 60.32	\$ 63.34	Hourly	1/1/2021
Public Education Officer	AFSCME	Non-Exempt	\$ 44.55	\$ 46.78	\$ 49.12	\$ 51.58	\$ 54.16	Hourly	1/1/2021
Public Service Assistant I/II/III	Limited Term	Non-Exempt	\$ 15.25		\$ 49.86		\$ 88.05	Hourly	1/1/2021
Risk Reduction Officer I (Flex)	AFSCME	Non-Exempt	\$ 40.49	\$ 42.51	\$ 44.64	\$ 46.87	\$ 49.21	Hourly	1/1/2021
Risk Reduction Officer II (Flex)	AFSCME	Non-Exempt	\$ 44.55	\$ 46.78	\$ 49.12	\$ 51.58	\$ 54.16	Hourly	1/1/2021
Risk Reduction Officer III (Flex)	AFSCME	Non-Exempt	\$ 49.00	\$ 51.45	\$ 54.02	\$ 56.72	\$ 59.56	Hourly	1/1/2021
Senior Accountant	Mgmt. & Conf.	Exempt	\$ 4,690.74		\$ 5,863.42		\$ 7,036.11	Semi Monthly	1/1/2021

\*All payrates based on adopted MOUs and Compensation Plans. MOUs or Comp Plan rates will supersede any discrepancies in this document

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Senior HR Analyst	Mgmt. & Conf.	Exempt	\$ 3,944.17		\$ 4,929.34		\$ 5,914.50	Semi Monthly	1/1/2021
Senior IT Analyst	Mgmt. & Conf.	Exempt	\$ 4,690.74		\$ 5,863.43		\$ 7,036.12	Semi Monthly	1/1/2021
Senior Management Analyst	AFSCME	Non-Exempt	\$ 56.20	\$ 59.01	\$ 61.96	\$ 65.06	\$ 68.31	Hourly	1/1/2021
Senior Management Analyst	Mgmt. & Conf.	Exempt	\$ 3,944.17		\$ 4,929.34		\$ 5,914.50	Semi Monthly	1/1/2021
Senior Management Analyst	Mgmt. & Conf.	Non-Exempt	\$ 45.51		\$ 56.89		\$ 68.26	Hourly	1/1/2021