

Menlo Park Fire Protection District Salary Schedule  
 Revised: 1/1/2020  
 For Board Approval at December 2019 Meeting

Group	Class Code	Classification	Pay Grade	Effective Date	Type	Step 1 Minimum	Step 2	Step 3 Mid-Point	Step 4	Step 5 Maximum	Steps Range
IAFF	7000	Firefighter	IAF-01	7/1/2019	56 hours Non-Exempt	\$ 33.06	\$ 34.71	\$ 36.44	\$ 38.27	\$ 40.18	Hourly
						\$ 4,010.70	\$ 4,211.23	\$ 4,421.79	\$ 4,642.88	\$ 4,875.02	Semi Monthly
						\$ 8,021.39	\$ 8,422.46	\$ 8,843.58	\$ 9,285.76	\$ 9,750.05	Monthly
						\$ 96,256.71	\$ 101,069.55	\$ 106,122.96	\$ 111,429.11	\$ 117,000.56	Annually
IAFF	7010	Engineer	IAF-02	7/1/2019	56 hours Non-Exempt	\$ 42.35	\$ 44.47	\$ 46.69			Hourly
						\$ 5,138.47	\$ 5,395.39	\$ 5,665.16			Semi Monthly
						\$ 10,276.94	\$ 10,790.79	\$ 11,330.33			Monthly
						\$ 123,323.28	\$ 129,489.44	\$ 135,963.92			Annually
IAFF	7020	Captain	IAF-03	7/1/2019	56 hours Non-Exempt	\$ 49.03	\$ 51.48	\$ 54.05			Hourly
						\$ 5,948.42	\$ 6,245.84	\$ 6,558.13			Semi Monthly
						\$ 11,896.84	\$ 12,491.68	\$ 13,116.27			Monthly
						\$ 142,762.11	\$ 149,900.22	\$ 157,395.23			Annually
IAFF	7100	Fire Inspector I	IAF-04	7/1/2019	40 hours Non-Exempt	\$ 42.08	\$ 44.18	\$ 46.39	\$ 48.71	\$ 51.15	Hourly
						\$ 3,646.93	\$ 3,829.28	\$ 4,020.74	\$ 4,221.78	\$ 4,432.87	Semi Monthly
						\$ 7,293.87	\$ 7,658.56	\$ 8,041.49	\$ 8,443.56	\$ 8,865.74	Monthly
						\$ 87,526.40	\$ 91,902.72	\$ 96,497.86	\$ 101,322.75	\$ 106,388.89	Annually
IAFF	7101	Fire Inspector II	IAF-05	7/1/2019	40 hours Non-Exempt	\$ 53.76	\$ 56.45	\$ 59.27			Hourly
						\$ 4,659.20	\$ 4,892.16	\$ 5,136.77			Semi Monthly
						\$ 9,318.40	\$ 9,784.32	\$ 10,273.54			Monthly
						\$ 111,820.80	\$ 117,411.84	\$ 123,282.43			Annually
IAFF	7200	Deputy Fire Marshal	IAF-06	7/1/2019	40 hours Non-Exempt	\$ 63.87	\$ 67.06	\$ 70.41			Hourly
						\$ 5,535.40	\$ 5,811.87	\$ 6,102.20			Semi Monthly
						\$ 11,070.80	\$ 11,623.73	\$ 12,204.40			Monthly
						\$ 132,849.60	\$ 139,484.80	\$ 146,452.80			Annually
AFSCME	4020	Administrative Analyst	AFS-10	1/1/2020	40 hours Non-Exempt	\$ 36.67	\$ 38.50	\$ 40.43	\$ 42.45	\$ 44.57	Hourly
						\$ 3,178.17	\$ 3,337.08	\$ 3,503.93	\$ 3,679.13	\$ 3,863.09	Semi Monthly
						\$ 6,356.34	\$ 6,674.16	\$ 7,007.87	\$ 7,358.26	\$ 7,726.18	Monthly
						\$ 76,276.13	\$ 80,089.93	\$ 84,094.43	\$ 88,299.15	\$ 92,714.11	Annually
AFSCME	4000	Administrative Assistant	AFS-01	1/1/2020	40 hours Non-Exempt	\$ 30.09	\$ 31.60	\$ 33.18	\$ 34.84	\$ 36.58	Hourly
						\$ 2,608.04	\$ 2,738.45	\$ 2,875.37	\$ 3,019.14	\$ 3,170.09	Semi Monthly
						\$ 5,216.09	\$ 5,476.89	\$ 5,750.74	\$ 6,038.27	\$ 6,340.19	Monthly
						\$ 62,593.04	\$ 65,722.69	\$ 69,008.83	\$ 72,459.27	\$ 76,082.23	Annually
AFSCME	4010	Administrative Specialist	AFS-06	1/1/2020	40 hours Non-Exempt	\$ 34.30	\$ 36.01	\$ 37.81	\$ 39.71	\$ 41.69	Hourly
						\$ 2,972.56	\$ 3,121.19	\$ 3,277.25	\$ 3,441.11	\$ 3,613.17	Semi Monthly
						\$ 5,945.12	\$ 6,242.38	\$ 6,554.50	\$ 6,882.22	\$ 7,226.33	Monthly
						\$ 71,341.48	\$ 74,908.55	\$ 78,653.98	\$ 82,586.68	\$ 86,716.01	Annually
AFSCME	4011	Emergency Services Specialist	AFS-16	1/1/2020	40 hours Non-Exempt	\$ 39.18	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	Hourly
						\$ 3,395.23	\$ 3,564.99	\$ 3,743.24	\$ 3,930.40	\$ 4,126.92	Semi Monthly
						\$ 6,790.46	\$ 7,129.98	\$ 7,486.48	\$ 7,860.81	\$ 8,253.85	Monthly
						\$ 81,485.52	\$ 85,559.79	\$ 89,837.78	\$ 94,329.67	\$ 99,046.15	Annually
AFSCME	4030	Fire Prevention Coordinator	AFS-17	1/1/2020	40 hours Non-Exempt	\$ 39.79	\$ 41.78	\$ 43.86	\$ 46.06	\$ 48.36	Hourly
						\$ 3,448.17	\$ 3,620.58	\$ 3,801.61	\$ 3,991.69	\$ 4,191.27	Semi Monthly
						\$ 6,896.34	\$ 7,241.16	\$ 7,603.22	\$ 7,983.38	\$ 8,382.55	Monthly
						\$ 82,756.12	\$ 86,893.92	\$ 91,238.62	\$ 95,800.55	\$ 100,590.58	Annually
AFSCME	4041	Fleet Supervisor	AFS-30	1/1/2020	40 hours Non-Exempt	\$ 51.75	\$ 54.34	\$ 57.06	\$ 59.91	\$ 62.91	Hourly
						\$ 4,485.31	\$ 4,709.58	\$ 4,945.06	\$ 5,192.31	\$ 5,451.93	Semi Monthly
						\$ 8,970.63	\$ 9,419.16	\$ 9,890.12	\$ 10,384.62	\$ 10,903.85	Monthly
						\$ 107,647.53	\$ 113,029.91	\$ 118,681.40	\$ 124,615.47	\$ 130,846.25	Annually
AFSCME	4012	Logistics Specialist	AFS-05	1/1/2020	40 hours Non-Exempt	\$ 34.07	\$ 35.77	\$ 37.56	\$ 39.44	\$ 41.41	Hourly
						\$ 2,952.52	\$ 3,100.14	\$ 3,255.15	\$ 3,417.91	\$ 3,588.80	Semi Monthly
						\$ 5,905.03	\$ 6,200.29	\$ 6,510.30	\$ 6,835.82	\$ 7,177.61	Monthly
						\$ 70,860.42	\$ 74,403.44	\$ 78,123.61	\$ 82,029.79	\$ 86,131.28	Annually
AFSCME	4040	Mechanic	AFS-18	1/1/2020	40 hours Non-Exempt	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.85	\$ 49.19	Hourly
						\$ 3,507.19	\$ 3,682.55	\$ 3,866.68	\$ 4,060.01	\$ 4,263.01	Semi Monthly
						\$ 7,014.38	\$ 7,365.10	\$ 7,733.35	\$ 8,120.02	\$ 8,526.02	Monthly
						\$ 84,172.53	\$ 88,381.16	\$ 92,800.22	\$ 97,440.23	\$ 102,312.24	Annually
AFSCME	4035	Plans Examiner	AFS-28	1/1/2020	40 hours Non-Exempt	\$ 50.08	\$ 52.58	\$ 55.21	\$ 57.97	\$ 60.87	Hourly
						\$ 4,340.33	\$ 4,557.35	\$ 4,785.22	\$ 5,024.48	\$ 5,275.70	Semi Monthly
						\$ 8,680.67	\$ 9,114.70	\$ 9,570.43	\$ 10,048.96	\$ 10,551.40	Monthly
						\$ 104,167.99	\$ 109,376.39	\$ 114,845.21	\$ 120,587.47	\$ 126,616.85	Annually
AFSCME	4050	Public Education Officer	AFS-20	1/1/2020	40 hours Non-Exempt	\$ 42.82	\$ 44.96	\$ 47.21	\$ 49.57	\$ 52.05	Hourly
						\$ 3,711.15	\$ 3,896.70	\$ 4,091.54	\$ 4,296.12	\$ 4,510.92	Semi Monthly
						\$ 7,422.29	\$ 7,793.41	\$ 8,183.08	\$ 8,592.23	\$ 9,021.84	Monthly
						\$ 89,067.51	\$ 93,520.89	\$ 98,196.93	\$ 103,106.78	\$ 108,262.12	Annually

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AFSCME	4051	Risk Reduction Officer I (Flex)	AFS-15	1/1/2020	40 hours Non-Exempt	\$ 38.92	\$ 40.87	\$ 42.91	\$ 45.06	\$ 47.31	Hourly
						\$ 3,373.07	\$ 3,542.07	\$ 3,718.87	\$ 3,905.20	\$ 4,100.20	Semi Monthly
						\$ 6,746.13	\$ 7,084.13	\$ 7,437.73	\$ 7,810.40	\$ 8,200.40	Monthly
						\$ 80,953.60	\$ 85,009.60	\$ 89,252.80	\$ 93,724.80	\$ 98,404.80	Annually
AFSCME	4052	Risk Reduction Officer II (Flex)	AFS-20	1/1/2020	40 hours Non-Exempt	\$ 42.82	\$ 44.96	\$ 47.21	\$ 49.57	\$ 52.05	Hourly
						\$ 3,711.07	\$ 3,896.53	\$ 4,091.53	\$ 4,296.07	\$ 4,511.00	Semi Monthly
						\$ 7,422.13	\$ 7,793.07	\$ 8,183.07	\$ 8,592.13	\$ 9,022.00	Monthly
						\$ 89,065.60	\$ 93,516.80	\$ 98,196.80	\$ 103,105.60	\$ 108,264.00	Annually
AFSCME	4053	Risk Reduction Officer III (Flex)	AFS-24	1/1/2020	40 hours Non-Exempt	\$ 47.10	\$ 49.46	\$ 51.93	\$ 54.53	\$ 57.26	Hourly
						\$ 4,082.00	\$ 4,286.53	\$ 4,500.60	\$ 4,725.93	\$ 4,962.53	Semi Monthly
						\$ 8,164.00	\$ 8,573.07	\$ 9,001.20	\$ 9,451.87	\$ 9,925.07	Monthly
						\$ 97,968.00	\$ 102,876.80	\$ 108,014.40	\$ 113,422.40	\$ 119,100.80	Annually
AFSCME	4021	Senior Management Analyst	AFS-35	1/1/2020	40 hours Non-Exempt	\$ 54.02	\$ 56.72	\$ 59.56	\$ 62.53	\$ 65.66	Hourly
						\$ 4,681.71	\$ 4,915.79	\$ 5,161.58	\$ 5,419.66	\$ 5,690.64	Semi Monthly
						\$ 9,363.41	\$ 9,831.59	\$ 10,323.16	\$ 10,839.32	\$ 11,381.29	Monthly
						\$ 112,360.98	\$ 117,979.02	\$ 123,877.98	\$ 130,071.87	\$ 136,575.47	Annually
Mgmt. & Conf.	2300	Administrative Services Manager	MGT-02	1/1/2020	Exempt	\$ 60.54		\$ 75.67		\$ 90.80	Hourly
						\$ 5,246.47		\$ 6,558.09		\$ 7,869.70	Semi Monthly
						\$ 10,492.93		\$ 13,116.17		\$ 15,739.40	Monthly
						\$ 125,915.21		\$ 157,394.01		\$ 188,872.80	Annually
Mgmt. & Conf.	2400	Clerk of the Board	MGT-01	1/1/2020	Exempt	\$ 44.18		\$ 55.23		\$ 66.28	Hourly
						\$ 3,829.29		\$ 4,786.62		\$ 5,743.94	Semi Monthly
						\$ 7,658.58		\$ 9,573.23		\$ 11,487.88	Monthly
						\$ 91,903.02		\$ 114,878.78		\$ 137,854.53	Annually
Mgmt. & Conf.	2500	Disaster Response Manager	MGT-02	1/1/2020	Exempt	\$ 60.54		\$ 75.67		\$ 90.80	Hourly
						\$ 5,246.47		\$ 6,558.09		\$ 7,869.70	Semi Monthly
						\$ 10,492.93		\$ 13,116.17		\$ 15,739.40	Monthly
						\$ 125,915.21		\$ 157,394.01		\$ 188,872.80	Annually
Mgmt. & Conf.	2510	EMS Manager	MGT-02	1/1/2020	Exempt	\$ 60.54		\$ 75.67		\$ 90.80	Hourly
						\$ 5,246.47		\$ 6,558.09		\$ 7,869.70	Semi Monthly
						\$ 10,492.93		\$ 13,116.17		\$ 15,739.40	Monthly
						\$ 125,915.21		\$ 157,394.01		\$ 188,872.80	Annually
Mgmt. & Conf.	2200	HR Manager	MGT-02	1/1/2020	Exempt	\$ 60.54		\$ 75.67		\$ 90.80	Hourly
						\$ 5,246.47		\$ 6,558.09		\$ 7,869.70	Semi Monthly
						\$ 10,492.93		\$ 13,116.17		\$ 15,739.40	Monthly
						\$ 125,915.21		\$ 157,394.01		\$ 188,872.80	Annually
Mgmt. & Conf.	2100	IT Manager	MGT-02	1/1/2020	Exempt	\$ 60.54		\$ 75.67		\$ 90.80	Hourly
						\$ 5,246.47		\$ 6,558.09		\$ 7,869.70	Semi Monthly
						\$ 10,492.93		\$ 13,116.17		\$ 15,739.40	Monthly
						\$ 125,915.21		\$ 157,394.01		\$ 188,872.80	Annually
Mgmt. & Conf.	3300	Senior Accountant	Unrep-05	1/1/2020	Exempt	\$ 52.55		\$ 65.68		\$ 78.82	Hourly
						\$ 4,554.12		\$ 5,692.64		\$ 6,831.17	Semi Monthly
						\$ 9,108.23		\$ 11,385.28		\$ 13,662.34	Monthly
						\$ 109,298.71		\$ 136,623.39		\$ 163,948.07	Annually
Mgmt. & Conf.	3200	Senior HR Analyst	Unrep-03	1/1/2020	Exempt	\$ 44.18		\$ 55.22		\$ 66.26	Hourly
						\$ 3,829.30		\$ 4,785.77		\$ 5,742.24	Semi Monthly
						\$ 7,658.59		\$ 9,571.53		\$ 11,484.47	Monthly
						\$ 91,903.02		\$ 114,858.32		\$ 137,813.62	Annually
Mgmt. & Conf.	3105	Senior IT Analyst	Unrep-05	1/1/2020	Exempt	\$ 52.55		\$ 65.68		\$ 78.82	Hourly
						\$ 4,554.12		\$ 5,692.64		\$ 6,831.17	Semi Monthly
						\$ 9,108.23		\$ 11,385.28		\$ 13,662.34	Monthly
						\$ 109,298.71		\$ 136,623.39		\$ 163,948.07	Annually
Mgmt. & Conf.	3400	Senior Management Analyst	Unrep-03	1/1/2020	Exempt	\$ 44.18		\$ 55.22		\$ 66.26	Hourly
						\$ 3,829.30		\$ 4,785.77		\$ 5,742.24	Semi Monthly
						\$ 7,658.59		\$ 9,571.53		\$ 11,484.47	Monthly
						\$ 91,903.02		\$ 114,858.32		\$ 137,813.62	Annually
Mgmt. & Conf.	3000	Accounting Technician/ Payroll Technician	Unrep-01	1/1/2020	40 hours Non-Exempt	\$ 29.83		\$ 37.29		\$ 44.75	Hourly
						\$ 2,585.59		\$ 3,231.99		\$ 3,878.39	Semi Monthly
						\$ 5,171.18		\$ 6,463.98		\$ 7,756.78	Monthly
						\$ 62,054.21		\$ 77,567.77		\$ 93,081.32	Annually
					40 hours	\$ 30.95		\$ 38.69		\$ 46.43	Hourly

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Mgmt. & Conf.	3005	Administrative Specialist	Unrep-02	1/1/2020	40 hours Non-Exempt	\$ 2,682.67		\$ 3,353.34		\$ 4,024.00	Semi Monthly
						\$ 5,365.34		\$ 6,706.67		\$ 8,048.00	Monthly
						\$ 64,384.03		\$ 80,480.04		\$ 96,576.04	Annually
Mgmt. & Conf.	3100	IT Specialist	Unrep-04	1/1/2020	40 hours Non-Exempt	\$ 46.50		\$ 58.12		\$ 69.75	Hourly
						\$ 4,029.92		\$ 5,037.40		\$ 6,044.88	Semi Monthly
						\$ 8,059.83		\$ 10,074.79		\$ 12,089.75	Monthly
						\$ 96,718.01		\$ 120,897.51		\$ 145,077.01	Annually
Mgmt. & Conf.	3400	Senior Management Analyst	Unrep-03	1/1/2020	40 hours Non-Exempt	\$ 44.18		\$ 55.23		\$ 66.28	Hourly
						\$ 3,829.30		\$ 4,786.62		\$ 5,743.94	Semi Monthly
						\$ 7,658.59		\$ 9,573.23		\$ 11,487.88	Monthly
						\$ 91,903.02		\$ 114,878.78		\$ 137,854.53	Annually
Chief	2000	Fire Chief	Appoint-01	7/1/2019	Exempt	\$ 12,416.67				\$ 12,416.67	Semi Monthly
						\$ 24,833.33				\$ 24,833.33	Monthly
						\$ 298,000.00				\$ 298,000.00	Annually
Chief Officers	2010	Deputy Chief	Chief-03	1/1/2020	Exempt	\$ 103.14		\$ 128.92		\$ 154.71	Hourly
						\$ 8,938.61		\$ 11,173.27		\$ 13,407.92	Semi Monthly
						\$ 17,877.23		\$ 22,346.54		\$ 26,815.84	Monthly
						\$ 214,526.75		\$ 268,158.43		\$ 321,790.11	Annually
Chief Officers	2020/ 2040	Division Chief/ Fire Marshal	Chief-02	1/1/2020	Exempt	\$ 92.85		\$ 116.06		\$ 139.28	Hourly
						\$ 8,047.15		\$ 10,058.94		\$ 12,070.73	Semi Monthly
						\$ 16,094.31		\$ 20,117.89		\$ 24,141.46	Monthly
						\$ 193,131.70		\$ 241,414.63		\$ 289,697.55	Annually
Chief Officers	2030	Battalion Chief	Chief-01	1/1/2020	56 hours Exempt	\$ 59.70		\$ 74.63		\$ 89.56	Hourly
						\$ 7,244.17		\$ 9,055.21		\$ 10,866.25	Semi Monthly
						\$ 14,488.33		\$ 18,110.42		\$ 21,732.50	Monthly
						\$ 173,859.99		\$ 217,324.99		\$ 260,789.99	Annually
Limited	3500	Public Service Assistant I/II/III	Unrep-06	1/1/2020	40 hours Non-Exempt	\$ 11.33		\$ 48.41		\$ 85.49	Hourly
						\$ 981.94		\$ 4,195.54		\$ 7,409.14	Semi Monthly
						\$ 1,963.87		\$ 8,391.07		\$ 14,818.27	Monthly
						\$ 23,566.40		\$ 100,692.80		\$ 177,819.20	Annually
Limited	9000	Intern	TEMP-01	1/9/2019	>30 hours Non-Exempt	\$ 15.00			\$ 25.00	Hourly	
Limited	9005	District Assistant Hourly	TEMP-02	1/9/2019	>30 hours Non-Exempt	\$ 15.00			\$ 50.00	Hourly	