

Menlo Park Fire Protection District Salary Schedule

Revised: 7/1/2021

For Board Approval at June 2021 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	7/1/2021	56 hours Non-Exempt	\$ 34.56	\$ 36.29	\$ 38.10	\$ 40.01	\$ 42.01	Hourly
						\$ 4,192.98	\$ 4,402.63	\$ 4,622.76	\$ 4,853.90	\$ 5,096.60	Semi Monthly
						\$ 8,385.96	\$ 8,805.26	\$ 9,245.52	\$ 9,707.80	\$ 10,193.19	Monthly
						\$ 100,631.52	\$ 105,663.12	\$ 110,946.24	\$ 116,493.60	\$ 122,318.28	Annually
IAFF	7010	Engineer	IAF-02	7/1/2021	56 hours Non-Exempt	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.81		Hourly
						\$ 5,116.20	\$ 5,372.02	\$ 5,640.62	\$ 5,922.65		Semi Monthly
						\$ 10,232.40	\$ 10,744.03	\$ 11,281.23	\$ 11,845.29		Monthly
						\$ 122,788.86	\$ 128,928.36	\$ 135,374.76	\$ 142,143.48		Annually
IAFF	7020	Captain	IAF-03	7/1/2021	56 hours Non-Exempt	\$ 51.26	\$ 53.82	\$ 56.51			Hourly
						\$ 6,218.78	\$ 6,529.71	\$ 6,856.20			Semi Monthly
						\$ 12,437.55	\$ 13,059.43	\$ 13,712.40			Monthly
						\$ 149,250.60	\$ 156,713.13	\$ 164,548.80			Annually
IAFF	7100	Fire Inspector I	IAF-04	7/1/2021	40 hours Non-Exempt	\$ 43.99	\$ 46.19	\$ 48.50	\$ 50.92	\$ 53.47	Hourly
						\$ 3,812.47	\$ 4,003.09	\$ 4,203.24	\$ 4,413.41	\$ 4,634.08	Semi Monthly
						\$ 7,624.93	\$ 8,006.18	\$ 8,406.49	\$ 8,826.81	\$ 9,268.15	Monthly
						\$ 91,499.20	\$ 96,074.16	\$ 100,877.87	\$ 105,921.76	\$ 111,217.85	Annually
IAFF	7101	Fire Inspector II	IAF-05	7/1/2021	40 hours Non-Exempt	\$ 56.20	\$ 59.02	\$ 61.97			Hourly
						\$ 4,870.67	\$ 5,115.07	\$ 5,370.73			Semi Monthly
						\$ 9,741.33	\$ 10,230.13	\$ 10,741.47			Monthly
						\$ 116,896.00	\$ 122,761.60	\$ 128,897.60			Annually
IAFF	7200	Deputy Fire Marshal	IAF-06	7/1/2021	40 hours Non-Exempt	\$ 66.77	\$ 70.11	\$ 73.61			Hourly
						\$ 5,786.73	\$ 6,076.07	\$ 6,379.87			Semi Monthly
						\$ 11,573.47	\$ 12,152.14	\$ 12,759.75			Monthly
						\$ 138,881.60	\$ 145,825.68	\$ 153,116.96			Annually
AFSCME	4020	Administrative Analyst	AFS-10	9/16/2020	40 hours Non-Exempt	\$ 37.04	\$ 38.89	\$ 40.83	\$ 42.87	\$ 45.01	Hourly
						\$ 3,210.13	\$ 3,370.47	\$ 3,538.60	\$ 3,715.40	\$ 3,900.87	Semi Monthly
						\$ 6,420.27	\$ 6,740.93	\$ 7,077.20	\$ 7,430.80	\$ 7,801.73	Monthly
						\$ 77,043.20	\$ 80,891.20	\$ 84,926.40	\$ 89,169.60	\$ 93,620.80	Annually
AFSCME	4000	Administrative Assistant	AFS-01	9/16/2020	40 hours Non-Exempt	\$ 30.39	\$ 31.91	\$ 33.51	\$ 35.19	\$ 36.95	Hourly
						\$ 2,633.80	\$ 2,765.53	\$ 2,904.20	\$ 3,049.80	\$ 3,202.33	Semi Monthly
						\$ 5,267.60	\$ 5,531.07	\$ 5,808.40	\$ 6,099.60	\$ 6,404.67	Monthly
						\$ 63,211.20	\$ 66,372.80	\$ 69,700.80	\$ 73,195.20	\$ 76,856.00	Annually
AFSCME	4010	Administrative Specialist	AFS-06	9/16/2020	40 hours Non-Exempt	\$ 34.64	\$ 36.37	\$ 38.19	\$ 40.10	\$ 42.11	Hourly
						\$ 3,002.13	\$ 3,152.07	\$ 3,309.80	\$ 3,475.33	\$ 3,649.53	Semi Monthly
						\$ 6,004.27	\$ 6,304.13	\$ 6,619.60	\$ 6,950.67	\$ 7,299.07	Monthly
						\$ 72,051.20	\$ 75,649.60	\$ 79,435.20	\$ 83,408.00	\$ 87,588.80	Annually
AFSCME	4011	Emergency Services Specialist	AFS-16	9/16/2020	40 hours Non-Exempt	\$ 39.57	\$ 41.55	\$ 43.63	\$ 45.81	\$ 48.10	Hourly
						\$ 3,429.40	\$ 3,601.00	\$ 3,781.27	\$ 3,970.20	\$ 4,168.67	Semi Monthly
						\$ 6,858.80	\$ 7,202.00	\$ 7,562.53	\$ 7,940.40	\$ 8,337.33	Monthly
						\$ 82,305.60	\$ 86,424.00	\$ 90,750.40	\$ 95,284.80	\$ 100,048.00	Annually
AFSCME	4030	Fire Prevention Coordinator	AFS-17	9/16/2020	40 hours Non-Exempt	\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52	\$ 48.85	Hourly
						\$ 3,482.27	\$ 3,656.47	\$ 3,839.33	\$ 4,031.73	\$ 4,233.67	Semi Monthly
						\$ 6,964.53	\$ 7,312.93	\$ 7,678.67	\$ 8,063.47	\$ 8,467.33	Monthly
						\$ 83,574.40	\$ 87,755.20	\$ 92,144.00	\$ 96,761.60	\$ 101,608.00	Annually
AFSCME	4041	Fleet Supervisor	AFS-30	9/16/2020	40 hours Non-Exempt	\$ 52.27	\$ 54.88	\$ 57.62	\$ 60.50	\$ 63.53	Hourly
						\$ 4,530.07	\$ 4,756.27	\$ 4,993.73	\$ 5,243.33	\$ 5,505.93	Semi Monthly
						\$ 9,060.13	\$ 9,512.53	\$ 9,987.47	\$ 10,486.67	\$ 11,011.87	Monthly
						\$ 108,721.60	\$ 114,150.40	\$ 119,849.60	\$ 125,840.00	\$ 132,142.40	Annually
AFSCME	4012	Logistics Specialist	AFS-05	9/16/2020	40 hours Non-Exempt	\$ 34.41	\$ 36.13	\$ 37.94	\$ 39.84	\$ 41.83	Hourly
						\$ 2,982.20	\$ 3,131.27	\$ 3,288.13	\$ 3,452.80	\$ 3,625.27	Semi Monthly
						\$ 5,964.40	\$ 6,262.53	\$ 6,576.27	\$ 6,905.60	\$ 7,250.53	Monthly
						\$ 71,572.80	\$ 75,150.40	\$ 78,915.20	\$ 82,867.20	\$ 87,006.40	Annually
AFSCME	4040	Mechanic	AFS-18	9/16/2020	40 hours Non-Exempt	\$ 40.87	\$ 42.91	\$ 45.06	\$ 47.31	\$ 49.68	Hourly
						\$ 3,542.07	\$ 3,718.87	\$ 3,905.20	\$ 4,100.20	\$ 4,305.60	Semi Monthly
						\$ 7,084.13	\$ 7,437.73	\$ 7,810.40	\$ 8,200.40	\$ 8,611.20	Monthly
						\$ 85,009.60	\$ 89,252.80	\$ 93,724.80	\$ 98,404.80	\$ 103,334.40	Annually
AFSCME	4035	Plans Examiner	AFS-28	9/16/2020	40 hours Non-Exempt	\$ 50.58	\$ 53.11	\$ 55.77	\$ 58.56	\$ 61.49	Hourly
						\$ 4,383.60	\$ 4,602.87	\$ 4,833.40	\$ 5,075.20	\$ 5,329.13	Semi Monthly
						\$ 8,767.20	\$ 9,205.73	\$ 9,666.80	\$ 10,150.40	\$ 10,658.27	Monthly
						\$ 105,206.40	\$ 110,468.80	\$ 116,001.60	\$ 121,804.80	\$ 127,899.20	Annually
AFSCME	4050	Public Education Officer	AFS-20	9/16/2020	40 hours Non-Exempt	\$ 43.25	\$ 45.41	\$ 47.68	\$ 50.06	\$ 52.56	Hourly
						\$ 3,748.33	\$ 3,935.53	\$ 4,132.27	\$ 4,338.53	\$ 4,558.20	Semi Monthly
						\$ 7,496.67	\$ 7,871.07	\$ 8,264.53	\$ 8,677.07	\$ 9,110.40	Monthly
						\$ 89,960.00	\$ 94,452.80	\$ 99,174.40	\$ 104,124.80	\$ 109,324.80	Annually

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AFSCME	4051	Risk Reduction Officer I (Flex)	AFS-15	9/16/2020	40 hours Non-Exempt	\$ 39.31	\$ 41.28	\$ 43.34	\$ 45.51	\$ 47.79	Hourly
						\$ 3,406.87	\$ 3,577.60	\$ 3,756.13	\$ 3,944.20	\$ 4,141.80	Semi Monthly
						\$ 6,813.73	\$ 7,155.20	\$ 7,512.27	\$ 7,888.40	\$ 8,283.60	Monthly
						\$ 81,764.80	\$ 85,862.40	\$ 90,147.20	\$ 94,660.80	\$ 99,403.20	Annually
AFSCME	4052	Risk Reduction Officer II (Flex)	AFS-20	9/16/2020	40 hours Non-Exempt	\$ 43.25	\$ 45.41	\$ 47.68	\$ 50.06	\$ 52.56	Hourly
						\$ 3,748.33	\$ 3,935.53	\$ 4,132.27	\$ 4,338.53	\$ 4,555.20	Semi Monthly
						\$ 7,496.67	\$ 7,871.07	\$ 8,264.53	\$ 8,677.07	\$ 9,110.40	Monthly
						\$ 89,960.00	\$ 94,452.80	\$ 99,174.40	\$ 104,124.80	\$ 109,324.80	Annually
AFSCME	4053	Risk Reduction Officer III (Flex)	AFS-24	9/16/2020	40 hours Non-Exempt	\$ 47.57	\$ 49.95	\$ 52.45	\$ 55.07	\$ 57.82	Hourly
						\$ 4,122.73	\$ 4,329.00	\$ 4,545.67	\$ 4,772.73	\$ 5,011.07	Semi Monthly
						\$ 8,245.47	\$ 8,658.00	\$ 9,091.33	\$ 9,545.47	\$ 10,022.13	Monthly
						\$ 98,945.60	\$ 103,896.00	\$ 109,096.00	\$ 114,545.60	\$ 120,265.60	Annually
AFSCME	4021	Senior Management Analyst	AFS-35	9/16/2020	40 hours Non-Exempt	\$ 54.56	\$ 57.29	\$ 60.15	\$ 63.16	\$ 66.32	Hourly
						\$ 4,728.53	\$ 4,965.13	\$ 5,213.00	\$ 5,473.87	\$ 5,747.73	Semi Monthly
						\$ 9,457.07	\$ 9,930.27	\$ 10,426.00	\$ 10,947.73	\$ 11,495.47	Monthly
						\$ 113,484.80	\$ 119,163.20	\$ 125,112.00	\$ 131,372.80	\$ 137,945.60	Annually
Mgmt. & Conf.	2300	Administrative Services Manager	MGT-02	1/1/2021	Exempt	\$ 62.35		\$ 77.94		\$ 93.53	Hourly
						\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly
						\$ 10,807.72		\$ 13,509.65		\$ 16,211.58	Monthly
						\$ 129,692.67		\$ 162,115.83		\$ 194,538.98	Annually
Mgmt. & Conf.	2400	Clerk of the Board	MGT-01	1/1/2021	Exempt	\$ 45.51		\$ 56.89		\$ 68.26	Hourly
						\$ 3,944.17		\$ 4,930.21		\$ 5,916.26	Semi Monthly
						\$ 7,888.34		\$ 9,860.43		\$ 11,832.51	Monthly
						\$ 94,660.11		\$ 118,325.14		\$ 141,990.17	Annually
Mgmt. & Conf.	2500	Disaster Response Manager	MGT-02	1/1/2021	Exempt	\$ 62.35		\$ 77.94		\$ 93.53	Hourly
						\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly
						\$ 10,807.72		\$ 13,509.65		\$ 16,211.58	Monthly
						\$ 129,692.67		\$ 162,115.83		\$ 194,538.98	Annually
Mgmt. & Conf.	2510	EMS Manager	MGT-02	1/1/2021	Exempt	\$ 62.35		\$ 77.94		\$ 93.53	Hourly
						\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly
						\$ 10,807.72		\$ 13,509.65		\$ 16,211.58	Monthly
						\$ 129,692.67		\$ 162,115.83		\$ 194,538.98	Annually
Mgmt. & Conf.	2200	HR Manager	MGT-02	1/1/2021	Exempt	\$ 62.35		\$ 77.94		\$ 93.53	Hourly
						\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly
						\$ 10,807.72		\$ 13,509.65		\$ 16,211.58	Monthly
						\$ 129,692.67		\$ 162,115.83		\$ 194,538.98	Annually
Mgmt. & Conf.	2100	IT Manager	MGT-02	1/1/2021	Exempt	\$ 62.35		\$ 77.94		\$ 93.53	Hourly
						\$ 5,403.86		\$ 6,754.83		\$ 8,105.79	Semi Monthly
						\$ 10,807.72		\$ 13,509.65		\$ 16,211.58	Monthly
						\$ 129,692.67		\$ 162,115.83		\$ 194,538.98	Annually
Mgmt. & Conf.	3300	Senior Accountant	Unrep-05	1/1/2021	Exempt	\$ 54.12		\$ 67.65		\$ 81.19	Hourly
						\$ 4,690.74		\$ 5,863.42		\$ 7,036.11	Semi Monthly
						\$ 9,381.47		\$ 11,726.84		\$ 14,072.21	Monthly
						\$ 112,577.67		\$ 140,722.09		\$ 168,866.51	Annually
Mgmt. & Conf.	3200	Senior HR Analyst	Unrep-03	1/1/2021	Exempt	\$ 45.51		\$ 56.88		\$ 68.24	Hourly
						\$ 3,944.17		\$ 4,929.34		\$ 5,914.50	Semi Monthly
						\$ 7,888.34		\$ 9,858.67		\$ 11,829.00	Monthly
						\$ 94,660.11		\$ 118,304.07		\$ 141,948.03	Annually
Mgmt. & Conf.	3105	Senior IT Analyst	Unrep-05	1/1/2021	Exempt	\$ 54.12		\$ 67.65		\$ 81.19	Hourly
						\$ 4,690.74		\$ 5,863.42		\$ 7,036.11	Semi Monthly
						\$ 9,381.47		\$ 11,726.84		\$ 14,072.21	Monthly
						\$ 112,577.67		\$ 140,722.09		\$ 168,866.51	Annually
Mgmt. & Conf.	3400	Senior Management Analyst	Unrep-03	1/1/2021	Exempt	\$ 45.51		\$ 56.88		\$ 68.24	Hourly
						\$ 3,944.17		\$ 4,929.34		\$ 5,914.50	Semi Monthly
						\$ 7,888.34		\$ 9,858.67		\$ 11,829.00	Monthly
						\$ 94,660.11		\$ 118,304.07		\$ 141,948.03	Annually
Mgmt. & Conf.	3000	Accounting Technician/ Payroll Technician	Unrep-01	1/1/2021	40 hours Non-Exempt	\$ 30.73		\$ 38.41		\$ 46.09	Hourly
						\$ 2,663.16		\$ 3,328.95		\$ 3,994.74	Semi Monthly
						\$ 5,326.32		\$ 6,657.90		\$ 7,989.48	Monthly
						\$ 63,915.84		\$ 79,894.80		\$ 95,873.76	Annually

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Mgmt. & Conf.	3005	Administrative Specialist	Unrep-02	1/1/2021	40 hours Non-Exempt	\$ 31.88		\$ 39.85		\$ 47.82	Hourly
						\$ 2,763.15		\$ 3,453.94		\$ 4,144.72	Semi Monthly
						\$ 5,526.30		\$ 6,907.87		\$ 8,289.44	Monthly
						\$ 66,315.55		\$ 82,894.44		\$ 99,473.32	Annually
Mgmt. & Conf.	3100	IT Specialist	Unrep-04	1/1/2021	40 hours Non-Exempt	\$ 47.89		\$ 59.87		\$ 71.84	Hourly
						\$ 4,150.82		\$ 5,188.52		\$ 6,226.22	Semi Monthly
						\$ 8,301.63		\$ 10,377.04		\$ 12,452.44	Monthly
						\$ 99,619.55		\$ 124,524.44		\$ 149,429.32	Annually
Mgmt. & Conf.	3400	Senior Management Analyst	Unrep-03	1/1/2021	40 hours Non-Exempt	\$ 45.51		\$ 56.89		\$ 68.26	Hourly
						\$ 3,944.17		\$ 4,930.22		\$ 5,916.26	Semi Monthly
						\$ 7,888.34		\$ 9,860.43		\$ 11,832.51	Monthly
						\$ 94,660.11		\$ 118,325.14		\$ 141,990.17	Annually
Chief	2000	Fire Chief	Appoint-01	7/1/2020	Exempt	\$ 151.44				\$ 151.44	Hourly
						\$ 13,125.00				\$ 13,125.00	Semi Monthly
						\$ 26,250.00				\$ 26,250.00	Monthly
						\$ 315,000.00				\$ 315,000.00	Annually
Chief Officers	2010	Deputy Chief	Chief-03	1/1/2021	Exempt	\$ 106.23		\$ 132.79		\$ 159.35	Hourly
						\$ 9,206.77		\$ 11,508.47		\$ 13,810.16	Semi Monthly
						\$ 18,413.55		\$ 23,016.93		\$ 27,620.32	Monthly
						\$ 220,962.55		\$ 276,203.18		\$ 331,443.81	Annually
Chief Officers	2020/ 2040	Division Chief/ Fire Marshal	Chief-02	1/1/2021	Exempt	\$ 95.64		\$ 119.55		\$ 143.46	Hourly
						\$ 8,288.57		\$ 10,360.71		\$ 12,432.85	Semi Monthly
						\$ 16,577.14		\$ 20,721.42		\$ 24,865.71	Monthly
						\$ 198,925.65		\$ 248,657.07		\$ 298,388.48	Annually
Chief Officers	2030	Battalion Chief	Chief-01	1/1/2021	56 hours Exempt	\$ 61.50		\$ 76.87		\$ 92.24	Hourly
						\$ 7,461.49		\$ 9,326.87		\$ 11,192.24	Semi Monthly
						\$ 14,922.98		\$ 18,653.73		\$ 22,384.47	Monthly
						\$ 179,075.79		\$ 223,844.74		\$ 268,613.69	Annually
Limited	3500	Public Service Assistant I/II/III	Unrep-06	1/1/2021	40 hours Non-Exempt	\$ 11.67		\$ 49.86		\$ 88.05	Hourly
						\$ 1,011.39		\$ 4,321.40		\$ 7,631.41	Semi Monthly
						\$ 2,022.78		\$ 8,642.80		\$ 15,262.82	Monthly
						\$ 24,273.39		\$ 103,713.59		\$ 183,153.78	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	