

Menlo Park Fire Protection District Master Pay Schedule

Revised: 1-20-26

Class Title	Group	Step 1/ Min Range	Step 2	Step 3	Step 4	Step 5/ Max Range	Time Base	Effective Date
Accounting Technician	AFSCME	\$ 45.26	\$ 47.52	\$ 49.90	\$ 52.39	\$ 55.01	Hourly	1/1/2026
Administrative Analyst	AFSCME	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	Hourly	1/1/2026
Administrative Specialist I	AFSCME	\$ 37.37	\$ 39.24	\$ 41.20	\$ 43.26	\$ 45.42	Hourly	1/1/2026
Administrative Specialist II	AFSCME	\$ 42.58	\$ 44.71	\$ 46.95	\$ 49.30	\$ 51.77	Hourly	1/1/2026
Fleet Supervisor	AFSCME	\$ 64.26	\$ 67.47	\$ 70.84	\$ 74.38	\$ 78.10	Hourly	1/1/2026
IT Specialist	AFSCME	\$ 67.32	\$ 70.69	\$ 74.22	\$ 77.93	\$ 81.83	Hourly	1/1/2026
Logistics Specialist	AFSCME	\$ 42.29	\$ 44.40	\$ 46.62	\$ 48.95	\$ 51.40	Hourly	1/1/2026
Mechanic I	AFSCME	\$ 37.60	\$ 39.48	\$ 41.45	\$ 43.52	\$ 45.70	Hourly	1/1/2026
Mechanic II	AFSCME	\$ 50.25	\$ 52.76	\$ 55.40	\$ 58.17	\$ 61.08	Hourly	1/1/2026
Permit Coordinator	AFSCME	\$ 45.26	\$ 47.52	\$ 49.90	\$ 52.39	\$ 55.01	Hourly	1/1/2026
Plans Examiner	AFSCME	\$ 62.19	\$ 65.30	\$ 68.56	\$ 71.99	\$ 75.59	Hourly	1/1/2026
Risk Reduction Officer I (Flex)	AFSCME	\$ 48.32	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	Hourly	1/1/2026
Risk Reduction Officer II (Flex)	AFSCME	\$ 53.17	\$ 55.83	\$ 58.62	\$ 61.55	\$ 64.63	Hourly	1/1/2026
Risk Reduction Officer III (Flex)	AFSCME	\$ 58.47	\$ 61.39	\$ 64.46	\$ 67.68	\$ 71.06	Hourly	1/1/2026
Fire Chief	Chief	\$ 15,834.63				\$ 15,834.63	Semi Monthly	7/1/2025
Deputy Chief	Chief Officers	\$ 12,173.94				\$ 15,826.12	Semi Monthly	1/1/2026
Division Chief	Chief Officers	\$ 11,130.29				\$ 14,469.38	Semi Monthly	1/1/2026
Fire Marshal	Chief Officers	\$ 9,705.95				\$ 12,617.73	Semi Monthly	1/1/2026
Assistant Fire Marshal	Chief Officers	\$ 7,256.55				\$ 9,433.52	Semi Monthly	1/1/2026
Battalion Chief	IAFF-D13	\$ 10,363.54	\$ 10,881.72	\$ 11,425.81	\$ 11,997.10	\$ 12,596.96	Semi Monthly	1/1/2026
Captain	IAFF- D10	\$ 7,603.62	\$ 7,983.80	\$ 8,382.99			Semi Monthly	7/1/2025
Engineer	IAFF- D10	\$ 5,957.64	\$ 6,255.52	\$ 6,568.30	\$ 6,896.72	\$ 7,241.56	Semi Monthly	7/1/2025
Firefighter	IAFF- D10	\$ 4,882.58	\$ 5,126.71	\$ 5,383.05	\$ 5,652.20	\$ 5,934.81	Semi Monthly	7/1/2025
Deputy Fire Marshal	IAFF- D10	\$ 77.75	\$ 81.64	\$ 85.72	\$ 90.01		Hourly	7/1/2025
Fire Inspector I	IAFF- D10	\$ 53.65	\$ 56.33	\$ 59.15	\$ 62.11	\$ 65.22	Hourly	7/1/2025
Fire Inspector II	IAFF- D10	\$ 68.56	\$ 71.99	\$ 75.59			Hourly	7/1/2025
Administrative Services Director	Mgmt. & Conf.	\$ 9,271.48				\$ 12,052.92	Semi Monthly	1/1/2026
Clerk of the Board	Mgmt. & Conf.	\$ 5,387.53				\$ 7,003.79	Semi Monthly	1/1/2026
EMS Manager	Mgmt. & Conf.	\$ 7,381.36				\$ 9,595.77	Semi Monthly	1/1/2026
Finance Manager	Mgmt. & Conf.	\$ 8,062.16				\$ 10,480.81	Semi Monthly	1/1/2026
Human Resources Manager	Mgmt. & Conf.	\$ 8,062.16				\$ 10,480.81	Semi Monthly	1/1/2026
IT Manager	Mgmt. & Conf.	\$ 7,381.36				\$ 9,595.77	Semi Monthly	1/1/2026
Project Manager	Mgmt. & Conf.	\$ 6,407.28				\$ 8,329.46	Semi Monthly	1/1/2026
Senior Accountant	Mgmt. & Conf.	\$ 6,407.28				\$ 8,329.46	Semi Monthly	1/1/2026
Senior HR Analyst	Mgmt. & Conf.	\$ 5,387.53				\$ 7,003.79	Semi Monthly	1/1/2026

*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 Payroll Analyst	Mgmt. & Conf.	\$ 5,387.53				\$ 7,003.79	Semi Monthly	1/1/2026
Senior IT Analyst	Mgmt. & Conf.	\$ 6,407.28				\$ 8,329.46	Semi Monthly	1/1/2026
Senior Management Analyst	Mgmt. & Conf.	\$ 5,387.53				\$ 7,003.79	Semi Monthly	1/1/2026
Senior Management Analyst	Mgmt. & Conf.	\$ 62.16				\$ 80.81	Hourly	1/1/2026
District Assistant Hourly	Temporary	\$ 17.90				\$ 50.00	Hourly	1/1/2026
Intern	Temporary	\$ 17.90				\$ 25.00	Hourly	1/1/2026

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