

Menlo Park Fire Protection District Master Pay Schedule

Revised: 8-01-26

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	\$ 16,336.59				\$ 16,336.59	Semi Monthly	8/1/2026
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.

Menlo Park Fire Protection District Master Pay Schedule
Revised: 8-1-26

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.	\$ 5,387.53				\$ 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