

Menlo Park Fire Protection District Master Pay Schedule
Revised: 2/21/2023

Class Title	Group	FLSA	Step 1/ Min Range	Step 2	Step 3	Step 4	Step 5/ Max Range	Time Base	Effective Date
Accounting Technician	AFSCME	Non-Exempt	\$ 40.62	\$ 42.65	\$ 44.78	\$ 47.02	\$ 49.37	Hourly	1/1/2023
Administrative Analyst	AFSCME	Non-Exempt	\$ 40.86	\$ 42.90	\$ 45.05	\$ 47.30	\$ 49.67	Hourly	1/1/2023
Administrative Assistant	AFSCME	Non-Exempt	\$ 33.53	\$ 35.21	\$ 36.97	\$ 38.82	\$ 40.76	Hourly	1/1/2023
Administrative Specialist	AFSCME	Non-Exempt	\$ 38.23	\$ 40.14	\$ 42.15	\$ 44.26	\$ 46.47	Hourly	1/1/2023
Community Volunteer Coordinator	AFSCME	Non-Exempt	\$ 43.66	\$ 45.84	\$ 48.13	\$ 50.54	\$ 53.07	Hourly	1/1/2023
Emergency Services Specialist	AFSCME	Non-Exempt	\$ 43.66	\$ 45.84	\$ 48.13	\$ 50.54	\$ 53.07	Hourly	1/1/2023
Fire Prevention Coordinator	AFSCME	Non-Exempt	\$ 48.77	\$ 51.21	\$ 53.77	\$ 56.46	\$ 59.28	Hourly	2/1/2023
Fleet Supervisor	AFSCME	Non-Exempt	\$ 57.68	\$ 60.56	\$ 63.59	\$ 66.77	\$ 70.11	Hourly	1/1/2023
IT Specialist	AFSCME	Non-Exempt	\$ 62.22	\$ 65.33	\$ 68.60	\$ 72.03	\$ 75.63	Hourly	1/1/2023
Logistics Specialist	AFSCME	Non-Exempt	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94	\$ 46.14	Hourly	1/1/2023
Mechanic	AFSCME	Non-Exempt	\$ 45.10	\$ 47.35	\$ 49.72	\$ 52.21	\$ 54.82	Hourly	1/1/2023
Plans Examiner	AFSCME	Non-Exempt	\$ 55.82	\$ 58.61	\$ 61.54	\$ 64.62	\$ 67.85	Hourly	1/1/2023
Public Education Officer	AFSCME	Non-Exempt	\$ 47.72	\$ 50.11	\$ 52.62	\$ 55.25	\$ 58.01	Hourly	1/1/2023
Risk Reduction Officer I (Flex)	AFSCME	Non-Exempt	\$ 43.37	\$ 45.54	\$ 47.82	\$ 50.21	\$ 52.72	Hourly	1/1/2023
Risk Reduction Officer II (Flex)	AFSCME	Non-Exempt	\$ 47.72	\$ 50.11	\$ 52.62	\$ 55.25	\$ 58.01	Hourly	1/1/2023
Risk Reduction Officer III (Flex)	AFSCME	Non-Exempt	\$ 52.48	\$ 55.10	\$ 57.86	\$ 60.75	\$ 63.79	Hourly	1/1/2023
Senior Management Analyst	AFSCME	Non-Exempt	\$ 60.20	\$ 63.21	\$ 66.37	\$ 69.69	\$ 73.17	Hourly	1/1/2023
Fire Chief	Chief	Exempt	\$ 13,333.34				\$ 13,333.34	Semi Monthly	2/7/2022
Battalion Chief	Chief Officers	Exempt (Shift)	\$ 7,685.33				\$ 11,528.00	Semi Monthly	1/1/2022
Deputy Chief	Chief Officers	Exempt	\$ 11,270.15				\$ 14,651.19	Semi Monthly	1/17/2023
Division Chief/Fire Marshal	Chief Officers	Exempt	\$ 10,146.18				\$ 13,190.03	Semi Monthly	1/17/2023
Captain	IAFF	Non-Exempt (Shift)	\$ 6,760.22	\$ 7,098.23	\$ 7,453.14			Semi Monthly	7/1/2022
Deputy Fire Marshal	IAFF	Non-Exempt	\$ 69.13	\$ 72.58	\$ 76.21	\$ 80.02		Hourly	8/16/2022
Engineer	IAFF	Non-Exempt (Shift)	\$ 5,296.81	\$ 5,561.65	\$ 5,839.73	\$ 6,131.72	\$ 6,438.31	Semi Monthly	7/1/2022
Fire Inspector I	IAFF	Non-Exempt	\$ 45.54	\$ 47.82	\$ 50.21	\$ 52.72	\$ 55.36	Hourly	7/1/2022
Fire Inspector II	IAFF	Non-Exempt	\$ 58.18	\$ 61.09	\$ 64.14			Hourly	7/1/2022
Firefighter	IAFF	Non-Exempt (Shift)	\$ 4,341.00	\$ 4,558.05	\$ 4,785.95	\$ 5,025.25	\$ 5,276.51	Semi Monthly	7/1/2022
Administrative Services Director	Mgmt. & Conf.	Exempt	\$ 8,308.81				\$ 10,801.45	Semi Monthly	1/1/2023
Clerk of the Board	Mgmt. & Conf.	Exempt	\$ 4,828.13				\$ 6,276.57	Semi Monthly	1/17/2023
Disaster Response Manager	Mgmt. & Conf.	Exempt	\$ 6,614.95				\$ 8,599.44	Semi Monthly	1/17/2023
EMS Manager	Mgmt. & Conf.	Exempt	\$ 6,614.95				\$ 8,599.44	Semi Monthly	1/17/2023
Finance Manager	Mgmt. & Conf.	Exempt	\$ 7,225.06				\$ 9,392.58	Semi Monthly	1/1/2023
Human Resources Manager	Mgmt. & Conf.	Exempt	\$ 7,225.06				\$ 9,392.58	Semi Monthly	1/1/2023
IT Manager	Mgmt. & Conf.	Exempt	\$ 6,614.95				\$ 8,599.44	Semi Monthly	1/17/2023
Senior Accountant	Mgmt. & Conf.	Exempt	\$ 5,742.00				\$ 7,464.60	Semi Monthly	1/17/2023

*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 HR Analyst	Mgmt. & Conf.	Exempt	\$ 4,828.13				\$ 6,276.57	Semi Monthly	1/17/2023
Senior IT Analyst	Mgmt. & Conf.	Exempt	\$ 5,742.00				\$ 7,464.60	Semi Monthly	1/17/2023
Senior Management Analyst	Mgmt. & Conf.	Exempt	\$ 4,828.13				\$ 6,276.57	Semi Monthly	1/17/2023
Senior Management Analyst	Mgmt. & Conf.	Non-Exempt	\$ 55.71				\$ 72.42	Hourly	1/17/2023
District Assistant Hourly	Temporary	Non-Exempt	\$ 16.20				\$ 50.00	Hourly	1/1/2023
Intern	Temporary	Non-Exempt	\$ 16.20				\$ 25.00	Hourly	1/1/2023

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