

Menlo Park Fire Protection District Salary Schedule
Revised by Board of Directors: 1/9/2019

Group	Classification	Effective Date	Type	Step 1	Step 2	Step 3	Step 4	Step 5	
IAFF	Firefighter	6/24/2018	56 hours Non-Exempt	\$ 32.09	\$ 33.70	\$ 35.38	\$ 37.15	\$ 39.01	Hourly
				\$ 3,893.88	\$ 4,088.57	\$ 4,293.00	\$ 4,507.65	\$ 4,733.04	Semi Monthly
				\$ 7,787.76	\$ 8,177.15	\$ 8,586.01	\$ 9,015.31	\$ 9,466.07	Monthly
				\$ 93,453.12	\$ 98,125.78	\$ 103,032.06	\$ 108,183.67	\$ 113,592.85	Annually
IAFF	Engineer	6/24/2018	56 hours Non-Exempt	\$ 41.12	\$ 43.17	\$ 45.33			Hourly
				\$ 4,988.81	\$ 5,238.25	\$ 5,500.16			Semi Monthly
				\$ 9,977.61	\$ 10,476.49	\$ 11,000.32			Monthly
				\$ 119,731.32	\$ 125,717.89	\$ 132,003.78			Annually
IAFF	Captain	6/24/2018	56 hours Non-Exempt	\$ 89.38	\$ 93.85	\$ 98.54			Hourly
				\$ 10,844.54	\$ 11,386.77	\$ 11,956.11			Semi Monthly
				\$ 11,550.33	\$ 12,127.85	\$ 12,734.24			Monthly
				\$ 138,603.97	\$ 145,534.17	\$ 152,810.88			Annually
IAFF	Fire Inspector I	6/24/2018	40 hours Non-Exempt	\$ 40.85	\$ 42.89	\$ 45.04	\$ 47.29	\$ 49.65	Hourly
				\$ 3,540.33	\$ 3,717.35	\$ 3,903.22	\$ 4,098.38	\$ 4,303.30	Semi Monthly
				\$ 7,080.67	\$ 7,434.70	\$ 7,806.44	\$ 8,196.76	\$ 8,606.59	Monthly
				\$ 84,968.00	\$ 89,216.40	\$ 93,677.22	\$ 98,361.08	\$ 103,279.14	Annually
IAFF	Fire Inspector II	6/24/2018	40 hours Non-Exempt	\$ 52.19	\$ 54.81	\$ 57.55			Hourly
				\$ 4,523.13	\$ 4,750.20	\$ 4,987.67			Semi Monthly
				\$ 9,046.27	\$ 9,500.40	\$ 9,975.33			Monthly
				\$ 108,555.20	\$ 114,004.80	\$ 119,704.00			Annually
IAFF	Deputy Fire Marshal	6/24/2018	40 hours Non-Exempt	\$ 62.01	\$ 65.11	\$ 68.36			Hourly
				\$ 5,374.20	\$ 5,642.87	\$ 5,924.53			Semi Monthly
				\$ 10,748.40	\$ 11,285.73	\$ 11,849.07			Monthly
				\$ 128,980.80	\$ 135,428.80	\$ 142,188.80			Annually
AFSME	Administrative Analyst	1/9/2019	40 hours Non-Exempt	\$35.60	\$37.38	\$39.25	\$41.22	\$43.28	Hourly
				\$3,085.60	\$3,239.88	\$3,401.88	\$3,571.97	\$3,750.57	Semi Monthly
				\$6,171.21	\$6,479.77	\$6,803.76	\$7,143.94	\$7,501.14	Monthly
				\$74,054.49	\$77,757.22	\$81,645.08	\$85,727.33	\$90,013.70	Annually
AFSME	Administrative Assistant	1/9/2019	40 hours Non-Exempt	\$29.22	\$30.68	\$32.21	\$33.82	\$35.51	Hourly
				\$2,532.08	\$2,658.69	\$2,791.62	\$2,931.20	\$3,077.76	Semi Monthly
				\$5,064.16	\$5,317.37	\$5,583.24	\$5,862.40	\$6,155.52	Monthly
				\$60,769.94	\$63,808.44	\$66,998.86	\$70,348.81	\$73,866.25	Annually
AFSME	Administrative Specialist	1/9/2019	40 hours Non-Exempt	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	Hourly
				\$2,885.98	\$3,030.28	\$3,181.80	\$3,340.89	\$3,507.93	Semi Monthly
				\$5,771.96	\$6,060.56	\$6,363.59	\$6,681.77	\$7,015.86	Monthly
				\$69,263.57	\$72,726.75	\$76,363.09	\$80,181.24	\$84,190.31	Annually
AFSME	Emergency Services Specialist	1/9/2019	40 hours Non-Exempt	\$38.03	\$39.94	\$41.93	\$44.03	\$46.23	Hourly
				\$3,296.34	\$3,461.16	\$3,634.21	\$3,815.93	\$4,006.72	Semi Monthly
				\$6,592.68	\$6,922.31	\$7,268.43	\$7,631.85	\$8,013.44	Monthly
				\$79,112.15	\$83,067.76	\$87,221.15	\$91,582.20	\$96,161.31	Annually
AFSME	Fire Prevention Coordinator	1/9/2019	40 hours Non-Exempt	\$38.63	\$40.56	\$42.59	\$44.72	\$46.95	Hourly
				\$3,347.74	\$3,515.13	\$3,690.88	\$3,875.43	\$4,069.20	Semi Monthly
				\$6,695.48	\$7,030.25	\$7,381.77	\$7,750.85	\$8,138.40	Monthly
				\$80,345.74	\$84,363.03	\$88,581.18	\$93,010.24	\$97,660.75	Annually
AFSME	Fleet Supervisor	1/9/2019	40 hours Non-Exempt	\$50.25	\$52.76	\$55.40	\$58.17	\$61.07	Hourly
				\$4,354.67	\$4,572.41	\$4,801.03	\$5,041.08	\$5,293.13	Semi Monthly
				\$8,709.35	\$9,144.81	\$9,602.06	\$10,082.16	\$10,586.27	Monthly
				\$104,512.17	\$109,737.77	\$115,224.66	\$120,985.90	\$127,035.19	Annually
AFSME	Logistics Specialist	1/9/2019	40 hours Non-Exempt	\$33.08	\$34.73	\$36.47	\$38.29	\$40.20	Hourly
				\$2,866.52	\$3,009.85	\$3,160.34	\$3,318.36	\$3,484.28	Semi Monthly
				\$5,733.04	\$6,019.70	\$6,320.68	\$6,636.71	\$6,968.55	Monthly
				\$68,796.52	\$72,236.35	\$75,848.17	\$79,640.57	\$83,622.60	Annually
AFSME	Mechanic	1/9/2019	40 hours Non-Exempt	\$39.29	\$41.25	\$43.32	\$45.48	\$47.76	Hourly
				\$3,405.04	\$3,575.29	\$3,754.05	\$3,941.76	\$4,138.84	Semi Monthly
				\$6,810.08	\$7,150.58	\$7,508.11	\$7,883.51	\$8,277.69	Monthly
				\$81,720.90	\$85,806.95	\$90,097.30	\$94,602.16	\$99,332.27	Annually
AFSME	Plans Examiner	1/9/2019	40 hours Non-Exempt	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10	Hourly
				\$4,213.92	\$4,424.61	\$4,645.84	\$4,878.13	\$5,122.04	Semi Monthly
				\$8,427.83	\$8,849.22	\$9,291.68	\$9,756.27	\$10,244.08	Monthly
				\$101,133.97	\$106,190.67	\$111,500.21	\$117,075.22	\$122,928.98	Annually
AFSME	Public Education Officer	1/9/2019	40 hours Non-Exempt	\$41.57	\$43.65	\$45.84	\$48.13	\$50.53	Hourly
				\$3,603.05	\$3,783.21	\$3,972.37	\$4,170.99	\$4,379.54	Semi Monthly
				\$7,206.11	\$7,566.41	\$7,944.74	\$8,341.97	\$8,759.07	Monthly
				\$86,473.31	\$90,796.98	\$95,336.83	\$100,103.67	\$105,108.85	Annually
AFSME	Risk Reduction Officer I (Flex)	1/9/2019	40 hours Non-Exempt	\$37.79	\$39.68	\$41.66	\$43.75	\$45.94	Hourly
				\$3,275.21	\$3,438.97	\$3,610.92	\$3,791.47	\$3,981.04	Semi Monthly
				\$6,550.42	\$6,877.95	\$7,221.84	\$7,582.93	\$7,962.08	Monthly

				\$78,605.09	\$82,535.35	\$86,662.11	\$90,995.22	\$95,544.98	Annually
				\$41.57	\$43.65	\$45.84	\$48.13	\$50.53	Hourly
AFSME	Risk Reduction Officer II (Flex)	1/9/2019	40 hours Non-Exempt	\$3,603.05	\$3,783.21	\$3,972.37	\$4,170.99	\$4,379.54	Semi Monthly
				\$7,206.11	\$7,566.41	\$7,944.74	\$8,341.97	\$8,759.07	Monthly
				\$86,473.31	\$90,796.98	\$95,336.83	\$100,103.67	\$105,108.85	Annually
				\$45.73	\$48.01	\$50.41	\$52.93	\$55.58	Hourly
AFSME	Risk Reduction Officer III (Flex)	1/9/2019	40 hours Non-Exempt	\$3,963.01	\$4,161.16	\$4,369.21	\$4,587.68	\$4,817.06	Semi Monthly
				\$7,926.01	\$8,322.31	\$8,738.43	\$9,175.35	\$9,634.12	Monthly
				\$95,112.16	\$99,867.77	\$104,861.16	\$110,104.21	\$115,609.42	Annually
				\$52.45	\$55.07	\$57.82	\$60.71	\$63.75	Hourly
AFSME	Senior Management Analyst	1/9/2019	40 hours Non-Exempt	\$4,545.35	\$4,772.61	\$5,011.24	\$5,261.81	\$5,524.90	Semi Monthly
				\$9,090.69	\$9,545.23	\$10,022.49	\$10,523.61	\$11,049.80	Monthly
				\$109,088.33	\$114,542.74	\$120,269.88	\$126,283.37	\$132,597.54	Annually
				\$ 57.90	\$ 72.38	\$ 86.86	\$ 86.86	\$ 86.86	Hourly
Mgmt. & Conf.	Administrative Services Manager	1/9/2019	Exempt	\$ 5,018.38	\$ 6,272.98	\$ 7,527.57	\$ 7,527.57	\$ 7,527.57	Semi Monthly
				\$ 10,036.76	\$ 12,545.95	\$ 15,055.14	\$ 15,055.14	\$ 15,055.14	Monthly
				\$ 120,441.16	\$ 150,551.44	\$ 180,661.73	\$ 180,661.73	\$ 180,661.73	Annually
				\$ 42.26	\$ 52.83	\$ 63.39	\$ 63.39	\$ 63.39	Hourly
Mgmt. & Conf.	Clerk of the Board	1/9/2019	Exempt	\$ 3,662.82	\$ 4,578.52	\$ 5,494.23	\$ 5,494.23	\$ 5,494.23	Semi Monthly
				\$ 7,325.63	\$ 9,157.04	\$ 10,988.45	\$ 10,988.45	\$ 10,988.45	Monthly
				\$ 87,907.62	\$ 109,884.52	\$ 131,861.43	\$ 131,861.43	\$ 131,861.43	Annually
				\$ 57.90	\$ 72.38	\$ 86.86	\$ 86.86	\$ 86.86	Hourly
Mgmt. & Conf.	Disaster Response Manager	1/9/2019	Exempt	\$ 5,018.38	\$ 6,272.98	\$ 7,527.57	\$ 7,527.57	\$ 7,527.57	Semi Monthly
				\$ 10,036.76	\$ 12,545.95	\$ 15,055.14	\$ 15,055.14	\$ 15,055.14	Monthly
				\$ 120,441.16	\$ 150,551.44	\$ 180,661.73	\$ 180,661.73	\$ 180,661.73	Annually
				\$ 57.90	\$ 72.38	\$ 86.86	\$ 86.86	\$ 86.86	Hourly
Mgmt. & Conf.	EMS Manager	1/9/2019	Exempt	\$ 5,018.38	\$ 6,272.98	\$ 7,527.57	\$ 7,527.57	\$ 7,527.57	Semi Monthly
				\$ 10,036.76	\$ 12,545.95	\$ 15,055.14	\$ 15,055.14	\$ 15,055.14	Monthly
				\$ 120,441.16	\$ 150,551.44	\$ 180,661.73	\$ 180,661.73	\$ 180,661.73	Annually
				\$ 57.90	\$ 72.38	\$ 86.86	\$ 86.86	\$ 86.86	Hourly
Mgmt. & Conf.	HR Manager	1/9/2019	Exempt	\$ 5,018.38	\$ 6,272.98	\$ 7,527.57	\$ 7,527.57	\$ 7,527.57	Semi Monthly
				\$ 10,036.76	\$ 12,545.95	\$ 15,055.14	\$ 15,055.14	\$ 15,055.14	Monthly
				\$ 120,441.16	\$ 150,551.44	\$ 180,661.73	\$ 180,661.73	\$ 180,661.73	Annually
				\$ 57.90	\$ 72.38	\$ 86.86	\$ 86.86	\$ 86.86	Hourly
Mgmt. & Conf.	IT Manager	1/9/2019	Exempt	\$ 5,018.38	\$ 6,272.98	\$ 7,527.57	\$ 7,527.57	\$ 7,527.57	Semi Monthly
				\$ 10,036.76	\$ 12,545.95	\$ 15,055.14	\$ 15,055.14	\$ 15,055.14	Monthly
				\$ 120,441.16	\$ 150,551.44	\$ 180,661.73	\$ 180,661.73	\$ 180,661.73	Annually
				\$ 50.26	\$ 62.83	\$ 75.39	\$ 75.39	\$ 75.39	Hourly
Mgmt. & Conf.	Senior Accountant	1/9/2019	Exempt	\$ 4,356.13	\$ 5,445.16	\$ 6,534.19	\$ 6,534.19	\$ 6,534.19	Semi Monthly
				\$ 8,712.25	\$ 10,890.32	\$ 13,068.38	\$ 13,068.38	\$ 13,068.38	Monthly
				\$ 104,547.05	\$ 130,683.81	\$ 156,820.58	\$ 156,820.58	\$ 156,820.58	Annually
				\$ 42.25	\$ 52.81	\$ 63.38	\$ 63.38	\$ 63.38	Hourly
Mgmt. & Conf.	Senior HR Analyst	1/9/2019	Exempt	\$ 3,661.73	\$ 4,577.16	\$ 5,492.60	\$ 5,492.60	\$ 5,492.60	Semi Monthly
				\$ 7,323.46	\$ 9,154.33	\$ 10,985.19	\$ 10,985.19	\$ 10,985.19	Monthly
				\$ 87,881.54	\$ 109,851.92	\$ 131,822.30	\$ 131,822.30	\$ 131,822.30	Annually
				\$ 42.26	\$ 52.82	\$ 63.38	\$ 63.38	\$ 63.38	Hourly
Mgmt. & Conf.	Senior Mangement Analyst	1/9/2019	Exempt	\$ 3,662.82	\$ 4,577.71	\$ 5,492.60	\$ 5,492.60	\$ 5,492.60	Semi Monthly
				\$ 7,325.63	\$ 9,155.41	\$ 10,985.19	\$ 10,985.19	\$ 10,985.19	Monthly
				\$ 87,907.62	\$ 109,864.96	\$ 131,822.30	\$ 131,822.30	\$ 131,822.30	Annually
				\$ 28.54	\$ 35.67	\$ 42.81	\$ 42.81	\$ 42.81	Hourly
Mgmt. & Conf.	Accounting Technician/ Payroll Technician	1/9/2019	40 hours Non-Exempt	\$ 2,473.19	\$ 3,091.48	\$ 3,709.78	\$ 3,709.78	\$ 3,709.78	Semi Monthly
				\$ 4,946.37	\$ 6,182.96	\$ 7,419.56	\$ 7,419.56	\$ 7,419.56	Monthly
				\$ 59,356.46	\$ 74,195.58	\$ 89,034.69	\$ 89,034.69	\$ 89,034.69	Annually
				\$ 29.61	\$ 37.01	\$ 44.41	\$ 44.41	\$ 44.41	Hourly
Mgmt. & Conf.	Administrative Specialist	1/9/2019	40 hours Non-Exempt	\$ 2,566.04	\$ 3,207.55	\$ 3,849.06	\$ 3,849.06	\$ 3,849.06	Semi Monthly
				\$ 5,132.08	\$ 6,415.10	\$ 7,698.12	\$ 7,698.12	\$ 7,698.12	Monthly
				\$ 61,584.99	\$ 76,981.24	\$ 92,377.48	\$ 92,377.48	\$ 92,377.48	Annually
				\$ 44.48	\$ 55.60	\$ 66.72	\$ 66.72	\$ 66.72	Hourly
Mgmt. & Conf.	IT Specialist	1/9/2019	40 hours Non-Exempt	\$ 3,854.72	\$ 4,818.40	\$ 5,782.08	\$ 5,782.08	\$ 5,782.08	Semi Monthly
				\$ 7,709.44	\$ 9,636.80	\$ 11,564.16	\$ 11,564.16	\$ 11,564.16	Monthly
				\$ 92,513.28	\$ 115,641.60	\$ 138,769.92	\$ 138,769.92	\$ 138,769.92	Annually
				\$ 50.26	\$ 62.83	\$ 75.39	\$ 75.39	\$ 75.39	Hourly
Mgmt. & Conf.	Senior IT Analyst	1/9/2019	40 hours Non-Exempt	\$ 4,356.13	\$ 5,445.16	\$ 6,534.19	\$ 6,534.19	\$ 6,534.19	Semi Monthly
				\$ 8,712.25	\$ 10,890.32	\$ 13,068.38	\$ 13,068.38	\$ 13,068.38	Monthly
				\$ 104,547.05	\$ 130,683.81	\$ 156,820.58	\$ 156,820.58	\$ 156,820.58	Annually
				\$ 42.26	\$ 52.83	\$ 63.39	\$ 63.39	\$ 63.39	Hourly
Mgmt. & Conf.	Senior Management Analyst	1/9/2019	40 hours Non-Exempt	\$ 3,662.82	\$ 4,578.52	\$ 5,494.23	\$ 5,494.23	\$ 5,494.23	Semi Monthly
				\$ 7,325.63	\$ 9,157.04	\$ 10,988.45	\$ 10,988.45	\$ 10,988.45	Monthly
				\$ 87,907.62	\$ 109,884.52	\$ 131,861.43	\$ 131,861.43	\$ 131,861.43	Annually
				\$ 11,708.33	\$ 11,708.33	\$ 11,708.33	\$ 11,708.33	\$ 11,708.33	Semi Monthly
Chief	Fire Chief	7/1/2018	Exempt	\$ 23,416.67	\$ 23,416.67	\$ 23,416.67	\$ 23,416.67	\$ 23,416.67	Monthly

				\$ 281,000.00		\$ 281,000.00	Annually
Chief Officers	Deputy Chief	1/9/2019	Exempt	\$ 98.65	\$ 123.32	\$ 147.98	Hourly
				\$ 8,550.02	\$ 10,687.52	\$ 12,825.02	Semi Monthly
				\$ 17,100.03	\$ 21,375.04	\$ 25,650.05	Monthly
				\$ 205,200.39	\$ 256,500.48	\$ 307,800.58	Annually
Chief Officers	Division Chief	1/9/2019	Exempt	\$ 88.82	\$ 111.02	\$ 133.22	Hourly
				\$ 7,697.31	\$ 9,621.64	\$ 11,545.97	Semi Monthly
				\$ 15,394.62	\$ 19,243.28	\$ 23,091.93	Monthly
				\$ 184,735.47	\$ 230,919.34	\$ 277,103.21	Annually
Chief Officers	Battalion Chief	1/9/2019	Exempt	\$ 79.95	\$ 99.94	\$ 119.93	Hourly
				\$ 6,929.23	\$ 8,661.54	\$ 10,393.85	Semi Monthly
				\$ 13,858.46	\$ 17,323.08	\$ 20,787.70	Monthly
				\$ 166,301.58	\$ 207,876.98	\$ 249,452.38	Annually
Chief Officers	Fire Marshal	1/9/2019	Exempt	\$ 79.98	\$ 99.97	\$ 119.97	Hourly
				\$ 6,931.57	\$ 8,664.46	\$ 10,397.36	Semi Monthly
				\$ 13,863.14	\$ 17,328.92	\$ 20,794.71	Monthly
				\$ 166,357.68	\$ 207,947.10	\$ 249,536.52	Annually
Limited	Public Service Assistant I/II/III	1/9/2019	40 hours	\$ 11.00	\$ 47.00	\$ 83.00	Hourly
			Non-Exempt	\$ 953.33	\$ 4,073.33	\$ 7,193.33	Semi Monthly
				\$ 1,906.67	\$ 8,146.67	\$ 14,386.67	Monthly
				\$ 22,880.00	\$ 97,760.00	\$ 172,640.00	Annually
Limited	Intern	1/9/2019	>30 hours	\$ 15.00	\$ 32.50	\$ 50.00	Hourly
			Non-Exempt	\$ 1,300.00	\$ 2,816.67	\$ 4,333.33	Semi Monthly
				\$ 2,600.00	\$ 5,633.33	\$ 8,666.67	Monthly
				\$ 31,200.00	\$ 67,600.00	\$ 104,000.00	Annually