

City of Menlo Park
Salary Schedule - Effective 9/8/2024

| Classification Title | Minimum (Step A) | Step B | Step C | Step D | Maximum (Step E) |
|---|------------------|------------|-------------|------------|------------------|
| Accountant I | \$ 92,352 | \$ 96,970 | \$ 101,819 | \$ 106,910 | \$ 112,255 |
| Accountant II | \$ 99,840 | \$ 104,832 | \$ 110,074 | \$ 115,578 | \$ 121,357 |
| Accounting Assistant I | \$ 64,897 | \$ 68,142 | \$ 71,549 | \$ 75,126 | \$ 78,882 |
| Accounting Assistant II | \$ 69,889 | \$ 73,383 | \$ 77,052 | \$ 80,905 | \$ 84,950 |
| Administrative Assistant | \$ 70,376 | \$ 73,895 | \$ 77,590 | \$ 81,470 | \$ 85,543 |
| Administrative Services Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Assistant Administrative Services Director | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant City Manager | \$ 217,506 | | Open Range | | \$ 293,633 |
| Assistant Community Development Director | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant Engineer | \$ 112,235 | \$ 117,847 | \$ 123,739 | \$ 129,926 | \$ 136,422 |
| Assistant Library and Community Services Director | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant Planner | \$ 99,579 | \$ 104,558 | \$ 109,786 | \$ 115,275 | \$ 121,039 |
| Assistant Public Works Director | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant Public Works Director - Engineering | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant Public Works Director - Maintenance | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant Public Works Director - Transportation | \$ 158,186 | | Open Range | | \$ 213,551 |
| Assistant to the City Manager | \$ 138,413 | | Open Range | | \$ 186,857 |
| Assistant to the City Manager / City Clerk | \$ 138,413 | | Open Range | | \$ 186,857 |
| Assistant Transportation Planner | \$ 99,579 | \$ 104,558 | \$ 109,786 | \$ 115,275 | \$ 121,039 |
| Associate Civil Engineer | \$ 124,706 | \$ 130,941 | \$ 137,488 | \$ 144,362 | \$ 151,580 |
| Associate Engineer | \$ 118,470 | \$ 124,393 | \$ 130,613 | \$ 137,144 | \$ 144,001 |
| Associate Planner | \$ 110,643 | \$ 116,175 | \$ 121,984 | \$ 128,083 | \$ 134,487 |
| Associate Transportation Engineer | \$ 130,942 | \$ 137,489 | \$ 144,363 | \$ 151,581 | \$ 159,160 |
| Associate Transportation Planner | \$ 110,643 | \$ 116,175 | \$ 121,984 | \$ 128,083 | \$ 134,487 |
| Building Custodian | \$ 65,010 | \$ 68,261 | \$ 71,674 | \$ 75,258 | \$ 79,021 |
| Building Inspector I | \$ 95,170 | \$ 99,929 | \$ 104,925 | \$ 110,171 | \$ 115,680 |
| Building Inspector II | \$ 105,744 | \$ 111,031 | \$ 116,583 | \$ 122,412 | \$ 128,533 |
| Building Official | \$ 148,299 | | Open Range | | \$ 200,204 |
| Business Manager | \$ 107,432 | \$ 112,804 | \$ 118,444 | \$ 124,366 | \$ 130,585 |
| Chief Water Operator | \$ 106,774 | \$ 112,112 | \$ 117,718 | \$ 123,604 | \$ 129,784 |
| Child Care Teacher I | \$ 58,331 | \$ 61,248 | \$ 64,310 | \$ 67,525 | \$ 70,901 |
| Child Care Teacher II | \$ 64,163 | \$ 67,371 | \$ 70,740 | \$ 74,277 | \$ 77,991 |
| Child Care Teacher's Aide | \$ 42,775 | \$ 44,914 | \$ 47,160 | \$ 49,518 | \$ 51,994 |
| City Arborist | \$ 111,758 | \$ 117,346 | \$ 123,213 | \$ 129,374 | \$ 135,843 |
| City Clerk | \$ 138,413 | | Open Range | | \$ 186,857 |
| City Councilmember* | n/a | | Annual Rate | | \$ 7,680 |
| City Manager | \$ 215,745 | | Open Range | | \$ 316,500 |
| Code Enforcement Officer | \$ 89,882 | \$ 94,376 | \$ 99,095 | \$ 104,050 | \$ 109,253 |
| Communications and Records Manager | \$ 124,735 | \$ 130,971 | \$ 137,520 | \$ 144,396 | \$ 151,616 |
| Communications Dispatcher | \$ 96,348 | \$ 101,165 | \$ 106,223 | \$ 111,534 | \$ 117,111 |
| Communications Training Dispatcher | \$ 101,165 | \$ 106,223 | \$ 111,534 | \$ 117,111 | \$ 122,967 |
| Community Development Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Community Development Technician | \$ 77,450 | \$ 81,323 | \$ 85,389 | \$ 89,658 | \$ 94,141 |
| Community Service Officer | \$ 74,001 | \$ 77,701 | \$ 81,586 | \$ 85,665 | \$ 89,948 |
| Construction Inspector I | \$ 89,882 | \$ 94,376 | \$ 99,095 | \$ 104,050 | \$ 109,253 |
| Construction Inspector II | \$ 100,457 | \$ 105,480 | \$ 110,754 | \$ 116,292 | \$ 122,107 |
| Contracts Specialist | \$ 78,145 | \$ 82,052 | \$ 86,155 | \$ 90,463 | \$ 94,986 |
| Custodial Services Supervisor | \$ 74,757 | \$ 78,495 | \$ 82,420 | \$ 86,541 | \$ 90,868 |
| Deputy City Clerk | \$ 82,693 | \$ 86,828 | \$ 91,169 | \$ 95,727 | \$ 100,513 |
| Deputy City Manager | \$ 197,733 | | Open Range | | \$ 266,939 |
| Deputy Community Development Director - Housing | \$ 148,299 | | Open Range | | \$ 200,204 |
| Economic Development Manager | \$ 138,413 | | Open Range | | \$ 186,857 |
| Emergency Preparedness Coordinator | \$ 113,889 | \$ 119,583 | \$ 125,562 | \$ 131,840 | \$ 138,432 |
| Engineering Services Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Engineering Technician I | \$ 82,742 | \$ 86,879 | \$ 91,223 | \$ 95,784 | \$ 100,573 |
| Engineering Technician II | \$ 91,935 | \$ 96,532 | \$ 101,359 | \$ 106,427 | \$ 111,748 |
| Enterprise Applications Administrator | \$ 122,032 | \$ 128,133 | \$ 134,540 | \$ 141,267 | \$ 148,331 |
| Enterprise Applications Support Specialist I | \$ 98,464 | \$ 103,387 | \$ 108,556 | \$ 113,984 | \$ 119,683 |
| Enterprise Applications Support Specialist II | \$ 109,651 | \$ 115,134 | \$ 120,891 | \$ 126,936 | \$ 133,283 |
| Equipment Mechanic | \$ 83,070 | \$ 87,223 | \$ 91,584 | \$ 96,163 | \$ 100,971 |
| Executive Assistant | \$ 80,933 | \$ 84,980 | \$ 89,229 | \$ 93,690 | \$ 98,375 |
| Executive Assistant to the City Manager | \$ 84,944 | \$ 89,191 | \$ 93,651 | \$ 98,334 | \$ 103,250 |
| Extra Help Retired Annuitant | \$ 31,200 | | Open Range | | \$ 249,600 |
| Facilities Maintenance Technician I | \$ 68,622 | \$ 72,053 | \$ 75,656 | \$ 79,439 | \$ 83,411 |
| Facilities Maintenance Technician II | \$ 75,846 | \$ 79,638 | \$ 83,620 | \$ 87,801 | \$ 92,191 |
| Finance and Budget Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Finance Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| GIS Analyst I | \$ 96,226 | \$ 101,037 | \$ 106,089 | \$ 111,393 | \$ 116,963 |
| GIS Analyst II | \$ 110,333 | \$ 115,850 | \$ 121,642 | \$ 127,725 | \$ 134,111 |
| Gymnastics Instructor | \$ 46,665 | \$ 48,998 | \$ 51,448 | \$ 54,020 | \$ 56,721 |
| Housing & Economic Development Manager | \$ 138,413 | | Open Range | | \$ 186,857 |
| Housing Manager | \$ 138,413 | | Open Range | | \$ 186,857 |
| Human Resources Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Human Resources Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Human Resources Technician I | \$ 73,782 | \$ 77,471 | \$ 81,345 | \$ 85,412 | \$ 89,682 |
| Human Resources Technician II | \$ 81,160 | \$ 85,218 | \$ 89,479 | \$ 93,953 | \$ 98,651 |
| Information Technology Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Information Technology Specialist I | \$ 80,562 | \$ 84,590 | \$ 88,819 | \$ 93,260 | \$ 97,923 |
| Information Technology Specialist II | \$ 89,513 | \$ 93,989 | \$ 98,688 | \$ 103,622 | \$ 108,803 |
| Internal Services Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Junior Engineer | \$ 90,411 | \$ 94,932 | \$ 99,679 | \$ 104,663 | \$ 109,896 |
| Junior Network & Systems Administrator | \$ 111,648 | \$ 117,230 | \$ 123,092 | \$ 129,247 | \$ 135,709 |
| Librarian I | \$ 79,553 | \$ 83,531 | \$ 87,708 | \$ 92,093 | \$ 96,698 |
| Librarian II | \$ 88,393 | \$ 92,813 | \$ 97,454 | \$ 102,327 | \$ 107,443 |
| Library and Community Services Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Library and Community Services Manager | \$ 148,299 | | Open Range | | \$ 200,204 |

City of Menlo Park
Salary Schedule - Effective 9/8/2024

| Classification Title | Minimum (Step A) | Step B | Step C | Step D | Maximum (Step E) |
|--|------------------|------------|-------------|------------|------------------|
| Library and Community Services Supervisor | \$ 101,251 | \$ 106,313 | \$ 111,629 | \$ 117,210 | \$ 123,071 |
| Library Assistant I | \$ 61,876 | \$ 64,970 | \$ 68,218 | \$ 71,629 | \$ 75,210 |
| Library Assistant II | \$ 66,295 | \$ 69,610 | \$ 73,090 | \$ 76,745 | \$ 80,582 |
| Library Assistant III | \$ 72,924 | \$ 76,570 | \$ 80,399 | \$ 84,419 | \$ 88,640 |
| Literacy Program Manager | \$ 89,716 | \$ 94,202 | \$ 98,912 | \$ 103,857 | \$ 109,050 |
| Maintenance Worker I | \$ 66,817 | \$ 70,158 | \$ 73,666 | \$ 77,349 | \$ 81,216 |
| Maintenance Worker II | \$ 72,234 | \$ 75,846 | \$ 79,638 | \$ 83,620 | \$ 87,801 |
| Management Analyst I | \$ 93,424 | \$ 98,095 | \$ 103,001 | \$ 108,151 | \$ 113,559 |
| Management Analyst I - Confidential | \$ 94,004 | \$ 98,704 | \$ 103,640 | \$ 108,822 | \$ 114,264 |
| Management Analyst II | \$ 107,432 | \$ 112,804 | \$ 118,444 | \$ 124,366 | \$ 130,585 |
| Network Administrator | \$ 128,344 | \$ 134,761 | \$ 141,499 | \$ 148,574 | \$ 156,003 |
| Nutrition Services Coordinator | \$ 78,257 | \$ 82,169 | \$ 86,278 | \$ 90,592 | \$ 95,121 |
| Office Assistant | \$ 59,820 | \$ 62,811 | \$ 65,952 | \$ 69,250 | \$ 72,712 |
| Parking Enforcement Officer | \$ 64,751 | \$ 67,989 | \$ 71,388 | \$ 74,957 | \$ 78,705 |
| Permit Manager | \$ 128,029 | \$ 134,431 | \$ 141,152 | \$ 148,210 | \$ 155,620 |
| Permit Technician | \$ 77,450 | \$ 81,323 | \$ 85,389 | \$ 89,658 | \$ 94,141 |
| Plan Check Engineer | \$ 124,706 | \$ 130,941 | \$ 137,488 | \$ 144,362 | \$ 151,580 |
| Planning Commissioner* | n/a | | Annual Rate | | \$ 2,400 |
| Planning Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Planning Technician | \$ 88,515 | \$ 92,941 | \$ 97,588 | \$ 102,467 | \$ 107,590 |
| Police Chief | \$ 217,506 | | Open Range | | \$ 293,633 |
| Police Commander | \$ 197,733 | | Open Range | | \$ 266,939 |
| Police Corporal (2080 hours) | \$ 125,137 | \$ 131,394 | \$ 137,964 | \$ 144,862 | \$ 152,105 |
| Police Corporal (2184 hours) | \$ 131,394 | \$ 137,964 | \$ 144,862 | \$ 152,105 | \$ 159,710 |
| Police Officer (2080 hours) | \$ 116,272 | \$ 122,086 | \$ 128,190 | \$ 134,600 | \$ 141,330 |
| Police Officer (2184 hours) | \$ 122,086 | \$ 128,190 | \$ 134,599 | \$ 141,330 | \$ 148,396 |
| Police Records Specialist | \$ 70,558 | \$ 74,086 | \$ 77,790 | \$ 81,679 | \$ 85,763 |
| Police Recruit | n/a | | Hourly Rate | | \$ 94,180 |
| Police Sergeant (2080 hours) | \$ 143,913 | \$ 151,108 | \$ 158,664 | \$ 166,597 | \$ 174,927 |
| Police Sergeant (2184 hours) | \$ 151,109 | \$ 158,664 | \$ 166,597 | \$ 174,927 | \$ 183,673 |
| Principal Planner | \$ 133,596 | \$ 140,275 | \$ 147,289 | \$ 154,654 | \$ 162,386 |
| Program Aide/Driver | \$ 42,226 | \$ 44,337 | \$ 46,554 | \$ 48,882 | \$ 51,326 |
| Program Assistant | \$ 58,060 | \$ 60,963 | \$ 64,011 | \$ 67,212 | \$ 70,573 |
| Project Manager | \$ 114,265 | \$ 119,978 | \$ 125,977 | \$ 132,276 | \$ 138,890 |
| Property and Court Specialist | \$ 74,086 | \$ 77,790 | \$ 81,680 | \$ 85,764 | \$ 90,052 |
| Public Engagement Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Public Works Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Public Works Superintendent | \$ 148,299 | | Open Range | | \$ 200,204 |
| Public Works Supervisor - Facilities | \$ 117,080 | \$ 122,934 | \$ 129,081 | \$ 135,535 | \$ 142,311 |
| Public Works Supervisor - Fleet | \$ 114,419 | \$ 120,140 | \$ 126,147 | \$ 132,454 | \$ 139,077 |
| Public Works Supervisor - Parks | \$ 106,436 | \$ 111,758 | \$ 117,346 | \$ 123,213 | \$ 129,374 |
| Public Works Supervisor - Streets | \$ 106,436 | \$ 111,758 | \$ 117,346 | \$ 123,213 | \$ 129,374 |
| Public Works Supervisor - Trees | \$ 106,436 | \$ 111,758 | \$ 117,346 | \$ 123,213 | \$ 129,374 |
| Recreation Coordinator | \$ 78,257 | \$ 82,169 | \$ 86,278 | \$ 90,592 | \$ 95,121 |
| Revenue and Claims Manager | \$ 111,899 | \$ 117,494 | \$ 123,369 | \$ 129,537 | \$ 136,014 |
| Senior Accountant | \$ 116,872 | \$ 122,716 | \$ 128,852 | \$ 135,294 | \$ 142,059 |
| Senior Accounting Assistant | \$ 77,377 | \$ 81,246 | \$ 85,308 | \$ 89,573 | \$ 94,052 |
| Senior Building Inspector | \$ 119,833 | \$ 125,824 | \$ 132,116 | \$ 138,721 | \$ 145,657 |
| Senior Civil Engineer | \$ 138,028 | \$ 144,929 | \$ 152,175 | \$ 159,784 | \$ 167,773 |
| Senior Communications Dispatcher | \$ 107,910 | \$ 113,305 | \$ 118,970 | \$ 124,918 | \$ 131,164 |
| Senior Construction Inspector | \$ 111,142 | \$ 116,699 | \$ 122,534 | \$ 128,660 | \$ 135,093 |
| Senior Engineering Technician | \$ 98,830 | \$ 103,772 | \$ 108,961 | \$ 114,409 | \$ 120,129 |
| Senior Equipment Mechanic | \$ 92,099 | \$ 96,704 | \$ 101,539 | \$ 106,616 | \$ 111,947 |
| Senior Facilities Maintenance Technician | \$ 83,070 | \$ 87,223 | \$ 91,584 | \$ 96,163 | \$ 100,971 |
| Senior GIS Analyst | \$ 123,843 | \$ 130,036 | \$ 136,537 | \$ 143,364 | \$ 150,532 |
| Senior Human Resources Technician | \$ 89,276 | \$ 93,740 | \$ 98,427 | \$ 103,348 | \$ 108,516 |
| Senior Library Assistant | \$ 79,890 | \$ 83,884 | \$ 88,079 | \$ 92,482 | \$ 97,107 |
| Senior Maintenance Worker | \$ 83,070 | \$ 87,223 | \$ 91,584 | \$ 96,163 | \$ 100,971 |
| Senior Management Analyst | \$ 120,861 | \$ 126,904 | \$ 133,250 | \$ 139,912 | \$ 146,908 |
| Senior Office Assistant | \$ 63,339 | \$ 66,506 | \$ 69,831 | \$ 73,323 | \$ 76,989 |
| Senior Planner | \$ 121,707 | \$ 127,792 | \$ 134,182 | \$ 140,891 | \$ 147,936 |
| Senior Police Records Specialist | \$ 74,086 | \$ 77,790 | \$ 81,680 | \$ 85,764 | \$ 90,052 |
| Senior Program Assistant | \$ 70,376 | \$ 73,895 | \$ 77,590 | \$ 81,470 | \$ 85,543 |
| Senior Project Manager | \$ 129,346 | \$ 135,813 | \$ 142,604 | \$ 149,734 | \$ 157,221 |
| Senior Sustainability Specialist | \$ 94,269 | \$ 98,982 | \$ 103,931 | \$ 109,128 | \$ 114,584 |
| Senior Transportation Engineer | \$ 138,028 | \$ 144,929 | \$ 152,175 | \$ 159,784 | \$ 167,773 |
| Senior Transportation Planner | \$ 121,707 | \$ 127,792 | \$ 134,182 | \$ 140,891 | \$ 147,936 |
| Senior Water System Operator | \$ 84,891 | \$ 89,136 | \$ 93,593 | \$ 98,273 | \$ 103,187 |
| Sustainability Manager | \$ 138,413 | | Open Range | | \$ 186,857 |
| Sustainability Specialist | \$ 79,986 | \$ 83,985 | \$ 88,184 | \$ 92,593 | \$ 97,223 |
| Systems Administrator | \$ 122,032 | \$ 128,133 | \$ 134,540 | \$ 141,267 | \$ 148,331 |
| Transportation Demand Management Coordinator | \$ 102,345 | \$ 107,462 | \$ 112,835 | \$ 118,477 | \$ 124,401 |
| Transportation Director | \$ 197,733 | | Open Range | | \$ 266,939 |
| Transportation Manager | \$ 148,299 | | Open Range | | \$ 200,204 |
| Water Quality Specialist | \$ 88,751 | \$ 93,189 | \$ 97,848 | \$ 102,740 | \$ 107,877 |
| Water System Operator I | \$ 69,457 | \$ 72,930 | \$ 76,577 | \$ 80,406 | \$ 84,426 |
| Water System Operator II | \$ 77,174 | \$ 81,033 | \$ 85,085 | \$ 89,339 | \$ 93,806 |

City of Menlo Park
 Temporary Employee Salary Schedule
 Effective 9/8/24

| Position Title | Minimum | Maximum |
|--------------------------------------|---------|------------|
| Communications Dispatcher - Per Diem | \$61.93 | Open Range |
| Intern | \$19.56 | Open Range |
| Library Clerk | \$19.88 | Open Range |
| Library Page | \$16.95 | Open Range |
| Maintenance Aide | \$20.91 | Open Range |
| Maintenance Worker | \$32.12 | Open Range |
| Office Assistant | \$28.76 | Open Range |
| Police Officer - Reserve | \$55.90 | Open Range |
| Recreation Leader | \$16.95 | Open Range |
| Recreation Specialist | \$18.64 | Open Range |
| Senior Recreation Leader | \$17.42 | Open Range |