

City of Menlo Park
Salary Schedule - Effective 2/9/2025

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	\$ 114,974	\$ 120,723	\$ 126,759	\$ 133,097	\$ 139,752
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		\$ 11,400
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	\$ 135,724	\$ 142,510	\$ 149,636	\$ 157,117	\$ 164,973
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	\$ 130,599	\$ 137,128	\$ 143,985	\$ 151,184	\$ 158,743
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	\$ 89,684	\$ 94,168	\$ 98,877	\$ 103,821	\$ 109,012
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

City of Menlo Park
Salary Schedule - Effective 2/9/2025

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
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	
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	\$ 99,982	\$ 104,981	\$ 110,232	\$ 115,743	\$ 121,531
Management Analyst I - Confidential	\$ 100,603	\$ 105,633	\$ 110,916	\$ 116,462	\$ 122,285
Management Analyst II	\$ 114,974	\$ 120,723	\$ 126,759	\$ 133,097	\$ 139,752
Network Administrator	\$ 137,354	\$ 144,221	\$ 151,432	\$ 159,004	\$ 166,954
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)	\$ 131,394	\$ 137,964	\$ 144,862	\$ 152,105	\$ 159,710
Police Corporal (2184 hours)	\$ 137,964	\$ 144,862	\$ 152,105	\$ 159,710	\$ 167,696
Police Officer (2080 hours)†	\$ 122,086	\$ 128,190	\$ 134,600	\$ 141,330	\$ 148,397
Police Officer (2184 hours)†	\$ 128,190	\$ 134,599	\$ 141,330	\$ 148,396	\$ 155,817
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)	\$ 151,103	\$ 158,658	\$ 166,591	\$ 174,921	\$ 183,667
Police Sergeant (2184 hours)	\$ 158,658	\$ 166,591	\$ 174,920	\$ 183,667	\$ 192,850
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	\$ 152,065	\$ 159,668	\$ 167,652	\$ 176,034	\$ 184,836
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	\$ 129,346	\$ 135,813	\$ 142,604	\$ 149,734	\$ 157,221
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	\$ 152,065	\$ 159,668	\$ 167,652	\$ 176,034	\$ 184,836
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	\$ 130,599	\$ 137,128	\$ 143,985	\$ 151,184	\$ 158,743
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

Annual Salaries based on 2080 hours per year except where set by contract or noted

*Elected and appointed officials are not City employees.

†Per Section 13.2.3 of the POA MOU, Police Officers at Step A as of February 9,

2025 will remain at their current salary rate of \$116,272 (2080 hours) / \$122,086

(2184 hours) until their six-month anniversary.

City of Menlo Park
 Temporary Employee Salary Schedule - Effective 2/9/25

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	\$17.10	Open Range
Maintenance Aide	\$20.91	Open Range
Maintenance Worker	\$32.12	Open Range
Office Assistant	\$28.76	Open Range
Police Officer - Reserve	\$58.70	Open Range
Recreation Leader	\$17.10	Open Range
Recreation Specialist	\$18.64	Open Range
Senior Recreation Leader	\$17.42	Open Range