City of Menlo Park
Salary Schedule - Effective 7/13/2025

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Accountant I	$ 95,584	$ 100,364	$ 105,383	$ 110,652	$ 116,184
Accountant II	$ 103,334	$ 108,501	$ 113,927	$ 119,623	$ 125,604
Accounting Assistant I	$ 67,168	$ 70,527	$ 74,053	$ 77,755	$ 81,643
Accounting Assistant II	$ 72,335	$ 75,951	$ 79,749	$ 83,737	$ 87,923
Administrative Assistant	$ 72,839	$ 76,481	$ 80,306	$ 84,321	$ 88,537
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	$ 116,163	$ 121,972	$ 128,070	$ 134,473	$ 141,197
Assistant Library and Community Services Director	$ 158,186		Open Range		$ 213,551
Assistant Planner	$ 103,064	$ 108,218	$ 113,629	$ 119,310	$ 125,275
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	$ 103,064	$ 108,218	$ 113,629	$ 119,310	$ 125,275
Associate Civil Engineer	$ 129,071	$ 135,524	$ 142,300	$ 149,415	$ 156,885
Associate Engineer	$ 122,616	$ 128,747	$ 135,184	$ 141,944	$ 149,041
Associate Planner	$ 114,516	$ 120,241	$ 126,253	$ 132,566	$ 139,194
Associate Transportation Engineer	$ 135,525	$ 142,301	$ 149,416	$ 156,886	$ 164,731
Associate Transportation Planner	$ 114,516	$ 120,241	$ 126,253	$ 132,566	$ 139,194
Building Custodian	$ 67,285	$ 70,650	$ 74,183	$ 77,892	$ 81,787
Building Inspector I	$ 98,501	$ 103,427	$ 108,597	$ 114,027	$ 119,729
Building Inspector II	$ 109,445	$ 114,917	$ 120,663	$ 126,696	$ 133,032
Building Official	$ 148,299		Open Range		$ 200,204
Business Manager	$ 118,998	$ 124,948	$ 131,196	$ 137,755	$ 144,643
Chief Water Operator	$ 110,511	$ 116,036	$ 121,838	$ 127,930	$ 134,327
Child Care Teacher I	$ 60,373	$ 63,392	$ 66,561	$ 69,888	$ 73,383
Child Care Teacher II	$ 66,409	$ 69,729	$ 73,216	$ 76,877	$ 80,721
Child Care Teacher's Aide	$ 44,272	$ 46,486	$ 48,811	$ 51,251	$ 53,814
City Arborist	$ 115,670	$ 121,453	$ 127,526	$ 133,902	$ 140,597
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	$ 93,028	$ 97,679	$ 102,563	$ 107,692	$ 113,077
Communications and Records Manager	$ 140,474	$ 147,498	$ 154,873	$ 162,616	$ 170,747
Communications Dispatcher	$ 99,720	$ 104,706	$ 109,941	$ 115,438	$ 121,210
Communications Training Dispatcher	$ 104,706	$ 109,941	$ 115,438	$ 121,210	$ 127,271
Community Development Director	$ 197,733		Open Range		$ 266,939
Community Development Technician	$ 80,161	$ 84,169	$ 88,378	$ 92,796	$ 97,436
Community Service Officer	$ 76,591	$ 80,421	$ 84,442	$ 88,663	$ 93,096
Construction Inspector I	$ 93,028	$ 97,679	$ 102,563	$ 107,692	$ 113,077
Construction Inspector II	$ 103,973	$ 109,172	$ 114,630	$ 120,362	$ 126,381
Contracts Specialist	$ 80,880	$ 84,924	$ 89,170	$ 93,629	$ 98,311
Custodial Services Supervisor	$ 77,374	$ 81,242	$ 85,305	$ 89,570	$ 94,048
Deputy City Clerk	$ 85,587	$ 89,867	$ 94,360	$ 99,077	$ 104,031
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	$ 117,875	$ 123,768	$ 129,957	$ 136,454	$ 143,277
Engineering Services Manager	$ 148,299		Open Range		$ 200,204
Engineering Technician I	$ 85,638	$ 89,920	$ 94,416	$ 99,136	$ 104,093
Engineering Technician II	$ 95,153	$ 99,911	$ 104,907	$ 110,152	$ 115,659
Enterprise Applications Administrator	$ 135,169	$ 141,928	$ 149,024	$ 156,476	$ 164,299
Enterprise Applications Support Specialist I	$ 101,910	$ 107,006	$ 112,355	$ 117,973	$ 123,872
Enterprise Applications Support Specialist II	$ 113,489	$ 119,164	$ 125,122	$ 131,379	$ 137,948
Equipment Mechanic	$ 85,977	$ 90,276	$ 94,789	$ 99,529	$ 104,505
Executive Assistant	$ 83,766	$ 87,954	$ 92,352	$ 96,969	$ 101,818
Executive Assistant to the City Manager	$ 92,823	$ 97,464	$ 102,337	$ 107,454	$ 112,827
Extra Help Retired Annuitant	$ 31,200		Open Range		$ 249,600
Facilities Maintenance Technician I	$ 71,024	$ 74,575	$ 78,304	$ 82,219	$ 86,330
Facilities Maintenance Technician II	$ 78,501	$ 82,425	$ 86,547	$ 90,874	$ 95,418
Finance and Budget Manager	$ 148,299		Open Range		$ 200,204
Finance Director	$ 197,733		Open Range		$ 266,939
GIS Analyst I	$ 99,594	$ 104,573	$ 109,802	$ 115,292	$ 121,057
GIS Analyst II	$ 114,195	$ 119,905	$ 125,900	$ 132,195	$ 138,805
Gymnastics Instructor	$ 48,298	$ 50,713	$ 53,249	$ 55,911	$ 58,706
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	$ 76,364	$ 80,182	$ 84,192	$ 88,401	$ 92,821
Human Resources Technician II	$ 84,001	$ 88,201	$ 92,611	$ 97,241	$ 102,103
Information Technology Manager	$ 148,299		Open Range		$ 200,204
Information Technology Specialist I	$ 83,382	$ 87,551	$ 91,928	$ 96,524	$ 101,350
Information Technology Specialist II	$ 92,646	$ 97,279	$ 102,142	$ 107,249	$ 112,611
Internal Services Manager	$ 148,299		Open Range		$ 200,204
Junior Engineer	$ 93,575	$ 98,255	$ 103,168	$ 108,326	$ 113,742
Junior Network & Systems Administrator	$ 115,556	$ 121,333	$ 127,400	$ 133,771	$ 140,459

Annual Salaries based on 2080 hours per year except where set by contract or noted
*Elected and appointed officials are not City employees.

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Librarian I	$ 82,337	$ 86,455	$ 90,778	$ 95,316	$ 100,082
Librarian II	$ 91,487	$ 96,061	$ 100,865	$ 105,908	$ 111,204
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	$ 104,794	$ 110,034	$ 115,536	$ 121,313	$ 127,378
Library Assistant I	$ 64,042	$ 67,244	$ 70,606	$ 74,136	$ 77,842
Library Assistant II	$ 68,615	$ 72,046	$ 75,648	$ 79,431	$ 83,402
Library Assistant III	$ 75,476	$ 79,250	$ 83,213	$ 87,374	$ 91,742
Literacy Program Manager	$ 92,856	$ 97,499	$ 102,374	$ 107,492	$ 112,867
Maintenance Worker I	$ 69,156	$ 72,614	$ 76,244	$ 80,056	$ 84,059
Maintenance Worker II	$ 74,762	$ 78,501	$ 82,425	$ 86,547	$ 90,874
Management Analyst I	$ 103,482	$ 108,656	$ 114,090	$ 119,794	$ 125,784
Management Analyst I - Confidential	$ 104,124	$ 109,331	$ 114,798	$ 120,538	$ 126,565
Management Analyst II	$ 118,998	$ 124,948	$ 131,196	$ 137,755	$ 144,643
Network Administrator	$ 142,161	$ 149,269	$ 156,732	$ 164,569	$ 172,798
Nutrition Services Coordinator	$ 80,996	$ 85,045	$ 89,298	$ 93,763	$ 98,451
Office Assistant	$ 61,914	$ 65,009	$ 68,260	$ 71,674	$ 75,257
Parking Enforcement Officer	$ 67,017	$ 70,369	$ 73,887	$ 77,580	$ 81,460
Permit Manager	$ 132,510	$ 139,136	$ 146,093	$ 153,397	$ 161,067
Permit Technician	$ 80,161	$ 84,169	$ 88,378	$ 92,796	$ 97,436
Plan Check Engineer	$ 129,071	$ 135,524	$ 142,300	$ 149,415	$ 156,885
Planning Commissioner*	n/a		Annual Rate		$ 2,400
Planning Manager	$ 148,299		Open Range		$ 200,204
Planning Technician	$ 91,613	$ 96,194	$ 101,004	$ 106,053	$ 111,356
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	$ 73,028	$ 76,679	$ 80,513	$ 84,538	$ 88,765
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	$ 138,272	$ 145,185	$ 152,444	$ 160,067	$ 168,070
Program Aide/Driver	$ 43,704	$ 45,889	$ 48,183	$ 50,593	$ 53,122
Program Assistant	$ 60,092	$ 63,097	$ 66,251	$ 69,564	$ 73,043
Project Manager	$ 118,264	$ 124,177	$ 130,386	$ 136,906	$ 143,751
Property and Court Specialist	$ 76,679	$ 80,513	$ 84,539	$ 88,766	$ 93,204
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	$ 121,178	$ 127,237	$ 133,599	$ 140,278	$ 147,292
Public Works Supervisor - Fleet	$ 118,424	$ 124,345	$ 130,562	$ 137,090	$ 143,945
Public Works Supervisor - Parks	$ 110,162	$ 115,670	$ 121,453	$ 127,526	$ 133,902
Public Works Supervisor - Streets	$ 110,162	$ 115,670	$ 121,453	$ 127,526	$ 133,902
Public Works Supervisor - Trees	$ 110,162	$ 115,670	$ 121,453	$ 127,526	$ 133,902
Recreation Coordinator	$ 80,996	$ 85,045	$ 89,298	$ 93,763	$ 98,451
Revenue and Claims Manager	$ 115,816	$ 121,606	$ 127,687	$ 134,071	$ 140,775
Senior Accountant	$ 120,963	$ 127,011	$ 133,362	$ 140,030	$ 147,031
Senior Accounting Assistant	$ 80,085	$ 84,090	$ 88,294	$ 92,708	$ 97,344
Senior Building Inspector	$ 124,027	$ 130,228	$ 136,740	$ 143,577	$ 150,755
Senior Civil Engineer	$ 157,387	$ 165,257	$ 173,520	$ 182,196	$ 191,305
Senior Communications Dispatcher	$ 111,687	$ 117,271	$ 123,134	$ 129,290	$ 135,755
Senior Construction Inspector	$ 115,032	$ 120,783	$ 126,822	$ 133,163	$ 139,822
Senior Engineering Technician	$ 102,289	$ 107,404	$ 112,775	$ 118,413	$ 124,334
Senior Equipment Mechanic	$ 95,322	$ 100,089	$ 105,093	$ 110,348	$ 115,865
Senior Facilities Maintenance Technician	$ 85,977	$ 90,276	$ 94,789	$ 99,529	$ 104,505
Senior GIS Analyst	$ 128,178	$ 134,587	$ 141,316	$ 148,382	$ 155,801
Senior Human Resources Technician	$ 92,401	$ 97,021	$ 101,872	$ 106,965	$ 112,314
Senior Library Assistant	$ 82,686	$ 86,820	$ 91,161	$ 95,719	$ 100,505
Senior Maintenance Worker	$ 85,977	$ 90,276	$ 94,789	$ 99,529	$ 104,505
Senior Management Analyst	$ 133,873	$ 140,567	$ 147,595	$ 154,975	$ 162,723
Senior Office Assistant	$ 65,556	$ 68,834	$ 72,275	$ 75,889	$ 79,684
Senior Planner	$ 125,967	$ 132,265	$ 138,878	$ 145,822	$ 153,114
Senior Police Records Specialist	$ 76,679	$ 80,513	$ 84,539	$ 88,766	$ 93,204
Senior Program Assistant	$ 72,839	$ 76,481	$ 80,306	$ 84,321	$ 88,537
Senior Project Manager	$ 133,873	$ 140,567	$ 147,595	$ 154,975	$ 162,723
Senior Sustainability Specialist	$ 97,568	$ 102,446	$ 107,569	$ 112,947	$ 118,594
Senior Transportation Engineer	$ 157,387	$ 165,257	$ 173,520	$ 182,196	$ 191,305
Senior Transportation Planner	$ 125,967	$ 132,265	$ 138,878	$ 145,822	$ 153,114
Senior Water System Operator	$ 87,862	$ 92,256	$ 96,869	$ 101,713	$ 106,799
Sustainability Manager	$ 138,413		Open Range		$ 186,857
Sustainability Specialist	$ 82,786	$ 86,924	$ 91,270	$ 95,834	$ 100,626
Systems Administrator	$ 135,169	$ 141,928	$ 149,024	$ 156,476	$ 164,299
Transportation Demand Management Coordinator	$ 105,927	$ 111,223	$ 116,784	$ 122,624	$ 128,755
Transportation Director	$ 197,733		Open Range		$ 266,939
Transportation Manager	$ 148,299		Open Range		$ 200,204
Water Quality Specialist	$ 91,857	$ 96,451	$ 101,273	$ 106,336	$ 111,653
Water System Operator I	$ 71,888	$ 75,483	$ 79,257	$ 83,220	$ 87,381
Water System Operator II	$ 79,875	$ 83,869	$ 88,063	$ 92,466	$ 97,089

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 7/13/25

Position Title	Minimum		Maximum
Communications Dispatcher - Per Diem	$64.10	Open Range	$64.10
Intern	$20.24	Open Range	$24.74
Library Clerk	$20.58	Open Range	$24.78
Library Page	$17.70	Open Range	$18.30
Maintenance Aide	$21.64	Open Range	$23.80
Maintenance Worker	$33.25	Open Range	$40.41
Office Assistant	$29.77	Open Range	$36.18
Police Officer - Reserve	$58.70	Open Range	$58.70
Recreation Leader	$17.70	Open Range	$18.30
Recreation Specialist	$19.29	Open Range	$23.02
Senior Recreation Leader	$18.03	Open Range	$21.51