

City of Menlo Park
Salary Schedule - Effective 7/27/2025

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	\$	68,613	\$	72,045	\$	75,646	\$	79,428	\$ 83,399
Child Care Teacher II	\$	75,473	\$	79,247	\$	83,210	\$	87,370	\$ 91,739
Child Care Teacher's Aide	\$	64,042	\$	67,244	\$	70,606	\$	74,136	\$ 77,842
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			\$	324,000
Code Enforcement Officer	\$	93,028	\$	97,679	\$	102,563	\$	107,692	\$ 113,077
Communications and Records Manager	\$	151,038	\$	158,590	\$	166,519	\$	174,845	\$ 183,587
Communications Dispatcher	\$	107,219	\$	112,580	\$	118,208	\$	124,119	\$ 130,325
Communications Training Dispatcher	\$	112,580	\$	118,208	\$	124,119	\$	130,325	\$ 136,842
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	\$	82,718	\$	86,854	\$	91,197	\$	95,756	\$ 100,544
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	\$	118,028	\$	123,930	\$	130,127	\$	136,634	\$ 143,466
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
Librarian I	\$	82,337	\$	86,455	\$	90,778	\$	95,316	\$ 100,082
Librarian II	\$	96,061	\$	100,865	\$	105,908	\$	111,204	\$ 116,764

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

*Elected and appointed officials are not City employees.

City of Menlo Park
Salary Schedule - Effective 7/27/2025

Classification Title	Minimum (Step A)		Step B	Step C		Step D	Maximum (Step E)
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	\$	141,978	\$ 149,076	\$ 156,530		\$ 164,356	\$ 172,574
Plan Checker	\$	122,616	\$ 128,747	\$ 135,185		\$ 141,944	\$ 149,041
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 Program & Data Technician	\$	92,401	\$ 97,021	\$ 101,872		\$ 106,965	\$ 112,314
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
Regulatory Compliance Analyst	\$	133,873	\$ 140,567	\$ 147,595		\$ 154,975	\$ 162,723
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	\$	120,086	\$ 126,089	\$ 132,394		\$ 139,013	\$ 145,963
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 Permit Technician	\$	92,401	\$ 97,021	\$ 101,872		\$ 106,965	\$ 112,314
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.

Resolution No. 6984

City of Menlo Park
Temporary Employee Salary Schedule - Effective 7/27/25

Position Title	Minimum		Maximum
Communications Dispatcher - Per Diem	\$68.92	Open Range	\$68.92
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