

City of Menlo Park  
Salary Schedule - Effective 9/7/2025

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	\$ 204,654		Open Range		\$ 276,282
Assistant Administrative Services Director	\$ 163,723		Open Range		\$ 221,025
Assistant City Manager	\$ 225,119		Open Range		\$ 303,910
Assistant Community Development Director	\$ 163,723		Open Range		\$ 221,025
Assistant Engineer	\$ 116,163	\$ 121,972	\$ 128,070	\$ 134,473	\$ 141,197
Assistant Library and Community Services Director	\$ 163,723		Open Range		\$ 221,025
Assistant Planner	\$ 103,064	\$ 108,218	\$ 113,629	\$ 119,310	\$ 125,275
Assistant Public Works Director	\$ 163,723		Open Range		\$ 221,025
Assistant Public Works Director - Engineering	\$ 163,723		Open Range		\$ 221,025
Assistant Public Works Director - Maintenance	\$ 163,723		Open Range		\$ 221,025
Assistant Public Works Director - Transportation	\$ 163,723		Open Range		\$ 221,025
Assistant to the City Manager	\$ 143,257		Open Range		\$ 193,397
Assistant to the City Manager / City Clerk	\$ 143,257		Open Range		\$ 193,397
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	\$ 153,489		Open Range		\$ 207,211
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	\$ 143,257		Open Range		\$ 193,397
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	\$ 204,654		Open Range		\$ 276,282
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	\$ 204,654		Open Range		\$ 276,282
Deputy Community Development Director - Housing	\$ 153,489		Open Range		\$ 207,211
Economic Development Manager	\$ 143,257		Open Range		\$ 193,397
Emergency Preparedness Coordinator	\$ 117,875	\$ 123,768	\$ 129,957	\$ 136,454	\$ 143,277
Engineering Services Manager	\$ 153,489		Open Range		\$ 207,211
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	\$ 153,489		Open Range		\$ 207,211
Finance Director	\$ 204,654		Open Range		\$ 276,282
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	\$ 143,257		Open Range		\$ 193,397
Housing Manager	\$ 143,257		Open Range		\$ 193,397
Human Resources Director	\$ 204,654		Open Range		\$ 276,282
Human Resources Manager	\$ 153,489		Open Range		\$ 207,211
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	\$ 153,489		Open Range		\$ 207,211
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	\$ 153,489		Open Range		\$ 207,211
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 9/7/2025

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Library and Community Services Director	\$ 204,654		Open Range		\$ 276,282
Library and Community Services Manager	\$ 153,489		Open Range		\$ 207,211
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	\$ 153,489		Open Range		\$ 207,211
Planning Technician	\$ 91,613	\$ 96,194	\$ 101,004	\$ 106,053	\$ 111,356
Police Chief	\$ 225,119		Open Range		\$ 303,910
Police Commander	\$ 204,654		Open Range		\$ 276,282
Police Corporal (2080 hours)	\$ 135,336	\$ 142,103	\$ 149,208	\$ 156,668	\$ 164,501
Police Corporal (2184 hours)	\$ 142,103	\$ 149,208	\$ 156,668	\$ 164,502	\$ 172,726
Police Officer (2080 hours)	\$ 125,749	\$ 132,036	\$ 138,638	\$ 145,570	\$ 152,849
Police Officer (2184 hours)	\$ 132,036	\$ 138,637	\$ 145,570	\$ 152,848	\$ 160,491
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		\$ 97,005
Police Sergeant (2080 hours)	\$ 155,636	\$ 163,418	\$ 171,589	\$ 180,169	\$ 189,177
Police Sergeant (2184 hours)	\$ 163,418	\$ 171,589	\$ 180,168	\$ 189,177	\$ 198,636
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	\$ 153,489		Open Range		\$ 207,211
Public Works Director	\$ 204,654		Open Range		\$ 276,282
Public Works Superintendent	\$ 153,489		Open Range		\$ 207,211
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	\$ 143,257		Open Range		\$ 193,397
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	\$ 204,654		Open Range		\$ 276,282
Transportation Manager	\$ 153,489		Open Range		\$ 207,211
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.

City of Menlo Park  
Temporary Employee Salary Schedule - Effective 9/7/25

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	\$60.46	Open Range	\$60.46
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