

City of Menlo Park
Salary Schedule - Effective 09/21/2021

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Accountant I	\$ 85,179	\$ 89,439	\$ 93,911	\$ 98,606	\$ 103,537
Accountant II	\$ 93,296	\$ 97,706	\$ 102,315	\$ 107,236	\$ 112,347
Accounting Assistant I	\$ 60,404	\$ 63,267	\$ 66,188	\$ 69,281	\$ 72,486
Accounting Assistant II	\$ 66,188	\$ 69,281	\$ 72,486	\$ 75,874	\$ 79,434
Administrative Assistant	\$ 66,387	\$ 69,488	\$ 72,704	\$ 76,102	\$ 79,673
Administrative Services Director	\$ 160,531		Open Range		\$ 227,436
Assistant Administrative Services Director	\$ 126,578		Open Range		\$ 181,949
Assistant City Manager	\$ 169,530		Open Range		\$ 250,180
Assistant Community Development Director	\$ 126,578		Open Range		\$ 181,949
Assistant Community Services Director	\$ 129,495		Open Range		\$ 181,949
Assistant Engineer	\$ 102,735	\$ 107,630	\$ 112,777	\$ 118,161	\$ 123,790
Assistant Library Services Director	\$ 129,495		Open Range		\$ 181,949
Assistant Planner	\$ 93,082	\$ 97,460	\$ 102,131	\$ 106,998	\$ 112,109
Assistant Public Works Director	\$ 140,650		Open Range		\$ 181,949
Assistant to the City Manager	\$ 121,835		Open Range		\$ 159,205
Assistant Transportation Planner	\$ 93,082	\$ 97,460	\$ 102,131	\$ 106,998	\$ 112,109
Associate Civil Engineer	\$ 115,277	\$ 120,796	\$ 126,554	\$ 132,668	\$ 139,094
Associate Engineer	\$ 108,937	\$ 114,152	\$ 119,594	\$ 125,371	\$ 131,444
Associate Planner	\$ 102,131	\$ 106,998	\$ 112,109	\$ 117,474	\$ 123,096
Associate Transportation Engineer	\$ 120,796	\$ 126,554	\$ 132,668	\$ 139,094	\$ 145,834
Associate Transportation Planner	\$ 102,131	\$ 106,998	\$ 112,109	\$ 117,474	\$ 123,096
Asst. Public Works Director - Engineering	\$ 140,650		Open Range		\$ 181,949
Asst. Public Works Director - Maintenance	\$ 140,650		Open Range		\$ 181,949
Asst. Public Works Director - Transportation	\$ 140,650		Open Range		\$ 181,949
Building Custodian	\$ 60,344	\$ 63,204	\$ 66,122	\$ 69,211	\$ 72,414
Building Inspector I	\$ 89,959	\$ 94,284	\$ 98,778	\$ 103,501	\$ 108,443
Building Inspector II	\$ 98,954	\$ 103,713	\$ 108,656	\$ 113,851	\$ 119,287
Business Manager	\$ 102,128	\$ 107,039	\$ 112,141	\$ 117,503	\$ 123,113
Chief Water Operator	\$ 99,013	\$ 103,731	\$ 108,687	\$ 113,887	\$ 119,338
Child Care Teacher I	\$ 53,994	\$ 56,443	\$ 58,999	\$ 61,688	\$ 64,606
Child Care Teacher II	\$ 60,344	\$ 63,204	\$ 66,122	\$ 69,211	\$ 72,414
Child Care Teacher's Aide	\$ 40,511	\$ 42,344	\$ 44,259	\$ 46,242	\$ 48,283
City Arborist	\$ 102,708	\$ 107,632	\$ 112,760	\$ 118,147	\$ 123,800
City Clerk	\$ 121,835		Open Range		\$ 159,205
City Councilmember	n/a		Annual Rate		\$ 7,680
City Manager	\$ 197,605		Open Range		\$ 272,924
Code Enforcement Officer	\$ 85,124	\$ 89,148	\$ 93,353	\$ 97,843	\$ 102,506
Communications and Records Manager	\$ 118,275	\$ 124,015	\$ 129,971	\$ 136,238	\$ 142,791
Communications Dispatcher	\$ 86,315	\$ 90,396	\$ 94,660	\$ 99,212	\$ 103,941
Communications Training Dispatcher	\$ 90,396	\$ 94,660	\$ 99,212	\$ 103,941	\$ 108,911
Community Development Director	\$ 160,316		Open Range		\$ 227,436
Community Development Technician	\$ 72,395	\$ 75,746	\$ 79,286	\$ 83,006	\$ 86,907
Community Service Officer	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225	\$ 85,124
Construction Inspector I	\$ 84,866	\$ 88,948	\$ 93,187	\$ 97,642	\$ 102,304
Construction Inspector II	\$ 93,353	\$ 97,843	\$ 102,506	\$ 107,407	\$ 112,535
Contracts Specialist	\$ 74,748	\$ 78,263	\$ 81,887	\$ 85,773	\$ 89,891
Custodial Services Supervisor	\$ 69,435	\$ 72,648	\$ 76,043	\$ 79,611	\$ 83,352
Deputy City Clerk	\$ 77,536	\$ 81,225	\$ 85,124	\$ 89,148	\$ 93,353
Deputy City Manager	\$ 164,671		Open Range		\$ 227,436
Deputy Comm. Dev. Director - Housing	\$ 126,553		Open Range		\$ 170,578
Economic Development Manager	\$ 121,835		Open Range		\$ 159,205
Engineering Services Manager	\$ 126,553		Open Range		\$ 170,578
Engineering Technician I	\$ 77,818	\$ 81,421	\$ 85,286	\$ 89,379	\$ 93,605
Engineering Technician II	\$ 87,237	\$ 91,342	\$ 95,637	\$ 100,222	\$ 104,998
Enterprise Applications Administrator	\$ 114,894	\$ 120,351	\$ 126,068	\$ 132,119	\$ 138,502
Enterprise Applications Support Specialist I	\$ 92,078	\$ 96,682	\$ 101,516	\$ 106,591	\$ 111,921
Enterprise Applications Support Specialist II	\$ 102,128	\$ 107,039	\$ 112,141	\$ 117,503	\$ 123,113
Equipment Mechanic	\$ 77,536	\$ 81,225	\$ 85,124	\$ 89,148	\$ 93,353
Executive Assistant	\$ 75,799	\$ 79,356	\$ 83,084	\$ 86,992	\$ 91,083
Executive Assistant to the City Mgr	\$ 80,750	\$ 84,788	\$ 89,027	\$ 93,478	\$ 98,151
Extra Help Retired Annuitant	\$ 31,200		Open Range		\$ 249,600
Facilities Maintenance Technician I	\$ 64,606	\$ 67,581	\$ 70,784	\$ 74,112	\$ 77,545
Facilities Maintenance Technician II	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225	\$ 85,124
Finance and Budget Manager	\$ 126,553		Open Range		\$ 170,578
Finance Director	\$ 160,316		Open Range		\$ 227,436
GIS Analyst I	\$ 89,362	\$ 93,831	\$ 98,523	\$ 103,449	\$ 108,622
GIS Analyst II	\$ 102,128	\$ 107,039	\$ 112,141	\$ 117,503	\$ 123,113
Gymnastics Instructor	\$ 43,228	\$ 45,184	\$ 47,224	\$ 49,332	\$ 51,600
Housing & Economic Development Manager	\$ 121,835		Open Range		\$ 159,205

City of Menlo Park
Salary Schedule - Effective 09/21/2021

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Housing Manager	\$ 121,835		Open Range		\$ 159,205
Human Resources Director	\$ 160,531		Open Range		\$ 227,436
Human Resources Manager	\$ 126,553		Open Range		\$ 170,578
Human Resources Technician I	\$ 70,139	\$ 73,457	\$ 76,737	\$ 80,481	\$ 84,266
Human Resources Technician II	\$ 77,153	\$ 80,803	\$ 84,411	\$ 88,529	\$ 92,693
Information Technology Manager	\$ 126,553		Open Range		\$ 170,578
Information Technology Specialist I	\$ 75,549	\$ 79,327	\$ 83,293	\$ 87,459	\$ 91,833
Information Technology Specialist II	\$ 83,942	\$ 87,886	\$ 92,020	\$ 96,348	\$ 100,968
Internal Services Manager	\$ 126,553		Open Range		\$ 170,578
Junior Engineer	\$ 82,876	\$ 87,020	\$ 91,371	\$ 95,940	\$ 100,737
Librarian I	\$ 72,414	\$ 75,799	\$ 79,356	\$ 83,084	\$ 86,992
Librarian II	\$ 81,225	\$ 85,124	\$ 89,148	\$ 93,353	\$ 97,843
Library and Community Services Director	\$ 156,348		Open Range		\$ 227,436
Library and Community Services Supervisor	\$ 93,654	\$ 98,158	\$ 102,835	\$ 107,753	\$ 112,898
Library Assistant I	\$ 56,443	\$ 58,999	\$ 61,688	\$ 64,606	\$ 67,581
Library Assistant II	\$ 61,688	\$ 64,606	\$ 67,490	\$ 70,784	\$ 74,112
Library Assistant III	\$ 67,490	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,143
Library Services Manager	\$ 126,553		Open Range		\$ 170,578
Literacy Program Manager	\$ 83,352	\$ 87,273	\$ 91,376	\$ 95,757	\$ 100,320
Maintenance Worker I	\$ 61,688	\$ 64,606	\$ 67,490	\$ 70,784	\$ 74,112
Maintenance Worker II	\$ 67,490	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225
Management Analyst I	\$ 89,362	\$ 93,831	\$ 98,523	\$ 103,449	\$ 108,622
Management Analyst II	\$ 102,128	\$ 107,039	\$ 112,141	\$ 117,503	\$ 123,113
Network Administrator	\$ 119,831	\$ 125,567	\$ 131,553	\$ 137,909	\$ 144,589
Office Assistant	\$ 55,434	\$ 57,962	\$ 60,585	\$ 63,457	\$ 66,387
Parking Enforcement Officer	\$ 61,688	\$ 64,606	\$ 67,490	\$ 70,784	\$ 74,112
Permit Manager	\$ 116,171	\$ 121,729	\$ 127,555	\$ 133,635	\$ 140,092
Permit Technician	\$ 72,395	\$ 75,745	\$ 79,286	\$ 83,006	\$ 86,905
Plan Check Engineer	\$ 116,375	\$ 121,946	\$ 127,759	\$ 133,931	\$ 140,418
Planning Manager	\$ 126,553		Open Range		\$ 170,578
Planning Technician	\$ 83,006	\$ 86,905	\$ 90,994	\$ 95,273	\$ 99,841
Police Chief	\$ 173,217		Open Range		\$ 250,180
Police Commander	\$ 155,896		Open Range		\$ 227,436
Police Corporal (2080 hours)	\$ 112,337	\$ 117,954	\$ 123,852	\$ 130,044	\$ 136,546
Police Corporal (2184 hours)	\$ 117,954	\$ 123,852	\$ 130,044	\$ 136,546	\$ 143,373
Police Officer (2080 hours)	\$ 104,378	\$ 109,597	\$ 115,076	\$ 120,830	\$ 126,872
Police Officer (2184 hours)	\$ 109,597	\$ 115,076	\$ 120,830	\$ 126,872	\$ 133,216
Police Records Specialist	\$ 67,490	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225
Police Recruit	n/a		Hourly Rate		\$ 84,546
Police Sergeant (2080 hours)	\$ 129,192	\$ 135,651	\$ 142,434	\$ 149,556	\$ 157,033
Police Sergeant (2184 hours)	\$ 135,651	\$ 142,434	\$ 149,556	\$ 157,033	\$ 164,885
Principal Planner	\$ 123,321	\$ 131,042	\$ 137,313	\$ 143,859	\$ 148,713
Program Aide/Driver	\$ 38,757	\$ 40,511	\$ 42,344	\$ 44,259	\$ 46,242
Program Assistant	\$ 55,214	\$ 57,732	\$ 60,344	\$ 63,204	\$ 66,122
Project Manager	\$ 108,937	\$ 114,152	\$ 119,594	\$ 125,371	\$ 131,444
Property and Court Specialist	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225	\$ 85,124
Public Engagement Manager	\$ 126,553		Open Range		\$ 170,578
Public Works Director	\$ 164,671		Open Range		\$ 227,436
Public Works Superintendent	\$ 124,351		Open Range		\$ 170,578
Public Works Supervisor - Facilities	\$ 103,438	\$ 108,397	\$ 113,562	\$ 118,988	\$ 124,681
Public Works Supervisor - Fleet	\$ 105,083	\$ 110,121	\$ 115,368	\$ 120,880	\$ 126,663
Public Works Supervisor - Park	\$ 97,773	\$ 102,460	\$ 107,343	\$ 112,471	\$ 117,853
Public Works Supervisor - Streets	\$ 97,773	\$ 102,460	\$ 107,343	\$ 112,471	\$ 117,853
Recreation Coordinator	\$ 72,648	\$ 76,043	\$ 79,611	\$ 83,352	\$ 87,273
Recreation Supervisor	\$ 89,436	\$ 93,654	\$ 98,158	\$ 102,835	\$ 107,753
Revenue and Claims Manager	\$ 102,128	\$ 107,039	\$ 112,141	\$ 117,503	\$ 123,113
Senior Accountant	\$ 107,290	\$ 112,363	\$ 117,663	\$ 123,322	\$ 129,199
Senior Accounting Assistant	\$ 72,807	\$ 76,209	\$ 79,735	\$ 83,462	\$ 87,378
Senior Building Inspector	\$ 111,062	\$ 116,375	\$ 121,946	\$ 127,759	\$ 133,931
Senior Civil Engineer	\$ 126,961	\$ 133,094	\$ 139,543	\$ 146,304	\$ 153,433
Senior Communications Dispatcher	\$ 94,660	\$ 99,212	\$ 103,941	\$ 108,911	\$ 114,110
Senior Construction Inspector	\$ 102,688	\$ 107,627	\$ 112,757	\$ 118,162	\$ 124,071
Senior Engineering Technician	\$ 93,605	\$ 98,021	\$ 102,735	\$ 107,630	\$ 112,777
Senior Equipment Mechanic	\$ 85,309	\$ 89,471	\$ 93,679	\$ 98,018	\$ 102,669
Senior Facilities Maintenance Technician	\$ 77,536	\$ 81,225	\$ 85,124	\$ 89,148	\$ 93,353
Senior GIS Analyst	\$ 114,894	\$ 120,351	\$ 126,068	\$ 132,119	\$ 138,502
Senior Human Resources Technician	\$ 84,868	\$ 88,883	\$ 92,852	\$ 97,382	\$ 101,962
Senior Librarian	\$ 91,373	\$ 95,942	\$ 100,739	\$ 105,776	\$ 111,064

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Salary Schedule - Effective 09/21/2021

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Senior Library Assistant	\$ 74,239	\$ 77,862	\$ 81,524	\$ 85,299	\$ 89,257
Senior Maintenance Worker	\$ 77,536	\$ 81,225	\$ 85,124	\$ 89,148	\$ 93,353
Senior Management Analyst	\$ 114,894	\$ 120,351	\$ 126,068	\$ 132,119	\$ 138,502
Senior Office Assistant	\$ 60,585	\$ 63,457	\$ 66,387	\$ 69,488	\$ 72,704
Senior Planner	\$ 112,109	\$ 117,474	\$ 123,096	\$ 128,964	\$ 135,194
Senior Police Records Specialist	\$ 70,784	\$ 74,112	\$ 77,545	\$ 81,225	\$ 85,124
Senior Program Assistant	\$ 67,054	\$ 70,188	\$ 73,482	\$ 76,934	\$ 80,554
Senior Project Manager	\$ 119,831	\$ 125,567	\$ 131,553	\$ 137,909	\$ 144,589
Senior Sustainability Specialist	\$ 84,091	\$ 88,114	\$ 92,331	\$ 96,733	\$ 101,406
Senior Transportation Engineer	\$ 126,961	\$ 133,094	\$ 139,543	\$ 146,304	\$ 153,433
Senior Transportation Planner	\$ 112,109	\$ 117,474	\$ 123,096	\$ 128,964	\$ 135,194
Senior Water System Operator	\$ 79,558	\$ 83,241	\$ 87,131	\$ 91,219	\$ 95,504
Sustainability Manager	\$ 121,835	Open Range			\$ 159,205
Sustainability Specialist	\$ 72,414	\$ 75,799	\$ 79,356	\$ 83,084	\$ 86,992
Systems Administrator	\$ 114,894	\$ 120,351	\$ 126,068	\$ 132,119	\$ 138,502
Transportation Demand Management Coord.	\$ 95,450	\$ 99,997	\$ 104,775	\$ 109,788	\$ 115,043
Transportation Director	\$ 164,671	Open Range			\$ 227,436
Transportation Manager	\$ 126,553	Open Range			\$ 170,578
Water Quality Specialist	\$ 83,084	\$ 86,992	\$ 91,083	\$ 95,450	\$ 99,997
Water System Operator I	\$ 66,107	\$ 69,069	\$ 72,132	\$ 75,696	\$ 79,219
Water System Operator II	\$ 72,325	\$ 75,673	\$ 79,210	\$ 82,926	\$ 86,822