City of Menlo Park
Salary Schedule - Effective 11/1/2026

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Accountant I	$ 99,408	$ 104,379	$ 109,598	$ 115,078	$ 120,831
Accountant II	$ 107,468	$ 112,841	$ 118,484	$ 124,408	$ 130,629
Accounting Assistant I	$ 69,855	$ 73,348	$ 77,015	$ 80,866	$ 84,909
Accounting Assistant II	$ 75,229	$ 78,989	$ 82,939	$ 87,086	$ 91,440
Administrative Assistant	$ 75,753	$ 79,541	$ 83,518	$ 87,694	$ 92,078
Administrative Services Director	$ 229,867		Open Range		$ 287,333
Assistant Administrative Services Director	$ 183,893		Open Range		$ 229,866
Assistant City Manager	$ 252,853		Open Range		$ 316,067
Assistant Community Development Director	$ 183,893		Open Range		$ 229,866
Assistant Engineer	$ 120,810	$ 126,851	$ 133,193	$ 139,852	$ 146,845
Assistant Library and Community Services Director	$ 183,893		Open Range		$ 229,866
Assistant Planner	$ 107,187	$ 112,546	$ 118,174	$ 124,082	$ 130,286
Assistant Public Works Director	$ 183,893		Open Range		$ 229,866
Assistant Public Works Director - Engineering	$ 183,893		Open Range		$ 229,866
Assistant Public Works Director - Maintenance	$ 183,893		Open Range		$ 229,866
Assistant Public Works Director - Transportation	$ 183,893		Open Range		$ 229,866
Assistant to the City Manager	$ 160,907		Open Range		$ 201,133
Assistant to the City Manager / City Clerk	$ 160,907		Open Range		$ 201,133
Assistant Transportation Planner	$ 107,187	$ 112,546	$ 118,174	$ 124,082	$ 130,286
Associate Civil Engineer	$ 134,234	$ 140,945	$ 147,992	$ 155,391	$ 163,161
Associate Engineer	$ 127,521	$ 133,897	$ 140,592	$ 147,622	$ 155,003
Associate Planner	$ 119,096	$ 125,051	$ 131,304	$ 137,869	$ 144,762
Associate Transportation Engineer	$ 140,946	$ 147,993	$ 155,392	$ 163,162	$ 171,320
Associate Transportation Planner	$ 119,096	$ 125,051	$ 131,304	$ 137,869	$ 144,762
Building Custodian	$ 69,977	$ 73,476	$ 77,150	$ 81,008	$ 85,058
Building Inspector I	$ 102,441	$ 107,564	$ 112,941	$ 118,588	$ 124,518
Building Inspector II	$ 113,823	$ 119,514	$ 125,490	$ 131,764	$ 138,353
Building Official	$ 172,400		Open Range		$ 215,500
Business Manager	$ 123,758	$ 129,946	$ 136,443	$ 143,265	$ 150,429
Chief Water Operator	$ 122,919	$ 129,065	$ 135,518	$ 142,294	$ 149,409
Child Care Teacher I	$ 71,358	$ 74,926	$ 78,672	$ 82,605	$ 86,735
Child Care Teacher II	$ 78,492	$ 82,417	$ 86,538	$ 90,865	$ 95,409
Child Care Teacher's Aide	$ 66,603	$ 69,934	$ 73,430	$ 77,101	$ 80,956
City Arborist	$ 120,296	$ 126,311	$ 132,627	$ 139,258	$ 146,221
City Clerk	$ 160,907		Open Range		$ 201,133
City Councilmember*	n/a		Annual Rate		$ 11,400
City Manager	$ 285,200		Open Range		$ 356,500
Code Enforcement Officer	$ 96,749	$ 101,586	$ 106,666	$ 111,999	$ 117,600
Communications and Records Manager	$ 157,079	$ 164,933	$ 173,180	$ 181,839	$ 190,931
Communications Dispatcher	$ 111,508	$ 117,083	$ 122,937	$ 129,083	$ 135,538
Communications Training Dispatcher	$ 117,083	$ 122,937	$ 129,083	$ 135,538	$ 142,315
Community Development Director	$ 229,867		Open Range		$ 287,333
Community Development Technician	$ 83,367	$ 87,536	$ 91,913	$ 96,508	$ 101,333
Community Programs Manager	$ 160,907		Open Range		$ 201,133
Community Service Officer	$ 86,027	$ 90,328	$ 94,845	$ 99,587	$ 104,566
Construction Inspector I	$ 96,749	$ 101,586	$ 106,666	$ 111,999	$ 117,600
Construction Inspector II	$ 108,132	$ 113,539	$ 119,216	$ 125,177	$ 131,436
Contracts Specialist	$ 84,115	$ 88,321	$ 92,737	$ 97,374	$ 102,243
Custodial Services Supervisor	$ 80,469	$ 84,492	$ 88,717	$ 93,153	$ 97,810
Deputy City Clerk	$ 89,011	$ 93,462	$ 98,134	$ 103,041	$ 108,192
Deputy City Manager	$ 229,867		Open Range		$ 287,333
Deputy Community Development Director - Housing	$ 172,400		Open Range		$ 215,500
Economic Development Manager	$ 160,907		Open Range		$ 201,133
Emergency Preparedness Coordinator	$ 122,590	$ 128,719	$ 135,155	$ 141,913	$ 149,008
Engineering Services Manager	$ 172,400		Open Range		$ 215,500
Engineering Technician I	$ 89,063	$ 93,517	$ 98,192	$ 103,102	$ 108,257
Engineering Technician II	$ 98,959	$ 103,907	$ 109,103	$ 114,558	$ 120,286
Enterprise Applications Administrator	$ 140,576	$ 147,605	$ 154,985	$ 162,735	$ 170,871
Enterprise Applications Support Specialist I	$ 105,987	$ 111,286	$ 116,850	$ 122,692	$ 128,827
Enterprise Applications Support Specialist II	$ 122,749	$ 128,887	$ 135,332	$ 142,099	$ 149,204
Equipment Mechanic	$ 89,417	$ 93,887	$ 98,581	$ 103,510	$ 108,685
Executive Assistant	$ 87,116	$ 91,472	$ 96,046	$ 100,848	$ 105,891
Extra Help Retired Annuitant	$ 31,200		Open Range		$ 249,600
Facilities Maintenance Technician I	$ 73,865	$ 77,558	$ 81,436	$ 85,508	$ 89,784
Facilities Maintenance Technician II	$ 81,641	$ 85,722	$ 90,009	$ 94,509	$ 99,234
Finance Director	$ 229,867		Open Range		$ 287,333
Finance Manager	$ 172,400		Open Range		$ 215,500
GIS Analyst I	$ 103,578	$ 108,756	$ 114,194	$ 119,903	$ 125,899
GIS Analyst II	$ 118,763	$ 124,701	$ 130,936	$ 137,483	$ 144,357
Gymnastics Instructor	$ 50,230	$ 52,741	$ 55,379	$ 58,147	$ 61,054
Housing & Economic Development Manager	$ 160,907		Open Range		$ 201,133
Housing Manager	$ 160,907		Open Range		$ 201,133
Human Resources Director	$ 229,867		Open Range		$ 287,333
Human Resources Manager	$ 172,400		Open Range		$ 215,500
Information Technology Manager	$ 172,400		Open Range		$ 215,500
Information Technology Specialist I	$ 86,717	$ 91,053	$ 95,605	$ 100,385	$ 105,404
Information Technology Specialist II	$ 96,352	$ 101,170	$ 106,228	$ 111,539	$ 117,116
Internal Services Manager	$ 172,400		Open Range		$ 215,500
Junior Engineer	$ 97,318	$ 102,185	$ 107,294	$ 112,659	$ 118,292
Junior Network & Systems Administrator	$ 120,178	$ 126,186	$ 132,496	$ 139,121	$ 146,077
Librarian I	$ 85,631	$ 89,913	$ 94,409	$ 99,129	$ 104,086

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 11/1/2026

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Librarian II	$ 99,904	$ 104,899	$ 110,144	$ 115,652	$ 121,434
Library and Community Services Director	$ 229,867		Open Range		$ 287,333
Library and Community Services Manager	$ 172,400		Open Range		$ 215,500
Library and Community Services Supervisor	$ 108,986	$ 114,436	$ 120,157	$ 126,165	$ 132,473
Library Assistant I	$ 66,603	$ 69,934	$ 73,430	$ 77,101	$ 80,956
Library Assistant II	$ 71,360	$ 74,928	$ 78,674	$ 82,608	$ 86,738
Library Assistant III	$ 78,495	$ 82,420	$ 86,541	$ 90,869	$ 95,412
Literacy Program Manager	$ 96,570	$ 101,399	$ 106,469	$ 111,792	$ 117,382
Maintenance Worker I	$ 71,922	$ 75,518	$ 79,294	$ 83,258	$ 87,421
Maintenance Worker II	$ 77,753	$ 81,641	$ 85,722	$ 90,009	$ 94,509
Management Analyst I	$ 107,621	$ 113,002	$ 118,653	$ 124,586	$ 130,816
Management Analyst II	$ 123,758	$ 129,946	$ 136,443	$ 143,265	$ 150,429
Network Administrator	$ 147,847	$ 155,240	$ 163,002	$ 171,152	$ 179,709
Nutrition Services Coordinator	$ 84,235	$ 88,447	$ 92,870	$ 97,513	$ 102,389
Office Assistant	$ 64,390	$ 67,610	$ 70,991	$ 74,541	$ 78,267
Parking Enforcement Officer	$ 69,698	$ 73,183	$ 76,842	$ 80,684	$ 84,718
Permit Manager	$ 137,811	$ 144,701	$ 151,936	$ 159,533	$ 167,510
Permit Technician	$ 83,367	$ 87,536	$ 91,913	$ 96,508	$ 101,333
Plan Check Engineer	$ 147,657	$ 155,039	$ 162,791	$ 170,930	$ 179,477
Plan Checker	$ 127,521	$ 133,897	$ 140,592	$ 147,622	$ 155,003
Planning Commissioner*	n/a		Annual Rate		$ 2,400
Planning Manager	$ 172,400		Open Range		$ 215,500
Planning Technician	$ 95,278	$ 100,042	$ 105,044	$ 110,295	$ 115,810
Police Chief	$ 252,853		Open Range		$ 316,067
Police Commander	$ 229,867		Open Range		$ 287,333
Police Corporal (2080 hours)	$ 139,396	$ 146,366	$ 153,684	$ 161,368	$ 169,436
Police Corporal (2184 hours)	$ 146,366	$ 153,684	$ 161,368	$ 169,437	$ 177,908
Police Officer (2080 hours)	$ 129,521	$ 135,997	$ 142,797	$ 149,937	$ 157,434
Police Officer (2184 hours)	$ 135,997	$ 142,797	$ 149,937	$ 157,434	$ 165,306
Police Program & Data Technician	$ 96,097	$ 100,902	$ 105,947	$ 111,244	$ 116,807
Police Records Specialist	$ 75,949	$ 79,746	$ 83,733	$ 87,919	$ 92,315
Police Recruit	n/a		Hourly Rate		$ 99,916
Police Sergeant (2080 hours)	$ 160,305	$ 168,320	$ 176,736	$ 185,574	$ 194,852
Police Sergeant (2184 hours)	$ 168,320	$ 176,736	$ 185,573	$ 194,852	$ 204,595
Principal Planner	$ 143,802	$ 150,993	$ 158,542	$ 166,469	$ 174,793
Program Aide/Driver	$ 53,453	$ 56,265	$ 59,228	$ 62,344	$ 65,621
Program Assistant	$ 62,496	$ 65,621	$ 68,901	$ 72,347	$ 75,965
Project Manager	$ 122,995	$ 129,144	$ 135,602	$ 142,382	$ 149,501
Property and Court Specialist	$ 79,746	$ 83,733	$ 87,920	$ 92,316	$ 96,932
Public Engagement Manager	$ 172,400		Open Range		$ 215,500
Public Works Director	$ 229,867		Open Range		$ 287,333
Public Works Superintendent	$ 172,400		Open Range		$ 215,500
Public Works Supervisor - Facilities	$ 126,025	$ 132,326	$ 138,942	$ 145,890	$ 153,184
Public Works Supervisor - Fleet	$ 123,161	$ 129,319	$ 135,785	$ 142,574	$ 149,703
Public Works Supervisor - Parks	$ 114,568	$ 120,296	$ 126,311	$ 132,627	$ 139,258
Public Works Supervisor - Streets	$ 114,568	$ 120,296	$ 126,311	$ 132,627	$ 139,258
Public Works Supervisor - Trees	$ 114,568	$ 120,296	$ 126,311	$ 132,627	$ 139,258
Recreation Coordinator	$ 84,235	$ 88,447	$ 92,870	$ 97,513	$ 102,389
Regulatory Compliance Analyst	$ 139,228	$ 146,189	$ 153,499	$ 161,174	$ 169,232
Revenue and Claims Manager	$ 120,448	$ 126,471	$ 132,794	$ 139,434	$ 146,406
Senior Accountant	$ 125,801	$ 132,092	$ 138,696	$ 145,631	$ 152,912
Senior Accounting Assistant	$ 83,289	$ 87,453	$ 91,826	$ 96,416	$ 101,238
Senior Building Inspector	$ 128,988	$ 135,437	$ 142,209	$ 149,320	$ 156,786
Senior Civil Engineer	$ 163,683	$ 171,867	$ 180,460	$ 189,483	$ 198,957
Senior Communications Dispatcher	$ 124,889	$ 131,133	$ 137,689	$ 144,573	$ 151,802
Senior Construction Inspector	$ 119,633	$ 125,614	$ 131,895	$ 138,490	$ 145,414
Senior Engineering Technician	$ 106,381	$ 111,700	$ 117,286	$ 123,150	$ 129,307
Senior Equipment Mechanic	$ 99,135	$ 104,092	$ 109,297	$ 114,761	$ 120,500
Senior Facilities Maintenance Technician	$ 89,417	$ 93,887	$ 98,581	$ 103,510	$ 108,685
Senior GIS Analyst	$ 133,305	$ 139,970	$ 146,969	$ 154,317	$ 162,033
Senior Library Assistant	$ 85,993	$ 90,293	$ 94,808	$ 99,548	$ 104,525
Senior Maintenance Worker	$ 89,417	$ 93,887	$ 98,581	$ 103,510	$ 108,685
Senior Management Analyst	$ 139,228	$ 146,189	$ 153,499	$ 161,174	$ 169,232
Senior Office Assistant	$ 68,178	$ 71,587	$ 75,166	$ 78,925	$ 82,871
Senior Permit Technician	$ 96,097	$ 100,902	$ 105,947	$ 111,244	$ 116,807
Senior Planner	$ 131,005	$ 137,555	$ 144,434	$ 151,655	$ 159,238
Senior Police Records Specialist	$ 79,746	$ 83,733	$ 87,920	$ 92,316	$ 96,932
Senior Program Assistant	$ 75,753	$ 79,541	$ 83,518	$ 87,694	$ 92,078
Senior Project Manager	$ 139,228	$ 146,189	$ 153,499	$ 161,174	$ 169,232
Senior Sustainability Specialist	$ 101,471	$ 106,544	$ 111,871	$ 117,465	$ 123,338
Senior Transportation Engineer	$ 163,683	$ 171,867	$ 180,460	$ 189,483	$ 198,957
Senior Transportation Planner	$ 131,005	$ 137,555	$ 144,434	$ 151,655	$ 159,238
Senior Water System Operator	$ 97,483	$ 102,358	$ 107,476	$ 112,850	$ 118,493
Sustainability Manager	$ 160,907		Open Range		$ 201,133
Sustainability Specialist	$ 86,097	$ 90,401	$ 94,921	$ 99,667	$ 104,651
Systems Administrator	$ 140,576	$ 147,605	$ 154,985	$ 162,735	$ 170,871
Transportation Demand Management Coordinator	$ 110,164	$ 115,672	$ 121,456	$ 127,529	$ 133,905
Transportation Director	$ 229,867		Open Range		$ 287,333
Transportation Manager	$ 172,400		Open Range		$ 215,500
Water Quality Specialist	$ 101,916	$ 107,012	$ 112,362	$ 117,980	$ 123,879
Water System Operator I	$ 79,760	$ 83,748	$ 87,936	$ 92,333	$ 96,949
Water System Operator II	$ 88,621	$ 93,053	$ 97,706	$ 102,591	$ 107,720

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 11/1/2026

Classification Title	Minimum		Maximum
Child Care Teacher I	$ 34.31	Open Range	$ 41.70
Child Care Teacher II	$ 37.74	Open Range	$ 45.87
Child Care Teacher's Aide	$ 32.02	Open Range	$ 38.92
Communications Dispatcher - Per Diem*	$ 71.68	Open Range	$ 71.68
Equipment Mechanic	$ 42.99	Open Range	$ 52.25
Intern	$ 21.05	Open Range	$ 25.73
Librarian I	$ 41.17	Open Range	$ 50.04
Library Assistant I	$ 32.02	Open Range	$ 38.92
Library Assistant II	$ 34.31	Open Range	$ 41.70
Library Assistant III	$ 37.74	Open Range	$ 45.87
Library Clerk	$ 21.40	Open Range	$ 25.77
Library Page	$ 18.41	Open Range	$ 19.03
Maintenance Aide	$ 22.51	Open Range	$ 24.76
Maintenance Worker I	$ 34.58	Open Range	$ 42.03
Maintenance Worker II	$ 37.38	Open Range	$ 45.44
Office Assistant	$ 30.96	Open Range	$ 37.63
Parking Enforcement Officer	$ 33.51	Open Range	$ 40.73
Police Officer - Reserve**	$ 62.27	Open Range	$ 62.27
Police Records Specialist	$ 36.51	Open Range	$ 44.38
Police Recruit†	n/a	Open Range	$ 48.04
Program Aide/Driver	$ 25.70	Open Range	$ 31.55
Program Assistant	$ 30.05	Open Range	$ 36.52
Recreation Leader	$ 18.41	Open Range	$ 19.03
Recreation Specialist	$ 20.06	Open Range	$ 23.94
Senior Maintenance Worker	$ 42.99	Open Range	$ 52.25
Senior Office Assistant	$ 32.78	Open Range	$ 39.84
Senior Program Assistant	$ 36.42	Open Range	$ 44.27
Senior Recreation Leader	$ 18.75	Open Range	$ 22.38

Amounts shown represent hourly rates.
The pay range for temporary employees shall be at the rate specified for permanent SEIU employees, where the low limit of the range is placed at Step A, and the high limit of the range is placed at Step E. There are no steps associated with temporary pay ranges; temporary employees may receive an hourly rate anywhere within the pay range.
*Communications Dispatcher - Per Diem - Salary set 10% above Communications Dispatcher Step E.
**Police Officer - Reserve - Salary tied to Police Officer Step A.
†Police Recruit - Salary set at 19% below Police Officer Step A.

City of Menlo Park
Confidential Salary Schedule - Effective 11/1/2026

Classification Title	Minimum (Step A)	Step B	Step C	Step D	Maximum (Step E)
Executive Assistant to the City Manager	$ 96,536	$ 101,363	$ 106,431	$ 111,753	$ 117,340
Human Resources Technician I	$ 79,419	$ 83,390	$ 87,559	$ 91,937	$ 96,534
Human Resources Technician II	$ 87,361	$ 91,729	$ 96,315	$ 101,131	$ 106,187
Management Analyst I	$ 108,289	$ 113,704	$ 119,390	$ 125,359	$ 131,628
Management Analyst II	$ 123,758	$ 129,946	$ 136,443	$ 143,265	$ 150,429
Office Assistant	$ 64,390	$ 67,610	$ 70,991	$ 74,541	$ 78,267
Payroll Systems Administrator	$ 147,847	$ 155,240	$ 163,002	$ 171,152	$ 179,709
Senior Human Resources Technician	$ 96,097	$ 100,902	$ 105,947	$ 111,244	$ 116,806
Senior Management Analyst	$ 139,228	$ 146,189	$ 153,499	$ 161,174	$ 169,232
Senior Office Assistant	$ 68,178	$ 71,587	$ 75,166	$ 78,925	$ 82,871

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