

**Mountains Recreation and Conservation Authority**  
**Salary Schedule effective 4/18/22**

Class #	Position Title	Time Base	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5
274	Firefighter - NEW	Hourly	\$16.04	\$16.44	\$16.84	\$17.26	\$17.68	\$18.13	\$18.57	\$19.03	\$19.50
1150	River Support Staff - On Call	Hourly	\$16.04								
130	Office Assistant I	Hourly	\$16.22		\$17.03		\$17.89		\$18.78		\$19.72
190	Administrative Assistant	Hourly	\$16.46		\$17.28		\$18.14		\$19.05		\$20.00
212	Account Clerk I	Hourly	\$16.63		\$17.46		\$18.33		\$19.25		\$20.21
180	Park Assistant III	Hourly	\$16.85		\$17.70		\$18.58		\$19.51		\$20.48
184	Restoration Field Specialist I	Hourly	\$16.85		\$17.70		\$18.58		\$19.51		\$20.48
192	Restoration Field Specialist II	Hourly	\$16.86		\$17.71		\$18.59		\$19.52		\$20.50
160	Office Assistant II	Hourly	\$17.01		\$17.86		\$18.76		\$19.69		\$20.68
213	Project Assistant I	Hourly	\$17.05		\$17.90		\$18.79		\$19.73		\$20.72
195	Administrative Assistant II	Hourly	\$17.24		\$18.10		\$19.00		\$19.95		\$20.95
215	Accounts Receivable Clerk	Hourly	\$17.24		\$18.10		\$19.00		\$19.95		\$20.95
216	Administrative Assistant I	Hourly	\$17.24		\$18.10		\$19.00		\$19.95		\$20.95
284	Squad Boss	Hourly	\$17.97		\$18.87		\$19.81		\$20.80		\$21.84
260	Project Assistant	Hourly	\$18.94		\$19.89		\$20.88		\$21.93		\$23.02
250	Park Facilities Specialist I	Hourly	\$19.23		\$20.19		\$21.20		\$22.26		\$23.37
372	Engine Operator - NEW	Hourly	\$20.02		\$21.02		\$22.07		\$23.18		\$24.33
271	Construction Secretary	Hourly	\$20.12		\$21.13		\$22.18		\$23.29		\$24.45
282	Project Assistant II	Hourly	\$20.12		\$21.13		\$22.18		\$23.29		\$24.45
283	Administrative Assistant (Fire)	Hourly	\$20.12		\$21.13		\$22.18		\$23.29		\$24.45
301	Project Assistant III	Hourly	\$20.40		\$21.42		\$22.50		\$23.62		\$24.80
302	Senior Account Clerk	Hourly	\$20.40		\$21.42		\$22.50		\$23.62		\$24.80
305	Executive Assistant I	Hourly	\$20.40		\$21.42		\$22.50		\$23.62		\$24.80
6100	Park Ranger On Call/Trainee	Hourly	\$20.48		\$21.50		\$22.58		\$23.71		\$24.89
6101	Public Officer - NEW	Hourly	\$20.48		\$21.50		\$22.58		\$23.71		\$24.89
285	Crew Leader	Hourly	\$20.57		\$21.59		\$22.67		\$23.81		\$25.00
300	Park Facilities Specialist II	Hourly	\$21.93		\$23.03		\$24.18		\$25.39		\$26.66
310	Project Analyst I	Hourly	\$22.18		\$23.29		\$24.45		\$25.67		\$26.96
320	Executive Assistant II	Hourly	\$22.18		\$23.29		\$24.45		\$25.67		\$26.96
367	Firefighter Mechanic/Equipment Operator	Hourly	\$22.68		\$23.82		\$25.01		\$26.26		\$27.57
368	Restoration Tree Specialist - NEW	Hourly	\$22.68		\$23.82		\$25.01		\$26.26		\$27.57
369	Water Tender Operator	Hourly	\$22.68		\$23.82		\$25.01		\$26.26		\$27.57
326	Restoration Field Supervisor I	Hourly	\$23.05		\$24.20		\$25.41		\$26.68		\$28.01
365	Program Coordinator	Hourly	\$23.17		\$24.32		\$25.54		\$26.82		\$28.16
373	Staff Services Assistant	Hourly	\$23.91		\$25.11		\$26.37		\$27.68		\$29.07
375	Executive Assistant III	Hourly	\$23.91		\$25.11		\$26.37		\$27.68		\$29.07
381	UAV Program Coordinator - NEW	Hourly	\$24.10		\$25.31		\$26.57		\$27.90		\$29.29
276	Engine Boss/Captain	Hourly	\$24.28		\$25.49		\$26.77		\$28.11		\$29.51

Effective 4/18/22 and adopted by the Board on 5/4/22;  
Revised on 8/26/24 and readopted by the Board on 9/4/24

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350	Maintenance Supervisor I	Hourly	\$24.91		\$26.16		\$27.46		\$28.84		\$30.28
360	Construction Supervisor I	Hourly	\$24.91		\$26.16		\$27.46		\$28.84		\$30.28
446	Battalion Chief	Hourly	\$25.48		\$26.76		\$28.09		\$29.49		\$30.96
410	Project Analyst II	Hourly	\$25.98		\$27.28		\$28.64		\$30.07		\$31.58
415	Filming Manager	Hourly	\$25.98		\$27.28		\$28.64		\$30.07		\$31.58
420	Real Estate Officer	Hourly	\$25.98		\$27.28		\$28.64		\$30.07		\$31.58
425	Legal Assistant	Hourly	\$25.98		\$27.28		\$28.64		\$30.07		\$31.58
380	Operations Manager	Hourly	\$27.08		\$28.43		\$29.86		\$31.35		\$32.92
435	Contracts Coordinator	Hourly	\$27.71		\$29.10		\$30.55		\$32.08		\$33.69
444	Senior Station Captain	Hourly	\$27.73		\$29.12		\$30.58		\$32.11		\$33.71
445	Construction Supervisor II	Hourly	\$27.73		\$29.12		\$30.58		\$32.11		\$33.71
440	Project Analyst III	Hourly	\$29.11		\$30.57		\$32.10		\$33.70		\$35.39
441	Senior Financial Analyst	Hourly	\$29.11		\$30.57		\$32.10		\$33.70		\$35.39
442	Executive Assistant IV - NEW	Hourly	\$29.11		\$30.57		\$32.10		\$33.70		\$35.39
436	Landscape Architect I	Hourly	\$30.06		\$31.57		\$33.15		\$34.80		\$36.54
6110	Park Ranger I	Hourly	\$30.36		\$31.88		\$33.47		\$35.15		\$36.90
447	Staff Services Manager I	Hourly	\$31.17		\$32.73		\$34.36		\$36.08		\$37.89
448	Construction Supervisor III	Hourly	\$31.17		\$32.73		\$34.36		\$36.08		\$37.89
449	Construction Services Manager	Hourly	\$31.58		\$33.15		\$34.81		\$36.55		\$38.38
451	Administrative Services Manager	Hourly	\$31.58		\$33.15		\$34.81		\$36.55		\$38.38
6120	Supervising Park Ranger	Hourly	\$31.85		\$33.45		\$35.12		\$36.87		\$38.72
453	Real Estate Officer II	Hourly	\$33.14		\$34.80		\$36.54		\$38.37		\$40.29
460	Division Chief I	Hourly	\$34.40		\$36.12		\$37.93		\$39.82		\$41.81
469	Accounting Supervisor	Hourly	\$34.40		\$36.12		\$37.93		\$39.82		\$41.81
470	Deputy Division Chief	Hourly	\$34.40		\$36.12		\$37.93		\$39.82		\$41.81
477	Human Resources Specialist	Hourly	\$34.40		\$36.12		\$37.93		\$39.82		\$41.82
478	Assistant Fire Management Officer	Hourly	\$35.12		\$36.87		\$38.72		\$40.65		\$42.69
6130	Park Ranger II	Hourly	\$35.12		\$36.87		\$38.72		\$40.65		\$42.69
452	Public Safety Project Manager	Hourly	\$36.49		\$38.31		\$40.23		\$42.24		\$44.35
480	Landscape Architect II	Hourly	\$37.25		\$39.11		\$41.06		\$43.12		\$45.27
485	Administrative Services Manager II	Hourly	\$37.25		\$39.11		\$41.06		\$43.12		\$45.27
490	Division Chief II	Hourly	\$37.25		\$39.11		\$41.06		\$43.12		\$45.27
491	Restoration Field Program Manager	Hourly	\$37.25		\$39.11		\$41.06		\$43.12		\$45.27
515	Staff Counsel I	Hourly	\$37.81		\$39.70		\$41.69		\$43.77		\$45.96
517	Information System Technician	Hourly	\$38.58		\$40.51		\$42.54		\$44.67		\$46.90
523	Public Hearing Specialist - NEW	Hourly	\$38.58		\$40.51		\$42.54		\$44.67		\$46.90
6150	Deputy Chief Ranger	Hourly	\$41.07		\$43.12		\$45.28		\$47.54		\$49.92
505	Division Chief III	Hourly	\$43.13		\$45.29		\$47.55		\$49.93		\$52.43

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507	Assistant Deputy Executive Officer	Hourly	\$46.91		\$49.25		\$51.72		\$54.30		\$57.02
514	Deputy Financial Officer	Hourly	\$46.91		\$49.25		\$51.72		\$54.30		\$57.02
520	Staff Counsel II	Hourly	\$47.23		\$49.59		\$52.07		\$54.67		\$57.41
506	Deputy Executive Officer	Hourly	\$47.41		\$49.78		\$52.27		\$54.88		\$57.63
527	Chief Administrative Officer	Hourly	\$55.44		\$58.22		\$61.13		\$64.19		\$67.40
521	Chief of Staff	Hourly	\$62.25		\$65.37		\$68.63		\$72.07		\$75.67
522	Environmental Program Manager	Hourly	\$62.25		\$65.37		\$68.63		\$72.07		\$75.67
530	Coastal Projects Special Counsel	Hourly	\$69.46		\$72.94		\$76.58		\$80.41		\$84.43