

**Mountains Recreation and Conservation Authority  
Salary Schedule effective 9/18/23**

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	Hourly	\$16.90	\$17.32	\$17.75	\$18.19	\$18.63	\$19.10	\$19.56	\$20.05	\$20.54
1150	River Support Staff - On Call	Hourly	\$16.90								
130	Office Assistant I	Hourly	\$17.03		\$17.89		\$18.78		\$19.72		\$20.71
190	Administrative Assistant	Hourly	\$17.28		\$18.15		\$19.05		\$20.01		\$21.01
212	Account Clerk I	Hourly	\$17.46		\$18.33		\$19.25		\$20.21		\$21.22
180	Park Assistant III	Hourly	\$17.70		\$18.58		\$19.51		\$20.48		\$21.51
184	Restoration Field Specialist I	Hourly	\$17.70		\$18.58		\$19.51		\$20.48		\$21.51
192	Restoration Field Specialist II	Hourly	\$17.71		\$18.59		\$19.52		\$20.50		\$21.52
160	Office Assistant II	Hourly	\$17.86		\$18.75		\$19.69		\$20.68		\$21.71
213	Project Assistant I	Hourly	\$17.90		\$18.80		\$19.74		\$20.72		\$21.76
215	Accounts Receivable Clerk	Hourly	\$18.10		\$19.01		\$19.96		\$20.96		\$22.00
216	Administrative Assistant I	Hourly	\$18.10		\$19.01		\$19.96		\$20.96		\$22.00
195	Administrative Assistant II	Hourly	\$18.10		\$19.01		\$19.96		\$20.96		\$22.00
284	Squad Boss	Hourly	\$18.87		\$19.81		\$20.80		\$21.84		\$22.93
260	Project Assistant	Hourly	\$19.89		\$20.88		\$21.93		\$23.02		\$24.18
250	Park Facilities Specialist I	Hourly	\$20.19		\$21.20		\$22.26		\$23.37		\$24.54
372	Engine Operator	Hourly	\$21.02		\$22.07		\$23.18		\$24.33		\$25.55
283	Administrative Assistant (Fire)	Hourly	\$21.13		\$22.18		\$23.29		\$24.46		\$25.68
271	Construction Secretary	Hourly	\$21.13		\$22.18		\$23.29		\$24.46		\$25.68
282	Project Assistant II	Hourly	\$21.13		\$22.18		\$23.29		\$24.46		\$25.68
305	Executive Assistant I	Hourly	\$21.42		\$22.49		\$23.62		\$24.80		\$26.04
302	Senior Account Clerk	Hourly	\$21.42		\$22.49		\$23.62		\$24.80		\$26.04
6100	Park Ranger On Call/Trainee	Hourly	\$21.51		\$22.58		\$23.71		\$24.90		\$26.14
6101	Public Officer	Hourly	\$21.51		\$22.58		\$23.71		\$24.90		\$26.14
285	Crew Leader	Hourly	\$21.60		\$22.68		\$23.81		\$25.00		\$26.25
301	Project Assistant III	Hourly	\$22.88		\$24.02		\$25.22		\$26.49		\$27.81
300	Park Facilities Specialist II	Hourly	\$23.03		\$24.18		\$25.39		\$26.66		\$27.99
320	Executive Assistant II	Hourly	\$23.29		\$24.45		\$25.67		\$26.96		\$28.31
310	Project Analyst I	Hourly	\$23.29		\$24.45		\$25.67		\$26.96		\$28.31
367	Firefighter Mechanic/Equipment Operator	Hourly	\$23.81		\$25.00		\$26.25		\$27.57		\$28.95
368	Restoration Tree Specialist	Hourly	\$23.81		\$25.00		\$26.25		\$27.57		\$28.95
369	Water Tender Operator	Hourly	\$23.81		\$25.00		\$26.25		\$27.57		\$28.95
326	Restoration Field Supervisor I	Hourly	\$24.20		\$25.41		\$26.68		\$28.02		\$29.42
365	Program Coordinator	Hourly	\$24.32		\$25.54		\$26.82		\$28.16		\$29.57
375	Executive Assistant III	Hourly	\$25.11		\$26.36		\$27.68		\$29.06		\$30.52
373	Staff Services Assistant	Hourly	\$25.11		\$26.36		\$27.68		\$29.06		\$30.52
381	UAV Program Coordinator	Hourly	\$25.31		\$26.57		\$27.90		\$29.29		\$30.76
276	Engine Boss/Captain	Hourly	\$25.49		\$26.77		\$28.11		\$29.51		\$30.99

Effective 9/18/23 and adopted by the Board on 1/16/24;  
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360	Construction Supervisor I	Hourly	\$26.16		\$27.46		\$28.84		\$30.28		\$31.79
350	Maintenance Supervisor I	Hourly	\$26.16		\$27.46		\$28.84		\$30.28		\$31.79
446	Battalion Chief	Hourly	\$26.76		\$28.09		\$29.50		\$30.97		\$32.52
415	Filming Manager	Hourly	\$27.27		\$28.64		\$30.07		\$31.57		\$33.15
425	Legal Assistant	Hourly	\$27.27		\$28.64		\$30.07		\$31.57		\$33.15
410	Project Analyst II	Hourly	\$27.27		\$28.64		\$30.07		\$31.57		\$33.15
420	Real Estate Officer	Hourly	\$27.27		\$28.64		\$30.07		\$31.57		\$33.15
380	Operations Manager	Hourly	\$28.43		\$29.86		\$31.35		\$32.92		\$34.56
435	Contracts Coordinator	Hourly	\$29.10		\$30.55		\$32.08		\$33.68		\$35.37
445	Construction Supervisor II	Hourly	\$29.12		\$30.57		\$32.10		\$33.71		\$35.39
444	Senior Station Captain	Hourly	\$29.12		\$30.57		\$32.10		\$33.71		\$35.39
442	Executive Assistant IV	Hourly	\$30.57		\$32.09		\$33.70		\$35.38		\$37.15
440	Project Analyst III	Hourly	\$30.57		\$32.09		\$33.70		\$35.38		\$37.15
441	Senior Financial Analyst	Hourly	\$30.57		\$32.09		\$33.70		\$35.38		\$37.15
436	Landscape Architect I	Hourly	\$31.57		\$33.15		\$34.80		\$36.54		\$38.37
6110	Park Ranger I	Hourly	\$31.88		\$33.47		\$35.15		\$36.90		\$38.75
448	Construction Supervisor III	Hourly	\$32.73		\$34.36		\$36.08		\$37.89		\$39.78
450	Restoration Field Supervisor II	Hourly	\$32.73		\$34.36		\$36.08		\$37.89		\$39.78
447	Staff Services Manager I	Hourly	\$32.73		\$34.36		\$36.08		\$37.89		\$39.78
451	Administrative Services Manager	Hourly	\$33.16		\$34.82		\$36.56		\$38.39		\$40.30
449	Construction Services Manager	Hourly	\$33.16		\$34.82		\$36.56		\$38.39		\$40.30
6121	Senior Ranger Investigator	Hourly	\$33.44		\$35.12		\$36.87		\$38.72		\$40.65
6120	Supervising Park Ranger	Hourly	\$33.44		\$35.12		\$36.87		\$38.72		\$40.65
453	Real Estate Officer II	Hourly	\$34.80		\$36.54		\$38.37		\$40.29		\$42.30
469	Accounting Supervisor	Hourly	\$36.12		\$37.93		\$39.82		\$41.81		\$43.90
470	Deputy Division Chief	Hourly	\$36.12		\$37.93		\$39.82		\$41.81		\$43.90
460	Division Chief I	Hourly	\$36.12		\$37.93		\$39.82		\$41.81		\$43.90
461	Environmental Equity Officer	Hourly	\$36.12		\$37.93		\$39.82		\$41.81		\$43.90
477	Human Resources Specialist	Hourly	\$36.12		\$37.93		\$39.82		\$41.82		\$43.91
478	Assistant Fire Management Officer	Hourly	\$36.88		\$38.72		\$40.66		\$42.69		\$44.82
6130	Park Ranger II	Hourly	\$36.88		\$38.72		\$40.66		\$42.69		\$44.82
452	Public Safety Project Manager	Hourly	\$38.32		\$40.23		\$42.24		\$44.36		\$46.57
485	Administrative Services Manager II	Hourly	\$39.11		\$41.07		\$43.12		\$45.28		\$47.54
490	Division Chief II	Hourly	\$39.11		\$41.07		\$43.12		\$45.28		\$47.54
480	Landscape Architect II	Hourly	\$39.11		\$41.07		\$43.12		\$45.28		\$47.54
491	Restoration Field Program Manager	Hourly	\$39.11		\$41.07		\$43.12		\$45.28		\$47.54
515	Staff Counsel I	Hourly	\$39.70		\$41.69		\$43.77		\$45.96		\$48.26
517	Information System Technician	Hourly	\$40.51		\$42.54		\$44.66		\$46.90		\$49.24

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523	Public Hearing Specialist	Hourly	\$40.51		\$42.54		\$44.66		\$46.90		\$49.24
6150	Deputy Chief Ranger	Hourly	\$43.12		\$45.28		\$47.54		\$49.92		\$52.42
505	Division Chief III	Hourly	\$45.29		\$47.55		\$49.93		\$52.43		\$55.05
507	Assistant Deputy Executive Officer	Hourly	\$49.25		\$51.71		\$54.30		\$57.01		\$59.87
520	Staff Counsel II	Hourly	\$49.59		\$52.07		\$54.68		\$57.41		\$60.28
514	Deputy Financial Officer	Hourly	\$51.71		\$54.30		\$57.01		\$59.86		\$62.86
506	Deputy Executive Officer	Hourly	\$52.27		\$54.88		\$57.63		\$60.51		\$63.53
527	Chief Administrative Officer	Hourly	\$58.22		\$61.13		\$64.18		\$67.39		\$70.76
526	Staff Counsel III	Hourly	\$58.22		\$61.13		\$64.18		\$67.39		\$70.76
521	Chief of Staff	Hourly	\$65.37		\$68.63		\$72.07		\$75.67		\$79.45
522	Environmental Program Manager	Hourly	\$65.37		\$68.63		\$72.07		\$75.67		\$79.45
530	Coastal Projects Special Counsel	Hourly	\$72.93		\$76.58		\$80.41		\$84.43		\$88.65

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