

Mountains Recreation and Conservation Authority
Salary Schedule effective 6/23/25

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	\$17.87	\$18.19	\$18.63	\$19.10	\$19.56	\$20.05	\$20.54	\$21.05	\$21.56

Class #	Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1150	River Support Staff - On Call	Hourly	\$17.87					
130	Office Assistant I	Hourly	\$17.89	\$18.78	\$19.72	\$20.71	\$21.74	
190	Administrative Assistant	Hourly	\$18.15	\$19.05	\$20.01	\$21.01	\$22.06	
212	Account Clerk I	Hourly	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	
180	Park Assistant III	Hourly	\$18.58	\$19.51	\$20.48	\$21.51	\$22.58	
184	Restoration Field Specialist I	Hourly	\$18.58	\$19.51	\$20.48	\$21.51	\$22.58	
192	Restoration Field Specialist II	Hourly	\$18.59	\$19.52	\$20.50	\$21.52	\$22.60	\$24.48
160	Office Assistant II	Hourly	\$18.75	\$19.69	\$20.68	\$21.71	\$22.79	
213	Project Assistant I	Hourly	\$18.80	\$19.74	\$20.72	\$21.76	\$22.85	
215	Accounts Receivable Clerk	Hourly	\$19.01	\$19.96	\$20.96	\$22.00	\$23.10	
216	Administrative Assistant I	Hourly	\$19.01	\$19.96	\$20.96	\$22.00	\$23.10	
195	Administrative Assistant II	Hourly	\$19.01	\$19.96	\$20.96	\$22.00	\$23.10	
284	Squad Boss	Hourly	\$19.81	\$20.80	\$21.84	\$22.93	\$24.08	
260	Project Assistant	Hourly	\$20.88	\$21.93	\$23.02	\$24.18	\$25.38	
250	Park Facilities Specialist I	Hourly	\$21.20	\$22.26	\$23.37	\$24.54	\$25.77	
372	Engine Operator	Hourly	\$22.07	\$23.18	\$24.33	\$25.55	\$26.83	
283	Administrative Assistant (Fire)	Hourly	\$22.18	\$23.29	\$24.46	\$25.68	\$26.96	
271	Construction Secretary	Hourly	\$22.18	\$23.29	\$24.46	\$25.68	\$26.96	
282	Project Assistant II	Hourly	\$22.18	\$23.29	\$24.46	\$25.68	\$26.96	
305	Executive Assistant I	Hourly	\$22.49	\$23.62	\$24.80	\$26.04	\$27.34	
302	Senior Account Clerk	Hourly	\$22.49	\$23.62	\$24.80	\$26.04	\$27.34	
6102	Park Ranger Assistant (Seasonal)	Hourly	\$22.58	\$23.71	\$24.90	\$26.14	\$27.45	
6100	Park Ranger On Call/Trainee	Hourly	\$22.58	\$23.71	\$24.90	\$26.14	\$27.45	
6101	Public Officer	Hourly	\$22.58	\$23.71	\$24.90	\$26.14	\$27.45	
285	Crew Leader	Hourly	\$22.68	\$23.81	\$25.00	\$26.25	\$27.57	
301	Project Assistant III	Hourly	\$24.02	\$25.22	\$26.49	\$27.81	\$29.20	

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300	Park Facilities Specialist II	Hourly	\$24.18	\$25.39	\$26.66	\$27.99	\$29.39	
320	Executive Assistant II	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72	
310	Project Analyst I	Hourly	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72	
367	Firefighter Mechanic/Equipment Operator	Hourly	\$25.00	\$26.25	\$27.57	\$28.95	\$30.39	
368	Restoration Tree Specialist	Hourly	\$25.00	\$26.25	\$27.57	\$28.95	\$30.39	\$31.91
369	Water Tender Operator	Hourly	\$25.00	\$26.25	\$27.57	\$28.95	\$30.39	
326	Restoration Field Supervisor I	Hourly	\$25.41	\$26.68	\$28.02	\$29.42	\$30.89	
365	Program Coordinator	Hourly	\$25.54	\$26.82	\$28.16	\$29.57	\$31.05	
375	Executive Assistant III	Hourly	\$26.36	\$27.68	\$29.06	\$30.52	\$32.04	
373	Staff Services Assistant	Hourly	\$26.36	\$27.68	\$29.06	\$30.52	\$32.04	
381	UAV Program Coordinator	Hourly	\$26.57	\$27.90	\$29.29	\$30.76	\$32.30	
276	Engine Boss/Captain	Hourly	\$26.77	\$28.11	\$29.51	\$30.99	\$32.54	
360	Construction Supervisor I	Hourly	\$27.46	\$28.84	\$30.28	\$31.79	\$33.38	
350	Maintenance Supervisor I	Hourly	\$27.46	\$28.84	\$30.28	\$31.79	\$33.38	
446	Battalion Chief	Hourly	\$28.09	\$29.50	\$30.97	\$32.52	\$34.15	
415	Filming Manager	Hourly	\$28.64	\$30.07	\$31.57	\$33.15	\$34.81	
425	Legal Assistant	Hourly	\$28.64	\$30.07	\$31.57	\$33.15	\$34.81	
410	Project Analyst II	Hourly	\$28.64	\$30.07	\$31.57	\$33.15	\$34.81	
420	Real Estate Officer	Hourly	\$28.64	\$30.07	\$31.57	\$33.15	\$34.81	
380	Operations Manager	Hourly	\$29.86	\$31.35	\$32.92	\$34.56	\$36.29	
434	Assistant Fire Prevention Specialist	Hourly	\$30.55	\$32.08	\$33.68	\$35.37	\$37.13	
435	Contracts Coordinator	Hourly	\$30.55	\$32.08	\$33.68	\$35.37	\$37.13	
445	Construction Supervisor II	Hourly	\$30.57	\$32.10	\$33.71	\$35.39	\$37.16	
444	Senior Station Captain	Hourly	\$30.57	\$32.10	\$33.71	\$35.39	\$37.16	
442	Executive Assistant IV	Hourly	\$32.09	\$33.70	\$35.38	\$37.15	\$39.01	
440	Project Analyst III	Hourly	\$32.09	\$33.70	\$35.38	\$37.15	\$39.01	\$40.96
441	Senior Financial Analyst	Hourly	\$32.09	\$33.70	\$35.38	\$37.15	\$39.01	
436	Landscape Architect I	Hourly	\$33.15	\$34.80	\$36.54	\$38.37	\$40.29	
6110	Park Ranger I	Hourly	\$33.47	\$35.15	\$36.90	\$38.75	\$40.69	

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448	Construction Supervisor III	Hourly	\$34.36	\$36.08	\$37.89	\$39.78	\$41.77	
450	Restoration Field Supervisor II	Hourly	\$34.36	\$36.08	\$37.89	\$39.78	\$41.77	
447	Staff Services Manager I	Hourly	\$34.36	\$36.08	\$37.89	\$39.78	\$41.77	
451	Administrative Services Manager	Hourly	\$34.82	\$36.56	\$38.39	\$40.30	\$42.32	
449	Construction Services Manager	Hourly	\$34.82	\$36.56	\$38.39	\$40.30	\$42.32	
454	Finance Services Manager	Hourly	\$34.82	\$36.56	\$38.39	\$40.30	\$42.32	
6121	Senior Ranger Investigator	Hourly	\$35.12	\$36.87	\$38.72	\$40.65	\$42.68	
6120	Supervising Park Ranger	Hourly	\$35.12	\$36.87	\$38.72	\$40.65	\$42.68	
453	Real Estate Officer II	Hourly	\$36.54	\$38.37	\$40.29	\$42.30	\$44.42	
469	Accounting Supervisor	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10	
470	Deputy Division Chief	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10	
460	Division Chief I	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10	
461	Environmental Equity Officer	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10	
463	Fire Prevention Specialist	Hourly	\$37.93	\$39.83	\$41.82	\$43.91	\$46.10	
477	Human Resources Specialist	Hourly	\$37.93	\$39.82	\$41.82	\$43.91	\$46.10	
462	Tribal Engagement Officer	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10	
478	Assistant Fire Management Officer	Hourly	\$38.72	\$40.66	\$42.69	\$44.82	\$47.06	
6130	Park Ranger II	Hourly	\$38.72	\$40.66	\$42.69	\$44.82	\$47.06	
452	Public Safety Project Manager	Hourly	\$40.23	\$42.24	\$44.36	\$46.57	\$48.90	
485	Administrative Services Manager II	Hourly	\$41.07	\$43.12	\$45.28	\$47.54	\$49.92	
490	Division Chief II	Hourly	\$41.07	\$43.12	\$45.28	\$47.54	\$49.92	
480	Landscape Architect II	Hourly	\$41.07	\$43.12	\$45.28	\$47.54	\$49.92	
491	Restoration Field Program Manager	Hourly	\$41.07	\$43.12	\$45.28	\$47.54	\$49.92	
515	Staff Counsel I	Hourly	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	
517	Information System Technician	Hourly	\$42.54	\$44.66	\$46.90	\$49.24	\$51.70	
523	Public Hearing Specialist	Hourly	\$42.54	\$44.66	\$46.90	\$49.24	\$51.70	
505	Division Chief III	Hourly	\$47.55	\$49.93	\$52.43	\$55.05	\$57.80	
507	Assistant Deputy Executive Officer	Hourly	\$51.71	\$54.30	\$57.01	\$59.87	\$62.86	
520	Staff Counsel II	Hourly	\$52.07	\$54.68	\$57.41	\$60.28	\$63.30	
514	Deputy Financial Officer	Hourly	\$54.88	\$57.62	\$60.51	\$63.53	\$66.71	

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506	Deputy Executive Officer	Hourly	\$54.88	\$57.63	\$60.51	\$63.53	\$66.71	
527	Chief Administrative Officer	Hourly	\$61.13	\$64.18	\$67.39	\$70.76	\$74.30	
526	Staff Counsel III	Hourly	\$61.13	\$64.18	\$67.39	\$70.76	\$74.30	
528	Senior Staff Counsel	Hourly	\$68.63	\$72.07	\$75.67	\$79.45	\$83.43	
521	Chief of Staff	Hourly	\$76.58	\$80.41	\$84.43	\$88.65	\$93.08	
522	Environmental Program Manager	Hourly	\$76.58	\$80.41	\$84.43	\$88.65	\$93.08	
530	Coastal Projects Special Counsel	Hourly	\$76.58	\$80.41	\$84.43	\$88.65	\$93.08	
535	Chief Staff Counsel	Hourly	\$84.43	\$88.65	\$93.08	\$97.74	\$102.63	