

Mountains Recreation and Conservation Authority
Salary Schedule effective 12/22/25

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	\$18.41	\$18.87	\$19.34	\$19.82	\$20.32	\$20.82	\$21.35	\$21.88	\$22.43

Class #	Position Title	Time Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
180	Park Assistant III	Hourly	\$19.32	\$20.29	\$21.30	\$22.37	\$23.49	\$24.66	\$25.89
192	Restoration Field Specialist II	Hourly	\$19.32	\$20.29	\$21.30	\$22.37	\$23.49	\$24.66	\$25.89
216	Administrative Assistant I	Hourly	\$21.84	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26
250	Park Facilities Specialist I	Hourly	\$21.84	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26
284	Squad Boss	Hourly	\$21.84	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26
283	Administrative Assistant (Fire)	Hourly	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73
271	Construction Secretary	Hourly	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73
372	Engine Operator	Hourly	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73
282	Project Assistant II	Hourly	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73
6102	Park Ranger Assistant (Seasonal)	Hourly	\$24.07	\$25.27	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26
6100	Park Ranger On Call/Trainee	Hourly	\$24.07	\$25.27	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26
6101	Public Officer	Hourly	\$24.07	\$25.27	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26
301	Project Assistant III	Hourly	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87
302	Senior Account Clerk	Hourly	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87
300	Park Facilities Specialist II	Hourly	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87
320	Executive Assistant II	Hourly	\$27.17	\$28.53	\$29.96	\$31.45	\$33.03	\$34.68	\$36.41
367	Firefighter Mechanic/Equipment Operator	Hourly	\$27.17	\$28.53	\$29.96	\$31.45	\$33.03	\$34.68	\$36.41
365	Program Coordinator	Hourly	\$27.17	\$28.53	\$29.96	\$31.45	\$33.03	\$34.68	\$36.41
310	Project Analyst I	Hourly	\$27.17	\$28.53	\$29.96	\$31.45	\$33.03	\$34.68	\$36.41
368	Restoration Tree Specialist	Hourly	\$27.17	\$28.53	\$29.96	\$31.45	\$33.03	\$34.68	\$36.41
360	Construction Supervisor I	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53
276	Engine Boss/Captain	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53
415	Filming Manager	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53
350	Maintenance Supervisor I	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53
326	Restoration Field Supervisor I	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53
381	UAV Program Coordinator	Hourly	\$29.50	\$30.97	\$32.52	\$34.15	\$35.86	\$37.65	\$39.53

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434	Assistant Fire Prevention Specialist	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
444	Senior Station Captain	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
446	Battalion Chief	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
425	Legal Assistant	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
410	Project Analyst II	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
420	Real Estate Officer	Hourly	\$31.71	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50
435	Contracts Coordinator	Hourly	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51	\$46.74
442	Executive Assistant IV	Hourly	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51	\$46.74
380	Operations Manager	Hourly	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51	\$46.74
6110	Park Ranger I	Hourly	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51	\$46.74
440	Project Analyst III	Hourly	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51	\$46.74
451	Administrative Services Manager	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
449	Construction Services Manager	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
470	Deputy Division Chief	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
463	Fire Prevention Specialist	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
477	Human Resources Specialist	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
450	Restoration Field Supervisor II	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
441	Senior Financial Analyst	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
6121	Senior Ranger Investigator	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
447	Staff Services Manager I	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
462	Tribal Engagement Officer	Hourly	\$39.07	\$41.02	\$43.07	\$45.23	\$47.49	\$49.86	\$52.35
478	Assistant Fire Management Officer	Hourly	\$42.97	\$45.12	\$47.38	\$49.74	\$52.23	\$54.84	\$57.59
460	Division Chief I	Hourly	\$42.97	\$45.12	\$47.38	\$49.74	\$52.23	\$54.84	\$57.59
6130	Park Ranger II	Hourly	\$42.97	\$45.12	\$47.38	\$49.74	\$52.23	\$54.84	\$57.59
452	Public Safety Project Manager	Hourly	\$42.97	\$45.12	\$47.38	\$49.74	\$52.23	\$54.84	\$57.59
490	Division Chief II	Hourly	\$43.95	\$46.15	\$48.45	\$50.88	\$53.42	\$56.09	\$58.90
454	Finance Services Manager	Hourly	\$43.95	\$46.15	\$48.45	\$50.88	\$53.42	\$56.09	\$58.90
517	Information System Technician	Hourly	\$43.95	\$46.15	\$48.45	\$50.88	\$53.42	\$56.09	\$58.90
523	Public Hearing Specialist	Hourly	\$43.95	\$46.15	\$48.45	\$50.88	\$53.42	\$56.09	\$58.90
515	Staff Counsel I	Hourly	\$43.95	\$46.15	\$48.45	\$50.88	\$53.42	\$56.09	\$58.90

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505	Division Chief III	Hourly	\$49.44	\$51.91	\$54.51	\$57.23	\$60.09	\$63.10	\$66.25
506	Deputy Executive Officer	Hourly	\$62.96	\$66.11	\$69.42	\$72.89	\$76.53	\$80.36	\$84.38
514	Deputy Financial Officer	Hourly	\$62.96	\$66.11	\$69.42	\$72.89	\$76.53	\$80.36	\$84.38
526	Staff Counsel III	Hourly	\$62.96	\$66.11	\$69.42	\$72.89	\$76.53	\$80.36	\$84.38
528	Senior Staff Counsel	Hourly	\$72.41	\$76.03	\$79.83	\$83.82	\$88.01	\$92.41	\$97.03
530	Coastal Projects Special Counsel	Hourly	\$83.27	\$87.43	\$91.80	\$96.39	\$101.21	\$106.27	\$111.58
522	Environmental Program Manager	Hourly	\$83.27	\$87.43	\$91.80	\$96.39	\$101.21	\$106.27	\$111.58
521	Chief of Staff	Hourly	\$91.60	\$96.18	\$100.99	\$106.04	\$111.34	\$116.90	\$122.75
535	Chief Staff Counsel	Hourly	\$91.60	\$96.18	\$100.99	\$106.04	\$111.34	\$116.90	\$122.75