

**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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**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  |
|---------|------------------------------------|-----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|
| 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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