



Monterey Peninsula Regional Park District Pay Schedule*
Fiscal Year 2025-26, Effective July 1, 2025
Includes 2.4% COLA

FACTORS	
Range 6, Step 5, Annual	\$57,217
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	12
Hours per Year	2,080

Classification/Position	Salary Range	Hourly Rate					Monthly Rate					Annual Rate				
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
	1	20.00	21.00	22.05	23.16	24.31	3,467	3,640	3,822	4,014	4,214	41,605	43,685	45,870	48,163	50,571
	2	20.50	21.53	22.60	23.73	24.92	3,554	3,731	3,918	4,114	4,320	42,645	44,778	47,016	49,367	51,836
	3	21.02	22.07	23.17	24.33	25.54	3,643	3,825	4,016	4,217	4,428	43,711	45,897	48,192	50,602	53,132
Park Maintenance Aide	4	21.54	22.62	23.75	24.94	26.18	3,734	3,920	4,116	4,322	4,538	44,804	47,044	49,397	51,867	54,460
	5	22.08	23.18	24.34	25.56	26.84	3,827	4,018	4,219	4,430	4,652	45,924	48,221	50,632	53,163	55,821
	6	22.63	23.76	24.95	26.20	27.51	3,923	4,119	4,325	4,541	4,768	47,072	49,426	51,897	54,492	57,217
	7	23.20	24.36	25.57	26.85	28.20	4,021	4,222	4,433	4,655	4,887	48,249	50,662	53,195	55,855	58,647
	8	23.78	24.97	26.21	27.52	28.90	4,121	4,327	4,544	4,771	5,009	49,456	51,928	54,525	57,251	60,114
	9	24.37	25.59	26.87	28.21	29.62	4,224	4,436	4,657	4,890	5,135	50,692	53,227	55,888	58,682	61,616
	10	24.98	26.23	27.54	28.92	30.36	4,330	4,546	4,774	5,012	5,263	51,959	54,557	57,285	60,149	63,157
	11	25.60	26.89	28.23	29.64	31.12	4,438	4,660	4,893	5,138	5,395	53,258	55,921	58,717	61,653	64,736
	12	26.25	27.56	28.94	30.38	31.90	4,549	4,777	5,015	5,266	5,530	54,590	57,319	60,185	63,194	66,354
	13	26.90	28.25	29.66	31.14	32.70	4,663	4,896	5,141	5,398	5,668	55,954	58,752	61,690	64,774	68,013
Environmental Education Specialist	14	27.57	28.95	30.40	31.92	33.52	4,779	5,018	5,269	5,533	5,809	57,353	60,221	63,232	66,394	69,713
	15	28.26	29.68	31.16	32.72	34.35	4,899	5,144	5,401	5,671	5,955	58,787	61,726	64,813	68,053	71,456
Administrative Assistant	16	28.97	30.42	31.94	33.54	35.21	5,021	5,272	5,536	5,813	6,104	60,257	63,270	66,433	69,755	73,242
	17	29.69	31.18	32.74	34.37	36.09	5,147	5,404	5,674	5,958	6,256	61,763	64,851	68,094	71,499	75,074
	18	30.44	31.96	33.56	35.23	37.00	5,276	5,539	5,816	6,107	6,413	63,307	66,473	69,796	73,286	76,950
	19	31.20	32.76	34.39	36.11	37.92	5,407	5,678	5,962	6,260	6,573	64,890	68,134	71,541	75,118	78,874
Accounting Technician	20	31.98	33.58	35.25	37.02	38.87	5,543	5,820	6,111	6,416	6,737	66,512	69,838	73,330	76,996	80,846
Procurement and Contract Technician	21	32.78	34.42	36.14	37.94	39.84	5,681	5,965	6,264	6,577	6,906	68,175	71,584	75,163	78,921	82,867
	22	33.60	35.28	37.04	38.89	40.84	5,823	6,114	6,420	6,741	7,078	69,879	73,373	77,042	80,894	84,939
Environmental Education Coordinator	23	34.44	36.16	37.97	39.86	41.86	5,969	6,267	6,581	6,910	7,255	71,626	75,208	78,968	82,916	87,062
Ranger	24	35.30	37.06	38.91	40.86	42.90	6,118	6,424	6,745	7,082	7,437	73,417	77,088	80,942	84,989	89,239
	25	36.18	37.99	39.89	41.88	43.98	6,271	6,585	6,914	7,260	7,622	75,252	79,015	82,966	87,114	91,470
	26	37.08	38.94	40.88	42.93	45.08	6,428	6,749	7,087	7,441	7,813	77,134	80,990	85,040	89,292	93,757
	27	38.01	39.91	41.91	44.00	46.20	6,589	6,918	7,264	7,627	8,008	79,062	83,015	87,166	91,524	96,100
	28	38.96	40.91	42.95	45.10	47.36	6,753	7,091	7,445	7,818	8,209	81,039	85,091	89,345	93,812	98,503
	29	39.93	41.93	44.03	46.23	48.54	6,922	7,268	7,632	8,013	8,414	83,065	87,218	91,579	96,158	100,966
	30	40.93	42.98	45.13	47.39	49.75	7,095	7,450	7,822	8,213	8,624	85,141	89,398	93,868	98,562	103,490
Resource Conservation Specialist	31	41.96	44.05	46.26	48.57	51.00	7,272	7,636	8,018	8,419	8,840	87,270	91,633	96,215	101,026	106,077
Wildlife Biologist	32	43.01	45.16	47.41	49.78	52.27	7,454	7,827	8,218	8,629	9,061	89,452	93,924	98,620	103,551	108,729
	33	44.08	46.28	48.60	51.03	53.58	7,641	8,023	8,424	8,845	9,287	91,688	96,272	101,086	106,140	111,447
Environmental Education Supervisor	34	45.18	47.44	49.81	52.30	54.92	7,832	8,223	8,634	9,066	9,519	93,980	98,679	103,613	108,794	114,233
Supervising Ranger	35	46.31	48.63	51.06	53.61	56.29	8,027	8,429	8,850	9,293	9,757	96,329	101,146	106,203	111,513	117,089
	36	47.47	49.84	52.34	54.95	57.70	8,228	8,640	9,072	9,525	10,001	98,738	103,675	108,858	114,301	120,016

* All classification hired after 7/1/2023 are subject to a one-year probationary period.

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
	37	48.66	51.09	53.64	56.33	59.14	8,434	8,856	9,298	9,763	10,251	101,206	106,266	111,580	117,159	123,017
	38	49.87	52.37	54.99	57.73	60.62	8,645	9,077	9,531	10,007	10,508	103,736	108,923	114,369	120,088	126,092
	39	51.12	53.68	56.36	59.18	62.14	8,861	9,304	9,769	10,257	10,770	106,330	111,646	117,229	123,090	129,244
Planning & Conservation Program Manager	40	52.40	55.02	57.77	60.66	63.69	9,082	9,536	10,013	10,514	11,040	108,988	114,437	120,159	126,167	132,476
Finance Manager	41	53.71	56.39	59.21	62.17	65.28	9,309	9,775	10,264	10,777	11,316	111,713	117,298	123,163	129,321	135,787
Administrative Services Manager	42	55.05	57.80	60.69	63.73	66.91	9,542	10,019	10,520	11,046	11,599	114,505	120,231	126,242	132,554	139,182
	43	56.43	59.25	62.21	65.32	68.59	9,781	10,270	10,783	11,322	11,888	117,368	123,237	129,398	135,868	142,662
	44	57.84	60.73	63.77	66.95	70.30	10,025	10,526	11,053	11,605	12,186	120,302	126,317	132,633	139,265	146,228
	45	59.28	62.25	65.36	68.63	72.06	10,276	10,790	11,329	11,896	12,490	123,310	129,475	135,949	142,747	149,884
	46	60.77	63.80	66.99	70.34	73.86	10,533	11,059	11,612	12,193	12,803	126,393	132,712	139,348	146,315	153,631
	47	62.28	65.40	68.67	72.10	75.71	10,796	11,336	11,903	12,498	13,123	129,552	136,030	142,832	149,973	157,472
	48	63.84	67.03	70.39	73.91	77.60	11,066	11,619	12,200	12,810	13,451	132,791	139,431	146,402	153,722	161,409
	49	65.44	68.71	72.15	75.75	79.54	11,343	11,910	12,505	13,130	13,787	136,111	142,917	150,062	157,566	165,444
	50	67.07	70.43	73.95	77.65	81.53	11,626	12,207	12,818	13,459	14,132	139,514	146,490	153,814	161,505	169,580
	51	68.75	72.19	75.80	79.59	83.57	11,917	12,513	13,138	13,795	14,485	143,002	150,152	157,659	165,542	173,819
	52	70.47	73.99	77.69	81.58	85.66	12,215	12,825	13,467	14,140	14,847	146,577	153,906	161,601	169,681	178,165
	53	72.23	75.84	79.64	83.62	87.80	12,520	13,146	13,803	14,494	15,218	150,241	157,753	165,641	173,923	182,619
	54	74.04	77.74	81.63	85.71	89.99	12,833	13,475	14,148	14,856	15,599	153,997	161,697	169,782	178,271	187,184
	55	75.89	79.68	83.67	87.85	92.24	13,154	13,812	14,502	15,227	15,989	157,847	165,739	174,026	182,728	191,864
	56	77.79	81.67	85.76	90.05	94.55	13,483	14,157	14,865	15,608	16,388	161,793	169,883	178,377	187,296	196,661
	57	79.73	83.72	87.90	92.30	96.91	13,820	14,511	15,236	15,998	16,798	165,838	174,130	182,836	191,978	201,577
	58	81.72	85.81	90.10	94.60	99.33	14,165	14,874	15,617	16,398	17,218	169,984	178,483	187,407	196,778	206,617
General Manager	59	83.77	87.95	92.35	96.97	101.82	14,519	15,245	16,008	16,808	17,649	174,234	182,945	192,093	201,697	211,782
	60	85.86	90.15	94.66	99.39	104.36	14,882	15,627	16,408	17,228	18,090	178,589	187,519	196,895	206,740	217,077
	61	88.01	92.41	97.03	101.88	106.97	15,255	16,017	16,818	17,659	18,542	183,054	192,207	201,817	211,908	222,504
	62	90.21	94.72	99.45	104.43	109.65	15,636	16,418	17,239	18,100	19,006	187,631	197,012	206,863	217,206	228,066
	63	92.46	97.09	101.94	107.04	112.39	16,027	16,828	17,670	18,553	19,481	192,321	201,937	212,034	222,636	233,768
	64	94.77	99.51	104.49	109.71	115.20	16,427	17,249	18,111	19,017	19,968	197,129	206,986	217,335	228,202	239,612
	65	97.14	102.00	107.10	112.46	118.08	16,838	17,680	18,564	19,492	20,467	202,058	212,160	222,769	233,907	245,602
	66	99.57	104.55	109.78	115.27	121.03	17,259	18,122	19,028	19,980	20,979	207,109	217,464	228,338	239,755	251,742
	67	102.06	107.16	112.52	118.15	124.06	17,691	18,575	19,504	20,479	21,503	212,287	222,901	234,046	245,748	258,036
	68	104.61	109.84	115.34	121.10	127.16	18,133	19,039	19,991	20,991	22,041	217,594	228,474	239,897	251,892	264,487
	69	107.23	112.59	118.22	124.13	130.34	18,586	19,515	20,491	21,516	22,592	223,034	234,185	245,895	258,189	271,099
	70	109.91	115.40	121.17	127.23	133.59	19,051	20,003	21,004	22,054	23,156	228,610	240,040	252,042	264,644	277,876