

Compensation and Classification Step Schedule Effective July 1, 2025

JOB TITLE	FLSA	Pay Grade	1	2	3	4	5	6	7	8	9	10	11	12		
			\$19.58	\$20.07	\$20.57	\$21.08	\$21.61	\$22.15	\$22.70	\$23.27	\$23.85	\$24.45	\$25.06	\$25.69		
			\$40,726.40	\$41,745.60	\$42,785.60	\$43,846.40	\$44,948.80	\$46,072.00	\$47,216.00	\$48,401.60	\$49,608.00	\$50,856.00	\$52,124.80	\$53,435.20		
Events Assistant	NE	B														
			\$21.14	\$21.67	\$22.21	\$22.77	\$23.34		\$23.92	\$24.52	\$25.13	\$25.76	\$26.40	\$27.06	\$27.74	
			\$43,971.20	\$45,073.60	\$46,196.80	\$47,361.60	\$48,547.20		\$49,753.60	\$51,001.60	\$52,270.40	\$53,580.80	\$54,912.00	\$56,284.80	\$57,699.20	
Administrative Assistant*	NE	C														
Events Coordinator	NE	C														
Ranger Assistant	NE	C														
			\$23.25	\$23.83	\$24.43	\$25.04	\$25.67			\$26.31	\$26.97	\$27.64	\$28.33	\$29.04	\$29.77	\$30.51
			\$48,360.00	\$49,566.40	\$50,814.40	\$52,083.20	\$53,393.60			\$54,724.80	\$56,097.60	\$57,491.20	\$58,926.40	\$60,403.20	\$61,921.60	\$63,460.80
Administrative Specialist	NE	D														
Ranger	NE	D														
Sign Specialist	NE	D														
			\$25.58	\$26.22	\$26.88	\$27.55	\$28.24	\$28.94			\$29.66	\$30.40	\$31.16	\$31.94	\$32.74	\$33.56
			\$53,206.40	\$54,537.60	\$55,910.40	\$57,304.00	\$58,739.20	\$60,197.28			\$61,692.80	\$63,232.00	\$64,812.80	\$66,435.20	\$68,099.20	\$69,804.80
Accounts Payable Specialist	NE	E														
Restoration Technician	NE	E														
Stewardship Specialist	NE	E														
Wildlife Technician	NE	E														
			\$28.14	\$28.84	\$29.56	\$30.30	\$31.06		\$31.84		\$32.63	\$33.45	\$34.29	\$35.15	\$36.03	\$36.93
			\$58,531.20	\$59,987.20	\$61,484.80	\$63,024.00	\$64,604.80		\$66,217.01	\$67,870.40	\$69,576.00	\$71,323.20	\$73,112.00	\$74,942.40	\$76,814.40	
Agricultural Coordinator	NE	F														
Communications & Marketing Specialist	NE	F														
Fleet Mechanic	NE	F														
Horticulturist	NE	F														
Naturalist	NE	F														
Plant Technician*	NE	F														
Operations Crewleader	NE	F														
			\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38		\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	
			\$63,190.40	\$64,771.20	\$66,393.60	\$68,057.60	\$69,763.20	\$71,514.37		\$73,299.20	\$75,129.60	\$77,001.60	\$78,936.00	\$80,912.00	\$82,929.60	
Executive Assistant	NE	G														
Human Resource Coordinator	NE	G														
Payroll Coordinator	NE	G														
Restoration Crewleader	NE	G														
Safety & Wellness Coordinator	NE	G														
Trades Technician	NE	G														
Volunteer Coordinator	NE	G														
			\$32.83	\$33.65	\$34.49	\$35.35	\$36.23		\$37.13	\$38.06	\$39.01	\$39.99	\$40.99	\$42.01	\$43.06	
			\$68,286.40	\$69,992.00	\$71,739.20	\$73,528.00	\$75,358.40		\$77,235.52	\$79,164.80	\$81,140.80	\$83,179.20	\$85,259.20	\$87,380.80	\$89,564.80	
Buyer	NE	H														
Plant Ecologist	E	H														
Police Officer**	NE	H														
Wildlife Biologist	E	H														

			\$35.44	\$36.33	\$37.24	\$38.17	\$39.12	\$40.10	\$41.11	\$42.14	\$43.19	\$44.27	\$45.38	\$46.51
			\$73,715.20	\$75,566.40	\$77,459.20	\$79,393.60	\$81,369.60	\$83,414.36	\$85,508.80	\$87,651.20	\$89,835.20	\$92,081.60	\$94,390.40	\$96,740.80
Accountant*	NE	I												
Communications & Marketing Supervisor	NE	I												
Human Resource Generalist	NE	I												
Landscape Architect	E	I												
			\$38.27	\$39.23	\$40.21	\$41.22	\$42.25	\$43.31	\$44.39	\$45.50	\$46.64	\$47.81	\$49.01	\$50.24
			\$79,601.60	\$81,598.40	\$83,636.80	\$85,737.60	\$87,880.00	\$90,087.51	\$92,331.20	\$94,640.00	\$97,011.20	\$99,444.80	\$101,940.80	\$104,499.20
Environmental Education Manager	E	J												
Facility Maintenance Supervisor	NE	J												
Fleet Supervisor	NE	J												
			\$41.35	\$42.38	\$43.44	\$44.53	\$45.64	\$46.78	\$47.95	\$49.15	\$50.38	\$51.64	\$52.93	\$54.25
			\$86,008.00	\$88,150.40	\$90,355.20	\$92,622.40	\$94,931.20	\$97,294.51	\$99,736.00	\$102,232.00	\$104,790.40	\$107,411.20	\$110,094.40	\$112,840.00
Operations Manager	E	K												
Natural Resource Manager	E	K												
			\$44.66	\$45.78	\$46.92	\$48.09	\$49.29	\$50.52	\$51.78	\$53.07	\$54.40	\$55.76	\$57.15	\$58.58
			\$92,892.80	\$95,222.40	\$97,593.60	\$100,027.20	\$102,523.20	\$105,078.07	\$107,702.40	\$110,385.60	\$113,152.00	\$115,980.80	\$118,872.00	\$121,846.40
Accounting Manager	E	L												
Sergeant	E	L												
			\$48.21	\$49.42	\$50.66	\$51.93	\$53.23	\$54.56	\$55.92	\$57.32	\$58.75	\$60.22	\$61.73	\$63.27
			\$100,276.80	\$102,793.60	\$105,372.80	\$108,014.40	\$110,718.40	\$113,484.32	\$116,313.60	\$119,225.60	\$122,200.00	\$125,257.60	\$128,398.40	\$131,601.60
No Positions		M												
			\$54.02	\$55.37	\$56.75	\$58.17	\$59.62	\$61.11	\$62.63	\$64.20	\$65.81	\$67.46	\$69.15	\$70.88
			\$112,361.60	\$115,169.60	\$118,040.00	\$120,993.60	\$124,009.60	\$127,102.43	\$130,270.40	\$133,536.00	\$136,884.80	\$140,316.80	\$143,832.00	\$147,430.40
Director of Community Engagement	E	N												
Director of Natural Resources	E	N												
Director of Operations	E	N												
Director of Planning & Land Protection	E	N												
			\$59.41	\$60.90	\$62.42	\$63.98	\$65.58	\$67.22	\$68.90	\$70.62	\$72.39	\$74.20	\$76.06	\$77.96
			\$123,572.80	\$126,672.00	\$129,833.60	\$133,078.40	\$136,406.40	\$139,812.68	\$143,312.00	\$146,889.60	\$150,571.20	\$154,336.00	\$158,204.80	\$162,156.80
Director of Finance	E	O												
Director of Human Resources	E	O												
Director of Public Safety	E	O												
			\$64.16	\$65.76	\$67.40	\$69.09	\$70.82	\$72.60	\$74.41	\$76.27	\$78.18	\$80.13	\$82.13	\$84.18
			\$133,452.80	\$136,780.80	\$140,192.00	\$143,707.20	\$147,305.60	\$150,997.69	\$154,772.80	\$158,641.60	\$162,614.40	\$166,670.40	\$170,830.40	\$175,094.40
Deputy Executive Director	E	P												
			\$80.20	\$82.20	\$84.26	\$86.37	\$88.53	\$90.74	\$93.01	\$95.34	\$97.72	\$100.16	\$102.66	\$105.23
			\$166,816.00	\$170,976.00	\$175,260.80	\$179,649.60	\$184,142.40	\$188,747.11	\$193,460.80	\$198,307.20	\$203,257.60	\$208,332.80	\$213,532.80	\$218,878.40
Executive Director***	E	AA												

*Denotes positions not currently authorized by the annual budget.

**Applicable to employees whose terms and conditions of employment are not governed by a collective bargaining agreement or bargaining obligation with their exclusive representative.

***Applicable to employees whose terms and conditions of employment are not governed by an employment agreement or negotiation obligation with their exclusive representative.