

CARMICHAEL RECREATION & PARK DISTRICT
SALARY SCHEDULE (includes a 3% COLA at 7/1/2026)
2025-2026

Approved: Effective 7/1/2025

LEVEL	CLASS	A	B	C	D	E	10 YR SVC F**	15 YR SVC G**	20 YR SVC H**	25 YR SVC I**
EXECUTIVE		Hourly rates: \$ 70.07	\$ 73.57	\$ 77.25	\$ 81.12	\$ 85.17	\$ 89.43			
	* DISTRICT ADMINISTRATOR	\$ 145,747.47	\$ 153,034.85	\$ 160,686.59	\$ 168,720.92	#####	\$ 186,014.81			
MANAGEMENT		Hourly rates: \$ 47.88	\$ 50.28	\$ 52.79	\$ 55.43	\$ 58.20	\$ 61.12	\$ 64.19	\$ 67.38	\$ 70.75
	* ADMIN SERVICES MANAGER	\$ 99,600.18	\$ 104,580.18	\$ 109,809.19	\$ 115,299.65	\$ 121,064.64	\$ 127,138.67	\$ 133,516.40	\$ 140,150.62	\$ 147,158.15
	* PARK SERVICES MANAGER									
	* RECREATION SERVICES MANAGER									
	* FINANCE SECTION MANAGER	\$ 43.10	\$ 45.25	\$ 47.51	\$ 49.89	\$ 52.38	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67
	* HR SECTION MANAGER	\$ 89,638.02	\$ 94,119.92	\$ 98,825.91	\$ 103,767.21	\$ 108,955.57	\$ 114,403.35	\$ 120,123.51	\$ 126,129.69	\$ 132,436.17
SUPERVISORY		Hourly rates: \$ 39.11	\$ 41.06	\$ 43.12	\$ 45.27	\$ 47.54	\$ 49.91	\$ 52.41	\$ 55.03	\$ 57.78
	* ADMINISTRATIVE ANALYST	\$ 81,346.93	\$ 85,414.27	\$ 89,684.99	\$ 94,169.24	\$ 98,877.70	\$ 103,821.58	\$ 109,012.66	\$ 114,463.30	\$ 120,186.46
	* LEAD WORKER	\$ 32.78	\$ 34.42	\$ 36.15	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93	\$ 46.13	\$ 48.44
	* RECREATION SUPERVISOR	\$ 68,192.59	\$ 71,602.22	\$ 75,182.33	\$ 78,941.45	\$ 82,888.52	\$ 87,032.95	\$ 91,384.60	\$ 95,953.83	\$ 100,751.52
PARKS		Hourly rates: \$ 29.14	\$ 30.60	\$ 32.13	\$ 33.73	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.00	\$ 43.05
	FACILITIES TECHNICIAN	\$ 60,608.50	\$ 63,638.92	\$ 66,820.87	\$ 70,161.91	\$ 73,670.01	\$ 77,353.51	\$ 81,221.18	\$ 85,282.24	\$ 89,546.35
		Hourly rates: \$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.50	\$ 38.32	\$ 40.24
	PARK MAINTENANCE WORKER II CUSTODIAN	\$ 56,645.06	\$ 59,477.31	\$ 62,451.17	\$ 65,573.73	\$ 68,852.42	\$ 72,295.04	\$ 75,909.79	\$ 79,705.28	\$ 83,690.55
		Hourly rates: \$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.10	\$ 34.75	\$ 36.49
	PARK MAINTENANCE WORKER I	\$ 51,374.75	\$ 53,943.49	\$ 56,640.66	\$ 59,472.70	\$ 62,446.33	\$ 65,568.65	\$ 68,847.08	\$ 72,289.44	\$ 75,903.91
RECREATION		Hourly rates: \$ 24.40	\$ 25.62	\$ 26.90	\$ 28.25	\$ 29.66	\$ 31.14	\$ 32.70	\$ 34.33	\$ 36.05
	CUSTOMER SERVICE REPRESENTATIVE	\$ 50,753.46	\$ 53,291.13	\$ 55,955.69	\$ 58,753.47	\$ 61,691.14	\$ 64,775.70	\$ 68,014.49	\$ 71,415.21	\$ 74,985.97
		Hourly rates: \$ 26.31	\$ 27.62	\$ 29.00	\$ 30.45	\$ 31.98	\$ 33.57	\$ 35.25	\$ 37.02	\$ 38.87
	RECREATION COORDINATOR	\$ 54,716.90	\$ 57,452.74	\$ 60,325.38	\$ 63,341.65	\$ 66,508.73	\$ 69,834.17	\$ 73,325.87	\$ 76,992.17	\$ 80,841.78
ADMINISTRATIVE SERVICES		Hourly rates: \$ 26.90	\$ 28.25	\$ 29.66	\$ 31.14	\$ 32.70	\$ 34.34	\$ 36.05	\$ 37.86	\$ 39.75
	FINANCE TECHNICIAN HR TECHNICIAN	\$ 55,959.49	\$ 58,757.46	\$ 61,695.34	\$ 64,780.10	\$ 68,019.11	\$ 71,420.06	\$ 74,991.07	\$ 78,740.62	\$ 82,677.65
		Hourly rates: \$ 22.12	\$ 23.23	\$ 24.39	\$ 25.61	\$ 26.89	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69
	RECEPTIONIST/CLERK	\$ 46,018.75	\$ 48,319.69	\$ 50,735.67	\$ 53,272.46	\$ 55,936.08	\$ 58,732.88	\$ 61,669.53	\$ 64,753.01	\$ 67,990.66

* THESE POSITIONS ARE EXEMPT FROM OVERTIME.

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** STEP F, Minimum 10 years service with 1 years time in Step E STEP G, Minimum 15 years service with 1 years time in Step F							STEP H, Minimum 20 years service with 1 years time in Step G STEP I, Minimum 25 years service with 1 years time in Step H			