




Conejo Recreation & Park District

GENERAL MANAGER
Jim Friedl

BOARD OF DIRECTORS
Doug Nickles, Chair
Nellie Cusworth, Vice Chair
Chuck Huffer, Director
Marissa Buss, Director
Ashley Orozco, Director

DATE: March 19, 2026
TO: Board of Directors
FROM: Jim Friedl, General Manager 
SUBJECT: CRPD Salary Schedule

RECOMMENDATION

Approve and adopt the attached CRPD salary schedules.

DISCUSSION

California Code of Regulations Section 570.5 provides that public agency salary schedules be publicly available. A requirement to be “publicly available” is that the salary schedule has been duly approved and adopted by the employer’s governing body in accordance with requirements of applicable public meeting laws.

The attached Part-Time and Other Limited Position schedule has been updated to reflect adjustments that were implemented in conjunction with recent minimum wage changes.

The Full-Time Salary Schedule has also been revised to reflect updates resulting from the modification to the General Manager’s employment contract.

STRATEGIC PLAN COMPLIANCE

5.0: Recruit and retain a high quality and motivated workforce.

Respectfully submitted,


Melissa Smith
Director, Management Services

Attachment

ADMINISTRATIVE OFFICES

403 West Hillcrest Drive, Thousand Oaks, CA 91360-4223
805-495-6471 | 805-497-3199 | parks@crpd.org | www.crpdpd.org

CONEJO RECREATION AND PARK DISTRICT
Salary Schedule effective 2/7/26
Full-Time Positions

POSITIONS	Range	Hourly	
		Low	High
Accounting Technician	183	31.22	37.95
Administrative Assistant I	181	28.31	34.41
Administrative Assistant II	184	32.79	39.86
Conejo Senior Volunteer Program (CSVP) Director	187	37.97	46.16
Custodian (Facilities Maintenance)	180	26.99	32.81
Director, Management Services	198	100.83	122.56
Director, Parks & Planning	198	100.83	122.56
Director, Recreation & Community Services	198	100.83	122.56
Equipment Operator	185	34.44	41.86
Executive Assistant	188	39.87	48.46
Facilities Maintenance Crew Leader	187	37.97	46.16
Facilities Maintenance Supervisor	191	48.35	58.77
Facilities Maintenance Technician	185	34.44	41.86
Finance Manager	194	62.95	76.52
Fleet Technician	183	31.22	37.95
Fleet Technician Assistant	181	28.31	34.41
General Manager	199	116.74	141.90
Grounds Crew Leader	186	35.50	43.15
Grounds Supervisor	191	48.35	58.77
Groundskeeper I	181	28.31	34.41
Groundskeeper II	183	31.22	37.95
Groundskeeper III	185	34.44	41.86
Human Resources Analyst	190	45.02	54.72
Human Resources Manager	194	62.95	76.52
Human Resources Technician	183	31.22	37.95
Information Technology Analyst	190	45.02	54.72
Information Technology Manager	194	62.95	76.52
Information Technology Technician	184	32.79	39.86
Irrigation Technician	185	34.44	41.86
Lead Ranger	187	37.97	46.16
Management Analyst	190	45.02	54.72
Marketing & Communications Supervisor	191	48.35	58.77
Marketing Coordinator	181	28.31	34.41
Open Space Technician	181	28.31	34.41
Park Planner	191	48.35	58.77
Park Ranger I	183	31.22	37.95
Park Ranger II	186	35.50	43.15
Park Superintendent	194	62.95	76.52
Pest Control Operator	185	34.44	41.86
Project/Contracts Supervisor	191	48.35	58.77
Revised 2/7/26 and adopted by the Board of Directors on __/__/__			

Note: Differential pay pursuant to the Memorandum of Understanding or Personnel Policy may be available

**CONEJO RECREATION AND PARK DISTRICT
Salary Schedule effective 2/7/26
Full-Time Positions**

POSITIONS	Range	Hourly	
		Low	High
Recreation & Community Services Manager	194	62.95	76.52
Recreation Coordinator	187	37.97	46.16
Recreation Supervisor	191	48.35	58.77
Reservations Coordinator	183	31.22	37.95
Senior Accounting Technician	184	32.79	39.86
Senior Fleet Technician	188	39.87	48.46
Senior Park Planner	194	62.95	76.52
Supervising Park Ranger	191	48.35	58.77
Revised 2/7/26 and adopted by the Board of Directors on __/__/__			

Note: Differential pay pursuant to the Memorandum of Understanding or Personnel Policy may be available

**CONEJO RECREATION AND PARK DISTRICT
Salary Schedule effective 12/27/25
Part-Time and other limited positions**

POSITIONS	Hourly	
	Low	High
Activity Instructor	19.47	21.92
Assistant Pool Manager	19.47	21.92
Café Manager/Chef	24.57	29.87
Camp Counselor	18.13	20.41
Camp Director	20.18	22.71
Chief Sports Official	19.47	21.92
Clerical Assistant	18.13	20.41
Courier	18.13	20.41
Custodian (Recreation Permit Groups)*	20.41	20.41
Facility Attendant	18.13	20.41
Lead Preschool Teacher	24.57	29.87
Lead Preschool Teacher II*	30.97	30.97
Lifeguard	17.50	19.70
Lifeguard II	18.13	20.41
Outreach Specialist	24.57	29.87
Park Aide	19.00	22.00
Pool Maintenance Worker	20.18	22.71
Pool Manager	20.18	22.71
Preschool Aide	17.50	19.70
Preschool Teacher	19.47	21.92
Recreation Aide	17.50	19.70
Recreation Leader	18.79	21.15
Recreation Specialist	24.57	29.87
Senior Camp Counselor	18.79	21.15
Senior Lifeguard	18.79	21.15
Senior Recreation Leader	20.90	25.41
Sports Monitor	17.50	19.70
Stage Worker	18.79	21.15
Stage Worker II*	25.41	25.41
Volunteer Coordinator	20.18	22.71
Revised 12/27/25 and adopted by the Board of Directors on __/__/__		

* Grandfathered position-no new incumbents beginning 1/1/21