

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2024/2025 - Effective July 8, 2024 (Pay Period 24-15)

Last revised: 07/10/2024, 06/26/2024, 04/10/2024, 11/08/2023, 10/11/2023, 06/28/2023, 06/14/2023, 04/26/2023, 01/25/2023, 11/09/2022

| Classification Title | Step Range # | Hourly Range \$ | | Monthly Range \$ | | Annual Range \$ | | Full/Part Time |
|--|--------------|-----------------|---------|------------------|---------|-----------------|---------|----------------|
| | | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | |
| Intern | 6 | 25.7093 | 32.0996 | 4,456 | 5,564 | 53,475 | 66,767 | PT |
| Seasonal Open Space Technician | 10 | 28.3363 | 35.3983 | 4,912 | 6,136 | 58,940 | 73,628 | PT |
| Seasonal Ranger Aide | 10 | 28.3363 | 35.3983 | 4,912 | 6,136 | 58,940 | 73,628 | PT |
| Seasonal Ranger | 16 | 32.8155 | 40.9695 | 5,688 | 7,101 | 68,256 | 85,217 | PT |
| Administrative Assistant | 20 | 36.1805 | 45.1609 | 6,271 | 7,828 | 75,255 | 93,935 | FT |
| Farm Maintenance Worker | 21 | 37.0659 | 46.2901 | 6,425 | 8,024 | 77,097 | 96,283 | FT |
| Open Space Technician* | 21 | 37.0659 | 46.2901 | 6,425 | 8,024 | 77,097 | 96,283 | FT |
| Accounting Technician | 22 | 37.9735 | 47.4190 | 6,582 | 8,219 | 78,985 | 98,632 | FT |
| Human Resources Technician | 22 | 37.9735 | 47.4190 | 6,582 | 8,219 | 78,985 | 98,632 | FT |
| GIS Technician | 23 | 38.9329 | 48.6145 | 6,748 | 8,427 | 80,980 | 101,118 | FT |
| Information Technology Technician I | 24 | 39.8700 | 49.8024 | 6,911 | 8,632 | 82,930 | 103,589 | FT |
| Senior Administrative Assistant | 24 | 39.8700 | 49.8024 | 6,911 | 8,632 | 82,930 | 103,589 | FT |
| Visitor Services Program Coordinator | 25 | 40.8737 | 51.0423 | 7,085 | 8,847 | 85,017 | 106,168 | FT |
| Ranger Recruit | 26 | 41.8625 | 52.2820 | 7,256 | 9,062 | 87,074 | 108,747 | FT |
| Senior Finance & Accounting Technician | 26 | 41.8625 | 52.2820 | 7,256 | 9,062 | 87,074 | 108,747 | FT |
| Volunteer Program Lead | 26 | 41.8625 | 52.2820 | 7,256 | 9,062 | 87,074 | 108,747 | FT |
| Executive Assistant | 27 | 42.9103 | 53.5954 | 7,438 | 9,290 | 89,253 | 111,478 | FT |
| Facilities Maintenance Specialist | 27 | 42.9103 | 53.5954 | 7,438 | 9,290 | 89,253 | 111,478 | FT |
| Lead Open Space Technician* | 27 | 42.9103 | 53.5954 | 7,438 | 9,290 | 89,253 | 111,478 | FT |
| Public Affairs Specialist I | 27 | 42.9103 | 53.5954 | 7,438 | 9,290 | 89,253 | 111,478 | FT |
| Ranger | 27 | 42.9103 | 53.5954 | 7,438 | 9,290 | 89,253 | 111,478 | FT |
| Property Management Specialist I | 28 | 43.9656 | 54.8941 | 7,621 | 9,515 | 91,448 | 114,180 | FT |
| Real Property Specialist I | 28 | 43.9656 | 54.8941 | 7,621 | 9,515 | 91,448 | 114,180 | FT |
| Equipment Mechanic/Operator | 29 | 45.0651 | 56.2667 | 7,811 | 9,753 | 93,735 | 117,035 | FT |
| Executive Assistant/Deputy District Clerk | 29 | 45.0651 | 56.2667 | 7,811 | 9,753 | 93,735 | 117,035 | FT |
| Executive Assistant/Legal Secretary | 29 | 45.0651 | 56.2667 | 7,811 | 9,753 | 93,735 | 117,035 | FT |
| Information Technology Technician II | 29 | 45.0651 | 56.2667 | 7,811 | 9,753 | 93,735 | 117,035 | FT |
| Planner I | 29 | 45.0651 | 56.2667 | 7,811 | 9,753 | 93,735 | 117,035 | FT |
| Lead Ranger | 30 | 46.1646 | 57.6465 | 8,002 | 9,992 | 96,022 | 119,905 | FT |
| Resource Management Specialist I | 30 | 46.1646 | 57.6465 | 8,002 | 9,992 | 96,022 | 119,905 | FT |
| Accountant I | 31 | 47.3159 | 59.0781 | 8,201 | 10,240 | 98,417 | 122,882 | FT |
| Environmental Education Specialist | 31 | 47.3159 | 59.0781 | 8,201 | 10,240 | 98,417 | 122,882 | FT |
| Interpretive Specialist | 31 | 47.3159 | 59.0781 | 8,201 | 10,240 | 98,417 | 122,882 | FT |
| Management Analyst I | 31 | 47.3159 | 59.0781 | 8,201 | 10,240 | 98,417 | 122,882 | FT |
| Planner II | 31 | 47.3159 | 59.0781 | 8,201 | 10,240 | 98,417 | 122,882 | FT |
| Capital Project Manager I | 32 | 48.4669 | 60.5319 | 8,401 | 10,492 | 100,811 | 125,906 | FT |
| Data Analyst I | 32 | 48.4669 | 60.5319 | 8,401 | 10,492 | 100,811 | 125,906 | FT |
| Resource Management Specialist II | 34 | 50.8872 | 63.5574 | 8,820 | 11,017 | 105,845 | 132,199 | FT |
| Accountant II | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Interpretation & Education Program Manager | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Management Analyst II | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Property Management Specialist II | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Real Property Specialist II | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Supervising Ranger | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Volunteer Program Manager | 35 | 52.1564 | 65.1366 | 9,040 | 11,290 | 108,485 | 135,484 | FT |
| Capital Project Manager II | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |
| Data Analyst II | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |
| Maintenance, Construction & Resource Supv. | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |

| Classification Title | Step Range # | Hourly Range \$ | | Monthly Range \$ | | Annual Range \$ | | Full/Part Time |
|--|--------------|-----------------|----------|------------------|---------|-----------------|---------|----------------|
| | | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | |
| Procurement Specialist | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |
| Public Affairs Specialist II | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |
| Training & Safety Specialist | 36 | 53.4405 | 66.7306 | 9,263 | 11,567 | 111,156 | 138,800 | FT |
| Applications Engineer | 38 | 56.1044 | 70.0806 | 9,725 | 12,147 | 116,697 | 145,768 | FT |
| Data Administrator | 38 | 56.1044 | 70.0806 | 9,725 | 12,147 | 116,697 | 145,768 | FT |
| Field Resource Specialist | 38 | 56.1044 | 70.0806 | 9,725 | 12,147 | 116,697 | 145,768 | FT |
| Governmental Affairs Specialist | 38 | 56.1044 | 70.0806 | 9,725 | 12,147 | 116,697 | 145,768 | FT |
| Grants Program Manager | 38 | 56.1044 | 70.0806 | 9,725 | 12,147 | 116,697 | 145,768 | FT |
| Facilities Maintenance Supervisor | 39 | 57.5065 | 71.8075 | 9,968 | 12,447 | 119,614 | 149,360 | FT |
| Planner III | 39 | 57.5065 | 71.8075 | 9,968 | 12,447 | 119,614 | 149,360 | FT |
| Public Affairs Specialist III | 39 | 57.5065 | 71.8075 | 9,968 | 12,447 | 119,614 | 149,360 | FT |
| Resource Management Specialist III | 39 | 57.5065 | 71.8075 | 9,968 | 12,447 | 119,614 | 149,360 | FT |
| Capital Project Manager III | 40 | 58.9159 | 73.5710 | 10,212 | 12,752 | 122,545 | 153,028 | FT |
| Senior Technologist | 40 | 58.9159 | 73.5710 | 10,212 | 12,752 | 122,545 | 153,028 | FT |
| Senior Accountant | 41 | 60.3771 | 75.4160 | 10,465 | 13,072 | 125,584 | 156,865 | FT |
| Senior Management Analyst | 41 | 60.3771 | 75.4160 | 10,465 | 13,072 | 125,584 | 156,865 | FT |
| Budget & Analysis Supervisor | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| District Clerk/Assistant to General Manager | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Finance Supervisor | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Human Resources Supervisor | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Senior Planner | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Senior Property Management Specialist | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Senior Real Property Specialist | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Senior Resource Management Specialist | 43 | 63.4025 | 79.1866 | 10,990 | 13,726 | 131,877 | 164,708 | FT |
| Area Superintendent | 44 | 64.9521 | 81.1125 | 11,258 | 14,060 | 135,100 | 168,714 | FT |
| Capital Projects Field Manager | 44 | 64.9521 | 81.1125 | 11,258 | 14,060 | 135,100 | 168,714 | FT |
| Senior Capital Project Manager | 44 | 64.9521 | 81.1125 | 11,258 | 14,060 | 135,100 | 168,714 | FT |
| Area Manager | 45 | 66.5755 | 83.1345 | 11,540 | 14,410 | 138,477 | 172,920 | FT |
| GIS Program Administrator | 45 | 66.5755 | 83.1345 | 11,540 | 14,410 | 138,477 | 172,920 | FT |
| Information Technology Program Administrator | 45 | 66.5755 | 83.1345 | 11,540 | 14,410 | 138,477 | 172,920 | FT |
| IST Application Program Manager | 45 | 66.5755 | 83.1345 | 11,540 | 14,410 | 138,477 | 172,920 | FT |
| Budget & Finance Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Engineering & Construction Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Human Resources Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Information Systems & Technology Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Land & Facilities Services Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Natural Resources Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Planning Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Public Affairs Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Real Property Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Visitor Services Manager | 51 | 77.0614 | 96.2475 | 13,357 | 16,683 | 160,288 | 200,195 | FT |
| Assistant General Counsel I | 53 | 80.9135 | 101.0588 | 14,025 | 17,517 | 168,300 | 210,202 | FT |
| Assistant General Counsel II | 55 | 84.9646 | 106.1135 | 14,727 | 18,393 | 176,726 | 220,716 | FT |
| Assistant General Manager | 59 | 93.6795 | 116.9905 | 16,238 | 20,278 | 194,853 | 243,340 | FT |
| Chief Financial Officer/Director Administrative Services | 59 | 93.6795 | 116.9905 | 16,238 | 20,278 | 194,853 | 243,340 | FT |

* OST, LOST, EMO will receive an additional 2% stipend for Class A license

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

| Classification Title | Step Range # | Hourly Range \$ | | Monthly Range \$ | | Annual Range \$ | | Full/Part Time |
|----------------------|--------------|-----------------|---------|------------------|---------|-----------------|---------|----------------|
| | | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | |

| Board Appointee Group Compensation | Hourly | Monthly | Annual | Effective | Last Revised |
|--|-------------|----------|-----------------|----------------|--------------|
| General Manager | \$147.2841 | \$25,529 | \$306,351 | 7/1/2023 | 11/8/2023 |
| Controller - <i>Part-time position</i> | \$101.4615 | \$4,397 | \$52,760 | 7/1/2023 | 11/8/2023 |
| General Counsel | \$131.7644 | \$22,839 | \$274,070 | 7/1/2023 | 11/8/2023 |
| Elected Officials Compensation | Per Meeting | | Monthly Maximum | Effective Date | |
| Board Director | \$121.28 | | \$727.68 | 6/9/2024 | |