

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2023/2024 - Effective July 1, 2023 (Pay Period 23-14)

Last revised: 11/08/2023, 10/11/2023, 06/28/2023, 06/14/2023, 04/26/2023, 01/25/2023, 11/09/2022, 08/10/2022, 06/08/2022, 10/13/2021

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Intern	6	24.9605	31.1647	4,326	5,402	51,918	64,823	PT
Seasonal Open Space Technician	10	27.5110	34.3673	4,769	5,957	57,223	71,484	PT
Seasonal Ranger Aide	10	27.5110	34.3673	4,769	5,957	57,223	71,484	PT
Seasonal Ranger	16	31.8597	39.7762	5,522	6,895	66,268	82,734	PT
Administrative Assistant	20	35.1267	43.8455	6,089	7,600	73,064	91,199	FT
Farm Maintenance Worker	20	35.1267	43.8455	6,089	7,600	73,064	91,199	FT
Open Space Technician*	20	35.1267	43.8455	6,089	7,600	73,064	91,199	FT
Accounting Technician	22	36.8675	46.0379	6,390	7,980	76,684	95,759	FT
Human Resources Technician	22	36.8675	46.0379	6,390	7,980	76,684	95,759	FT
GIS Technician	23	37.7989	47.1985	6,552	8,181	78,622	98,173	FT
Information Technology Technician I	24	38.7087	48.3518	6,710	8,381	80,514	100,572	FT
Senior Administrative Assistant	24	38.7087	48.3518	6,710	8,381	80,514	100,572	FT
Visitor Services Program Coordinator	25	39.6832	49.5556	6,878	8,590	82,541	103,076	FT
Volunteer Program Lead	25	39.6832	49.5556	6,878	8,590	82,541	103,076	FT
Facilities Maintenance Specialist	26	40.6432	50.7592	7,045	8,798	84,538	105,579	FT
Lead Open Space Technician*	26	40.6432	50.7592	7,045	8,798	84,538	105,579	FT
Ranger Recruit	26	40.6432	50.7592	7,045	8,798	84,538	105,579	FT
Senior Finance & Accounting Technician	26	40.6432	50.7592	7,045	8,798	84,538	105,579	FT
Executive Assistant	27	41.6605	52.0344	7,221	9,019	86,654	108,232	FT
Public Affairs Specialist I	27	41.6605	52.0344	7,221	9,019	86,654	108,232	FT
Ranger	27	41.6605	52.0344	7,221	9,019	86,654	108,232	FT
Equipment Mechanic/Operator	28	42.6850	53.2952	7,399	9,238	88,785	110,854	FT
Property Management Specialist I	28	42.6850	53.2952	7,399	9,238	88,785	110,854	FT
Real Property Specialist I	28	42.6850	53.2952	7,399	9,238	88,785	110,854	FT
Executive Assistant/Deputy District Clerk	29	43.7525	54.6279	7,584	9,469	91,005	113,626	FT
Executive Assistant/Legal Secretary	29	43.7525	54.6279	7,584	9,469	91,005	113,626	FT
Information Technology Technician II	29	43.7525	54.6279	7,584	9,469	91,005	113,626	FT
Planner I	29	43.7525	54.6279	7,584	9,469	91,005	113,626	FT
Data Analyst I	30	44.8200	55.9675	7,769	9,701	93,226	116,412	FT
Lead Ranger	30	44.8200	55.9675	7,769	9,701	93,226	116,412	FT
Resource Management Specialist I	30	44.8200	55.9675	7,769	9,701	93,226	116,412	FT
Accountant I	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Capital Project Manager II	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Environmental Education Specialist	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Interpretive Specialist	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Management Analyst I	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Planner II	31	45.9378	57.3574	7,963	9,942	95,551	119,303	FT
Data Analyst II	34	49.4050	61.7062	8,564	10,696	102,762	128,349	FT
Resource Management Specialist II	34	49.4050	61.7062	8,564	10,696	102,762	128,349	FT
Accountant II	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Interpretation & Education Program Manager	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Maintenance, Construction & Resource Supv.	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Management Analyst II	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Property Management Specialist II	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Real Property Specialist II	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Supervising Ranger	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Volunteer Program Manager	35	50.6373	63.2394	8,777	10,961	105,326	131,538	FT
Applications Engineer	36	51.8840	64.7870	8,993	11,230	107,919	134,757	FT
Procurement Specialist	36	51.8840	64.7870	8,993	11,230	107,919	134,757	FT
Public Affairs Specialist II	36	51.8840	64.7870	8,993	11,230	107,919	134,757	FT

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Training & Safety Specialist	36	51.8840	64.7870	8,993	11,230	107,919	134,757	FT
Data Administrator	38	54.4703	68.0394	9,442	11,793	113,298	141,522	FT
Field Resource Specialist	38	54.4703	68.0394	9,442	11,793	113,298	141,522	FT
Governmental Affairs Specialist	38	54.4703	68.0394	9,442	11,793	113,298	141,522	FT
Grants Program Manager	38	54.4703	68.0394	9,442	11,793	113,298	141,522	FT
Senior Technologist	38	54.4703	68.0394	9,442	11,793	113,298	141,522	FT
Capital Project Manager III	39	55.8316	69.7160	9,677	12,084	116,130	145,009	FT
Facilities Maintenance Supervisor	39	55.8316	69.7160	9,677	12,084	116,130	145,009	FT
Planner III	39	55.8316	69.7160	9,677	12,084	116,130	145,009	FT
Public Affairs Specialist III	39	55.8316	69.7160	9,677	12,084	116,130	145,009	FT
Resource Management Specialist III	39	55.8316	69.7160	9,677	12,084	116,130	145,009	FT
Senior Accountant	41	58.6185	73.2194	10,161	12,691	121,926	152,296	FT
Senior Management Analyst	41	58.6185	73.2194	10,161	12,691	121,926	152,296	FT
Capital Projects Field Manager	42	60.0514	74.9962	10,409	12,999	124,907	155,992	FT
District Clerk/Assistant to General Manager	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Finance Supervisor	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
GIS Program Administrator	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Human Resources Supervisor	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Information Technology Program Administrator	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Senior Capital Project Manager	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Senior Planner	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Senior Property Management Specialist	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Senior Real Property Specialist	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Senior Resource Management Specialist	43	61.5558	76.8802	10,670	13,326	128,036	159,911	FT
Area Superintendent	44	63.0603	78.7500	10,930	13,650	131,165	163,800	FT
Area Manager	45	64.6364	80.7131	11,204	13,990	134,444	167,883	FT
Budget & Finance Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Engineering & Construction Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Human Resources Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Information Systems & Technology Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Land & Facilities Services Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Natural Resources Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Planning Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Public Affairs Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Real Property Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Visitor Services Manager	51	74.8169	93.4442	12,968	16,197	155,619	194,364	FT
Assistant General Counsel I	53	78.5568	98.1153	13,617	17,007	163,398	204,080	FT
Assistant General Counsel II	55	82.4899	103.0228	14,298	17,857	171,579	214,287	FT
Assistant General Manager	59	90.9510	113.5830	15,765	19,688	189,178	236,253	FT
Chief Financial Officer/Director Administrative Services	59	90.9510	113.5830	15,765	19,688	189,178	236,253	FT

* OST will receive an additional 1% stipend for Class A or B license; Lead OST 1% for Class A.

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

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 - Part-time position	\$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	\$115.50		\$693.00	4/10/2023	