

Midpeninsula Regional Open Space District
Revised Classification and Compensation Plan
Fiscal Year 2011/12 - Effective 01/25/2012
(last revised 12/14/11, 11/09/11, 05/11/11)

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	247.50	257.50	19.020	21.015	3,297	3,643	39,562	43,711	Part-time
Farm Maintenance Worker	267.50	292.50	23.219	29.795	4,025	5,164	48,296	61,974	Full-time
Open Space Technician*	267.50	292.50	23.219	29.795	4,025	5,164	48,296	61,974	Full-time
Administrative Assistant	269.50	294.50	23.687	30.395	4,106	5,268	49,269	63,222	Full-time
Accounting Technician	269.50	294.50	23.687	30.395	4,106	5,268	49,269	63,222	Full-time
Public Affairs Program Coordinator	274.50	299.50	24.898	31.950	4,316	5,538	51,788	66,456	Full-time
Lead Open Space Technician*	277.50	302.50	25.655	32.921	4,447	5,706	53,362	68,476	Full-time
IT Help Desk Support	277.50	302.50	25.655	32.921	4,447	5,706	53,362	68,476	Part-time
Ranger	278.50	303.50	25.912	33.251	4,491	5,764	53,897	69,162	Full-time
GIS Technician	278.50	303.50	25.912	33.251	4,491	5,764	53,897	69,162	Full-time
Training and Safety Specialist	280.50	305.50	26.434	33.921	4,582	5,880	54,983	70,556	Full-time
Human Resources Technician	280.50	305.50	26.434	33.921	4,582	5,880	54,983	70,556	Full-time
Senior Administrative Assistant	280.50	305.50	26.434	33.921	4,582	5,880	54,983	70,556	Full-time
Planner I (<i>new</i>)	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	Full-time
Docent Program Manager	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Volunteer Program Manager	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Information Technology Administrator	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Executive Assistant	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Equipment Mechanic/Operator	286.50	311.50	28.065	36.013	4,865	6,242	58,375	74,907	Full-time
Planner II	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Resource Management Specialist I	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Public Affairs Specialist	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Media Communications Specialist	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Website Administrator	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Accountant	Range 31		30.981	38.688	5,370	6,706	64,440	80,472	Full-time
Management Analyst I	Range 31		30.981	38.688	5,370	6,706	64,440	80,472	Full-time
Maintenance, Construction & Resource Supervisor	293.50	318.50	30.094	38.617	5,216	6,694	62,596	80,323	Full-time
Supervising Ranger	293.50	318.50	30.094	38.617	5,216	6,694	62,596	80,323	Full-time
<i>Resource Management Specialist II (New)</i>	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	Full-time
Real Property Specialist	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
GIS Administrator**	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Planner III**	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Support Services Supervisor reclassified to <i>Management Analyst II(New)</i>	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Management Analyst II	307.50	332.50	34.604	44.405	5,998	7,697	71,976	92,362	Full-time
Human Resources Management Analyst II	Range 35		34.154	42.652	5,920	7,393	71,040	88,716	Full-time
Senior Planner**	313.50	338.50	36.739	47.144	6,368	8,172	76,417	98,060	Full-time
Senior Resource Management Specialist**	313.50	338.50	36.739	47.144	6,368	8,172	76,417	98,060	Full-time
Human Resources Supervisor (New)	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	Full-time
Area Superintendent	318.50	343.50	38.617	49.555	6,694	8,590	80,323	103,074	Full-time
Senior Management Analyst	321.50	346.50	39.790	51.060	6,897	8,850	82,763	106,205	Full-time
District Clerk	321.50	346.50	39.790	51.060	6,897	8,850	82,763	106,205	Full-time
Assistant General Counsel I (New)	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	Full-time
Assistant General Counsel II	328.50	353.50	42.668	54.753	7,396	9,491	88,749	113,886	Full-time
Administrative Services Manager	335.50	360.50	45.754	58.713	7,931	10,177	95,168	122,123	Full-time
Operations Manager	335.50	360.50	45.754	58.713	7,931	10,177	95,168	122,123	Full-time
Planning Manager***	335.50	360.50	45.754	58.713	7,931	10,177	95,168	122,123	Full-time
Public Affairs Manager	335.50	360.50	45.754	58.713	7,931	10,177	95,168	122,123	Full-time
Real Property Manager	335.50	360.50	45.754	58.713	7,931	10,177	95,168	122,123	Full-time
Assistant General Manager	353.50	378.50	54.753	70.260	9,491	12,178	113,886	146,141	Full-time

Notes:

- * OST will receive an additional 1% stipend for Class A or B license; Lead OST 1% for Class A.
- ** Will receive an additional 4% stipend for Masters degree in a related field.
- ***Will receive an additional 4% stipend for Landscape Architecture license used for District business.

The Classification and Compensation Plan does not include the Board Appointee Group. Compensation for this Group is set out below.

Board Appointee Group	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$87.093	\$15,096	\$181,153	4/1/2010	7/8/2009
Controller - <i>Part-time position</i>	\$39.424	\$6,833	\$82,002	4/1/2010	7/8/2009
General Counsel	\$83.204	\$14,422	\$173,064	4/1/2010	7/8/2009