

## DRAFT

## Midpeninsula Regional Open Space District - CLASSIFICATION &amp; COMPENSATION PLAN

Fiscal Year 2025/2026 - Effective August 4, 2025 (Pay Period 25-17)

Last revised: 07/23/2025, 06/11/2025, 04/09/2025, 10/23/2024, 07/10/2024, 06/26/2024, 04/10/2024, 11/08/2023, 10/11/2023, 06/28/2023

| Classification Title                       | Step<br>Range # | Hourly Range \$ |         | Monthly Range \$ |         | Annual Range \$ |         | Full/Part |
|--------------------------------------------|-----------------|-----------------|---------|------------------|---------|-----------------|---------|-----------|
|                                            |                 | Minimum         | Maximum | Minimum          | Maximum | Minimum         | Maximum | Time      |
| Intern                                     | 7               | 27.1341         | 33.8835 | 4,703            | 5,873   | 56,439          | 70,478  | PT        |
| Seasonal Ranger Aide                       | 11              | 29.9160         | 37.3647 | 5,185            | 6,477   | 62,225          | 77,719  | PT        |
| Seasonal Open Space Technician             | 15              | 32.9867         | 41.1877 | 5,718            | 7,139   | 68,612          | 85,670  | PT        |
| Seasonal Ranger                            | 17              | 34.6285         | 43.2552 | 6,002            | 7,498   | 72,027          | 89,971  | PT        |
| Administrative Assistant                   | 22              | 39.1127         | 48.8416 | 6,780            | 8,466   | 81,354          | 101,591 | FT        |
| Accounting Technician                      | 26              | 43.1184         | 53.8505 | 7,474            | 9,334   | 89,686          | 112,009 | FT        |
| Senior Administrative Assistant            | 26              | 43.1184         | 53.8505 | 7,474            | 9,334   | 89,686          | 112,009 | FT        |
| Farm Maintenance Worker                    | 27              | 44.1976         | 55.2033 | 7,661            | 9,569   | 91,931          | 114,823 | FT        |
| Human Resources Technician                 | 27              | 44.1976         | 55.2033 | 7,661            | 9,569   | 91,931          | 114,823 | FT        |
| Open Space Technician*                     | 27              | 44.1976         | 55.2033 | 7,661            | 9,569   | 91,931          | 114,823 | FT        |
| Ranger Recruit                             | 28              | 45.2846         | 56.5409 | 7,849            | 9,800   | 94,192          | 117,605 | FT        |
| Visitor Services Program Coordinator       | 28              | 45.2846         | 56.5409 | 7,849            | 9,800   | 94,192          | 117,605 | FT        |
| Ranger                                     | 29              | 46.4171         | 57.9547 | 8,046            | 10,045  | 96,548          | 120,546 | FT        |
| Executive Assistant                        | 30              | 47.5495         | 59.3759 | 8,242            | 10,292  | 98,903          | 123,502 | FT        |
| Information Technology Technician I        | 30              | 47.5495         | 59.3759 | 8,242            | 10,292  | 98,903          | 123,502 | FT        |
| Senior Finance & Accounting Technician     | 30              | 47.5495         | 59.3759 | 8,242            | 10,292  | 98,903          | 123,502 | FT        |
| Volunteer Program Lead                     | 30              | 47.5495         | 59.3759 | 8,242            | 10,292  | 98,903          | 123,502 | FT        |
| Environmental Education Specialist         | 31              | 48.7354         | 60.8504 | 8,447            | 10,547  | 101,370         | 126,569 | FT        |
| Interpretive Specialist                    | 31              | 48.7354         | 60.8504 | 8,447            | 10,547  | 101,370         | 126,569 | FT        |
| Property Management Specialist I           | 31              | 48.7354         | 60.8504 | 8,447            | 10,547  | 101,370         | 126,569 | FT        |
| Lead Ranger                                | 32              | 49.9209         | 62.3479 | 8,653            | 10,807  | 103,835         | 129,684 | FT        |
| Resource Management Specialist I           | 32              | 49.9209         | 62.3479 | 8,653            | 10,807  | 103,835         | 129,684 | FT        |
| Facilities Maintenance Specialist          | 33              | 51.1598         | 63.9061 | 8,868            | 11,077  | 106,412         | 132,925 | FT        |
| Lead Open Space Technician*                | 33              | 51.1598         | 63.9061 | 8,868            | 11,077  | 106,412         | 132,925 | FT        |
| Planner I                                  | 33              | 51.1598         | 63.9061 | 8,868            | 11,077  | 106,412         | 132,925 | FT        |
| Public Affairs Specialist I                | 33              | 51.1598         | 63.9061 | 8,868            | 11,077  | 106,412         | 132,925 | FT        |
| Accountant I                               | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| Executive Assistant/Deputy District Clerk  | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| Executive Assistant/Legal Secretary        | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| GIS Technician                             | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| Information Technology Technician II       | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| Real Property Specialist I                 | 34              | 52.4138         | 65.4641 | 9,085            | 11,347  | 109,021         | 136,165 | FT        |
| Equipment Mechanic/Operator*               | 35              | 53.7211         | 67.0907 | 9,312            | 11,629  | 111,740         | 139,549 | FT        |
| Fleet Services Specialist (NEW)            | 35              | 53.7211         | 67.0907 | 9,312            | 11,629  | 111,740         | 139,549 | FT        |
| Property Management Specialist II          | 35              | 53.7211         | 67.0907 | 9,312            | 11,629  | 111,740         | 139,549 | FT        |
| Capital Project Manager I                  | 36              | 55.0437         | 68.7325 | 9,541            | 11,914  | 114,491         | 142,964 | FT        |
| Resource Management Specialist II          | 36              | 55.0437         | 68.7325 | 9,541            | 11,914  | 114,491         | 142,964 | FT        |
| Interpretation & Education Program Manager | 37              | 56.4195         | 70.4504 | 9,779            | 12,211  | 117,353         | 146,537 | FT        |
| Management Analyst I                       | 37              | 56.4195         | 70.4504 | 9,779            | 12,211  | 117,353         | 146,537 | FT        |
| Planner II                                 | 37              | 56.4195         | 70.4504 | 9,779            | 12,211  | 117,353         | 146,537 | FT        |
| Public Affairs Specialist II               | 37              | 56.4195         | 70.4504 | 9,779            | 12,211  | 117,353         | 146,537 | FT        |
| Volunteer Program Manager                  | 37              | 56.4195         | 70.4504 | 9,779            | 12,211  | 117,353         | 146,537 | FT        |
| Accountant II                              | 38              | 57.7875         | 72.1830 | 10,017           | 12,512  | 120,198         | 150,141 | FT        |
| Data Administrator                         | 38              | 57.7875         | 72.1830 | 10,017           | 12,512  | 120,198         | 150,141 | FT        |
| Data Analyst I                             | 38              | 57.7875         | 72.1830 | 10,017           | 12,512  | 120,198         | 150,141 | FT        |
| Real Property Specialist II                | 38              | 57.7875         | 72.1830 | 10,017           | 12,512  | 120,198         | 150,141 | FT        |
| Supervising Ranger                         | 39              | 59.2317         | 73.9617 | 10,267           | 12,820  | 123,202         | 153,840 | FT        |
| Capital Project Manager II                 | 40              | 60.6834         | 75.7781 | 10,518           | 13,135  | 126,221         | 157,618 | FT        |

## DRAFT

| Classification Title                                      | Step Range #  | Hourly Range \$    |                    | Monthly Range \$  |                   | Annual Range \$    |                    | Full/Part Time |
|-----------------------------------------------------------|---------------|--------------------|--------------------|-------------------|-------------------|--------------------|--------------------|----------------|
|                                                           |               | Minimum            | Maximum            | Minimum           | Maximum           | Minimum            | Maximum            |                |
| Resource Management Specialist III                        | 40            | 60.6834            | 75.7781            | 10,518            | 13,135            | 126,221            | 157,618            | FT             |
| Field Resource Specialist                                 | 41            | 62.1884            | 77.6785            | 10,779            | 13,464            | 129,352            | 161,571            | FT             |
| <del>Interpretation &amp; Education Program Manager</del> | <del>41</del> | <del>62.1884</del> | <del>77.6785</del> | <del>10,779</del> | <del>13,464</del> | <del>129,352</del> | <del>161,571</del> | <del>FT</del>  |
| Management Analyst II                                     | 41            | 62.1884            | 77.6785            | 10,779            | 13,464            | 129,352            | 161,571            | FT             |
| Planner III                                               | 41            | 62.1884            | 77.6785            | 10,779            | 13,464            | 129,352            | 161,571            | FT             |
| <del>Volunteer Program Manager</del>                      | <del>41</del> | <del>62.1884</del> | <del>77.6785</del> | <del>10,779</del> | <del>13,464</del> | <del>129,352</del> | <del>161,571</del> | <del>FT</del>  |
| Data Analyst II                                           | 42            | 63.7085            | 79.5635            | 11,043            | 13,791            | 132,514            | 165,492            | FT             |
| Facilities Maintenance Supervisor                         | 42            | 63.7085            | 79.5635            | 11,043            | 13,791            | 132,514            | 165,492            | FT             |
| Maintenance, Construction & Resource Supv.                | 42            | 63.7085            | 79.5635            | 11,043            | 13,791            | 132,514            | 165,492            | FT             |
| Senior Accountant                                         | 42            | 63.7085            | 79.5635            | 11,043            | 13,791            | 132,514            | 165,492            | FT             |
| Training & Safety Specialist                              | 42            | 63.7085            | 79.5635            | 11,043            | 13,791            | 132,514            | 165,492            | FT             |
| Governmental Affairs Specialist                           | 43            | 65.3046            | 81.5622            | 11,319            | 14,137            | 135,834            | 169,649            | FT             |
| Procurement Specialist                                    | 43            | 65.3046            | 81.5622            | 11,319            | 14,137            | 135,834            | 169,649            | FT             |
| Public Affairs Specialist III                             | 43            | 65.3046            | 81.5622            | 11,319            | 14,137            | 135,834            | 169,649            | FT             |
| Senior Property Management Specialist                     | 43            | 65.3046            | 81.5622            | 11,319            | 14,137            | 135,834            | 169,649            | FT             |
| Applications Engineer                                     | 44            | 66.9007            | 83.5459            | 11,596            | 14,481            | 139,153            | 173,775            | FT             |
| Capital Project Manager III                               | 44            | 66.9007            | 83.5459            | 11,596            | 14,481            | 139,153            | 173,775            | FT             |
| Senior Real Property Specialist                           | 44            | 66.9007            | 83.5459            | 11,596            | 14,481            | 139,153            | 173,775            | FT             |
| Senior Resource Management Specialist                     | 46            | 70.2373            | 87.7264            | 12,174            | 15,206            | 146,094            | 182,471            | FT             |
| Senior Technologist                                       | 46            | 70.2373            | 87.7264            | 12,174            | 15,206            | 146,094            | 182,471            | FT             |
| Area Superintendent                                       | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Budget & Analysis Supervisor                              | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Finance Supervisor                                        | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Grants Program Manager                                    | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Human Resources Supervisor                                | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Senior Management Analyst                                 | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Senior Planner                                            | 47            | 71.9930            | 89.9229            | 12,479            | 15,587            | 149,745            | 187,040            | FT             |
| Area Manager                                              | 48            | 73.7564            | 92.1119            | 12,784            | 15,966            | 153,413            | 191,593            | FT             |
| Capital Projects Field Manager                            | 48            | 73.7564            | 92.1119            | 12,784            | 15,966            | 153,413            | 191,593            | FT             |
| District Clerk/Assistant to General Manager               | 48            | 73.7564            | 92.1119            | 12,784            | 15,966            | 153,413            | 191,593            | FT             |
| Senior Capital Project Manager                            | 50            | 77.4118            | 96.7179            | 13,418            | 16,764            | 161,017            | 201,173            | FT             |
| GIS Program Administrator                                 | 52            | 81.3192            | 101.5519           | 14,095            | 17,602            | 169,144            | 211,228            | FT             |
| Information Technology Program Administrator              | 52            | 81.3192            | 101.5519           | 14,095            | 17,602            | 169,144            | 211,228            | FT             |
| IST Application Program Manager                           | 52            | 81.3192            | 101.5519           | 14,095            | 17,602            | 169,144            | 211,228            | FT             |
| Budget & Finance Manager                                  | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Facilities and Fleet Manager <i>(NEW)</i>                 | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Human Resources Manager                                   | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Natural Resources Manager                                 | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Public Affairs Manager                                    | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Real Property Manager                                     | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Visitor Services Manager                                  | 55            | 87.5135            | 109.2969           | 15,169            | 18,945            | 182,028            | 227,338            | FT             |
| Assistant General Counsel I                               | 56            | 89.6571            | 111.9647           | 15,541            | 19,407            | 186,487            | 232,887            | FT             |
| Information Systems & Technology Manager                  | 56            | 89.6571            | 111.9647           | 15,541            | 19,407            | 186,487            | 232,887            | FT             |
| Planning Manager                                          | 56            | 89.6571            | 111.9647           | 15,541            | 19,407            | 186,487            | 232,887            | FT             |
| Engineering & Construction Manager                        | 57            | 91.8915            | 114.7618           | 15,928            | 19,892            | 191,134            | 238,705            | FT             |
| Land Stewardship and Trails Manager <i>(NEW)</i>          | 57            | 91.8915            | 114.7618           | 15,928            | 19,892            | 191,134            | 238,705            | FT             |
| Assistant General Counsel II                              | 60            | 98.8461            | 123.4341           | 17,133            | 21,395            | 205,600            | 256,743            | FT             |
| Assistant General Manager                                 | 65            | 111.6987           | 139.4942           | 19,361            | 24,179            | 232,333            | 290,148            | FT             |
| Chief Financial Officer/Director Administrative Services  | 67            | 113.6987           | 141.4942           | 19,708            | 24,526            | 236,493            | 294,308            | FT             |

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

Midpeninsula Regional Open Space District Field Employees Association

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

Midpeninsula Rangers Peace Officers Association

| Board Appointee Group Compensation     | Hourly      | Monthly  | Annual          | Effective      | Last Revised |
|----------------------------------------|-------------|----------|-----------------|----------------|--------------|
| General Manager                        | \$153.1740  | \$26,550 | \$318,602       | 7/1/2024       | 10/23/2024   |
| Controller - <i>Part-time position</i> | \$108.5638  | \$6,280  | \$75,365        | 7/1/2024       | 4/9/2025     |
| General Counsel                        | \$140.3279  | \$24,324 | \$291,882       | 7/1/2024       | 10/23/2024   |
| Elected Officials Compensation         | Per Meeting |          | Monthly Maximum | Effective Date |              |
| Board Director                         | \$121.28    |          | \$727.68        | 6/9/2024       |              |