

R-22-132 Meeting 22-26 November 9, 2022

AGENDA ITEM 10

AGENDA ITEM

Approval of a Base Wage Adjustment for Employees Represented by the Midpeninsula Regional Open Space District Field Employees Association, for Employees Represented by the Midpeninsula Rangers Peace Officers Association, and for the Unrepresented Office, Supervisory, and Management Employees

GENERAL MANAGER'S RECOMMENDATIONS



- 1. Adopt a resolution approving a four percent (4.0%) base wage adjustment for employees represented by the Midpeninsula Regional Open Space District Field Employees Association, for employees represented by the Midpeninsula Rangers Peace Officers Association, and for the unrepresented Office, Supervisory, and Management Employees effective November 14, 2022.
- 2. Approve an update to the Fiscal Year 2022-23 Classification and Compensation Plan reflecting the salary adjustments.

SUMMARY

On August 25, 2021, the Board of Directors (Board) approved a Memorandum of Understanding (MOU) between the Midpeninsula Regional Open Space District (District) and Midpeninsula Regional Open Space District Field Employees Association (FEA) that includes adjustments to the salaries, benefits and terms and conditions of employment for a 3-year term ending on June 30, 2024, many of which were also applied to the non-represented District staff known as the Office, Supervisory and Management (OSM) employees.

On August 10, 2022, the Board approved terms of employment for the Midpeninsula Rangers Peace Officers Association (MRPOA), that includes adjustments to the salaries, benefits, and terms and conditions of employment for a term ending June 30, 2023.

After analysis of the recent, unprecedented inflation, historical base wage increases granted to District employees, and employee retention rates and recruitment challenges, the General Manager recommends approval of a four percent (4.0%) base wage adjustment for FEA employees, MRPOA employees, and OSM employees, including all interns and seasonal classifications, for Fiscal Year 2022-23 (FY23). Salary adjustments would take effect the first full pay period following Board approval, which is the pay period starting November 14, 2022. Board appointees do not receive the proposed salary adjustments as they have individual contracts.

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DISCUSSION

The District considers the following factors when reviewing compensation and making salary adjustments:

- Board Policy 2.03, Employee Compensation Guiding Principles
- Consumer Price Index for All Urban Consumers (CPI-U) data for the San Francisco-Oakland-Hayward, California Area (12-month span, February to February)
- Internal salary relationships / alignment

Salary adjustments for District employees have already been approved by the board through 2023 for MRPOA employees and through 2024 for FEA and OSM employees. However, the ongoing economic activity with extraordinary fast and high increases in inflation is posing a threat to the ability in attracting and retaining employees to further the District's mission and implement priority projects and programs.

The Great Resignation, coined by Anthony Klotz, a professor of management at University College London's School of Management, is an ongoing economic and employment challenge in which employees have been voluntarily resigning from their jobs en masse, beginning in early 2021. These resignations are negatively affecting workplace productivity and further straining a highly competitive labor market where a scarcity of available and qualified candidates for new job openings is affecting the hiring success of new recruitments. In the public sector, employment retention and recruitment challenges are compounded given the competition for private sector jobs, the high cost of living in the Bay Area, and the limited pool of qualified public sector candidates.

The District has been impacted by this trend as shown by the 10.84% turnover rate in FY22 as compared to the previous 7.32% in fiscal year FY21 and 6.20% in FY20. As a general rule, employee retention rates of 90 percent or higher are considered good and stable, with an organization aiming for a turnover rate of 10% or less. The first quarter (Q1) alone of FY23 is trending higher than previous years at 4.27% (as compared to 3.04% in Q1 FY22; 3.075 in Q1 FY21; and 0% in Q1 FY20).

Additionally, over the 12 months ending June 2022, the CPI-U for the San Francisco-Oakland-Hayward area increased 6.8%, adding to the already high cost of living and housing in the region.

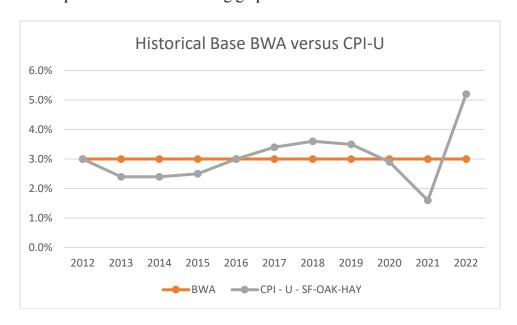
Given the economic issues that are affecting employment retention and recruitment, the General Manager asked staff to review the District's historical base wage adjustments (BWA) for employees against the historical year-over-year (February to February) CPI-U. The data is as follows:

| | District Base Wage | CPI-U (12 months) |
|------|----------------------|----------------------|
| | Adjustments (July 1) | February to February |
| 2012 | 3.0% | 3.0% |
| 2013 | 3.0% | 2.4% |
| 2014 | 3.0% | 2.4% |
| 2015 | 3.0% | 2.5% |

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| | District Base Wage | CPI-U (12 months) |
|------|----------------------|----------------------|
| | Adjustments (July 1) | February to February |
| 2016 | 3.0% | 3.0% |
| 2017 | 3.0% | 3.4% |
| 2018 | 3.0% | 3.6% |
| 2019 | 3.0% | 3.5% |
| 2020 | 3.0% | 2.9% |
| 2021 | 3.0% | 1.6% |
| 2022 | 3.0% | 5.2% |

The data is also represented in the following graph:



In some years the base wage adjustment was more than the CPI-U and in some years it was less. The average of the base wage adjustments made between 2012 and 2022 is equal to the average of the CPI-U data from 2012 through 2022.

In light of the extraordinary economic circumstance and continued recruiting challenges, the General Manager recommends approval of a four percent (4.0%) base wage adjustment for all District employees, excluding board appointees, for the remainder of FY23 to remain competitive in the employment market. This recommended increase to the compensation is in alignment with Board Policy 2.03, *Employee Compensation Guiding Principles*, which states:

The Board of Directors shall always retain flexibility to address circumstances that may be negatively impacting the District's ability to attract and retain high-quality employees and deliver excellent services to the public.

The represented groups, FEA and MRPOA, will received a side letter or a letter of agreement to implement the wage adjustment.

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FISCAL IMPACT

Approval and implementation of the recommended compensation changes is estimated at approximately \$623,482 through the remainder of FY23. The FY23 budget has sufficient funding to cover these increases.

BOARD COMMITTEE REVIEW

This item was not previously reviewed by a Board Committee.

PUBLIC NOTICE

Public notice was provided as required by the Brown Act. No additional notice is necessary.

CEQA COMPLIANCE

This item is not a project subject to the California Environmental Quality Act.

NEXT STEPS

The General Manager would direct the implementation of the salary and benefit adjustments upon approval by the Board.

Attachment

- 1. Resolution Approving Base Wage Adjustments
- 2. Classification and Compensation Plan reflecting salary adjustments.

Responsible Department Head:

Stefan Jaskulak, CFO/Administrative Services Director

Prepared by:

Candice Basnight, Human Resources Manager

Rebecca Wolfe, Human Resources Supervisor

RESOLUTION NO. 22-

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT APPROVING A BASE WAGE ADJUSTMENT FOR EMPLOYEES REPRESENTED BY THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT FIELD EMPLOYEES ASSOCIATION, FOR EMPLOYEES REPRESENTED BY THE MIDPENINSULA RANGERS PEACE OFFICERS ASSOCIATION, AND FOR THE UNREPRESENTED OFFICE, SUPERVISORY, AND MANAGEMENT EMPLOYEES

WHEREAS, the Midpeninsula Regional Open Space District Field Employees Association (FEA) is the exclusively recognized employee origination for the Midpeninsula Regional Open Space District's (District) Open Space Technicians, Lead Open Space Technicians, Equipment Mechanic-Operators, Farm Maintenance Worker, Volunteer Program Leads, and Facilities Maintenance Specialist; and

WHEREAS, the Midpeninsula Rangers Peace Officers Association (MRPOA) is the exclusively recognized employee organization for the District's Rangers, Lead Rangers, and Supervising Rangers; and

WHEREAS, the office, supervisory and management employees are employed by the District and as such receive and are subject to certain salaries and benefits, and terms and conditions of employment; and

WHEREAS, the District values high-quality employees dedicated to fulfilling the mission of the District in service to the public; and

WHEREAS, competitive compensation is one important tool to attract and retain highquality employees; and

WHEREAS, the Board of Directors endeavors to retain flexibility to address circumstances that may be negatively impacting the District's ability to attract and retain high-quality employees and deliver excellent services to the public.

NOW, THEREFORE, BE IT RESOLVED as follows:

- 1. The Board of Directors of the Midpeninsula Regional Open Space District does hereby approve a four percent (4.0%) base wage adjustment for employees represented by the Midpeninsula Regional Open Space District Field Employees Association, for employees represented by the Midpeninsula Rangers Peace Officers Association, and for the unrepresented Office, Supervisory, and Management Employees, which includes all intern and seasonal classifications, excluding the compensation rates set separately for the three employees directly appointed by the Board, effective the first pay period following Board approval, which is the pay period starting November 14, 2022.
- 2. The General Manager is directed to formalize this base wage adjustment through a side letter or letter of agreement with the Field Employees Association and the Midpeninsula Rangers Peace Officer Association.

| PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regiona Open Space District on November 9, 2022 at a Regular Meeting thereof, by the following AVES: NOES: ABSTAIN: ABSENT: ATTEST: APPROVED: Karen Holman, Secretary Board of Directors APPROVED AS TO FORM: Hilary Stevenson, General Counsel I, the Deputy District Clerk of the Midpeninsula Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meetin | ilary A. in full |
|--|------------------------|
| Open Space District on November 9, 2022 at a Regular Meeting thereof, by the following AYES: NOES: ABSTAIN: ABSENT: ATTEST: APPROVED: Zoe Kersteen-Tucker, President Board of Directors APPROVED AS TO FORM: Hilary Stevenson, General Counsel I, the Deputy District Clerk of the Midpeninsula Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the district of the Midpeninsula Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of the Regional Open Space District, her certify the Regional Open Space District, her certify the Regional Open Space District, her certify the Regional Open Space District Clerk of the Regional | |
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| I, the Deputy District Clerk of the Midpeninsula Regional Open Space District, her certify that the above is a true and correct copy of a resolution duly adopted by the Board of | |
| certify that the above is a true and correct copy of a resolution duly adopted by the Board | |
| thereof duly held and called on the above day. | of |
| Maria Soria, Deputy District Clerk | |

EXHIBIT A Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN Fiscal Year 2022 / 2022 - Effective Name of August 1985 - Fiscal Year 2022/2023 - Effective November 14, 2022 (Pay Period 22-24)

Last revised: 11/09/2022, 08/10/2022, 06/08/2022, 10/13/2021, 8/25/2021, 8/11/2021, 06/09/2021, 05/12/2021, 04/28/2021, 01/13/2021

| Internation Region Minimum M | Classification Title | Classification Title Step Hourly Range \$ | | Range \$ | Monthly Range \$ | | Annual Range \$ | | Full/Part |
|--|--|---|---------|----------|------------------|---------|-----------------|---------|-----------|
| Seasonal Ranger Aide 6 24.235 90.2570 4.200 5.245 5.0406 62.935 PT Seasonal Ranger Aide 6 24.235 90.2570 4.200 5.245 5.0406 62.935 PT Seasonal Ranger 16 30.9317 38.6177 5.361 6.694 64.338 80,325 PT Seasonal Ranger 16 30.9317 38.6177 5.361 6.694 64.338 80,325 PT Administrative Assistant 20 34.1036 42.5684 5.911 7.379 70.933 88.542 FT Gen Space Technician 20 34.1036 42.5684 5.911 7.379 70.935 88.542 FT Open Space Technician 21 34.1036 42.5684 5.911 7.379 70.935 88.542 FT Open Space Technician 22 35.7937 44.6970 6.004 7.747 74.451 92.970 FT Human Resources Technician 22 35.7937 44.6970 6.004 7.747 74.451 92.970 FT GIS Technician 22 35.7937 44.6970 6.204 7.747 74.451 92.970 FT GIS Technician 23 36.6900 65.238 6.361 7.743 76.332 95.314 FT RISK Management Coordinator 24 37.5813 66.935 6.514 8.137 78.169 97.642 FT Wistor Services Program Coordinator 25 38.5274 88.1122 6.678 8.339 80.137 100.073 FT Seail Ette Maintenance Specialist 26 39.4594 92.808 6.840 8.542 8.200 102.590 FT Information Technician 27 40.4471 50.5188 7.011 8.757 84.130 10.5079 FT Information Technician 28 36.590 92.808 6.840 8.542 8.2006 102.590 FT Information Technician 29 38.5274 88.1122 6.678 8.339 80.137 100.073 FT Seailties Maintenance Specialist 20 40.4471 50.5188 7.011 8.757 84.130 10.5079 FT Information Technician 27 40.4471 50.5188 7.011 8.757 84.130 10.5079 FT Information Technician 28 41.4417 51.7429 7.183 8.869 8.819 10.7625 FT Information Technician 29 42.4782 50.5188 7.011 8.757 84.130 10.5079 FT Information Technician 30 43.5146 54.337 8.938 8.949 8.908 8.899 8.899 10.7625 FT Reactive Assistant 31 44.599 55.8688 7.731 8.899 8.819 10.7625 FT Reagner Specialist 8.20 4.4471 50.5188 7.011 8.757 84.130 10.5079 FT Reagner Specialist 8.20 4.4471 50.5188 7.011 8.757 84.130 10.5079 FT Reagner Mechanic/Operator 9.20 42.4782 50.0888 9.4074 8.928 8.808 8.199 10.7625 FT Reagner Management Specialist 9.31 44.5998 55.6868 7.731 9.565 9.768 11.529 FT Reagner Management Specialist 9.31 44.5998 55.6868 7.731 9.565 9.768 11.529 FT Reagner Management Spec | Classification Title | Range # | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Time |
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| Information Technology Technician 22 35.7937 24.6970 6.204 7.747 74,451 92,970 FT Silos Technician 23 36.6980 45.8238 6.361 7.943 76,359 97,642 FT Silos Administrative Assistant 24 37.5813 46.9435 6.514 8.137 78,169 97,642 FT Senior Administrative Assistant 24 37.5813 46.9435 6.514 8.137 78,169 97,642 FT Senior Administrative Assistant 24 37.5813 46.9435 6.514 8.137 78,169 97,642 FT Volunteer Program Lead 25 38.5274 48.1122 6.678 8.339 80.137 100.073 FT Senior Ende Maintenance Specialist 25 39.4594 49.2808 6.840 8.542 82.076 102.504 FT Senior Inlance & Accounting Technician 26 39.4594 49.2808 6.840 8.542 82.076 102.504 FT Secutive Assistant 27 40.4471 50.5188 7.011 8.757 84.130 105.079 FT Information Technology Technician 27 40.4471 50.5188 7.011 8.757 84.130 105.079 FT Public Affairs Specialist 27 40.4471 50.5188 7.011 8.757 84.130 105.079 FT Sequipment Mechanic/Operator 28 41.4417 51.7429 7.183 8.969 86.199 107,625 FT Property Management Specialist 28 41.4417 51.7429 7.183 8.969 86.199 107,625 FT Executive Assistant/Upgal Secretary 29 42.4782 53.0368 7.363 9.193 88.355 110,317 FT Executive Assistant/Upgal Secretary 29 42.4782 53.0368 7.363 9.193 88.355 110,317 FT Panner I 29 42.4782 53.0368 7.736 9.419 9.652 9.768 115,829 FT Panner II 31 44.5998 55.6868 7.731 9.652 9.768 115,829 FT Environmental Education Specialist I 31 44.5998 55.6868 7.731 9.652 9.768 115,829 FT Environmental Education Specialist I 34 44.5998 55.6868 7.731 9.652 9.768 115,829 FT Environmental Education Specialist II 34 44.5998 55.6868 7.731 9.652 9.778 115,829 FT Environmental Education Resource Supp. 35 49.1624 61.3975 8.521 10.642 10.2258 127,707 FT Environmental E | Accounting Technician | 22 | 35.7937 | 44.6970 | 6,204 | 7,747 | 74,451 | 92,970 | FT |
| Six Fechnician 23 36,6980 45,8238 6,361 7,943 76,332 95,314 FT | Human Resources Technician | 22 | 35.7937 | 44.6970 | 6,204 | 7,747 | 74,451 | 92,970 | FT |
| Bisk Management Coordinator 24 37.5813 46.9435 6.514 8.137 78.169 97.622 FT Senior Administrative Assistant 24 37.5813 46.9435 6.514 8.137 78.169 97.622 FT Volunteer Program Lead 25 38.5274 48.1122 6.678 8.339 80.137 100.073 FT Scillites Maintenance Specialist 26 39.4594 49.2808 6.640 8.542 28.2076 102.504 FT Senior Finance & Accounting Technician 26 39.4594 49.2808 6.840 8.542 28.2076 102.504 FT Senior Finance & Accounting Technician 26 39.4594 49.2808 6.840 8.542 28.2076 102.504 FT Securitye Assistant 27 40.4471 50.5188 7.011 8.757 84.130 105.079 FT Information Technology Technician II 27 40.4471 50.5188 7.011 8.757 84.130 105.079 FT Ran | Information Technology Technician I | 22 | 35.7937 | 44.6970 | 6,204 | 7,747 | 74,451 | 92,970 | FT |
| Senior Administrative Assistant | GIS Technician | 23 | 36.6980 | 45.8238 | 6,361 | 7,943 | 76,332 | 95,314 | FT |
| Visitor Services Program Coordinator 25 38.5274 48.1122 6,678 8,339 80,137 100,073 FT Volunteer Program Lead 25 38.5274 48.1122 6,678 8,339 80,137 100,073 FT Ead Open Space Technician* 26 39.4594 49.2808 6,840 8,542 82.076 102,504 FT Senior Finance & Accounting Technician 26 39.4594 49.2808 6,840 8,542 82.076 102,504 FT Senior Finance & Accounting Technician 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Information Technology Technician II 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Ranger 27 39.2689 49.0474 5,0518 7,011 8,757 84,130 105,079 FT Real Property Specialist I 28 41,4417 51,7429 7,183 8,969 86,199 107,625 FT | Risk Management Coordinator | 24 | 37.5813 | 46.9435 | 6,514 | 8,137 | 78,169 | 97,642 | FT |
| Volunteer Program Lead 25 38.5274 48.1122 6.6678 8.339 80.137 100,073 FT Facilities Maintenance Specialist 26 39.4594 49.2808 6.840 8.542 82.076 102,504 FT Senior Finance & Accounting Technician 26 39.4594 49.2808 6.840 8.542 82.076 102,504 FT Senior Finance & Accounting Technician 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Executive Assistant 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Public Affairs Specialist 1 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Public Affairs Specialist 1 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT Equipment Mechanic/Operator 28 41.4417 51.7429 7,183 8,969 86,199 107,625 FT Equipment Mechanic/Operator 28 41.4417 51.7429 7,183 8,969 86,199 107,625 FT Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Data Analyst 1 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Executive Assistant/Legal Secretary 30 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Data Analyst 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Expirition Management Specialist 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 33 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 1 34 47.5960 59,908 8,314 10,344 99,769 24,761 11,700 FT Interpretive Specialist 1 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretive Specialist 1 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Seconds 11 1,835 49,1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Resource Supu. 35 49,1624 61.3975 8,521 10,642 102,258 1 | Senior Administrative Assistant | 24 | 37.5813 | 46.9435 | 6,514 | 8,137 | 78,169 | 97,642 | FT |
| Facilities Maintenance Specialist 26 39.4594 49.2808 6.840 8.542 82.076 102.504 FT | Visitor Services Program Coordinator | 25 | 38.5274 | 48.1122 | 6,678 | 8,339 | 80,137 | 100,073 | FT |
| Lead Open Space Technician* 26 39.4594 49.2808 6.840 8.542 82.076 102.504 FT | Volunteer Program Lead | 25 | 38.5274 | 48.1122 | 6,678 | 8,339 | 80,137 | 100,073 | FT |
| Senior Finance & Accounting Technician 26 39.4594 49.2808 6.840 8.542 82.076 102.504 FT | Facilities Maintenance Specialist | 26 | 39.4594 | 49.2808 | 6,840 | 8,542 | 82,076 | 102,504 | FT |
| Executive Assistant | Lead Open Space Technician* | 26 | 39.4594 | 49.2808 | 6,840 | 8,542 | 82,076 | 102,504 | FT |
| Information Technology Technician | Senior Finance & Accounting Technician | 26 | 39.4594 | 49.2808 | 6,840 | 8,542 | 82,076 | 102,504 | FT |
| Public Affairs Specialist 27 40.4471 50.5188 7,011 8,757 84,130 105,079 FT | Executive Assistant | 27 | 40.4471 | 50.5188 | 7,011 | 8,757 | 84,130 | 105,079 | FT |
| Ranger | Information Technology Technician II | 27 | 40.4471 | 50.5188 | 7,011 | 8,757 | 84,130 | 105,079 | FT |
| Resource Management Specialist 30 42,4782 53,0368 7,363 9,193 88,355 110,317 FT | Public Affairs Specialist I | 27 | 40.4471 | 50.5188 | 7,011 | 8,757 | 84,130 | 105,079 | FT |
| Property Management Specialist I 28 41.4417 51.7429 7,183 8,969 86,199 107,625 FT Real Property Specialist I 28 41.4417 51.7429 7,183 8,969 86,199 107,625 FT Executive Assistant/Deputy District Clerk 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Planner I 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Data Analyst I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist II 34 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretation & Geological Project Management Specialist II 34 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretation & Geological Project Manager II 1 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretation & Education Program Manager II 1 35 49,1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager II 1 35 49,1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49,1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Management Specialist II 35 49,1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Manager Interpretation & G | Ranger | 27 | 39.2689 | 49.0474 | 6,807 | 8,502 | 81,679 | 102,019 | FT |
| Real Property Specialist 28 | Equipment Mechanic/Operator | 28 | 41.4417 | 51.7429 | 7,183 | 8,969 | 86,199 | 107,625 | FT |
| Executive Assistant/Deputy District Clerk 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Planner I 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Data Analyst I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Lead Ranger 30 42.2472 52.7547 7,323 9,144 87,874 109,730 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Environmental Education Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49,1624 61,3975 8,521 10,642 102,258 127,707 FT Real Property Speciali | Property Management Specialist I | 28 | 41.4417 | 51.7429 | 7,183 | 8,969 | 86,199 | 107,625 | FT |
| Executive Assistant/Legal Secretary 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Planner I 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT Data Analyst I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Environmental Education Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst II 31 <td< td=""><td>Real Property Specialist I</td><td>28</td><td>41.4417</td><td>51.7429</td><td>7,183</td><td>8,969</td><td>86,199</td><td>107,625</td><td>FT</td></td<> | Real Property Specialist I | 28 | 41.4417 | 51.7429 | 7,183 | 8,969 | 86,199 | 107,625 | FT |
| Planner 29 42.4782 53.0368 7,363 9,193 88,355 110,317 FT | Executive Assistant/Deputy District Clerk | 29 | 42.4782 | 53.0368 | 7,363 | 9,193 | 88,355 | 110,317 | FT |
| Data Analyst 30 | Executive Assistant/Legal Secretary | 29 | 42.4782 | 53.0368 | 7,363 | 9,193 | 88,355 | 110,317 | FT |
| Lead Ranger 30 42.2472 52.7547 7,323 9,144 87,874 109,730 FT Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Planner II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47,9660 59,9089 | Planner I | 29 | 42.4782 | 53.0368 | 7,363 | 9,193 | 88,355 | 110,317 | FT |
| Resource Management Specialist I 30 43.5146 54.3374 7,543 9,418 90,510 113,022 FT Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Environmental Education Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Planner II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Resource Management Specialist II 34 47.9 | Data Analyst I | 30 | 43.5146 | 54.3374 | 7,543 | 9,418 | 90,510 | 113,022 | FT |
| Accountant 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Environmental Education Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 4.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 4.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 4.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 4.5998 55.6868 7,731 9,652 92,768 115,829 FT Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist II 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 36 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 37 49.1624 61.3975 8,521 | Lead Ranger | 30 | 42.2472 | 52.7547 | 7,323 | 9,144 | 87,874 | 109,730 | FT |
| Capital Project Manager II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Environmental Education Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Planner II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Mainterpretation & Resource Supv. | Resource Management Specialist I | 30 | 43.5146 | 54.3374 | 7,543 | 9,418 | 90,510 | 113,022 | FT |
| Environmental Education Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Interpretive Specialist 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Management Analyst I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 | Accountant | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Interpretive Specialist 31 | Capital Project Manager II | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Management Analyst I 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Planner II 31 44.5998 55.6868 7,731 9,652 92,768 115,829 FT Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 | Environmental Education Specialist | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Planner I | Interpretive Specialist | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Data Analyst II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 | Management Analyst I | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Resource Management Specialist II 34 47.9660 59.9089 8,314 10,384 99,769 124,611 FT Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 <td>Planner II</td> <td>31</td> <td>44.5998</td> <td>55.6868</td> <td>7,731</td> <td>9,652</td> <td>92,768</td> <td>115,829</td> <td>FT</td> | Planner II | 31 | 44.5998 | 55.6868 | 7,731 | 9,652 | 92,768 | 115,829 | FT |
| Grants Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 | Data Analyst II | 34 | 47.9660 | 59.9089 | 8,314 | 10,384 | 99,769 | 124,611 | FT |
| Interpretation & Education Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT | Resource Management Specialist II | 34 | 47.9660 | 59.9089 | 8,314 | 10,384 | 99,769 | 124,611 | FT |
| Maintenance, Construction & Resource Supv. 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,642 102,258 127,707 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 <td>Grants Program Manager</td> <td>35</td> <td>49.1624</td> <td>61.3975</td> <td>8,521</td> <td>10,642</td> <td>102,258</td> <td>127,707</td> <td>FT</td> | Grants Program Manager | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | 127,707 | FT |
| Management Analyst II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 10 | Interpretation & Education Program Manager | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | 127,707 | FT |
| Procurement & Contracting Agent/Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,9 | Maintenance, Construction & Resource Supv. | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | 127,707 | FT |
| Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 <td< td=""><td>Management Analyst II</td><td>35</td><td>49.1624</td><td>61.3975</td><td>8,521</td><td>10,642</td><td>102,258</td><td>127,707</td><td>FT</td></td<> | Management Analyst II | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | 127,707 | FT |
| Property Management Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 <td< td=""><td>Procurement & Contracting Agent/Specialist</td><td>35</td><td>49.1624</td><td>61.3975</td><td>8,521</td><td>10,642</td><td>102,258</td><td></td><td>FT</td></td<> | Procurement & Contracting Agent/Specialist | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | | FT |
| Real Property Specialist II 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Supervising Ranger 35 47.7305 59.6093 8,273 10,332 99,279 123,987 FT Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 1 | | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | | FT |
| Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | | 1 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | | FT |
| Training & Safety Specialist 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | Supervising Ranger | 35 | 47.7305 | 59.6093 | 8,273 | 10,332 | 99,279 | 123,987 | FT |
| Volunteer Program Manager 35 49.1624 61.3975 8,521 10,642 102,258 127,707 FT Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | Training & Safety Specialist | 1 | 1 | 61.3975 | 8,521 | 10,642 | | | FT |
| Applications Engineer 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | Volunteer Program Manager | 35 | 49.1624 | 61.3975 | 8,521 | 10,642 | 102,258 | 127,707 | FT |
| Public Affairs Specialist II 36 50.3728 62.9000 8,731 10,903 104,775 130,832 FT Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | Applications Engineer | 1 | | | | | | | FT |
| Data Administrator 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | | 1 | | 62.9000 | | 10,903 | 104,775 | | FT |
| Field Resource Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | | 38 | | 66.0577 | | 11,450 | 109,998 | | FT |
| Governmental Affairs Specialist 38 52.8838 66.0577 9,167 11,450 109,998 137,400 FT | Field Resource Specialist | 38 | | | 9,167 | 11,450 | | | FT |
| | | | | | 9,167 | | | | FT |
| | Senior Technologist | | | 66.0577 | 9,167 | 11,450 | | | FT |

| EXH | | | | | | | | |
|---|---------|-----------------|----------|------------------|---------|-----------------|---------|-----------|
| Classification Title | Step | Hourly Range \$ | | Monthly Range \$ | | Annual Range \$ | | Full/Part |
| Ciussiniculioni Title | Range # | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Time |
| Capital Project Manager III | 39 | 54.2054 | 67.6854 | 9,396 | 11,732 | 112,747 | 140,786 | FT |
| Facilities Maintenance Supervisor | 39 | 54.2054 | 67.6854 | 9,396 | 11,732 | 112,747 | 140,786 | FT |
| Planner III | 39 | 54.2054 | 67.6854 | 9,396 | 11,732 | 112,747 | 140,786 | FT |
| Public Affairs Specialist III | 39 | 54.2054 | 67.6854 | 9,396 | 11,732 | 112,747 | 140,786 | FT |
| Resource Management Specialist III | 39 | 54.2054 | 67.6854 | 9,396 | 11,732 | 112,747 | 140,786 | FT |
| Special Projects Manager | 40 | 55.5339 | 69.3478 | 9,626 | 12,020 | 115,511 | 144,243 | FT |
| Senior Accountant | 41 | 56.9112 | 71.0868 | 9,865 | 12,322 | 118,375 | 147,861 | FT |
| Senior Management Analyst | 41 | 56.9112 | 71.0868 | 9,865 | 12,322 | 118,375 | 147,861 | FT |
| Capital Projects Field Manager | 42 | 58.3023 | 72.8118 | 10,106 | 12,621 | 121,269 | 151,449 | FT |
| District Clerk/Assistant to General Manager | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| GIS Program Administrator | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Human Resources Supervisor | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Information Technology Program Administrator | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Senior Capital Project Manager | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Senior Planner | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Senior Property Management Specialist | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Senior Real Property Specialist | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Senior Resource Management Specialist | 43 | 59.7629 | 74.6410 | 10,359 | 12,938 | 124,307 | 155,253 | FT |
| Area Superintendent | 44 | 61.2236 | 76.4563 | 10,612 | 13,252 | 127,345 | 159,029 | FT |
| Area Manager | 45 | 62.7538 | 78.3622 | 10,877 | 13,583 | 130,528 | 162,993 | FT |
| Budget & Analysis Manager | 48 | 67.4976 | 84.2954 | 11,700 | 14,611 | 140,395 | 175,334 | FT |
| Finance Manager | 48 | 67.4976 | 84.2954 | 11,700 | 14,611 | 140,395 | 175,334 | FT |
| Human Resources Manager | 48 | 67.4976 | 84.2954 | 11,700 | 14,611 | 140,395 | 175,334 | FT |
| Information Systems & Technology Manager | 48 | 67.4976 | 84.2954 | 11,700 | 14,611 | 140,395 | 175,334 | FT |
| Engineering & Construction Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Land & Facilities Services Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Natural Resources Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Operations Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Planning Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Public Affairs Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Real Property Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Visitor Services Manager | 51 | 72.6378 | 90.7225 | 12,591 | 15,725 | 151,087 | 188,703 | FT |
| Assistant General Counsel I | 53 | 76.2687 | 95.2576 | 13,220 | 16,511 | 158,639 | 198,136 | FT |
| Assistant General Counsel II | 55 | 80.0873 | 100.0221 | 13,882 | 17,337 | 166,582 | 208,046 | FT |
| Assistant General Manager | 59 | 88.3019 | 110.2748 | 15,306 | 19,114 | 183,668 | 229,372 | FT |
| Chief Financial Officer/Director Administrative | 59 | 88.3019 | 110.2748 | 15,306 | 19,114 | 183,668 | 229,372 | FT |
| Services | | | | | | | | |

^{*} 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

NOTE:

Compensation for the three employees directly appointed by the Board (General Manager, General Counsel, and Controller) is being addressed at Board Meeting 22-26 on November 9, 2022, refer to Board Reports R-22-133, R-22-134, and R-22-135.