



Midpeninsula Regional
Open Space District

R-11-115
Meeting 11-33
December 14, 2011

AGENDA ITEM 6

AGENDA ITEM

Accept the District's Classification and Compensation Study Final Report and Management Recommendations and Provide Direction for Implementation

GENERAL MANAGER'S RECOMMENDATIONS

1. The General Manager recommends that the Board accept the Classification and Compensation Study Final Report prepared by Koff & Associates and District Management's recommended changes.
2. Approve the reclassification of positions recommended in the Report and approve the attached amended District Classification and Compensation Plan to implement these reclassifications immediately.
3. Direct the General Manager to evaluate implementation of the Report's recommended compensation changes as part of the FY2012-13 budget development process.

SUMMARY

At the September 13th Board Study Session, the Board reviewed the District's Classification and Compensation Study Report with Katie Kaneko, President of Koff & Associates. The Board directed the General Manager to: 1) review and analyze the Report and identify recommended adjustments to the consultant's recommendations; 2) review and analyze feedback submitted by employees since the July 13, 2011 Study Session; and 3) return to the Board by December 2011 with final recommendations regarding the Classification and Compensation Study, including any recommended changes to the report prepared by Koff & Associates. Acceptance of the Study does not amend the District's current Classification and Compensation Plan except as set out in this report.

DISCUSSION

Study Process

The District Board of Directors (Board) reviewed the Classification and Compensation Study Report (Study) and recommendations prepared by Koff & Associates (Consultant) at a Board Study Session on July 13, 2011 (Report R-11-67). At a second study session held on September

13, 2011 (Report R-11-95) Katie Kaneko, President of Koff & Associates, again presented the Study’s methodologies, findings, and recommendations to the Board. During this session the Board reviewed the classification changes and compensation adjustments including employee compensation impacts. Board members discussed specific questions and/or concerns regarding the study findings. During this meeting, a consultant from University Research & Associates presented an evaluation report of the Koff & Associates Study on behalf of the Field Employees’ Association (FEA). Again, similar to the September 13th study session, a large number of District employees were in attendance and many provided further oral feedback and comments regarding the Study. At the end of the September 13 Study Session, the Board accepted the consultant’s report and directed the General Manager to return to the Board by December 2011 with any recommended changes to the Consultant’s recommendations.

Subsequently, Acting Human Resources Supervisor Annetta Spiegel and Koff & Associates President Katie Kaneko met with each department manager to discuss any final Study recommendation and implementation issues or concerns. The Consultant evaluated the feedback from staff and managers, made some changes to the original Class and Comp report recommendations, and submitted a final report to the District. The General Manager, Administrative Services Manager, and Acting HR Supervisor reviewed the final report submitted by the Consultant and made a few additional changes. Once this analysis was completed, the Acting HR Supervisor met with each department manager to review the Consultant’s responses and management’s final recommendations.

Consultant Final Recommendations

Between the July 13 and September 13 Study Sessions, a number of employees submitted comments regarding the Classification and Compensation Study Report and the Field Employees Association submitted an evaluation of the Report conducted by University Research & Associates (URA). After reviewing all employee comments and the URA Report, the Consultant provided final responses and recommendations to each employee and department manager as well as a reply to the University Research & Associates Report. Below is a summary of the Consultant’s recommended changes to the Classification and Compensation Study (see Attachment A for more detail).

Classification Changes:

1. Changed in title from Information Technology Specialist to Information Technology Administrator.
2. Moved Human Resources Analyst and Support Services Supervisor into the broader classification of Management Analyst. (The Management Analyst classification can be used in the future for other positions such as Grants Specialist) Further, the Management Analyst was broken into Management Analyst I and Management Analyst II.
3. Planning series titles changed as follows:

Current District Title	Proposed K&A Title	Action	Compensation Impact
Planning Technician	GIS Technician	Title change	No Change
	Planner I	New class	5% below Planner II

Current District Title	Proposed K&A Title	Action	Compensation Impact
Open Space Planner I/ Resource Planner I	Planner II	Title change	No Change
Open Space Planner II	Planner III	Title change	No Change
Senior Planner/ Senior Resource Planner	Senior Planner	No change/ Title change	No Change

Compensation Changes:

1. Increased Management Analyst II salary range by 5% based on revised scope of responsibilities;
2. Change the Support Services Supervisor classification to Management Analyst II, from salary range 33 into salary range 35 (5% increase).
3. Increased Senior Management Analyst salary range 5% to maintain the benchmark tie to the Management Analyst.

Management's Final Recommendations

Management concurs with the Consultant's final recommendations with the following proposed changes:

Classification Changes:

1. Deputy District Clerk/Office Manager – This position is recommended by the Consultant to be reclassified to a Senior Administrative Assistant based on the position's assigned duties at the time the Study was conducted. Since then, the position's responsibilities have changed significantly and it is recommended to be reclassified. This reclassification will be brought back to the Board at a future time for approval.
2. GIS functions are recommended to become a separate classification series from the Planner series which will include the classes of GIS Technician and GIS Administrator.
3. Equipment Mechanic/Operator – This position's duties and responsibilities have changed notably since the Study was conducted. It is management's recommendation to evaluate this position for possible reclassification. If it is determined that a reclassification is needed, it will be brought back to the Board at a future time for approval.

Compensation Changes:

1. Move the Operations, Planning, and Administrative Services Managers from salary range 52 into salary range 51 (2.5% decrease); and move the Public Affairs and Real Property Managers from salary range 48 into salary range 51 (7.5% increase) to continue the District's internal alignment and equity of the Management Team.
2. Move the Human Resources Supervisor from salary range 44 into salary range 43 (2.5% decrease) to maintain a 20% pay differential between supervisor and manager.

3. Move the Training and Safety Specialist from salary range 36 to into salary range 35 (2.5% decrease) to maintain a 20% pay differential between it and the supervisor.
4. Move the Area Superintendent from salary range 44 into salary range 43 (2.5% decrease) to maintain a 20% pay differential between supervisor and manager.
5. Move the Senior Resource Management Specialist from salary range 43 into salary range 42 (2.5% decrease) to maintain a pay differential between it and the Area Superintendent.
6. Move the Assistant General Counsel II from salary range 50 into salary range 48 (5% decrease) to maintain internal alignment within the compensation plan; and move Assistant General Counsel I from salary range 46 into salary range 44 (5% decrease) to maintain the 10% pay differential between the I and II levels.
7. Move the Docent Program Manager from salary range 31 into salary range 30 (2.5% decrease) and move the Volunteer Program Manager from salary range 28 into salary range 30 (5% increase) to continue the District's internal alignment between the two positions.
8. Move Accounting Technician from salary range 17 into salary range 22 (12.5% increase) to maintain District's internal alignment and equity with the Human Resources Technician. This increase is 2% over the District's current top step of the Accounting Clerk salary range.
9. Eliminate the additional 4% stipend for Masters Degree for GIS Coordinator, Senior Planner, Senior Resource Management Specialist, and for Landscape Architecture license for the Planning Manager positions. The new classifications include the education requirements and salaries were benchmarked accordingly.

FISCAL IMPACT

There is will be no fiscal impact in FY2011-12 as a result of accepting this Study. If the compensation revisions recommended in this Study are implemented in FY2012-13 the fiscal impact is estimated to be \$66,708 in salaries and \$10,006 in CalPERS retirement costs, for a total increase of \$76,714.

PUBLIC NOTICE

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

CEQA COMPLIANCE

No compliance is required as this action is not a project under CEQA.

NEXT STEPS

If the Board accepts the Classification and Compensation Study Report, it is recommended that the Board amend the District's Classification and Compensation Plan to implement the new classifications effective immediately and direct the General Manager to evaluate implementation of the recommended compensation changes as part of the FY2012-13 budget development process.

Attachments:

1. Attachment A: Consultant Final Recommendations
2. Attachment B: Consultant Final Salary Range Recommendations
3. Attachment C: Top Monthly Salary Comparison
4. Attachment D: Amended District Classification and Compensation Plan containing reclassified and retitled positions

Prepared by:

Annetta Spiegel, Acting Human Resources Supervisor
Kate Drayson, Administrative Services Manager

Contact person(s):

Same as above

For a copy of Attachment A, please contact the

Michelle Radcliffe, District Clerk at

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or by phone at 650-691-1200

ATTACHMENT B

**Appendix IV
Midpeninsula Regional Open Space District
Proposed Range Placement Recommendations
January 2011**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Assistant General Manager	\$12,178	N/A	61	\$13,941	14.48%	Internal alignment: 22.5% above Administrative Services Manager, Operations Manager, and Planning Manager.
Administrative Services Manager	\$10,177	\$11,209	52	\$11,190	9.95%	Market and range placement.
Operations Manager	\$10,177	\$11,305	52	\$11,190	9.95%	Market and range placement.
Planning Manager	\$10,177	\$11,696	52	\$11,190	9.95%	Market and range placement and internal alignment: anchor to Administrative Services Manager and Operations Manager.
Assistant General Counsel II	\$9,491	\$10,588	50	\$10,657	12.28%	Market and range placement.
Public Affairs Manager	\$10,177	\$9,670	48	\$10,149	-0.27%	Market and range placement and internal alignment: anchor to Real Property Manager.
Real Property Manager	\$10,177	\$10,059	48	\$10,149	-0.27%	Market and range placement.
Assistant General Counsel I	Proposed	N/A	46	\$9,666	Proposed	Internal alignment: 10% below Assistant General Counsel II.
Area Superintendent	\$8,590	\$9,249	44	\$9,206	7.17%	Market and range placement.
Human Resources Supervisor	\$7,697	\$9,259	44	\$9,206	19.60%	Market and range placement.
Senior Planner	\$8,172	N/A	43	\$8,986	9.96%	Internal alignment: 10% above Planner III.
Senior Resource Management Specialist	\$8,172	N/A	43	\$8,986	9.96%	Internal alignment: 25% above Resource Management Specialist II.
District Clerk	\$8,850	\$8,528	41	\$8,559	-3.29%	Market and range placement.
Senior Management Analyst	\$8,850	N/A	41	\$8,559	-3.29%	Internal alignment: 15% above Management Analyst.
GIS Administrator	\$7,396	\$8,255	40	\$8,350	12.90%	Market and range placement.
Planner III	\$7,396	\$8,110	39	\$8,151	10.21%	Market and range placement.
Information Technology Administrator	\$6,058	\$7,572	36	\$7,574	25.02%	Market and range placement.
Training and Safety Specialist	\$5,880	\$7,497	36	\$7,574	28.80%	Market and range placement.
Website Administrator	\$6,368	\$7,612	36	\$7,574	18.93%	Market and range placement.
Maintenance, Construction, and Resource Supervisor	\$6,694	\$7,356	35	\$7,393	10.45%	Market and range placement.
Real Property Specialist	\$7,396	\$7,345	35	\$7,393	-0.04%	Market and range placement.
Supervising Ranger	\$6,694	\$7,356	35	\$7,393	10.45%	Market and range placement.
Management Analyst II	\$7,697	\$7,345	35	\$7,393	-3.95%	Market and range placement.
Support Services Supervisor	\$7,396	Insufficient Data	35	\$7,393	-0.04%	Internal alignment: anchor to Management Analyst.

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Proposed Range Placement Recommendations
January 2011**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Media Communications Specialist	\$6,368	\$6,995	33	\$7,041	10.57%	Market and range placement.
Public Affairs Specialist	\$6,368	\$6,995	33	\$7,041	10.57%	Market and range placement.
Resource Management Specialist II	\$7,396	\$6,995	33	\$7,041	-4.80%	Market and range placement.
Management Analyst I	Proposed	N/A	31	\$6,706	Proposed	Internal alignment: 10% below Management Analyst II.
Planner II	\$6,368	N/A	31	\$6,706	5.31%	Internal alignment: 20% below Planner III.
Accountant	\$6,242	\$6,636	31	\$6,706	7.43%	Market and range placement.
Docent Program Manager	\$6,058	\$6,673	31	\$6,706	10.69%	Market and range placement.
Planner I	Proposed	N/A	29	\$6,387	Proposed	Internal alignment: 5% below Planner II and 15% above GIS Technician.
Resource Management Specialist I	\$6,368	N/A	29	\$6,387	0.29%	Internal alignment: 10% below Resource Management Specialist II.
Volunteer Program Manager	\$6,058	\$6,264	28	\$6,231	2.85%	Market and range placement.
Executive Assistant	Proposed	\$6,130	27	\$6,082	Proposed	Market and range placement.
Public Affairs Program Coordinator	\$5,538	N/A	25	\$5,793	4.60%	Internal alignment: 20% below Public Affairs Specialist.
Ranger	\$5,764	\$5,776	25	\$5,793	0.50%	Market and range placement.
Senior Administrative Assistant	\$5,880	N/A	24	\$5,651	-3.89%	Internal alignment: 10% above Administrative Assistant.
Equipment Mechanic/Operator	\$6,242	\$5,582	23	\$5,517	-11.62%	Market and range placement.
GIS Technician	\$5,764	\$5,507	23	\$5,517	-4.29%	Market and range placement.
Lead Open Space Technician	\$5,706	N/A	23	\$5,517	-3.31%	Internal alignment: 10% above Open Space Technician.
Human Resources Technician	\$5,880	\$5,391	22	\$5,382	-8.46%	Market and range placement.
Administrative Assistant	\$5,268	\$5,087	20	\$5,126	-2.69%	Market and range placement.
Farm Maintenance Worker	\$5,164	N/A	19	\$5,004	-3.10%	Internal alignment: anchor to Open Space Technician.
Open Space Technician	\$5,164	\$5,057	19	\$5,004	-3.10%	Market and range placement.
Accounting Technician	\$5,268	\$4,777	17	\$4,766	-9.53%	Market and range placement.
Seasonal Open Space Technician	\$3,643	N/A	3 6	3384 \$3,643	0.00%	Internal alignment: 40% below Open Space Technician. Temporary position; current salary determined to be appropriate

Legend for columns:

- Column 1 - New classification title proposed by consultant.
- Column 2 - MROSD's current monthly maximum salaries.
- Column 3 - Market placement shows the market median dollar values derived from the market survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.

ATTACHMENT B

**Appendix IV
Midpeninsula Regional Open Space District
Proposed Range Placement Recommendations
January 2011**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
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Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 6 - This percentage expresses the difference between the MROSD's current salaries and the consultant's proposed salaries.

Column 7 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

ATTACHMENT C: Top Monthly Salary Comparison -- Current, Consultant and Management

Job Classification Title (old job classification title)	Current Maximum Monthly Salary	Koff & Assoc. Proposed Maximum Monthly Salary	Management Proposed Maximum Monthly Salary	Percentage above/below Koff & Assoc. Recommendation
Assistant General Manager	\$12,178	\$13,941	\$13,601	-2.5%
Administrative Services Manager	\$10,177	\$11,190	\$10,923	-2.5%
Operations Manager	\$10,177	\$11,190	\$10,923	-2.5%
Planning Manager	\$10,177	\$11,190	\$10,923	-2.5%
Public Affairs Manager	\$10,177	\$10,149	\$10,923	7.5%
Real Property Manager	\$10,177	\$10,149	\$10,923	7.5%
Assistant General Counsel II (<i>Assistant General Counsel</i>)	\$9,491	\$10,657	\$10,149	-5.0%
Assistant General Counsel I	Proposed	\$9,666	\$9,206	-5.0%
Area Superintendent	\$8,590	\$9,206	\$8,986	-2.5%
Human Resources Supervisor	Proposed	\$9,206	\$8,986	-2.5%
Senior Planner	\$8,172	\$8,986	\$8,986	
Senior Resource Management Specialist	\$8,172	\$8,986	\$8,767	-2.5%
District Clerk	\$8,850	\$8,559	\$8,559	
Senior Management Analyst	\$8,850	\$8,559	\$8,559	
GIS Administrator (<i>GIS Coordinator</i>)	\$7,396	\$8,350	\$8,350	
Planner III (<i>Open Space Planner II</i>)	\$7,396	\$8,151	\$8,151	
Information Technology Administrator (<i>Network Specialist</i>)	\$6,058	\$7,574	\$7,574	
Media Communications Specialist (<i>Website Content Coordinator</i>) Website Administrator (<i>Website Content Coordinator</i>)	\$6,368	\$7,574	\$7,574	
Training and Safety Specialist (<i>Training and Safety Coordinator</i>)	\$5,880	\$7,574	\$7,393	-2.5%
Maint., Construction & Resource Supv. (<i>Maintenance & Resource Supervisor</i>)	\$6,694	\$7,393	\$7,393	
Real Property Specialist	\$7,396	\$7,393	\$7,393	
Supervising Ranger	\$6,694	\$7,393	\$7,393	
Management Analyst II	Proposed	\$7,393	\$7,393	
Support Services Supervisor	\$7,396	\$7,393	\$7,393	
Media Communications Specialist (<i>Communications Specialist</i>)	\$6,368	\$7,041	\$7,041	
Public Affairs Specialist	\$6,368	\$7,041	\$7,041	
Resource Management Specialist II	Proposed	\$7,041	\$7,041	
Management Analyst I	Proposed	\$6,706	\$6,706	
Planner II	\$7,396	\$6,706	\$6,706	
Accountant	\$6,627	\$6,706	\$6,706	
Docent Program Manager (<i>Docent Coordinator</i>)	\$6,058	\$6,706	\$6,542	-2.5%
Volunteer Program Manager (<i>Volunteer Coordinator</i>)	\$6,058	\$6,231	\$6,542	5.0%
Planner I	Proposed	\$6,387	\$6,387	

ATTACHMENT C: Top Monthly Salary Comparison -- Current, Consultant and Management

Job Classification Title (<i>old job classification title</i>)	Current Maximum Monthly Salary	Koff & Assoc. Proposed Maximum Monthly Salary	Management Proposed Maximum Monthly Salary	Percentage above/below Koff & Assoc. Recommendation
Resource Management Specialist I	\$6,368	\$6,387	\$6,387	
Executive Assistant	Proposed	\$6,082	\$6,082	
Public Affairs Program Coordinator (<i>Assistant Program Coordinator</i>)	\$5,538	\$5,793	\$5,793	
Ranger	\$5,764	\$5,793	\$5,793	
Senior Administrative Assistant (<i>Deputy District Clerk/Office Manager</i>)	\$5,880	\$5,651	\$5,651	
Equipment Mechanic/Operator	\$6,242	\$5,517	\$5,517	
GIS Technician (<i>Planning Technician</i>)	\$5,764	\$5,517	\$5,517	
Lead Open Space Technician	\$5,706	\$5,517	\$5,517	
Human Resources Technician	\$5,880	\$5,382	\$5,382	
Accounting Technician (Accounting Clerk)	\$5,268	\$4,766	\$5,382	12.5%
Administrative Assistant	\$5,268	\$5,126	\$5,126	
Farm Maintenance Worker	\$5,164	\$5,004	\$5,004	
Open Space Technician	\$5,164	\$5,004	\$5,004	
Seasonal Open Space Technician	\$3,643	\$3,385	\$3,385	

ATTACHMENT D

Midpeninsula Regional Open Space District Revised Classification and Compensation Plan Fiscal Year 2011/12 - Effective 12/14/2011 (last revised 11/09/11, 05/11/11 and 3/24/10)

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
Administrative Clerk <i>Reclassified to Administrative Assistant</i>	254.50	279.50	20.395	26.171	3,535	4,536	42,422	54,436	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
Receptionist/Administrative Assistant <i>Reclassified to Administrative Assistant</i>	269.50	294.50	23.687	30.395	4,106	5,268	49,269	63,222	Full-time
Administrative Assistant	269.50	294.50	23.687	30.395	4,106	5,268	49,269	63,222	Full-time
Accounting Clerk Accounting Technician	269.50	294.50	23.687	30.395	4,106	5,268	49,269	63,222	Full-time
Assistant 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
Planning GIS Technician	278.50	303.50	25.912	33.251	4,491	5,764	53,897	69,162	Full-time
Training and Safety Coordinator- 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
Deputy District Clerk/Office Manager Senior Administrative Assistant	280.50	305.50	26.434	33.921	4,582	5,880	54,983	70,556	Full-time
Docent Program Coordinator Manager	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Network Specialist Information Technology Administrator	283.50	308.50	27.237	34.951	4,721	6,058	56,653	72,698	Full-time
Volunteer Coordinator Program Manager	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
Open Space Planner I	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Resource Management Specialist I Resource Planner I	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time

ATTACHMENT D

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
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 Content Coordinator-Administrator	288.50	313.50	28.630	36.739	4,963	6,368	59,550	76,417	Full-time
Accountant	292.50	317.50	29.795	38.234	5,164	6,627	61,974	79,527	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
Management Analyst I (New)	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	Full-time
Resource Management Specialist II (New)	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 Coordinator Administrator**	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Planner II**	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Open Space Planner II Planner III**	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Resource Management Specialist** <i>Position eliminated</i>	303.50	328.50	33.251	42.668	5,764	7,396	69,162	88,749	Full-time
Support Services Supervisor <i>Reclassified to Management Analyst II</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
Senior Real Property Planner** <i>Retitled to Senior Planner</i>	313.50	338.50	36.739	47.144	6,368	8,172	76,417	98,060	Full-time
Senior Planner**	313.50	338.50	36.739	47.144	6,368	8,172	76,417	98,060	Full-time
Senior Resource Planner /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

ATTACHMENT D

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	

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