



**FINAL REPORT  
Of The  
COMPENSATION STUDY**

**For The**

**MIDPENINSULA REGIONAL OPEN SPACE DISTRICT**

**March 2014**

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**BACKGROUND**

The Midpeninsula Regional Open Space District (MROSD) contracted with Koff & Associates, Inc. to conduct a comprehensive compensation study. Compensation findings, internal salary relationships, and implementation factors and options are discussed in this report.

This compensation review process was precipitated by:

- The requirement to update the total compensation study conducted in 2010-11, pursuant to an obligation set forth in the July 1, 2012-June 30, 2015 Memorandum of Agreement with the District Field Employees Association, as amended by a Side Letter of Agreement dated November 27, 2013.
- The interest of management and the Board of Directors that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows MROSD to recruit and retain a high-quality staff;
- The interest to ensure that internal relationships of salaries are based upon objective analysis including both quantitative and qualitative factors, resulting in equity across the District.

**STUDY PROCESS**

**Benchmarking Classifications**

Thirty six (36) classifications were selected in order to collect compensation data within the defined labor market. Survey classes that had the most consistent and useful survey data were used as “benchmarks” in building the compensation plan. Benchmark classes are those classes that are tied directly to market salary data during the salary setting process. These classes are used as a means of anchoring the District’s overall

compensation plan to the market. Other job classifications not surveyed would be aligned on the proposed compensation plan using internal equity principals.

Survey or benchmark classifications included classes that are reasonably well known, and clearly and concisely described. They are commonly used classes such that other like classes may readily be found in other agencies in order to ensure that sufficient compensation data will be compiled.

These survey classifications included:

- Accountant
- Accounting Technician
- Administrative Assistant
- Administrative Services Manager
- Area Superintendent
- Assistant General Counsel II
- Community Outreach Specialist
- District Clerk
- Docent Program Manager
- Equipment Mechanic/Operator
- Executive Assistant
- GIS Administrator
- GIS Technician
- Human Resources Analyst
- Human Resources Supervisor
- Human Resources Technician
- Information Technology Administrator
- Information Technology Technician
- Maintenance, Construction, & Resources Supervisor
- Management Analyst II
- Media Communications Supervisor
- Natural Resources Manager
- Open Space Technician
- Operations Manager
- Planner III
- Planning Manager
- Public Affairs Manager
- Public Affairs Specialist
- Ranger
- Real Property Manager
- Real Property Specialist
- Resource Management Specialist
- Supervising Ranger
- Training and Safety Specialist
- Volunteer Program Manager
- Web Administrator

When we contact the comparator agencies to identify possible matches for each of the benchmarked classifications, there is an assumption that we will not be able to find comparators that are 100% equivalent to the classifications at MROSD. Therefore, we do not just go by job titles, which can often be misleading, but we analyze each class description before we consider it as a comparator. Our methodology is to analyze each class description according to the factors listed on page 5 and we require that a position's "likeness" be at approximately 70% of the matched position to be included.

When we do not find an appropriate match with one class, we often use "brackets" which can be functional or represent a span in scope of responsibility. A functional bracket means that the job of one classification at MROSD is performed by two classifications at a comparator agency. A "bracket" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one position that is "smaller," where MROSD's class falls in the middle.

In all, of the thirty-six (36) benchmarked classifications identified, we were able to collect sufficient data from the comparator agencies on all thirty-six (36) of the classifications.

### **Benchmarking Comparator Agencies**

The second, most important step in conducting a market salary study is the determination of appropriate agencies for comparison.

In considering the selection of valid agencies for salary comparator purposes, a number of factors should be taken into consideration:

- 1. Organizational type and structure** – We generally recommend that agencies of a similar size, providing similar services to that of MROSD be used as comparators. However, the District provides unique and specialized services that are offered in other geographic vicinities but not always housed within a special district entity. Accordingly there were a number of larger entities that were chosen because of the provision of open space services. The other comparators chosen were comprised of seven (7) counties, two (2) municipalities, and seven (5) special districts. (For this total, Riverside and Sonoma were considered part of the County system.)

When it comes to the more technical types of classes, such as those specializing in Open Space or Resource Management, the size of an organization is not as critical, as these classes perform fairly similar work due to its technical nature regardless of the size of the organization.

The difference in size of organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. For example, it may not be appropriate to compare an Administrative Services Department Manager position at a special district with a staff of approximately 110 employees with a City or County Administration Director position at a large agency in charge of multiple divisions, each with a large staff and with several managerial and supervisory levels reporting to that position. In this case, we often look to the next lower and/or other classifications as a compromise.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services. Again, larger agencies were selected as comparators, even though they serve larger populations and have larger budgets.
- 3. Scope of services provided and geographic location** – Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to MROSD. As mentioned above, one of the challenges of

this study was to identify a sufficient number of comparator agencies within the geographic area that provide similar open space services. Because there were not a sufficient number of public agencies providing similar services within the Bay Area, we expanded our search to other agencies within the state of California due to the similarities in program areas to agencies in those areas.

When it comes to management and executive classifications, the types of services provided by an agency become less important, as each agency still needs administrative, financial, and in most cases operations and maintenance and program-related leadership classifications. At the management level, differences in size and scope of services are more critical when considering comparators, as explained above.

4. **Labor market** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. As mentioned above, the geographic labor market area, where MROSD may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the District, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the District. However, it was difficult to find a sufficient number of agencies that provide a similar scope of open space services within the immediate geographic region. It was necessary to look at agencies that were outside of the immediate labor market to get sufficient market data related to the technical specialties within MROSD. When this occurs we are able to apply geographic differentiators to adjust upward the compensation in those agencies that have a lower cost of labor.
5. **Compensation Philosophy** – Does the organization regularly conduct a market survey, and, once completed, how is this information applied? Many agencies pay to the median, some pay to the average, others may pay to a higher percentile. In addition, salary ranges may be set strictly upon market base salary values or may include the total value of salary and benefits when developing a compensation policy.

All of the above elements should be considered in selecting the group of comparator agencies. The District agreed on a list of comparator agencies and the following fourteen (14) agencies were used as comparators for the purposes of this market study:

- City of Palo Alto
- City of Walnut Creek
- County of Marin
- County of Sacramento
- County of San Mateo
- County of Santa Clara
- County of Santa Cruz
- East Bay Regional Park District
- Livermore Area Recreation & Park District

- Marin Municipal Water District
- Riverside County Regional Park & Open Space District
- Santa Clara County Open Space Authority
- Santa Clara Valley Water District
- Sonoma County Agricultural Preservation & Open Space District

<p><b>Data Collection</b></p>
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Data was mostly collected in November and December of 2013 through websites, planned telephone conversations with human resources, accounting, and/or finance personnel at each comparator agency, and careful review of agency documentation of classification descriptions, memoranda of understanding, organization charts, and other documents. We updated the County of San Mateo, Livermore Area Recreation & Park District, and Santa Clara County Open Space Authority information in January 2014 due to a salary range increase that was published near that time.

We believe that the salary data collection step is the most critical for maintaining the overall credibility of any study. We rely very heavily on MROSD classification descriptions, as they are the foundation for our comparison. Personnel staff of the comparator agencies were interviewed by telephone, whenever possible, to understand their organizational structure and possible classification matches.

In identifying appropriate comparisons for MROSD's classifications, we use the same factors and criteria that we analyze when updating the District's classification plan structure and determining the proper allocation of each position during the classification study process. Factors that we consider include:

- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

All salary survey and benefit information can be found in Appendix II and a summary of the results can be found in Appendix I. For each surveyed class, there are three information pages:

- Market Base (Top Step) Salary Summary Data
- Benefit Detail (Monthly Equivalent Values)
- Monthly Total Compensation Cost Summary Data

Our analysis includes the mean (average) and median (midpoint) comparator data for each benchmarked classification (assuming we were able to identify at least four matches). In agreement with industry best practice, our firm recommends reviewing the median, rather than the average, when evaluating the data. The median is the exact midpoint of all the market data we collected, with 50% of market data below and 50% of market data above. We recommend using the median methodology as it is not skewed by extremely high or low salary values (unlike the mean).

## **MARKET COMPENSATION FINDINGS**

As mentioned above, all of the compensation data can be found in Appendix II of this report. The market base compensation salary findings for each class surveyed are listed below, using the median results, arranged in descending order from the most positive percentile (above market) to the most negative (below market). The market base total compensation findings are also listed below. The percentile represents the difference between MROSD's current base salary/total compensation for each classification and the median base salary/total compensation of the comparator agencies.

<b>Classification</b>	<b>% above or below Top Monthly Median</b>	<b>% above or below Total Comp Median</b>
Accountant	13.0%	4.6%
Accounting Technician	11.1%	7.3%
Executive Assistant	8.2%	3.0%
Web Administrator	7.7%	15.1%
Human Resources Technician	6.7%	-0.5%
Planner III	6.7%	0.2%
Public Affairs Manager	6.7%	2.6%
Media Communications Supervisor	6.6%	-2.3%
Public Affairs Specialist	5.3%	-1.1%
Real Property Manager	5.1%	3.0%
Maintenance, Construction, and Resource Supervisor	4.1%	-15.7%
Administrative Assistant	4.3%	-1.3%
Docent Program Manager	3.3%	3.5%
Ranger	3.2%	-8.5%
Management Analyst II	3.0%	2.9%
Information Technology Technician	1.9%	-5.2%
Information Technology Administrator	1.8%	-0.1%
Training And Safety Specialist	1.8%	3.4%
Operations Manager	1.6%	-1.7%
GIS Administrator	1.1%	-3.3%
Real Property Specialist	0.8%	-2.3%
Administrative Services Manager	0.8%	-5.8%
Resource Management Specialist II	0.4%	-8.5%
Open Space Technician	0.1%	-9.9%
Area Superintendent	-0.1%	-10.0%
Natural Resources Manager	-0.9%	-4.4%
Human Resources Supervisor	-1.1%	1.6%
Volunteer Program Manager	-1.1%	-3.7%
District Clerk	-1.3%	-7.7%
GIS Technician	-1.5%	0.6%
Supervising Ranger	-2.0%	-17.1%
Planning Manager	-5.0%	-9.3%
Equipment Mechanic/Operator	-5.3%	-6.5%
Community Outreach Specialist	-6.6%	-5.5%

Assistant General Counsel II	-16.7%	-20.3%
Human Resources Analyst	Proposed	Proposed

Market *base salary* results show that out of thirty-six (36) benchmarked classifications twenty (24) are paid above the market median. Fourteen (14) classes are paid above the market median by 5% or less, eight (8) classes are paid above the market median by more than 5% and less than 10%, and two (2) classes are paid above the market by more than 10% and less than 20%.

Of the 36 benchmarked classifications, eleven (11) are paid below the market median. Eight (8) classes are paid below the market by 5% or less, two (2) classes are paid below the market by more than 5% and less than 10%, and one (1) class is paid below the market by more than 10% and less than 20%.

Generally, we consider a classification falling within 5% of the median to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of work and position requirements. However, when considering implementation options, MROSD could adopt a closer standard.

Market *total compensation* results show that twelve (12) of the benchmarked classifications are paid above the market median. Ten (10) classes are paid above the market by less than 5%, one (1) class is paid above the market by more than 5% and less than 10%, and one class is paid above the market by more than 10%.

Twenty-three (23) benchmarked classifications are paid below the market median. Ten (10) classes are paid below the market median by less than 5%, nine (9) classes are paid below the market by more than 5% and less than 10%, three (3) classes are paid below the market by more than 10% and less than 20%, and one (1) class is paid below the market by more than 20%.

Overall, these differences between market base salaries and total compensation indicate that MROSD's benefits package, in terms of cost, is less than that of the market. Further analysis indicates that, on average, classifications are 1.8% above the market median for base salaries, while that figure changes to 2.8% below market based on total compensation, which is a 4.6% difference on average.

There are a couple of reasons for the difference between base salaries and total compensation.

- Five (5) comparator agencies pay a greater amount for medical, dental, vision, employee assistance, life, and disability insurances compared to MROSD.
- Nine (9) of the comparator agencies have richer retirement contributions with six (6) of the comparators participating in both Social Security and enhanced PERS retirement programs.

Due to the fact that MROSD's benefits package is less than that of the market, we will base our salary recommendations on top monthly salary and recommend that MROSD address benefits separately. Total compensation is a culmination of many factors derived by a blending of different stakeholder perspectives. The Board's perspective is reflected by the determination of a District market compensation philosophy. The employee viewpoint is incorporated through the meet and confer process by the communication of preferred total compensation components. It is the role of management to balance the need to attract and retain a quality workforce with the fiscal responsibility. Until the stakeholders are able to articulate their different perspectives, so that the District can evaluate and determine the best course of action related to total compensation, we are recommending no changes to benefits at this time.

### **Additional Benefits Information**

The District requested the collection of additional benefits information, from the comparator agencies, specifically retiree health, pay differentials, part time benefits, retirement formulas, longevity, housing programs, and budget strategies. The results of our findings could not be quantified in our benefits data spreadsheets but can be found in Appendix IV of this report.

## **INTERNAL SALARY RELATIONSHIPS**

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop potential specific salaries to be considered for all non-benchmark classes. Appendix IV presents proposed salary range placements for MROSD that factor in the current internal salary relationship guidelines. This proposal is just one option for MROSD's consideration.

While analyzing internal relationships, the same factors were considered that we used in previously constructing MROSD'S classification plan, allocating positions to specific classifications within the plan, and comparing MROSD's current classifications to the labor market during this compensation study.

In addition, when considering an appropriate salary range level, there are certain standard human resources practices that are normally applied, as follows:

- As mentioned above, a salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, a closer standard can be adopted by an agency.
- Certain internal percentages are often applied. Those that are the most common are:

- ❖ The differential between a trainee and experienced class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
- ❖ A lead or advanced journey-level (III or Senior-level) position is generally placed 10% to 15% above the next lower experienced level; and
- ❖ A full supervisory position is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.

We can also make internal equity adjustments between classifications such as Manager and/or Supervisor, especially within one department.

- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classification is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration needs to be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

There were sixteen (16) classifications that were not benchmarked for the study. For all classifications that were not benchmarked, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and knowledge, skills, and abilities that are of high value to MROSD. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for MROSD management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements as necessary based in the needs of the organization.

MROSD may want to make other internal equity adjustments as it implements a compensation strategy. This market survey is only a tool to be used by MROSD to determine market indexing and salary determination. Detailed information regarding each class' current salary and the percentage difference to the market median is found in Appendix I of this report.

## **IMPLEMENTATION FACTORS AND OPTIONS**

<p><b>Pay Philosophy</b></p>
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MROSD has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the District's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Another consideration will be the cost of MROSD's pay philosophy. Bringing all employees to the market median would denote an increase of MROSD's payroll expenses and may not be feasible to accomplish with one immediate adjustment.

### **Monthly Salary Plan**

The current MROSD salary structure consists of 10 steps that are 2.5% apart from each other. This is an effective salary structure. Appendix III contains a proposed salary schedule, should MROSD choose to implement a compensation plan that maintains this salary structure.

### **Salary Range Placements**

Should MROSD choose to implement a compensation plan that combines the market data results and internal alignment factors, Appendix IV illustrates the proposed salary range placement for each classification based on our analysis of market data and internal relationships. This proposal is just one option for MROSD's consideration. Initially, each benchmark classification was placed into the salary range schedule closest to its market base salary median. We then internally aligned all non-benchmarked classifications within the market framework. The spreadsheet also includes our rationale for each proposed placement and the projected percentage change.

In the future, if MROSD decides to implement annual across-the-board Competitive Market Increases (CMIs), the salary schedule needs to be increased by the appropriate percentage and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

### **Options for Implementation**

While MROSD may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of

living increase). If a class falls within five percent (5%) of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 10%) below the market median, a higher percentage change may be initially warranted to begin minimizing the disparity.

For example, if the District decided to implement the proposed salary range placements over a three (3) year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 10.39%	2.5% to 4.99%
10.4% to 12.99%	5.0% to 7.49%
13.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment represents the adjustment needed in order provide a portion of the equity increase and to place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the District's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The District may also consider a similar implementation plan over a longer period of time, such as a five (5)-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are so far below market that their current compensation falls below even the bottom of the newly recommended range, then larger adjustments may need to be considered to move those employees at least to the bottom of the new salary range.

MROSD may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce.

One implementation option for MROSD would be to Y-rate all employees that are at a salary above their current market salary range until the market numbers "catch up" with their current salary. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a class' salary in place until the market catches up are:

- “Grandfathering” of salary ranges: this means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they leave MROSD or retire. Any new-hires would be paid within the newly established salary range.
- Single-incumbent classes: if a class only has one incumbent, an option would be to wait until the person leaves or retires from MROSD and then adjust the salary range for the class according to the market.

Another option, of course, is to actually reduce salaries down to where the market numbers are. However, from a legal as well as an employee relations perspective, it is highly questionable whether that really is a viable option. Legal representation for different agencies has various interpretations of the legality of reducing salaries.

### **USING MARKET DATA AND THIS REPORT AS A TOOL**

We wish to reiterate that this report and our findings are meant to be a tool for MROSD to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff. However, financial realities and MROSD’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data represents a market survey that will give MROSD an instrument to make future compensation decisions.

It has been a pleasure working with MROSD on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully Submitted,  
Koff & Associates, Inc.



Katie Kaneko  
President

**Appendix I**  
**Results Summary**

**Midpeninsula Regional Open Space District  
Results Summary  
January 2014**

Classification	Top Monthly Salary Data					Monthly Total Compensation Data				
	MROSD Current Monthly Salary	Average	% above or below	Median	% above or below	MROSD Monthly Total Comp	Average	% above or below	Median	% above or below
Accountant	\$7,114	\$6,522	8.3%	\$6,192	13.0%	\$10,345	\$9,753	5.7%	\$9,867	4.6%
Accounting Technician	\$5,710	\$5,092	10.8%	\$5,076	11.1%	\$8,519	\$7,870	7.6%	\$7,893	7.3%
Administrative Assistant	\$5,348	\$5,153	3.6%	\$5,121	4.3%	\$8,084	\$7,999	1.0%	\$8,193	-1.3%
Aministrative Services Manager	\$11,588	\$12,065	-4.1%	\$11,499	0.8%	\$15,948	\$17,114	-7.3%	\$16,866	-5.8%
Area Superintendent	\$9,534	\$9,545	-0.1%	\$9,539	-0.1%	\$13,369	\$13,749	-2.8%	\$14,708	-10.0%
Assistnt General Counsel II	\$10,767	\$12,114	-12.5%	\$12,561	-16.7%	\$14,811	\$17,024	-14.9%	\$17,821	-20.3%
Community Outreach Specialist	\$7,470	\$7,827	-4.8%	\$7,966	-6.6%	\$10,781	\$11,576	-7.4%	\$11,368	-5.5%
District Clerk	\$9,080	\$9,430	-3.9%	\$9,194	-1.3%	\$12,749	\$13,888	-8.9%	\$13,736	-7.7%
Docent Program Manager	\$6,941	\$6,796	2.1%	\$6,712	3.3%	\$10,134	\$10,148	-0.1%	\$9,779	3.5%
Equipment Mechanic/Operator	\$6,146	\$6,470	-5.3%	\$6,474	-5.3%	\$9,120	\$9,651	-5.8%	\$9,710	-6.5%
Executive Assistant	\$6,453	\$6,114	5.3%	\$5,927	8.2%	\$9,413	\$9,300	1.2%	\$9,133	3.0%
Gis Administrator	\$8,858	\$8,885	-0.3%	\$8,761	1.1%	\$12,477	\$12,663	-1.5%	\$12,887	-3.3%
Gis Technician	\$5,853	\$5,878	-0.4%	\$5,941	-1.5%	\$8,691	\$8,905	-2.5%	\$8,642	0.6%
Human Resources Analyst	Proposed	\$7,779	N/A	\$7,681	N/A	N/A	\$11,401	N/A	\$11,286	N/A
Human Resources Supervisor	\$9,534	\$9,609	-0.8%	\$9,642	-1.1%	\$13,304	\$13,541	-1.8%	\$13,087	1.6%
Human Resources Technician	\$5,710	\$5,608	1.8%	\$5,328	6.7%	\$8,519	\$8,567	-0.6%	\$8,561	-0.5%
IT Administrator	\$8,035	\$8,001	0.4%	\$7,889	1.8%	\$11,317	\$11,543	-2.0%	\$11,324	-0.1%
IT Technician	\$6,146	\$6,067	1.3%	\$6,031	1.9%	\$9,044	\$9,098	-0.6%	\$9,514	-5.2%
Maint, Construction, & Rsrc Spv	\$7,843	\$7,827	0.2%	\$7,521	4.1%	\$11,136	\$11,773	-5.7%	\$12,880	-15.7%
Management Analyst II	\$7,843	\$7,052	10.1%	\$7,609	3.0%	\$11,237	\$11,215	0.2%	\$10,914	2.9%
Media Communications Supervisor	\$9,301	\$9,015	3.1%	\$8,692	6.6%	\$13,019	\$13,139	-0.9%	\$13,321	-2.3%
Natural Resources Manager	\$11,588	\$11,448	1.2%	\$11,695	-0.9%	\$15,948	\$16,223	-1.7%	\$16,653	-4.4%
Open Space Technician	\$5,309	\$5,561	-4.8%	\$5,302	0.1%	\$8,112	\$8,746	-7.8%	\$8,913	-9.9%
Operations Manager	\$11,588	\$11,200	3.3%	\$11,407	1.6%	\$16,013	\$15,899	0.7%	\$16,280	-1.7%
Planner III	\$8,647	\$8,278	4.3%	\$8,071	6.7%	\$12,219	\$12,000	1.8%	\$12,201	0.2%
Planning Manager	\$11,588	\$12,081	-4.3%	\$12,162	-5.0%	\$15,948	\$16,886	-5.9%	\$17,429	-9.3%
Public Affairs Manager	\$11,588	\$11,389	1.7%	\$10,816	6.7%	\$15,948	\$16,319	-2.3%	\$15,531	2.6%
Public Affairs Specialist	\$7,470	\$7,495	-0.3%	\$7,075	5.3%	\$10,781	\$10,997	-2.0%	\$10,894	-1.1%
Ranger	\$6,146	\$6,023	2.0%	\$5,949	3.2%	\$9,120	\$9,609	-5.4%	\$9,893	-8.5%
Real Property Manager	\$11,588	\$11,032	4.8%	\$10,999	5.1%	\$15,948	\$15,569	2.4%	\$15,476	3.0%
Real Property Specialist	\$7,843	\$7,735	1.4%	\$7,781	0.8%	\$11,237	\$11,148	0.8%	\$11,500	-2.3%
Resource Management Specialist II	\$7,470	\$7,610	-1.9%	\$7,441	0.4%	\$10,637	\$11,224	-5.5%	\$11,544	-8.5%
Supervising Ranger	\$7,843	\$7,939	-1.2%	\$8,000	-2.0%	\$11,151	\$12,214	-9.5%	\$13,061	-17.1%
Training And Safety Specialist	\$7,843	\$7,403	5.6%	\$7,706	1.8%	\$11,237	\$10,932	2.7%	\$10,854	3.4%
Volunteer Program Manager	\$6,941	\$7,033	-1.3%	\$7,020	-1.1%	\$10,134	\$10,421	-2.8%	\$10,508	-3.7%
Web Administrator	\$8,035	\$7,685	4.4%	\$7,416	7.7%	\$11,471	\$10,678	6.9%	\$9,736	15.1%

**Appendix II**  
**Market Compensation Findings**

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>ACCOUNTANT</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Clara Valley Water District	Accountant II	\$8,022		\$8,022	6/24/2013	Unknown	Unknown
2	City of Walnut Creek	Accountant II	\$7,604		\$7,604	10/25/2013	6/20/2014	2.5%
3	Marin Municipal Water District	Accountant II	\$7,319		\$7,319	7/1/2013	7/1/2014	2 -3%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Accountant</b>	<b>\$7,114</b>		<b>\$7,114</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	Sonoma County Agricultural Preservation & OSD	Accountant II <sup>3</sup>	\$5,938	12.3%	\$6,668	7/1/2009	10/28/2014	1%
6	City of Palo Alto <sup>a</sup>	Accountant <sup>6</sup>	\$6,648		\$6,648	5/18/2013	Unknown	Unknown
7	County of Santa Cruz	Accountant II	\$5,706	8.7%	\$6,202	6/13/2009	Unknown	Unknown
8	County of Marin	Accountant II <sup>5</sup>	\$6,182		\$6,182	7/1/2009	7/1/2014	2-3%
9	County of San Mateo	Accountant II <sup>1</sup>	\$6,155		\$6,155	11/10/2013	Unknown	Unknown
10	East Bay Regional Park District <sup>b</sup>	Accountant II	\$5,987		\$5,987	4/1/2013	4/1/2014	2%
11	County of Sacramento	Accountant	\$5,361	9.8%	\$5,886	6/22/2008	Unknown	Unknown
12	County of Santa Clara	Accountant II <sup>4</sup>	\$5,832		\$5,832	12/23/2013	Unknown	Unknown
13	Riverside County Regional Park & Open Space District	Accountant II – Parks <sup>2</sup>	\$5,092	13.2%	\$5,764	6/27/2013	7/1/2014	2%
	Santa Clara County Open Space Authority	N/C						
	Livermore Area Recreation & Park District	N/C						
<b>Average of Comparators</b>			<b>\$6,320</b>		<b>\$6,522</b>			
<b>% MROSD Above/Below</b>			<b>11.2%</b>		<b>8.3%</b>			
<b>Median of Comparators</b>			<b>\$6,071</b>		<b>\$6,192</b>			
<b>% MROSD Above/Below</b>			<b>14.7%</b>		<b>13.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

b) East Bay Regional Park District works a 37.5 hour workweek.

1 - Accountant II may plan, direct, review, and evaluate work of fiscal office support staff.

2 - Accountant II – Parks may supervise clerical and/or technical staff.

3 - Accountant II may supervise payroll function; this classification is not in the District but is a classification in the Regional Parks Department.

4 - Accountant II may lead lower-level staff.

5 - Accountant II may plan, direct, and review the work of technical and office support staff; County no longer has a Payroll Accountant classification.

6 - Accountant may supervise support staff.

7 - MROSD's classification is bracketed by two comparators to encompass all duties.

8 - Senior Accountant may exercise technical and functional supervision over clerical staff or lower-level accountants; Senior Administrative Analyst oversees payroll function.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>ACCOUNTING TECHNICIAN</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Accounting Technician	\$6,585		\$6,585	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Account Clerk III / Payroll Technician / Fiscal Specialist <sup>1</sup>	\$6,414		\$6,414	7/1/2013	7/1/2014	2 -3%
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Accounting Technician</b>	<b>\$5,710</b>		<b>\$5,710</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Riverside County Regional Park & Open Space District	Accounting Assistant II – Parks	\$4,698	13.2%	\$5,318	6/27/2013	7/1/2014	2%
5	East Bay Regional Park District <sup>b</sup>	Account Clerk	\$5,252		\$5,252	4/1/2013	4/1/2014	2%
6	Livermore Area Recreation & Park District	District Bookkeeper <sup>3</sup>	\$5,220		\$5,220	7/1/2013	Unknown	Unknown
7	City of Walnut Creek	Accounting Assistant / Payroll Technician <sup>1</sup>	\$5,217		\$5,217	6/22/2012	Unknown	Unknown
8	Sonoma County Agricultural Preservation & OSD	Payroll Clerk <sup>2</sup>	\$4,520	12.3%	\$5,076	7/1/2009	10/28/2014	1%
9	City of Palo Alto	Accounting Specialist	\$4,900		\$4,900	7/1/2012	Unknown	Unknown
10	County of San Mateo	Fiscal Office Specialist	\$4,725		\$4,725	11/10/2013	Unknown	Unknown
11	County of Santa Cruz	Account Clerk	\$4,300	8.7%	\$4,674	6/13/2009	Unknown	Unknown
12	County of Santa Clara	Accountant Assistant / Payroll Services Clerk <sup>1</sup>	\$4,523		\$4,523	12/23/2013	Unknown	Unknown
13	County of Marin <sup>a</sup>	Accounting Assistant	\$4,520		\$4,520	7/1/2009	7/1/2014	2-3%
14	County of Sacramento	Account Clerk Level II	\$3,440	9.8%	\$3,777	6/20/2010	Unknown	Unknown
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$4,947</b>		<b>\$5,092</b>			
<b>% MROSD Above/Below</b>			<b>13.4%</b>		<b>10.8%</b>			
<b>Median of Comparators</b>			<b>\$4,725</b>		<b>\$5,076</b>			
<b>% MROSD Above/Below</b>			<b>17.2%</b>		<b>11.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1 - MROSD's classification is bracketed by two comparators to encompass all duties.

2 - The District does not have Payroll Clerk classification but are in the Regional Parks Department; the District has an Accounting Technician that performs specialized and complex technical accounting work and may supervise staff.

3 - District Bookkeeper requires any combination of education and experience equivalent to completion of high school and 2 years schooling beyond high school and 4 years of experience.

4- Accounting Technician requires any combination of experience and training equivalent to an Associate of Arts degree and 3 years of experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>ADMINISTRATIVE ASSISTANT</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Administrative Assistant	\$6,269		\$6,269	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Administrative Assistant	\$6,130		\$6,130	7/1/2013	7/1/2014	2 -3%
3	County of Marin <sup>a</sup>	Senior Secretary	\$5,766		\$5,766	7/1/2009	7/1/2014	2-3%
4	County of Santa Clara	Executive Assisstant II	\$5,427		\$5,427	12/23/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Administrative Assistant</b>	<b>\$5,348</b>		<b>\$5,348</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	City of Palo Alto	Administrative Associate II	\$5,235		\$5,235	7/1/2012	Unknown	Unknown
7	City of Walnut Creek	Office Specialist <sup>1</sup>	\$5,137		\$5,137	6/22/2012	Unknown	Unknown
8	East Bay Regional Park District <sup>b</sup>	Secretary	\$5,104		\$5,104	4/1/2013	4/1/2014	2%
9	County of San Mateo	Administrative Secretary II	\$5,070		\$5,070	11/10/2013	Unknown	Unknown
10	County of Santa Cruz	Division Secretary	\$4,451	8.7%	\$4,838	6/13/2009	Unknown	Unknown
11	Riverside County Regional Park & Open Space District	Secretary II - Parks	\$4,032	13.2%	\$4,564	6/27/2013	7/1/2014	2%
12	Sonoma County Agricultural Preservation & OSD	Senior Office Assistant <sup>2</sup>	\$3,861	12.3%	\$4,336	7/1/2009	10/28/2014	1%
13	County of Sacramento	Secretary	\$3,609	9.8%	\$3,962	6/20/2010	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$5,008</b>		<b>\$5,153</b>			
<b>% MROSD Above/Below</b>			<b>6.4%</b>		<b>3.6%</b>			
<b>Median of Comparators</b>			<b>\$5,121</b>		<b>\$5,121</b>			
<b>% MROSD Above/Below</b>			<b>4.3%</b>		<b>4.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1- Office Specialist requires graduation from high school supplemented by secretarial or business coursework or training and 3 years of experience

2- The District does not have the Office Assistant, Senior classification but is in the Regional Parks Department.

3- Administrative Services Manager requires an AA degree or higher and 1 year of experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>ADMINISTRATIVE SERVICES MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Finance Division Manager	\$16,026		\$16,026	7/1/2013	7/1/2014	2 -3%
2	Riverside County Regional Park & Open Space District	Bureau Chief – Parks <sup>3</sup>	\$12,205	13.2%	\$13,816	7/1/2013	7/1/2014	2%
3	City of Palo Alto <sup>a</sup>	Assistant Director Administrative Services	\$13,031		\$13,031	5/18/2013	Unknown	Unknown
4	Santa Clara Valley Water District	Financial Services Unit Manager	\$12,946		\$12,946	6/24/2013	Unknown	Unknown
5	East Bay Regional Park District	Chief Financial Officer/Controller / Assistant Finance Officer <sup>1,2</sup>	\$12,512		\$12,512	4/1/2013	4/1/2014	2%
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Administrative Services Manager</b>	<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	County of San Mateo	Deputy Controller	\$11,546		\$11,546	11/10/2013	Unknown	Unknown
8	County of Santa Cruz	Chief of Fiscal Services	\$10,535	8.7%	\$11,452	6/13/2009	Unknown	Unknown
9	City of Walnut Creek	Finance Manager	\$11,120		\$11,120	10/25/2013	6/20/2014	2.5%
10	County of Santa Clara	Administrative Services Manager III / Controller-Treasurer Division Manager <sup>1,4</sup>	\$11,021		\$11,021	12/23/2013	Unknown	Unknown
11	County of Sacramento	Chief of Departmental Administrative Services	\$9,862	9.8%	\$10,829	6/20/2010	Unknown	Unknown
12	County of Marin	Department of Finance Division Chief	\$10,580		\$10,580	7/1/2009	7/1/2014	2-3%
13	Sonoma County Agricultural Preservation & OSD	OSD Administrative and Fiscal Services Manager / Department Administrative Services Director <sup>1</sup>	\$8,815	12.3%	\$9,899	7/1/2008	10/28/2014	1%
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$11,683</b>		<b>\$12,065</b>			
<b>% MROSD Above/Below</b>			<b>-0.8%</b>		<b>-4.1%</b>			
<b>Median of Comparators</b>			<b>\$11,333</b>		<b>\$11,499</b>			
<b>% MROSD Above/Below</b>			<b>2.2%</b>		<b>0.8%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two or more comparators to encompass all duties.

2- Chief Financial Officer/ Controller and Assistant Finance Officer require a Bachelor's Degree from an accredited college or university in accounting, finance or closely related field.

3 - Bureau Chief – Parks may oversee administration bureau, including human resources and financial functions.

4 - The Administrative Services Manager III requires sufficient administrative or business management experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>AREA SUPERINTENDENT</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Public Services Manager <sup>1</sup>	\$12,291		\$12,291	10/25/2013	6/20/2014	2.5%
2	Marin Municipal Water District	Watershed Resources Manager <sup>4</sup>	\$11,644		\$11,644	7/1/2013	7/1/2014	2 -3%
3	County of San Mateo	Park Superintendent <sup>2</sup>	\$10,995		\$10,995	11/10/2013	Unknown	Unknown
4	East Bay Regional Park District	Park Unit Manager <sup>6</sup>	\$10,778		\$10,778	4/1/2013	4/1/2014	2%
5	City of Palo Alto <sup>a</sup>	Division Manager - Open Space <sup>11</sup>	\$10,072		\$10,072	5/18/2013	Unknown	Unknown
6	County of Santa Clara	Manager of Park Maintenance Services / Manager of Park Ranger Operations <sup>8,9</sup>	\$9,539		\$9,539	12/23/2013	6/23/2014	2%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Area Superintendent</b>	<b>\$9,534</b>		<b>\$9,534</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Marin	Parks/Open Space Superintendent <sup>10</sup>	\$9,462		\$9,462	7/1/2009	7/1/2014	2-3%
9	County of Santa Cruz	Parks Manager, Maintenance <sup>3</sup>	\$8,202	8.7%	\$8,916	6/13/2009	Unknown	Unknown
10	County of Sacramento	Park Ranger Manager <sup>7</sup>	\$7,026	9.8%	\$7,715	6/20/2010	Unknown	Unknown
11	Livermore Area Recreation & Park District	Parks and Facilities Manager <sup>5</sup>	\$7,455		\$7,455	7/1/2013	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	Area Park Manager - Parks	\$5,411	13.2%	\$6,125	6/27/2013	7/1/2014	2%
	Santa Clara County Open Space Authority	N/C						
	Santa Clara Valley Water District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$9,352</b>		<b>\$9,545</b>			
<b>% MROSD Above/Below</b>			<b>1.9%</b>		<b>-0.1%</b>			
<b>Median of Comparators</b>			<b>\$9,539</b>		<b>\$9,539</b>			
<b>% MROSD Above/Below</b>			<b>-0.1%</b>		<b>-0.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- Public Services Manager does not require certifications

2- Park Superintendent does not require certifications.

3- Parks Manager, Maintenance requires Agricultural Pest Control Advisor License only.

4- Watershed Resources Manager does not require any certifications except for First Aid and CPR certificate.

5 - Parks and Facilities Manager requires Qualified Applicator's certificate, Qualified Applicator's license, and/or Agricultural Pest Control Advisor license only.

6- Park Unit Manager requires 4 years of experience and no additional license/certifications beyond a valid California State driver's license.

7- Park Ranger Manager requires POST Basic certificate and CPR certificate only.

8 - MROSD's classification is bracketed by two comparators to encompass all duties.

9 - Manager of Park Maintenance Services does not require California Penal Code 832 Certificate or any other license/certifications. Manager of Park Ranger Operations requires possession of the American Red Cross Emergency Response First Aid certification (First Responder Level or higher) and American Red Cross CPR for the Professional Rescuer certification before completion of the probationary period, and possession of current California Penal Code Section 832 Powers of Arrest certificate.

10 - Certifications are not required.

11- Division Manager – Open Space does not require any certifications.

12- Park Operations Manager & Resource Manager do not require certifications.

13- Deputy Chief Ranger oversees for administration support, resource protection, visitors service, facilities and maintenance, and visitor protection; requires Park Ranger's Association of CA General Ranger certification and AA degree; requires training as Level 1 Reserve Officer training, NWCG Advanced wildland firefighter training, POST Supervisor and Management school, Internal Affairs and Force Investigation school, and NAI certified Interpretive Guide certificate.

14- Parks and Open Space Manager does not supervise Ranger staff (contract service) and does not require any certifications.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>ASSISTANT GENERAL COUNSEL II</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Assistant District Counsel	\$15,605		\$15,605	6/28/2010	Unknown	Unknown
2	County of Santa Cruz	Attorney IV - County Counsel	\$12,093	8.7%	\$13,145	6/13/2009	Unknown	Unknown
3	East Bay Regional Park District	Assistant District Counsel	\$13,054		\$13,054	4/1/2013	4/1/2014	2%
4	County of Santa Clara	Attorney III - County Counsel	\$12,922		\$12,922	12/23/2013	Unknown	Unknown
5	City of Walnut Creek	Assistant City Attorney / Deputy City Attorney <sup>1</sup>	\$12,689		\$12,689	10/25/2013	6/20/2014	2.5%
6	County of Marin	County Counsel III	\$12,561		\$12,561	7/1/2009	7/1/2014	2-3%
7	Riverside County Regional Park & Open Space District	Deputy County Counsel III <sup>2</sup>	\$10,952	13.2%	\$12,398	7/1/2013	7/1/2014	2%
8	County of San Mateo	Deputy County Counsel II	\$11,000		\$11,000	11/10/2013	Unknown	Unknown
<b>9</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Assistant General Counsel II</b>	<b>\$10,767</b>		<b>\$10,767</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
10	City of Palo Alto <sup>a</sup>	Senior Deputy City Attorney	\$10,115		\$10,115	5/18/2013	Unknown	Unknown
11	County of Sacramento	Attorney Level III - Civil	\$9,018	9.8%	\$9,902	6/20/2010	Unknown	Unknown
12	Sonoma County Agricultural Preservation & OSD	Deputy County Counsel II <sup>3</sup>	\$8,787	12.3%	\$9,868	7/1/2008	10/28/2014	1%
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$11,709</b>		<b>\$12,114</b>			
<b>% MROSD Above/Below</b>			<b>-8.7%</b>		<b>-12.5%</b>			
<b>Median of Comparators</b>			<b>\$12,093</b>		<b>\$12,561</b>			
<b>% MROSD Above/Below</b>			<b>-12.3%</b>		<b>-16.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1 - MROSD's classification is bracketed by two comparators to encompass all duties.

2 - Deputy County Counsel III is not in the Regional Parks and Open Space District.

3 - The District does not have a Deputy County Counsel II classification (in County Counsel department).

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>COMMUNITY OUTREACH SPECIALIST</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Community Relations Officer	\$9,121		\$9,121	10/25/2013	6/20/2014	2.5%
2	Santa Clara Valley Water District	Public Information Representative II	\$8,857		\$8,857	6/24/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Community Outreach Specialist</b>	<b>\$7,470</b>		<b>\$7,470</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Marin Municipal Water District	Public Information Representative <sup>1</sup>	\$7,075		\$7,075	7/1/2013	7/1/2014	2 -3%
5	East Bay Regional Park District <sup>a</sup>	Community Outreach Coordinator	\$6,255		\$6,255	4/1/2013	4/1/2014	2%
	City of Palo Alto	N/C						
	County of Marin	N/C						
	County of Sacramento	N/C						
	County of San Mateo	N/C						
	County of Santa Clara	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Riverside County Regional Park & Open Space District	N/C						
	Santa Clara County Open Space Authority	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
		<b>Average of Comparators</b>	<b>\$7,827</b>		<b>\$7,827</b>			
		<b>% MROSD Above/Below</b>	<b>-4.8%</b>		<b>-4.8%</b>			
		<b>Median of 2014 Comparators</b>	<b>\$7,966</b>		<b>\$7,966</b>			
		<b>% MROSD Above/Below</b>	<b>-6.6%</b>		<b>-6.6%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) East Bay Regional Park District works a 37.5 hour workweek.

1- Public Information Representative requires any combination of education and experience equivalent to an Associate's degree and 3 years of experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>DISTRICT CLERK</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Assistant Clerk of the Board <sup>4</sup>	\$10,816	13.2%	\$12,244	7/1/2013	7/1/2014	2%
2	County of Santa Clara	Assistant Clerk of the Board of Supervisors <sup>6</sup>	\$10,902		\$10,902	12/23/2013	Unknown	Unknown
3	Santa Clara Valley Water District	Deputy Clerk of the Board / Clerk of the Board <sup>8,9</sup>	\$10,230		\$10,230	7/1/2013	Unknown	Unknown
4	East Bay Regional Park District	Clerk of the Board <sup>3</sup>	\$9,357		\$9,357	4/1/2013	4/1/2014	2%
5	City of Palo Alto <sup>a</sup>	Assistant City Clerk / City Clerk <sup>8</sup>	\$9,267		\$9,267	5/18/2013	Unknown	Unknown
6	City of Walnut Creek	City Clerk <sup>1</sup>	\$9,121		\$9,121	10/25/2013	6/20/2014	2.5%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>District Clerk</b>	<b>\$9,080</b>		<b>\$9,080</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Santa Cruz	Chief Deputy Clerk, Board of Supervisors	\$8,306	8.7%	\$9,029	6/13/2009	Unknown	Unknown
9	County of Sacramento	Assistant Clerk to the Board of Supervisors	\$7,847	9.8%	\$8,616	6/22/2008	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	Chief Deputy Clerk of the Board <sup>5</sup>	\$7,594	12.3%	\$8,528	7/1/2008	10/28/2014	1%
11	County of Marin	Assistant Clerk to Board of Supervisors <sup>7</sup>	\$7,010		\$7,010	7/1/2009	7/1/2014	2-3%
	County of San Mateo	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C <sup>2</sup>						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$9,045</b>		<b>\$9,430</b>			
<b>% MROSD Above/Below</b>			<b>0.4%</b>		<b>-3.9%</b>			
<b>Median of Comparators</b>			<b>\$9,194</b>		<b>\$9,194</b>			
<b>% MROSD Above/Below</b>			<b>-1.3%</b>		<b>-1.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

- 1- City Clerk requires possession of or ability to obtain, within two years of employment, Certified Municipal Clerk (CMC) certification; possession of or ability to obtain, within eight to ten years of employment, a Master Municipal Clerk (MMC) certification; possession of or ability to obtain California Notary Public certification within six months of employment.
- 2- Administrative Secretary to the General Manager acts as confidential secretary to the General Manager and acts as Secretary to the Board.
- 3- Clerk of the Board requires equivalent to graduation from high school, supplemented by appropriate business or secretarial school training and 5 years responsible experience.
- 4 - Assistant Clerk of the Board is not in the Regional Parks and Open Space District.
- 5 - Chief Deputy County Clerk does not require a Bachelor's degree; the District does not have a Chief Deputy County Clerk classification (in County Clerk department).
- 6 - Assistant Clerk of the Board of Supervisors requires education and experience equivalent to an AA or higher-level degree and progressively responsible administrative and managerial experience.
- 7 - Assistant Clerk to Board of Supervisors requires any combination of education and experience equivalent to 5 years of experience.
- 8 - MROSD's classification is bracketed by two comparators to encompass all duties.
- 9- Deputy Clerk of the Board requires any combination of experience and training equivalent to completion of the 12th grade and 4 years of experience.
- 10- City Clerk is appointed by the City Council.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>DOCENT PROGRAM MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Parks Interpretive Program Supervisor / Program Manager II <sup>1</sup>	\$8,586		\$8,586	12/23/2013	6/23/2014	2%
2	<b>Midpeninsula Regional Open Space District</b>	<b>Docent Program Manager</b>	<b>\$6,941</b>		<b>\$6,941</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
3	Santa Clara County Open Space Authority	Coordinator of Interpretive Programs <sup>2</sup>	\$6,895		\$6,895	6/13/2013	Unknown	Unknown
4	East Bay Regional Park District	Supervising Naturalist IV	\$6,814		\$6,814	4/1/2013	4/1/2014	2%
5	County of Marin	Open Space Interpretive Naturalist	\$6,611		\$6,611	7/1/2009	7/1/2014	2-3%
6	Riverside County Regional Park & Open Space District	Interpretive Services Supervisor - Parks	\$5,586	13.2%	\$6,323	6/27/2013	7/1/2014	2%
7	County of Sacramento	Park Interpretive Supervisor <sup>3</sup>	\$5,053	9.8%	\$5,548	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C						
	County of San Mateo	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara Valley Water District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$6,591</b>		<b>\$6,796</b>			
<b>% MROSD Above/Below</b>			<b>5.0%</b>		<b>2.1%</b>			
<b>Median of Comparators</b>			<b>\$6,712</b>		<b>\$6,712</b>			
<b>% MROSD Above/Below</b>			<b>3.3%</b>		<b>3.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Coordinator of Interpretive Programs requires any combination of education and experience equivalent to a minimum of 2 years of college coursework and 3 years of experience.

3- Park Interpretive Supervisor is a first-level supervisory classification.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>EQUIPMENT MECHANIC/OPERATOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Heavy Equipment Operator / Equipment Mechanic II <sup>1,2</sup>	\$7,738		\$7,738	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Senior Heavy Equipment Operator / Automotive Mechanic II / Resource Projects Coordinator <sup>1,3</sup>	\$6,872		\$6,872	7/1/2013	7/1/2014	2 -3%
3	County of Santa Cruz	Lead Heavy Equipment Operator - Disposal Site <sup>4</sup>	\$6,079	8.7%	\$6,608	6/13/2009	Unknown	Unknown
4	County of San Mateo	Parks & Open Space Equipment Operator / Equipment Mechanic II <sup>1,5</sup>	\$6,602		\$6,602	11/10/2013	Unknown	Unknown
5	County of Marin <sup>a</sup>	Maintenance Equipment Operator / Heavy Equipment Mechanic <sup>1,6</sup>	\$6,474		\$6,474	7/1/2009	7/1/2014	2-3%
6	City of Palo Alto	Lead Heavy Equipment Operator / Motorized Equipment Mechanic II <sup>1,7</sup>	\$6,233		\$6,233	7/1/2012	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Equipment Mechanic/Operator</b>	<b>\$6,146</b>		<b>\$6,146</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Santa Clara	Park Equipment Operator / Park Maintenance Crew Chief / Fleet Services Mechanic <sup>1,10</sup>	\$5,955		\$5,955	12/23/2013	Unknown	Unknown
9	East Bay Regional Park District	Heavy Equipment Operator / Senior Equipment Mechanic <sup>1,8</sup>	\$5,928		\$5,928	4/1/2013	4/1/2014	2%
10	Riverside County Regional Park & Open Space District	Senior Equipment Operator <sup>9</sup>	\$5,140	13.2%	\$5,818	7/11/2013	7/1/2014	2%
	City of Walnut Creek	N/C						
	County of Sacramento	N/C						
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$6,336</b>		<b>\$6,470</b>			
<b>% MROSD Above/Below</b>			<b>-3.1%</b>		<b>-5.3%</b>			
<b>Median of Comparators</b>			<b>\$6,233</b>		<b>\$6,474</b>			
<b>% MROSD Above/Below</b>			<b>-1.4%</b>		<b>-5.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Heavy Equipment Operator and Equipment Mechanic II require Class A driver's license only.

3- Senior Heavy Equipment Operator requires Class A driver's license and completion of certificate in wildland fire academy for dozer operator only. Automotive Mechanic II requires Class A driver's license and possession of ASE Master Auto Technician and CA Advanced Emissions Specialist Technician license.

4- Lead Heavy Equipment Operator - Disposal Site requires Class A driver's license only.

5- Parks & Open Space Equipment Operator and Equipment Mechanic III do not require possession of, or ability to obtain, Basic First Aid and Cardiopulmonary Resuscitation (CPR) and fire suppression training certifications.

6- Maintenance Equipment Operator requires possession of a valid Class A Driver's License within one year of appointment and possession of or ability to obtain within one year of appointment designated certificates in first-aid and cardiopulmonary resuscitation (CPR). Heavy Equipment Mechanic requires possession of a valid California class A driver's license and a satisfactory driving record as obtained from the Department of Motor vehicles.

7- Lead Heavy Equipment Operator is assigned to Utilities or Public Works (not Parks/Open Space), however essential duties, skills, and knowledge are similar; Basic First Aid, CPR and fire suppression certifications are not required. Motorized Equipment Mechanic II does not require Basic First Aid, CPR, and fire suppression certifications.

8- Heavy Equipment Operator and Senior Equipment Mechanic do not require any license/certification beyond a valid class A California Driver's license for Heavy Equipment Operator and a valid Class B California Driver's license for Senior Equipment Mechanic.

9- Senior Equipment Operator is not in the Regional Parks and Open Space District and does not require certifications.

10- Park Equipment Operator does not require Basic First Aid, CPR, or fire training certifications. Park Maintenance Crew Chief does not require fire training certifications. Fleet Services Mechanic requires a forklift operators certification within six (6) months of appointment and a air Conditioning and Refrigerant license/certification issued by the State of California within six (6) months of appointment; no additional certifications are required.

11- Equipment Operator III requires appropriate Colorado driver's license; First Aide and CPR certificates are not requires.

12- Heavy Equipment Specialist requires Class A DL and Hazardous Waste Operations and Competent Person certificate; Equipment Mechanic II requires Class B driver's license; no other certifications are required.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>EXECUTIVE ASSISTANT</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Executive Assistant	\$7,453		\$7,453	6/24/2013	Unknown	Unknown
2	County of Santa Clara	Executive Assistant II / Secretary to the County Executive <sup>1</sup>	\$7,042		\$7,042	12/23/2013	Unknown	Unknown
3	East Bay Regional Park District	Executive Secretary	\$6,537		\$6,537	4/1/2013	4/1/2014	2%
4	City of Palo Alto <sup>b</sup>	Executive Assistant to the City Manager <sup>2</sup>	\$6,486		\$6,486	5/8/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Executive Assistant</b>	<b>\$6,453</b>		<b>\$6,453</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Marin <sup>a</sup>	Executive Secretary / Executive Assistant to the County Administrator <sup>1,3</sup>	\$6,425		\$6,425	7/1/2009	7/1/2014	2-3%
7	City of Walnut Creek	Executive Assistant to the City Manager / Executive Assistant <sup>1</sup>	\$5,983		\$5,983	6/21/2013	Unknown	Unknown
8	County of San Mateo	Executive Secretary - Confidential	\$5,871		\$5,871	11/10/2013	Unknown	Unknown
9	Riverside County Regional Park & Open Space District	Executive Assistant II - Parks	\$5,115	13.2%	\$5,790	7/1/2013	7/1/2014	2%
10	Santa Clara County Open Space Authority	Executive Assistant	\$5,737		\$5,737	6/13/2013	Unknown	Unknown
11	County of Santa Cruz	Executive Secretary	\$5,233	8.7%	\$5,688	6/13/2009	Unknown	Unknown
12	Sonoma County Agricultural Preservation & OSD	OSD Executive Secretary	\$4,894	12.3%	\$5,496	7/1/2008	10/28/2014	1%
13	County of Sacramento	Executive Secretary	\$4,425	9.8%	\$4,858	6/22/2008	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C <sup>4</sup>						
<b>Average of Comparators</b>			<b>\$5,933</b>		<b>\$6,114</b>			
<b>% MROSD Above/Below</b>			<b>8.1%</b>		<b>5.3%</b>			
<b>Median of Comparators</b>			<b>\$5,927</b>		<b>\$5,927</b>			
<b>% MROSD Above/Below</b>			<b>8.2%</b>		<b>8.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2 - The Executive Assistant to the City Manager requires a Bachelor's degree and 3 years of journey level experience.

3 - Executive Secretary typically requires the equivalent to four years of substantial and increasingly responsible secretarial experience which includes at least two years as an advanced journey level secretary providing management level support.

4- Administrative Secretary to the General Manager acts as confidential secretary to the General Manager and acts as Secretary to the Board.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>GIS ADMINISTRATOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Information Systems Analyst Supervisor <sup>1</sup>	\$10,870		\$10,870	7/1/2013	7/1/2014	2 -3%
2	Santa Clara Valley Water District	GIS Analyst III	\$10,019		\$10,019	6/24/2013	Unknown	Unknown
3	City of Palo Alto	Senior Technologist <sup>2</sup>	\$9,502		\$9,502	5/18/2013	Unknown	Unknown
4	Sonoma County Agricultural Preservation & OSD	Geographic Information Systems Coordinator <sup>3</sup>	\$8,082	12.3%	\$9,077	7/1/2008	10/28/2014	1%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>GIS Administrator</b>	<b>\$8,858</b>		<b>\$8,858</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Sacramento	Senior Geographic Information Systems Analyst	\$8,004	9.8%	\$8,788	6/20/2010	Unknown	Unknown
7	County of Santa Clara	GIS Analyst / GIS Analyst Supervisor <sup>4</sup>	\$8,776		\$8,776	12/23/2013	6/23/2014	2%
8	County of Santa Cruz	GIS Manager / Senior Departmental Information Systems Analyst <sup>4</sup>	\$8,047	8.7%	\$8,747	6/13/2009	Unknown	Unknown
9	County of Marin <sup>a</sup>	Geographic Information Systems Analyst II / Geographic Information Systems Manager <sup>4</sup>	\$8,710		\$8,710	7/1/2009	7/1/2014	2-3%
10	City of Walnut Creek	Information Systems Analyst III <sup>5</sup>	\$8,673		\$8,673	10/25/2013	6/20/2014	2.5%
11	County of San Mateo	Senior Information Technology Analyst <sup>6</sup>	\$8,629		\$8,629	11/10/2013	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	GIS Senior Analyst / GIS Supervisor Analyst <sup>4,7</sup>	\$6,602	13.2%	\$7,473	6/27/2013	7/1/2014	2%
13	East Bay Regional Park District <sup>b</sup> Livermore Area Recreation & Park District Santa Clara County Open Space Authority	Geographic Information System Coordinator N/C N/C	\$7,354		\$7,354	4/1/2013	4/1/2014	2%
<b>Average of Comparators</b>			<b>\$8,606</b>		<b>\$8,885</b>			
<b>% MROSD Above/Below</b>			<b>2.8%</b>		<b>-0.3%</b>			
<b>Median of Comparators</b>			<b>\$8,651</b>		<b>\$8,761</b>			
<b>% MROSD Above/Below</b>			<b>2.3%</b>		<b>1.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1- Information Systems Analyst Supervisor provides direct ongoing supervision to assigned staff and may serve as technical authority for one or more related specialties or major systems, such as GIS.

2- Senior Technologist is a general IT classification that identifies City needs, organizes projects, and implements all aspects of the City's GIS including overseeing application development, contract development, and software acquisition.

3- The District does not have a Geographic Information Systems Coordinator classification (general County class).

4- MROSD's classification is bracketed by two comparators to encompass all duties.

5- Information Systems Analyst III, when assigned to GIS, requires a combination of education and experience equivalent to an Associate's degree and 3 years of experience.

Also requires the ability to obtain and maintain Department of Justice required system security access and completion of a background check.

6- Senior Information Technology Analyst is a general classification that may be assigned to develop GIS applications, perform geo-spatial database modeling and development, and recommend policies and procedures.

7 - Both classifications are not in the Regional Parks and Open Space District but are allocated to other departments in the County.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>GIS TECHNICIAN</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Marin Municipal Water District	Senior Engineering Technician - GIS	\$7,219		\$7,219	7/1/2013	7/1/2014	2 -3%
2	Sonoma County Agricultural Preservation & OSD	Geographic Information Systems Technician II <sup>1</sup>	\$5,830	12.3%	\$6,547	7/1/2009	10/28/2014	1%
3	County of San Mateo	Information Technology Analyst / Drafting Technician II / Planning Technician / Planner I <sup>2,3</sup>	\$6,208		\$6,208	11/10/2013	Unknown	Unknown
4	Santa Clara County Open Space Authority	Planning/GIS Technician	\$6,026		\$6,026	6/13/2013	Unknown	Unknown
5	County of Marin <sup>a</sup>	Resource Specialist GIS / Assistant Open Space Planner <sup>2,4</sup>	\$6,002		\$6,002	7/1/2009	7/1/2014	2-3%
6	County of Santa Clara	GIS Technician I / Planner I <sup>2,5</sup>	\$5,880		\$5,880	12/23/2013	Unknown	Unknown
7	<b>Midpeninsula Regional Open Space District</b>	<b>GIS Technician</b>	<b>\$5,853</b>		<b>\$5,853</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	Riverside County Regional Park & Open Space District	GIS Specialist II <sup>6</sup>	\$4,838	13.2%	\$5,477	7/11/2013	7/1/2014	2%
9	East Bay Regional Park District <sup>b</sup>	Geographic Information Systems Technician	\$5,250		\$5,250	4/1/2013	4/1/2014	2%
10	County of Santa Cruz	GIS Technician II <sup>7</sup>	\$4,694	8.7%	\$5,102	6/13/2009	Unknown	Unknown
11	County of Sacramento	Geographic Information Systems Technician Level II <sup>8</sup>	\$4,615	9.8%	\$5,067	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C						
	Livermore Area Recreation & Park District	N/C						
	Santa Clara Valley Water District	N/C						
<b>Average of Comparators</b>			<b>\$5,656</b>		<b>\$5,878</b>			
<b>% MROSD Above/Below</b>			<b>3.4%</b>		<b>-0.4%</b>			
<b>Median of Comparators</b>			<b>\$5,855</b>		<b>\$5,941</b>			
<b>% MROSD Above/Below</b>			<b>0.0%</b>		<b>-1.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1 - The District does not have a Geographic Information Systems Technician classification (general County class).

2- MROSD's classification is bracketed by two comparators to encompass all duties.

3- Information Technology Analyst that requires any combination of education and experience equivalent to graduation from four-year college or equivalent technical certification

and 1 year of experience and is a general classification that administers GIS system, conducts special/surface analysis, and produces maps, exhibits, and analytical reports;

Drafting Technician II requires any combination of education and experience equivalent to 1 year of experience; Planning Technician requires any combination of education

and experience equivalent to college level coursework; Planner I requires any combination of education and experience equivalent to Bachelor's degree.

4- Resource Specialist GIS and Assistant Open Space Planner require equivalent to graduation from a four-year college or university.

5 - GIS Technician I is a journey-level class that requires education, training, and experience equivalent to completion of 2 years of college or technical school and 2 years of experience.

6 - GIS Specialist II is not in the Regional Parks and Open Space District. GIS Specialist II requires three years of sub professional or professional GIS experience;

college coursework can substitute for some professional experience.

7- GIS Technician II requires any combination of education and experience equivalent to completion of 15 semester units of coursework and 3 months of experience.

8- Geographic Information Systems Technician Level II requires successful completion of 30 semester or 45 quarter units or 1 year of experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>HUMAN RESOURCES ANALYST</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Analyst</b>	<b>Proposed</b>		<b>Proposed</b>			
1	Santa Clara Valley Water District	Management Analyst II	\$9,303		\$9,303	6/24/2013	Unknown	Unknown
2	East Bay Regional Park District	Human Resources Officer II	\$8,913		\$8,913	4/1/2013	4/1/2014	2%
3	City of Walnut Creek	Administrative Analyst II <sup>1</sup>	\$8,290		\$8,290	10/25/2013	6/20/2014	2.5%
4	Marin Municipal Water District	Human Resources Analyst	\$8,099		\$8,099	7/1/2013	7/1/2014	2 -3%
5	County of San Mateo	Management Analyst III	\$7,812		\$7,812	11/10/2013	Unknown	Unknown
6	County of Santa Cruz	Associate Personnel Analyst	\$7,120	8.7%	\$7,739	6/13/2009	Unknown	Unknown
7	Riverside County Regional Park & Open Space District	Human Resources Analyst II <sup>2</sup>	\$6,734	13.2%	\$7,623	7/1/2013	7/1/2014	2%
8	County of Santa Clara	Human Resources Analyst / Employee Relations Analyst <sup>4</sup>	\$7,409		\$7,409	12/23/2013	Unknown	Unknown
9	Sonoma County Agricultural Preservation & OSD	Human Resources Analyst II <sup>3</sup>	\$6,554	12.3%	\$7,360	7/1/2008	10/28/2014	1%
10	County of Marin	Personnel Analyst II	\$7,218		\$7,218	7/1/2009	7/1/2014	2-3%
11	City of Palo Alto <sup>a</sup>	Senior Human Resources Administrator / Human Resources Representative <sup>4</sup>	\$6,889		\$6,889	5/18/2013	Unknown	Unknown
12	County of Sacramento	Personnel Analyst	\$6,092	9.8%	\$6,689	6/22/2008	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$7,536</b>		<b>\$7,779</b>			
<b>% MROSD Above/Below</b>			<b>N/A</b>		<b>N/A</b>			
<b>Median of Comparators</b>			<b>\$7,314</b>		<b>\$7,681</b>			
<b>% MROSD Above/Below</b>			<b>N/A</b>		<b>N/A</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- Administrative Analyst II performs a wide variety of administrative staff assignments in the assigned operating department. Staff may also function as a program manager or as a specialist in a program area (e.g., Human Resources, Finance, Arts and Recreation). Administrative Analyst II may supervise staff.

2 - Human Resources Analyst II is not in the Regional Parks and Open Space District.

3 - The District does not have a Human Resources Analyst II classification (in Human Resources department).

4 - MROSD's classification is bracketed by two comparators to encompass all duties.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>HUMAN RESOURCES SUPERVISOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Human Resources Manager / Human Resources Officer II <sup>1,2</sup>	\$11,580		\$11,580	4/1/2013	4/1/2014	2%
2	Riverside County Regional Park & Open Space District	Human Resources Services Manager <sup>3</sup>	\$9,961	13.2%	\$11,276	7/1/2013	7/1/2014	2%
3	Santa Clara Valley Water District	Program Administrator	\$10,273		\$10,273	6/24/2013	Unknown	Unknown
4	City of Walnut Creek	Human Resources Manager/ Administrative Analyst II <sup>1</sup>	\$9,705		\$9,705	10/25/2013	6/20/2014	2.5%
5	County of Marin	Principal Personnel Analyst	\$9,670		\$9,670	7/1/2009	7/1/2014	2-3%
6	County of Sacramento	Personnel Services Manager	\$8,782	9.8%	\$9,642	6/22/2008	Unknown	Unknown
7	County of Santa Cruz	Principal Personnel Analyst	\$8,854	8.7%	\$9,624	6/13/2009	Unknown	Unknown
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Supervisor</b>	<b>\$9,534</b>		<b>\$9,534</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	County of San Mateo	Human Resources Program Manager II	\$9,499		\$9,499	11/10/2013	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	Human Resources Manager/ Human Resources Analyst III <sup>1,4</sup>	\$7,918	12.3%	\$8,892	7/1/2008	10/28/2014	1%
11	Santa Clara County Open Space Authority	Administration Manager	\$8,084		\$8,084	6/13/2013	Unknown	Unknown
12	Livermore Area Recreation & Park District	Human Resources Manager	\$7,455		\$7,455	7/1/2013	Unknown	Unknown
	City of Palo Alto	N/C						
	County of Santa Clara	N/C						
	Marin Municipal Water District	N/C						
<b>Average of Comparators</b>			<b>\$9,253</b>		<b>\$9,609</b>			
<b>% MROSD Above/Below</b>			<b>2.9%</b>		<b>-0.8%</b>			
<b>Median of Comparators</b>			<b>\$9,499</b>		<b>\$9,642</b>			
<b>% MROSD Above/Below</b>			<b>0.4%</b>		<b>-1.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1 - MROSD's classification is bracketed by two comparators to encompass all duties.
- 2 - Human Resources Manager requires 8 years of experience and Human Resources Officer II requires 3 years of experience.
- 3 - Human Resources Services Manager is not in the Regional Parks and Open Space District.
- 4 - The District does not have a Human Resources Manager or Human Resources Analyst III classifications (in Human Resources department).

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>HUMAN RESOURCES TECHNICIAN</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Human Resources Technician II	\$7,091		\$7,091	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Human Resources Technician <sup>2</sup>	\$6,797		\$6,797	7/1/2013	7/1/2014	2 -3%
3	East Bay Regional Park District <sup>c</sup>	Human Resources Assistant <sup>3</sup>	\$6,309		\$6,309	4/1/2013	4/1/2014	2%
4	Livermore Area Recreation & Park District	Administrative Assistant <sup>8</sup>	\$6,307		\$6,307	7/1/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Technician</b>	<b>\$5,710</b>		<b>\$5,710</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Marin <sup>a</sup>	Personnel Technician	\$5,687		\$5,687	7/1/2009	7/1/2014	2-3%
7	City of Walnut Creek	Office Specialist - Confidential <sup>1</sup>	\$5,541		\$5,541	6/21/2013	Unknown	Unknown
8	Sonoma County Agricultural Preservation & OSD	Human Resources Technician <sup>6</sup>	\$4,745	12.3%	\$5,328	7/1/2008	10/28/2014	1%
9	County of Santa Cruz	Personnel Technician	\$4,884	8.7%	\$5,309	6/13/2009	Unknown	Unknown
10	County of San Mateo	Human Resources Technician - Confidential	\$5,283		\$5,283	11/10/2013	Unknown	Unknown
11	City of Palo Alto <sup>b</sup>	Human Resources Assistant - Confidential	\$5,067		\$5,067	5/18/2013	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	Human Resources Technician II <sup>5</sup>	\$4,301	13.2%	\$4,869	7/1/2013	7/1/2014	2%
13	County of Santa Clara	Human Resources Assistant II <sup>7</sup>	\$4,813		\$4,813	12/23/2013	Unknown	Unknown
14	County of Sacramento Santa Clara County Open Space Authority	Personnel Specialist Level II <sup>4</sup> N/C	\$4,096	9.8%	\$4,497	6/22/2008	Unknown	Unknown
<b>Average of Comparators</b>			<b>\$5,455</b>		<b>\$5,608</b>			
<b>% MROSD Above/Below</b>			<b>4.5%</b>		<b>1.8%</b>			
<b>Median of Comparators</b>			<b>\$5,283</b>		<b>\$5,328</b>			
<b>% MROSD Above/Below</b>			<b>7.5%</b>		<b>6.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b)City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

c)East Bay Regional Park District works a 37.5 hour workweek.

1- Office Specialist – Confidential requires graduation from high school supplemented by secretarial or business coursework or training and 3 years of experience

2- Human Resources Technician requires any combination of experience and education equivalent to completion of high school and 3 years of experience.

3- Human Resources Assistant requires any combination of education and experience equivalent to a four-year degree and 3 years of experience.

4- Personnel Specialist Level II does not require college coursework.

5 - Human Resources Technician II is not in the Regional Parks and Open Space District.

6 - The District does not have a Human Resources Technician classification (in Human Resources department).

7 - Human Resources Assistant II requires training and experience equivalent to possession of a high school diploma and 3 years of experience.

8 - Administrative Assistant requires any combination of experience and education equivalent to a Bachelor's degree and 4 years of experience.

9 - MROSD's classification is bracketed by two comparators to encompass all duties.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>INFORMATION TECHNOLOGY ADMINISTRATOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Information Systems Analyst II	\$9,077		\$9,077	6/24/2013	Unknown	Unknown
2	City of Palo Alto	Technologist	\$8,683		\$8,683	7/1/2012	Unknown	Unknown
3	County of San Mateo	Systems Engineer	\$8,629		\$8,629	11/10/2013	Unknown	Unknown
4	Marin Municipal Water District	Information Technology Analyst II	\$8,594		\$8,594	7/1/2013	7/1/2014	2 -3%
5	Sonoma County Agricultural Preservation & OSD	Department Information Systems Coordinator <sup>1</sup>	\$7,456	12.3%	\$8,373	7/1/2009	10/28/2014	1%
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Information Technology Administrator</b>	<b>\$8,035</b>		<b>\$8,035</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	Riverside County Regional Park & Open Space District	IT Systems Administrator II / IT Network Administrator II <sup>2,3</sup>	\$6,983	13.2%	\$7,904	6/27/2013	7/1/2014	2%
8	County of Santa Clara	Information Systems Analyst II	\$7,874		\$7,874	12/23/2013	Unknown	Unknown
9	County of Sacramento	Information Technology Analyst II	\$6,930	9.8%	\$7,610	6/20/2010	Unknown	Unknown
10	County of Santa Cruz	Departmental Systems Analyst	\$6,873	8.7%	\$7,471	6/13/2009	Unknown	Unknown
11	City of Walnut Creek	Information Systems Analyst II	\$7,464		\$7,464	10/25/2013	6/20/2014	2.5%
12	County of Marin <sup>a</sup>	Systems Support Analyst II	\$7,416		\$7,416	7/1/2009	7/1/2014	2-3%
13	East Bay Regional Park District <sup>b</sup>	Systems Administrator	\$6,917		\$6,917	4/1/2013	4/1/2014	2%
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$7,741</b>		<b>\$8,001</b>			
<b>% MROSD Above/Below</b>			<b>3.7%</b>		<b>0.4%</b>			
<b>Median of Comparators</b>			<b>\$7,460</b>		<b>\$7,889</b>			
<b>% MROSD Above/Below</b>			<b>7.2%</b>		<b>1.8%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1 - The District does not have Department is Coordinator classification (general County class).

2 - MROSD's classification is bracketed by two comparators to encompass all duties.

3 - IT Systems Administrator and IT Network Administrator II are not in the Regional Parks and Open Space District.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>INFORMATION TECHNOLOGY TECHNICIAN</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Information Systems Technician II <sup>3</sup>	\$7,453		\$7,453	6/24/2013	Unknown	Unknown
2	County of Marin <sup>a</sup>	Technology Systems Specialist II	\$7,416		\$7,416	7/1/2009	7/1/2014	2-3%
3	County of San Mateo	Information Technology Technician <sup>2</sup>	\$6,705		\$6,705	11/10/2013	Unknown	Unknown
4	City of Palo Alto	Desktop Technician <sup>6</sup>	\$6,243		\$6,243	7/1/2012	Unknown	Unknown
5	East Bay Regional Park District <sup>b</sup>	Information Services Support Technician II	\$6,186		\$6,186	4/1/2013	4/1/2014	2%
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Information Technology Technician</b>	<b>\$6,146</b>		<b>\$6,146</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	County of Santa Clara	Information Systems Technician II	\$6,031		\$6,031	12/23/2013	Unknown	Unknown
8	County of Santa Cruz	Computer Operations Technician III	\$5,455	8.7%	\$5,930	6/13/2009	Unknown	Unknown
9	Sonoma County Agricultural Preservation & OSD	Department Information Systems Technician II <sup>5</sup>	\$5,025	12.3%	\$5,643	7/1/2009	10/28/2014	1%
10	Riverside County Regional Park & Open Space District	IT User Support Technician II-Parks <sup>4</sup>	\$4,842	13.2%	\$5,481	6/27/2010	7/1/2014	2%
11	City of Walnut Creek	Computer Technician <sup>1</sup>	\$5,081		\$5,081	6/22/2012	Unknown	Unknown
12	County of Sacramento	Information Technology Technician Level II	\$4,162	9.8%	\$4,570	6/20/2010	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$5,873</b>		<b>\$6,067</b>			
<b>% MROSD Above/Below</b>			<b>4.4%</b>		<b>1.3%</b>			
<b>Median of Comparators</b>			<b>\$6,031</b>		<b>\$6,031</b>			
<b>% MROSD Above/Below</b>			<b>1.9%</b>		<b>1.9%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1- Computer Technician requires equivalent to graduation from high school supplemented by coursework and 6 months of experience.

2- Information Technology Technician requires any combination of education and experience equivalent to high school diploma plus technical certification from an accredited college and 1 year of experience.

3- Information Systems Technician II requires any combination of experience and training equivalent to completion of the 12th grade supplemented by 30 semester units of college level coursework and 2 years of experience.

4 - IT User Support Technician II-Parks requires a high school diploma or GED and two years of experience.

5 - Department Information Systems Technician II requires any combination of education and training equivalent to completion of 9 semester or 12 quarter units and 2 years of experience; this is a general County classification (not specific to the District).

6 - Requires sufficient education, training, and/or work experience equivalent to a Bachelor's degree and 2 years of experience.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>MAINTENANCE, CONSTRUCTION, AND RESOURCE SUPERVISOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Senior Field Operations Administrator <sup>4</sup>	\$10,273		\$10,273	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Watershed Maintenance Supervisor <sup>3</sup>	\$8,994		\$8,994	7/1/2013	7/1/2014	2 -3%
3	City of Walnut Creek	Open Space Supervisor <sup>1</sup>	\$8,743		\$8,743	10/25/2013	6/20/2014	2.5%
4	County of Santa Clara	Park Maintenance Supervisor <sup>8</sup>	\$8,000		\$8,000	12/23/2013	6/23/2014	2%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Maintenance, Construction, and Resource Supervisor</b>	<b>\$7,843</b>		<b>\$7,843</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	City of Palo Alto	Community Services Manager	\$7,521		\$7,521	5/18/2013	Unknown	Unknown
7	Livermore Area Recreation & Park District	Senior Park Supervisor <sup>10</sup>	\$7,455		\$7,455	7/1/2013	Unknown	Unknown
8	County of Santa Cruz	Parks Maintenance Supervisor / Parks Manager, Maintenance <sup>2,11</sup>	\$6,740	8.7%	\$7,326	6/13/2009	Unknown	Unknown
9	East Bay Regional Park District	Park Supervisor IV <sup>5</sup>	\$6,681		\$6,681	4/1/2013	4/1/2014	2%
	Riverside County Regional Park & Open Space District	Park Maintenance Supervisor – Parks / Area Parks Manager - Parks <sup>7,11</sup>	\$4,811	13.2%	\$5,445	6/27/2013	7/1/2014	2%
10								
11	Santa Clara County Open Space Authority	N/C						
	County of Marin	N/C						
	County of Sacramento	N/C						
	County of San Mateo	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$7,691</b>		<b>\$7,827</b>			
<b>% MROSD Above/Below</b>			<b>1.9%</b>		<b>0.2%</b>			
<b>Median of Comparators</b>			<b>\$7,521</b>		<b>\$7,521</b>			
<b>% MROSD Above/Below</b>			<b>4.1%</b>		<b>4.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1- Open Space Supervisor oversees construction, maintenance, and resource management, as well as enforcement activities; certifications are not required.
- 2- Parks Maintenance Supervisor requires Class A driver's license and Qualified Applicators certificate only.
- 3- Watershed Maintenance Supervisor requires any combination of experience and education equivalent to a Bachelor's degree and 4 years of experience; requires Class B driver's license, First Aid and CPR certificate, and completion of wildland fire academy only.
- 4- Senior Field Operations Administrator requires any combination of experience and training equivalent to completion of the 12th grade supplemented by college level coursework and 4 years of experience; requires Qualified Applicator's and Confined Space Attendant certificates only.
- 5- Park Supervisor requires equivalent to completion of the twelfth grade, and four years of experience in the East Bay Regional Park District classification of Park Ranger II or Park Craft Specialist OR six years of recent experience in landscape/park facility maintenance, construction, or related field and which demonstrates the ability to provide effective supervision and quality customer service. Park Supervisor IV does not require any license or certifications.
- 6- Supervising Open Space Technician requires Class B driver's license and First Aid and CPR certificates only.
- 7- Park Maintenance Supervisor – Parks does not require certifications.
- 8- Park Maintenance Supervisor class description does not specify driver's license class type required, the position requires possession of a Standard First Aid and CPR certificate issued by the American Red Cross before completion of the probationary period; possession of one (1) of the following cards: a qualified Applicator certificate, qualified Application license or A.P.C.A.C. in pest control category of B,C,F, before completion of probationary period; possession of a Water Treatment Operator Grade 1 license before completion of the probationary period.
- 9- Supervisor, Open Space is no longer a current classification
- 10 - Senior Park Supervisor requires CA Qualified Applicator's Certificate only.
- 11- MROSD's classification is bracketed by two comparators to encompass all duties.
- 12- Parks Supervisor requires high school graduation or equivalent and 5 years of experience; certifications are not required.
- 13- Operations Manager and Construction Services Manager do not require First Responder or Qualified Applicator's certificates.
- 14- Parks Section Manager and Parks Supervisor do not require Class B driver's license and CPR and First Responder certificates.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>MANAGEMENT ANALYST II</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Clara Valley Water District	Management Analyst II	\$9,303		\$9,303	6/24/2013	Unknown	Unknown
2	Sonoma County Agricultural Preservation & OSD	Administrative Analyst II	\$7,501	12.3%	\$8,424	7/1/2008	10/28/2014	1%
3	City of Walnut Creek	Administrative Analyst II	\$8,290		\$8,290	10/25/2013	6/20/2014	2.5%
4	County of Santa Clara	Management Analyst / Management Analysis Program Manager <sup>1,2</sup>	\$7,896		\$7,896	12/23/2013	6/23/2014	2%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Management Analyst II</b>	<b>\$7,843</b>		<b>\$7,843</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of San Mateo	Management Analyst III / Program Services Manager I <sup>1</sup>	\$7,812		\$7,812	11/10/2013	Unknown	Unknown
7	County of Santa Cruz	Departmental Administrative Analyst	\$7,164	8.7%	\$7,787	6/13/2009	Unknown	Unknown
8	County of Marin	Administrative Analyst II	\$7,431		\$7,431	7/1/2009	7/1/2014	2-3%
9	Marin Municipal Water District	Administrative Analyst	\$7,075		\$7,075	7/1/2013	7/1/2014	2 -3%
10	Riverside County Regional Park & Open Space District	Administrative Services Analyst II – Parks/ Administrative Analyst <sup>1</sup>	\$6,247	13.2%	\$7,072	6/27/2013	7/1/2014	2%
11	County of Sacramento	Associate Administrative Analyst Level II	\$6,431	9.8%	\$7,061	6/22/2008	Unknown	Unknown
12	East Bay Regional Park District <sup>a</sup>	Administrative Analyst II	\$6,470		\$6,470	4/1/2013	4/1/2014	2%
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
	City of Palo Alto	N/C						
<b>Average of Comparators</b>			<b>\$7,420</b>		<b>\$7,693</b>			
<b>% MROSD Above/Below</b>			<b>5.4%</b>		<b>1.9%</b>			
<b>Median of Comparators</b>			<b>\$7,431</b>		<b>\$7,787</b>			
<b>% MROSD Above/Below</b>			<b>5.3%</b>		<b>0.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a)East Bay Regional Park District works a 37.5 hour workweek.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Management Analyst class description states the requirements as sufficient education or training and experience which directly demonstrates the possession and application of the following knowledge, skills and abilities.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>MEDIA COMMUNICATIONS SUPERVISOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Public Information Officer	\$10,955		\$10,955	7/1/2013	7/1/2014	2 -3%
2	Santa Clara Valley Water District	Program Administrator	\$10,273		\$10,273	6/24/2013	Unknown	Unknown
3	East Bay Regional Park District	Community Relations Manager	\$9,357		\$9,357	4/1/2013	4/1/2014	2%
4	<b>Midpeninsula Regional Open Space District</b>	<b>Media Communications Supervisor</b>	<b>\$9,301</b>		<b>\$9,301</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	City of Walnut Creek	Community Relations Officer	\$9,121		\$9,121	10/25/2013	6/20/2014	2.5%
6	Sonoma County Agricultural Preservation & OSD	OSD Community Relations Manager	\$7,740	12.3%	\$8,692	7/1/2008	10/28/2014	1%
7	City of Palo Alto <sup>a</sup>	Communications Manager	\$8,510		\$8,510	5/18/2013	Unknown	Unknown
8	County of Santa Clara	Public Communications Program Manager	\$8,359		\$8,359	8/11/2008	Unknown	Unknown
9	County of Sacramento	Communication & Media Officer II / Communication & Media Officer III <sup>1</sup>	\$7,338	9.8%	\$8,057	6/20/2010	Unknown	Unknown
10	County of San Mateo	Management Analyst III	\$7,812		\$7,812	11/10/2013	Unknown	Unknown
	County of Marin	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Riverside County Regional Park & Open Space District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$8,829</b>		<b>\$9,015</b>			
<b>% MROSD Above/Below</b>			<b>5.1%</b>		<b>3.1%</b>			
<b>Median of Comparators</b>			<b>\$8,510</b>		<b>\$8,692</b>			
<b>% MROSD Above/Below</b>			<b>8.5%</b>		<b>6.6%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>NATURAL RESOURCES MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Environmental Services Manager	\$12,946		\$12,946	6/24/2013	Unknown	Unknown
2	Riverside County Regional Park & Open Space District	Natural Resources Manager - Parks / Assistant Parks Director - Parks <sup>1</sup>	\$11,396	13.2%	\$12,900	7/1/2013	7/1/2014	2%
3	City of Palo Alto <sup>a</sup>	Assistant Director of Planning and Community Environment	\$12,779		\$12,779	5/18/2013	Unknown	Unknown
4	East Bay Regional Park District	Chief of Stewardship	\$11,851		\$11,851	4/1/2013	4/1/2014	2%
5	<b>Midpeninsula Regional Open Space District</b>	<b>Natural Resources Manager</b>	<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Sacramento	Environmental Program Manager II / Planning Director, Planning Services Division <sup>1</sup>	\$10,510	9.8%	\$11,540	6/22/2008	Unknown	Unknown
7	County of Santa Clara	Parks Natural Resource Program Supervisor / Deputy Director of Parks and Recreation <sup>1,2</sup>	\$9,933		\$9,933	12/23/2013	Unknown	Unknown
8	County of Marin	Planning & Resource Chief, Parks & Open Space	\$9,922		\$9,922	7/1/2009	7/1/2014	2-3%
9	Sonoma County Agricultural Preservation & OSD	OSD Program Manager	\$8,651	12.3%	\$9,715	7/1/2008	10/28/2014	1%
	City of Walnut Creek	N/C						
	County of San Mateo	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$10,998</b>		<b>\$11,448</b>			
<b>% MROSD Above/Below</b>			<b>5.1%</b>		<b>1.2%</b>			
<b>Median of Comparators</b>			<b>\$10,953</b>		<b>\$11,695</b>			
<b>% MROSD Above/Below</b>			<b>5.5%</b>		<b>-0.9%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2 - Parks Natural Resource Program Supervisor requires possession of a Standard First Aid and CPR certificate issued by the American Red Cross before completion of the probationary period.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>OPEN SPACE TECHNICIAN</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Clara Valley Water District	Maintenance Worker II <sup>3</sup>	\$6,585		\$6,585	6/24/2013	Unknown	Unknown
2	Marin Municipal Water District	Maintenance Worker II <sup>2</sup>	\$6,365		\$6,365	7/1/2013	7/1/2014	2 -3%
3	Santa Clara County Open Space Authority	Open Space Technician <sup>5</sup>	\$5,310		\$5,310	6/13/2013	Unknown	Unknown
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Open Space Technician</b>	<b>\$5,309</b>		<b>\$5,309</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	East Bay Regional Park District	Park Craft Specialist <sup>4</sup>	\$5,302		\$5,302	4/1/2013	4/1/2014	2%
6	County of Santa Clara	Parks Maintenance Craft Worker	\$5,301		\$5,301	12/23/2013	Unknown	Unknown
7	City of Walnut Creek	Park Maintenance Worker <sup>1</sup>	\$5,172		\$5,172	6/22/2012	Unknown	Unknown
8	Livermore Area Recreation & Park District	Open Space Maintenance Technician II <sup>6</sup>	\$4,893		\$4,893	7/1/2013	Unknown	Unknown
	City of Palo Alto	N/C						
	County of Marin	N/C						
	County of Sacramento	N/C						
	County of San Mateo	N/C						
	County of Santa Cruz	N/C						
	Riverside County Regional Park & Open Space District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$5,561</b>		<b>\$5,561</b>			
<b>% MROSD Above/Below</b>			<b>-4.8%</b>		<b>-4.8%</b>			
<b>Median of Comparators</b>			<b>\$5,302</b>		<b>\$5,302</b>			
<b>% MROSD Above/Below</b>			<b>0.1%</b>		<b>0.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1- Park Maintenance Worker is a general classification that may be assigned to open space maintenance; requires a Qualified Applicator certificate; Basic First Aid and CPR certifications are not required.
- 2- Maintenance Worker II is a general classification that may be assigned to maintenance of natural resources and watershed facilities, including hiking trails, watershed roads, erosion control structures, recreation facilities, fish habitat improvements, employee housing, and other administrative buildings.
- 3- Maintenance Worker II requires Class B driver's license.
- 4- Park Craft Specialist requires five years experience in maintenance, construction or similar work environment; employees in this position must possess and maintain the ability to wear a respirator.
- 5- Open Space Technician requires Basic First Aid, CPR, Chainsaw Operator, and 4-wheel drive and ATV safety certifications only.
- 6 - Open Space Maintenance Technician II requires Class A driver's license, First Aid, and Professional Rescuer CPR certificates, and completion of basic wildland firefighting course.
- 7- Open Space Technician duties performed by Park Ranger classification series.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>OPERATIONS MANAGER</b>							<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>										
1	East Bay Regional Park District	Chief of Park Operations <sup>3</sup>				\$13,054		\$13,054	4/1/2013	4/1/2014	2%	
2	County of Santa Clara	Deputy Director Of Parks & Recreation <sup>6</sup>				\$11,866		\$11,866	12/23/2013	Unknown	Unknown	
3	Santa Clara Valley Water District	Field Operations Unit Manager <sup>2</sup>				\$11,729		\$11,729	6/24/2013	Unknown	Unknown	
4	<b>Midpeninsula Regional Open Space District</b>	<b>Operations Manager</b>				<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>	
5	Riverside County Regional Park & Open Space District	Park Superintendent – Parks / Assistant Parks Director <sup>1,4</sup>				\$10,077	13.2%	\$11,407	7/1/2013	7/1/2014	2%	
6	County of Marin	Deputy Director Parks and Open Space Operations				\$10,556		\$10,556	7/1/2009	7/1/2014	2-3%	
7	Sonoma County Agricultural Preservation & OSD	Park Manager <sup>5</sup>				\$9,192	12.3%	\$10,323	7/1/2008	10/28/2014	1%	
8	County of Sacramento	Deputy Director, Regional Parks <sup>2</sup>				\$8,620	9.8%	\$9,465	6/22/2008	Unknown	Unknown	
	City of Palo Alto	N/C										
	City of Walnut Creek	N/C										
	County of San Mateo	N/C										
	County of Santa Cruz	N/C										
	Livermore Area Recreation & Park District	N/C										
	Marin Municipal Water District	N/C										
	Santa Clara County Open Space Authority	N/C										
		<b>Average of Comparators</b>				<b>\$10,728</b>		<b>\$11,200</b>				
		<b>% MROSD Above/Below</b>				<b>7.4%</b>		<b>3.3%</b>				
		<b>Median of Comparators</b>				<b>\$10,556</b>		<b>\$11,407</b>				
		<b>% MROSD Above/Below</b>				<b>8.9%</b>		<b>1.6%</b>				

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Certifications are not required.

3- Chief of Park Operations does not require any license or certification beyond a valid California Driver's license.

4 - Park Superintendent – Parks and Assistant Parks Director do not require certifications.

5 - The District does not have Park Manager classification but this class is in the Regional Parks Department; Bachelor's degree and certifications are not required.

6 - Deputy Director of Parks & Recreations does not require any license or certifications.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>PLANNER III</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Santa Clara Valley Water District	Environmental Planner II / Senior Environmental Planner <sup>1</sup>	\$9,788		\$9,788	6/24/2013	Unknown	Unknown
2	City of Walnut Creek	Senior Planner	\$9,170		\$9,170	10/25/2013	6/20/2014	2.5%
3	Riverside County Regional Park & Open Space District	Senior Environmental Planner <sup>3</sup>	\$7,748	13.2%	\$8,770	7/1/2013	7/1/2014	2%
4	City of Palo Alto <sup>a</sup>	Senior Planner / Landscape Architect Park Planner <sup>1</sup>	\$8,661		\$8,661	5/18/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Planner III</b>	<b>\$8,647</b>		<b>\$8,647</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	Sonoma County Agricultural Preservation & OSD	OSD Stewardship Coordinator	\$7,221	12.3%	\$8,110	7/1/2009	10/28/2014	1%
7	County of Santa Cruz	Park Planner III / Park Planner IV <sup>1,2</sup>	\$7,389	8.7%	\$8,032	6/13/2009	Unknown	Unknown
8	Santa Clara County Open Space Authority	Open Space Planner/Project Manager	\$7,814		\$7,814	6/13/2013	Unknown	Unknown
9	Livermore Area Recreation & Park District	Landscape Architect/CIP Manager <sup>4</sup>	\$7,794		\$7,794	7/1/2013	Unknown	Unknown
10	County of Santa Clara	Planner III	\$7,654		\$7,654	12/23/2013	Unknown	Unknown
11	County of Sacramento <sup>1</sup>	Planner II / Planner III	\$6,373	9.8%	\$6,997	6/22/2008	Unknown	Unknown
	County of Marin	N/C						
	County of San Mateo	N/C						
	East Bay Regional Park District	N/C						
	Marin Municipal Water District	N/C						
<b>Average of Comparators</b>			<b>\$7,961</b>		<b>\$8,279</b>			
<b>% MROSD Above/Below</b>			<b>7.9%</b>		<b>4.3%</b>			
<b>Median of Comparators</b>			<b>\$7,771</b>		<b>\$8,071</b>			
<b>% MROSD Above/Below</b>			<b>10.1%</b>		<b>6.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Park Planner IV requires registration as an architect, civil engineer, and/or landscape architect.

3- Senior Planner may exercise indirect supervision over other professional, technical, and clerical staff.

4- Landscape Architect/CIP Manager requires Landscape Architect license.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>PLANNING MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Cruz	Assistant Planning Director	\$12,870	8.7%	\$13,990	6/13/2009	Unknown	Unknown
2	County of Santa Clara	Planning Manager	\$13,919		\$13,919	12/23/2013	Unknown	Unknown
3	Santa Clara Valley Water District	Environmental Services Manager	\$12,946		\$12,946	6/24/2013	Unknown	Unknown
4	City of Palo Alto <sup>a</sup>	Assistant Director of Planning and Community Environment	\$12,779		\$12,779	5/18/2013	Unknown	Unknown
5	City of Walnut Creek	Planning Manager	\$12,474		\$12,474	10/25/2013	6/20/2014	2.5%
6	East Bay Regional Park District	Chief, Planning/Stewardship	\$11,851		\$11,851	4/1/2013	4/1/2014	2%
7	County of Sacramento	Planning Director, Planning Services Division / Principal Planner <sup>1</sup>	\$10,631	9.8%	\$11,673	6/22/2008	Unknown	Unknown
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Planning Manager</b>	<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	County of San Mateo	Deputy Director of Community Development	\$11,546		\$11,546	11/10/2013	Unknown	Unknown
10	County of Marin	Planning & Resource Chief, Parks & Open Space	\$9,922		\$9,922	7/1/2009	7/1/2014	2-3%
11	Sonoma County Agricultural Preservation & OSD	OSD Program Manager	\$8,651	12.3%	\$9,715	7/1/2008	10/28/2014	1%
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Riverside County Regional Park & Open Space District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$11,759</b>		<b>\$12,081</b>			
<b>% MROSD Above/Below</b>			<b>-1.5%</b>		<b>-4.3%</b>			
<b>Median of Comparators</b>			<b>\$12,162</b>		<b>\$12,162</b>			
<b>% MROSD Above/Below</b>			<b>-5.0%</b>		<b>-5.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>PUBLIC AFFAIRS MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Public Information Officer <sup>2</sup>	\$12,649	13.2%	\$14,319	7/1/2014	7/1/2014	2%
2	Santa Clara Valley Water District	Community & Public Relations Manager / Government Relations Manager <sup>1</sup>	\$13,439		\$13,439	6/24/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Public Affairs Manager</b>	<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Sonoma County Agricultural Preservation & OSD	OSD Community Relations Manager / Community & Governmental Affairs Manager <sup>1</sup>	\$9,815	12.3%	\$11,022	7/1/2008	10/28/2014	1%
5	City of Palo Alto <sup>a</sup>	Communications Manager / Chief Communications Officer <sup>1</sup>	\$10,611		\$10,611		Unknown	Unknown
6	County of Sacramento	Communication & Media Officer III / Communication & Media Director / Government Relations & Legislative Officer <sup>1</sup>	\$8,936	9.8%	\$9,812	6/22/2008	Unknown	Unknown
7	East Bay Regional Park District	Community Relations Manager / Government & Legislative Affairs Manager <sup>1</sup>	\$9,135		\$9,135	4/1/2013	4/1/2014	2%
	City of Walnut Creek	N/C						
	County of Marin	N/C						
	County of San Mateo	N/C						
	County of Santa Clara	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$10,764</b>		<b>\$11,389</b>			
<b>% MROSD Above/Below</b>			<b>7.1%</b>		<b>1.7%</b>			
<b>Median of Comparators</b>			<b>\$10,213</b>		<b>\$10,816</b>			
<b>% MROSD Above/Below</b>			<b>11.9%</b>		<b>6.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2 - Public Information Officer is not in the Regional Parks and Open Space District.

3- Community Relations Manager is currently vacant; Assistant to the City Manager coordinates community relations program, including media relations and legislative program.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>PUBLIC AFFAIRS SPECIALIST</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Public Information Representative II	\$8,857		\$8,857	6/24/2013	Unknown	Unknown
2	Riverside County Regional Park & Open Space District	Senior Public Information Specialist <sup>3</sup>	\$6,890	13.2%	\$7,799	6/27/2013	7/1/2014	2%
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Public Affairs Specialist</b>	<b>\$7,470</b>		<b>\$7,470</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Marin Municipal Water District	Public Information Representative <sup>1</sup>	\$7,075		\$7,075	7/1/2013	7/1/2014	2 -3%
5	East Bay Regional Park District <sup>a</sup>	Public Information Supervisor <sup>2</sup>	\$7,037		\$7,037	4/1/2013	4/1/2014	2%
6	Santa Clara County Open Space Authority	Communications Specialist	\$6,705		\$6,705	6/13/2013	Unknown	Unknown
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C						
	County of Marin	N/C						
	County of Sacramento	N/C						
	County of San Mateo	N/C						
	County of Santa Clara	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$7,313</b>		<b>\$7,495</b>			
<b>% MROSD Above/Below</b>			<b>2.1%</b>		<b>-0.3%</b>			
<b>Median of Comparators</b>			<b>\$7,037</b>		<b>\$7,075</b>			
<b>% MROSD Above/Below</b>			<b>5.8%</b>		<b>5.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a)East Bay Regional Park District works a 37.5 hour workweek.

1- Public Information Representative requires any combination of education and experience equivalent to an Associate's degree and 3 years of experience.

2- May Supervise other Public Information Staff.

3 - Senior Public Information Specialist is not in the Regional Parks and Open Space District.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>RANGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Police Officer <sup>4</sup>	\$6,724		\$6,724	10/1/2012	Unknown	Unknown
2	Marin Municipal Water District	Park Ranger II <sup>3</sup>	\$6,562		\$6,562	7/1/2013	7/1/2014	2 -3%
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Ranger</b>	<b>\$6,146</b>		<b>\$6,146</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	County of Santa Clara	Park Ranger II <sup>9</sup>	\$5,949		\$5,949	3/19/2012	6/23/2014	2%
5	Sonoma County Agricultural Preservation & OSD	Park Ranger II <sup>8</sup>	\$4,974	12.3%	\$5,586	12/16/2008	10/28/2014	1%
6	County of Sacramento	Park Ranger <sup>5</sup>	\$4,823	9.8%	\$5,296	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C <sup>1</sup>						
	County of Marin	N/C <sup>10</sup>						
	County of San Mateo	N/C <sup>2</sup>						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C <sup>6</sup>						
	Riverside County Regional Park & Open Space District	N/C <sup>7</sup>						
	Santa Clara County Open Space Authority	N/C						
	Santa Clara Valley Water District	N/C						
<b>Average of Comparators</b>			<b>\$5,807</b>		<b>\$6,023</b>			
<b>% MROSD Above/Below</b>			<b>5.5%</b>		<b>2.0%</b>			
<b>Median of Comparators</b>			<b>\$5,949</b>		<b>\$5,949</b>			
<b>% MROSD Above/Below</b>			<b>3.2%</b>		<b>3.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1- Open Space Ranger does not require any certification beyond possession of or ability to obtain Red Cross Certificates in First Aid & CPR.
- 2- Park Ranger II requires PC832 certificate but is not considered a Peace Officer.
- 3- Park Ranger II requires POST Basic certificate, completion of wildland fire academy or basic wildland firefighter/fire behavior course, and EMT card.
- 4- Police Officer must meet current peace officer selection standards as set by the California Commission on Peace Officer Standards and Training (POST).
- 5- Park Ranger requires POST Basic and CPR certificates only.
- 6 - Park Ranger requires Class B driver's license, Professional Rescuer CPR, and First Responder First Aid certificates, and PC832 certificate only.
- 7 - Park Ranger II requires valid certificates in First Aid, CPR/AED, and have successfully completed PC 832. Basic Water Rescue issued by the American Red Cross or YMCA must be completed within 12 months of employment.
- 8 - The District does not have Park Ranger II classifications but these classes are in the Regional Parks Department; Park Ranger II requires completion of 290-hour basic law enforcement training (equivalent to PC832 course).
- 9 - Park Ranger II requires possession of, or ability to, obtain an American Red Cross Emergency Response card or equivalent before completion of the probationary period;
- 10 - Open Space Park Ranger requires completion of POST certified PC832 Powers of Arrest but is not considered a Peace Officer.
- 11- Resource Park Ranger requires a Bachelor's degree and 2 years of experience; completion of POST program or equivalent required; Fist Aide and CPR certifications are not required.
- 12- Park Ranger II requies certification as Peace Officer.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>REAL PROPERTY MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Deputy Director of Real Property <sup>1</sup>	\$11,366	13.2%	\$12,866	7/1/2013	7/1/2014	2%
2	Santa Clara Valley Water District	Real Estate Services Unit Manager	\$12,326		\$12,326	6/28/2010	Unknown	Unknown
3	East Bay Regional Park District	Land Acquisitions Manager	\$11,851		\$11,851	4/1/2013	4/1/2014	2%
4	<b>Midpeninsula Regional Open Space District</b>	<b>Real Property Manager</b>	<b>\$11,588</b>		<b>\$11,588</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	County of Santa Clara	Manager of Real Estate Assets	\$11,337		\$11,337	12/23/2013	6/23/2014	2%
6	County of Santa Cruz	Chief Real Property Agent	\$10,356	8.7%	\$11,257	6/13/2009	Unknown	Unknown
7	County of Sacramento	Chief, Real Estate Division	\$9,782	9.8%	\$10,741	6/20/2010	Unknown	Unknown
8	County of San Mateo	Real Property Services Manager	\$10,473		\$10,473	11/10/2013	Unknown	Unknown
9	City of Palo Alto <sup>a</sup>	Manager Real Property	\$10,250		\$10,250	5/18/2013	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	Real Estate Manager <sup>2</sup>	\$8,688	12.3%	\$9,756	7/1/2008	10/28/2014	1%
11	County of Marin	Chief Real Property Agent	\$9,462		\$9,462	7/1/2009	7/1/2014	2-3%
	City of Walnut Creek	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$10,589</b>		<b>\$11,032</b>			
<b>% MROSD Above/Below</b>			<b>8.6%</b>		<b>4.8%</b>			
<b>Median of Comparators</b>			<b>\$10,414</b>		<b>\$10,999</b>			
<b>% MROSD Above/Below</b>			<b>10.1%</b>		<b>5.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- Deputy Director of Real Property is not in the Regional Parks and Open Space District.

2- The District does not have Real Estate Manager (general County class).

3- Real Property Program Administrator is not a supervisor classification and reports to the Transportation and Policy Manager.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>REAL PROPERTY SPECIALIST</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Associate Real Estate Agent <sup>2</sup>	\$9,077		\$9,077	6/24/2013	Unknown	Unknown
2	Sonoma County Agricultural Preservation & OSD	OSD Land Acquisition Specialist	\$7,698	12.3%	\$8,645	7/1/2008	10/28/2014	1%
3	County of San Mateo	Real Property Agent III	\$8,568		\$8,568	11/10/2013	Unknown	Unknown
4	Marin Municipal Water District	Real Property Agent <sup>1</sup>	\$7,859		\$7,859	7/1/2013	7/1/2014	2 -3%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Real Property Specialist</b>	<b>\$7,843</b>		<b>\$7,843</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Santa Cruz	Real Property Agent	\$7,167	8.7%	\$7,791	6/13/2009	Unknown	Unknown
7	East Bay Regional Park District <sup>b</sup>	Senior Land Acquisition Specialist / Land Acquisition Specialist <sup>3</sup>	\$7,781		\$7,781	4/1/2013	4/1/2014	2%
8	County of Marin <sup>a</sup>	Real Property Agent II	\$7,618		\$7,618	7/1/2009	7/1/2014	2-3%
9	County of Sacramento	Real Estate Officer Level II	\$6,736	9.8%	\$7,396	6/20/2010	Unknown	Unknown
10	County of Santa Clara	Associate Real Estate Agent	\$7,090		\$7,090	12/23/2013	Unknown	Unknown
11	Riverside County Regional Park & Open Space District	Real Property Agent III <sup>4</sup>	\$5,878	13.2%	\$6,654	6/27/2013	7/1/2014	2%
12	City of Palo Alto	Real Property Agent	\$6,605		\$6,605	7/1/2012	Unknown	Unknown
	City of Walnut Creek	N/C						
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
<b>Average of Comparators</b>			<b>\$7,462</b>		<b>\$7,735</b>			
<b>% MROSD Above/Below</b>			<b>4.9%</b>		<b>1.4%</b>			
<b>Median of Comparators</b>			<b>\$7,618</b>		<b>\$7,781</b>			
<b>% MROSD Above/Below</b>			<b>2.9%</b>		<b>0.8%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b)East Bay Regional Park District works a 37.5 hour workweek.

1- Real Property Agent requires any combination of education and experience equivalent to coursework in real property appraisal or engineering technology and 2 years of experience.

2- Associate Real Estate Agent requires senior designation of the International Right of Way Association.

3- MROSD's classification is bracketed by two comparators to encompass all duties.

4 - Real Property Agent III is not in the Regional Parks and Open Space District.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>RESOURCE MANAGEMENT SPECIALIST II</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	East Bay Regional Park District	Wildland Vegetation Program Manager <sup>1</sup>	\$9,357		\$9,357	4/1/2013	4/1/2014	2%
2	Santa Clara Valley Water District	Vegetation Program Specialist II <sup>2</sup>	\$9,077		\$9,077	6/24/2013	Unknown	Unknown
3	County of San Mateo	Natural Resource Manager <sup>3</sup>	\$9,047		\$9,047	11/10/2013	Unknown	Unknown
4	Marin Municipal Water District	Vegetation Ecologist <sup>4</sup>	\$8,193		\$8,193	7/1/2013	7/1/2014	2 -3%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Resource Management Specialist II</b>	<b>\$7,470</b>		<b>\$7,470</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Santa Cruz	Resource Planner III	\$6,845	8.7%	\$7,441	6/13/2009	Unknown	Unknown
7	County of Sacramento	Senior Natural Resource Specialist	\$6,304	9.8%	\$6,922	6/20/2010	Unknown	Unknown
8	Santa Clara County Open Space Authority	Resource Management Specialist	\$6,760		\$6,760	6/13/2013	Unknown	Unknown
9	County of Santa Clara	Parks Natural Resource Management Coordinator <sup>6</sup>	\$6,294		\$6,294	12/23/2013	Unknown	Unknown
10	Riverside County Regional Park & Open Space District	Natural Resources Specialist – Parks	\$4,772	13.2%	\$5,402	6/27/2013	7/1/2014	2%
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C						
	County of Marin	N/C <sup>7</sup>						
	Livermore Area Recreation & Park District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$7,405</b>		<b>\$7,610</b>			
<b>% MROSD Above/Below</b>			<b>0.9%</b>		<b>-1.9%</b>			
<b>Median of Comparators</b>			<b>\$6,845</b>		<b>\$7,441</b>			
<b>% MROSD Above/Below</b>			<b>8.4%</b>		<b>0.4%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1- Wildlife Vegetation Program Manager requires certification as a professional rangeland manager, or the ability to obtain certification within three years.
- 2- Vegetation Program Specialist II requires Qualified Applicator certificate and Pest Control Advisory license.
- 3- Natural Resource Manager requires certification as or eligibility to obtain certification as a Qualified Applicator of Herbicides by the State of California within one year of appointment.
- 4- Vegetation Ecologist requires CA Department of Pesticide Regulation Qualified Applicator license and First Aid and CPR certificates.
- 5- MROSD's classification is bracketed by two comparators to encompass all duties.
- 6 - Parks Natural Resource Management Coordinator requires possession of a Standard First Aid and CPR certificate issued by the American Red Cross before completion of the probationary period.
- 7 - Resource Specialist – GIS performs resource management duties such as field projects to enhance natural resources, wildlife, vegetation, and terrestrial and aquatic ecosystems, as well as responsibility for GIS program.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>SUPERVISING RANGER</b>			<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>						
1	Marin Municipal Water District	Watershed Protection Manager - Chief Ranger <sup>3</sup>	\$10,903		\$10,903	7/1/2013	7/1/2014	2 -3%
2	East Bay Regional Park District	Police Sergeant <sup>4</sup>	\$8,055		\$8,055	10/1/2012	Unknown	Unknown
3	County of Santa Clara	Park Ranger Supervisor <sup>8</sup>	\$8,000		\$8,000	12/23/2013	6/23/2014	2%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Supervising Ranger</b>	<b>\$7,843</b>		<b>\$7,843</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	Sonoma County Agricultural Preservation & OSD	Park Ranger III	\$5,903	12.3%	\$6,629	7/1/2009	10/28/2014	1%
6	County of Sacramento	Park Ranger Supervisor <sup>5</sup>	\$5,565	9.8%	\$6,110	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C <sup>6</sup>						
	City of Walnut Creek	N/C <sup>1</sup>						
	County of Marin	N/C <sup>9</sup>						
	County of San Mateo	N/C <sup>2</sup>						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Riverside County Regional Park & Open Space District	N/C <sup>7</sup>						
	Santa Clara County Open Space Authority	N/C						
	Santa Clara Valley Water District	N/C						
<b>Average of Comparators</b>			<b>\$7,685</b>		<b>\$7,939</b>			
<b>% MROSD Above/Below</b>			<b>2.0%</b>		<b>-1.2%</b>			
<b>Median of Comparators</b>			<b>\$8,000</b>		<b>\$8,000</b>			
<b>% MROSD Above/Below</b>			<b>-2.0%</b>		<b>-2.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

- 1- Open Space Supervisor oversees enforcement, as well as construction, maintenance, and resource management activities; this is not a Peace Officer.
- 2- Park Ranger III and Park Ranger IV require PC832 law enforcement certificate but are not considered Peace Officers.
- 3- Watershed Protection Manager – Chief Ranger requires successful completion of PC832, graduation from Santa Rosa JC National Park Service Ranger Academy or POST Basic certificate, completion of Marin County Wildland Fire Academy or wildland firefighter/fire behavior course, and EMT card.
- 4- Police Sergeant requires equivalent to completion of the 12th grade and not less than 60 semester/90 quarter units of college level courses.
- 5- Park Ranger Supervisor requires POST Basic and CPR certificates only.
- 10 - Senior Ranger is a lead-level, not supervisor classification; Ranger staff reports to Supervisor, Open Space who oversees construction, maintenance, and resource management in addition to field enforcement activities; both are not considered Peace Officers.
- 7 - Park Ranger Supervisor - Parks requires PC832 certificate is not considered a Peace Officer.
- 8 - Park Ranger Supervisor requires possession of the American Red Cross Emergency Response First Aid certification (First Responder Level or higher) and American Red Cross CPR for the Professional Rescuer certification before completion of the probationary period; possession of current California Penal Code Section 832 Powers of Arrest certificate.
- 9 - Ranger classifications (including supervisory-level) require POST certified PC832 Powers of Arrest but are not considered Peace Officers.
- 10- Resource Park Ranger, Senior is a lead/specialist class that supervises, counsels, and evaluates work of employees.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>TRAINING AND SAFETY SPECIALIST</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Safety & Risk Manager / Safety & Technical Training Specialist <sup>1</sup>	\$8,280		\$8,280	7/1/2013	7/1/2014	2 -3%
2	County of Sacramento	Senior Training & Development Specialist / Senior Safety Specialist <sup>1</sup>	\$7,297	9.8%	\$8,012	6/20/2010	Unknown	Unknown
3	County of Marin	Safety Officer / Training and Development Specialist <sup>1</sup>	\$7,849		\$7,849	7/1/2009	7/1/2014	2-3%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Training &amp; Safety Specialist</b>	<b>\$7,843</b>		<b>\$7,843</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	City of Palo Alto <sup>a</sup>	Safety Officer	\$7,563		\$7,563	5/18/2013	Unknown	Unknown
6	Riverside County Regional Park & Open Space District	Safety Coordinator / Training Officer <sup>1,3</sup>	\$5,805	13.2%	\$6,571	7/1/2013	7/1/2014	2%
7	County of Santa Clara	Associate Training & Development Specialist II / Associate Environmental Health & Safety Analyst <sup>1,4</sup>	\$6,144		\$6,144	9/25/2012	Unknown	Unknown
	City of Walnut Creek	N/C						
	County of San Mateo	N/C						
	County of Santa Cruz	N/C						
	East Bay Regional Park District	N/C <sup>2</sup>						
	Livermore Area Recreation & Park District	N/C						
	Santa Clara County Open Space Authority	N/C						
	Santa Clara Valley Water District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$7,156</b>		<b>\$7,403</b>			
<b>% MROSD Above/Below</b>			<b>8.8%</b>		<b>5.6%</b>			
<b>Median of Comparators</b>			<b>\$7,430</b>		<b>\$7,706</b>			
<b>% MROSD Above/Below</b>			<b>5.3%</b>		<b>1.8%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) City of Palo Alto Management and Professional bargaining unit mid-point used as top monthly salary.

1- MROSD's classification is bracketed by two comparators to encompass all duties.

2- Human Resources Assistant plans and implements District's training program, in addition to performing technical and administrative duties related to classification and compensation, recruitment and selection, benefits, and employee relations.

3 - Safety Coordinator and Training Officer are not in the Regional Parks and Open Space District.

4 - The Associate Environmental Health & Safety Analyst does not require possession of, or ability to obtain, a valid CPR, First Aid, and AED Instructor certification.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>VOLUNTEER PROGRAM MANAGER</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Program Manager I <sup>2</sup>	\$8,280		\$8,280	12/23/2013	6/23/2014	2%
2	County of Sacramento	Volunteer Program Coordinator	\$7,515	9.8%	\$8,252	6/20/2010	Unknown	Unknown
3	Santa Clara County Open Space Authority	Volunteer Programs Supervisor	\$7,240		\$7,240	6/13/2013	Unknown	Unknown
4	Marin Municipal Water District	Watershed Volunteer Coordinator	\$7,075		\$7,075	7/1/2013	7/1/2014	2 -3%
5	County of San Mateo	Program Coordinator II	\$7,020		\$7,020	11/10/2013	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Volunteer Program Manager</b>	<b>\$6,941</b>		<b>\$6,941</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	East Bay Regional Park District	Supervising Naturalist IV	\$6,814		\$6,814	4/1/2013	4/1/2014	2%
8	Riverside County Regional Park & Open Space District	Volunteer Services Program Manager-Parks	\$5,739	13.2%	\$6,497	7/1/2013	7/1/2014	2%
9	County of Marin	Volunteer Program Coordinator	\$6,450		\$6,450	7/1/2009	7/1/2014	2-3%
10	City of Walnut Creek	Program Specialist <sup>1</sup>	\$5,670		\$5,670	6/22/2012	Unknown	Unknown
	City of Palo Alto	N/C <sup>3</sup>						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Santa Clara Valley Water District	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$6,867</b>		<b>\$7,033</b>			
<b>% MROSD Above/Below</b>			<b>1.1%</b>		<b>-1.3%</b>			
<b>Median of Comparators</b>			<b>\$7,020</b>		<b>\$7,020</b>			
<b>% MROSD Above/Below</b>			<b>-1.1%</b>		<b>-1.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

1- Program Specialist is a general classification that may be assigned to develop and coordinate volunteer program.

2 - Program Manager I is a general classification; working title is Volunteer Services Manager.

3 - Volunteer Coordinator has less program development and management responsibilities, thus it is not a good match.

**Midpeninsula Regional Open Space District  
Top Monthly Salary Data  
January 2014**

<b>WEB ADMINISTRATOR</b>								
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Top Monthly Salary</b>	<b>Cost of Labor % Adjustment</b>	<b>Adjusted Top Monthly Salary</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Web Analyst	\$10,019		\$10,019	6/24/2013	Unknown	Unknown
2	County of San Mateo	Information Technology Analyst <sup>1</sup>	\$8,459		\$8,459	11/10/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Web Administrator</b>	<b>\$8,035</b>		<b>\$8,035</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	County of Marin <sup>a</sup>	Systems Support Analyst II	\$7,416		\$7,416	7/1/2009	7/1/2014	2-3%
5	Riverside County Regional Park & Open Space District	IT Web Developer II <sup>3</sup>	\$5,945	13.2%	\$6,730	6/27/2013	7/1/2014	2%
6	East Bay Regional Park District	Website Designer <sup>2</sup>	\$5,801		\$5,801	4/1/2013	4/1/2014	2%
	City of Palo Alto	N/C						
	City of Walnut Creek	N/C						
	County of Sacramento	N/C						
	County of Santa Clara	N/C						
	County of Santa Cruz	N/C						
	Livermore Area Recreation & Park District	N/C						
	Marin Municipal Water District	N/C						
	Santa Clara County Open Space Authority	N/C						
	Sonoma County Agricultural Preservation & OSD	N/C						
<b>Average of Comparators</b>			<b>\$7,528</b>		<b>\$7,685</b>			
<b>% MROSD Above/Below</b>			<b>6.3%</b>		<b>4.4%</b>			
<b>Median of Comparators</b>			<b>\$7,416</b>		<b>\$7,416</b>			
<b>% MROSD Above/Below</b>			<b>7.7%</b>		<b>7.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

a) County of Marin works a 37.5 hour workweek.

b) East Bay Regional Park District works a 37.5 hour workweek.

1- Information Technology Analyst is a general classification that may be assigned to create, update, and/or maintain intra and/or internet websites.

2- Website Designer requires an Associate of Arts Degree in Computer Science, Information Systems, or related field.

3 - IT Web Developer II is not in the Regional Parks and Open Space District; requires completion of 30 semester or 45 quarter units from an accredited college and 2 years of experience.

4- Information Technology Analyst II is a general classification that may serve as the City's website specialist.

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>ACCOUNTANT</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Accountant II	\$11,527	10/25/2013	6/20/2014	2.5%
2	Santa Clara Valley Water District	Accountant II	\$11,236	6/24/2013	Unknown	Unknown
3	Marin Municipal Water District	Accountant II	\$10,817	7/1/2013	7/1/2014	2 -3%
4	City of Palo Alto	Accountant	\$10,446	5/18/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Accountant</b>	<b>\$10,345</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	Sonoma County Agricultural Preservation & OSD	Accountant II	\$10,122	7/1/2009	10/28/2014	1%
7	County of Santa Cruz	Accountant II	\$9,900	6/13/2009	Unknown	Unknown
8	County of Santa Clara	Accountant II	\$9,835	12/23/2013	Unknown	Unknown
9	East Bay Regional Park District	Accountant II	\$9,785	4/1/2013	4/1/2014	2%
10	County of Marin	Accountant II	\$8,581	7/1/2009	7/1/2014	2-3%
11	County of San Mateo	Accountant II	\$8,294	11/10/2013	Unknown	Unknown
12	County of Sacramento	Accountant	\$8,273	6/22/2008	Unknown	Unknown
13	Riverside County Regional Park & Open Space District	Accountant II – Parks	\$8,218	6/27/2013	7/1/2014	2%
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$9,753</b>			
<b>% MROSD Above/Below</b>			<b>5.7%</b>			
<b>Median of Comparators</b>			<b>\$9,867</b>			
<b>% MROSD Above/Below</b>			<b>4.6%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>ACCOUNTING TECHNICIAN</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Account Clerk III / Payroll Technician / Finance Specialist	\$9,673	7/1/2013	7/1/2014	2 -3%
2	Santa Clara Valley Water District	Accounting Technician	\$9,530	6/24/2013	Unknown	Unknown
3	East Bay Regional Park District	Account Clerk	\$8,848	4/1/2013	4/1/2014	2%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Accounting Technician</b>	<b>\$8,519</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	City of Walnut Creek	Accounting Assistant / Payroll Technician	\$8,419	6/22/2012	Unknown	Unknown
6	County of Santa Clara	Accountant Assistant / Payroll Services Clerk	\$8,099	12/23/2013	Unknown	Unknown
7	Sonoma County Agricultural Preservation & OSD	Payroll Clerk	\$8,074	7/1/2009	10/28/2014	1%
8	City of Palo Alto	Accounting Specialist	\$7,893	7/1/2012	Unknown	Unknown
9	County of Santa Cruz	Account Clerk	\$7,870	6/13/2009	Unknown	Unknown
10	Riverside County Regional Park & Open Space District	Accounting Assistant II – Parks	\$7,645	6/27/2013	7/1/2014	2%
11	Livermore Area Recreation & Park District	District Bookkeeper	\$7,398	7/1/2013	Unknown	Unknown
12	County of San Mateo	Fiscal Office Specialist	\$6,622	11/10/2013	Unknown	Unknown
13	County of Marin	Accounting Assistant	\$6,433	7/1/2009	7/1/2014	2-3%
14	County of Sacramento	Account Clerk Level II	\$5,810	6/20/2010	Unknown	Unknown
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$7,870</b>			
<b>% MROSD Above/Below</b>			<b>7.6%</b>			
<b>Median of Comparators</b>			<b>\$7,893</b>			
<b>% MROSD Above/Below</b>			<b>7.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>ADMINISTRATIVE ASSISTANT</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Administrative Assistant	\$9,314	7/1/2013	7/1/2014	2 -3%
2	County of Santa Clara	Executive Assistant II	\$9,298	12/23/2013	Unknown	Unknown
3	Santa Clara Valley Water District	Administrative Assistant	\$9,156	6/24/2013	Unknown	Unknown
4	East Bay Regional Park District	Secretary	\$8,660	4/1/2013	4/1/2014	2%
5	City of Walnut Creek	Office Specialist	\$8,324	6/22/2012	Unknown	Unknown
6	City of Palo Alto	Administrative Associate II	\$8,297	7/1/2012	Unknown	Unknown
7	County of Santa Cruz	Division Secretary	\$8,088	6/13/2009	Unknown	Unknown
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Administrative Assistant</b>	<b>\$8,084</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	County of Marin	Senior Secretary	\$8,005	7/1/2009	7/1/2014	2-3%
10	Sonoma County Agricultural Preservation & OSD	Senior Office Assistant	\$7,120	7/1/2009	10/28/2014	1%
11	County of San Mateo	Administrative Secretary II	\$7,025	11/10/2013	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	Secretary II - Parks	\$6,676	6/27/2013	7/1/2014	2%
13	County of Sacramento	Secretary	\$6,026	6/20/2010	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$7,999</b>			
<b>% MROSD Above/Below</b>			<b>1.0%</b>			
<b>Median of Comparators</b>			<b>\$8,193</b>			
<b>% MROSD Above/Below</b>			<b>-1.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>ADMINISTRATIVE SERVICES MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Finance Division Manager	\$23,148	7/1/2013	7/1/2014	2 -3%
2	Riverside County Regional Park & Open Space District	Bureau Chief – Parks	\$19,658	7/1/2013	7/1/2014	2%
3	City of Palo Alto	Assistant Director Administrative Services	\$18,389	5/18/2013	Unknown	Unknown
4	East Bay Regional Park District	Chief Financial Officer / Controller & Assistant Finance Officer	\$18,197	4/1/2013	4/1/2014	2%
5	Santa Clara Valley Water District	Financial Services Unit Manager	\$17,738	6/24/2013	Unknown	Unknown
6	County of Santa Clara	Administrative Services Manager III / Controller-Treasurer Division Manager	\$17,360	12/23/2013	Unknown	Unknown
7	County of San Mateo	Deputy Controller	\$16,373	11/10/2013	Unknown	Unknown
8	County of Santa Cruz	Chief of Fiscal Services	\$16,242	6/13/2009	Unknown	Unknown
<b>9</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Administrative Services Manager</b>	<b>\$15,948</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
10	City of Walnut Creek	Finance Manager	\$15,796	10/25/2013	6/20/2014	2.5%
11	County of Sacramento	Chief of Departmental Administrative Services	\$14,433	6/20/2010	Unknown	Unknown
12	Sonoma County Agricultural Preservation & OSD	OSD Administrative and Fiscal Services Manager / Department Administrative Services Director	\$14,255	7/1/2008	10/28/2014	1%
13	County of Marin Livermore Area Recreation & Park District Santa Clara County Open Space Authority	Department of Finance Division Chief N/C N/C	\$13,675	7/1/2009	7/1/2014	2-3%
<b>Average of Comparators</b>			<b>\$17,105</b>			
<b>% MROSD Above/Below</b>			<b>-7.3%</b>			
<b>Median of Comparators</b>			<b>\$16,866</b>			
<b>% MROSD Above/Below</b>			<b>-5.8%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>AREA SUPERINTENDENT</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Public Services Manager	\$17,678	10/25/2013	6/20/2014	2.5%
2	Marin Municipal Water District	Watershed Resources Manager	\$16,592	7/1/2013	7/1/2014	2 -3%
3	East Bay Regional Park District	Park Unit Manager	\$16,053	4/1/2013	4/1/2014	2%
4	County of San Mateo	Park Superintendent	\$15,718	11/10/2013	Unknown	Unknown
5	County of Santa Clara	Manager of Park Maintenance Services / Manager of Park Ranger Operations	\$15,156	12/23/2013	6/23/2014	2%
6	City of Palo Alto	Division Manager - Open Space	\$14,708	5/18/2013	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Area Superintendent</b>	<b>\$13,369</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Santa Cruz	Parks Manager, Maintenance	\$13,135	6/13/2009	Unknown	Unknown
9	County of Marin	Parks/Open Space Superintendent	\$12,116	7/1/2009	7/1/2014	2-3%
10	County of Sacramento	Park Ranger Manger	\$10,745	6/20/2010	Unknown	Unknown
11	Livermore Area Recreation & Park District	Parks and Facilities Manager	\$9,989	7/1/2013	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	Area Park Manager - Parks	\$8,731	6/27/2013	7/1/2014	2%
	Santa Clara County Open Space Authority	N/C				
	Santa Clara Valley Water District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$13,693</b>			
<b>% MROSD Above/Below</b>			<b>-2.4%</b>			
<b>Median of Comparators</b>			<b>\$14,708</b>			
<b>% MROSD Above/Below</b>			<b>-10.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>ASSISTANT GENERAL COUNSEL II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Assistant District Counsel	\$21,983	6/28/2010	Unknown	Unknown
2	County of Santa Clara	Attorney III - County Counsel	\$19,137	12/23/2013	Unknown	Unknown
3	East Bay Regional Park District	Assistant District Counsel	\$18,866	4/1/2013	4/1/2014	2%
4	County of Santa Cruz	Attorney IV - County Counsel	\$18,293	6/13/2009	Unknown	Unknown
5	City of Walnut Creek	Assistant City Attorney / Deputy City Attorney	\$17,872	10/25/2013	6/20/2014	2.5%
6	Riverside County Regional Park & Open Space District	Deputy County Counsel III	\$17,804	7/1/2013	7/1/2014	2%
7	County of Marin	County Counsel III	\$16,054	7/1/2009	7/1/2014	2-3%
8	County of San Mateo	Deputy County Counsel II	\$14,821	11/10/2013	Unknown	Unknown
<b>9</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Assistant General Counsel II</b>	<b>\$14,811</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
10	City of Palo Alto	Senior Deputy City Attorney	\$14,761	5/18/2013	Unknown	Unknown
11	Sonoma County Agricultural Preservation & OSD	Deputy County Counsel II	\$14,216	7/1/2008	10/28/2014	1%
12	County of Sacramento	Attorney Level III - Civil	\$13,368	6/20/2010	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$17,016</b>			
<b>% MROSD Above/Below</b>			<b>-14.9%</b>			
<b>Median of Comparators</b>			<b>\$17,804</b>			
<b>% MROSD Above/Below</b>			<b>-20.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>COMMUNITY OUTREACH SPECIALIST</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Community Relations Officer	\$13,442	10/25/2013	6/20/2014	2.5%
2	Santa Clara Valley Water District	Public Information Representative II	\$12,228	6/24/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Community Outreach Specialist</b>	<b>\$10,781</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Marin Municipal Water District	Public Information Representative	\$10,508	7/1/2013	7/1/2014	2 -3%
5	East Bay Regional Park District	Community Outreach Coordinator	\$10,127	4/1/2013	4/1/2014	2%
	Santa Clara County Open Space Authority	N/C				
	Riverside County Regional Park & Open Space District	N/C				
	City of Palo Alto	N/C				
	County of Marin	N/C				
	County of Sacramento	N/C				
	County of San Mateo	N/C				
	County of Santa Clara	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$11,576</b>			
<b>% MROSD Above/Below</b>			<b>-7.4%</b>			
<b>Median of Comparators</b>			<b>\$11,368</b>			
<b>% MROSD Above/Below</b>			<b>-5.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>DISTRICT CLERK</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Assistant Clerk of the Board	\$17,556	7/1/2013	7/1/2014	2%
2	County of Santa Clara	Assistant Clerk of the Board of Supervisors	\$17,128	12/23/2013	Unknown	Unknown
3	Santa Clara Valley Water District	Deputy Clerk of the Board / Clerk of the Board	\$15,260	6/28/2010	Unknown	Unknown
4	East Bay Regional Park District	Clerk of the Board	\$14,297	4/1/2013	4/1/2014	2%
5	City of Palo Alto	Assistant City Clerk / City Clerk	\$14,030	5/18/2013	Unknown	Unknown
6	City of Walnut Creek	City Clerk	\$13,442	10/25/2013	6/20/2014	2.5%
7	County of Santa Cruz	Chief Deputy Clerk, Board of Supervisors	\$13,279	6/13/2009	Unknown	Unknown
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>District Clerk</b>	<b>\$12,749</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	Sonoma County Agricultural Preservation & OSD	Chief Deputy Clerk of the Board	\$12,474	7/1/2008	10/28/2014	1%
10	County of Sacramento	Assistant Clerk to the Board of Supervisors	\$11,838	6/22/2008	Unknown	Unknown
11	County of Marin	Assistant Clerk to Board of Supervisors	\$9,577	7/1/2009	7/1/2014	2-3%
	County of San Mateo	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$13,888</b>			
<b>% MROSD Above/Below</b>			<b>-8.9%</b>			
<b>Median of Comparators</b>			<b>\$13,736</b>			
<b>% MROSD Above/Below</b>			<b>-7.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>DOCENT PROGRAM MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Parks Interpretive Program Supervisor / Program Manager II	\$13,624	12/23/2013	6/23/2014	2%
2	East Bay Regional Park District	Supervising Naturalist IV	\$10,839	4/1/2013	4/1/2014	2%
3	Santa Clara County Open Space Authority	Coordinator of Interpretive Programs	\$10,461	6/13/2013	Unknown	Unknown
4	<b>Midpeninsula Regional Open Space District</b>	<b>Docent Program Manager</b>	<b>\$10,134</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	County of Marin	Open Space Interpretive Naturalist	\$9,096	7/1/2009	7/1/2014	2-3%
6	Riverside County Regional Park & Open Space District	Interpretive Services Supervisor - Parks	\$8,987	6/27/2013	7/1/2014	2%
7	County of Sacramento	Park Interpretive Supervisor	\$7,878	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara Valley Water District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$10,148</b>			
<b>% MROSD Above/Below</b>			<b>-0.1%</b>			
<b>Median of Comparators</b>			<b>\$9,779</b>			
<b>% MROSD Above/Below</b>			<b>3.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>EQUIPMENT MECHANIC/OPERATOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Heavy Equipment Operator / Equipment Mechanic II	\$10,924	6/24/2013	Unknown	Unknown
2	County of Santa Cruz	Lead Heavy Equipment Operator - Disposal Site	\$10,438	6/13/2009	Unknown	Unknown
3	Marin Municipal Water District	Senior Heavy Equipment Operator / Automotive Mechanic II / Resource Projects Coordinator	\$10,251	7/1/2013	7/1/2014	2 -3%
4	County of Santa Clara	Park Equipment Operator / Park Maintenance Crew Chief / Fleet Services Mechanic	\$9,999	12/23/2013	Unknown	Unknown
5	East Bay Regional Park District	Heavy Equipment Operator / Senior Equipment Mechanic	\$9,710	4/1/2013	4/1/2014	2%
6	City of Palo Alto	Lead Heavy Equipment Operator / Motorized Equipment Mechanic II	\$9,502	7/1/2012	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Equipment Mechanic/Operator</b>	<b>\$9,120</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of San Mateo	Parks & Open Space Equipment Operator / Equipment Mechanic II	\$8,871	11/10/2013	Unknown	Unknown
9	County of Marin	Maintenance Equipment Operator / Heavy Equipment Mechanic	\$8,724	7/1/2009	7/1/2014	2-3%
10	Riverside County Regional Park & Open Space District	Senior Equipment Operator	\$8,438	7/11/2013	7/1/2014	2%
	City of Walnut Creek	N/C				
	County of Sacramento	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$9,651</b>			
<b>% MROSD Above/Below</b>			<b>-5.8%</b>			
<b>Median of Comparators</b>			<b>\$9,710</b>			
<b>% MROSD Above/Below</b>			<b>-6.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>EXECUTIVE ASSISTANT</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Executive Assistant II/ Secretary to the County Executive	\$11,440	6/16/2008	Unknown	Unknown
2	Santa Clara Valley Water District	Executive Assistant	\$10,561	6/24/2013	Unknown	Unknown
3	East Bay Regional Park District	Executive Secretary	\$10,504	4/1/2013	4/1/2014	2%
4	City of Palo Alto	Executive Assistant to the City Manager	\$10,245	5/8/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Executive Assistant</b>	<b>\$9,413</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Santa Cruz	Executive Secretary	\$9,217	6/13/2009	Unknown	Unknown
7	City of Walnut Creek	Executive Assistant to the City Manager / Executive Assistant	\$9,204	6/21/2013	Unknown	Unknown
8	Santa Clara County Open Space Authority	Executive Assistant	\$9,061	6/13/2013	Unknown	Unknown
9	County of Marin	Executive Secretary/ Executive Assistant to the County Administrator	\$8,918	7/1/2009	7/1/2014	2-3%
10	Riverside County Regional Park & Open Space District	Executive Assistant II - Parks	\$8,494	7/1/2013	7/1/2014	2%
11	County of San Mateo	Executive Secretary - Confidential	\$8,442	11/10/2013	Unknown	Unknown
12	Sonoma County Agricultural Preservation & OSD	OSD Executive Secretary	\$8,438	7/1/2008	10/28/2014	1%
13	County of Sacramento	Executive Secretary	\$7,073	6/22/2008	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
<b>Average of Comparators</b>			<b>\$9,300</b>			
<b>% MROSD Above/Below</b>			<b>1.2%</b>			
<b>Median of Comparators</b>			<b>\$9,133</b>			
<b>% MROSD Above/Below</b>			<b>3.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>GIS ADMINISTRATOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Information Systems Analyst Supervisor	\$15,219	7/1/2013	7/1/2014	2 -3%
2	City of Palo Alto	Senior Technologist	\$13,997	5/18/2013	Unknown	Unknown
3	County of Santa Clara	GIS Analyst / GIS Analyst Supervisor	\$13,741	12/23/2013	6/23/2014	2%
4	Santa Clara Valley Water District	GIS Analyst III	\$13,437	6/24/2013	Unknown	Unknown
5	Sonoma County Agricultural Preservation & OSD	Geographic Information Systems Coordinator	\$13,197	7/1/2008	10/28/2014	1%
6	County of Santa Cruz	GIS Manager / Senior Departmental Information Systems Analyst	\$12,921	6/13/2009	Unknown	Unknown
7	City of Walnut Creek	Information Systems Analyst III	\$12,854	10/25/2013	6/20/2014	2.5%
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>GIS Administrator</b>	<b>\$12,477</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	County of Sacramento	Senior Geographic Information Systems Analyst	\$12,046	6/20/2010	Unknown	Unknown
10	East Bay Regional Park District	Geographic Information System Coordinator	\$11,528	4/1/2013	4/1/2014	2%
11	County of Marin	Geographic Information Systems Analyst II / Geographic Information Systems Manager	\$11,340	7/1/2009	7/1/2014	2-3%
12	County of San Mateo	Senior Information Technology Analyst	\$11,186	11/10/2013	Unknown	Unknown
13	Riverside County Regional Park & Open Space District	GIS Senior Analyst / GIS Supervisor Analyst	\$10,472	6/27/2013	7/1/2014	2%
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$12,662</b>			
% MROSD Above/Below			-1.5%			
<b>Median of Comparators</b>			<b>\$12,887</b>			
% MROSD Above/Below			-3.3%			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>GIS TECHNICIAN</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Senior Engineering Technician - GIS	\$10,690	7/1/2013	7/1/2014	2 -3%
2	Sonoma County Agricultural Preservation & OSD	Geographic Information Systems Technician II	\$9,968	7/1/2009	10/28/2014	1%
3	County of Santa Clara	GIS Technician I / Planner I	\$9,899	12/23/2013	Unknown	Unknown
4	Santa Clara County Open Space Authority	Planning/GIS Technician	\$9,411	6/13/2013	Unknown	Unknown
5	East Bay Regional Park District	Geographic Information Systems Technician	\$8,846	4/1/2013	4/1/2014	2%
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>GIS Technician</b>	<b>\$8,691</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	County of Santa Cruz	GIS Technician II	\$8,439	6/13/2009	Unknown	Unknown
8	County of San Mateo	Information Technology Analyst / Drafting Technician II / Planning Technician / Planner I	\$8,356	11/10/2013	Unknown	Unknown
9	County of Marin	Resource Specialist GIS / Assistant Open Space Planner	\$8,135	7/1/2009	7/1/2014	2-3%
10	Riverside County Regional Park & Open Space District	GIS Specialist II	\$7,992	7/11/2013	7/1/2014	2%
11	County of Sacramento	Geographic Information Systems Technician Level II	\$7,316	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara Valley Water District	N/C				
<b>Average of Comparators</b>			<b>\$8,905</b>			
<b>% MROSD Above/Below</b>			<b>-2.5%</b>			
<b>Median of Comparators</b>			<b>\$8,642</b>			
<b>% MROSD Above/Below</b>			<b>0.6%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>HUMAN RESOURCES ANALYST</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Analyst</b>	<b>Proposed</b>			
1	East Bay Regional Park District	Human Resources Officer II	\$13,713	4/1/2013	4/1/2014	2%
2	Santa Clara Valley Water District	Management Analyst II	\$12,757	6/24/2013	Unknown	Unknown
3	City of Walnut Creek	Administrative Analyst II	\$12,410	10/25/2013	6/20/2014	2.5%
4	County of Santa Clara	Human Resources Analyst / Employee Relations Analyst	\$12,046	12/23/2013	Unknown	Unknown
5	Marin Municipal Water District	Human Resources Analyst	\$11,803	7/1/2013	7/1/2014	2 -3%
6	County of Santa Cruz	Associate Personnel Analyst	\$11,638	6/13/2009	Unknown	Unknown
7	Sonoma County Agricultural Preservation & OSD	Human Resources Analyst II	\$10,933	7/1/2008	10/28/2014	1%
8	County of San Mateo	Management Analyst III	\$10,914	11/10/2013	Unknown	Unknown
9	Riverside County Regional Park & Open Space District	Human Resources Analyst II	\$10,862	7/1/2013	7/1/2014	2%
10	City of Palo Alto	Senior Human Resources Administrator / Human Resources Representative	\$10,746	5/18/2013	Unknown	Unknown
11	County of Marin	Personnel Analyst II	\$9,785	7/1/2009	7/1/2014	2-3%
12	County of Sacramento	Personnel Analyst	\$9,210	6/22/2008	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
		<b>Average of Comparators</b>	<b>\$11,401</b>			
		<b>% MROSD Above/Below</b>	<b>N/A</b>			
		<b>Median of Comparators</b>	<b>\$11,286</b>			
		<b>% MROSD Above/Below</b>	<b>N/A</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>HUMAN RESOURCES SUPERVISOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Human Resources Manager / Human Resources Officer II	\$17,044	4/1/2013	4/1/2014	2%
2	Riverside County Regional Park & Open Space District	Human Resources Services Manager	\$16,222	7/1/2013	7/1/2014	2%
3	City of Walnut Creek	Human Resources Manager/ Administrative Analyst II	\$14,167	10/25/2013	6/20/2014	2.5%
4	County of Santa Cruz	Principal Personnel Analyst	\$14,029	6/13/2009	Unknown	Unknown
5	Santa Clara Valley Water District	Program Administrator	\$13,909	6/24/2013	Unknown	Unknown
6	Sonoma County Agricultural Preservation & OSD	Human Resources Manager/ Human Resources Analyst III	\$13,767	7/1/2008	10/28/2014	1%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Supervisor</b>	<b>\$13,304</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Sacramento	Personnel Services Manager	\$13,070	6/22/2008	Unknown	Unknown
9	County of San Mateo	Human Resources Program Manager II	\$12,676	11/10/2013	Unknown	Unknown
10	County of Marin	Principal Personnel Analyst	\$12,583	7/1/2009	7/1/2014	2-3%
11	Santa Clara County Open Space Authority	Administration Manager	\$11,897	6/13/2013	Unknown	Unknown
12	Livermore Area Recreation & Park District	Human Resources Manager	\$9,989	7/1/2013	Unknown	Unknown
	City of Palo Alto	N/C				
	County of Santa Clara	N/C				
	Marin Municipal Water District	N/C				
<b>Average of Comparators</b>			<b>\$13,577</b>			
<b>% MROSD Above/Below</b>			<b>-2.1%</b>			
<b>Median of Comparators</b>			<b>\$13,767</b>			
<b>% MROSD Above/Below</b>			<b>-3.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>HUMAN RESOURCES TECHNICIAN</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Human Resources Assistant	\$10,196	4/1/2013	4/1/2014	2%
2	Marin Municipal Water District	Human Resources Technician	\$10,157	7/1/2013	7/1/2014	2 -3%
3	Santa Clara Valley Water District	Human Resources Technician II	\$10,131	6/24/2013	Unknown	Unknown
4	County of Santa Cruz	Personnel Technician	\$8,713	6/13/2009	Unknown	Unknown
5	City of Walnut Creek	Office Specialist - Confidential	\$8,677	6/21/2013	Unknown	Unknown
6	Livermore Area Recreation & Park District	Administrative Assistant	\$8,658	7/1/2013	Unknown	Unknown
7	County of Santa Clara	Human Resources Assistant II	\$8,561	12/23/2013	Unknown	Unknown
<b>8</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Human Resources Technician</b>	<b>\$8,519</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
9	City of Palo Alto	Human Resources Assistant - Confidential	\$8,479	5/18/2013	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	Human Resources Technician	\$8,218	7/1/2008	10/28/2014	1%
11	County of Marin	Personnel Technician	\$7,911	7/1/2009	7/1/2014	2-3%
12	County of San Mateo	Human Resources Technician - Confidential	\$7,710	11/10/2013	Unknown	Unknown
13	Riverside County Regional Park & Open Space District	Human Resources Technician II	\$7,303	7/1/2013	7/1/2014	2%
14	County of Sacramento	Personnel Specialist Level II	\$6,651	6/22/2008	Unknown	Unknown
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$8,567</b>			
<b>% MROSD Above/Below</b>			<b>-0.6%</b>			
<b>Median of Comparators</b>			<b>\$8,561</b>			
<b>% MROSD Above/Below</b>			<b>-0.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>INFORMATION TECHNOLOGY ADMINISTRATOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Information Systems Analyst II	\$12,545	12/23/2013	Unknown	Unknown
2	Santa Clara Valley Water District	Information Systems Analyst II	\$12,489	6/24/2013	Unknown	Unknown
3	City of Palo Alto	Technologist	\$12,460	7/1/2012	Unknown	Unknown
4	Marin Municipal Water District	Information Technology Analyst II	\$12,429	7/1/2013	7/1/2014	2 -3%
5	Sonoma County Agricultural Preservation & OSD	Department Information Systems Coordinator	\$12,321	7/1/2009	10/28/2014	1%
6	City of Walnut Creek	Information Systems Analyst II	\$11,353	10/25/2013	6/20/2014	2.5%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Information Technology Administrator</b>	<b>\$11,317</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of Santa Cruz	Departmental Systems Analyst	\$11,296	6/13/2009	Unknown	Unknown
9	County of San Mateo	Systems Engineer	\$11,186	11/10/2013	Unknown	Unknown
10	Riverside County Regional Park & Open Space District	IT Systems Administrator II / IT Network Administrator II	\$11,029	6/27/2013	7/1/2014	2%
11	East Bay Regional Park District	Systems Administrator	\$10,971	4/1/2013	4/1/2014	2%
12	County of Sacramento	Information Technology Analyst II	\$10,618	6/20/2010	Unknown	Unknown
13	County of Marin	Systems Support Analyst II	\$9,821	7/1/2009	7/1/2014	2-3%
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$11,543</b>			
<b>% MROSD Above/Below</b>			<b>-2.0%</b>			
<b>Median of Comparators</b>			<b>\$11,324</b>			
<b>% MROSD Above/Below</b>			<b>-0.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>INFORMATION TECHNOLOGY TECHNICIAN</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Information Systems Technician II	\$10,561	6/24/2013	Unknown	Unknown
2	County of Santa Clara	Information Systems Technician II	\$10,100	12/23/2013	Unknown	Unknown
3	East Bay Regional Park District	Information Services Support Technician II	\$10,039	4/1/2013	4/1/2014	2%
4	County of Marin	Technology Systems Specialist II	\$9,736	7/1/2009	7/1/2014	2-3%
5	County of Santa Cruz	Computer Operations Technician III	\$9,537	6/13/2009	Unknown	Unknown
6	City of Palo Alto	Desktop Technician	\$9,514	7/1/2012	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Information Technology Technician</b>	<b>\$9,044</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of San Mateo	Information Technology Technician	\$8,936	11/10/2013	Unknown	Unknown
9	Sonoma County Agricultural Preservation & OSD	Department Information Systems Technician II	\$8,804	7/1/2009	10/28/2014	1%
10	City of Walnut Creek	Computer Technician	\$8,257	6/22/2012	Unknown	Unknown
11	Riverside County Regional Park & Open Space District	IT User Support Technician II-Parks	\$7,855	6/27/20103	7/1/2014	2%
12	County of Sacramento	Information Technology Technician Level II	\$6,736	6/20/2010	Unknown	Unknown
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$9,098</b>			
<b>% MROSD Above/Below</b>			<b>-0.6%</b>			
<b>Median of Comparators</b>			<b>\$9,514</b>			
<b>% MROSD Above/Below</b>			<b>-5.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>MAINTENANCE, CONSTRUCTION, AND RESOURCE SUPERVISOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Senior Field Operations Administrator	\$13,934	6/24/2013	Unknown	Unknown
2	County of Santa Cruz	Parks Maintenance Supervisor / Parks Manager, Maintenance	\$13,135	6/13/2009	Unknown	Unknown
3	City of Walnut Creek	Open Space Supervisor	\$12,972	10/25/2013	6/20/2014	2.5%
4	Marin Municipal Water District	Watershed Maintenance Supervisor	\$12,964	7/1/2013	7/1/2014	2 -3%
5	County of Santa Clara	Park Maintenance Supervisor	\$12,880	12/23/2013	6/23/2014	2%
6	City of Palo Alto	Community Services Manager	\$11,533	5/18/2013	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Maintenance, Construction, and Resource Supervisor</b>	<b>\$11,136</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	East Bay Regional Park District	Park Supervisor IV	\$10,669	4/1/2013	4/1/2014	2%
9	Livermore Area Recreation & Park District	Senior Parks Supervisor	\$10,006	7/1/2013	Unknown	Unknown
	Riverside County Regional Park & Open Space District	Park Maintenance Supervisor – Parks/ Area Parks Manager-	\$7,852	6/27/2013	7/1/2014	2%
10		Parks				
11	Santa Clara County Open Space Authority	N/C				
	County of Marin	N/C				
	County of Sacramento	N/C				
	County of San Mateo	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$11,772</b>			
<b>% MROSD Above/Below</b>			<b>-5.7%</b>			
<b>Median of Comparators</b>			<b>\$12,880</b>			
<b>% MROSD Above/Below</b>			<b>-15.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>MANAGEMENT ANALYST II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Management Analyst II	\$12,757	6/24/2013	Unknown	Unknown
2	County of Santa Clara	Management Analyst / Management Analysis Program Manager I	\$12,698	12/23/2013	6/23/2014	2%
3	City of Walnut Creek	Administrative Analyst II	\$12,410	10/25/2013	6/20/2014	2.5%
4	Sonoma County Agricultural Preservation & OSD	Administrative Analyst II	\$12,337	7/1/2008	10/28/2014	1%
5	County of Santa Cruz	Departmental Administrative Analyst	\$11,699	6/13/2009	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Management Analyst II</b>	<b>\$11,237</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	County of San Mateo	Management Analyst III / Program Services Manager I	\$10,914	11/10/2013	Unknown	Unknown
8	Marin Municipal Water District	Administrative Analyst	\$10,508	7/1/2013	7/1/2014	2 -3%
9	East Bay Regional Park District	Administrative Analyst II	\$10,401	4/1/2013	4/1/2014	2%
10	County of Marin	Administrative Analyst II	\$10,041	7/1/2009	7/1/2014	2-3%
11	Riverside County Regional Park & Open Space District	Administrative Services Analyst II – Parks/ Administrative Analyst	\$9,899	6/27/2013	7/1/2014	2%
12	County of Sacramento	Associate Administrative Analyst Level II	\$9,699	6/22/2008	Unknown	Unknown
	City of Palo Alto	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$11,215</b>			
<b>% MROSD Above/Below</b>			<b>0.2%</b>			
<b>Median of Comparators</b>			<b>\$10,914</b>			
<b>% MROSD Above/Below</b>			<b>2.9%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>MEDIA COMMUNICATIONS SUPERVISOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Public Information Officer	\$15,751	7/1/2013	7/1/2014	2 -3%
2	East Bay Regional Park District	Community Relations Manager	\$14,289	4/1/2013	4/1/2014	2%
3	Santa Clara Valley Water District	Program Administrator	\$13,909	6/24/2013	Unknown	Unknown
4	City of Walnut Creek	Community Relations Officer	\$13,442	10/25/2013	6/20/2014	2.5%
5	County of Santa Clara	Public Communications Program Manager	\$13,321	8/11/2008	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Media Communications Supervisor</b>	<b>\$13,019</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	City of Palo Alto	Communications Manager	\$12,763	5/18/2013	Unknown	Unknown
8	Sonoma County Agricultural Preservation & OSD	OSD Community Relations Manager	\$12,690	7/1/2008	10/28/2014	1%
9	County of Sacramento	Communication & Media Officer II/ Communication & Media Officer III	\$11,160	6/20/2010	Unknown	Unknown
10	County of San Mateo	Management Analyst III	\$10,914	11/10/2013	Unknown	Unknown
	Riverside County Regional Park & Open Space District	N/C				
	County of Marin	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$13,137</b>			
<b>% MROSD Above/Below</b>			<b>-0.9%</b>			
<b>Median of Comparators</b>			<b>\$13,321</b>			
<b>% MROSD Above/Below</b>			<b>-2.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>NATURAL RESOURCES MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Natural Resources Manager - Parks	\$18,461	7/1/2013	7/1/2014	2%
2	City of Palo Alto	Assistant Director of Planning & Community Environment	\$18,075	5/18/2013	Unknown	Unknown
3	Santa Clara Valley Water District	Environmental Services Manager	\$17,738	6/24/2013	Unknown	Unknown
4	East Bay Regional Park District	Chief of Stewardship	\$17,380	4/1/2013	4/1/2014	2%
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Natural Resources Manager</b>	<b>\$15,948</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	County of Santa Clara	Parks Natural Resource Program Supervisor / Deputy Director of Parks and Recreation	\$15,910	12/23/2013	Unknown	Unknown
7	County of Sacramento	Environmental Program Manager II/ Planning Director - Planning Services Division	\$15,250	6/22/2008	Unknown	Unknown
8	Sonoma County Agricultural Preservation & OSD	OSD Program Manager	\$14,025	6/9/1929	10/28/2014	1%
9	County of Marin	Planning & Resource Chief, Parks & Open Space	\$12,882	7/1/2009	7/1/2014	2-3%
	City of Walnut Creek	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
		<b>Average of Comparators</b>	<b>\$16,215</b>			
		<b>% MROSD Above/Below</b>	<b>-1.7%</b>			
		<b>Median of Comparators</b>	<b>\$16,645</b>			
		<b>% MROSD Above/Below</b>	<b>-4.4%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>OPEN SPACE TECHNICIAN</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Maintenance Worker II	\$9,636	7/1/2013	7/1/2014	2 -3%
2	Santa Clara Valley Water District	Maintenance Worker II	\$9,555	6/24/2013	Unknown	Unknown
3	County of Santa Clara	Parks Maintenance Craft Worker	\$9,131	12/23/2013	Unknown	Unknown
4	East Bay Regional Park District	Park Craft Specialist	\$8,913	4/1/2013	4/1/2014	2%
5	Santa Clara County Open Space Authority	Open Space Technician	\$8,588	6/13/2013	Unknown	Unknown
6	City of Walnut Creek	Park Maintenance Worker	\$8,366	6/22/2012	Unknown	Unknown
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Open Space Technician</b>	<b>\$8,112</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	Livermore Area Recreation & Park District	Open Space Maintenance Technician II	\$7,035	7/1/2013	Unknown	Unknown
	City of Palo Alto	N/C				
	County of Marin	N/C				
	County of Sacramento	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Riverside County Regional Park & Open Space District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$8,746</b>			
<b>% MROSD Above/Below</b>			<b>-7.8%</b>			
<b>Median of Comparators</b>			<b>\$8,913</b>			
<b>% MROSD Above/Below</b>			<b>-9.9%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>OPERATIONS MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Chief of Park Operations	\$18,866	4/1/2013	4/1/2014	2%
2	County of Santa Clara	Deputy Director Of Parks & Recreation	\$18,493	12/23/2013	Unknown	Unknown
3	Riverside County Regional Park & Open Space District	Park Superintendent – Parks / Assistant Parks Director	\$16,509	7/1/2013	7/1/2014	2%
4	Santa Clara Valley Water District	Field Operations Unit Manager	\$16,280	6/24/2013	Unknown	Unknown
<b>5</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Operations Manager</b>	<b>\$16,013</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
6	Sonoma County Agricultural Preservation & OSD	Park Manager	\$14,788	7/1/2008	10/28/2014	1%
7	County of Marin	Deputy Director Parks and Open Space Operations	\$13,444	7/1/2009	7/1/2014	2-3%
8	County of Sacramento	Deputy Director, Regional Parks	\$12,865	6/22/2008	Unknown	Unknown
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of Boulder	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
<b>Average of Comparators</b>			<b>\$15,892</b>			
<b>% MROSD Above/Below</b>			<b>0.8%</b>			
<b>Median of Comparators</b>			<b>\$16,280</b>			
<b>% MROSD Above/Below</b>			<b>-1.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>PLANNER III</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	City of Walnut Creek	Senior Planner	\$13,471	10/25/2013	6/20/2014	2.5%
2	Santa Clara Valley Water District	Environmental Planner II / Senior Environmental Planner	\$13,358	6/24/2013	Unknown	Unknown
3	City of Palo Alto	Senior Planner / Landscape Architect Park Planner	\$12,934	5/18/2013	Unknown	Unknown
4	County of Santa Cruz	Park Planner III / Park Planner IV	\$12,329	6/13/2009	Unknown	Unknown
5	County of Santa Clara	Planner III	\$12,252	12/23/2013	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Planner III</b>	<b>\$12,219</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	Riverside County Regional Park & Open Space District	Senior Environmental Planner	\$12,149	7/1/2013	7/1/2014	2%
8	Sonoma County Agricultural Preservation & OSD	OSD Stewardship Coordinator	\$11,981	7/1/2009	10/28/2014	1%
9	Santa Clara County Open Space Authority	Open Space Planner/Project Manager	\$11,571	6/13/2013	Unknown	Unknown
10	Livermore Area Recreation & Park District	Landscape Architect/CIP Manager	\$10,383	7/1/2013	Unknown	Unknown
11	County of Sacramento	Planner II / Planner III	\$9,570	6/22/2008	Unknown	Unknown
	County of Marin	N/C				
	County of San Mateo	N/C				
	East Bay Regional Park District	N/C				
	Marin Municipal Water District	N/C				
<b>Average of Comparators</b>			<b>\$12,000</b>			
<b>% MROSD Above/Below</b>			<b>1.8%</b>			
<b>Median of Comparators</b>			<b>\$12,201</b>			
<b>% MROSD Above/Below</b>			<b>0.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>PLANNING MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Planning Manager	\$21,232	12/23/2013	Unknown	Unknown
2	County of Santa Cruz	Assistant Planning Director	\$19,316	6/13/2009	Unknown	Unknown
3	City of Palo Alto	Assistant Director of Planning and Community Environment	\$18,075	5/18/2013	Unknown	Unknown
4	Santa Clara Valley Water District	Environmental Services Manager	\$17,738	6/24/2013	Unknown	Unknown
5	City of Walnut Creek	Planning Manager	\$17,461	10/25/2013	6/20/2014	2.5%
6	East Bay Regional Park District	Chief, Planning/Stewardship	\$17,380	4/1/2013	4/1/2014	2%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Planning Manager</b>	<b>\$15,948</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of San Mateo	Deputy Director of Community Development	\$15,469	11/10/2013	Unknown	Unknown
9	County of Sacramento	Planning Director, Planning Services Division / Principal Planner	\$15,403	6/22/2008	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	OSD Program Manager	\$14,025	7/1/2008	10/28/2014	1%
11	County of Marin	Planning & Resource Chief, Parks & Open Space	\$12,695	7/1/2009	7/1/2014	2-3%
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Riverside County Regional Park & Open Space District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$16,879</b>			
<b>% MROSD Above/Below</b>			<b>-5.8%</b>			
<b>Median of Comparators</b>			<b>\$17,420</b>			
<b>% MROSD Above/Below</b>			<b>-9.2%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>PUBLIC AFFAIRS MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Public Information Officer	\$20,260	7/1/2014	7/1/2014	2%
2	Santa Clara Valley Water District	Community & Public Relations Manger / Government Relations Manager	\$19,273	6/24/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Public Affairs Manager</b>	<b>\$15,948</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	Sonoma County Agricultural Preservation & OSD	OSD Community Relations Manager/ Community & Governmental Affairs Manager	\$15,763	7/1/2008	10/28/2014	1%
5	City of Palo Alto	Communications Manager / Chief Communications Officer	\$15,377		Unknown	Unknown
6	East Bay Regional Park District	Community Relations Manager / Government & Legislative Affairs Manager	\$14,022	4/1/2013	4/1/2014	2%
7	County of Sacramento	Communication & Media Officer III / Communication & Media Director / Government Relations & Legislative Officer	\$13,264	6/22/2008	Unknown	Unknown
	County of Santa Clara	N/C				
	City of Walnut Creek	N/C				
	County of Marin	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
		<b>Average of Comparators</b>	<b>\$16,327</b>			
		<b>% MROSD Above/Below</b>	<b>-2.4%</b>			
		<b>Median of Comparators</b>	<b>\$15,570</b>			
		<b>% MROSD Above/Below</b>	<b>2.4%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>PUBLIC AFFAIRS SPECIALIST</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Public Information Representative II	\$12,228	6/24/2013	Unknown	Unknown
2	East Bay Regional Park District	Public Information Supervisor	\$11,123	4/1/2013	4/1/2014	2%
3	Riverside County Regional Park & Open Space District	Senior Public Information Specialist	\$10,894	6/27/2013	7/1/2014	2%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Public Affairs Specialist</b>	<b>\$10,781</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	Marin Municipal Water District	Public Information Representative	\$10,508	7/1/2013	7/1/2014	2 -3%
6	Santa Clara County Open Space Authority	Communications Specialist	\$10,231	6/13/2013	Unknown	Unknown
	City of Walnut Creek	N/C				
	City of Palo Alto	N/C				
	County of Marin	N/C				
	County of Sacramento	N/C				
	County of San Mateo	N/C				
	County of Santa Clara	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$10,997</b>			
<b>% MROSD Above/Below</b>			<b>-2.0%</b>			
<b>Median of Comparators</b>			<b>\$10,894</b>			
<b>% MROSD Above/Below</b>			<b>-1.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>RANGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Police Officer	\$11,643	10/1/2012	Unknown	Unknown
2	County of Santa Clara	Park Ranger II	\$10,158	3/19/2012	6/23/2014	2%
3	Marin Municipal Water District	Park Ranger II	\$9,893	7/1/2013	7/1/2014	2 -3%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Ranger</b>	<b>\$9,120</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	Sonoma County Agricultural Preservation & OSD	Park Ranger II	\$8,689	12/16/2008	10/28/2014	1%
6	County of Sacramento	Park Ranger	\$7,663	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of Marin	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Riverside County Regional Park & Open Space District	N/C				
	Santa Clara County Open Space Authority	N/C				
	Santa Clara Valley Water District	N/C				
<b>Average of Comparators</b>			<b>\$9,609</b>			
% MROSD Above/Below			-5.4%			
<b>Median of Comparators</b>			<b>\$9,893</b>			
% MROSD Above/Below			-8.5%			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>REAL PROPERTY MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Riverside County Regional Park & Open Space District	Deputy Director of Real Property	\$18,417	7/1/2013	7/1/2014	2%
2	East Bay Regional Park District	Land Acquisitions Manager	\$17,380	4/1/2013	4/1/2014	2%
3	County of Santa Clara	Manager of Real Estate Assets	\$17,202	12/23/2013	6/23/2014	2%
4	Santa Clara Valley Water District	Real Estate Services Unit Manager	\$16,994	6/28/2010	Unknown	Unknown
5	County of Santa Cruz	Chief Real Property Agent	\$16,006	6/13/2009	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Real Property Manager</b>	<b>\$15,948</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	City of Palo Alto	Manager Real Property	\$14,929	5/18/2013	Unknown	Unknown
8	County of Sacramento	Chief, Real Estate Division	\$14,332	6/20/2010	Unknown	Unknown
9	County of San Mateo	Real Property Services Manager	\$14,195	11/10/2013	Unknown	Unknown
10	Sonoma County Agricultural Preservation & OSD	Real Estate Manager	\$14,076	7/1/2008	10/28/2014	1%
11	County of Marin	Chief Real Property Agent	\$12,078	7/1/2009	7/1/2014	2-3%
	City of Walnut Creek	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$15,561</b>			
<b>% MROSD Above/Below</b>			<b>2.4%</b>			
<b>Median of Comparators</b>			<b>\$15,468</b>			
<b>% MROSD Above/Below</b>			<b>3.0%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>REAL PROPERTY SPECIALIST</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Associate Real Estate Agent	\$12,489	6/24/2013	Unknown	Unknown
2	East Bay Regional Park District	Senior Land Acquisition Specialist / Land Acquisition Specialist	\$12,072	4/1/2013	4/1/2014	2%
3	County of Santa Cruz	Real Property Agent	\$12,008	6/13/2009	Unknown	Unknown
4	Sonoma County Agricultural Preservation & OSD	OSD Land Acquisition Specialist	\$11,965	7/1/2008	10/28/2014	1%
5	County of Santa Clara	Associate Real Estate Agent	\$11,504	6/16/2008	Unknown	Unknown
6	Marin Municipal Water District	Real Property Agent	\$11,500	7/1/2013	7/1/2014	2 -3%
<b>7</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Real Property Specialist</b>	<b>\$11,237</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
8	County of San Mateo	Real Property Agent III	\$11,115	11/10/2013	Unknown	Unknown
9	County of Sacramento	Real Estate Officer Level II	\$10,035	6/20/2010	Unknown	Unknown
10	County of Marin	Real Property Agent II	\$9,970	7/1/2009	7/1/2014	2-3%
11	City of Palo Alto	Real Property Agent	\$9,952	7/1/2012	Unknown	Unknown
12	Riverside County Regional Park & Open Space District	Real Property Agent III	\$9,414	6/27/2013	7/1/2014	2%
	City of Walnut Creek	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
<b>Average of Comparators</b>			<b>\$11,093</b>			
<b>% MROSD Above/Below</b>			<b>1.3%</b>			
<b>Median of Comparators</b>			<b>\$11,500</b>			
<b>% MROSD Above/Below</b>			<b>-2.3%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>RESOURCE MANAGEMENT SPECIALIST II</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	East Bay Regional Park District	Wildland Vegetation Program Manager	\$14,289	4/1/2013	4/1/2014	2%
2	Santa Clara Valley Water District	Vegetation Program Specialist II	\$12,514	6/24/2013	Unknown	Unknown
3	County of San Mateo	Natural Resource Manager	\$12,457	11/10/2013	Unknown	Unknown
4	Marin Municipal Water District	Vegetation Ecologist	\$11,922	7/1/2013	7/1/2014	2 -3%
5	County of Santa Cruz	Resource Planner III	\$11,544	6/13/2009	Unknown	Unknown
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Resource Management Specialist II</b>	<b>\$10,637</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	County of Santa Clara	Parks Natural Resource Management Coordinator	\$10,448	12/23/2013	Unknown	Unknown
8	Santa Clara County Open Space Authority	Resource Management Specialist	\$10,298	6/13/2013	Unknown	Unknown
9	County of Sacramento	Senior Natural Resource Specialist	\$9,789	6/20/2010	Unknown	Unknown
10	Riverside County Regional Park & Open Space District	Natural Resources Specialist – Parks	\$7,753	6/27/2013	7/1/2014	2%
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of Marin	N/C				
	Livermore Area Recreation & Park District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$11,224</b>			
<b>% MROSD Above/Below</b>			<b>-5.5%</b>			
<b>Median of Comparators</b>			<b>\$11,544</b>			
<b>% MROSD Above/Below</b>			<b>-8.5%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>SUPERVISING RANGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Watershed Protection Manager - Chief Ranger	\$15,721	7/1/2013	7/1/2014	2 -3%
2	East Bay Regional Park District	Police Sergeant	\$13,548	10/1/2012	Unknown	Unknown
3	County of Santa Clara	Park Ranger Supervisor	\$13,061	12/23/2013	6/23/2014	2%
<b>4</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Supervising Ranger</b>	<b>\$11,151</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
5	Sonoma County Agricultural Preservation & OSD	Park Ranger III	\$10,112	7/1/2009	10/28/2014	1%
6	County of Sacramento	Park Ranger Supervisor	\$8,613	6/20/2010	Unknown	Unknown
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of Marin	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Riverside County Regional Park & Open Space District	N/C				
	Santa Clara County Open Space Authority	N/C				
	Santa Clara Valley Water District	N/C				
<b>Average of Comparators</b>			<b>\$12,211</b>			
<b>% MROSD Above/Below</b>			<b>-9.5%</b>			
<b>Median of Comparators</b>			<b>\$13,061</b>			
<b>% MROSD Above/Below</b>			<b>-17.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>TRAINING AND SAFETY SPECIALIST</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Marin Municipal Water District	Safety & Risk Manager / Safety & Technical Training Specialist	\$12,409	7/1/2013	7/1/2014	2 -3%
2	City of Palo Alto	Safety Officer	\$11,585	5/18/2013	Unknown	Unknown
<b>3</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Training &amp; Safety Specialist</b>	<b>\$11,237</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
4	County of Sacramento	Senior Training & Development Specialist / Senior Safety Specialist	\$11,167	6/20/2010	Unknown	Unknown
5	County of Marin	Safety Officer / Training and Development Specialist	\$10,542	7/1/2009	7/1/2014	2-3%
6	County of Santa Clara	Associate Training & Development Specialist II / Associate Environmental Health & Safety Analyst	\$10,348	9/25/2012	Unknown	Unknown
7	Riverside County Regional Park & Open Space District	Safety Coordinator / Training Officer	\$9,541	7/1/2013	7/1/2014	2%
	City of Walnut Creek	N/C				
	County of San Mateo	N/C				
	County of Santa Cruz	N/C				
	East Bay Regional Park District	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara County Open Space Authority	N/C				
	Santa Clara Valley Water District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$10,932</b>			
<b>% MROSD Above/Below</b>			<b>2.7%</b>			
<b>Median of Comparators</b>			<b>\$10,854</b>			
<b>% MROSD Above/Below</b>			<b>3.4%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>VOLUNTEER PROGRAM MANAGER</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	County of Santa Clara	Program Manager I	\$13,215	12/23/2013	6/23/2014	2%
2	County of Sacramento	Volunteer Program Coordinator	\$11,396	6/20/2010	Unknown	Unknown
3	Santa Clara County Open Space Authority	Volunteer Programs Supervisor	\$10,877	6/13/2013	Unknown	Unknown
4	East Bay Regional Park District	Supervising Naturalist IV	\$10,839	4/1/2013	4/1/2014	2%
5	Marin Municipal Water District	Watershed Volunteer Coordinator	\$10,508	7/1/2013	7/1/2014	2 -3%
<b>6</b>	<b>Midpeninsula Regional Open Space District</b>	<b>Volunteer Program Manager</b>	<b>\$10,134</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
7	Riverside County Regional Park & Open Space District	Volunteer Services Program Manager-Parks	\$9,906	7/1/2013	7/1/2014	2%
8	County of San Mateo	Program Coordinator II	\$9,305	11/10/2013	Unknown	Unknown
9	City of Walnut Creek	Program Specialist	\$8,960	6/22/2012	Unknown	Unknown
10	County of Marin	Volunteer Program Coordinator	\$8,781	7/1/2009	7/1/2014	2-3%
	City of Palo Alto	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Santa Clara Valley Water District	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$10,421</b>			
<b>% MROSD Above/Below</b>			<b>-2.8%</b>			
<b>Median of Comparators</b>			<b>\$10,508</b>			
<b>% MROSD Above/Below</b>			<b>-3.7%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Total Monthly Comp Data  
January 2014**

<b>WEB ADMINISTRATOR</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Class Title</b>	<b>Total Monthly Comp</b>	<b>Effective Date</b>	<b>Next Salary Increase</b>	<b>Next Percentage Increase</b>
1	Santa Clara Valley Water District	Web Analyst	\$13,606	6/24/2013	Unknown	Unknown
2	<b>Midpeninsula Regional Open Space District</b>	<b>Web Administrator</b>	<b>\$11,471</b>	<b>7/1/2013</b>	<b>7/1/2014</b>	<b>3%</b>
3	County of San Mateo	Information Technology Analyst	\$10,988	11/10/2013	Unknown	Unknown
4	County of Marin	Systems Support Analyst II	\$9,736	7/1/2009	7/1/2014	2-3%
5	East Bay Regional Park District	Website Designer	\$9,548	4/1/2013	4/1/2014	2%
6	Riverside County Regional Park & Open Space District	IT Web Developer II	\$9,512	6/27/2013	7/1/2014	2%
	City of Palo Alto	N/C				
	City of Walnut Creek	N/C				
	County of Sacramento	N/C				
	County of Santa Clara	N/C				
	County of Santa Cruz	N/C				
	Livermore Area Recreation & Park District	N/C				
	Marin Municipal Water District	N/C				
	Santa Clara County Open Space Authority	N/C				
	Sonoma County Agricultural Preservation & OSD	N/C				
<b>Average of Comparators</b>			<b>\$10,678</b>			
<b>% MROSD Above/Below</b>			<b>6.9%</b>			
<b>Median of Comparators</b>			<b>\$9,736</b>			
<b>% MROSD Above/Below</b>			<b>15.1%</b>			

NOTE: All calculations exclude Midpeninsula Regional Open Space District

N/C - Non Comparator

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>ACCOUNTANT</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Accountant</b>	Accountant	Accountant II	Accountant II	Accountant	Accountant II	Accountant II	Accountant II	Accountant II	N/C	Accountant II	Accountant II – Parks	N/C	Accountant II	Accountant II
<b>Top Monthly Salary</b>	<b>\$7,114</b>	\$6,648	\$7,604	\$6,182	\$5,886	\$6,155	\$5,832	\$6,202	\$5,987		\$7,319	\$5,764		\$8,022	\$6,668
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$142</b>			\$124			\$408	\$434	\$239		\$73				
<b>Enhanced PERS Formula</b>	<b>\$352</b>	\$535	\$232	\$189			\$289	\$189	\$296		\$589	\$565		\$397	\$653
<b>EPMC</b>							\$29				\$1				
<b>12 Month Highest Salary</b>	<b>\$96</b>	\$90	\$103				\$79	\$84				\$78		\$108	\$90
<b>Social Security</b>					\$365	\$382	\$362	\$385	\$371		\$454	\$357			\$413
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,791	\$188	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$20</b>	\$12	\$12		\$1	\$4	\$4	\$4	\$17		\$3			\$4	\$5
<b>LTD</b>		\$41	\$29			\$16			\$3		\$28			\$1	\$44
<b>STD/SDI</b>									\$60			\$2		\$39	
<b>Other<sup>3</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$410</b>	\$384	\$673	\$357	\$338	\$377	\$381	\$644	\$345		\$423	\$333		\$494	\$438
<b>Holidays</b>	<b>\$301</b>	\$307	\$351	\$333	\$283	\$284	\$269	\$298	\$311		\$366	\$310		\$370	\$282
<b>Administrative/Personal</b>	<b>\$260</b>	\$256	\$439	\$238			\$90							\$93	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$167											\$33	
<b>Other<sup>1,2</sup></b>		\$208													\$600
<b>Benefit Cost</b>	<b>\$3,231</b>	<b>\$3,799</b>	<b>\$3,923</b>	<b>\$2,399</b>	<b>\$2,386</b>	<b>\$2,139</b>	<b>\$4,003</b>	<b>\$3,697</b>	<b>\$3,798</b>	<b>N/C</b>	<b>\$3,498</b>	<b>\$2,454</b>	<b>N/C</b>	<b>\$3,214</b>	<b>\$3,454</b>
<b>Total Monthly Comp.</b>	<b>\$10,345</b>	<b>\$10,446</b>	<b>\$11,527</b>	<b>\$8,581</b>	<b>\$8,273</b>	<b>\$8,294</b>	<b>\$9,835</b>	<b>\$9,900</b>	<b>\$9,785</b>	<b>N/C</b>	<b>\$10,817</b>	<b>\$8,218</b>	<b>N/C</b>	<b>\$11,236</b>	<b>\$10,122</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

3 - SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>ACCOUNTING TECHNICIAN</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Accounting Technician</b>	Accounting Specialist	Accounting Asst / Payroll Tech	Accounting Assistant	Account Clerk Level II	Fiscal Office Specialist	Account Asst / Payroll Svcs Clerk	Account Clerk	Account Clerk	District Bookkeeper	Account Clerk III / Payroll Tech / Financial Spec	Accounting Asst II – Parks	N/C	Accounting Technician	Payroll Clerk
<b>Top Monthly Salary</b>	<b>\$5,710</b>	\$4,900	\$5,217	\$4,520	\$3,777	\$4,725	\$4,523	\$4,674	\$5,252	\$5,220	\$6,414	\$5,318		\$6,585	\$5,076
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$114</b>			\$90			\$317	\$327	\$210	\$52	\$64				
<b>Enhanced PERS Formula</b>	<b>\$283</b>	\$394	\$159	\$138			\$224	\$143	\$260		\$516	\$521		\$326	\$497
<b>EPMC</b>							\$22				\$1				
<b>12 Month Highest Salary</b>	<b>\$77</b>	\$66	\$70				\$61	\$63		\$70		\$72		\$89	\$69
<b>Social Security</b>					\$234	\$293	\$280	\$290	\$326		\$398	\$330			\$315
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968											
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,961	\$208	\$1,256	\$982	\$2,001	\$1,593	\$1,931	\$1,181	\$1,440	\$806		\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195	\$95	\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18		\$42				\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5	\$5	\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$16</b>	\$9	\$12		\$1	\$4	\$4	\$4	\$15	\$21	\$3			\$4	\$8
<b>LTD</b>		\$11	\$20			\$16			\$2	\$84	\$24			\$1	\$34
<b>STD/SDI</b>									\$53			\$2		\$32	
<b>Other<sup>1</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$329</b>	\$283	\$462	\$261	\$217	\$289	\$296	\$485	\$303	\$326	\$370	\$307		\$405	\$333
<b>Holidays</b>	<b>\$242</b>	\$264	\$241	\$243	\$182	\$218	\$209	\$225	\$273	\$301	\$321	\$286		\$304	\$215
<b>Administrative/Personal</b>	<b>\$99</b>		\$60				\$70							\$76	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$92											\$33	
<b>Other<sup>2</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$2,809</b>	<b>\$2,993</b>	<b>\$3,202</b>	<b>\$1,913</b>	<b>\$2,033</b>	<b>\$1,896</b>	<b>\$3,576</b>	<b>\$3,196</b>	<b>\$3,597</b>	<b>\$2,178</b>	<b>\$3,259</b>	<b>\$2,327</b>	<b>N/C</b>	<b>\$2,946</b>	<b>\$2,998</b>
<b>Total Monthly Comp.</b>	<b>\$8,519</b>	<b>\$7,893</b>	<b>\$8,419</b>	<b>\$6,433</b>	<b>\$5,810</b>	<b>\$6,622</b>	<b>\$8,099</b>	<b>\$7,870</b>	<b>\$8,848</b>	<b>\$7,398</b>	<b>\$9,673</b>	<b>\$7,645</b>	<b>N/C</b>	<b>\$9,530</b>	<b>\$8,074</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>ADMINISTRATIVE ASSISTANT</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Administrative Assistant</b>	<b>Administrative Associate II</b>	<b>Office Specialist</b>	<b>Senior Secretary</b>	<b>Secretary</b>	<b>Administrative Secretary II</b>	<b>Executive Assistant II</b>	<b>Division Secretary</b>	<b>Secretary</b>	<b>N/C</b>	<b>Administrative Assistant</b>	<b>Secretary II Parks</b>	<b>N/C</b>	<b>Administrative Assistant</b>	<b>Senior Office Assistant</b>
<b>Top Monthly Salary</b>	<b>\$5,348</b>	\$5,235	\$5,137	\$5,766	\$3,962	\$5,070	\$5,427	\$4,838	\$5,104		\$6,130	\$4,564		\$6,269	\$4,336
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$107</b>			\$115			\$380	\$339	\$204		\$61				
<b>Enhanced PERS Formula</b>	<b>\$265</b>	\$421	\$157	\$176			\$269	\$148	\$253		\$493	\$447		\$310	\$425
<b>EPMC</b>							\$27				\$1				
<b>12 Month Highest Salary</b>	<b>\$72</b>	\$71	\$69				\$73	\$65				\$62		\$85	\$59
<b>Social Security</b>					\$246	\$314	\$336	\$300	\$316		\$380	\$283			\$269
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,961	\$188	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$15</b>	\$9	\$12		\$1	\$4	\$4	\$4	\$15		\$3			\$4	\$8
<b>LTD</b>		\$11	\$20			\$16			\$2		\$23			\$1	\$29
<b>STD/SDI</b>									\$51			\$2		\$30	
<b>Other<sup>1</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$309</b>	\$302	\$454	\$333	\$228	\$311	\$355	\$502	\$294		\$354	\$263		\$386	\$285
<b>Holidays</b>	<b>\$226</b>	\$282	\$237	\$349	\$191	\$234	\$250	\$233	\$265		\$307	\$246		\$289	\$183
<b>Administrative/Personal</b>	<b>\$93</b>		\$59	\$104			\$83							\$72	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$92											\$33	
<b>Other<sup>2</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$2,736</b>	<b>\$3,063</b>	<b>\$3,187</b>	<b>\$2,239</b>	<b>\$2,064</b>	<b>\$1,955</b>	<b>\$3,871</b>	<b>\$3,250</b>	<b>\$3,556</b>	<b>N/C</b>	<b>\$3,184</b>	<b>\$2,112</b>	<b>N/C</b>	<b>\$2,887</b>	<b>\$2,784</b>
<b>Total Monthly Comp.</b>	<b>\$8,084</b>	<b>\$8,297</b>	<b>\$8,324</b>	<b>\$8,005</b>	<b>\$6,026</b>	<b>\$7,025</b>	<b>\$9,298</b>	<b>\$8,088</b>	<b>\$8,660</b>	<b>N/C</b>	<b>\$9,314</b>	<b>\$6,676</b>	<b>NC</b>	<b>\$9,156</b>	<b>\$7,120</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>ADMINISTRATIVE SERVICES MANAGER</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Administrative Services Manager	Assistant Director Admin Svcs	Finance Manager	Dept of Fin Division Chief	Chief of Departmental Admin Svcs	Deputy Controller	Admin Svcs Mgr III / Controller-Treasurer Division Mgr	Chief of Fiscal Svcs	CFO / Controller & Asst Fin Officer	N/C	Finance Division Mgr	Bureau Chief – Parks	N/C	Financial Svcs Unit Manager	OSD Admin & Fiscal Svcs Mgr / DPT Admin Svcs Dir
<b>Top Monthly Salary</b>	<b>\$11,588</b>	\$13,031	\$11,120	\$10,580	\$10,829	\$11,546	\$11,021	\$11,452	\$12,512		\$16,026	\$13,816		\$12,946	\$9,899
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$232</b>			\$212		\$871	\$771		\$500		\$962				
<b>Enhanced PERS Formula</b>	<b>\$574</b>	\$1,049	\$339	\$323			\$546	\$349	\$619		\$1,290	\$1,354		\$641	\$970
<b>EPMC</b>							\$54				\$58				
<b>12 Month Highest Salary</b>	<b>\$156</b>	\$176	\$150				\$149	\$155				\$187		\$175	\$134
<b>Social Security</b>					\$605	\$605	\$605	\$605	\$605		\$605	\$605			\$605
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,772		\$1,256	\$982	\$1,839	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$33</b>	\$23	\$18		\$4	\$21	\$29	\$11	\$99		\$52	\$9		\$4	\$19
<b>LTD</b>		\$81	\$43			\$14	\$50	\$113	\$5		\$61	\$98		\$14	\$65
<b>STD/SDI</b>									\$125					\$15	
<b>Other</b>						\$17			\$5		\$208				
<b>Leave</b>															
<b>Vacation</b>	<b>\$669</b>	\$752	\$984	\$610	\$623	\$707	\$1,526.02	\$925	\$722		\$1,234	\$1,806		\$797	\$650
<b>Holidays</b>	<b>\$490</b>	\$601	\$513	\$570	\$521	\$533	\$509	\$551	\$650		\$801	\$797		\$598	\$419
<b>Administrative/Personal</b>	<b>\$557</b>	\$501	\$513	\$407		\$60	\$170	\$440	\$241		\$308			\$349	\$286
<b>Auto Allowance</b>						\$904								\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$108							\$108		\$75	
<b>Other<sup>1,2</sup></b>		\$208			\$363										\$600
<b>Benefit Cost</b>	<b>\$4,360</b>	<b>\$5,358</b>	<b>\$4,676</b>	<b>\$3,095</b>	<b>\$3,621</b>	<b>\$4,827</b>	<b>\$6,339</b>	<b>\$4,807</b>	<b>\$5,702</b>	<b>N/C</b>	<b>\$7,140</b>	<b>\$5,859</b>	<b>N/C</b>	<b>\$4,791</b>	<b>\$4,374</b>
<b>Total Monthly Comp.</b>	<b>\$15,948</b>	<b>\$18,389</b>	<b>\$15,796</b>	<b>\$13,675</b>	<b>\$14,450</b>	<b>\$16,373</b>	<b>\$17,360</b>	<b>\$16,259</b>	<b>\$18,214</b>	<b>N/C</b>	<b>\$23,166</b>	<b>\$19,675</b>	<b>N/C</b>	<b>\$17,738</b>	<b>\$14,273</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>AREA SUPERINTENDENT</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Area Superintendent	Division Manager Open Space	Public Svcs Manager	Parks/Open Space Supt	Park Ranger Manager	Park Superintendent	Mgr of Park Maint Svcs/ Mgr of Park Ranger Ops	Parks Mgr, Maintenance	Park Unit Manager	Parks & Facilities Manager	Watershed Resources Mgr	Area Park Mgr - Parks	N/C	N/C	N/C
<b>Top Monthly Salary</b>	<b>\$9,534</b>	\$10,072	\$12,291	\$9,462	\$7,715	\$10,995	\$9,539	\$8,916	\$10,778	\$7,455	\$11,644	\$6,125			
<b>Employee Retirement</b>															
PERS	\$191			\$189		\$829	\$191		\$431	\$75	\$116				
Enhanced PERS Formula	\$472	\$811	\$375	\$289			\$1,302	\$272	\$534		\$937	\$600			
EPMC							\$4				\$1				
12 Month Highest Salary	\$129	\$136	\$166					\$120		\$101	\$605	\$83			
Social Security					\$478	\$605	\$591	\$553	\$605		\$587	\$380			
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$806			
Health	\$1,551	\$1,788	\$1,772		\$1,256	\$982	\$2,001	\$1,593	\$1,931	\$1,181	\$1,440				
Dental	\$83	\$165	\$111		\$123	\$104	\$83	\$48	\$195	\$95	\$118				
Vision	\$10	\$10	\$13		\$13	\$8	\$10	\$18		\$42					
EAP	\$5	\$3	\$2	\$4	\$6	\$2			\$5	\$5	\$3	\$3			
Life	\$27	\$18	\$20		\$4	\$21	\$7	\$11	\$87	\$21	\$14	\$5			
LTD		\$62	\$47			\$14		\$113	\$5	\$119	\$44	\$43			
STD/SDI									\$108			\$2			
Other						\$17			\$5		\$208				
<b>Leave</b>															
Vacation	\$550	\$581	\$1,087	\$546	\$444	\$673	\$917	\$720	\$622	\$466	\$672	\$353			
Holidays	\$403	\$465	\$567	\$437	\$371	\$507	\$440	\$429	\$560	\$430	\$582	\$330			
Administrative/Personal	\$348	\$387	\$709	\$182		\$57		\$343	\$207		\$224				
<b>Auto Allowance</b>			\$300			\$904									
<b>Uniform Allowance</b>	\$65			\$38			\$71								
<b>Deferred Compensation</b>			\$217		\$77										
<b>Other<sup>1</sup></b>		\$208			\$258										
<b>Benefit Cost</b>	<b>\$3,835</b>	<b>\$4,635</b>	<b>\$5,387</b>	<b>\$2,654</b>	<b>\$3,031</b>	<b>\$4,723</b>	<b>\$5,617</b>	<b>\$4,220</b>	<b>\$5,293</b>	<b>\$2,534</b>	<b>\$5,553</b>	<b>\$2,606</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$13,369</b>	<b>\$14,708</b>	<b>\$17,678</b>	<b>\$12,116</b>	<b>\$10,745</b>	<b>\$15,718</b>	<b>\$15,156</b>	<b>\$13,135</b>	<b>\$16,070</b>	<b>\$9,989</b>	<b>\$17,197</b>	<b>\$8,731</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>ASSISTNT GENERAL COUNSEL II</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Assistant General Counsel II</b>	Senior Deputy City Attorney	Assistant City Attorney / Dep City Attorney	County Counsel III	Attorney Level III - Civil	Deputy County Counsel II	Attorney III - County Counsel	Attorney IV - Co Counsel	Asst District Counsel	N/C	N/C	Deputy County Counsel III	N/C	Assistant District Counsel	Deputy County Counsel II
<b>Top Monthly Salary</b>	<b>\$10,767</b>	\$10,115	\$12,689	\$12,561	\$9,902	\$11,000	\$12,922	\$13,145	\$13,054			\$12,398		\$15,605	\$9,868
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$215</b>			\$251		\$829	\$905		\$522						
<b>Enhanced PERS Formula</b>	<b>\$533</b>	\$814	\$387	\$383			\$640	\$401	\$646			\$1,215		\$772	\$967
<b>EPMC</b>							\$63								
<b>12 Month Highest Salary</b>	<b>\$145</b>	\$137	\$171				\$174	\$177				\$167		\$211	\$133
<b>Social Security</b>					\$605	\$605	\$605	\$605	\$605			\$605			\$605
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,772		\$1,256	\$982	\$1,894	\$1,593	\$1,931					\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83	\$48	\$195					\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5			\$3		\$6	\$3
<b>Life</b>	<b>\$31</b>	\$18	\$21		\$4	\$21	\$4	\$11	\$103			\$9		\$4	\$19
<b>LTD</b>		\$63	\$49			\$14		\$113				\$88		\$37	\$65
<b>STD/SDI</b>									\$131					\$75	
<b>Other</b>						\$17			\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$621</b>	\$584	\$1,122	\$725	\$569	\$674	\$1,243	\$1,062	\$753			\$1,621		\$1,681	\$648
<b>Holidays</b>	<b>\$456</b>	\$467	\$586	\$676	\$476	\$508	\$596	\$632	\$678			\$715		\$720	\$417
<b>Administrative/Personal</b>	<b>\$393</b>	\$389	\$732	\$483		\$57		\$506	\$251					\$420	\$285
<b>Auto Allowance</b>														\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$99							\$108		\$333	
<b>Other<sup>1,2</sup></b>		\$208			\$332										\$600
<b>Benefit Cost</b>	<b>\$4,044</b>	<b>\$4,646</b>	<b>\$5,183</b>	<b>\$3,493</b>	<b>\$3,483</b>	<b>\$3,821</b>	<b>\$6,215</b>	<b>\$5,165</b>	<b>\$5,830</b>	<b>N/C</b>	<b>N/C</b>	<b>\$5,423</b>	<b>N/C</b>	<b>\$6,378</b>	<b>\$4,366</b>
<b>Total Monthly Comp.</b>	<b>\$14,811</b>	<b>\$14,761</b>	<b>\$17,872</b>	<b>\$16,054</b>	<b>\$13,385</b>	<b>\$14,821</b>	<b>\$19,137</b>	<b>\$18,310</b>	<b>\$18,883</b>	<b>M/C</b>	<b>N/C</b>	<b>\$17,821</b>	<b>N/C</b>	<b>\$21,983</b>	<b>\$14,233</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

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2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
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<b>COMMUNITY OUTREACH SPECIALIST</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara</b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Community Outreach Specialist</b>	N/C	Comm Relations Officer	N/C	N/C	N/C	N/C	N/C	Community Outreach Coordinator	N/C	Public Info Representative	N/C	N/C	Public Info Rep II	N/C
<b>Top Monthly Salary</b>	<b>\$7,470</b>		\$9,121						\$6,255		\$7,075			\$8,857	
<b>Employee Retirement</b>															
PERS	\$149								\$250		\$71				
Enhanced PERS Formula	\$370		\$278						\$310		\$570			\$438	
EPMC											\$1				
12 Month Highest Salary	\$101		\$123											\$120	
Social Security									\$388		\$439				
Other															
<b>Insurance</b>															
Cafeteria															
Health	\$1,551		\$1,772						\$1,931		\$1,440			\$1,506	
Dental	\$83		\$111						\$195		\$118			\$140	
Vision	\$10		\$13											\$24	
EAP	\$5		\$2						\$5		\$3			\$6	
Life	\$22		\$15						\$18		\$3			\$4	
LTD			\$35						\$3		\$27			\$1	
STD/SDI									\$63					\$43	
Other									\$5						
<b>Leave</b>															
Vacation	\$431		\$807						\$361		\$409			\$545	
Holidays	\$316		\$421						\$325		\$354			\$409	
Administrative/Personal	\$273		\$526											\$102	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$217											\$33	
<b>Other</b>															
<b>Benefit Cost</b>	<b>\$3,311</b>	<b>N/C</b>	<b>\$4,321</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$3,872</b>	<b>N/C</b>	<b>\$3,433</b>	<b>N/C</b>	<b>N/C</b>	<b>\$3,371</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$10,781</b>	<b>N/C</b>	<b>\$13,442</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$10,127</b>	<b>N/C</b>	<b>\$10,508</b>	<b>N/C</b>	<b>N/C</b>	<b>\$12,228</b>	<b>N/C</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>DISTRICT CLERK</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	District Clerk	Asst City Clerk/ City Clerk	City Clerk	Asst Clerk to Board of Supvs	Asst Clerk to the Board of Supvs	N/C	Asst Clerk of the Board of Supvs	Chief Dep Clerk, Board of Supvs	Clerk of the Board	N/C	N/C	Assistant Clerk of the Board	N/C	Deputy / Clerk of the Board	Chief Dep Clerk of the Board
<b>Top Monthly Salary</b>	<b>\$9,080</b>	\$9,267	\$9,121	\$7,010	\$8,616		\$10,902	\$9,029	\$9,357			\$12,244		\$10,230	\$8,528
<b>Employee Retirement</b>															
PERS	\$182			\$140			\$763		\$374						
Enhanced PERS Formula	\$449	\$746	\$278	\$214			\$540	\$275	\$463			\$1,200		\$506	\$836
EPMC							\$53								
12 Month Highest Salary	\$123	\$125	\$123				\$147	\$122				\$165		\$138	\$115
Social Security					\$534		\$587	\$560	\$587			\$587			\$529
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$892			
Health	\$1,551	\$1,788	\$1,772	\$188	\$1,256		\$2,001	\$1,593	\$1,931					\$1,506	\$500
Dental	\$83	\$165	\$111		\$123		\$83	\$48	\$195					\$140	\$107
Vision	\$10	\$10	\$13		\$13		\$10	\$18						\$24	\$17
EAP	\$5	\$3	\$2	\$4	\$6				\$5			\$3		\$6	\$3
Life	\$26	\$17	\$15		\$4		\$29	\$11	\$76			\$9		\$4	\$16
LTD		\$57	\$35					\$113	\$4			\$87		\$24	\$56
STD/SDI									\$94					\$49	
Other									\$5						
<b>Leave</b>															
Vacation	\$524	\$535	\$807	\$404	\$495		\$1,510	\$729	\$540			\$1,601		\$1,102	\$560
Holidays	\$384	\$428	\$421	\$377	\$414		\$503	\$434	\$486			\$659		\$472	\$361
Administrative/Personal	\$332	\$356	\$526	\$270				\$347	\$180					\$275	\$246
<b>Auto Allowance</b>		\$325												\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$86							\$108		\$333	
<b>Other<sup>1,2</sup></b>		\$208			\$289										\$600
<b>Benefit Cost</b>	<b>\$3,669</b>	<b>\$4,763</b>	<b>\$4,321</b>	<b>\$2,567</b>	<b>\$3,221</b>	<b>N/C</b>	<b>\$6,226</b>	<b>\$4,251</b>	<b>\$4,940</b>	<b>N/C</b>	<b>N/C</b>	<b>\$5,312</b>	<b>N/C</b>	<b>\$5,029</b>	<b>\$3,946</b>
<b>Total Monthly Comp.</b>	<b>\$12,749</b>	<b>\$14,030</b>	<b>\$13,442</b>	<b>\$9,577</b>	<b>\$11,838</b>	<b>N/C</b>	<b>\$17,128</b>	<b>\$13,279</b>	<b>\$14,297</b>	<b>N/C</b>	<b>N/C</b>	<b>\$17,556</b>	<b>N/C</b>	<b>\$15,260</b>	<b>\$12,474</b>

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**Midpeninsula Regional Open Space District  
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<b>DOCENT PROGRAM MANAGER</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
<b>Class Title</b>	<b>Docent Program Manager</b>	N/C	N/C	Open Space Interpretive Naturalist	Park Interpretive Supervisor	N/C	Parks Interpretive Program Supv / Prog Mgr II	N/C	Supervising Naturalist IV	N/C	N/C	Interpretive Services Supv - Parks	Coordinator of Interpretive Programs	N/C	N/C
<b>Top Monthly Salary</b>	<b>\$6,941</b>			\$6,611	\$5,548		\$8,586		\$6,814			\$6,323	\$6,895		
<b>Employee Retirement</b>															
PERS	\$139			\$132			\$601		\$273				\$483		
Enhanced PERS Formula	\$344			\$202			\$425		\$337			\$620	\$210		
EPMC							\$42								
12 Month Highest Salary	\$94						\$116					\$85			
Social Security					\$344		\$532		\$422			\$392			
Other															
<b>Insurance</b>															
Cafeteria				\$968											
Health	\$1,551			\$188	\$1,256		\$2,001		\$1,931			\$806	\$2,015		
Dental	\$83				\$123		\$83		\$195				\$83		
Vision	\$10				\$13		\$10						\$10		
EAP	\$5			\$4	\$6				\$5			\$3	\$2		
Life	\$20				\$1		\$7		\$20			\$5	\$4		
LTD									\$3			\$45	\$16		
STD/SDI									\$68			\$2			
Other									\$5						
<b>Leave</b>															
Vacation	\$400			\$381	\$319		\$826		\$393			\$365	\$398		
Holidays	\$294			\$356	\$267		\$396		\$354			\$340	\$265		
Administrative/Personal	\$254			\$254									\$80		
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>															
<b>Other</b>															
<b>Benefit Cost</b>	<b>\$3,193</b>	<b>N/C</b>	<b>N/C</b>	<b>\$2,485</b>	<b>\$2,330</b>	<b>N/C</b>	<b>\$5,039</b>	<b>N/C</b>	<b>\$4,025</b>	<b>N/C</b>	<b>N/C</b>	<b>\$2,663</b>	<b>\$3,566</b>	<b>N/C</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$10,134</b>	<b>N/C</b>	<b>N/C</b>	<b>\$9,096</b>	<b>\$7,878</b>	<b>N/C</b>	<b>\$13,624</b>	<b>N/C</b>	<b>\$10,839</b>	<b>N/C</b>	<b>N/C</b>	<b>\$8,987</b>	<b>\$10,461</b>	<b>N/C</b>	<b>N/C</b>

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**Midpeninsula Regional Open Space District  
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<b>EQUIPMENT MECHANIC/OPERATOR</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Equipment Mechanic/Operator</b>	<b>Lead Heavy Equip Opr/Motorized Equip Mech II</b>	<b>N/C</b>	<b>Maint Equip Operator / Heavy Equip Mech</b>	<b>N/C</b>	<b>Parks &amp; Open Space Equip Opr / Equip Mech II</b>	<b>Park Equip Op / Park Maint Chief / Fleet Svcs Mech</b>	<b>Lead Hvy Equip Opr Disposal</b>	<b>Heavy Equip Operator / Sr Equip Mech</b>	<b>N/C</b>	<b>SR Heavy Equip Opr / Aut Mech II / Res Proj Coord</b>	<b>Sr Equipment Operator</b>	<b>N/C</b>	<b>Heavy Equip Operator / Equip Mech II</b>	<b>N/C</b>
<b>Top Monthly Salary</b>	<b>\$6,146</b>	\$6,233		\$6,474		\$6,602	\$5,955	\$6,608	\$5,928		\$6,872	\$5,818		\$7,738	
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$123</b>			\$129			\$417	\$463	\$237		\$69	\$116			
<b>Enhanced PERS Formula</b>	<b>\$304</b>	\$502		\$197			\$295	\$202	\$293		\$553	\$570		\$383	
<b>EPMC</b>							\$29				\$1				
<b>12 Month Highest Salary</b>	<b>\$83</b>	\$84					\$80	\$89				\$79		\$104	
<b>Social Security</b>						\$409	\$369	\$410	\$368		\$426	\$361			
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$835			
<b>Health</b>	<b>\$1,551</b>	\$1,788		\$188		\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	
<b>Dental</b>	<b>\$83</b>	\$165				\$84	\$83	\$48	\$195		\$118			\$140	
<b>Vision</b>	<b>\$10</b>	\$10				\$8	\$10	\$18						\$24	
<b>EAP</b>	<b>\$5</b>	\$3		\$4		\$2			\$5		\$3	\$3		\$6	
<b>Life</b>	<b>\$18</b>	\$11				\$4	\$4	\$4	\$17		\$3	\$5		\$4	
<b>LTD</b>		\$11				\$16			\$3		\$26			\$1	
<b>STD/SDI</b>									\$59			\$2		\$37	
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$355</b>	\$360		\$373		\$404	\$389	\$686	\$342		\$397	\$336		\$476	
<b>Holidays</b>	<b>\$272</b>	\$336		\$349		\$305	\$275	\$318	\$308		\$344	\$313		\$357	
<b>Administrative/Personal</b>	<b>\$106</b>						\$92							\$89	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>	<b>\$65</b>			\$42		\$54			\$20					\$25	
<b>Deferred Compensation</b>														\$33	
<b>Other</b>															
<b>Benefit Cost</b>	<b>\$2,974</b>	<b>\$3,270</b>	<b>N/C</b>	<b>\$2,250</b>	<b>N/C</b>	<b>\$2,269</b>	<b>\$4,044</b>	<b>\$3,830</b>	<b>\$3,782</b>	<b>N/C</b>	<b>\$3,380</b>	<b>\$2,619</b>	<b>N/C</b>	<b>\$3,186</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$9,120</b>	<b>\$9,502</b>	<b>N/C</b>	<b>\$8,724</b>	<b>N/C</b>	<b>\$8,871</b>	<b>\$9,999</b>	<b>\$10,438</b>	<b>\$9,710</b>	<b>N/C</b>	<b>\$10,251</b>	<b>\$8,438</b>	<b>N/C</b>	<b>\$10,924</b>	<b>N/C</b>

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a) County of Santa Clara benefits based on 2013 data.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>EXECUTIVE ASSISTANT</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Executive Assistant	Executive Asst to the CM	Executive Asst to the CM / Exec Asst	Exec Sec/ Exec Asst to the Cnty Adm	Executive Secretary	Executive Secretary - Conf	Exec Asst II Sec to County Executive	Executive Secretary	Executive Secretary	N/C	N/C	Executive Asst II - Parks	Executive Assistant	Executive Assistant	OSD Executive Secretary
<b>Top Monthly Salary</b>	<b>\$6,453</b>	\$6,486	\$5,983	\$6,425	\$4,858	\$5,871	\$7,042	\$5,688	\$6,537			\$5,790	\$5,737	\$7,453	\$5,496
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$129</b>			\$129		\$443	\$493	\$398	\$261				\$402		
<b>Enhanced PERS Formula</b>	<b>\$319</b>	\$522	\$182	\$196			\$349	\$173	\$324			\$567	\$175	\$369	\$539
<b>EPMC</b>							\$35								
<b>12 Month Highest Salary</b>	<b>\$87</b>	\$88	\$81				\$95	\$77				\$78		\$101	\$74
<b>Social Security</b>					\$301	\$364	\$437	\$353	\$405			\$359			\$341
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,866	\$188	\$1,256	\$982	\$2,001	\$1,593	\$1,931				\$2,015	\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83	\$48	\$195				\$83	\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18					\$10	\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5			\$3	\$2	\$6	\$3
<b>Life</b>	<b>\$19</b>	\$12	\$12		\$1	\$21	\$4	\$4	\$56			\$9	\$4	\$4	\$8
<b>LTD</b>		\$40	\$23			\$17			\$3			\$41	\$16	\$1	\$36
<b>STD/SDI</b>									\$65					\$36	
<b>Other<sup>2</sup></b>									\$5						\$124
<b>Leave</b>															
<b>Vacation</b>	<b>\$372</b>	\$374	\$529	\$371	\$279	\$360	\$460	\$591	\$377			\$334	\$331	\$459	\$361
<b>Holidays</b>	<b>\$273</b>	\$299	\$276	\$389	\$234	\$271	\$325	\$273	\$339			\$312	\$221	\$344	\$233
<b>Administrative/Personal</b>	<b>\$112</b>	\$249	\$69	\$247.12			\$108						\$66	\$86	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$56									\$108		\$33	
<b>Other<sup>1,3</sup></b>		\$208													\$600
<b>Benefit Cost</b>	<b>\$2,960</b>	<b>\$3,759</b>	<b>\$3,221</b>	<b>\$2,493</b>	<b>\$2,214</b>	<b>\$2,571</b>	<b>\$4,399</b>	<b>\$3,528</b>	<b>\$3,967</b>	<b>N/C</b>	<b>N/C</b>	<b>\$2,704</b>	<b>\$3,324</b>	<b>\$3,108</b>	<b>\$2,942</b>
<b>Total Monthly Comp.</b>	<b>\$9,413</b>	<b>\$10,245</b>	<b>\$9,204</b>	<b>\$8,918</b>	<b>\$7,073</b>	<b>\$8,442</b>	<b>\$11,440</b>	<b>\$9,217</b>	<b>\$10,504</b>	<b>N/C</b>	<b>N/C</b>	<b>\$8,494</b>	<b>\$9,061</b>	<b>\$10,561</b>	<b>\$8,438</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- Unrepresented Confidential and Unrepresented employees receive 2.25% salary for Health Reimbursement Arrangement.

3- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>GIS ADMINISTRATOR</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	GIS Administrator	Senior Technologist	IS Analyst III	Geographic IS Analyst II / Geo IS Mgr	SR Geographic IS Analyst	SR IT Analyst	GIS Analyst / GIS Analyst Supervisor	GIS Mgr / SR SR Departmental IS Analyst	GIS Coordinator	N/C	Info Systems Analyst Supv	GIS Sr Analyst/ GIS Supv Analyst	N/C	GIS Analyst III	Geographic IS Coordinator
<b>Top Monthly Salary</b>	<b>\$8,858</b>	\$9,502	\$8,673	\$8,710	\$8,788	\$8,629	\$8,776	\$8,747	\$7,354		\$10,870	\$7,473		\$10,019	\$9,077
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$177</b>			\$174			\$614		\$294		\$109				
<b>Enhanced PERS Formula</b>	<b>\$438</b>	\$765	\$265	\$266			\$434	\$267	\$364		\$875	\$732		\$496	\$889
<b>EPMC</b>							\$43				\$1				
<b>12 Month Highest Salary</b>	<b>\$120</b>	\$128	\$117				\$118	\$118				\$101		\$135	\$123
<b>Social Security</b>					\$545	\$535	\$544	\$542	\$456		\$605	\$463			\$563
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,791	\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$26</b>	\$17	\$14		\$4	\$4	\$4	\$11	\$21		\$3	\$5			\$17
<b>LTD</b>		\$59	\$33			\$16		\$113	\$3		\$41	\$53			\$60
<b>STD/SDI</b>									\$74			\$2			
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$511</b>	\$548	\$767	\$503	\$505	\$528	\$574	\$706	\$424		\$628	\$431		\$617	\$596
<b>Holidays</b>	<b>\$375</b>	\$439	\$400	\$402	\$423	\$398	\$405	\$421	\$382		\$544	\$402		\$462	\$384
<b>Administrative/Personal</b>	<b>\$324</b>	\$365	\$500	\$168			\$135	\$336							\$262
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$167		\$88									\$33	
<b>Other<sup>1,2</sup></b>		\$208			\$294										\$600
<b>Benefit Cost</b>	<b>\$3,619</b>	<b>\$4,496</b>	<b>\$4,181</b>	<b>\$2,630</b>	<b>\$3,257</b>	<b>\$2,558</b>	<b>\$4,965</b>	<b>\$4,174</b>	<b>\$4,173</b>	<b>N/C</b>	<b>\$4,366</b>	<b>\$2,999</b>	<b>N/C</b>	<b>\$3,419</b>	<b>\$4,121</b>
<b>Total Monthly Comp.</b>	<b>\$12,477</b>	<b>\$13,997</b>	<b>\$12,854</b>	<b>\$11,340</b>	<b>\$12,046</b>	<b>\$11,186</b>	<b>\$13,741</b>	<b>\$12,921</b>	<b>\$11,528</b>	<b>N/C</b>	<b>\$15,236</b>	<b>\$10,472</b>	<b>N/C</b>	<b>\$13,437</b>	<b>\$13,197</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>GIS TECHNICIAN</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>GIS Technician</b>	N/C	N/C	Resource Spec GIS / Asst Open Space Planner	Geographic IS Tech Level II	IT Analyst / Drafting Tech II Plan Tech / Plan I	GIS Tech I / Planner I	GIS Technician II	GIS Technician	N/C	SR Engineering Tech - GIS	GIS Specialist II	Planning/GIS Technician	N/C	Geographic IS Technician II
<b>Top Monthly Salary</b>	<b>\$5,853</b>			\$6,002	\$5,067	\$6,208	\$5,880	\$5,102	\$5,250		\$7,219	\$5,477	\$6,026		\$6,547
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$117</b>			\$120			\$412	\$357	\$210		\$72	\$110	\$422		
<b>Enhanced PERS Formula</b>	<b>\$290</b>			\$183			\$291	\$156	\$260		\$581	\$537	\$184		\$642
<b>EPMC</b>							\$29				\$1				
<b>12 Month Highest Salary</b>	<b>\$79</b>						\$79	\$69				\$74			\$88
<b>Social Security</b>					\$314	\$385	\$365	\$316	\$325		\$448	\$340			\$406
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$835			
<b>Health</b>	<b>\$1,551</b>			\$188	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440		\$2,015		\$500
<b>Dental</b>	<b>\$83</b>				\$123	\$84	\$83	\$48	\$195		\$118		\$83		\$107
<b>Vision</b>	<b>\$10</b>				\$13	\$8	\$10	\$18					\$10		\$17
<b>EAP</b>	<b>\$5</b>			\$4	\$6	\$2			\$5		\$3	\$3	\$2		\$3
<b>Life</b>	<b>\$17</b>				\$1	\$4	\$4	\$4	\$15		\$3	\$5	\$4		\$8
<b>LTD</b>						\$16			\$2		\$27		\$16		\$43
<b>STD/SDI</b>									\$52			\$2			
<b>Other<sup>1</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$338</b>			\$346	\$291	\$380	\$384	\$530	\$303		\$417	\$316	\$348		\$430
<b>Holidays</b>	<b>\$248</b>			\$323	\$244	\$287	\$271	\$245	\$273		\$361	\$295	\$232		\$277
<b>Administrative/Personal</b>	<b>\$101</b>						\$90						\$70		
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>															
<b>Other<sup>2</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$2,838</b>	<b>N/C</b>	<b>N/C</b>	<b>\$2,132</b>	<b>\$2,249</b>	<b>\$2,148</b>	<b>\$4,019</b>	<b>\$3,336</b>	<b>\$3,596</b>	<b>N/C</b>	<b>\$3,471</b>	<b>\$2,515</b>	<b>\$3,385</b>	<b>N/C</b>	<b>\$3,421</b>
<b>Total Monthly Comp.</b>	<b>\$8,691</b>	<b>N/C</b>	<b>N/C</b>	<b>\$8,135</b>	<b>\$7,316</b>	<b>\$8,356</b>	<b>\$9,899</b>	<b>\$8,439</b>	<b>\$8,846</b>	<b>N/C</b>	<b>\$10,690</b>	<b>\$7,992</b>	<b>\$9,411</b>	<b>N/C</b>	<b>\$9,968</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>HUMAN RESOURCES ANALYST</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Human Resources Analyst	Sr HR Administrator/HR Rep	Administrative Analyst II	Personnel Analyst II	Personnel Analyst	Management Analyst III	HR Analyst/Employee Rel Analyst	Associate Personnel Analyst	HR Officer II	N/C	HR Analyst	HR Analyst II	N/C	Management Analyst II	HR Analyst II
<b>Top Monthly Salary</b>	<b>Proposed</b>	\$6,889	\$8,290	\$7,218	\$6,689	\$7,812	\$7,409	\$7,739	\$8,913		\$8,099	\$7,623		\$9,303	\$7,360
<b>Employee Retirement</b>															
<b>PERS</b>				\$144		\$589	\$519		\$357		\$81				
<b>Enhanced PERS Formula</b>		\$555	\$253	\$220			\$367	\$236	\$441		\$652	\$747		\$460	\$721
<b>EPMC</b>							\$36				\$1				
<b>12 Month Highest Salary</b>		\$93	\$112				\$100	\$104				\$103		\$126	\$99
<b>Social Security</b>					\$415	\$484	\$459	\$480	\$553		\$502	\$473			\$456
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>		\$1,788	\$1,772	\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>		\$165	\$111		\$123	\$104	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>		\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>		\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>		\$12	\$14		\$1	\$21	\$7	\$11	\$73		\$3	\$9		\$4	\$14
<b>LTD</b>		\$43	\$32			\$14		\$113	\$4		\$31	\$54		\$1	\$49
<b>STD/SDI</b>									\$89					\$45	
<b>Other</b>						\$17			\$5						
<b>Leave</b>															
<b>Vacation</b>		\$397	\$733	\$416	\$385	\$478	\$712.43	\$625	\$514		\$468	\$440		\$572	\$483
<b>Holidays</b>		\$318	\$383	\$389	\$322	\$361	\$342	\$372	\$463		\$405	\$410		\$429	\$311
<b>Administrative/Personal</b>		\$265	\$478	\$278		\$41		\$298	\$171					\$107	\$212
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217									\$108		\$33	
<b>Other<sup>1,2</sup></b>		\$208													\$600
<b>Benefit Cost</b>	<b>N/A</b>	<b>\$3,857</b>	<b>\$4,120</b>	<b>\$2,567</b>	<b>\$2,521</b>	<b>\$3,101</b>	<b>\$4,636</b>	<b>\$3,898</b>	<b>\$4,801</b>	<b>N/C</b>	<b>\$3,704</b>	<b>\$3,239</b>	<b>N/C</b>	<b>\$3,454</b>	<b>\$3,574</b>
<b>Total Monthly Comp.</b>	<b>N/A</b>	<b>\$10,746</b>	<b>\$12,410</b>	<b>\$9,785</b>	<b>\$9,210</b>	<b>\$10,914</b>	<b>\$12,046</b>	<b>\$11,638</b>	<b>\$13,713</b>	<b>N/C</b>	<b>\$11,803</b>	<b>\$10,862</b>	<b>N/C</b>	<b>\$12,757</b>	<b>\$10,933</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>HUMAN RESOURCES SUPERVISOR</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara</b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Human Resources Supervisor</b>	N/C	HR Mgr/ Admin Analyst II	Principal Personnel Analyst	Personnel Svcs Manager	HR Program Manager II	N/C	Principal Personnel Analyst	HR Manager / HR Officer II	HR Manager	N/C	HR Services Mgr	Administration Manager	Program Administrator	HR Manager/ HR Analyst III
<b>Top Monthly Salary</b>	<b>\$9,534</b>		\$9,705	\$9,670	\$9,642	\$9,499		\$9,624	\$11,580	\$7,455		\$11,276	\$8,084	\$10,273	\$8,892
<b>Employee Retirement</b>															
PERS	\$191			\$193		\$716			\$463	\$75			\$566		
Enhanced PERS Formula	\$472		\$296	\$295				\$294	\$573			\$1,105	\$247	\$509	\$871
EPMC															
12 Month Highest Salary	\$129		\$131					\$130		\$101		\$152		\$139	\$120
Social Security					\$605	\$589		\$605	\$605			\$605			\$551
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$892			
Health	\$1,551		\$1,772		\$1,256	\$982		\$1,593	\$1,931	\$1,181			\$2,015	\$1,506	\$500
Dental	\$83		\$111		\$123	\$104		\$48	\$195	\$95			\$83	\$140	\$107
Vision	\$10		\$13		\$13	\$8		\$18		\$42			\$10	\$24	\$17
EAP	\$5		\$2	\$4	\$6	\$2			\$5	\$5		\$3	\$2	\$6	\$3
Life	\$27		\$16		\$4	\$21		\$11	\$92	\$21		\$9	\$4	\$4	\$17
LTD			\$37			\$14		\$113	\$5	\$119		\$8	\$16	\$1	\$59
STD/SDI									\$116					\$49	
Other						\$17			\$5						
<b>Leave</b>															
Vacation	\$550		\$859	\$558	\$554	\$582		\$777	\$668	\$466		\$1,474	\$466	\$632	\$584
Holidays	\$403		\$448	\$521	\$464	\$438		\$463	\$601	\$430		\$607	\$311	\$474	\$376
Administrative/Personal	\$348		\$560	\$372		\$49		\$370	\$223				\$93	\$119	\$256
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$96							\$108		\$33	
<b>Other<sup>1</sup></b>					\$323										\$600
<b>Benefit Cost</b>	<b>\$3,770</b>	<b>N/C</b>	<b>\$4,462</b>	<b>\$2,913</b>	<b>\$3,444</b>	<b>\$3,523</b>	<b>N/C</b>	<b>\$4,421</b>	<b>\$5,482</b>	<b>\$2,534</b>	<b>N/C</b>	<b>\$4,964</b>	<b>\$3,813</b>	<b>\$3,635</b>	<b>\$4,062</b>
<b>Total Monthly Comp.</b>	<b>\$13,304</b>	<b>N/C</b>	<b>\$14,167</b>	<b>\$12,583</b>	<b>\$13,087</b>	<b>\$13,022</b>	<b>N/C</b>	<b>\$14,046</b>	<b>\$17,061</b>	<b>\$9,989</b>	<b>N/C</b>	<b>\$16,239</b>	<b>\$11,897</b>	<b>\$13,909</b>	<b>\$12,954</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>HUMAN RESOURCES TECHNICIAN</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Human Resources Technician</b>	<b>HR Assistant Confidential</b>	<b>Office Specialist Confidential</b>	<b>Personnel Technician</b>	<b>Personnel Spec Level II</b>	<b>HR Tech - Confidential</b>	<b>HR Assistant II</b>	<b>Personnel Technician</b>	<b>HR Assistant</b>	<b>Administrative Assistant</b>	<b>HR Technician</b>	<b>HR Technician II</b>	<b>N/C</b>	<b>HR Technician II</b>	<b>HR Technician</b>
<b>Top Monthly Salary</b>	<b>\$5,710</b>	\$5,067	\$5,541	\$5,687	\$4,497	\$5,283	\$4,813	\$5,309	\$6,309	\$6,307	\$6,797	\$4,869		\$7,091	\$5,328
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$114</b>			\$114		\$398	\$337	\$372	\$252	\$63	\$68				
<b>Enhanced PERS Formula</b>	<b>\$283</b>	\$408	\$169	\$173			\$238	\$162	\$312	\$63	\$547	\$477		\$351	\$522
<b>EPMC</b>							\$24				\$1				
<b>12 Month Highest Salary</b>	<b>\$77</b>	\$68	\$75				\$65	\$72		\$85		\$66		\$96	\$72
<b>Social Security</b>					\$279	\$328	\$298	\$329	\$391		\$421	\$302			\$330
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,866	\$188	\$1,256	\$982	\$2,001	\$1,593	\$1,931	\$1,181	\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83	\$48	\$195	\$95	\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18		\$42				\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5	\$5	\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$16</b>	\$9	\$12		\$1	\$21	\$7	\$4	\$18	\$21	\$3	\$9		\$4	\$8
<b>LTD</b>		\$31	\$21			\$17			\$3	\$101	\$26	\$35		\$1	\$35
<b>STD/SDI</b>									\$63					\$34	
<b>Other<sup>2</sup></b>									\$5						\$120
<b>Leave</b>															
<b>Vacation</b>	<b>\$329</b>	\$292	\$490	\$328	\$259	\$324	\$463	\$551	\$364	\$394	\$393	\$281		\$436	\$350
<b>Holidays</b>	<b>\$242</b>	\$234	\$256	\$345	\$216	\$244	\$222	\$255	\$328	\$364	\$340	\$262		\$327	\$225
<b>Administrative/Personal</b>	<b>\$99</b>	\$195	\$64	\$103										\$82	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$56									\$108		\$33	
<b>Other<sup>1,3</sup></b>		\$208													\$600
<b>Benefit Cost</b>	<b>\$2,809</b>	<b>\$3,412</b>	<b>\$3,136</b>	<b>\$2,224</b>	<b>\$2,154</b>	<b>\$2,427</b>	<b>\$3,748</b>	<b>\$3,404</b>	<b>\$3,887</b>	<b>\$2,351</b>	<b>\$3,360</b>	<b>\$2,435</b>	<b>N/C</b>	<b>\$3,040</b>	<b>\$2,890</b>
<b>Total Monthly Comp.</b>	<b>\$8,519</b>	<b>\$8,479</b>	<b>\$8,677</b>	<b>\$7,911</b>	<b>\$6,651</b>	<b>\$7,710</b>	<b>\$8,561</b>	<b>\$8,713</b>	<b>\$10,196</b>	<b>\$8,658</b>	<b>\$10,157</b>	<b>\$7,303</b>	<b>N/C</b>	<b>\$10,131</b>	<b>\$8,218</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- Unrepresented Confidential and Unrepresented employees receive 2.25% salary for Health Reimbursement Arrangement.

3 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>IT ADMINISTRATOR</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>IT Administrator</b>	Technologist	IS Analyst II	Systems Support Analyst II	IT Analyst II	Systems Engineer	IS Analyst II	Departmental Sys Analyst	Systems Administrator	N/C	IT Analyst II	IT Systems Admin II / IT Network Admin II	N/C	IS Analyst II	Dept IS Coordinator
<b>Top Monthly Salary</b>	<b>\$8,035</b>	\$8,683	\$7,464	\$7,416	\$7,610	\$8,629	\$7,874	\$7,471	\$6,917		\$8,594	\$7,904		\$9,077	\$8,373
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$161</b>			\$148			\$551		\$277		\$86				
<b>Enhanced PERS Formula</b>	<b>\$398</b>	\$699	\$228	\$226			\$390	\$228	\$342		\$692	\$775		\$449	\$821
<b>EPMC</b>							\$39				\$1				
<b>12 Month Highest Salary</b>	<b>\$108</b>	\$117	\$101				\$106	\$101				\$107		\$123	\$113
<b>Social Security</b>					\$472	\$535	\$488	\$463	\$429		\$533	\$490			\$519
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,791	\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$23</b>	\$16	\$12		\$4	\$4	\$4	\$11	\$20		\$3	\$5		\$4	\$8
<b>LTD</b>		\$11	\$29			\$16		\$113	\$3		\$33	\$56		\$1	\$55
<b>STD/SDI</b>									\$69			\$2		\$44	
<b>Other<sup>1</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$464</b>	\$501	\$660	\$428	\$438	\$528	\$515	\$603	\$399		\$496	\$456		\$559	\$550
<b>Holidays</b>	<b>\$340</b>	\$468	\$344	\$342	\$366	\$398	\$363	\$359	\$359		\$430	\$426		\$419	\$354
<b>Administrative/Personal</b>	<b>\$139</b>		\$431	\$143			\$121							\$105	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$167		\$76									\$33	
<b>Other<sup>2</sup></b>					\$255										\$600
<b>Benefit Cost</b>	<b>\$3,282</b>	<b>\$3,778</b>	<b>\$3,889</b>	<b>\$2,405</b>	<b>\$3,009</b>	<b>\$2,558</b>	<b>\$4,671</b>	<b>\$3,825</b>	<b>\$4,054</b>	<b>N/C</b>	<b>\$3,835</b>	<b>\$3,125</b>	<b>N/C</b>	<b>\$3,412</b>	<b>\$3,947</b>
<b>Total Monthly Comp.</b>	<b>\$11,317</b>	<b>\$12,460</b>	<b>\$11,353</b>	<b>\$9,821</b>	<b>\$10,618</b>	<b>\$11,186</b>	<b>\$12,545</b>	<b>\$11,296</b>	<b>\$10,971</b>	<b>N/C</b>	<b>\$12,429</b>	<b>\$11,029</b>	<b>N/C</b>	<b>\$12,489</b>	<b>\$12,321</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>IT TECHNICIAN</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>IT Technician</b>	<b>Desktop Technician</b>	<b>Computer Technician</b>	<b>Technology Sys Specialist II</b>	<b>IT Technician Level II</b>	<b>IT Technician</b>	<b>IS Technician II</b>	<b>Computer Ops Technician III</b>	<b>IS Support Tech II</b>	<b>N/C</b>	<b>N/C</b>	<b>IT User Support Tech II Parks</b>	<b>N/C</b>	<b>IS Technician II</b>	<b>Department IS Technician II</b>
<b>Top Monthly Salary</b>	<b>\$6,146</b>	\$6,243	\$5,081	\$7,416	\$4,570	\$6,705	\$6,031	\$5,930	\$6,186			\$5,481		\$7,453	\$5,643
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$123</b>			\$148			\$422	\$415	\$247						
<b>Enhanced PERS Formula</b>	<b>\$304</b>	\$503	\$155	\$226			\$299	\$181	\$306			\$537		\$369	\$553
<b>EPMC</b>							\$30								
<b>12 Month Highest Salary</b>	<b>\$83</b>	\$84	\$69				\$81	\$80				\$74		\$101	\$76
<b>Social Security</b>					\$283	\$416	\$374	\$368	\$384			\$340			\$350
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968								\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,961	\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931					\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$84	\$83	\$48	\$195					\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5			\$3		\$6	\$3
<b>Life</b>	<b>\$18</b>	\$11	\$12		\$1	\$4	\$4	\$4	\$18					\$4	\$8
<b>LTD</b>		\$11	\$20			\$16			\$3					\$1	\$37
<b>STD/SDI</b>									\$62			\$2		\$36	
<b>Other<sup>1</sup></b>									\$5						\$300
<b>Leave</b>															
<b>Vacation</b>	<b>\$355</b>	\$360	\$449	\$428	\$263	\$411	\$394	\$616	\$357			\$316		\$459	\$370
<b>Holidays</b>	<b>\$260</b>	\$336	\$235	\$399	\$220	\$309	\$278	\$285	\$321			\$295		\$344	\$239
<b>Administrative/Personal</b>	<b>\$106</b>		\$59				\$93							\$86	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$92											\$33	
<b>Other<sup>2</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$2,898</b>	<b>\$3,272</b>	<b>\$3,176</b>	<b>\$2,320</b>	<b>\$2,166</b>	<b>\$2,232</b>	<b>\$4,068</b>	<b>\$3,608</b>	<b>\$3,853</b>	<b>N/C</b>	<b>N/C</b>	<b>\$2,373</b>	<b>N/C</b>	<b>\$3,108</b>	<b>\$3,161</b>
<b>Total Monthly Comp.</b>	<b>\$9,044</b>	<b>\$9,514</b>	<b>\$8,257</b>	<b>\$9,736</b>	<b>\$6,736</b>	<b>\$8,936</b>	<b>\$10,100</b>	<b>\$9,537</b>	<b>\$10,039</b>	<b>N/C</b>	<b>N/C</b>	<b>\$7,855</b>	<b>N/C</b>	<b>\$10,561</b>	<b>\$8,804</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU recieves an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>MAINTENANCE, CONSTRUCTION, AND RESOURCE SUPERVISOR</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Maintenance, Construction, &amp; Resource Supervisor</b>	<b>Community Svcs Mgr</b>	<b>Open Space Supervisor</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>Park Maint Supervisor</b>	<b>Parks Maint Supervisor Prks Mgr Maint</b>	<b>Park Supervisor IV</b>	<b>Senior Parks Supervisor</b>	<b>Watershed Maint Supv</b>	<b>Park Maint Supv - Parks/ Area Prks Mgr</b>	<b>N/C</b>	<b>Senior Field Ops Admin</b>	<b>N/C</b>
<b>Top Monthly Salary</b>	<b>\$7,843</b>	\$7,521	\$8,743				\$8,000	\$7,326	\$6,681	\$7,455	\$8,994	\$5,445		\$10,273	
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$157</b>						\$560		\$267	\$75	\$90				
<b>Enhanced PERS Formula</b>	<b>\$388</b>	\$605	\$267				\$396	\$272	\$331		\$724	\$534		\$509	
<b>EPMC</b>							\$39				\$1				
<b>12 Month Highest Salary</b>	<b>\$106</b>	\$102	\$118				\$108	\$120		\$101		\$74		\$139	
<b>Social Security</b>							\$496	\$553	\$414		\$558	\$338			
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>												\$806			
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,772				\$2,001	\$1,593	\$1,931	\$1,181	\$1,440			\$1,506	
<b>Dental</b>	<b>\$83</b>	\$165	\$111				\$83	\$48	\$195	\$95	\$118			\$140	
<b>Vision</b>	<b>\$10</b>	\$10	\$13				\$10	\$18		\$42				\$24	
<b>EAP</b>	<b>\$5</b>	\$3	\$2						\$5	\$5	\$3	\$3		\$6	
<b>Life</b>	<b>\$23</b>	\$14	\$14				\$7	\$11	\$19	\$21	\$3	\$5		\$4	
<b>LTD</b>		\$47	\$34					\$113	\$3	\$119	\$34	\$39		\$1	
<b>STD/SDI</b>									\$67			\$2		\$49	
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$452</b>	\$434	\$773				\$769	\$720	\$385	\$466	\$519	\$314		\$632	
<b>Holidays</b>	<b>\$332</b>	\$347	\$404				\$369	\$429	\$347	\$430	\$450	\$293		\$474	
<b>Administrative/Personal</b>	<b>\$121</b>	\$289	\$504					\$343						\$119	
<b>Auto Allowance</b>															
<b>Uniform Allowance<sup>1</sup></b>	<b>\$65</b>						\$42		\$20	\$17				\$25	
<b>Deferred Compensation</b>			\$217											\$33	
<b>Other</b>		\$208													
<b>Benefit Cost</b>	<b>\$3,293</b>	<b>\$4,012</b>	<b>\$4,229</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$4,880</b>	<b>\$4,220</b>	<b>\$3,989</b>	<b>\$2,551</b>	<b>\$3,940</b>	<b>\$2,407</b>		<b>\$3,660</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$11,136</b>	<b>\$11,533</b>	<b>\$12,972</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$12,880</b>	<b>\$13,135</b>	<b>\$10,669</b>	<b>\$10,006</b>	<b>\$12,934</b>	<b>\$7,852</b>	<b>N/C</b>	<b>\$13,934</b>	<b>N/C</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1) Unable to obtain current uniform allowance data for Livermore Area Recreation and Park District.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>MANAGEMENT ANALYST II</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Management Analyst II	N/C	Administrative Analyst II	Administrative Analyst II	Associate Admin Analyst Level II	Mgmt Analyst III / Prog Svcs Mgr I	Mgmt Analyst / Mgmt Analysis Prog Mgr I	Departmental Admin Analyst	Administrative Analyst II	N/C	Administrative Analyst	Admin Services Analyst II - Parks/ Admin Analyst	N/C	Management Analyst II	Administrative Analyst II
<b>Top Monthly Salary</b>	<b>\$7,843</b>		\$8,290	\$7,431	\$7,061	\$7,812	\$7,896	\$7,787	\$6,470		\$7,075	\$7,072	\$0	\$9,303	\$8,424
<b>Employee Retirement</b>															
PERS	\$157			\$149		\$589	\$553		\$259		\$71				
Enhanced PERS Formula	\$388		\$253	\$227			\$391	\$238	\$320		\$570	\$693		\$460	\$826
EPMC							\$39				\$1				
12 Month Highest Salary	\$106		\$112				\$107	\$105				\$95		\$126	\$114
Social Security					\$438	\$484	\$490	\$483	\$401		\$439	\$438			\$522
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$806			
Health	\$1,551		\$1,772	\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440			\$1,506	\$500
Dental	\$83		\$111		\$123	\$104	\$83	\$48	\$195		\$118			\$140	\$107
Vision	\$10		\$13		\$13	\$8	\$10	\$18						\$24	\$17
EAP	\$5		\$2	\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
Life	\$23		\$14		\$1	\$21	\$7	\$11	\$19		\$3			\$4	\$16
LTD			\$32			\$14		\$113	\$3		\$27			\$1	\$56
STD/SDI									\$65			\$2		\$45	
Other						\$17			\$5						
<b>Leave</b>															
Vacation	\$452		\$733	\$429	\$406	\$478	\$759	\$629	\$373		\$409	\$408		\$572	\$553
Holidays	\$332		\$383	\$400	\$339	\$361	\$364	\$374	\$336		\$354	\$381		\$429	\$356
Administrative/Personal	\$287		\$478	\$286	\$54	\$41		\$300						\$107	\$243
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$217											\$33	
<b>Other<sup>1</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$3,394</b>	<b>N/C</b>	<b>\$4,120</b>	<b>\$2,610</b>	<b>\$2,638</b>	<b>\$3,101</b>	<b>\$4,803</b>	<b>\$3,912</b>	<b>\$3,931</b>	<b>N/C</b>	<b>\$3,433</b>	<b>\$2,827</b>	<b>N/C</b>	<b>\$3,454</b>	<b>\$3,913</b>
<b>Total Monthly Comp.</b>	<b>\$11,237</b>	<b>N/C</b>	<b>\$12,410</b>	<b>\$10,041</b>	<b>\$9,699</b>	<b>\$10,914</b>	<b>\$12,698</b>	<b>\$11,699</b>	<b>\$10,401</b>	<b>N/C</b>	<b>\$10,508</b>	<b>\$9,899</b>	<b>N/C</b>	<b>\$12,757</b>	<b>\$12,337</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>MEDIA COMMUNICATIONS SUPERVISOR</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Media Communications Supervisor</b>	<b>Communications Manager</b>	<b>Community Relations Officer</b>	<b>N/C</b>	<b>Communication &amp; Media Officer II/III</b>	<b>Management Analyst III</b>	<b>Public Communications Program Mgr</b>	<b>N/C</b>	<b>Comm Relations Manager</b>	<b>N/C</b>	<b>Public Info Officer</b>	<b>N/C</b>	<b>N/C</b>	<b>Program Administrator</b>	<b>OSD Community Relations Mgr</b>
<b>Top Monthly Salary</b>	<b>\$9,301</b>	\$8,510	\$9,121		\$8,057	\$7,812	\$8,359		\$9,357		\$10,955			\$10,273	\$8,692
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$186</b>					\$589	\$585		\$374		\$110				
<b>Enhanced PERS Formula</b>	<b>\$460</b>	\$685	\$278				\$414		\$463		\$882		\$509	\$852	
<b>EPMC</b>							\$41				\$1				
<b>12 Month Highest Salary</b>	<b>\$126</b>	\$115	\$123				\$113							\$139	\$117
<b>Social Security</b>					\$500	\$484	\$518		\$580		\$605				\$539
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>															
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,772		\$1,256	\$982	\$2,001		\$1,931		\$1,440			\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83		\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10							\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2		\$6	\$2			\$5		\$3			\$6	\$3
<b>Life</b>	<b>\$27</b>	\$15	\$15		\$4	\$21	\$7		\$76		\$14			\$4	\$16
<b>LTD</b>		\$53	\$35			\$14			\$4		\$42			\$1	\$57
<b>STD/SDI</b>									\$94					\$49	
<b>Other</b>						\$17			\$5		\$208				
<b>Leave</b>															
<b>Vacation</b>	<b>\$537</b>	\$491	\$807		\$463	\$478	\$804		\$540		\$633			\$632	\$570
<b>Holidays</b>	<b>\$394</b>	\$393	\$421		\$387	\$361	\$386		\$486		\$548			\$474	\$368
<b>Administrative/Personal</b>	<b>\$340</b>	\$327	\$526			\$41			\$180		\$211			\$119	\$251
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$81									\$33	
<b>Other<sup>1,2</sup></b>		\$208			\$270										\$600
<b>Benefit Cost</b>	<b>\$3,718</b>	<b>\$4,253</b>	<b>\$4,321</b>	<b>N/C</b>	<b>\$3,103</b>	<b>\$3,101</b>	<b>\$4,961</b>	<b>N/C</b>	<b>\$4,933</b>	<b>N/C</b>	<b>\$4,813</b>	<b>N/C</b>	<b>N/C</b>	<b>\$3,635</b>	<b>\$3,998</b>
<b>Total Monthly Comp.</b>	<b>\$13,019</b>	<b>\$12,763</b>	<b>\$13,442</b>	<b>N/C</b>	<b>\$11,160</b>	<b>\$10,914</b>	<b>\$13,321</b>	<b>N/C</b>	<b>\$14,289</b>	<b>N/C</b>	<b>\$15,768</b>	<b>N/C</b>	<b>N/C</b>	<b>\$13,909</b>	<b>\$12,690</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

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**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>NATURAL RESOURCES MANAGER</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Natural Resources Manager</b>	Asst Dir of Planning & Com Environment	N/C	Planning & Resources Chief-Prks & Opn Spc	Env Prgm Mgr II/ Planning Dir - Plnng Svcs Div	N/C	Parks Natural Res Prog Supv / Dep Dir of Parks & Rec	N/C	Chief, Stewardship	N/C	N/C	Natural Resources Mgr - Parks/Asst Prks Dir-Prks	N/C	Environ Svcs Manager	OSD Program Mgr
<b>Top Monthly Salary</b>	<b>\$11,588</b>	\$12,779		\$9,922	\$11,540		\$9,933		\$11,851			\$12,900		\$12,946	\$9,715
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$232</b>			\$198			\$695		\$474						
<b>Enhanced PERS Formula</b>	<b>\$574</b>	\$1,029		\$303			\$492		\$587			\$1,264		\$641	\$952
<b>EPMC</b>							\$49								
<b>12 Month Highest Salary</b>	<b>\$156</b>	\$173					\$134					\$174		\$175	\$131
<b>Social Security</b>					\$605		\$616		\$605			\$605			\$602
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788		\$188	\$1,256		\$1,839		\$1,931					\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165			\$123		\$83		\$195					\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10			\$13		\$10							\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3		\$4	\$6				\$5			\$3		\$6	\$3
<b>Life</b>	<b>\$33</b>	\$23			\$4		\$29		\$94			\$9		\$4	\$18
<b>LTD</b>		\$79					\$45		\$5			\$92		\$14	\$64
<b>STD/SDI</b>									\$119					\$15	
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$669</b>	\$737		\$572	\$664		\$1,375		\$684			\$1,687		\$797	\$638
<b>Holidays</b>	<b>\$490</b>	\$590		\$534	\$555		\$458		\$615			\$744		\$598	\$411
<b>Administrative/Personal</b>	<b>\$557</b>	\$492		\$191			\$153		\$228					\$349	\$280
<b>Auto Allowance</b>														\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>					\$115							\$108		\$75	
<b>Other<sup>1,2</sup></b>		\$208			\$387										\$600
<b>Benefit Cost</b>	<b>\$4,360</b>	<b>\$5,296</b>	<b>N/C</b>	<b>\$2,960</b>	<b>\$3,727</b>	<b>N/C</b>	<b>\$5,977</b>	<b>N/C</b>	<b>\$5,546</b>	<b>N/C</b>	<b>N/C</b>	<b>\$5,578</b>	<b>N/C</b>	<b>\$4,791</b>	<b>\$4,324</b>
<b>Total Monthly Comp.</b>	<b>\$15,948</b>	<b>\$18,075</b>	<b>N/C</b>	<b>\$12,882</b>	<b>\$15,267</b>	<b>N/C</b>	<b>\$15,910</b>	<b>N/C</b>	<b>\$17,397</b>	<b>N/C</b>	<b>N/C</b>	<b>\$18,478</b>	<b>N/C</b>	<b>\$17,738</b>	<b>\$14,040</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

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**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>OPEN SPACE TECHNICIAN</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Open Space Technician</b>	N/C	Park Maint Worker	N/C	N/C	N/C	Parks Maint Craft Worker	N/C	Park Craft Specialist	Open Space Maint Tech II	Maintenance Worker II	N/C	Open Space Technician	Maintenance Worker II	N/C
<b>Top Monthly Salary</b>	<b>\$5,309</b>		\$5,172				\$5,301		\$5,302	\$4,893	\$6,365		\$5,310	\$6,585	
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$106</b>						\$371		\$212	\$49	\$64		\$372		
<b>Enhanced PERS Formula</b>	<b>\$263</b>		\$158				\$262		\$262		\$512		\$162	\$326	
<b>EPMC</b>							\$26				\$1				
<b>12 Month Highest Salary</b>	<b>\$72</b>		\$70				\$72			\$66				\$89	
<b>Social Security</b>							\$329		\$329		\$395				
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>															
<b>Health</b>	<b>\$1,551</b>		\$1,961				\$2,001		\$1,931	\$1,181	\$1,440		\$2,015	\$1,506	
<b>Dental</b>	<b>\$83</b>		\$111				\$83		\$195	\$95	\$118		\$83	\$140	
<b>Vision</b>	<b>\$10</b>		\$13				\$10			\$42			\$10	\$24	
<b>EAP</b>	<b>\$5</b>		\$2						\$5	\$5	\$3		\$2	\$6	
<b>Life</b>	<b>\$15</b>		\$12				\$4		\$15	\$21	\$3		\$4	\$4	
<b>LTD</b>			\$20						\$2	\$78	\$24		\$16	\$1	
<b>STD/SDI</b>									\$53					\$32	
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$306</b>		\$458				\$347		\$306	\$306	\$368		\$306	\$405	
<b>Holidays</b>	<b>\$235</b>		\$239				\$245		\$275	\$282	\$318		\$204	\$304	
<b>Administrative/Personal</b>	<b>\$92</b>		\$60				\$82						\$61	\$76	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>	<b>\$65</b>								\$20	\$17	\$25		\$42	\$25	
<b>Deferred Compensation</b>			\$92											\$33	
<b>Other</b>															
<b>Benefit Cost</b>	<b>\$2,803</b>	N/C	\$3,194	N/C	N/C	N/C	\$3,830	N/C	\$3,610	\$2,142	\$3,271	N/C	\$3,277	\$2,971	N/C
<b>Total Monthly Comp.</b>	<b>\$8,112</b>	N/C	\$8,366	N/C	N/C	N/C	\$9,131	N/C	\$8,913	\$7,035	\$9,636	N/C	\$8,588	\$9,555	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>OPERATIONS MANAGER</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Operations Manager</b>	N/C	N/C	Dep Dir Parks & Open Space Ops	Deputy Director, Regional Parks	N/C	Deputy Dir of Parks & Rec	N/C	Chief, Park Operations	N/C	N/C	Park Supt Parks / Asst Parks Dir	N/C	Field Ops Unit Manager	Park Manager
<b>Top Monthly Salary</b>	<b>\$11,588</b>			\$10,556	\$9,465		\$11,866		\$13,054			\$11,407		\$11,729	\$10,323
<b>Employee Retirement</b>															
PERS	\$232			\$211			\$831		\$522						
Enhanced PERS Formula	\$574			\$322			\$587		\$646			\$1,118		\$581	\$1,012
EPMC							\$58								
12 Month Highest Salary	\$156						\$160					\$154		\$158	\$139
Social Security					\$587		\$605		\$605			\$605			\$605
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$892			
Health	\$1,551				\$1,256		\$1,839		\$1,931					\$1,506	\$500
Dental	\$83				\$123		\$83		\$195					\$140	\$107
Vision	\$10				\$13		\$10							\$24	\$17
EAP	\$5			\$4	\$6				\$5			\$3		\$6	\$3
Life	\$33				\$4		\$29		\$103			\$9		\$4	\$19
LTD							\$53		\$6			\$81		\$14	\$68
STD/SDI									\$131					\$15	
Other									\$5						\$600
<b>Leave</b>															
Vacation	\$669			\$609	\$544		\$1,643		\$753			\$1,491		\$722	\$677
Holidays	\$490			\$568	\$455		\$548		\$678			\$658		\$541	\$437
Administrative/Personal	\$557			\$203			\$183		\$251					\$316	\$298
<b>Auto Allowance</b>														\$450	
<b>Uniform Allowance</b>	\$65														
<b>Deferred Compensation</b>					\$95							\$108		\$75	
<b>Other</b>					\$317										
<b>Benefit Cost</b>	<b>\$4,425</b>	N/C	N/C	\$2,888	\$3,400	N/C	\$6,628	N/C	\$5,830	N/C	N/C	\$5,119	N/C	\$4,551	\$4,483
<b>Total Monthly Comp.</b>	<b>\$16,013</b>	N/C	N/C	\$13,444	\$12,865	N/C	\$18,493	N/C	\$18,883	N/C	N/C	\$16,526	N/C	\$16,280	\$14,805

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>PLANNER III</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Planner III	Sr. Planner/ Landscape Arch Prk Planner	Senior Planner	N/C	Planner II/ Planner III	N/C	Planner III	Park Planner III / Park Planner IV	N/C	Landscape Architect/ CIP Manager	N/C	Senior Environmental Planner	Open Space Planner/Project Manager	Env Plan III / Sr Env Plan	OSD Stewardship Coordinator
<b>Top Monthly Salary</b>	<b>\$8,647</b>	\$8,647	\$9,170		\$6,997		\$7,654	\$8,032		\$7,794		\$8,770	\$7,814	\$9,788	\$8,110
<b>Employee Retirement</b>															
PERS	\$173						\$536	\$562		\$78			\$547	\$485	\$795
Enhanced PERS Formula	\$428	\$696	\$280				\$379	\$245				\$860	\$238		
EPMC							\$38								
12 Month Highest Salary	\$117	\$117	\$124				\$103	\$108		\$105		\$118		\$132	\$109
Social Security					\$434		\$475	\$498				\$544			\$503
Other															
<b>Insurance</b>															
Cafeteria															
Health	\$1,551	\$1,788	\$1,791		\$1,256		\$2,001	\$1,593		\$1,181		\$806	\$2,015	\$1,506	\$500
Dental	\$83	\$165	\$111		\$123		\$83	\$48		\$95			\$83	\$140	\$107
Vision	\$10	\$10	\$13		\$13		\$10	\$18		\$42			\$10	\$24	\$17
EAP	\$5	\$3	\$2		\$6					\$5		\$3	\$2	\$6	\$3
Life	\$25	\$16	\$15		\$1		\$4	\$4		\$21		\$5	\$4	\$4	\$8
LTD		\$54	\$35							\$125		\$62	\$16	\$1	\$54
STD/SDI												\$2		\$47	
Other <sup>2</sup>															\$300
<b>Leave</b>															
Vacation	\$499	\$499	\$811		\$402		\$500	\$834		\$487		\$506	\$451	\$602	\$532
Holidays	\$366	\$399	\$423		\$336		\$353	\$386		\$450		\$472	\$301	\$452	\$343
Administrative/Personal	\$316	\$333	\$529				\$118						\$90	\$113	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>														\$25	
<b>Deferred Compensation</b>			\$167											\$33	
<b>Other<sup>1,3</sup></b>		\$208													\$600
<b>Benefit Cost</b>	<b>\$3,572</b>	<b>\$4,287</b>	<b>\$4,301</b>	<b>N/C</b>	<b>\$2,573</b>	<b>N/C</b>	<b>\$4,599</b>	<b>\$4,297</b>	<b>N/C</b>	<b>\$2,589</b>	<b>N/C</b>	<b>\$3,378</b>	<b>\$3,757</b>	<b>\$3,570</b>	<b>\$3,871</b>
<b>Total Monthly Comp.</b>	<b>\$12,219</b>	<b>\$12,934</b>	<b>\$13,471</b>	<b>N/C</b>	<b>\$9,570</b>	<b>N/C</b>	<b>\$12,252</b>	<b>\$12,329</b>	<b>N/C</b>	<b>\$10,383</b>	<b>N/C</b>	<b>\$12,149</b>	<b>\$11,571</b>	<b>\$13,358</b>	<b>\$11,981</b>

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a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

3- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>PLANNING MANAGER</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Planning Manager</b>	Asst Dir of Planning & Comm Environment	Planning Manager	Plan & Resource Chief, Parks & Open Space	Plan Dir, Plan Svcs Div / Prin Planner	Deputy Dir of Comm Dev	Planning Manager	Asst Planning Director	Chief, Planning/ Stewardship	N/C	N/C	N/C	N/C	Environ Svcs Manager	OSD Program Manager
<b>Top Monthly Salary</b>	<b>\$11,588</b>	\$12,779	\$12,474	\$9,922	\$11,673	\$11,546	\$13,919	\$13,990	\$11,851					\$12,946	\$9,715
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$232</b>			\$198		\$871	\$974		\$474						
<b>Enhanced PERS Formula</b>	<b>\$574</b>	\$1,029	\$380	\$303			\$689	\$427	\$587					\$641	\$952
<b>EPMC</b>							\$68								
<b>12 Month Highest Salary</b>	<b>\$156</b>	\$173	\$168				\$188	\$189						\$175	\$131
<b>Social Security</b>					\$605	\$605	\$605	\$605	\$605						\$587
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970											
<b>Health</b>	<b>\$1,551</b>	\$1,788	\$1,772		\$1,256	\$982	\$1,839	\$1,593	\$1,931					\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165	\$111		\$123	\$104	\$83	\$48	\$195					\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10	\$13		\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3	\$2	\$4	\$6	\$2			\$5					\$6	\$3
<b>Life</b>	<b>\$33</b>	\$23	\$20		\$4	\$21	\$29	\$11	\$94					\$4	\$18
<b>LTD</b>		\$79	\$48			\$14	\$63	\$113	\$5					\$14	\$64
<b>STD/SDI</b>									\$119					\$15	
<b>Other</b>						\$17			\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$669</b>	\$737	\$1,103	\$572	\$671	\$707	\$1,927	\$1,130	\$684					\$797	\$638
<b>Holidays</b>	<b>\$490</b>	\$590	\$576	\$534	\$561	\$533	\$642	\$673	\$615					\$598	\$411
<b>Administrative/Personal</b>	<b>\$557</b>	\$492	\$576	\$191		\$60	\$214	\$538	\$228					\$349	\$280
<b>Auto Allowance</b>														\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>			\$217		\$117									\$75	
<b>Other<sup>1,2</sup></b>		\$208			\$391										\$600
<b>Benefit Cost</b>	<b>\$4,360</b>	<b>\$5,296</b>	<b>\$4,987</b>	<b>\$2,773</b>	<b>\$3,747</b>	<b>\$3,924</b>	<b>\$7,331</b>	<b>\$5,344</b>	<b>\$5,546</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$4,791</b>	<b>\$4,310</b>
<b>Total Monthly Comp.</b>	<b>\$15,948</b>	<b>\$18,075</b>	<b>\$17,461</b>	<b>\$12,695</b>	<b>\$15,420</b>	<b>\$15,469</b>	<b>\$21,249</b>	<b>\$19,333</b>	<b>\$17,397</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$17,738</b>	<b>\$14,025</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

2- SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>PUBLIC AFFAIRS MANAGER</b>																
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD	
<b>Class Title</b>	<b>Public Affairs Manager</b>	Comm Mgr/ Chief Comm Officer	N/C	N/C	Comm & Media Officer III / Comm & Media Dir / Govt Rel & Leg Off	N/C	N/C	N/C	Comm Relations Mgr / Govt & Leg Affairs Mgr	N/C	N/C	Public Info Officer	N/C	Comm & PR Mgr Govt Rel Mgr	OSD Comm Rel Mgr/ Comm & Gov Affairs Mgr	
<b>Top Monthly Salary</b>	<b>\$11,588</b>	\$10,611			\$9,812				\$9,135			\$14,319		\$13,439	\$11,022	
<b>Employee Retirement</b>																
<b>PERS</b>	<b>\$232</b>								\$365							
<b>Enhanced PERS Formula</b>	<b>\$574</b>	\$854							\$452			\$1,403		\$665	\$1,080	
<b>EPMC</b>																
<b>12 Month Highest Salary</b>	<b>\$156</b>	\$143										\$193		\$181	\$149	
<b>Social Security</b>					\$605				\$605			\$587			\$605	
<b>Other</b>																
<b>Insurance</b>																
<b>Cafeteria</b>												\$892				
<b>Health</b>	<b>\$1,551</b>	\$1,788			\$1,256				\$1,931					\$1,506	\$500	
<b>Dental</b>	<b>\$83</b>	\$165			\$123				\$195					\$140	\$107	
<b>Vision</b>	<b>\$10</b>	\$10			\$13									\$24	\$17	
<b>EAP</b>	<b>\$5</b>	\$3			\$6				\$5			\$3		\$6	\$3	
<b>Life</b>	<b>\$33</b>	\$19			\$4				\$75			\$9		\$4	\$21	
<b>LTD</b>		\$66							\$4			\$102		\$32	\$73	
<b>STD/SDI</b>									\$91					\$65		
<b>Other</b>									\$5							
<b>Leave</b>																
<b>Vacation</b>	<b>\$669</b>	\$612			\$564				\$527			\$1,872		\$1,447	\$723	
<b>Holidays</b>	<b>\$490</b>	\$490			\$472				\$474			\$771		\$620	\$466	
<b>Administrative/Personal</b>	<b>\$557</b>	\$408							\$176					\$362	\$318	
<b>Auto Allowance</b>														\$450		
<b>Uniform Allowance</b>																
<b>Deferred Compensation</b>					\$98							\$108		\$333		
<b>Other<sup>1,2</sup></b>		\$208			\$329										\$600	
<b>Benefit Cost</b>	<b>\$4,360</b>	<b>\$4,767</b>	<b>N/C</b>	<b>N/C</b>	<b>\$3,470</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$4,905</b>	<b>N/C</b>	<b>N/C</b>	<b>\$5,941</b>	<b>N/C</b>	<b>\$5,835</b>	<b>\$4,662</b>	
<b>Total Monthly Comp.</b>	<b>\$15,948</b>	<b>\$15,377</b>	<b>N/C</b>	<b>N/C</b>	<b>\$13,281</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$14,039</b>	<b>N/C</b>	<b>N/C</b>	<b>\$20,260</b>	<b>N/C</b>	<b>\$19,273</b>	<b>\$15,684</b>	

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

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**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>PUBLIC AFFAIRS SPECIALIST</b>																
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara</b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>	
<b>Class Title</b>	<b>Public Affairs Specialist</b>	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Public Information Supervisor	N/C	Public Information Rep	Sr Public Info Specialist	Communications Specialist	Public Information Rep II	N/C	
<b>Top Monthly Salary</b>	<b>\$7,470</b>								\$7,037		\$7,075	\$7,799	\$6,705	\$8,857		
<b>Employee Retirement</b>																
PERS	\$149								\$281		\$71		\$469			
Enhanced PERS Formula	\$370								\$348		\$570	\$764	\$205	\$438		
EPMC											\$1					
12 Month Highest Salary	\$101											\$105		\$120		
Social Security									\$436		\$439	\$484				
Other																
<b>Insurance</b>																
Cafeteria												\$806				
Health	\$1,551								\$1,931		\$1,440		\$2,015	\$1,506		
Dental	\$83								\$195		\$118		\$83	\$140		
Vision	\$10												\$10	\$24		
EAP	\$5								\$5		\$3		\$2	\$6		
Life	\$22								\$20		\$3		\$4	\$4		
LTD									\$3		\$27	\$55	\$16	\$1		
STD/SDI									\$70			\$2		\$43		
Other									\$5							
<b>Leave</b>																
Vacation	\$431								\$406		\$409	\$450	\$387	\$545		
Holidays	\$316								\$365		\$354	\$420	\$258	\$409		
Administrative/Personal	\$273												\$77	\$102		
<b>Auto Allowance</b>																
<b>Uniform Allowance</b>									\$20							
<b>Deferred Compensation</b>														\$33		
<b>Other</b>																
<b>Benefit Cost</b>	<b>\$3,311</b>	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$4,086	N/C	\$3,433	\$3,095	\$3,526	\$3,371	N/C	
<b>Total Monthly Comp.</b>	<b>\$10,781</b>	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$11,123	N/C	\$10,508	\$10,894	\$10,231	\$12,228	N/C	

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>RANGER</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
<b>Class Title</b>	Ranger	N/C	N/C	N/C	Park Ranger	N/C	Park Ranger II	N/C	Police Officer	N/C	Park Ranger II	N/C	N/C	N/C	Park Ranger II
<b>Top Monthly Salary</b>	\$6,146				\$5,296		\$5,949		\$6,724		\$6,562				\$5,586
<b>Employee Retirement</b>															
PERS	\$123						\$416		\$605		\$66				
Enhanced PERS Formula	\$304						\$294		\$918		\$528				\$547
EPMC							\$29		\$54		\$1				
12 Month Highest Salary	\$83						\$80		\$158						\$75
Social Security					\$328		\$369		\$417		\$407				\$346
Other															
<b>Insurance</b>															
Cafeteria															
Health	\$1,551				\$1,256		\$2,001		\$1,719		\$1,440				\$500
Dental	\$83				\$123		\$83		\$195		\$118				\$110
Vision	\$10				\$13		\$10								\$17
EAP	\$5				\$6				\$5		\$3				\$3
Life	\$18				\$1		\$4		\$22		\$3				\$49
LTD									\$20		\$25				\$20
STD/SDI															
Other									\$5						
<b>Leave</b>															
Vacation	\$355				\$305		\$572		\$388		\$379				\$482
Holidays	\$272				\$255		\$275		\$336		\$328				\$258
Administrative/Personal	\$106														
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>	\$65				\$79		\$75		\$78		\$33				\$41
<b>Deferred Compensation</b>															\$56
<b>Other<sup>1</sup></b>															\$600
<b>Benefit Cost</b>	\$2,974	N/C	N/C	N/C	\$2,367	N/C	\$4,208	N/C	\$4,919	N/C	\$3,331	N/C	N/C	N/C	\$3,103
<b>Total Monthly Comp.</b>	\$9,120	N/C	N/C	N/C	\$7,663	N/C	\$10,158	N/C	\$11,643	N/C	\$9,893	N/C	N/C	N/C	\$8,689

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**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>REAL PROPERTY MANAGER</b>															
Agency	Midpeninsula Regional Open Space District	City of Palo Alto	City of Walnut Creek	County of Marin	County of Sacramento	County of San Mateo	County of Santa Clara <sup>a</sup>	County of Santa Cruz	East Bay Regional Park District	Livermore Area Rec & Park District	Marin Municipal WD	Riverside Co Regional Park & OSD	Santa Clara County OSA	Santa Clara Valley WD	Sonoma Co Agri Preservation & OSD
Class Title	Real Property Manager	Manager Real Property	N/C	Chief Real Property Agent	Chief, Real Estate Division	Real Property Svcs Mgr	Mgr of Real Estate Assets	Chief Real Property Agent	Land Acquisition Manager	N/C	N/C	Deputy Dir of Real Property	N/C	Real Estate Svcs Unit Manager	Real Estate Manager
<b>Top Monthly Salary</b>	<b>\$11,588</b>	\$10,250		\$9,462	\$10,741	\$10,473	\$11,337	\$11,257	\$11,851			\$12,866		\$12,326	\$9,756
<b>Employee Retirement</b>															
PERS	\$232			\$189		\$790	\$794		\$474						
Enhanced PERS Formula	\$574	\$825		\$289			\$561	\$343	\$587			\$1,261		\$610	\$956
EPMC							\$56								
12 Month Highest Salary	\$156	\$138					\$153	\$152				\$174		\$166	\$132
Social Security					\$605	\$605	\$605	\$605	\$605			\$605			\$587
Other															
<b>Insurance</b>															
Cafeteria				\$970								\$892			
Health	\$1,551	\$1,788			\$1,256	\$982	\$2,001	\$1,593	\$1,931					\$1,506	\$500
Dental	\$83	\$165			\$123	\$104	\$83	\$48	\$195					\$140	\$107
Vision	\$10	\$10			\$13	\$8	\$10	\$18						\$24	\$17
EAP	\$5	\$3		\$4	\$6	\$2			\$5			\$3		\$6	\$3
Life	\$33	\$18			\$4	\$21	\$7	\$11	\$94			\$9		\$4	\$18
LTD		\$64				\$14		\$113	\$5			\$91		\$14	\$64
STD/SDI									\$119					\$15	
Other						\$17			\$5						
<b>Leave</b>															
Vacation	\$669	\$591		\$546	\$618	\$641	\$1,090	\$909	\$684			\$1,682		\$759	\$640
Holidays	\$490	\$473		\$437	\$516	\$483	\$523	\$541	\$615			\$742		\$569	\$413
Administrative/Personal	\$557	\$394		\$182		\$55		\$433	\$228					\$332	\$281
<b>Auto Allowance</b>														\$450	
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>					\$107							\$108		\$75	
<b>Other<sup>1,2</sup></b>		\$208			\$360										\$600
<b>Benefit Cost</b>	<b>\$4,360</b>	<b>\$4,679</b>	<b>N/C</b>	<b>\$2,616</b>	<b>\$3,608</b>	<b>\$3,722</b>	<b>\$5,882</b>	<b>\$4,766</b>	<b>\$5,546</b>	<b>N/C</b>	<b>N/C</b>	<b>\$5,567</b>	<b>N/C</b>	<b>\$4,669</b>	<b>\$4,320</b>
<b>Total Monthly Comp.</b>	<b>\$15,948</b>	<b>\$14,929</b>	<b>N/C</b>	<b>\$12,078</b>	<b>\$14,349</b>	<b>\$14,195</b>	<b>\$17,220</b>	<b>\$16,023</b>	<b>\$17,397</b>	<b>N/C</b>	<b>N/C</b>	<b>\$18,434</b>	<b>N/C</b>	<b>\$16,994</b>	<b>\$14,076</b>

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**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>REAL PROPERTY SPECIALIST</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Real Property Specialist</b>	<b>Real Property Agent</b>	<b>N/C</b>	<b>Real Property Agent II</b>	<b>Real Estate Officer Level II</b>	<b>Real Property Agent III</b>	<b>Associate Real Estate Agent</b>	<b>Real Property Agent</b>	<b>SR Land Acquisition Specialist / Land Acquisition Spec</b>	<b>N/C</b>	<b>Real Property Agent</b>	<b>Real Property Agent III</b>	<b>N/C</b>	<b>Associate Real Estate Agent</b>	<b>OSD Land Acquisition Specialist</b>
<b>Top Monthly Salary</b>	<b>\$7,843</b>	\$6,605		\$7,618	\$7,396	\$8,568	\$7,090	\$7,791	\$7,781		\$7,859	\$6,654		\$9,077	\$8,645
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$157</b>			\$152			\$496	\$545	\$311		\$79				
<b>Enhanced PERS Formula</b>	<b>\$388</b>	\$532		\$232			\$351	\$238	\$385		\$633	\$652		\$449	\$847
<b>EPMC</b>							\$35				\$1				
<b>12 Month Highest Salary</b>	<b>\$106</b>	\$89					\$96	\$105				\$90		\$123	\$117
<b>Social Security</b>					\$459	\$531	\$440	\$483	\$482		\$487	\$413			\$536
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$968											
<b>Health</b>	<b>\$1,551</b>	\$1,788		\$146	\$1,256	\$982	\$2,001	\$1,593	\$1,931		\$1,440	\$806		\$1,506	\$500
<b>Dental</b>	<b>\$83</b>	\$165			\$123	\$84	\$83	\$48	\$195		\$118			\$140	\$107
<b>Vision</b>	<b>\$10</b>	\$10			\$13	\$8	\$10	\$18						\$24	\$17
<b>EAP</b>	<b>\$5</b>	\$3		\$4	\$6	\$2			\$5		\$3	\$3		\$6	\$3
<b>Life</b>	<b>\$23</b>	\$12			\$1	\$4	\$4	\$4	\$22		\$3	\$5		\$4	\$8
<b>LTD</b>		\$11				\$16			\$3		\$30	\$47		\$1	\$57
<b>STD/SDI</b>									\$78			\$2		\$44	
<b>Other<sup>1</sup></b>									\$5						\$195
<b>Leave</b>															
<b>Vacation</b>	<b>\$452</b>	\$381		\$439	\$425	\$525	\$464	\$809	\$449		\$454	\$384		\$559	\$567
<b>Holidays</b>	<b>\$332</b>	\$356		\$410	\$356	\$395	\$327	\$375	\$404		\$393	\$358		\$419	\$366
<b>Administrative/Personal</b>	<b>\$287</b>						\$109							\$105	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>														\$33	
<b>Other<sup>2</sup></b>															\$600
<b>Benefit Cost</b>	<b>\$3,394</b>	<b>\$3,347</b>	<b>N/C</b>	<b>\$2,352</b>	<b>\$2,639</b>	<b>\$2,547</b>	<b>\$4,414</b>	<b>\$4,218</b>	<b>\$4,291</b>	<b>N/C</b>	<b>\$3,641</b>	<b>\$2,760</b>	<b>N/C</b>	<b>\$3,412</b>	<b>\$3,920</b>
<b>Total Monthly Comp.</b>	<b>\$11,237</b>	<b>\$9,952</b>	<b>N/C</b>	<b>\$9,970</b>	<b>\$10,035</b>	<b>\$11,115</b>	<b>\$11,504</b>	<b>\$12,008</b>	<b>\$12,072</b>	<b>N/C</b>	<b>\$11,500</b>	<b>\$9,414</b>	<b>N/C</b>	<b>\$12,489</b>	<b>\$12,565</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- Unrepresented Confidential and Unrepresented employees receive 2.25% salary for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>RESOURCE MANAGEMENT SPECIALIST II</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Resource Management Specialist II</b>	N/C	N/C	N/C	Sr Natural Resources Spec	Natural Resource Manager	Parks Natural Resource Mgmt Coordinator	Resource Planner III	Wildland Vegetation Program Mgr	N/C	Vegetation Ecologist	Natural Resources Specialist – Parks	Resource Management Specialist	Vegetation Program Specialist II	N/C
<b>Top Monthly Salary</b>	<b>\$7,470</b>				\$6,922	\$9,047	\$6,294	\$7,441	\$9,357		\$8,193	\$5,402	\$6,760	\$9,077	
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$149</b>				\$415	\$682	\$441	\$521	\$374		\$82		\$473		
<b>Enhanced PERS Formula</b>	<b>\$370</b>						\$312	\$227	\$463		\$660	\$529	\$206	\$449	
<b>EPMC</b>							\$31				\$1				
<b>12 Month Highest Salary</b>	<b>\$101</b>						\$85	\$100				\$73		\$123	
<b>Social Security</b>					\$429	\$561	\$390	\$461	\$580		\$508	\$335			
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>												\$806			
<b>Health</b>	<b>\$1,551</b>				\$1,149	\$982	\$2,001	\$1,593	\$1,931		\$1,440		\$2,015	\$1,506	
<b>Dental</b>	<b>\$83</b>				\$123	\$104	\$83	\$48	\$195		\$118		\$83	\$140	
<b>Vision</b>	<b>\$10</b>				\$13	\$8	\$10	\$18					\$10	\$24	
<b>EAP</b>	<b>\$5</b>				\$6	\$2			\$5		\$3	\$3	\$2	\$6	
<b>Life</b>	<b>\$22</b>				\$1	\$21	\$4	\$4	\$76		\$3		\$4	\$4	
<b>LTD</b>						\$14			\$4		\$31		\$16	\$1	
<b>STD/SDI</b>									\$94			\$2		\$44	
<b>Other</b>						\$17			\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$431</b>				\$398	\$554	\$412	\$773	\$540		\$473	\$312	\$390	\$559	
<b>Holidays</b>	<b>\$316</b>				\$333	\$418	\$290	\$358	\$486		\$410	\$291	\$260	\$419	
<b>Administrative/Personal</b>	<b>\$129</b>					\$47	\$97		\$180				\$78	\$105	
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>														\$25	
<b>Deferred Compensation</b>														\$33	
<b>Other</b>															
<b>Benefit Cost</b>	<b>\$3,167</b>	N/C	N/C	N/C	\$2,867	\$3,410	\$4,154	\$4,103	\$4,933	N/C	\$3,729	\$2,351	\$3,538	\$3,437	N/C
<b>Total Monthly Comp.</b>	<b>\$10,637</b>	N/C	N/C	N/C	\$9,789	\$12,457	\$10,448	\$11,544	\$14,289	N/C	\$11,922	\$7,753	\$10,298	\$12,514	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>SUPERVISING RANGER</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Supervising Ranger</b>	N/C	N/C	N/C	Park Ranger Supervisor	N/C	Park Ranger Supervisor	N/C	Police Sergeant	N/C	Watershed Protection Mgr - Chief Ranger	N/C	N/C	N/C	Park Ranger III
<b>Top Monthly Salary</b>	<b>\$7,843</b>				\$6,110		\$8,000		\$8,055		\$10,903				\$6,629
<b>Employee Retirement</b>															
PERS	\$157						\$160		\$725		\$109				
Enhanced PERS Formula	\$388						\$1,092		\$1,099		\$878				\$650
EPMC							\$3		\$65		\$1				
12 Month Highest Salary	\$106								\$189						\$89
Social Security					\$379		\$496		\$499		\$605				\$411
Other															
<b>Insurance</b>															
Cafeteria															
Health	\$1,551				\$1,256		\$2,001		\$1,719		\$1,440				\$500
Dental	\$83				\$123		\$83		\$195		\$118				\$107
Vision	\$10				\$13		\$10								\$17
EAP	\$5				\$6				\$5		\$3				\$3
Life	\$23				\$1		\$7		\$26		\$14				\$5
LTD									\$20		\$41				\$44
STD/SDI															
Other <sup>1</sup>									\$5		\$208				\$300
<b>Leave</b>															
Vacation	\$452				\$351		\$769		\$465		\$630				\$435
Holidays	\$332				\$294		\$369		\$403		\$545				\$280
Administrative/Personal	\$136										\$210				
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>	\$65				\$79		\$71		\$78		\$33				\$41
<b>Deferred Compensation</b>															
Other <sup>2</sup>															\$600
<b>Benefit Cost</b>	<b>\$3,308</b>	N/C	N/C	N/C	\$2,503	N/C	\$5,061	N/C	\$5,493	N/C	\$4,835	N/C	N/C	N/C	\$3,483
<b>Total Monthly Comp.</b>	<b>\$11,151</b>	N/C	N/C	N/C	\$8,613	N/C	\$13,061	N/C	\$13,548	N/C	\$15,738	N/C	N/C	N/C	\$10,112

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- SEIU receives an additional \$300 per month for Health Reimbursement Arrangement.

2 - SCAP & OSD offers an hourly cash allowance of \$3.45 per hour to EE, in addition to their hourly regular earning rate.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>TRAINING AND SAFETY SPECIALIST</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Training &amp; Safety Specialist</b>	Safety Officer	N/C	Safety Officer / Training & Dev Spec	SR Training & Dev Spec / SR Safety Spec	N/C	Assoc Train & Dev Spec II / Assoc Environ Health & Safety Ana	N/C	N/C	N/C	Safety & Risk Mgr / Safety & Tech Training Spec	Safety Coord / Training Off	N/C	N/C	N/C
<b>Top Monthly Salary</b>	<b>\$7,843</b>	\$7,563		\$7,849	\$8,012		\$6,144				\$8,280	\$6,571			
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$157</b>			\$157			\$430				\$83				
<b>Enhanced PERS Formula</b>	<b>\$388</b>	\$609		\$239			\$304				\$666	\$644			
<b>EPMC</b>							\$30				\$1				
<b>12 Month Highest Salary</b>	<b>\$106</b>	\$102					\$83					\$89			
<b>Social Security</b>					\$497		\$381				\$513	\$407			
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>	\$1,788		\$146	\$1,256		\$2,001				\$1,440				
<b>Dental</b>	<b>\$83</b>	\$165			\$123		\$83				\$118				
<b>Vision</b>	<b>\$10</b>	\$10			\$13		\$10								
<b>EAP</b>	<b>\$5</b>	\$3		\$4	\$6						\$3	\$3			
<b>Life</b>	<b>\$23</b>	\$14			\$4		\$7				\$13	\$89			
<b>LTD</b>		\$47									\$31	\$5			
<b>STD/SDI</b>															
<b>Other</b>											\$208				
<b>Leave</b>															
<b>Vacation</b>	<b>\$452</b>	\$436		\$453	\$461		\$591				\$478	\$379			
<b>Holidays</b>	<b>\$332</b>	\$349		\$423	\$385		\$284				\$414	\$354			
<b>Administrative/Personal</b>	<b>\$287</b>	\$291		\$302	\$62						\$159				
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>															
<b>Deferred Compensation</b>					\$80							\$108			
<b>Other<sup>1</sup></b>		\$208			\$268										
<b>Benefit Cost</b>	<b>\$3,394</b>	<b>\$4,022</b>	<b>N/C</b>	<b>\$2,694</b>	<b>\$3,155</b>	<b>N/C</b>	<b>\$4,203</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$4,129</b>	<b>\$2,970</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>
<b>Total Monthly Comp.</b>	<b>\$11,237</b>	<b>\$11,585</b>	<b>N/C</b>	<b>\$10,542</b>	<b>\$11,167</b>	<b>N/C</b>	<b>\$10,348</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>	<b>\$12,409</b>	<b>\$9,541</b>	<b>N/C</b>	<b>N/C</b>	<b>N/C</b>

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

1- City of Palo Alto contributes \$2,500 per year (Excess Benefit) that can be designated among the following options: Medical FSA, Dependent Care FSA, Non-taxable Professional Development Spending Account, or Deferred Compensation.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>VOLUNTEER PROGRAM MANAGER</b>															
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>
<b>Class Title</b>	<b>Volunteer Program Manager</b>	N/C	Program Specialist	Volunteer Prog Coord	Volunteer Prog Coord	Program Coordinator II	Program Manager I	N/C	Supervising Naturalist IV	N/C	Watershed Volunteer Coordinator	Volunteer Svcs Program Mgr-Parks	Volunteer Prog Supv	N/C	N/C
<b>Top Monthly Salary</b>	<b>\$6,941</b>		\$5,670	\$6,450	\$8,252	\$7,020	\$8,280		\$6,814		\$7,075	\$6,497	\$7,240		
<b>Employee Retirement</b>															
<b>PERS</b>	<b>\$139</b>			\$129			\$580		\$273		\$71		\$507		
<b>Enhanced PERS Formula</b>	<b>\$344</b>		\$173	\$197			\$410		\$337		\$570	\$637	\$221		
<b>EPMC</b>							\$41				\$1				
<b>12 Month Highest Salary</b>	<b>\$94</b>		\$77				\$112					\$88			
<b>Social Security</b>					\$512	\$435	\$513		\$422		\$439	\$403			
<b>Other</b>															
<b>Insurance</b>															
<b>Cafeteria</b>				\$970								\$892			
<b>Health</b>	<b>\$1,551</b>		\$1,961	\$188	\$1,256	\$982	\$2,001		\$1,931		\$1,440		\$2,015		
<b>Dental</b>	<b>\$83</b>		\$111		\$123	\$84	\$83		\$195		\$118		\$83		
<b>Vision</b>	<b>\$10</b>		\$13		\$13	\$8	\$10						\$10		
<b>EAP</b>	<b>\$5</b>		\$2	\$4	\$6	\$2			\$5		\$3	\$3	\$2		
<b>Life</b>	<b>\$20</b>		\$12		\$4	\$4	\$7		\$20		\$3	\$9	\$4		
<b>LTD</b>			\$22			\$16			\$3		\$27	\$46	\$16		
<b>STD/SDI</b>									\$68						
<b>Other</b>									\$5						
<b>Leave</b>															
<b>Vacation</b>	<b>\$400</b>		\$502	\$372	\$474	\$430	\$796		\$393		\$409	\$849	\$418		
<b>Holidays</b>	<b>\$294</b>		\$262	\$347	\$397	\$324	\$382		\$354		\$354	\$375	\$278		
<b>Administrative/Personal</b>	<b>\$254</b>		\$65	\$124									\$84		
<b>Auto Allowance</b>															
<b>Uniform Allowance</b>									\$20						
<b>Deferred Compensation</b>			\$92		\$83							\$108			
<b>Other</b>					\$276										
<b>Benefit Cost</b>	<b>\$3,193</b>	N/C	\$3,290	\$2,331	\$3,144	\$2,285	\$4,934	N/C	\$4,025	N/C	\$3,433	\$3,410	\$3,637	N/C	N/C
<b>Total Monthly Comp.</b>	<b>\$10,134</b>	N/C	\$8,960	\$8,781	\$11,396	\$9,305	\$13,215	N/C	\$10,839	N/C	\$10,508	\$9,906	\$10,877	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

**Midpeninsula Regional Open Space District  
Benefits Detail  
January 2014**

<b>WEB ADMINISTRATOR</b>																
<b>Agency</b>	<b>Midpeninsula Regional Open Space District</b>	<b>City of Palo Alto</b>	<b>City of Walnut Creek</b>	<b>County of Marin</b>	<b>County of Sacramento</b>	<b>County of San Mateo</b>	<b>County of Santa Clara<sup>a</sup></b>	<b>County of Santa Cruz</b>	<b>East Bay Regional Park District</b>	<b>Livermore Area Rec &amp; Park District</b>	<b>Marin Municipal WD</b>	<b>Riverside Co Regional Park &amp; OSD</b>	<b>Santa Clara County OSA</b>	<b>Santa Clara Valley WD</b>	<b>Sonoma Co Agri Preservation &amp; OSD</b>	
<b>Class Title</b>	<b>Web Administrator</b>	N/C	N/C	Sys Support Analyst II	N/C	IT Analyst	N/C	N/C	Website Designer	N/C	N/C	IT Web Developer II	N/C	Web Analyst	N/C	
<b>Top Monthly Salary</b>	<b>\$8,035</b>			\$7,416		\$8,459			\$5,801			\$6,730		\$10,019		
<b>Employee Retirement</b>																
<b>PERS</b>	<b>\$161</b>			\$148					\$232							
<b>Enhanced PERS Formula</b>	<b>\$398</b>			\$226					\$287			\$660		\$496		
<b>EPMC</b>																
<b>12 Month Highest Salary</b>	<b>\$108</b>											\$91		\$135		
<b>Social Security</b>						\$524			\$360			\$417				
<b>Other</b>																
<b>Insurance</b>																
<b>Cafeteria</b>				\$968								\$806				
<b>Health</b>	<b>\$1,551</b>			\$146		\$982			\$1,931					\$1,506		
<b>Dental</b>	<b>\$83</b>					\$84			\$195					\$140		
<b>Vision</b>	<b>\$10</b>					\$8								\$24		
<b>EAP</b>	<b>\$5</b>			\$4		\$2			\$5			\$3		\$6		
<b>Life</b>	<b>\$23</b>					\$4			\$17			\$5		\$4		
<b>LTD</b>						\$16			\$2			\$48		\$1		
<b>STD/SDI</b>									\$58			\$2		\$48		
<b>Other</b>									\$5							
<b>Leave</b>																
<b>Vacation</b>	<b>\$464</b>			\$428		\$518			\$335			\$388		\$617		
<b>Holidays</b>	<b>\$340</b>			\$399		\$390			\$301			\$362		\$462		
<b>Administrative/Personal</b>	<b>\$294</b>													\$116		
<b>Auto Allowance</b>																
<b>Uniform Allowance</b>									\$20							
<b>Deferred Compensation</b>														\$33		
<b>Other</b>																
<b>Benefit Cost</b>	<b>\$3,436</b>	N/C	N/C	\$2,320	N/C	\$2,529	N/C	N/C	\$3,747	N/C	N/C	\$2,782	N/C	\$3,588	N/C	
<b>Total Monthly Comp.</b>	<b>\$11,471</b>	N/C	N/C	\$9,736	N/C	\$10,988	N/C	N/C	\$9,548	N/C	N/C	\$9,512	N/C	\$13,606	N/C	

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

a) County of Santa Clara benefits based on 2013 data.

**Appendix III**  
**Proposed Monthly Salary Plan**

**Appendix III**  
**Midpeninsula Regional Open Space District**  
**Proposed Salary Schedule**  
**March 2014**

Range #	Monthly Salary Range									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$2,739	\$2,807	\$2,877	\$2,949	\$3,023	\$3,099	\$3,176	\$3,255	\$3,337	\$3,420
2	\$2,807	\$2,877	\$2,949	\$3,023	\$3,099	\$3,176	\$3,255	\$3,337	\$3,420	\$3,506
3	\$2,876	\$2,947	\$3,021	\$3,097	\$3,174	\$3,253	\$3,335	\$3,418	\$3,504	\$3,591
4	\$2,947	\$3,021	\$3,097	\$3,174	\$3,253	\$3,335	\$3,418	\$3,504	\$3,591	\$3,681
5	\$3,019	\$3,095	\$3,172	\$3,251	\$3,333	\$3,416	\$3,501	\$3,589	\$3,679	\$3,771
6	\$3,095	\$3,172	\$3,251	\$3,333	\$3,416	\$3,501	\$3,589	\$3,679	\$3,771	\$3,865
7	\$3,172	\$3,251	\$3,333	\$3,416	\$3,501	\$3,589	\$3,679	\$3,771	\$3,865	\$3,962
8	\$3,250	\$3,331	\$3,414	\$3,499	\$3,587	\$3,677	\$3,768	\$3,863	\$3,959	\$4,058
9	\$3,331	\$3,414	\$3,499	\$3,587	\$3,677	\$3,768	\$3,863	\$3,959	\$4,058	\$4,160
10	\$3,412	\$3,497	\$3,585	\$3,674	\$3,766	\$3,860	\$3,957	\$4,056	\$4,157	\$4,261
11	\$3,497	\$3,585	\$3,674	\$3,766	\$3,860	\$3,957	\$4,056	\$4,157	\$4,261	\$4,368
12	\$3,583	\$3,672	\$3,764	\$3,858	\$3,955	\$4,053	\$4,155	\$4,259	\$4,365	\$4,474
13	\$3,672	\$3,764	\$3,858	\$3,955	\$4,053	\$4,155	\$4,259	\$4,365	\$4,474	\$4,586
14	\$3,762	\$3,856	\$3,952	\$4,051	\$4,152	\$4,256	\$4,362	\$4,472	\$4,583	\$4,698
15	\$3,856	\$3,952	\$4,051	\$4,152	\$4,256	\$4,362	\$4,472	\$4,583	\$4,698	\$4,815
16	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933
17	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056
18	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,810	\$4,930	\$5,053	\$5,179
19	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,810	\$4,930	\$5,053	\$5,179	\$5,309
20	\$4,355	\$4,464	\$4,575	\$4,690	\$4,807	\$4,927	\$5,050	\$5,176	\$5,306	\$5,438
21	\$4,464	\$4,575	\$4,690	\$4,807	\$4,927	\$5,050	\$5,176	\$5,306	\$5,438	\$5,574
22	\$4,572	\$4,687	\$4,804	\$4,924	\$5,047	\$5,173	\$5,303	\$5,435	\$5,571	\$5,710
23	\$4,687	\$4,804	\$4,924	\$5,047	\$5,173	\$5,303	\$5,435	\$5,571	\$5,710	\$5,853
24	\$4,801	\$4,921	\$5,044	\$5,170	\$5,299	\$5,432	\$5,568	\$5,707	\$5,850	\$5,996
25	\$4,921	\$5,044	\$5,170	\$5,299	\$5,432	\$5,568	\$5,707	\$5,850	\$5,996	\$6,146
26	\$5,041	\$5,167	\$5,296	\$5,429	\$5,564	\$5,704	\$5,846	\$5,992	\$6,142	\$6,296
27	\$5,167	\$5,296	\$5,429	\$5,564	\$5,704	\$5,846	\$5,992	\$6,142	\$6,296	\$6,453
28	\$5,293	\$5,426	\$5,561	\$5,700	\$5,843	\$5,989	\$6,138	\$6,292	\$6,449	\$6,610
29	\$5,426	\$5,561	\$5,700	\$5,843	\$5,989	\$6,138	\$6,292	\$6,449	\$6,610	\$6,776
30	\$5,558	\$5,697	\$5,839	\$5,985	\$6,135	\$6,288	\$6,445	\$6,607	\$6,772	\$6,941
31	\$5,697	\$5,839	\$5,985	\$6,135	\$6,288	\$6,445	\$6,607	\$6,772	\$6,941	\$7,115
32	\$5,836	\$5,982	\$6,131	\$6,284	\$6,442	\$6,603	\$6,768	\$6,937	\$7,110	\$7,288
33	\$5,982	\$6,131	\$6,284	\$6,442	\$6,603	\$6,768	\$6,937	\$7,110	\$7,288	\$7,470

**Appendix III**  
**Midpeninsula Regional Open Space District**  
**Proposed Salary Schedule**  
**March 2014**

Range #	Monthly Salary Range									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
34	\$6,128	\$6,281	\$6,438	\$6,599	\$6,764	\$6,933	\$7,106	\$7,284	\$7,466	\$7,652
35	\$6,281	\$6,438	\$6,599	\$6,764	\$6,933	\$7,106	\$7,284	\$7,466	\$7,652	\$7,844
36	\$6,434	\$6,595	\$6,760	\$6,929	\$7,102	\$7,279	\$7,461	\$7,648	\$7,839	\$8,035
37	\$6,595	\$6,760	\$6,929	\$7,102	\$7,279	\$7,461	\$7,648	\$7,839	\$8,035	\$8,236
38	\$6,756	\$6,924	\$7,098	\$7,275	\$7,457	\$7,643	\$7,834	\$8,030	\$8,231	\$8,437
39	\$6,924	\$7,098	\$7,275	\$7,457	\$7,643	\$7,834	\$8,030	\$8,231	\$8,437	\$8,648
40	\$7,093	\$7,271	\$7,452	\$7,639	\$7,830	\$8,026	\$8,226	\$8,432	\$8,643	\$8,859
41	\$7,271	\$7,452	\$7,639	\$7,830	\$8,026	\$8,226	\$8,432	\$8,643	\$8,859	\$9,080
42	\$7,448	\$7,634	\$7,825	\$8,021	\$8,221	\$8,427	\$8,637	\$8,853	\$9,075	\$9,302
43	\$7,634	\$7,825	\$8,021	\$8,221	\$8,427	\$8,637	\$8,853	\$9,075	\$9,302	\$9,534
44	\$7,820	\$8,016	\$8,216	\$8,422	\$8,632	\$8,848	\$9,069	\$9,296	\$9,528	\$9,767
45	\$8,016	\$8,216	\$8,422	\$8,632	\$8,848	\$9,069	\$9,296	\$9,528	\$9,767	\$10,011
46	\$8,211	\$8,417	\$8,627	\$8,843	\$9,064	\$9,291	\$9,523	\$9,761	\$10,005	\$10,255
47	\$8,417	\$8,627	\$8,843	\$9,064	\$9,291	\$9,523	\$9,761	\$10,005	\$10,255	\$10,511
48	\$8,622	\$8,838	\$9,059	\$9,285	\$9,517	\$9,755	\$9,999	\$10,249	\$10,505	\$10,768
49	\$8,838	\$9,059	\$9,285	\$9,517	\$9,755	\$9,999	\$10,249	\$10,505	\$10,768	\$11,037
50	\$9,053	\$9,279	\$9,511	\$9,749	\$9,993	\$10,243	\$10,499	\$10,761	\$11,030	\$11,306
51	\$9,279	\$9,511	\$9,749	\$9,993	\$10,243	\$10,499	\$10,761	\$11,030	\$11,306	\$11,589
52	\$9,506	\$9,743	\$9,987	\$10,237	\$10,493	\$10,755	\$11,024	\$11,299	\$11,582	\$11,871
53	\$9,743	\$9,987	\$10,237	\$10,493	\$10,755	\$11,024	\$11,299	\$11,582	\$11,871	\$12,168
54	\$9,981	\$10,231	\$10,486	\$10,749	\$11,017	\$11,293	\$11,575	\$11,864	\$12,161	\$12,465
55	\$10,231	\$10,486	\$10,749	\$11,017	\$11,293	\$11,575	\$11,864	\$12,161	\$12,465	\$12,777
56	\$10,480	\$10,742	\$11,011	\$11,286	\$11,568	\$11,857	\$12,154	\$12,458	\$12,769	\$13,088
57	\$10,742	\$11,011	\$11,286	\$11,568	\$11,857	\$12,154	\$12,458	\$12,769	\$13,088	\$13,415
58	\$11,004	\$11,279	\$11,561	\$11,850	\$12,147	\$12,450	\$12,761	\$13,080	\$13,407	\$13,743
59	\$11,279	\$11,561	\$11,850	\$12,147	\$12,450	\$12,761	\$13,080	\$13,407	\$13,743	\$14,086
60	\$11,554	\$11,843	\$12,139	\$12,443	\$12,754	\$13,073	\$13,400	\$13,734	\$14,078	\$14,430
61	\$11,843	\$12,139	\$12,443	\$12,754	\$13,073	\$13,400	\$13,734	\$14,078	\$14,430	\$14,791
62	\$12,132	\$12,435	\$12,746	\$13,065	\$13,392	\$13,726	\$14,069	\$14,421	\$14,782	\$15,151
63	\$12,435	\$12,746	\$13,065	\$13,392	\$13,726	\$14,069	\$14,421	\$14,782	\$15,151	\$15,530
64	\$12,739	\$13,057	\$13,384	\$13,718	\$14,061	\$14,413	\$14,773	\$15,142	\$15,521	\$15,909
65	\$13,057	\$13,384	\$13,718	\$14,061	\$14,413	\$14,773	\$15,142	\$15,521	\$15,909	\$16,307

**Appendix IV**  
**Proposed Salary Range Placement**

**Appendix IV**  
**Midpeninsula Regional Open Space District**  
**Proposed Range Placement Recommendations**  
**March 2014**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Assistant General Manager	\$14,086	N/A	60	\$14,430	2.44%	Internal alignment: 22.5% above Administrative Services Manager, Natural Resources Manager, Operations Manager, and Planning Manager.
Assistant General Counsel II	\$10,767	\$12,561	54	\$12,465	15.77%	Market and range placement.
Administrative Services Manager	\$11,588	\$11,499	51	\$11,589	0.01%	Market and range placement.
Natural Resources Manager	\$11,588	\$11,695	51	\$11,589	0.01%	Market and range placement.
Operations Manager	\$11,588	\$11,407	51	\$11,589	0.01%	Market and range placement and internal alignment: anchor to Administrative Services Manager and Natural Resources Manager.
Planning Manager	\$11,588	\$12,162	51	\$11,589	0.01%	Market and range placement and internal alignment: anchor to Administrative Services Manager and Natural Resources Manager.
Assistant General Counsel I	\$10,255	N/A	50	\$11,306	10.25%	Internal alignment: 10% below Assistant General Counsel II.
Public Affairs Manager	\$11,588	\$10,816	49	\$11,037	-4.75%	Market and range placement and internal alignment: anchor to Real Property Manager.
Real Property Manager	\$11,588	\$10,999	49	\$11,037	-4.75%	Market and range placement.
Area Superintendent	\$9,534	\$9,539	43	\$9,534	0.00%	Market and range placement.
Human Resources Supervisor	\$9,534	\$9,642	43	\$9,534	0.00%	Market and range placement.
District Clerk	\$9,080	\$9,194	42	\$9,302	2.44%	Market and range placement.
Senior Resource Management Specialist	\$9,301	N/A	41	\$9,080	-2.38%	Internal alignment: 20% above Resource Management Specialist II.
Senior Planner	\$9,534	N/A	40	\$8,859	-7.08%	Internal alignment: 10% above Planner III.
Senior Management Analyst	\$9,080	N/A	40	\$8,859	-2.43%	Internal alignment: 15% above Management Analyst.
GIS Administrator	\$8,858	\$8,761	40	\$8,859	0.01%	Market and range placement.
Media Communications Supervisor	\$9,301	\$8,692	39	\$8,648	-7.02%	Market and range placement.
Planner III	\$8,647	\$8,071	36	\$8,035	-7.08%	Market and range placement.
Supervising Ranger	\$7,843	\$8,000	36	\$8,035	2.45%	Market and range placement.
Community Outreach Specialist	\$7,470	\$7,966	36	\$8,035	7.56%	Market and range placement.
Information Technology Administrator	\$8,035	\$7,889	35	\$7,844	-2.38%	Market and range placement.
Real Property Specialist	\$7,843	\$7,781	35	\$7,844	0.01%	Market and range placement.
Management Analyst II	\$7,843	\$7,609	34	\$7,652	-2.44%	Market and range placement.
Human Resources Analyst	Proposed	\$7,681	34	\$7,652	Proposed	Market and range placement.
Training and Safety Specialist	\$7,843	\$7,706	34	\$7,652	-2.44%	Market and range placement.
Website Administrator	\$8,035	\$7,416	33	\$7,470	-7.03%	Market and range placement.
Maintenance, Construction, and Resource Supervisor	\$7,843	\$7,521	33	\$7,470	-4.76%	Market and range placement.
Resource Management Specialist II	\$7,470	\$7,441	33	\$7,470	0.00%	Market and range placement.
Public Affairs Specialist	\$7,470	\$7,075	31	\$7,115	-4.75%	Market and range placement.
Management Analyst I	\$7,114	N/A	30	\$6,941	-2.43%	Internal alignment: 10% below Management Analyst II.
Volunteer Program Manager	\$6,941	\$7,020	30	\$6,941	0.00%	Market and range placement.
Docent Program Manager	\$6,941	\$6,712	29	\$6,776	-2.38%	Market and range placement.
Resource Management Specialist I	\$6,775	N/A	29	\$6,776	0.01%	Internal alignment: 10% below Resource Management Specialist II.
Planner II	\$7,114	N/A	28	\$6,610	-7.08%	Internal alignment: 20% below Planner III.

recommendation is 20% below GM salary

currently 45% below GC; recommendation will be 25% below GC

market only = 50 (\$11,306)

market only = 53 (\$12,168)

currently 5% below AGC II

market only = 48 (\$10,768)

currently 25% above RMS II

**Appendix IV  
Midpeninsula Regional Open Space District  
Proposed Range Placement Recommendations  
March 2014**

<b>Class Title</b>	<b>Current Maximum Monthly Salary</b>	<b>Market Placement</b>	<b>Proposed Salary Range</b>	<b>Proposed Maximum Monthly Salary</b>	<b>Percent Difference</b>	<b>Rationale</b>
Equipment Mechanic/Operator	\$6,146	\$6,474	27	\$6,453	5.00%	Market and range placement.
Planner I	\$6,775	N/A	26	\$6,296	-7.07%	Internal alignment: 5% below Planner II and 5% above GIS Technician.
Accountant	\$7,114	\$6,192	25	\$6,146	-13.61%	Market and range placement.
Executive Assistant	\$6,453	\$5,927	24	\$5,996	-7.08%	Market and range placement.
Information Technology Technician	\$6,146	\$6,031	24	\$5,996	-2.44%	Market and range placement.
Ranger	\$6,146	\$5,949	24	\$5,996	-2.44%	Market and range placement.
GIS Technician	\$5,853	\$5,941	24	\$5,996	2.44%	Market and range placement.
Volunteer Program Lead	\$5,853	N/A	24	\$5,996	2.44%	Internal alignment: 15% below Volunteer Program Manager.
Public Affairs Program Coordinator	\$6,146	N/A	23	\$5,853	-4.77%	Internal alignment: 20% below Public Affairs Specialist.
Lead Open Space Technician	\$5,853	N/A	23	\$5,853	0.00%	Internal alignment: 10% above Open Space Technician.
Senior Administrative Assistant	\$5,996	N/A	22	\$5,710	-4.77%	Internal alignment: 10% above Administrative Assistant.
Senior Accounting Technician	\$6,295	N/A	21	\$5,574	-11.45%	Internal alignment: 10% above Accounting Technician.
Human Resources Technician	\$5,710	\$5,328	19	\$5,309	-7.02%	Market and range placement.
Farm Maintenance Worker	\$5,309	N/A	19	\$5,309	0.00%	Internal alignment: anchor to Open Space Technician.
Open Space Technician	\$5,309	\$5,302	19	\$5,309	0.00%	Market and range placement.
Administrative Assistant	\$5,348	\$5,121	18	\$5,179	-3.16%	Market and range placement.
Accounting Technician	\$5,710	\$5,076	17	\$5,056	-11.45%	Market and range placement.
Seasonal Open Space Technician	\$3,865	N/A	6	\$3,865	0.00%	Internal alignment: 32.5% below Open Space Technician.

**Legend for columns:**

- Column 1 - Classification Title.
- 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.
- 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).

**Appendix IV  
Midpeninsula Regional Open Space District  
Proposed Range Placement Recommendations  
March 2014**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
<b>Administration</b>						
Assistant General Manager	\$14,086	N/A	60	\$14,430	2.44%	Internal alignment: 22.5% above Administrative Services Manager, Natural Resources Manager, Operations Manager, and Planning Manager.
Administrative Services Manager	\$11,588	\$11,499	51	\$11,589	0.01%	Market and range placement.
Human Resources Supervisor	\$9,534	\$9,642	43	\$9,534	0.00%	Market and range placement.
District Clerk	\$9,080	\$9,194	42	\$9,302	2.44%	Market and range placement.
Information Technology Administrator	\$8,035	\$7,889	35	\$7,844	-2.38%	Market and range placement.
Human Resources Analyst	Proposed	\$7,681	34	\$7,652	Proposed	Market and range placement.
Training and Safety Specialist	\$7,843	\$7,706	34	\$7,652	-2.44%	Market and range placement.
Website Administrator	\$8,035	\$7,416	33	\$7,470	-7.03%	Market and range placement.
Accountant	\$7,114	\$6,192	25	\$6,146	-13.61%	Market and range placement.
Executive Assistant	\$6,453	\$5,927	24	\$5,996	-7.08%	Market and range placement.
Information Technology Technician	\$6,146	\$6,031	24	\$5,996	-2.44%	Market and range placement.
Senior Accounting Technician	\$6,295	N/A	21	\$5,574	-11.45%	Internal alignment: 10% above Accounting Technician.
Human Resources Technician	\$5,710	\$5,328	19	\$5,309	-7.02%	Market and range placement.
Accounting Technician	\$5,710	\$5,076	17	\$5,056	-11.45%	Market and range placement.
<b>General Counsel</b>						
Assistant General Counsel II	\$10,767	\$12,561	54	\$12,465	15.77%	Market and range placement.
Assistant General Counsel I	\$10,255	N/A	50	\$11,306	10.25%	Internal alignment: 10% below Assistant General Counsel II.
<b>Natural Resources</b>						
Natural Resources Manager	\$11,588	\$11,695	51	\$11,589	0.01%	Market and range placement.
Senior Resource Management Specialist	\$9,301	N/A	41	\$9,080	-2.38%	Internal alignment: 20% above Resource Management Specialist II.
Resource Management Specialist II	\$7,470	\$7,441	33	\$7,470	0.00%	Market and range placement.
Resource Management Specialist I	\$6,775	N/A	29	\$6,776	0.01%	Internal alignment: 10% below Resource Management Specialist II.
<b>Operations</b>						
Operations Manager	\$11,588	\$11,407	51	\$11,589	0.01%	Market and range placement and internal alignment: anchor to Administrative Services Manager and Natural Resources Manager.
Area Superintendent	\$9,534	\$9,539	43	\$9,534	0.00%	Market and range placement.
Supervising Ranger	\$7,843	\$8,000	36	\$8,035	2.45%	Market and range placement.
Maintenance, Construction, and Resource Supervisor	\$7,843	\$7,488	33	\$7,470	-4.76%	Market and range placement.
Equipment Mechanic/Operator	\$6,146	\$6,474	27	\$6,453	5.00%	Market and range placement.
Ranger	\$6,146	\$5,949	24	\$5,996	-2.44%	Market and range placement.
Lead Open Space Technician	\$5,853	N/A	23	\$5,853	0.00%	Internal alignment: 10% above Open Space Technician.
Farm Maintenance Worker	\$5,309	N/A	19	\$5,309	0.00%	Internal alignment: anchor to Open Space Technician.
Open Space Technician	\$5,309	\$5,302	19	\$5,309	0.00%	Market and range placement.
Seasonal Open Space Technician	\$3,865	N/A	6	\$3,865	0.00%	Internal alignment: 32.5% below Open Space Technician.

recommendation is 20% below GM salary

currently 45% below GC; recommendation will be 25% below GC

currently 5% below AGC II

currently 25% above RMS II

market only = 50 (\$11,306)

**Appendix IV  
Midpeninsula Regional Open Space District  
Proposed Range Placement Recommendations  
March 2014**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
<b>Planning</b>						
Planning Manager	\$11,588	\$12,162	51	\$11,589	0.01%	Market and range placement and internal alignment: anchor to Administrative Services Manager and Natural Resources Manager.
Senior Planner	\$9,534	N/A	40	\$8,859	-7.08%	Internal alignment: 10% above Planner III.
GIS Administrator	\$8,858	\$8,761	40	\$8,859	0.01%	Market and range placement.
Planner III	\$8,647	\$8,071	36	\$8,035	-7.08%	Market and range placement.
Planner II	\$7,114	N/A	28	\$6,610	-7.08%	Internal alignment: 20% below Planner III.
Planner I	\$6,775	N/A	26	\$6,296	-7.07%	Internal alignment: 5% below Planner II and 5% above GIS Technician.
GIS Technician	\$5,853	\$5,941	24	\$5,996	2.44%	Market and range placement.
<b>Public Affairs</b>						
Public Affairs Manager	\$11,588	\$10,816	49	\$11,037	-4.75%	Market and range placement and internal alignment: anchor to Real Property Manager.
Media Communications Supervisor	\$9,301	\$8,692	39	\$8,648	-7.02%	Market and range placement.
Community Outreach Specialist	\$7,470	\$7,966	36	\$8,035	7.56%	Market and range placement.
Public Affairs Specialist	\$7,470	\$7,075	31	\$7,115	-4.75%	Market and range placement.
Volunteer Program Manager	\$6,941	\$7,020	30	\$6,941	0.00%	Market and range placement.
Docent Program Manager	\$6,941	\$6,712	29	\$6,776	-2.38%	Market and range placement.
Volunteer Program Lead	\$5,853	N/A	24	\$5,996	2.44%	Internal alignment: 15% below Volunteer Program Manager.
Public Affairs Program Coordinator	\$6,146	N/A	23	\$5,853	-4.77%	Internal alignment: 20% below Public Affairs Specialist.
<b>Real Property</b>						
Real Property Manager	\$11,588	\$10,999	49	\$11,037	-4.75%	Market and range placement.
Real Property Specialist	\$7,843	\$7,781	35	\$7,844	0.01%	Market and range placement.
<b>General</b>						
Senior Management Analyst	\$9,080	N/A	40	\$8,859	-2.43%	Internal alignment: 15% above Management Analyst.
Management Analyst II	\$7,843	\$7,609	34	\$7,652	-2.44%	Market and range placement.
Management Analyst I	\$7,114	N/A	30	\$6,941	-2.43%	Internal alignment: 10% below Management Analyst II.
Senior Administrative Assistant	\$5,996	N/A	22	\$5,710	-4.77%	Internal alignment: 10% above Administrative Assistant.
Administrative Assistant	\$5,348	\$5,121	18	\$5,179	-3.16%	Market and range placement.

market only = 53 (\$12,168)

market only = 48 (\$10,768)

**Legend for columns:**

- Column 1 - Classification Title.
- 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.
- 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).

## **Appendix V**

### **Additional Benefits**

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Retiree Health Benefits
Midpeninsula Regional Open Space District	EE who retires from District and who begins receiving CalPERS retirement benefits within 120 days of separation from District employment will be eligible to continue his/her CalPERS medical plan coverage during retirement; District currently contributes \$350 per month toward cost of such EE's retiree medical plan premium.
City of Palo Alto	Management, Confidential, Professional, Appointed: EE hired prior to 1/1/04, monthly City-paid premium contributions for retiree-selected health plan through CalPERS will be made as provided under PEMHCA. City's contribution for EE retiring on/after 1/1/07 and prior to 3/31/11 shall be amount necessary to pay for cost of enrollment in health benefits plan up to monthly premium for second most expensive plan offered to active staff during contract term. City's contribution for EE hired before 1/1/04 who retires on/after 3/30/11, shall be same contribute amount it makes from time to time for active City EE. EE hired after 1/1/04, is eligible for 50% of specified ER health premium contribution after 10 years of service credit provided 5 of those years were performed with city; after 10 years of service, each additional service credit year increases ER contribution % by 5% until at 20 years = 100% and 90% of dependent coverage. City's premium contribution for EE hired after 1/1/04 = minimum contribution set by PERS based on weighted average of available health plan premiums. SEIU: Monthly City-paid premium contributions for a retiree-selected health plan through the CalPERS Health Benefits Program will be made as provided under the Public Employees' Medical and Hospital Care Act. Effective 1/1/07 the City's monthly employer contribution for each retiree shall be the amount necessary to pay for the cost of his or her enrollment, in a health benefits plan up to the monthly premium for the 2nd most expensive plan offered to the SEIU employee (among the existing array of plans). However, the City contribution for an employee hired before January 1, 2005 who retires on or after April 1, 2011 shall be the same contribution amount it makes from time to time for active City employees. For 2012, the contribution for dependents is 95% (100% in 2013) of difference between the applicable "Employee and One Dependent" or "Family" maximum employer contribution for Active SEIU employees and the maximum monthly employer contribution for "Employee Only" coverage.
City of Walnut Creek	Retirement Health Savings Plan: EE with 15 cumulative yrs of regular, full-time service through 25 <sup>th</sup> year of service, contributions are remitted in arrears for each complete month of an EE's active service; 100% immediate vesting; General – City contributes \$75 per month and Confidential, Professional, and General Management – City contributes \$125 per month.
County of Marin	Benefit Plan 1: EE membership date prior to 10/1/87 with 5 years of credited County service and continuity of coverage = 100% payment of medical and dental premiums for retiree. Benefit Plan 2: EE membership date prior to 10/1/93 with 5 years of credited County service and continuity of coverage = \$2,275 per year for medical and dental premiums and Medicare reimbursement. Benefit Plan 3: EE membership date on/after 10/1/93 (and eligibility for Plan 1 and/or 2) with 5 years of credited County service and continuity of coverage = benefit premiums paid subject to years of credited service; if EE has 30+ years of credited service County will pay for spousal coverage based on same criteria as retiree. Benefit Plan 4: EE membership date on/after 1/1/08 with 5 years of credited County service and continuity of coverage = benefit premiums paid subject to years of credited service with allocation factor of \$150 per year to max of \$3,000 at 20 years.
County of Sacramento	County contributes \$25 per pay period to Retiree Health Savings Plan. County will not provide a subsidy toward retiree health and dental insurance.

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Agency	Retiree Health Benefits
County of San Mateo	Management, Attorneys, Confidential: For EE who hired prior to 4/1/08, County will pay one month's health, dental, and vision premium for EE and eligible dependents for each 8 hours of unused sick leave. For EE who were hired between 4/1/08 and 12/31/10, County will pay \$700 toward premium for one month of retiree health plan and full cost of one month of dental and vision coverage for every 8 hours of unused sick leave. For active management EE, County will contribute \$100 per month during employment to post-employment health reimbursement account on pre-tax basis. For management EE hired after 1/1/11, County will pay \$400 toward premium for one month of retiree health plan for every 8 hours of unused sick leave; upon exhaustion of sick leave, management will be credited with additional hours of sick leave as follows: 10-15 years of service = 96 hours, 15-20 years of service = 192 hours, 20+ years of service = 288 hours. AFSCME, SEIU: County pays \$440 toward monthly premium for one retiree plan (either health/dental) for every 8 hrs of unused sick leave; annual inflation factor for those who retire with at least 15 yrs of service; 8-hr sick leave conversion reduced to 6 hrs if more than 20 yrs service; EE credited with additional sick leave hrs based on yrs service; EE separating from County service without retirement are not eligible for this benefit.
County of Santa Clara	If hired prior to 8/12/96, must be 50 years of age and have 5 years of service; if hired between 8/12/96 and 6/18/06 must be 50 years of age and have 8 years of service; if hired on/after 6/19/06 must be 50 years of age and have 10 years of service. All must retire from PERS and County on same date. County provides premium payment equivalent to 100% of Kaiser and VHP in service area rate for retiree only. CEMA, CCAA EE contribute \$13.50 on biweekly basis to offset portion of the County's annual required contribution.
County of Santa Cruz	Effective, 1/1/12, County contributes PEMHCA minimum (2014 = \$119 per month) toward retiree medical premiums. In addition, County may make a longevity contribution to reimburse retirees for a portion of the cost of health premium deducted from the retiree's pension. Longevity contributions shall be paid directly to the retiree by the County. EE who retire on/after 1/1/12 longevity contribution toward retiree health insurance, when added to PEMHCA minimum will total amount show in the following schedule: 0-5 years = PEMHCA minimum only; each additional year of service above 5 years shall be recognized with fixed \$ increase up to max of \$507 for retiree only and max of \$557 for retiree plus one or more dependents at age 55 with 20 years of service. Retirees who retired on/before 12/31/11 from County shall be given one-time election to choose between longevity contribution or alternative longevity contribution: 0-5 years of service = PEMHCA minimum, 6-15 years of service: retiree only = \$367 per month and retire plus one or more = \$457 per month; 16+ years of service: retiree only = \$450 per month and retire plus one or more = \$513 per month.
East Bay Regional Park District	<u>AFSCME</u> : District contributes \$100 per month for retiree age 55 up to 65 with 10+ yrs service, District contributes \$200 per month for retiree age 55 to 65 with 20+ yrs of service. The retiree and spouse or domestic partner shall have the option of continuing enrollment in the District offered health plans until age 65 at their own expense. District will contribute \$1 per month as the employer required PEMHCA amount for retirees enrolled in CalPERS medical plans. Beginning in 2012, the monthly contribution amount will increase by 5% each year until the time that the employer contribution for retirees equals the employer contribution paid for employees, which in 2012 is \$112 a month, under the equal contribution method. As supplemental medical coverage, each retired employee and spouse will be offered one of the following options at District expense, if the employee was hired by the District as a regular employee prior to January 1, 2012: (1) Enrollment in the AARP Extended Medicare Supplement (M) or (2) Reimbursement, in an amount equal to the amount required to fund the AARP option, of the premium paid by the retiree for medical coverage or (3) If enrolled as a retiree in a CalPERS Health Plan, reimbursement will be in an amount equal to the amount required to fund the AARP option less the amount contributed by the District as the Public Employees Medical and Hospital Care Act (PEMHCA) employer contribution. <u>POA</u> : The District will contribute to retiree medical (i.e. all current and future retirees of the CalPERS retirement plan) at a cost per month per retiree equal to the PEMHCA minimum (set at \$108.00 for 2011) required each year.
Livermore Area Recreation & Park District	None. Retiree benefits through ACERA. Presently ACERA provides a retired member who has ten (10) or more years of service and is enrolled in an ACERA sponsored health plan a Monthly Medical Allowance (MMA) for the payment of their health insurance premium. The amount of the allowance is prorated according to a member's years of ACERA service credit. There is no contribution paid toward health plan premiums for a retiree with less than 10 years of service or for surviving spouses or beneficiaries and former spouses. MMA amounts are as follows: 0-9 years = \$0; 10-14 years = \$261.08 per month; 15-19 years = \$391.62 per month; 20+ years = \$522.16 per month.

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Agency	Retiree Health Benefits
Marin Municipal Water District	The District will contribute toward covered retired employees, as defined by PERS regulations for the PERS covered retiree or the retiree and one dependent. Any additional costs for retired employees for the PERS medical insurance coverage chosen by the retired employees shall be their responsibility. The maximum District contribution will be up to the middle plan (high to low) offered. The District shall pay for dental coverage for a retiree plus one dependent, for those retirees with ten (10) or more full years of continuous service with the District, until the retiree attains age 65.
Riverside County Regional Park & Open Space District	General Parks Unit: Park Supervisory; Professional; Trades, Labor, & Craft; Inspections & Technical: Supervisory: County contributes \$25 per month for health insurance through County. Parks Management, Unrepresented Management Attorneys, Management, Confidential, Unrepresented Management: EE on/after 11/1/05, County contributes \$256 per month for health insurance through County.
Mountains Recreation & Conservation Authority	None
Riverside County Regional Park & Open Space District	General Parks Unit: Park Supervisory; Professional; Trades, Labor, & Craft; Inspections & Technical: Supervisory: County contributes \$25 per month for health insurance through County. Parks Management, Unrepresented Management Attorneys, Management, Confidential, Unrepresented Management: EE on/after 11/1/05, County contributes \$256 per month for health insurance through County.
Santa Clara County Open Space Authority	None
Santa Clara Valley Water District	EE hired prior to 12/30/06: Medical coverage is provided for retired employees with 10 years of continuous District service. Medical coverage is provided for retired employees and one eligible dependent with 15 or more years of continuous District service. Medical, Dental and Vision coverage is provided for retired Unclassified employees plus two (2) or more eligible dependents with 25 or more years of continuous District service. EE hired on/after 12/30/06 and prior to 3/1/07: Medical coverage is provided for retired employees with 10 years of continuous District service. Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. Medical coverage is provided for retired employees and one eligible dependent with 15 or more years of continuous District service. Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. Medical, Dental and Vision coverage is provided for retired Unclassified employees plus two (2) or more eligible dependents with 25 or more years of continuous District service. Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. EE hired on/after 3/1/07: Medical coverage is provided for retired employees with 15 years of continuous District service. Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. Medical coverage is provided for retired employees and one eligible dependent with 20 or more years of continuous District service. Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less.

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Agency	Retiree Health Benefits
Sonoma County Agricultural Preservation & Open Space District	<p>Department Head, Administrative Management, Unrepresented Confidential, Unrepresented, SCLEA: EE hired before 1/1/90 (and continuously employed without break in service, contributing member to SCERA, and retire directly from County service) receive the following benefits through 5/31/09: County will contribute toward cost of any eligible retiree and eligible dependents, the same \$ amount as contributed toward active Unrepresented Administrative Management EE (BU 50). EE hired on/after 1/1/90 but before 1/1/09 (and 10+ years of service (retiree only) or 20+ years (retiree plus dependent), contributing member to SCERA, and retire directly from County service) receive the following benefits through 5/31/09: County will contribute toward cost of any eligible retiree and eligible dependents, the same \$ amount as contributed toward active Unrepresented Administrative Management EE (BU 50). Effective 12/10/02, County shall contribute to cost of County-sponsored medical plan for eligible DH and spouse, domestic partner, and/or eligible dependent provided DH has at least 10 years of service. Effective 6/1/09, above retiree health benefits shall be replaced with the following: County will contribute toward cost of any eligible retiree and eligible dependents, the same \$ amount as contributed toward active Unrepresented Administrative Management EE (BU 50) plus additional specified \$ amount. For EE hired on/after 1/1/09, County shall contribute to a Defined Contribution retiree medical benefit plan (HRA); EE eligible must be contributing member of SCERA and 2 years of consecutive years of service; initial County contribution = \$2,400; after initial contribution, County shall contribute \$0.58 per pay status hour (-\$100 per month). SEIU: EE hired before 1/1/09, retiree must have completed at least 10 years of consecutive regular F/T paid County service, be a contributing member of SCERA, and retire directly from County service. County shall contribute the same amount as contributed toward cost of County offered medical plans for active unrep admin management EE (BU 50) (no less than \$500 per month). Surviving spouse shall receive same benefits and contributions. EE hired on/after 1/1/09, County shall contribute to defined contribution retiree medical benefit plan for EE in form of deposit to Health Reimbursement Arrangement (HRA); initial contribution = \$2,400 and regular on-going contribution = \$0.58 per pay status hour (-\$100 per month). Surviving spouse may continue benefits but is responsible for costs.</p>

**Midpeninsula Regional Open Space District  
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Agency	Education and Certification Incentive Pay	On-Call and Call-Out Pay	Shift Differential Pay
Midpeninsula Regional Open Space District	Open Space Technician (OST) who possess or acquire valid Class A or B license with tanker endorsement and who are willing to use it as directed by District receive 1% differential in pay; Lead OST who have valid Class A license and willing to use it as directed by District receive 1% differential in pay.	Represented: EE not residing in District housing called back to work from his/her residence outside of regular work hours will receive minimum of 3 hours of call-back time paid at time and ½; EE residing in District housing called back to work from his/her residence outside of regular work hours will receive minimum of 1 hour call-back time paid at time and ½. Court Appearance and Court Standby: EE required to appear in court outside of regular work hours will receive minimum 2 hours callback time paid at time and ½; and EE placed by court on standby outside of regular work hours may choose to report to work or remain available to court away from work and EE who report to work will receive minimum of 2 hours standby time paid at time and ½, provide court appearance does not overlap with scheduled shift and EE who chooses to remain available to court away from work receive compensation of ½ of hourly rate of pay for minimum of 2 hours, provided court standby does not overlap with his/her scheduled shift or any other on-duty work time.	Represented: EE with minimum 10 years of consecutive service and has no below standard rating on last performance evaluation shall be eligible for 1% lump sum payment after completion of annual performance evaluation. Unrepresented: 1% after 10 years of service (lump sum payment) with no below standards performance evaluation, and thereafter annually, and only if at top of salary range.
City of Palo Alto	SEIU: A Heavy Equipment Operator, Line Person, Line Person Lead, or Maintenance Mechanic who possesses the legally required certification for operation of any crane will receive an increase of one percent (1%) of their base rate. SEIU: The City will pay special registration and/or certification fees which are required by Management. SEIU: The City will pay for the Department of Motor Vehicles (DMV) licensing fees for all employees required to maintain a Commercial Driver's License in accordance with the California Vehicle Code and applicable laws prescribed by the Department of Transportation.	Management, Confidential, Professional, Appointed: EE eligible for OT may be entitled to stand-by pay approved by CM on case by case basis: compensation: M-F = \$40 per day, Sat, Sun, and Holidays = \$58 per day. xempt management and professional classifications will be compensated for call out pay with management approval as follows: EE previously left City premises, is called back to work location outside of regularly scheduled working hours, call back is for emergency arising out of situations involving real or potential loss of service, property, or personal danger: compensation: M-F = \$140 per day, Sat and Sun = \$200 per day. SEIU: Employees performing standby duty shall be compensated at the daily rates established: Monday through Friday \$50 Saturday, Sunday, Holidays \$73. Employees not otherwise excluded from receiving overtime pay who are called out to perform work shall be compensated for at least two hours' pay from the time of the call-out for each occurrence at the appropriate overtime rate. The two-hour minimum does not apply to employees called out to work while earning pay for being in a standby status unless called out to perform billable customer convenience work in which case the two-hour minimum will apply.	Management, Confidential, Professional, Appointed: Night shift differential = 5% if assigned to shift between 6 pm and 8 am. SEIU: Night shift premium of \$1.44 per hour shall be paid to employees for work performed between 6:00 p.m. and 8:00 a.m. This premium shall not apply to an employee whose schedule does not qualify for shift differential who requests an earlier scheduled start time that would otherwise qualify the employee for the premium. A minimum of two hours must be worked between 6 p.m. and 8:00 a.m. to qualify for the premium.
City of Walnut Creek	None	When EE is called out for overtime work, minimum payment for each such call out shall be 3 hours pay at straight time rate or time and one-half for hours actually worked, whichever is greater.	None
County of Marin	None	MCMEA: EE who departed from work location and is called back is guaranteed minimum of 4 hours employment at applicable rate of pay unless OT work immediately precedes regular shift. EE assigned to standby status shall be paid 1 hour's pay at EE's hourly salary rate for every 4-hour period or fraction thereof. Administrative Response Compensation provided to EE who are required to be available by telephone or pager from 5:00 pm to 8:00 am on weekdays and 24-hours on Sat, Sun, and holidays; EE will be paid \$2.50 per hour. MAPE: EE who departed work location and called back is guaranteed 4 hours' employment at applicable rate of pay unless OT work immediately precedes regular shift. EE assigned to standby shall receive 2 hours' pay for each 8-hour shift EE is on standby and not called back to work.	MCMEA: Offered but only to Detention Nursing Supervisor, Mental Health Unit Supervisor, and Supervising Crisis Specialist. MAPE: County agrees to pay 5% shift premium for swing shift (4+ hours worked between 5 PM and Midnight) and 10% shift premium for graveyard shift (4+ hours worked between 10 PM and 8 AM).
County of Sacramento	Park Maintenance Supervisor and Park Maintenance Worker: 2% for CA Qualified Applicators License and 1.5% for Qualified Applicators Certificate; additional 0.5% for each additional CA Qualified Applicators License/Certification category used in conjunction with work. 3% differential for Agricultural Pest Control Advisors License + 0.5% differential for additional CA Agricultural Pest Control Advisor's License category used in conjunction with work. Additional 1% of pay for Class A DL with Hazardous Materials Endorsement or Tanker Endorsement (BU 006, Park Maintenance Supervisor, and Senior Equipment Mechanic), Account Clerk Levels I-III, Accounting Technician, Office Assistant Level I-II, Office Specialist Level I-II, Real Estate Specialist, Secretary, Senior Office Assistant, Senior Office Specialist: 30-59 undergraduate semester units above MQ's for job class = 2.5% of base salary and 60+ undergraduate semester units above MQ's for job class = 2.5% of base salary. Certification that is not required as part of MQ's and certificates from CSU, UC, and community college system: total certificate and education incentive pay max = 5%. Natural Resource Supervisor, Natural Resources Specialist, Senior Natural Resources Specialist: Wildlife Biologist certification = 2% incentive pay. Equipment Mechanic or Automotive Mechanic (Range A and B): Up to max 6%; ASE certificates = 0.5% - 4% and State CA Welder certification/qualification = 2%.	BU 001, 005, 006, 17, 31: EE required to remain on standby for emergency work shall be compensated equivalent to 2 hours straight time pay for each standby shift (standby shift of >4 hours shall be compensated at 1 hour for BU 005). EE who performs emergency work on standby duty shall be compensated minimum of 2 hours OT per shift. EE not on standby called back to work shall be compensated minimum 2 hours OT.	BU 001, 005, 17: EE who work night shift (before 8:00 am and after 5:00 pm) receive 7.5% of daily rate. BU 10: EE who work night shift (before 8:00 am and after 5:00 pm) receive 5% of daily rate.

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Agency	Education and Certification Incentive Pay	On-Call and Call-Out Pay	Shift Differential Pay
County of San Mateo	None	Management: EE assigned to on-call duty shall be paid \$2 per hour for each hour. AFSCME: Employees shall be paid an hourly rate of \$4.40 for time in which they are required to be in an on-call status.	AFSCME and SEIU: EE assigned to work shift of 8 hrs or more which starts between 2:00 pm and 3:00 am shall be paid for all hrs worked during such shift at 8% above EE's base pay (at least \$20 above EE's base pay); split shift defined as normal daily shift which is worked over span of more than 9 consecutive hrs, EE shall be paid \$3 per each split shift worked in addition to all other compensation. Management Employees shall be paid shift differential for all hours so worked between the hours of 6:00 p.m. and 6:00 a.m. Shift differential pay is pay at a rate that is one step above the employee's base pay in the salary range for his/her classification.
County of Santa Clara	None	SEIU: Workers assigned to on-call duty shall receive \$33 for each 8-hour shift of assigned call duty.	SEIU: Workers assigned to on-call duty shall receive \$33 for each 8-hour shift of assigned call duty.
County of Santa Cruz	None	General Represented, Middle Management: Time spent answering phone calls or responding to calls by phone is considered time worked which counts towards OT: EE who is called back to duty shall be considered on-call until reaches job site; travel time to job site shall not be considered time worked; time worked shall be deducted from prescribed on-call shift to determine appropriate on-call pay: EE assigned to on-call shall receive \$2.00 per hour when assigned to be on-call (or \$16 for 8-hour period, \$32 for 16-hour period, and \$48 for 24-hour period). EE ordered to return to work site by the department head or designated agent following termination of normal work shift shall be considered to be on call-back; responses to phone calls or performing work at home shall not be considered call-back duty; travel time to and from work site shall not be considered time worked; if EE has physically left home and receives call cancelling call-back, 2-hour minimum shall be paid: EE shall be compensated for actual time worked at 1.5 times regular hourly rate provided minimum 2 hours of OT compensation shall be allowed for all periods of work less than 2 hours.	General Represented: Swing Shift: EE who work 8+ consecutive hours including at least 4 hours of work between hours of 5:00 pm and 12:00 am shall be paid at rate of \$1.00 per hour above hourly salary rate. Graveyard Shift: EE who work 8+ consecutive hours including at least 4 hours between hours of 12:00 am and 8:00 am shall be paid at rate of \$1.10 per hour above hourly salary rate. Middle Management: EE who work 8+ consecutive hours including at least 4 hours of work between hours of 6:00 pm and 8:00 am shall be paid 5% above hourly salary rate.

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Agency	Education and Certification Incentive Pay	On-Call and Call-Out Pay	Shift Differential Pay
East Bay Regional Park District	<p>AFSCME: Class A driver's license = \$600 per year. Regular employees in the classifications Park Ranger II, Park Craft Specialist, Park Supervisor, Senior Equipment Mechanic, and Farm Technician 1 who maintain a commercial drivers license shall receive annual incentive pay. Employees in other classifications who are approved for participation in the program by their department chief or Assistant General Manager shall receive incentive pay. The annual incentive for obtaining a Commercial Class A License shall be \$800. The annual incentive for obtaining a Commercial Class B License shall be \$400. The incentive shall be included with employee paychecks on or before December 1st of each year. Employees shall receive commercial driver acting pay at \$15 for each day they operate equipment requiring a Class A or Class B commercial drivers license. Contra Costa Trails and Roads and Trails Park Craft Specialists: Contra Costa Trails and Roads and Trails Park Craft Specialists shall possess a State of California Class A Drivers License and shall receive a 5% pay differential. These positions shall not be eligible for any other Commercial Drivers License Incentive Pay or Acting Driver Pay. Supervision of Quagga Mussel Inspection Program. The Del Valle Park Craft Specialist shall receive a six percent (6%) salary incentive for the coordination of the Quagga Mussel Inspection Program and the supervision of the Del Valle park staff on the regular weekly days off of the Del Valle Park Supervisor in lieu of receiving \$15.00 per day acting pay. Industrial Fire Lieutenants are required to maintain a valid CA Firefighter Endorsement (F) and will receive an annual incentive of \$800.00. Industrial Firefighters who maintain a valid CA Firefighter Endorsement (F) will receive an annual incentive of \$400.00. The incentive pay will be included with employee paychecks on or before December 1 of each year. Incentives will be prorated when a license is obtained or not renewed after the beginning of the calendar year. Industrial Firefighters are required to attend annual Emergency Vehicle Operations Course (EVOC) training.</p> <p>Police Association: A 1.0% incentive will be paid for sworn personnel who possess an Intermediate Certificate. A 2.5% incentive will be paid to sworn personnel who possess an Associate of Arts degree or an Advanced Certificate. A 3.5% incentive will be paid to sworn personnel who possess an Associate of Arts degree and an Intermediate Certificate. A 5.0% incentive will be paid to sworn personnel who possess a Bachelor's Degree or who possess an Associate of Arts degree and an Advanced Certificate. A 6.0% incentive will be paid to sworn personnel who possess a Bachelor's Degree and an Intermediate Certificate. A 7.5% incentive will be paid to sworn personnel who possess a Bachelor's Degree and an Advanced Certificate. Police Sergeants, Police Officers, Communications Dispatcher/Community Service Officers, Dispatch Supervisors, the Property and Evidence Specialist and Fire Captains required by this Department or by State Law to attend a training class on a duty day, but not contiguous with their shift, will be guaranteed a minimum of three hours overtime at 1.5 times their regular rate. If the required training is contiguous with a regular duty shift, the employee shall be guaranteed a minimum of one hour overtime at 1.5 times their regular rate. If the training falls on a regular day off, the employee will be guaranteed a minimum of four hours overtime at 1.5 times their regular rate. When a Communications Dispatcher/Community Service Officer or Dispatch Supervisor is assigned as a Communications Training Officer (CTO) and working directly with the Dispatcher-in-Training to train a newly hired employee, the Communications Dispatcher/Community Service Officer will receive 5% of base pay for each such day. When a Police Officer or Sergeant is assigned as a Field Training Officer (FTO) and working directly with the Officer-in-Training, the FTO shall receive 5% of base pay for each such day.</p>	<p>AFSCME: EE called back to from home to work outside of regularly scheduled shift shall be paid at OT rate either actual time on job plus portal-to-portal pay or 2 hours, whichever is greater. EE assigned to standby duty shall receive 2 hours regular pay for each 8 hours on standby. <u>POA</u>: Standby time is computed at the rate of 1/2 straight time, for the actual time on standby status. If overtime worked is contiguous with a work shift, it will include actual time at 1.5 times the regular rate. When such time is on scheduled time off, the employee will receive a minimum of three (3) hours at 1.5 times the regular rate or the actual hours at 1.5 times the regular rate, whichever is greater. When such time is on a scheduled day off, the employee will receive a minimum of four (4) hours at 1.5 times the regular rate or the actual hours at 1.5 times the regular rate, whichever is greater. When an officer has a court appearance scheduled on time off, and such appearance is canceled with less than 24 hours notice, the officer shall be given two hours of pay at 1.5 times the regular rate. An employee called to duty on a normal day off will receive a minimum of four hours pay at 1.5 times the regular rate. An employee called to duty on a duty day, but not an extension of their regular tour of duty, nor for training time, will receive a minimum of three hours of pay at the overtime rate. When an employee is on callback status they will also be entitled to one hour of travel time computed at 1.5 times the regular rate in addition to the above listed minimums.</p>	<p>AFSCME: 25% for EE regularly assigned to hours after 7:00 pm; second shift in equipment maintenance receives 7.5%.</p>

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Agency	Education and Certification Incentive Pay	On-Call and Call-Out Pay	Shift Differential Pay
Livermore Area Recreation & Park District	None	EE receive minimum of 2 hours of overtime pay.	2.5% of base salary.
Marin Municipal Water District	None	SEIU: EE on standby shall receive 2 hours of regular straight time hourly pay for each regular work day of standby duty and 3 hours of regular straight time hourly pay for each regularly scheduled day off and holiday. In the event EE is on standby for period shorter or longer than 7 days, pro rata amount shall be paid. EE called back to work outside normal work hours shall receive minimum credit of 2 hours, even if time worked is less than amount credited, and this time shall be deemed overtime and paid at 1.5 times regular hourly rate of pay.	SEIU: EE on standby shall receive 2 hours of regular straight time hourly pay for each regular work day of standby duty and 3 hours of regular straight time hourly pay for each regularly scheduled day off and holiday. In the event EE is on standby for period shorter or longer than 7 days, pro rata amount shall be paid. EE called back to work outside normal work hours shall receive minimum credit of 2 hours, even if time worked is less than amount credited, and this time shall be deemed overtime and paid at 1.5 times regular hourly rate of pay.
Riverside County Regional Park & Open Space District	General Park Unit and Park Supervisory: District shall designate at least 3 EE, as part of assigned duties, may be required to drive equipment that requires Class A or B license: EE hired prior to 5/7/98 who maintains Class A or B license and designated to operate such equipment shall receive biweekly bonus calculated at rate = \$0.10 per hour, not to exceed 80 hours biweekly: Certified Pool Operator/Municipal Pool Operator = \$0.15 per hour: Pesticide License, Certified Pest Control Applicator, Certified Playground Inspector, Grade I Wastewater certificate, Grade I Water Distribution certificate, and Grade I Water Treatment certificate = \$0.25 per hour: Licensed Pest Control Advisor = \$0.50 per hour. Professional: Land Surveyor or Architecture license = 10 range differential.	General Park Unit, Park Supervisory: Callback pay is minimum of 1-hour callback: standby pay equal to 1 hour for every 8 hours on standby (select classifications only = \$1.29 per hour). Professional: Callback pay is minimum 1-hour call back, some classifications 3-hour minimum: standby pay is 1 hour for every 8 hours on standby, some classifications receive \$2.75, \$3.00, or \$3.75 per hour. Trades, Labor, & Craft: Inspections & Technical: Callback pay is minimum of 1-hour callback: standby pay equal to 1 hour for every 8 hours on standby (select classifications only = \$1.20 per hour). Non-Exempt Confidential and Management: Minimum of 1 hour call back: 1 hour for every 8 hours on standby. Supervisory: Callback pay is minimum 1-hour call back, some classifications 3-hour minimum: standby pay is 1 hour for every 8 hours on standby.	General Park Unit, Park Supervisory: 3:00 pm – 11:30 pm = \$1.05 per hour and 11:30 pm – 7:30 am = \$1.85 per hour; field operations day shift after 4:30 pm = \$1.05 per hour and after 11:30 pm = \$1.85 per hour; administration day shift after 5:00 pm = \$1.05 per hour, if over 30 minutes after completion of regular shift. Trades, Labor, & Craft: Inspections & Technical: 3:00 pm – 11:00/11:30 pm = \$0.60 per hour, 11:00 pm – 7:00/7:30 am = \$1.20 per hour; select classifications 3:00 pm – 11:00 pm = \$0.75 per hour, 11:00 pm – 7:00 am = \$1.30 per hour. Non-Exempt Confidential and Management: 3:00 pm – 11:00 pm = \$0.60 per hour, 11:00 pm – 7:00 am = \$1.20 per hour. Professional and Supervisory: 3:00 pm – 11:30 pm = \$0.60 per hour, 11:00 pm – 7:30 am = \$1.20 per hour.
Santa Clara County Open Space Authority	None	Non	None
Santa Clara Valley Water District	None	EA: EE required to remain on-call during non-working hours shall receive 1 hour pay for first 5-8 hours within single 24-hour period and 1/2 hour pay for each additional 5-8 hours within same 24-hour period. EE who is on-call for entire weekend shall receive 8 hours pay for weekend. EE reporting to work from on-call status or who are called back to work from off-duty hours shall be paid on portal-to-portal basis meaning time from when EE enters District facility to time when EE leaves District facility. EE shall be compensated for 2 hours, or actual time worked, whichever is greater at 1.5 EE's base rate of pay.	EA: EE required to remain on-call during non-working hours shall receive 1 hour pay for first 5-8 hours within single 24-hour period and 1/2 hour pay for each additional 5-8 hours within same 24-hour period. EE who is on-call for entire weekend shall receive 8 hours pay for weekend. EE reporting to work from on-call status or who are called back to work from off-duty hours shall be paid on portal-to-portal basis meaning time from when EE enters District facility to time when EE leaves District facility. EE shall be compensated for 2 hours, or actual time worked, whichever is greater at 1.5 EE's base rate of pay.

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Education and Certification Incentive Pay	On-Call and Call-Out Pay	Shift Differential Pay
Sonoma County Agricultural Preservation & Open Space District	<p>SCLEA: Full time management employees (0044) are given an allowance of \$750 per year for staff development. SEIU: Non- Supervisory receive \$600 per year and Supervisory receive \$650 per year for staff development.</p>	<p>Unrepresented Confidential, Unrepresented: EE assigned to standby duty shall receive \$4.75 per hour. If and when County calls EE back to work EE shall be paid call-back pay – minimum of 2 hours or each hour actually worked at 1.5x EE's base hourly rate. EE asked to respond by phone shall receive minimum of 1 hour at 1.5x EE's base hourly rate. SEIU: If and when County calls EE back to work EE shall be paid call-back pay – minimum of 2 hours or each hour actually worked at 1.5x EE's base hourly rate. If and when County calls Maintenance EE back to work EE shall be paid call-back pay – minimum of 3 hours or each hour actually worked at 1.5x EE's base hourly rate. EE asked to respond by phone shall receive minimum of 1 hour at 1.5x EE's base hourly rate. EE assigned to standby duty shall receive \$4.75 per hour. SLCEA: Each employee who is assigned to standby shall be paid \$3.25 for each hour that the employee stands by on call. Employees who are called back to work after having completed the normal shift and after having left the work site, shall be entitled to receive a minimum of two (2) hours pay at the applicable rate for all callbacks received within that two hours call-back period. Such employees who are called back to work shall be compensated for regular time or overtime, as the case may be.</p>	<p>more than 50% of shift hours between 2 pm and 10 pm to receive evening shift differential = 5% above EE's base hourly rate. EE who works more than 50% of shift hours between 10 pm and 8 am receive night shift premium = 10% above EE's base hourly rate. SLCEA: Employees in the classes of Park Ranger VIII entitled to receive shift differential premium, shall be paid as follows: An employee whose shift starts at 7:00 a.m. or later and ends by 7:00 p.m. shall not be eligible for shift pay. An employee who is assigned to work and actually works fifty percent (50%) or more of his or her assignment on an evening shift, (2:00 p.m. to 10:00 p.m.), or a night shift, (10:00 p.m. to 8:00 a.m.), is entitled to receive a shift differential premium for hours worked as defined below: a) Shift differential premium pay shall be paid only for hours worked on the defined shift. b) An employee who is assigned to and works fifty percent (50%) or more of his or her shift hours between 2:00 p.m. and 10:00 p.m. shall receive the evening shift differential premium specified in Section 16.4.2. The evening shift premium shall be paid for all hours worked after 2:00 p.m. and up to the ending of the assigned shift, if the night shift premium eligibility does not apply. c) An employee who is assigned to and works fifty percent (50%) or more of this or her shift hours between 10:00 p.m. and 8:00 a.m. shall receive the night shift premium. The night shift premium shall be paid for all hours worked after 10:00 p.m. up to the ending of the assigned night shift, if the evening shift premium eligibility does not apply. Shift Differential – Evening and Night) Evening shift premium: five percent (5%) of the base hourly rate per hour, for each eligible hour. b) Night shift premium: ten percent (10%) of the base hourly rate per hour, for each eligible hour.</p>

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Part-time Benefits
Midpeninsula Regional Open Space District	Represented: Medical, dental, and basic life insurance benefits for regular part-time (one-half time or greater) EE shall be provided on a prorated basis.
City of Palo Alto	SEIU, Management, Professional: City medical premium contributions will be prorated for part-time employees based on the number of hours per week the part-time employee is assigned to work.
City of Walnut Creek	General: EE receive prorated general leave benefits and holiday pay; effective until 9/17/09 (for medical coverage effective through 10/31/09), authorized part-time EE schedule to work 20 hours or more per week on a continuous basis, City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate; effective 9/18/09 (for medical coverage effective 11/1/09), City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate with EE cost-sharing equal to 1% of gross earnings. Confidential: EE receive prorated general leave benefits and holiday pay; effective until 8/20/09 (for medical coverage effective through 9/30/09), authorized part-time EE schedule to work 20 hours or more per week on a continuous basis, City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate; effective 8/21/09 (for medical coverage effective 10/1/09), City shall contribute amount equal to 47.5% of Kaiser Traditional Plan single-party rate with EE cost-sharing. Professional: EE receive prorated general leave benefits and holiday pay; effective until 8/20/09 (for medical coverage effective through 9/30/09), authorized part-time EE schedule to work 20 hours or more per week on a continuous basis, City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate; effective 8/21/09 (for medical coverage effective 10/1/09), City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate with EE cost-sharing equal to 0.55% of gross earnings. General Management: Professional: EE receive prorated general leave benefits, holiday pay, administrative leave, management development plan; effective until 8/20/09 (for medical coverage effective through 9/30/09), authorized part-time EE schedule to work 20 hours or more per week on a continuous basis, City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate; effective 8/21/09 (for medical coverage effective 10/1/09), City shall contribute amount equal to ½ of Kaiser Traditional Plan single-party rate with EE cost-sharing equal to 1% of gross earnings.
County of Marin	MCMEA: All regular-hire EE working less than ½ time per pay period will be ineligible for County medical, dental, and life insurance coverage and/or any other benefit options. MAPE: Part-time, regular-hire employees who are normally assigned to work half time or more in a pay period shall be entitled to all benefits provided in this Chapter on a pro-rata basis. Part-time, regular-hire employees, who are normally assigned to work less than half a pay period and who were hired prior to October 1, 1986 and who elected to continue benefit coverage shall also be entitled to all benefits provided in this Chapter on a pro-rata basis.
County of Sacramento	Regular P/T EE who work minimum of 40 hours per biweekly pay period shall be eligible to participate in benefit programs.

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Part-time Benefits
County of San Mateo	AFSCME and SEIU Extra Help: County pays 50% of total HealthWorx premium (dental & vision benefits not covered); EE pays 7.5% of salary per pay period into 401(a) deferred compensation account and upon termination of employment funds can be rolled over into another qualified account; EE who do not work on holiday but work scheduled shift immediately before and after holiday, receive 4 hrs holiday pay at straight time; also eligible for shift differential pay and on-call pay (if hard-to-fill position).
County of Santa Clara	Park Ranger, SEIU: EE filling P/T positions of ½-time or more shall receive prorated medical, dental, vision, and life contributions; EE working 20 hr or less in workweek will receive evening shift differential if at least 2 hrs of assigned schedule of contiguous hrs meet guidelines.
County of Santa Cruz	P/T General Represented EE shall be eligible to receive annual leave on prorated basis after completing hours of service equivalent to 6 months. P/T Middle Management EE shall be eligible to receive prorated vacation after completion hours of service equivalent to 1 year; shall also be advanced initial credit of administrative leave equal to number of authorized weekly hours at time of appointment. County agrees to pay entire EE coverage for P/T positions (20+ hours per week) in same manner as F/T EE for medical, dental, vision, and life insurance benefits.
East Bay Regional Park District	Part time employee refers to any employee who normally works less than 35 hours per week. A full time employee normally works 35 hours or more per week. Regular part time employees shall accrue vacation and all other benefits afforded full time regular employees on a pro rata basis according to the time such employee actually works in relation to the normal work week for the full time classification. Six month employees assigned to job classifications in Appendix A shall be part of the Unit and shall be entitled to benefits hereunder except for limitations described under the Major Medical/Hospital Insurance Plan.
Livermore Area Recreation & Park District	Temporary part-time non-benefited EE's and their eligible family members receive 20% off District recreational classes, camps, and activities, as well as season swim pass and free admittance to various "drop-in programs".
Marin Municipal Water District	Regular, Part-Time EE hired for less than 40-hour workweek are eligible for fringe benefits on a pro rata basis.
Riverside County Regional Park & Open Space District	P/T regular EE hired after 1/1/90 are eligible for flexible benefit program; 20-29 hrs per week = 50% of contribution and 30-39 hrs per week = 75% contribution.
Santa Clara County Open Space Authority	EE who works 20 or more hours per week, but less than 40 is considered a part-time employee. Benefit premiums for part-time employees are paid on a pro-rated basis. EE working less than 20 hours a week, are also considered part-time employees, but are not eligible for benefits
Santa Clara Valley Water District	P/T EE who work minimum 40 hours per pay period and participate in PERS are entitled to the following benefits on same terms as F/T regular EE: medical, vision, dental, life, and disability insurances. EE receive holiday, vacation, sick, and personal leave on prorated basis.

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Part-time Benefits
Sonoma County Agricultural Preservation & Open Space District	<p>Department Head, Administrative Management, Unrepresented Confidential, Unrepresented, SEIU: County shall contribute to EE's deferred compensation account as follows: EE contribution = 3.5% and County contribution = 4%. County contributes to health premiums on prorated basis. EE allocated to position of 32+ hours biweekly (0.4 FTE) shall be eligible to participate in County health plans (medical, dental, and vision). Unrepresented Administrative Management and Unrepresented Confidential EE who is allocated to position of 0.75+ FTE shall receive coverage as if were F/T EE. SLCEA: Part-time employees in allocated positions of thirty-two (32) hours or more biweekly (.40 FTE minimum) shall be eligible to participate in the County's medical, dental and vision plans and the County's contribution toward their premiums shall be pro-rated. Pro-ration shall be based on the number of pay status hours in the pay period, excluding overtime.</p>

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Retirement Formula	Longevity Program	Housing Programs	Other
Midpeninsula Regional Open Space District	2.5%@55	Represented: EE with minimum 10 years of consecutive service and has no below standard rating on last performance evaluation shall be eligible for 1% lump sum payment after completion of annual performance evaluation. Unrepresented: 1% after 10 years of service (lump sum payment) with no below standards performance evaluation, and thereafter annually, and only if at top of salary range.	EE pay 50% of market rent; Rangers preferred: EE expected to be on-call and respond to call.	None
City of Palo Alto	<a href="#">2.7%@55</a>	None	There are no City-owned housing benefits for EE.	SEIU: \$35 per pay period shall be paid to a bilingual employee whose abilities have been determined by the Human Resource Director as qualifying to fill positions requiring bilingual speaking and/or writing ability when the employee regularly performs such duties. SEIU: Mechanics in Equipment Maintenance, Park Maintenance Lead, Motorized Equipment Mechanic and Mobile Services Technician shall be paid a tool allowance of \$610 annually. SEIU: Management, Professional: Public Transit and Vanpool. The City provides tax-free commute incentives up to the current IRS limit, as may be amended from time to time, (currently \$125/month) are available through the Commuter Check Direct (CCD) website for employees using Bay Area public transportation or riding in a registered vanpool at least 60% of their scheduled work days. Administration of the Commuter Check benefit shall be subject to the rules and regulations of the third-party administrator. b) Bicycle. The City will provide employees with a tax-free incentive of \$20 per month to eligible employees who ride a bicycle to work. c) Carpool. The City will provide with a taxable incentive of \$30 per month to each eligible employee in a carpool with two or more licensed drivers. d) Walk. The City will provide employees with a taxable incentive of \$20 per month to eligible employees who walk to work.
City of Walnut Creek	2%@55	None	There are currently three rangers who reside at City properties; monthly rent for each facility is \$402, effective July 1, 2010: "Tenant agrees that, as part of the consideration paid for the use and occupancy of the premises, Tenant will . . .respond to operational, maintenance, and visitor service needs in the Walnut Creek Open Space which may occur outside of the Tenant's regular working hours and respond to any emergency situation occurring at or in the immediate vicinity of the Walnut Creek Open Space".	Career Development Allowance (Admin Policy 79-5) Employees are reimbursed for expenses under the career development allowance or expenses are paid directly by the City e.g. attending a conference.
County of Marin	2%@55	None	None	None
County of Sacramento	BU 17 - Tier II 3%@50	None	None	Park Maintenance Worker: Park Maintenance Worker I assigned to operate dozer or lagger, grader or larger, or back hoe will receive 5% pay differential. Senior Park Maintenance Worker assigned to work remote sites and does not report to onsite supervisor shall receive 5% differential.
County of San Mateo	Not PERS: 2%@55.5	None	None	AFSCME, SEIU: Bilingual Pay A salary differential of \$50 biweekly shall be paid incumbents of positions requiring bilingual proficiency as designated by the appointing authority and Human Resources Director. Bilingual pay for employees carrying a caseload at least 50% of which is comprised of non-English speaking clients shall be paid a salary differential of \$60. Park Rangers with a current California Grade II Wastewater Certificate who provide relief for the Ranger assigned to Memorial Park wastewater treatment plant, shall receive the amount of one step (5.74%) in addition to all other compensation when providing relief. Only one employee may be so assigned. Park Rangers and the Equipment Mechanic/Operator, Parks, assigned to perform maintenance work at the Parks Division maintenance Unit at Coyote Point shall receive premium pay at the rate of ten percent (10%) of their base salary in addition to all other compensation.

**Midpeninsula Regional Open Space District  
Additional Benefits  
January 2014**

Agency	Retirement Formula	Longevity Program	Housing Programs	Other
County of Santa Clara	Non-Safety: 2.5%@55; Safety: 3%@50	None	None	PRA: Field Training Differential - 5% per hour. SEIU: Stenography differential - 5% if taking and transcribing dictation is -10% of job, position is only one in office available to take dictation, or position acts as back-up in situation where there are several persons to dictate (Office Specialist series and Administrative Assistant); Pesticide recommendation differential = one salary range higher than regular position's class (-5%) when assigned to write pesticide recommendations for Parks & Recreation department. CEMA: A Park Field Support Manager who obtains and maintains a valid Agricultural Pest Control Advisor License issued by the State of California and is assigned to perform pest control advisory functions shall be compensated at a range approximately seven and a half percent (7.5%) higher than that specified for regular positions in this classification. This differential shall be limited to one position in Parks. PRA, SEIU, CEMA: On recommendation of the appointing authority and the Director of Personnel, the County may approve payments of \$150.00 per month to a bilingual employee whose abilities have been determined by the Director of Personnel as qualifying to fill positions requiring bilingual speaking and/or writing ability. CEMA: The County has established a Manager/Supervisor Program for the purpose of training all managerial and administrative professional staff. The County has set aside eighty five thousand dollars (\$85,000) per fiscal year during the term of this Agreement to conduct this training program for all CEMA represented employees.
County of Santa Cruz	<a href="#">2%@55</a>	General Represented: Prior to 7/12/97, EE who completed 30 years of service = 3% differential. On/After 7/12/97, EE who completed 25 years of service = 3% differential. Middle Management and Executive Management: EE with 25 years of F/T service shall be paid 3% of base hourly rate.	None	Middle Management: On 12/7/91, EE received \$0.29 per hour increase in base hourly salary in lieu of receipt of previous business expense allowance. Executive Management: \$100 per year Business Expense Allowance.
East Bay Regional Park District	Non-POA; AFSCME, Management & Confidential: 2.5%@55; POA: 3%@50	None	None	Craft Lead Pay: Journey level employees who supervise field projects shall be entitled to lead pay of \$15 per day if the following criteria are met: (a) Employee is responsible for the project; (b) Project must be estimated to last or does last 10 working days or more; and (c) Employee must supervise 2 or more journey level staff. The Ranger II, Park Craft Specialist, and the Apprentice positions working in the Maintenance Division shall be considered journey level for the purpose of this article. Spray Pay Premium: There shall be a \$13 per day premium for an employee who broadcast sprays chemicals listed under categories "I Danger" and "II Warning" in the District approved chemical list. American Association of Retired Persons (AARP): Each employee, upon reaching age 64, and all retired employees will be provided a membership for themselves and their spouse in AARP at District expense. Safety Glasses: The District will pay up to the District designated amount (See Personnel Administrative Manual) for prescription safety glasses.
Livermore Area Recreation & Park District	<a href="#">1.33%@50%</a>	None	Any employee of the District, when assigned to additional duties as a security watch at a public park or campground, may be entitled to free or reduced rental charge for quarters or trailer space in addition to the normal compensation.	None
Marin Municipal Water District	<a href="#">2.7%@55</a>	None	N/A - Program not established; using MROSD as a reference in developing/revising program.	None

**Midpeninsula Regional Open Space District  
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Agency	Retirement Formula	Longevity Program	Housing Programs	Other
Riverside County Regional Park & Open Space District	3%@60	None	Parks General Unit and Park Supervisory: Rates for maintenance, including living quarters, meals, or laundry service, furnished by District to any EE, shall be fixed by resolution of the Board of Supervisors from time to time. Possessory interest tax on District owned residence in a County park occupied by District EE is assessed and paid annually. District shall meter utilities and charge EE for utilities used at actual rate and amount. Resident employees are not expected to be available to Dept at all times: availability will be determined by scheduled work hours, scheduled standby, and authorized overtime. Dept EE who reside in County-owned housing not as condition of employment are required to pay fair market value rent, utilities, and possessory interest tax. Dept EE who reside in mobile homes will pay utilities and possessory interest tax. Dept EE who reside in County-owned home as condition of employment pay monthly maintenance fee, utilities, and possessory interest tax.	Equipment Operator II: Equipment Operators operating any dozer which is a D-8 equivalent or larger, shall be paid \$1.00 per hour for time actually worked operating the dozer; or Equipment Operators operating a trash compactor shall be paid \$0.50 per hour for time actually worked operating the compactor. The Regional Park & Open-Space District shall designate at least three (3) employees who, as part of their assigned duties, may be required to drive equipment that requires the operator to possess and maintain a valid California Class "A" or "B" Driver's License. An employee hired prior to May 7, 1998, who maintains a current California Class "A" or "B" Driver's License and is designated to operate such equipment, shall receive a biweekly bonus, calculated at the rate of ten cents (\$0.10) per hour for each hour worked, not to exceed eighty (80) hours per biweekly pay period.
Santa Clara County Open Space Authority	<a href="#">2% @ 55</a>	Sick leave conversion plan: upon resignation, separation from service, or retirement, EE in good standing with 5+ years of service shall receive cash payment of equivalent cash value of 1/3 accrued sick leave.	None	None
Santa Clara Valley Water District	2.5%@55 hired before 3/19/12; 2%@60 hired on/after 3/19/12.	None	None	EA: Incumbents of classes who possess, maintain, and use in the regular course of their duties, a Qualified Applicators Certificate (QAC - pesticide spray card), shall be compensated at a rate two (2) ranges higher than that to which they are otherwise entitled. Maintenance Worker III and Heavy Equipment Operator who obtain and maintain a valid crane certification shall be compensated at a rate two (2) ranges higher than that to which they are normally entitled. Senior Maintenance Workers that carried the crane certification prior to their appointment to that position will also be included for this differential.
Sonoma County Agricultural Preservation & Open Space District	3%@60	None	SEIU: Park Ranger III, Parks & Grounds Maintenance Worker III, and Parks & Grounds Maintenance Supervisor may be assigned to live in County-provided housing. Consideration in assignment to housing within each ranger area will be given to rank in following order by earliest hire date: 1) Rangers, 2) Park Maintenance Workers...no rent is charged. EE granted license to utilize housing will be charged individual maintenance cost based upon cost of providing utilities and normal maintenance upkeep of residence structure; Board of Supervisors shall set maintenance fee and fee shall be deducted from EE paycheck, not to exceed 15% of salary. No standby or callback pay will be paid except for off-shift work including emergency responses will be counted toward hours work for computing OT. Reasonable cost of housing will not be added to EE's base hourly rate in computing regular rate of pay. SLCEA: Any employee in the class of Park Ranger III may be assigned to live in County provided housing. Consideration in assignment to housing within each ranger area will be given to rank in the following order by earliest hire date: 1) Rangers, 2) Park Maintenance Workers, 3) Aquatic Specialist, 4) Events Services Supervisor, and 5) Building Events Workers	Unrepresented Confidential: EE shall be entitled to receive premium pay of \$0.90 per hour. Staff Development Benefit Allowance: Unrepresented = \$500 per year; Unrepresented Confidential = \$750 per year; Board of Supervisor, Administrative Management, Elected DH, DH = \$950 per year: used for reimbursement of computer hardware and mobile devices, wellness/physical fitness, continuing education, or in-service training. One-Time Lump Sum Payment (Unrep Confidential, Unrep, SEIU): On 4/10/13, County shall pay EE with one-time lump sum payment as follows: base pay up to \$36.50 per hour = \$455, base pay up to \$36.51 per hour = \$682.50; in additional County shall contribute into EE's HRA one-time, lump sum payment of \$100. On 12/4/13, County shall pay EE with one-time lump sum payment as follows: base pay up to \$36.50 per hour = \$735, base pay up to \$36.51 per hour = \$1,102. On 12/4/14, County shall pay EE with one-time lump sum payment as follows: base pay up to \$36.50 per hour = \$525, base pay up to \$36.51 per hour = \$787.50; in additional County shall contribute into EE's HRA one-time, lump sum payment of \$100. SCLCA: The County will make available \$400 per year for each eligible full-time employee and \$200 per year for each eligible part-time employee for use towards a physical fitness program. SEIU: Any employee in the class of Park Ranger Trainee, Park Ranger III and Parks & Grounds Maintenance Worker II who is permanently assigned to the North Coast reporting locations for Stillwater Cove and Gualala shall receive a ten percent (10%) premium for all hours assigned and actually worked.

**Midpeninsula Regional Open Space District  
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Agency	Budget-Driven Human Resources Strategies
Midpeninsula Regional Open Space District	In 2012 District employees paid 2% towards California Public Employees' Retirement System (CalPERS). Upon the ratification of a new employee agreement in 2012 employees' contribution to retirement increased 2% each year and District employees now contribute 6%. By July 1, 2014 District employees will pay 8% of their PERS contribution towards retirement. Employees hired on or after January 1, 2013 receive 2%@62 formula for retirement and pay 6.25% towards their retirement. District
City of Palo Alto	Tiered Retirement System: EE hired on/after 7/17/10, City offers 2%@60 formula and effective 10/6/12, EE pay 7% contribution.
City of Walnut Creek	EE cost-sharing for Medical Insurance - General: Effective 9/18/09, 1% of actual gross regular earnings; Confidential: Effective 8/21/09, 5% of Kaiser premium for required coverage level; Professional: Effective 8/21/09, % of gross regular earnings based on coverage level (EE only = 0.55%, 2-party = 0.9%, and Family = 1.3%); General Management: Effective 8/21/09, 1% go gross regular earnings. Mandatory Time Off (Furlough) – General, Confidential, Professional, General Management: 4 days in 2009-10 and 4 days in 2010-11. Money Purchase Plan – In 2009, City stopped contributing on behalf of EE. Executive: Effective 7/1/09 through 6/30/11, City Manager, City Attorney, and Executive EE agreed to voluntary 2% reduction in base salaries.
County of Marin	No COLAS given in current fiscal year; under soft hiring freeze.
County of Sacramento	None.
County of San Mateo	Tiered Retirement System: EE hired on/after 7/1/11 receive 1.725%@58 (Plan V). AFSCME: New Retirement Plans: For new employees hired on or after July 1, 2011, upon the adoption of a resolution making Government Code section 31676.1 effective, the retirement benefit options shall be: Current Plan 3: Non-contributory plan. If a member elects Plan 3 with the option to transfer to Plan 5 after providing the equivalent of five years of service (10,400 hours) to the County that option is for future Plan 5 service only. After providing the equivalent of ten years of service (20,800 hours) to the County, employees may elect to transfer to Plan 4 by entering into an agreement with the San Mateo County Employees' Retirement Association (SamCERA) to pay all of the incremental employee and employer contributions that would have been required if the employee had been in Plan 4 since the date of employment, plus interest. Plan 5: 1.725% @ 58 (pre-enhancement tier) with no 3% cost share Current Plan 4: 2% @ 55.5 (as described in 25.3 above) is closed to new employees hired on or after the effective date of the commencement of Plan 5. However, employees may transfer into Plan 4 after providing the equivalent of ten years (20800 hours) of service in Plan 5, and entering into an agreement with the San Mateo County Employee's Retirement Association to pay all of the employee and employer contributions that would have been required if the employee had been in Plan 4 since the date of employment. Retirement COLA: Employees hired after January 1, 2011 or upon agreement with all bargaining units in the retirement plan (whichever is later) and as is set forth by resolution, new employees will pay up to 50% of the Retirement COLA cost as determined by SamCERA.
County of Santa Clara	Furlough: CCAA EE required to take 3 unpaid furlough days in 2012 and 2013. SEIU between 06/25/12 and 06/23/13 all workers must take 4 unpaid furlough days (32 hours). CEMA in FY 13 all full-time, regular employees will be required to take 2 days (16 hours) of furlough Part-time employees shall have furlough hours pro-rated. EAA in FY 13 all full time, regular employees will be required to take 3 days (24 hours) of furlough. Part-time employees shall have furlough hours pro-rated.
County of Santa Cruz	General Represented: All EE were required to take 144 hours (-6.92% of pay) of unpaid furlough between 7/9/11 and 7/6/12 and additional 114.576 hours (-4.62%) between 7/7/12 and 9/10/13. Unrepresented Executive Group (Elected Officials and County Counsel Attorneys), Middle Management: For fiscal year 7/1/12 through 6/30/13 = 108.16 hours of unpaid furlough time.
East Bay Regional Park District	None.

**Midpeninsula Regional Open Space District  
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Agency	Budget-Driven Human Resources Strategies
Livermore Area Recreation & Park District	2013-2014: Increase employee contribution to ACERA by 1%, decreased ER's contribution by 1%; wages were frozen 2008 – 2013; some positions have been eliminated; a couple of programs that received subsidy were eliminated; increased fees in programs.
Marin Municipal Water District	None.
Riverside County Regional Park & Open Space District	Trades, Labor, & Craft and Inspections & Technical: EE shall be required to take minimum of 5 hrs of unpaid personal leave per pay period (minimum of 120 hrs) during fiscal year 2010-11; EE shall be required to take 4 hrs unpaid personal leave per pay period (minimum of 88 hrs) during fiscal year 2011-12; effective 8/12/10, cost of living increases shall be frozen and not payable during duration of MOU (expires 6/30/12). Professional and Supervisory: Employees will be permitted to take voluntary furlough time.
Santa Clara County Open Space Authority	None.
Santa Clara Valley Water Distirct	None.
Sonoma County Agricultural Preservation & Open Space District	EE hired on/after 1/1/13 receive 2%@62 formula with final compensation based on 3 year average; members will pay 50% of normal costs plus 3.03% of pensionable compensation toward County's employer contribution to retirement costs