

**Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN**

**Fiscal Year 2024/2025 - Effective April 14, 2025 (Pay Period 25-09)**

Last revised: 04/09/2025, 10/23/2024, 07/10/2024, 06/26/2024, 04/10/2024, 11/08/2023, 10/11/2023, 06/28/2023, 06/14/2023, 04/26/2023

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Intern	6	25.7093	32.0996	4,456	5,564	53,475	66,767	PT
Seasonal Open Space Technician	10	28.3363	35.3983	4,912	6,136	58,940	73,628	PT
Seasonal Ranger Aide	10	28.3363	35.3983	4,912	6,136	58,940	73,628	PT
Seasonal Ranger	16	32.8155	40.9695	5,688	7,101	68,256	85,217	PT
Administrative Assistant	20	36.1805	45.1609	6,271	7,828	75,255	93,935	FT
Farm Maintenance Worker	21	37.0659	46.2901	6,425	8,024	77,097	96,283	FT
Open Space Technician*	21	37.0659	46.2901	6,425	8,024	77,097	96,283	FT
Accounting Technician	22	37.9735	47.4190	6,582	8,219	78,985	98,632	FT
Human Resources Technician	22	37.9735	47.4190	6,582	8,219	78,985	98,632	FT
GIS Technician	23	38.9329	48.6145	6,748	8,427	80,980	101,118	FT
Information Technology Technician I	24	39.8700	49.8024	6,911	8,632	82,930	103,589	FT
Senior Administrative Assistant	24	39.8700	49.8024	6,911	8,632	82,930	103,589	FT
Visitor Services Program Coordinator	25	40.8737	51.0423	7,085	8,847	85,017	106,168	FT
Ranger Recruit	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Senior Finance & Accounting Technician	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Volunteer Program Lead	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Executive Assistant	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Facilities Maintenance Specialist	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Lead Open Space Technician*	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Public Affairs Specialist I	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Ranger	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Property Management Specialist I	28	43.9656	54.8941	7,621	9,515	91,448	114,180	FT
Real Property Specialist I	28	43.9656	54.8941	7,621	9,515	91,448	114,180	FT
Equipment Mechanic/Operator	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Executive Assistant/Deputy District Clerk	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Executive Assistant/Legal Secretary	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Information Technology Technician II	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Planner I	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Lead Ranger	30	46.1646	57.6465	8,002	9,992	96,022	119,905	FT
Resource Management Specialist I	30	46.1646	57.6465	8,002	9,992	96,022	119,905	FT
Accountant I	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Environmental Education Specialist	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Interpretive Specialist	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Management Analyst I	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Planner II	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Capital Project Manager I	32	48.4669	60.5319	8,401	10,492	100,811	125,906	FT
Data Analyst I	32	48.4669	60.5319	8,401	10,492	100,811	125,906	FT
Resource Management Specialist II	34	50.8872	63.5574	8,820	11,017	105,845	132,199	FT
Accountant II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Interpretation & Education Program Manager	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Management Analyst II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Property Management Specialist II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Real Property Specialist II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Supervising Ranger	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Volunteer Program Manager	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Capital Project Manager II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Data Analyst II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Maintenance, Construction & Resource Supv.	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Procurement Specialist	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Public Affairs Specialist II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Training & Safety Specialist	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Applications Engineer	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Data Administrator	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Field Resource Specialist	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Governmental Affairs Specialist	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Grants Program Manager	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Facilities Maintenance Supervisor	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Planner III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Public Affairs Specialist III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Resource Management Specialist III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Capital Project Manager III	40	58.9159	73.5710	10,212	12,752	122,545	153,028	FT
Senior Technologist	40	58.9159	73.5710	10,212	12,752	122,545	153,028	FT
Senior Accountant	41	60.3771	75.4160	10,465	13,072	125,584	156,865	FT
Senior Management Analyst	41	60.3771	75.4160	10,465	13,072	125,584	156,865	FT
Budget & Analysis Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
District Clerk/Assistant to General Manager	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Finance Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Human Resources Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Planner	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Property Management Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Real Property Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Resource Management Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Area Superintendent	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Capital Projects Field Manager	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Senior Capital Project Manager	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Area Manager	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
GIS Program Administrator	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
Information Technology Program Administrator	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
IST Application Program Manager	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
Budget & Finance Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Engineering & Construction Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Human Resources Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Information Systems & Technology Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Land & Facilities Services Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Natural Resources Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Planning Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Public Affairs Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Real Property Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Visitor Services Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Assistant General Counsel I	53	80.9135	101.0588	14,025	17,517	168,300	210,202	FT
Assistant General Counsel II	55	84.9646	106.1135	14,727	18,393	176,726	220,716	FT
Assistant General Manager	59	93.6795	116.9905	16,238	20,278	194,853	243,340	FT
Chief Financial Officer/Director Administrative Services	59	93.6795	116.9905	16,238	20,278	194,853	243,340	FT

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

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

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

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