



Midpeninsula Regional
Open Space District

R-15-106
Meeting 15-19
July 22, 2015

AGENDA ITEM 9

AGENDA ITEM

Overview of the Seasonal Ranger Program and Approval of the Ranger Aide and Seasonal Ranger Job Classifications

GENERAL MANAGER'S RECOMMENDATIONS

A handwritten signature in black ink, appearing to be "S. J. ...".

1. Receive an informational report on the Seasonal Ranger Program.
2. Approve the new job classifications for Ranger Aide and Seasonal Ranger
3. Adopt a resolution amending the Classification and Compensation Plan to add the two new job classifications.

SUMMARY

Development of a Seasonal Ranger Program was included as a key project in the FY2015-2016 Action Plan for the Operations Department to increase the presence of uniformed staff in the field, improve diversity in the work force, and improve the ability to recruit experienced and well qualified staff for regular positions. The recommended Seasonal Ranger Program includes two new job classifications for the positions of Ranger Aide and Seasonal Ranger. Total costs for the program during the first year are estimated to be \$61,800 and are included in the FY2015-16 budget.

DISCUSSION

A Seasonal Ranger Program has long been desired as a way to increase the presence of uniformed staff in the field, improve the diversity of candidates who are applying for regular District Ranger positions, and to enhance the District's ability to recruit experienced and well qualified candidates for District Ranger positions. The seasonal Ranger program will consist of two job classifications: Ranger Aide and Seasonal Ranger.

The Ranger Aide is an entry level position that requires a minimum of a high school education and six months experience working with the public. The position will not have any law enforcement authority, but the incumbent will be expected to educate visitors about violations when they are observed. The Ranger Aide will provide visitor assistance and help with janitorial and maintenance work. The Ranger Aide will be in uniform, dressed similar to the Seasonal Open Space Technician.

The Seasonal Ranger is a journey-level position and requires an incumbent to have previously completed a Ranger law enforcement academy with certification as an Emergency Medical Responder. The position will be appointed as a District peace officer and the duties will be

similar to that of a regular District Ranger, with the exception that the Seasonal Ranger will not have wildland firefighting responsibilities. Seasonal Rangers will be provided with the same law enforcement safety equipment (baton, pepper-spray, handcuffs) as regular District Rangers and will issue citations for District and other approved ordinances.

The wage scale for the Ranger Aide would be equivalent to the Seasonal Open Space Technician. The wage scale for a Seasonal Ranger is proposed to be \$24.18 to \$30.19, which is approximately the median of what other local agencies pay for seasonal positions with similar responsibilities. A total of 2,000 hours of seasonal staff time has been budgeted for this fiscal year, allowing for the initial recruitment.

The goal of the program is to augment patrol staff and to provide greater services levels especially in light of anticipated increased visitation with the opening of more preserves.

FISCAL IMPACT

The total cost for the Seasonal Ranger Program for FY2015-16 is estimated to be \$61,800. This includes the costs for wages, basic equipment, and uniforms as well as recruitment costs such as background checks. Funds for the program are included in the budget for this fiscal year.

BOARD COMMITTEE REVIEW

The Seasonal Ranger Program was considered by the Administration and Budget Committee and by the full Board as part of the process for the adoption of the FY2015-16 Action Plan and Budget.

PUBLIC NOTICE

Public notice was provided as required by the Brown Act.

CEQA COMPLIANCE

This proposed action is not a project under the California Environmental Quality Act and no environmental review is required.

NEXT STEPS

If the job classifications are approved, staff will commence a recruitment process for Ranger Aide and a Seasonal Ranger.

Attachment

1. Resolution amending the Classification & Compensation Plan by adding new classification specifications

Responsible Department Head:

Michael Newburn, Operations Manager

Prepared by:

Gordon Baillie, Management Analyst II

RESOLUTION NO. 15-__

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT AMENDING THE CLASSIFICATION & COMPENSATION PLAN BY ADDING NEW CLASSIFICATIONS SPECIFICATIONS

WHEREAS, the General Manager has proposed an amendment to the Midpeninsula Regional Open Space District Classification and Compensation Plan to add the new job classifications of Seasonal Ranger and Ranger Aide, and to add the classification specifications therefore; and

WHEREAS, the Board of Directors having considered such proposals and recommendations;

The Board of Directors of Midpeninsula Regional Open Space District does hereby resolve as follows:

1. The Board of Directors hereby amends the Classification and Compensation Plan of the Midpeninsula Regional Open Space District by adding the new job classification titles of Seasonal Ranger and Ranger Aide, and by adding the classifications specifications to read as set forth in the attached exhibits hereto.
2. Except as herein modified, the Classification and Compensation Plan, Resolution No. 15-18 as amended, shall remain in full force and effect.
3. This resolution shall be effective ____, 2015.

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on _____, 2015, at a regular meeting thereof, by the following vote:

* * * * *

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

Secretary
Board of Directors

President
Board of Directors

APPROVED AS TO FORM:

General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

District Clerk



SEASONAL RANGER

DEFINITION

Under general specific supervision, serves as Peace Officer under California Penal Code; performs a wide variety of patrol and related duties involving the enforcement of District land use regulations and applicable laws to ensure safe and efficient access for the public and staff; performs a variety of work in the, modification, maintenance, restoration, and repair of District lands and facilities; responds to requests and inquiries from the public and provides visitor information as necessary; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives supervision from a Supervising Ranger and other District staff. Exercises no direct supervision over staff. May provide technical and functional direction to assigned volunteers.

CLASS CHARACTERISTICS

This is the journey-level class in the ranger class series that performs the specified range of duties required to ensure that the District's properties and facilities are maintained in a safe and effective working condition and provide the highest level of safety for public use. Responsibilities include patrolling assigned areas in a timely manner and enforcement of District regulations and State and local laws, as well as performing a variety of maintenance tasks of assigned properties and facilities.

EXAMPLES OF ESSENTIAL FUNCTIONS *(Illustrative Only)*

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- > Patrols an assigned area by vehicle, bicycle, or foot to ensure safe and proper use of District lands and facilities, monitors boundaries for encroachments, observes situations, reports and investigates suspicious criminal activity or hazardous conditions, and deters crime by maintaining a highly visible presence.
- > Provides public relations and interpretive services, including providing information, directions, and assistance to the public in a variety of situations; taking reports and assisting the public with complaints or unusual situations; explaining District and preserve history, programs, and projects; and making presentations and providing tours of lands and facilities as requested.
- > Enforces District regulations and pertinent local, State, and Federal regulations as approved; issues verbal warnings and/or citations as necessary; secures crime scenes and evidence; interviews suspects, victims, and witnesses; collects and preserves evidence; performs investigations and/or cooperates with other law enforcement agencies providing investigative and case development support; prepares court cases and testifies in court as required.
- > Performs a variety of, maintenance, restoration, and repair activities of District properties and related facilities to ensure safe and efficient access for the public and staff.

- > Performs trail and road maintenance and construction duties, including trail brushing, clearing downed trees, erosion control, and tread restoration; maintains and constructs drainage systems, trail bridges, culverts, fences, gates, and signs.
- > Performs facilities and structure construction and maintenance, including semi-skilled carpentry, painting, electrical, and plumbing tasks, and general custodial duties.
- > Responds to emergency medical incidents, search and rescue, and other emergency calls; notifies appropriate medical, law enforcement, and/or fire response agencies; assumes incident command; assesses and secures accident scenes; provides traffic and crowd control; provides first responder emergency medical attention.
- > Communicates utilizing multi-frequency radio; obtains and transmits information in the field to other staff, dispatchers, and agencies.
- > Operates and maintains a variety of vehicles, tools, and equipment such as, emergency patrol vehicles, batons, pepper spray, handcuffs, power saws, drills, brush cutters, mowing tractors, all terrain vehicles, and various tools required for enforcement, patrol, construction, and maintenance duties performed.
- > Inspects assigned areas for future work projects; completes and submits work orders.
- > Observes safe work methods and makes appropriate use of related safety equipment as required.
- > Oversees volunteers, and/or other groups on assigned projects; inspects work to ensure quality control, proper use of equipment, and safety of participants.
- > Maintains accurate logs, reports, and records of work performed and materials and equipment used.
- > Attends meetings, conferences, workshops, and training sessions; reviews publications and materials to become and remain current on principles, practices, and new developments in assigned work areas.
- > Performs other duties as assigned.

QUALIFICATIONS Knowledge of:

- > Principles, practices, and procedures of park law enforcement, emergency medical response, and prevention, and search and rescue.
- > Maintenance principles, practices, tools, and equipment for maintaining and repairing open spaces, parks, and related facilities.
- > Basic principles and practices of resource management, including weed management and habitat restoration.
- > Methods and techniques of emergency medical care including Cardiopulmonary Resuscitation (CPR).
- > The operation and minor maintenance of a variety of hand and power tools and light equipment.
- > Operating a motor vehicle in a safe manner under patrol and emergency conditions.
- > Occupational hazards and safety equipment and practices related to the work, including the safe and proper use of pepper spray or other chemical agents, handcuffs, batons, and other impact weapons according to peace officer safety standards.
- > Local flora, fauna, cultural, and geological resources and methods and techniques of wild land resource protection and restoration.

- > Applicable local, State, and Federal laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
- > Modern office practices, methods, computer equipment, and basic computer applications.
- > Principles and procedures of record keeping and reporting.
- > English usage, spelling, vocabulary, grammar, and punctuation.
- > Techniques for effectively dealing with individuals of various ages, various socio-economic and ethnic groups, and effectively representing the District in contacts with the public.
- > Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

Ability to:

- > Interpret, apply, explain, and enforce complex District, local, State, and Federal codes and regulations.
- > Perform a variety of construction, modification, maintenance, and repair work.
- > Perform various emergency medical aid, search and rescue, and other emergency response and prevention activities.
- > Handle medical emergencies and injuries in a calm and effective manner, including providing first aid and CPR.
- > Safely and effectively use and operate emergency rescue equipment, patrol vehicles, hand tools, mechanical equipment, power tools, and light equipment required for the work; perform routine equipment maintenance.
- > Read, interpret, and apply technical information from maps, manuals, drawings, specifications, layouts, blueprints, and schematics.
- > Learn District lands and boundaries.
- > Prepare clear, accurate and grammatically correct reports, records, and other written materials.
- > Maintain accurate logs, records, and written reports of work performed.
- > Understand and follow oral and written instructions.
- > Operate modern office equipment including computer equipment and software.
- > Organize own work, set priorities, and meet critical time deadlines.
- > Use English effectively to communicate in person, over the telephone or radio, and in writing.
- > Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- > Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from high school with some exposure to coursework in law enforcement, resource management, natural sciences, or a related field and six months of experience in the protection, operation, or maintenance of a park, forest, public recreation area, or the equivalent.

Licenses and Certifications:

- > Possession of a valid California Driver's License.
- > Possession of, or ability to obtain, a District approved Law Enforcement Training certification.
- > Possession of, or ability to obtain, a valid California Penal Code 832 certificate, for appointment as a peace officer, within one (1) month of employment.
- > Possession of a valid First Responder Medical (Emergency Response) certificate or equivalent certification.
- > Possession of a valid Professional Cardiopulmonary Resuscitation (CPR) certification.
Possession of, or ability to obtain, the level of certification in the Incident Command System courses as specified under the National Incident Management System (NIMS).

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to respond to emergency situations, to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied emergency rescue equipment, hand and power tools, and construction equipment, and to operate a motor vehicle and visit various District sites; vision to assess emergency situations, including medical incidents, and to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to access crime scenes and to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 100 pounds, or heavier weights, with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, hazardous physical substances and fumes, and poison oak. Employees may be exposed to blood and body fluids when rendering First Aid and CPR. May involve exposure to wild, and/or dangerous animals. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing Federal, State, local, and District laws, codes, regulations, policies, and procedures.

WORKING CONDITIONS

Must be willing to work weekends, nights, holidays, or extended shifts or be called back in emergency situations and work with exposure to difficult circumstances, including exposure to dangerous situations and violent individuals. Must wear prescribed District uniform and adhere to strict safety procedures and work habits. Depending on the exposure, employee is required to wear head, hearing, eye, foot, face, hand, and full protection equipment.

EFFECTIVE: April, 2015

FLSA: Non-Exempt



RANGER AIDE

DEFINITION

Under specific supervision, performs a variety of patrol and related duties informing the public about District land use regulations and applicable laws to ensure safe and efficient access for the public and staff; responds to medical emergencies; performs a variety of work in the, modification, maintenance, restoration, and repair of District lands and facilities; responds to requests and inquiries from the public and provides visitor information as necessary; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives supervision from a Supervising Ranger and other District staff. Exercises no direct supervision over staff. May provide technical and functional direction to assigned volunteers.

CLASS CHARACTERISTICS

This is the apprentice-level class in the ranger class series that performs the specified range of duties required to ensure that the District's properties and facilities are maintained in a safe and effective working condition and provide the highest level of safety for public use. Responsibilities include patrolling assigned areas in a timely manner and performing a variety of maintenance tasks of assigned properties and facilities.

EXAMPLES OF ESSENTIAL FUNCTIONS *(Illustrative Only)*

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- > Patrols an assigned area by vehicle, bicycle, or foot to ensure safe and proper use of District lands and facilities, monitors boundaries for encroachments, observes situations and reports suspicious criminal activity or hazardous conditions, and deters crime by maintaining a highly visible presence.
- > Provides public relations and interpretive services, including providing information, directions, and assistance to the public in a variety of situations; taking reports and assisting the public with complaints or unusual situations; explaining District and preserve history, programs, and projects; and making presentations and providing tours of lands and facilities as requested.
- > Informs public about District regulations; issues verbal warnings and/or written warnings as necessary; secures crime scenes and evidence; interviews suspects, victims, and witnesses; collects and preserves evidence; cooperates with other law enforcement agencies providing investigative and case development support;.
- > Performs a variety of, maintenance, restoration, and repair activities of District properties and related facilities to ensure safe and efficient access for the public and staff.

- > Performs trail and road maintenance and construction duties, including trail brushing, clearing downed trees, erosion control, and tread restoration; maintains and constructs drainage systems, trail bridges, culverts, fences, gates, and signs.
- > Performs facilities and structure construction and maintenance, including semi-skilled carpentry, painting, electrical, and plumbing tasks, and general custodial duties.
- > Responds to emergency medical incidents, search and rescue, and other emergency calls; notifies appropriate medical, law enforcement, and/or fire response agencies; assesses and secures accident scenes; provides traffic and crowd control; provides basic first aid.
- > Communicates utilizing multi-frequency radio; obtains and transmits information in the field to other staff, dispatchers, and agencies.
- > Operates and maintains a variety of vehicles, tools, and equipment such as, emergency patrol vehicles, power saws, drills, brush cutters, mowing tractors, all terrain vehicles, and various tools required for enforcement, patrol, construction, and maintenance duties performed.
- > Observes safe work methods and makes appropriate use of related safety equipment as required.
- > Assists with oversight of volunteers, and/or other groups on assigned projects; inspects work to ensure quality control, proper use of equipment, and safety of participants.
- > Maintains accurate logs, reports, and records of work performed and materials and equipment used.
- > Attends meetings, conferences, workshops, and training sessions; reviews publications and materials to become and remain current on principles, practices, and new developments in assigned work areas.
- > Performs other duties as assigned.

QUALIFICATIONS Knowledge of:

- > Basic principles, practices, and procedures of park law enforcement, emergency medical response, and prevention, and search and rescue.
- > Basic maintenance principles, practices, tools, and equipment for maintaining and repairing open spaces, parks, and related facilities.
- > Basic principles and practices of resource management, including weed management and habitat restoration.
- > Methods and techniques of basic First Aid and Cardiopulmonary Resuscitation (CPR).
- > The operation and minor maintenance of a variety of hand and power tools and light equipment.
- > Operating a motor vehicle in a safe manner under patrol and emergency conditions.
- > Occupational hazards and safety equipment and practices related to the work.
- > Local flora, fauna, cultural, and geological resources and methods and techniques of wild land resource protection and restoration.
- > Applicable local regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.

- > Modern office practices, methods, computer equipment, and basic computer applications.
- > Principles and procedures of record keeping and reporting.
- > English usage, spelling, vocabulary, grammar, and punctuation.
- > Techniques for effectively dealing with individuals of various ages, various socio-economic and ethnic groups, and effectively representing the District in contacts with the public.
- > Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

Ability to:

- > Interpret, apply, and explain complex District, local, State, codes and regulations.
- > Perform a variety of construction, modification, maintenance, and repair work.
- > Perform various emergency medical aid, search and rescue, and other emergency response and prevention activities.
- > Handle medical emergencies and injuries in a calm and effective manner, including providing first aid and CPR.
- > Safely and effectively use and operate emergency rescue equipment, , hand tools, mechanical equipment, power tools, and light equipment required for the work; perform routine equipment maintenance.
- > Read, interpret, and apply technical information from maps, manuals, drawings, specifications, layouts, blueprints, and schematics.
- > Learn District lands and boundaries.
- > Prepare clear, accurate and grammatically correct reports, records, and other written materials.
- > Maintain accurate logs, records, and written reports of work performed.
- > Understand and follow oral and written instructions.
- > Operate modern office equipment including computer equipment and software.
- > Organize own work, set priorities, and meet critical time deadlines.
- > Use English effectively to communicate in person, over the telephone or radio, and in writing.
- > Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- > Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from high school.. Six months experience working in a customer service related field. Some experience or training in emergency services is desirable.

Licenses and Certifications:

- > Possession of a valid California Driver's License.
- > Possession of a valid basic first aid certificate.
- > Possession of a valid Professional Cardiopulmonary Resuscitation (CPR) certification.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to respond to emergency situations, to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied emergency rescue equipment, hand and power tools, and construction equipment, and to operate a motor vehicle and visit various District sites; vision to assess emergency situations, including medical incidents, and to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 100 pounds, or heavier weights, with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, hazardous physical substances and fumes, and poison oak. Employees may be exposed to blood and body fluids when rendering First Aid and CPR. May involve exposure to wild, and/or dangerous animals. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing Federal, State, local, and District laws, codes, regulations, policies, and procedures.

WORKING CONDITIONS

Must be willing to work weekends, nights, holidays, or extended shifts or be called back in emergency situations and work with exposure to difficult circumstances, including exposure to dangerous situations and violent individuals. Must wear prescribed District uniform and adhere to strict safety procedures and work habits. Depending on the exposure, employee is required to wear head, hearing, eye, foot, face, hand, and full protection equipment.

EFFECTIVE: April, 2015
FLSA: Non-Exempt

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 07/01/2015

Last revised: 2/12/2015, 1/19/2015, 7/01/2014, 7/01/2013

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	18.946	23.654	3,284	4,100	39,408	49,200	Part-time
Seasonar Ranger Aide	6	18.946	23.654	3,284	4,100	39,408	49,200	Part-time
Seasonal Ranger	16	24.179	30.190	4,191	5,233	50,292	62,796	Part-time
Farm Maintenance Worker	19	26.019	32.492	4,510	5,632	54,120	67,584	Full-time
Open Space Technician*	19	26.019	32.492	4,510	5,632	54,120	67,584	Full-time
Administrative Assistant	20	26.660	33.283	4,621	5,769	55,452	69,228	Full-time
Accounting Technician	22	27.981	34.944	4,850	6,057	58,200	72,684	Full-time
Human Resources Technician	22	27.981	34.944	4,850	6,057	58,200	72,684	Full-time
Lead Open Space Technician*	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
GIS Technician	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
Volunteer Program Lead	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
Risk Management Coordinator	24	29.383	36.698	5,093	6,361	61,116	76,332	Full-time
Senior Administrative Assistant	24	29.383	36.698	5,093	6,361	61,116	76,332	Full-time
Ranger	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Public Affairs Program Coordinator	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Information Technology Technician	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Senior Accounting Technician	26	30.854	38.533	5,348	6,679	64,176	80,148	Full-time
Equipment Mechanic/Operator	27	31.627	39.496	5,482	6,846	65,784	82,152	Full-time
Lead Ranger	27	31.627	39.496	5,482	6,846	65,784	82,152	Full-time
Executive Assistant	27	31.627	39.496	5,482	6,846	65,784	82,152	Full-time
Real Property Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	Full-time
Resource Management Specialist I	29	33.208	41.463	5,756	7,187	69,072	86,244	Full-time
Planner I	29	33.208	41.463	5,756	7,187	69,072	86,244	Full-time
Docent Program Manager	30	34.021	42.479	5,897	7,363	70,764	88,356	Full-time
Volunteer Program Manager	30	34.021	42.479	5,897	7,363	70,764	88,356	Full-time
Planner II	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Management Analyst I	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Accountant	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Resource Management Specialist II	33	36.606	45.721	6,345	7,925	76,140	95,100	Full-time
Public Affairs Specialist	33	36.606	45.721	6,345	7,925	76,140	95,100	Full-time
Community Outreach Specialist	33	36.606	45.721	6,345	7,925	76,140	95,100	Full-time
Training and Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Real Property Specialist II	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Management Analyst II	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Supervising Ranger	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Maintenance, Construction & Resource Supervisor	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Website Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time
Information Technology Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time
Planner III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
GIS Administrator	40	43.413	54.219	7,525	9,398	90,300	112,776	Full-time
Senior Real Property Specialist	40	43.413	54.219	7,525	9,398	90,300	112,776	Full-time
Senior Accountant	41	44.498	55.575	7,713	9,633	92,556	115,596	Full-time
Senior Management Analyst	41	44.498	55.575	7,713	9,633	92,556	115,596	Full-time
District Clerk	41	44.498	55.575	7,713	9,633	92,556	115,596	Full-time
Media Communications Supervisor	42	45.583	56.925	7,901	9,867	94,812	118,404	Full-time
Senior Resource Mgmt Specialist	42	45.583	56.925	7,901	9,867	94,812	118,404	Full-time
Area Superintendent	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Human Resources Supervisor	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Senior Planner	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Assistant General Counsel I	46	50.256	62.769	8,711	10,880	104,532	130,560	Full-time
Assistant General Counsel II	48	52.771	65.902	9,147	11,423	109,764	137,076	Full-time
Administrative Services Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Natural Resources Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Operations Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Planning Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Public Affairs Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Real Property Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Assistant General Manager	59	69.035	86.215	11,966	14,944	143,592	179,328	Full-time

* OST will receive an additional 1% stipend for Class A or B license; Lead OST 1% for Class A.

Board Appointee Group	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$104.001	\$18,027	\$216,323	4/1/2014	2/12/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2014	2/12/2015
General Counsel	\$98.073	\$16,999	\$203,992	4/1/2014	2/12/2015