



Midpeninsula Regional
Open Space District

R-16-125
Meeting 16-25
October 12, 2016

AGENDA ITEM 5

AGENDA ITEM

Update of the District's Classification and Compensation Plan in Response to California Public Employees' Retirement System Public Agency Review

GENERAL MANAGER'S RECOMMENDATION

Adopt a resolution establishing the structure of the Classification and Compensation Plan for Midpeninsula Regional Open Space District Employees and supersede resolutions which are inconsistent.

SUMMARY

The recommended action implements cost neutral changes to the District's Compensation and Classification Plan as required by the California Public Employees' Retirement System (CalPERS) audit. The proposed changes provide more information and are minor modifications in format, but do not make adjustments in salary or benefits.

DISCUSSION

CalPERS periodically reviews member agencies to ensure compliance with applicable section of the California Government Code and provision of the CalPERS contract. In May 2016, the District received a report from the CalPERS Office of Audit Services requiring changes to the District Classification and Compensation Plan in order to meet the requirements of the California Government Code, including:

- Specify compensation effective dates for all positions
- Include Board of Directors salaries effective from April 25, 2013

The attached Compensation and Classification resolution includes the changes and will supersede the previous resolutions with the approval by the Board of Directors.

FISCAL IMPACT

There is no fiscal impact associated with the recommended action.

BOARD COMMITTEE REVIEW

This item was not reviewed by a Committee.

PUBLIC NOTICE

Public notice was provided as required by the Brown Act.

CEQA COMPLIANCE

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

NEXT STEPS

Upon approval of the resolution, staff will post the revised Classification and Compensation Plan and the District will be in compliance with CalPERS and state law.

Attachment

1. Resolution with salary schedules attached revising the structure of the Classification and Compensation Plans

Responsible Department Head:

Kevin Woodhouse, Assistant General Manager

Prepared by:

Candice Basnight, Human Resources Supervisor

RESOLUTION NO. 16-__

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT ADOPTING PAY SCHEDULES (COMPENSATION PLANS) FOR APRIL 23, 2013; JULY 1, 2013; JULY 1, 2014; JANUARY 19, 2015; FEBRUARY 2, 2015; JULY 1, 2015; JULY 22, 2015; AUGUST 26, 2015; SEPTEMBER 14, 2015; JANUARY 13, 2016; FEBRUARY 11, 2016; APRIL 4, 2016; APRIL 28, 2016; AND JULY 7, 2016

WHEREAS, the state of California Code of Regulations 570.5(a)(1) requires that all pay schedules (compensation plans) be duly approved and adopted by an employer’s governing body in accordance with requirements of applicable public meeting laws; and

WHEREAS, Midpeninsula Regional Open Space District has had the past practice of adopting its pay schedules (compensation plans) during the approval of the Memorandum of Understanding with its labor bargaining units; and

WHEREAS, the California Public Employees Retirement System (“CalPERS”) has informed the District that the approval of all compensation plans and pay schedule must be performed as separate action from the approval of its Memorandums of Understanding; and

WHEREAS, in order to comply with Title 2 of the California Code of Regulations 570.5 and as directed by CalPERS, all compensation plans previously adopted since 2013 are presented for separate approval.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Midpeninsula Regional Open Space District hereby adopts the Compensation Plan for April 25, 2013, July 1, 2013, July 1, 2014, January 19, 2015, February 2, 2015, July 1, 2015, July 22, 2015, August 26, 2015, September 14, 2015, January 13, 2016, February 11, 2016, April 4, 2016, April 28, 2016, July 7, 2016 attached as Exhibit A.

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on _____, 2016, 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

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2013/2014 - Effective 04/25/2013

Last revised: CalPERS Correction to Include Directors 10/12/2016, 4/01/12, 6/27/12, 11/26/2012

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	Range 6		17.334	21.648	3,005	3,752	36,055	45,027	Part-time
Farm Maintenance Worker	Range 19		23.810	29.735	4,127	5,154	49,525	61,850	Full-time
Open Space Technician*	Range 19		23.810	29.735	4,127	5,154	49,525	61,850	Full-time
Administrative Assistant	Range 20		24.391	30.461	4,228	5,280	50,733	63,358	Full-time
Accounting Technician	Range 22		25.610	31.984	4,439	5,544	53,269	66,526	Full-time
Human Resources Technician	Range 22		25.610	31.984	4,439	5,544	53,269	66,526	Full-time
Lead Open Space Technician*	Range 23		26.251	32.783	4,550	5,682	54,601	68,189	Full-time
GIS Technician	Range 23		26.251	32.783	4,550	5,682	54,601	68,189	Full-time
Volunteer Program Lead	Range 23		26.251	32.783	4,550	5,682	54,601	68,189	Full-time
Senior Administrative Assistant	Range 24		26.891	33.583	4,661	5,821	55,933	69,852	Full-time
Ranger	Range 25		27.563	34.422	4,778	5,967	57,331	71,599	Full-time
Equipment Mechanic/Operator	Range 25		27.563	34.422	4,778	5,967	57,331	71,599	Full-time
Public Affairs Program Coordinator	Range 25		27.563	34.422	4,778	5,967	57,331	71,599	Full-time
Information Technology Technician	Range 25		27.563	34.422	4,778	5,967	57,331	71,599	Full-time
Senior Accounting Technician	Range 26		28.235	35.262	4,894	6,112	58,728	73,344	Full-time
Executive Assistant	Range 27		28.941	36.144	5,016	6,265	60,198	75,179	Full-time
Resource Management Specialist I	Range 29		30.388	37.951	5,267	6,578	63,208	78,938	Full-time
Planner I	Range 29		30.388	37.951	5,267	6,578	63,208	78,938	Full-time
Docent Program Manager	Range 30		31.129	38.876	5,396	6,739	64,749	80,863	Full-time
Volunteer Program Manager	Range 30		31.129	38.876	5,396	6,739	64,749	80,863	Full-time
Planner II	Range 31		31.908	39.848	5,531	6,907	66,368	82,884	Full-time
Management Analyst I	Range 31		31.908	39.848	5,531	6,907	66,368	82,884	Full-time
Accountant	Range 31		31.908	39.848	5,531	6,907	66,368	82,884	Full-time
Resource Management Specialist II	Range 33		33.503	41.841	5,807	7,252	69,686	87,029	Full-time
Public Affairs Specialist	Range 33		33.503	41.841	5,807	7,252	69,686	87,029	Full-time
Community Outreach Specialist	Range 33		33.503	41.841	5,807	7,252	69,686	87,029	Full-time
Training and Safety Specialist	Range 35		35.178	43.933	6,098	7,615	73,171	91,380	Full-time
Real Property Specialist	Range 35		35.178	43.933	6,098	7,615	73,171	91,380	Full-time
Management Analyst II	Range 35		35.178	43.933	6,098	7,615	73,171	91,380	Full-time
Supervising Ranger	Range 35		35.178	43.933	6,098	7,615	73,171	91,380	Full-time

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2013/2014 - Effective 04/25/2013

Last revised: CalPERS Correction to Include Directors 10/12/2016, 4/01/12, 6/27/12, 11/26/2012

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Maintenance, Construction & Resource Supervisor	Range 35		35.178	43.933	6,098	7,615	73,171	91,380	Full-time
Website Administrator	Range 36		36.036	45.004	6,246	7,801	74,955	93,609	Full-time
Information Technology Administrator	Range 36		36.036	45.004	6,246	7,801	74,955	93,609	Full-time
Planner III	Range 39		38.784	48.436	6,723	8,396	80,671	100,747	Full-time
GIS Administrator	Range 40		39.730	49.617	6,887	8,600	82,638	103,204	Full-time
Senior Management Analyst	Range 41		40.723	50.858	7,059	8,815	84,704	105,784	Full-time
District Clerk	Range 41		40.723	50.858	7,059	8,815	84,704	105,784	Full-time
Media Communications Supervisor	Range 42		41.716	52.098	7,231	9,030	86,770	108,364	Full-time
Senior Resource Management Specialist	Range 42		41.716	52.098	7,231	9,030	86,770	108,364	Full-time
Area Superintendent	Range 43		42.759	53.401	7,412	9,256	88,939	111,073	Full-time
Human Resources Supervisor	Range 43		42.759	53.401	7,412	9,256	88,939	111,073	Full-time
Senior Planner	Range 43		42.759	53.401	7,412	9,256	88,939	111,073	Full-time
Assistant General Counsel I	Range 46		45.992	57.438	7,972	9,956	95,664	119,471	Full-time
Assistant General Counsel II	Range 48		48.292	60.310	8,371	10,454	100,447	125,445	Full-time
Administrative Services Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Natural Resources Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Operations Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Planning Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Public Affairs Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Real Property Manager	Range 51		51.974	64.909	9,009	11,251	108,106	135,010	Full-time
Assistant General Manager	Range 59		63.175	78.897	10,950	13,675	131,400	164,100	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	\$93.424	\$16,193	\$194,321	4/1/2012	2/29/2012
Controller - <i>Part-time position</i>	\$39.424	\$6,833	\$82,002	4/1/2010	7/8/2009
General Counsel	\$83.204	\$14,422	\$173,064	4/1/2012	2/29/2012
Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date		
Board Director	\$100.00	\$500.00	01/01/2006		

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2013/2014 - Effective 07/01/2013

Last revised: CalPERS Correction to Include Directors 10/12/2016, 4/01/12, 6/27/12, 11/26/2012, 4/25/2013

Classification Title	Step Range		Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	Range 6		17.856	22.298	3,095	3,865	37,140	46,380	Part-time
Farm Maintenance Worker	Range 19		24.525	30.629	4,251	5,309	51,012	63,708	Full-time
Open Space Technician*	Range 19		24.525	30.629	4,251	5,309	51,012	63,708	Full-time
Administrative Assistant	Range 20		25.125	31.373	4,355	5,438	52,260	65,256	Full-time
Accounting Technician	Range 22		26.377	32.942	4,572	5,710	54,864	68,520	Full-time
Human Resources Technician	Range 22		26.377	32.942	4,572	5,710	54,864	68,520	Full-time
Lead Open Space Technician*	Range 23		27.040	33.767	4,687	5,853	56,244	70,236	Full-time
GIS Technician	Range 23		27.040	33.767	4,687	5,853	56,244	70,236	Full-time
Volunteer Program Lead	Range 23		27.040	33.767	4,687	5,853	56,244	70,236	Full-time
Senior Administrative Assistant	Range 24		27.698	34.592	4,801	5,996	57,612	71,952	Full-time
Ranger	Range 25		28.390	35.458	4,921	6,146	59,052	73,752	Full-time
Equipment Mechanic/Operator	Range 25		28.390	35.458	4,921	6,146	59,052	73,752	Full-time
Public Affairs Program Coordinator	Range 25		28.390	35.458	4,921	6,146	59,052	73,752	Full-time
Information Technology Technician	Range 25		28.390	35.458	4,921	6,146	59,052	73,752	Full-time
Senior Accounting Technician	Range 26		29.083	36.317	5,041	6,295	60,492	75,540	Full-time
Executive Assistant	Range 27		29.810	37.229	5,167	6,453	62,004	77,436	Full-time
Resource Management Specialist I	Range 29		31.298	39.087	5,425	6,775	65,100	81,300	Full-time
Planner I	Range 29		31.298	39.087	5,425	6,775	65,100	81,300	Full-time
Docent Program Manager	Range 30		32.065	40.044	5,558	6,941	66,696	83,292	Full-time
Volunteer Program Manager	Range 30		32.065	40.044	5,558	6,941	66,696	83,292	Full-time
Planner II	Range 31		32.867	41.042	5,697	7,114	68,364	85,368	Full-time
Management Analyst I	Range 31		32.867	41.042	5,697	7,114	68,364	85,368	Full-time
Accountant	Range 31		32.867	41.042	5,697	7,114	68,364	85,368	Full-time
Resource Management Specialist II	Range 33		34.506	43.096	5,981	7,470	71,772	89,640	Full-time
Public Affairs Specialist	Range 33		34.506	43.096	5,981	7,470	71,772	89,640	Full-time
Community Outreach Specialist	Range 33		34.506	43.096	5,981	7,470	71,772	89,640	Full-time
Training and Safety Specialist	Range 35		36.231	45.248	6,280	7,843	75,360	94,116	Full-time
Real Property Specialist	Range 35		36.231	45.248	6,280	7,843	75,360	94,116	Full-time
Management Analyst II	Range 35		36.231	45.248	6,280	7,843	75,360	94,116	Full-time

Supervising Ranger	Range 35	36.231	45.248	6,280	7,843	75,360	94,116	Full-time
Maintenance, Construction & Resource Supervisor	Range 35	36.231	45.248	6,280	7,843	75,360	94,116	Full-time
Website Administrator	Range 36	37.119	46.356	6,434	8,035	77,208	96,420	Full-time
Information Technology Administrator	Range 36	37.119	46.356	6,434	8,035	77,208	96,420	Full-time
Planner III	Range 39	39.946	49.887	6,924	8,647	83,088	103,764	Full-time
GIS Administrator	Range 40	40.921	51.104	7,093	8,858	85,116	106,296	Full-time
Senior Management Analyst	Range 41	41.942	52.385	7,270	9,080	87,240	108,960	Full-time
District Clerk	Range 41	41.942	52.385	7,270	9,080	87,240	108,960	Full-time
Media Communications Supervisor	Range 42	42.969	53.660	7,448	9,301	89,376	111,612	Full-time
Senior Resource Management Specialist	Range 42	42.969	53.660	7,448	9,301	89,376	111,612	Full-time
Area Superintendent	Range 43	44.042	55.004	7,634	9,534	91,608	114,408	Full-time
Human Resources Supervisor	Range 43	44.042	55.004	7,634	9,534	91,608	114,408	Full-time
Senior Planner	Range 43	44.042	55.004	7,634	9,534	91,608	114,408	Full-time
Assistant General Counsel I	Range 46	47.371	59.163	8,211	10,255	98,532	123,060	Full-time
Assistant General Counsel II	Range 48	49.742	62.117	8,622	10,767	103,464	129,204	Full-time
Administrative Services Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Natural Resources Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Operations Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Planning Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Public Affairs Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Real Property Manager	Range 51	53.533	66.854	9,279	11,588	111,348	139,056	Full-time
Assistant General Manager	Range 59	65.071	81.265	11,279	14,086	135,348	169,032	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	\$99.963	\$17,327	\$207,924	4/1/2013	10/23/2013
Controller - <i>Part-time position</i>	\$63.756	\$11,051	\$132,612	4/1/2013	10/23/2013
General Counsel	\$89.860	\$15,575	\$186,909	4/1/2013	10/23/2013

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2014/2015 - Effective 07/01/2014

Last revised: CalPERS Correction to Include Directors 10/12/2016, 7/01/2013, 4/01/12, 6/27/12, 11/26/2012, 4/25/2013

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	18.392	22.967	3,188	3,981	38,256	47,772	Part-time
Farm Maintenance Worker	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Open Space Technician*	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Administrative Assistant	20	25.881	32.313	4,486	5,601	53,832	67,212	Full-time
Accounting Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Human Resources Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Lead Open Space Technician*	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
GIS Technician	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Volunteer Program Lead	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Senior Administrative Assistant	24	28.529	35.631	4,945	6,176	59,340	74,112	Full-time
Ranger	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Equipment Mechanic/Operator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Public Affairs Program Coordinator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Information Technology Technician	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Senior Accounting Technician	26	29.954	37.408	5,192	6,484	62,304	77,808	Full-time
Executive Assistant	27	30.704	38.348	5,322	6,647	63,864	79,764	Full-time
Resource Management Specialist I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Planner I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Docent Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Volunteer Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Planner II	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Management Analyst I	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Accountant	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Resource Management Specialist II	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Public Affairs Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Community Outreach Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Training and Safety Specialist	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Real Property Specialist	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time

Management Analyst II	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Supervising Ranger	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Maintenance, Construction & Resource Supervisor	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Website Administrator	36	38.233	47.746	6,627	8,276	79,524	99,312	Full-time
Information Technology Administrator	36	38.233	47.746	6,627	8,276	79,524	99,312	Full-time
Planner III	39	41.146	51.381	7,132	8,906	85,584	106,872	Full-time
GIS Administrator	40	42.150	52.638	7,306	9,124	87,672	109,488	Full-time
Senior Management Analyst	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
District Clerk	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
Media Communications Supervisor	42	44.256	55.269	7,671	9,580	92,052	114,960	Full-time
Senior Resource Management Specialist	42	44.256	55.269	7,671	9,580	92,052	114,960	Full-time
Area Superintendent	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Human Resources Supervisor	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Senior Planner	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Assistant General Counsel I	46	48.790	60.940	8,457	10,563	101,484	126,756	Full-time
Assistant General Counsel II	48	51.237	63.981	8,881	11,090	106,572	133,080	Full-time
Administrative Services Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Natural Resources Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Operations Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Planning Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Public Affairs Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Real Property Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Assistant General Manager	59	67.021	83.706	11,617	14,509	139,404	174,108	Full-time

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

Board Appointee Group Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$99.963	\$17,327	\$207,924	4/1/2013	10/23/2013
Controller - <i>Part-time position</i>	\$63.756	\$11,051	\$132,612	4/1/2013	10/23/2013
General Counsel	\$89.860	\$15,575	\$186,909	4/1/2013	10/23/2013

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2014/2015 - Effective 01/19/2015

Last revised: CalPERS Correction to Include Directors 10/12/2016, 7/01/2014, 7/01/2013, 4/25/2013, 11/26/2012, 6/27/12, 4/01/12

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	18.392	22.967	3,188	3,981	38,256	47,772	Part-time
Farm Maintenance Worker	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Open Space Technician*	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Administrative Assistant	20	25.881	32.313	4,486	5,601	53,832	67,212	Full-time
Accounting Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Human Resources Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Lead Open Space Technician*	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
GIS Technician	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Volunteer Program Lead	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Risk Management Coordinator	24	28.529	35.631	4,945	6,176	59,340	74,112	Full-time
Senior Administrative Assistant	24	28.529	35.631	4,945	6,176	59,340	74,112	Full-time
Ranger	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Equipment Mechanic/Operator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Public Affairs Program Coordinator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Information Technology Technician	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Senior Accounting Technician	26	29.954	37.408	5,192	6,484	62,304	77,808	Full-time
Executive Assistant	27	30.704	38.348	5,322	6,647	63,864	79,764	Full-time
Real Property Specialist I	28	31.454	39.277	5,452	6,808	65,424	81,696	Full-time
Resource Management Specialist I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Planner I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Docent Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Volunteer Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Planner II	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Management Analyst I	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Accountant	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Resource Management Specialist II	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Public Affairs Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Community Outreach Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Training and Safety Specialist	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Real Property Specialist II	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time

Management Analyst II	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Supervising Ranger	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Maintenance, Construction & Resource Supervisor	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Website Administrator	36	38.233	47.746	6,627	8,276	79,524	99,312	Full-time
Information Technology Administrator	36	38.233	47.746	6,627	8,276	79,524	99,312	Full-time
Planner III	39	41.146	51.381	7,132	8,906	85,584	106,872	Full-time
GIS Administrator	40	42.150	52.638	7,306	9,124	87,672	109,488	Full-time
Senior Real Property Specialist	40	42.150	52.638	7,306	9,124	87,672	109,488	Full-time
Senior Accountant	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
Senior Management Analyst	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
District Clerk	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
Media Communications Supervisor	42	44.256	55.269	7,671	9,580	92,052	114,960	Full-time
Senior Resource Mgmt Specialist	42	44.256	55.269	7,671	9,580	92,052	114,960	Full-time
Area Superintendent	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Human Resources Supervisor	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Senior Planner	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Assistant General Counsel I	46	48.790	60.940	8,457	10,563	101,484	126,756	Full-time
Assistant General Counsel II	48	51.237	63.981	8,881	11,090	106,572	133,080	Full-time
Administrative Services Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Natural Resources Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Operations Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Planning Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Public Affairs Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Real Property Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Assistant General Manager	59	67.021	83.706	11,617	14,509	139,404	174,108	Full-time

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

Board Appointee Group Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$99.963	\$17,327	\$207,924	4/1/2013	10/23/2013
Controller - <i>Part-time position</i>	\$63.756	\$11,051	\$132,612	4/1/2013	10/23/2013
General Counsel	\$89.860	\$15,575	\$186,909	4/1/2013	10/23/2013
Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date		
Board Director	\$100.00	\$500.00	01/01/2006		

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2014/2015 - Effective 02/12/2015

Last revised: CalPERS Correction to Include Directors 10/12/2016, 1/19/2015, 7/01/2014, 7/01/2013, 4/25/2013, 11/26/2012, 6/27/12, 4/01/12

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	18.392	22.967	3,188	3,981	38,256	47,772	Part-time
Farm Maintenance Worker	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Open Space Technician*	19	25.263	31.546	4,379	5,468	52,548	65,616	Full-time
Administrative Assistant	20	25.881	32.313	4,486	5,601	53,832	67,212	Full-time
Accounting Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Human Resources Technician	22	27.167	33.929	4,709	5,881	56,508	70,572	Full-time
Lead Open Space Technician*	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
GIS Technician	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Volunteer Program Lead	23	27.854	34.783	4,828	6,029	57,936	72,348	Full-time
Risk Management Coordinator	24	28.529	35.631	4,945	6,176	59,340	74,112	Full-time
Senior Administrative Assistant	24	28.529	35.631	4,945	6,176	59,340	74,112	Full-time
Ranger	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Equipment Mechanic/Operator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Public Affairs Program Coordinator	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Information Technology Technician	25	29.244	36.519	5,069	6,330	60,828	75,960	Full-time
Senior Accounting Technician	26	29.954	37.408	5,192	6,484	62,304	77,808	Full-time
Executive Assistant	27	30.704	38.348	5,322	6,647	63,864	79,764	Full-time
Real Property Specialist I	28	31.454	39.277	5,452	6,808	65,424	81,696	Full-time
Resource Management Specialist I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Planner I	29	32.238	40.258	5,588	6,978	67,056	83,736	Full-time
Docent Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Volunteer Program Manager	30	33.029	41.244	5,725	7,149	68,700	85,788	Full-time
Planner II	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Management Analyst I	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Accountant	31	33.854	42.271	5,868	7,327	70,416	87,924	Full-time
Resource Management Specialist II	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Public Affairs Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Community Outreach Specialist	33	35.538	44.388	6,160	7,694	73,920	92,328	Full-time
Training and Safety Specialist	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Real Property Specialist II	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time

Management Analyst II	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Supervising Ranger	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Maintenance, Construction & Resource Supervisor	35	37.315	46.604	6,468	8,078	77,616	96,936	Full-time
Website Administrator	36	38.233	47.746	6,627	8,276	79,524	99,312	Full-time
Information Technology Administrator								
Planner III	39	41.146	51.381	7,132	8,906	85,584	106,872	Full-time
GIS Administrator	40	42.150	52.638	7,306	9,124	87,672	109,488	Full-time
Senior Real Property Specialist	40	42.150	52.638	7,306	9,124	87,672	109,488	Full-time
Senior Accountant	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
Senior Management Analyst	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
District Clerk	41	43.200	53.954	7,488	9,352	89,856	112,224	Full-time
Media Communications Supervisor	42	44.256	55.269	7,671	9,580	92,052	114,960	Full-time
Senior Resource Mgmt Specialist								
Area Superintendent	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Human Resources Supervisor	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Senior Planner	43	45.363	56.654	7,863	9,820	94,356	117,840	Full-time
Assistant General Counsel I	46	48.790	60.940	8,457	10,563	101,484	126,756	Full-time
Assistant General Counsel II	48	51.237	63.981	8,881	11,090	106,572	133,080	Full-time
Administrative Services Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Natural Resources Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Operations Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Planning Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Public Affairs Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Real Property Manager	51	55.137	68.862	9,557	11,936	114,684	143,232	Full-time
Assistant General Manager	59	67.021	83.706	11,617	14,509	139,404	174,108	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

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

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

Last revised: CalPERS Correction to Include Directors 10/12/2016, 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
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
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 Supv.	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 Compensation	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

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 07/22/2015

Last revised: CalPERS Correction to Include Directors 10/12/2016, 7/1/2015, 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
Seasonal 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

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 08/26/2015

Last revised: CalPERS Correction to Include Directors 10/12/2016, 7/22/2015, 7/01/2015, 2/12/2015, 1/19/2015, 7/01/2014

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
Seasonal 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
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
Information Systems & Technology Manager	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
Engineering & Construction 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
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 09/14/2015

Last revised: CalPERS Correction to Include Directors 10/12/2016, 8/26/15, 7/22/2015, 7/01/2015, 2/12/2015, 1/19/2015, 7/01/2014

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time
		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
Seasonal 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 Finance & 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
Planner I	29	33.208	41.463	5,756	7,187	69,072	86,244	Full-time
Resource Management Specialist I	30	34.021	42.479	5,897	7,363	70,764	88,356	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
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
Resource Management Specialist II	34	37.500	46.835	6,500	8,118	78,000	97,416	Full-time
Training and Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
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

Classification Title	Step Range	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Supervising Ranger	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Maintenance, Construction & Resource Supv	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
Resource Management Specialist 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	43	46.725	58.356	8,099	10,115	97,188	121,380	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
Info Systems & Technology Manager	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
Engineering & Construction 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
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 01/13/2016

Last revised: CalPERS Correction to Include Directors 10/12/2016, 8/26/15, 7/22/2015, 7/01/2015, 2/12/2015, 1/19/2015, 7/01/2014, 09/14/2015

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
Seasonal 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 Finance & 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
Planner I	29	33.208	41.463	5,756	7,187	69,072	86,244	Full-time
Resource Management Specialist I	30	34.021	42.479	5,897	7,363	70,764	88,356	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
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
Resource Management Specialist II	34	37.500	46.835	6,500	8,118	78,000	97,416	Full-time
Training and Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
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

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Maintenance, Construction & Resource Supv	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
Legislative/External Affairs Specialist	38	41.348	51.640	7,167	8,951	86,004	107,412	Full-time
Planner III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Resource Management Specialist 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	43	46.725	58.356	8,099	10,115	97,188	121,380	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
Information Systems & Technology Manager	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
Engineering & Construction 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
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2015/2016 - Effective 02/11/2016

Last revised: CalPERS Correction to Include Directors 10/12/2016, 1/14/16, 09/14/2015, 8/26/15, 7/22/2015, 7/01/2015, 2/12/2015, 1/19/2015, 7/01/2014

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
Seasonal 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
GIS Technician	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
Lead Open Space 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
Information Technology Technician	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
Ranger	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Senior Finance & 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
Executive Assistant	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
Property Management Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	Full-time
Real Property Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	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
Resource Management Specialist I	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
Accountant	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Capital Projects Manager II	31	34.869	43.540	6,044	7,547	72,528	90,564	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
Community Outreach Specialist	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
Resource Management Specialist II	34	37.500	46.835	6,500	8,118	78,000	97,416	Full-time
Maintenance, Construction & Resource Supervisor	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
Procurement & Contracting Agent/Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Property Management Specialist II	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Real Property Specialist 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
Training & Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Information Technology Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time
Website Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Legislative/External Affairs Specialist	38	41.348	51.640	7,167	8,951	86,004	107,412	Full-time
Capital Projects Manager III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Planner III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Resource Management Specialist 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 Property Management Specialist	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
Special Projects Manager	40	43.413	54.219	7,525	9,398	90,300	112,776	Full-time
District Clerk	41	44.498	55.575	7,713	9,633	92,556	115,596	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
Media Communications Supervisor	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
Senior Resource Mgmt Specialist	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
Information Systems & Technology Manager	48	52.771	65.902	9,147	11,423	109,764	137,076	Full-time
Engineering & Construction Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Land & Facilities 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
Visitor Services 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
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - Part-time position	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 04/14/2016

Last revised: CalPERS Correction to Include Directors 10/12/2016, 2/11/16, 1/14/16, 09/14/2015, 8/26/15, 7/22/2015, 7/01/2015, 2/12/2015, 1/19/2015, 7/01/2014

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
Seasonal 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
GIS Technician	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
Lead Open Space 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
Information Technology Technician	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
Ranger	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Senior Finance & 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
Executive Assistant	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
Property Management Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	Full-time
Real Property Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	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
Resource Management Specialist I	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
Accountant	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Capital Projects Manager II	31	34.869	43.540	6,044	7,547	72,528	90,564	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
Community Outreach Specialist	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
Resource Management Specialist II	34	37.500	46.835	6,500	8,118	78,000	97,416	Full-time
Maintenance, Construction & Resource Supervisor	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
Procurement & Contracting Agent/Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
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Real Property Specialist 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
Training & Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Information Technology Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time
Website Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Legislative/External Affairs Specialist	38	41.348	51.640	7,167	8,951	86,004	107,412	Full-time
Capital Projects Manager III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Planner III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Resource Management Specialist 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 Property Management Specialist	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
Special Projects Manager	40	43.413	54.219	7,525	9,398	90,300	112,776	Full-time
District Clerk	41	44.498	55.575	7,713	9,633	92,556	115,596	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
Media Communications Supervisor	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
Senior Resource Mgmt Specialist	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Information Systems & Technology Manager	48	52.771	65.902	9,147	11,423	109,764	137,076	Full-time
Engineering & Construction Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Land & Facilities 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
Visitor Services Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Assistant General Counsel I	53	59.631	74.475	10,336	12,909	124,032	154,908	Full-time
Assistant General Counsel II	55	62.613	78.196	10,853	13,554	130,236	162,648	Full-time
Assistant General Manager	59	69.035	86.215	11,966	14,944	143,592	179,328	Full-time
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - Part-time position	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN
Fiscal Year 2015/2016 - Effective 04/28/2016

Last revised: CalPERS Correction to Include Directors 10/12/2016, 4/14/16, 2/11/16, 1/14/16, 09/14/2015, 8/26/15, 7/22/2015, 7/01/2015

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
Seasonal 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
GIS Technician	23	28.690	35.827	4,973	6,210	59,676	74,520	Full-time
Lead Open Space 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
Information Technology Technician	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
Ranger	25	30.121	37.615	5,221	6,520	62,652	78,240	Full-time
Senior Finance & 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
Executive Assistant	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
Property Management Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	Full-time
Real Property Specialist I	28	32.400	40.454	5,616	7,012	67,392	84,144	Full-time
Executive Assistant/Deputy District Clerk	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
Resource Management Specialist I	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
Accountant	31	34.869	43.540	6,044	7,547	72,528	90,564	Full-time
Capital Projects Manager II	31	34.869	43.540	6,044	7,547	72,528	90,564	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
Community Outreach Specialist	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
Resource Management Specialist II	34	37.500	46.835	6,500	8,118	78,000	97,416	Full-time
Maintenance, Construction & Resource Supervisor	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
Procurement & Contracting Agent/Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Property Management Specialist II	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Real Property Specialist 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
Training & Safety Specialist	35	38.435	48.000	6,662	8,320	79,944	99,840	Full-time
Information Technology Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Time Base
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Website Administrator	36	39.381	49.177	6,826	8,524	81,912	102,288	Full-time
Legislative/External Affairs Specialist	38	41.348	51.640	7,167	8,951	86,004	107,412	Full-time
Capital Projects Manager III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Planner III	39	42.381	52.921	7,346	9,173	88,152	110,076	Full-time
Resource Management Specialist 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 Property Management Specialist	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
Special Projects Manager	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
Media Communications Supervisor	42	45.583	56.925	7,901	9,867	94,812	118,404	Full-time
Area Manager	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Area Superintendent	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
District Clerk/Assistant to the General Manager	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
Senior Resource Mgmt Specialist	43	46.725	58.356	8,099	10,115	97,188	121,380	Full-time
Information Systems & Technology Manager	48	52.771	65.902	9,147	11,423	109,764	137,076	Full-time
Engineering & Construction Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Land & Facilities 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
Visitor Services Manager	51	56.792	70.927	9,844	12,294	118,128	147,528	Full-time
Assistant General Counsel I	53	59.631	74.475	10,336	12,909	124,032	154,908	Full-time
Assistant General Counsel II	55	62.613	78.196	10,853	13,554	130,236	162,648	Full-time
Assistant General Manager	59	69.035	86.215	11,966	14,944	143,592	179,328	Full-time
Chief Financial Officer/Director of Administrative Services	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 Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2016/2017 - Effective 07/01/2016

Last revised: CalPERS Correction to Include Directors 10/12/2016, 4/28/2016, 4/14/16, 2/11/16, 1/14/16, 09/14/2015, 8/26/15, 7/22/2015

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full or Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	19.5173	24.3635	3,383	4,223	40,596	50,676	PT
Seasonal Ranger Aide	6	19.5173	24.3635	3,383	4,223	40,596	50,676	PT
Seasonal Ranger	16	24.9058	31.0962	4,317	5,390	51,804	64,680	PT
Farm Maintenance Worker	19	26.7981	33.4673	4,645	5,801	55,740	69,612	FT
Open Space Technician*	19	26.7981	33.4673	4,645	5,801	55,740	69,612	FT
Administrative Assistant	20	27.4615	34.2808	4,760	5,942	57,120	71,304	FT
Accounting Technician	22	28.8231	35.9942	4,996	6,239	59,952	74,868	FT
Human Resources Technician	22	28.8231	35.9942	4,996	6,239	59,952	74,868	FT
GIS Technician	23	29.5500	36.9000	5,122	6,396	61,464	76,752	FT
Lead Open Space Technician*	23	29.5500	36.9000	5,122	6,396	61,464	76,752	FT
Volunteer Program Lead	23	29.5500	36.9000	5,122	6,396	61,464	76,752	FT
Risk Management Coordinator	24	30.2654	37.8000	5,246	6,552	62,952	78,624	FT
Senior Administrative Assistant	24	30.2654	37.8000	5,246	6,552	62,952	78,624	FT
Information Technology Technician	25	31.0269	38.7462	5,378	6,716	64,536	80,592	FT
Public Affairs Program Coordinator	25	31.0269	38.7462	5,378	6,716	64,536	80,592	FT
Ranger	25	31.0269	38.7462	5,378	6,716	64,536	80,592	FT
Senior Finance & Accounting Technician	26	31.7769	39.6865	5,508	6,879	66,096	82,548	FT
Equipment Mechanic/Operator	27	32.5731	40.6788	5,646	7,051	67,752	84,612	FT
Executive Assistant	27	32.5731	40.6788	5,646	7,051	67,752	84,612	FT
Lead Ranger	27	32.5731	40.6788	5,646	7,051	67,752	84,612	FT
Property Management Specialist I	28	33.3692	41.6654	5,784	7,222	69,408	86,664	FT
Real Property Specialist I	28	33.3692	41.6654	5,784	7,222	69,408	86,664	FT
Executive Assistant/Deputy District Clerk	29	34.2058	42.7096	5,929	7,403	71,148	88,836	FT
Planner I	29	34.2058	42.7096	5,929	7,403	71,148	88,836	FT
Docent Program Manager	30	35.0423	43.7538	6,074	7,584	72,888	91,008	FT
Resource Management Specialist I	30	35.0423	43.7538	6,074	7,584	72,888	91,008	FT
Volunteer Program Manager	30	35.0423	43.7538	6,074	7,584	72,888	91,008	FT
Accountant	31	35.9135	44.8442	6,225	7,773	74,700	93,276	FT
Capital Projects Manager II	31	35.9135	44.8442	6,225	7,773	74,700	93,276	FT
Planner II	31	35.9135	44.8442	6,225	7,773	74,700	93,276	FT
Management Analyst I	31	35.9135	44.8442	6,225	7,773	74,700	93,276	FT

Community Outreach Specialist	33	37.7019	47.0942	6,535	8,163	78,420	97,956	FT
Public Affairs Specialist	33	37.7019	47.0942	6,535	8,163	78,420	97,956	FT
Resource Management Specialist II	34	38.6250	48.2423	6,695	8,362	80,340	100,344	FT
Grants Specialist	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Maintenance, Construction & Resource Supv.	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Management Analyst II	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Procurement & Contracting Agent/Specialist	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Property Management Specialist II	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Real Property Specialist II	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Supervising Ranger	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Training & Safety Specialist	35	39.5885	49.4423	6,862	8,570	82,344	102,840	FT
Information Technology Administrator	36	40.5635	50.6538	7,031	8,780	84,372	105,360	FT
Website Administrator	36	40.5635	50.6538	7,031	8,780	84,372	105,360	FT
Legislative/External Affairs Specialist	38	42.5885	53.1923	7,382	9,220	88,584	110,640	FT
Facilities Maintenance Supervisor	39	43.6500	54.5077	7,566	9,448	90,792	113,376	FT
Capital Projects Field Manager	39	43.6500	54.5077	7,566	9,448	90,792	113,376	FT
Capital Projects Manager III	39	43.6500	54.5077	7,566	9,448	90,792	113,376	FT
Planner III	39	43.6500	54.5077	7,566	9,448	90,792	113,376	FT
Resource Management Specialist III	39	43.6500	54.5077	7,566	9,448	90,792	113,376	FT
GIS Administrator	40	44.7173	55.8462	7,751	9,680	93,012	116,160	FT
Senior Property Management Specialist	40	44.7173	55.8462	7,751	9,680	93,012	116,160	FT
Senior Real Property Specialist	40	44.7173	55.8462	7,751	9,680	93,012	116,160	FT
Special Projects Manager	40	44.7173	55.8462	7,751	9,680	93,012	116,160	FT
Senior Accountant	41	45.8308	57.2423	7,944	9,922	95,328	119,064	FT
Senior Management Analyst	41	45.8308	57.2423	7,944	9,922	95,328	119,064	FT
Media Communications Supervisor	42	46.9500	58.6327	8,138	10,163	97,656	121,956	FT
Area Manager	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
Area Superintendent	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
District Clerk/Assistant to General Manager	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
Human Resources Supervisor	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
Senior Planner	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
Senior Resource Mgmt Specialist	43	48.1269	60.1038	8,342	10,418	100,104	125,016	FT
Information Systems & Technology Manager	48	54.3519	67.8808	9,421	11,766	113,052	141,192	FT

Engineering & Construction Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Land & Facilities Services Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Natural Resources Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Operations Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Planning Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Public Affairs Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Real Property Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Visitor Services Manager	51	58.4942	73.0558	10,139	12,663	121,668	151,956	FT
Assistant General Counsel I	53	61.4192	76.7077	10,646	13,296	127,752	159,552	FT
Assistant General Counsel II	55	64.4942	80.5442	11,179	13,961	134,148	167,532	FT
Assistant General Manager	59	71.1058	88.8000	12,325	15,392	147,900	184,704	FT
Chief Financial Officer/Director Administrative Services	59	71.1058	88.8000	12,325	15,392	147,900	184,704	FT

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

Board Appointee Group Compensation	Hourly Salary	Monthly Salary	Annual Salary	Effective Date	Last Revised
General Manager	\$113.361	\$19,649	\$235,792	4/1/2015	8/26/2015
Controller - <i>Part-time position</i>	\$86.833	\$15,051	\$180,612	4/1/2015	8/12/2015
General Counsel	\$101.996	\$17,679	\$212,152	4/1/2015	8/12/2015

Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date
Board Director	\$100.00	\$500.00	01/01/2006