

# Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

**Fiscal Year 2018/2019 - Effective 11/19/2018 (Pay Period 18-25)**

Last revised: 11/19/2018, 10/10/2018, 9/26/18, 8/8/18, 6/13/2018, 1/24/2018, 12/13/2017, 7/1/17, 5/10/17, 4/12/2017

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/PT Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	20.7030	25.8490	3,589	4,481	43,062	53,766	PT
Seasonal Ranger Aide	6	20.7030	25.8490	3,589	4,481	43,062	53,766	PT
Seasonal Ranger	16	26.4254	32.9917	4,580	5,719	54,965	68,623	PT
Administrative Assistant	20	29.1351	36.3669	5,050	6,304	60,601	75,643	FT
Farm Maintenance Worker	20	29.1351	36.3669	5,050	6,304	60,601	75,643	FT
Open Space Technician*	20	29.1351	36.3669	5,050	6,304	60,601	75,643	FT
Accounting Technician	22	30.5791	38.1853	5,300	6,619	63,605	79,425	FT
Human Resources Technician	22	30.5791	38.1853	5,300	6,619	63,605	79,425	FT
Information Technology Technician I	22	30.5791	38.1853	5,300	6,619	63,605	79,425	FT
GIS Technician	23	31.3516	39.1479	5,434	6,786	65,211	81,428	FT
Facilities Maintenance Specialist	24	32.1063	40.1046	5,565	6,951	66,781	83,418	FT
Lead Open Space Technician*	24	32.1063	40.1046	5,565	6,951	66,781	83,418	FT
Risk Management Coordinator	24	32.1063	40.1046	5,565	6,951	66,781	83,418	FT
Senior Administrative Assistant	24	32.1063	40.1046	5,565	6,951	66,781	83,418	FT
Public Affairs Program Coordinator	25	32.9144	41.1029	5,705	7,125	68,462	85,494	FT
Volunteer Program Lead	25	32.9144	41.1029	5,705	7,125	68,462	85,494	FT
Ranger	26	33.7107	42.1013	5,843	7,298	70,118	87,571	FT
Senior Finance & Accounting Technician	26	33.7107	42.1013	5,843	7,298	70,118	87,571	FT
Executive Assistant	27	34.5545	43.1590	5,989	7,481	71,873	89,771	FT
Information Technology Technician II	27	34.5545	43.1590	5,989	7,481	71,873	89,771	FT
Public Affairs Specialist I	27	34.5545	43.1590	5,989	7,481	71,873	89,771	FT
Equipment Mechanic/Operator	28	35.4043	44.2048	6,137	7,662	73,641	91,946	FT
Lead Ranger	28	35.4043	44.2048	6,137	7,662	73,641	91,946	FT
Property Management Specialist I	28	35.4043	44.2048	6,137	7,662	73,641	91,946	FT
Real Property Specialist I	28	35.4043	44.2048	6,137	7,662	73,641	91,946	FT
Executive Assistant/Deputy District Clerk	29	36.2897	45.3101	6,290	7,854	75,483	94,245	FT
Planner I	29	36.2897	45.3101	6,290	7,854	75,483	94,245	FT
Data Analyst I	30	37.1751	46.4213	6,444	8,046	77,324	96,556	FT
Resource Management Specialist I	30	37.1751	46.4213	6,444	8,046	77,324	96,556	FT
Accountant	31	38.1021	47.5741	6,604	8,246	79,252	98,954	FT
Capital Project Manager II	31	38.1021	47.5741	6,604	8,246	79,252	98,954	FT
Planner II	31	38.1021	47.5741	6,604	8,246	79,252	98,954	FT
Management Analyst I	31	38.1021	47.5741	6,604	8,246	79,252	98,954	FT
Data Analyst II	34	40.9782	51.1811	7,103	8,871	85,235	106,457	FT
Resource Management Specialist II	34	40.9782	51.1811	7,103	8,871	85,235	106,457	FT
Docent Program Manager	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Grants Specialist	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Maintenance, Construction & Resource Supv.	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Management Analyst II	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Procurement & Contracting Agent/Specialist	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Property Management Specialist II	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Real Property Specialist II	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Supervising Ranger	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Training & Safety Specialist	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Volunteer Program Manager	35	42.0002	52.4528	7,280	9,092	87,360	109,102	FT
Applications Engineer	36	43.0342	53.7363	7,459	9,314	89,511	111,771	FT
Public Affairs Specialist II	36	43.0342	53.7363	7,459	9,314	89,511	111,771	FT

Data Administrator	38	45.1794	56.4341	7,831	9,782	93,973	117,383	FT
Governmental Affairs Specialist	38	45.1794	56.4341	7,831	9,782	93,973	117,383	FT
Senior Technologist	38	45.1794	56.4341	7,831	9,782	93,973	117,383	FT
Facilities Maintenance Supervisor	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Capital Projects Field Manager	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Capital Project Manager III	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Planner III	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Public Affairs Specialist III	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Resource Management Specialist III	39	46.3084	57.8246	8,027	10,023	96,321	120,275	FT
Special Projects Manager	40	47.4434	59.2448	8,224	10,269	98,682	123,229	FT
Senior Accountant	41	48.6200	60.7304	8,427	10,527	101,130	126,319	FT
Senior Management Analyst	41	48.6200	60.7304	8,427	10,527	101,130	126,319	FT
Area Manager	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Area Superintendent	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
District Clerk/Assistant to General Manager	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
GIS Program Administrator	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Information Technology Program Administrator	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Human Resources Supervisor	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Senior Capital Project Manager	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Senior Planner	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Senior Property Management Specialist	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Senior Real Property Specialist	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Senior Resource Management Specialist	43	51.0563	63.7669	8,850	11,053	106,197	132,635	FT
Budget & Analysis Manager	48	57.6642	72.0148	9,995	12,483	119,941	149,791	FT
Finance Manager	48	57.6642	72.0148	9,995	12,483	119,941	149,791	FT
Human Resources Manager	48	57.6642	72.0148	9,995	12,483	119,941	149,791	FT
Information Systems & Technology Manager	48	57.6642	72.0148	9,995	12,483	119,941	149,791	FT
Engineering & Construction Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Land & Facilities Services Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Natural Resources Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Operations Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Planning Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Public Affairs Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Real Property Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Visitor Services Manager	51	62.0555	77.5055	10,756	13,434	129,075	161,211	FT
Assistant General Counsel I	53	65.1574	81.3799	11,294	14,106	135,527	169,270	FT
Assistant General Counsel II	55	68.4197	85.4504	11,859	14,811	142,313	177,737	FT
Assistant General Manager	59	75.4376	94.2093	13,076	16,330	156,910	195,955	FT
Chief Financial Officer/Director Administrative Services	59	75.4376	94.2093	13,076	16,330	156,910	195,955	FT

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

<b>Board Appointee Group Compensation</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Annual</b>	<b>Effective</b>	<b>Last Revised</b>
General Manager	\$108.1731	\$18,750	\$225,000	6/13/2018	12/13/2017
Controller - <i>Part-time position</i>	\$84.9750	\$3,682	\$44,187	12/13/2017	11/1/2016
General Counsel	\$98.5577	\$17,083	\$205,000	7/11/2018	12/13/2017
<b>Elected Officials Compensation</b>	<b>Per Meeting</b>		<b>Monthly Maximum</b>	<b>Effective Date</b>	
Board Director	\$100.00		\$500.00	1/1/2006	

The District's Personnel Policies and Procedures provide that the compensation for an employee's temporary out-of-class / Acting Assignment shall be at least 5% but not more than 10% more than her/his current salary. Pursuant to Government Code 20480, out of class appointments shall not exceed a total of 960 hours in each fiscal year.