

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2020/2021 - Effective June 29, 2020 (Pay Period 20-15)

Last revised: 6/24/2020, 11/13/19, 6/26/2019, 3/27/2019, 2/27/2019, 12/12/2018, 11/19/2018, 10/10/2018, 9/26/2018, 8/8/2018

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Seasonal Open Space Technician	6	21.9638	27.4232	3,807	4,753	45,685	57,040	PT
Seasonal Ranger Aide	6	21.9638	27.4232	3,807	4,753	45,685	57,040	PT
Seasonal Ranger	16	28.0347	35.0009	4,859	6,067	58,312	72,802	PT
Administrative Assistant	20	30.9095	38.5816	5,358	6,687	64,292	80,250	FT
Farm Maintenance Worker	20	30.9095	38.5816	5,358	6,687	64,292	80,250	FT
Open Space Technician*	20	30.9095	38.5816	5,358	6,687	64,292	80,250	FT
Accounting Technician	22	32.4414	40.5108	5,623	7,022	67,478	84,262	FT
Human Resources Technician	22	32.4414	40.5108	5,623	7,022	67,478	84,262	FT
Information Technology Technician I	22	32.4414	40.5108	5,623	7,022	67,478	84,262	FT
GIS Technician	23	33.2609	41.5320	5,765	7,199	69,183	86,387	FT
Facilities Maintenance Specialist	24	34.0616	42.5469	5,904	7,375	70,848	88,498	FT
Lead Open Space Technician*	24	34.0616	42.5469	5,904	7,375	70,848	88,498	FT
Risk Management Coordinator	24	34.0616	42.5469	5,904	7,375	70,848	88,498	FT
Senior Administrative Assistant	24	34.0616	42.5469	5,904	7,375	70,848	88,498	FT
Visitor Services Program Coordinator	25	34.9190	43.6061	6,053	7,558	72,632	90,701	FT
Volunteer Program Lead	25	34.9190	43.6061	6,053	7,558	72,632	90,701	FT
Ranger	26	35.7637	44.6652	6,199	7,742	74,388	92,904	FT
Senior Finance & Accounting Technician	26	35.7637	44.6652	6,199	7,742	74,388	92,904	FT
Executive Assistant	27	36.6588	45.7874	6,354	7,936	76,250	95,238	FT
Information Technology Technician II	27	36.6588	45.7874	6,354	7,936	76,250	95,238	FT
Public Affairs Specialist I	27	36.6588	45.7874	6,354	7,936	76,250	95,238	FT
Equipment Mechanic/Operator	28	37.5604	46.8968	6,510	8,129	78,126	97,545	FT
Lead Ranger	28	37.5604	46.8968	6,510	8,129	78,126	97,545	FT
Property Management Specialist I	28	37.5604	46.8968	6,510	8,129	78,126	97,545	FT
Real Property Specialist I	28	37.5604	46.8968	6,510	8,129	78,126	97,545	FT
Executive Assistant/Deputy District Clerk	29	38.4998	48.0695	6,673	8,332	80,080	99,985	FT
Executive Assistant/Legal Secretary	29	38.4998	48.0695	6,673	8,332	80,080	99,985	FT
Planner I	29	38.4998	48.0695	6,673	8,332	80,080	99,985	FT
Data Analyst I	30	39.4391	49.2483	6,836	8,536	82,033	102,436	FT
Resource Management Specialist I	30	39.4391	49.2483	6,836	8,536	82,033	102,436	FT
Accountant	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Capital Project Manager II	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Environmental Education Specialist	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Interpretive Specialist	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Management Analyst I	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Planner II	31	40.4226	50.4713	7,007	8,748	84,079	104,980	FT
Data Analyst II	34	43.4737	54.2980	7,535	9,412	90,425	112,940	FT
Resource Management Specialist II	34	43.4737	54.2980	7,535	9,412	90,425	112,940	FT
Grants Program Manager	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Interpretation & Education Program Manager	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Maintenance, Construction & Resource Supv.	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Management Analyst II	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Procurement & Contracting Agent/Specialist	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Property Management Specialist II	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Real Property Specialist II	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Supervising Ranger	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Training & Safety Specialist	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Volunteer Program Manager	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Applications Engineer	36	45.6550	57.0089	7,914	9,882	94,962	118,579	FT
Public Affairs Specialist II	36	45.6550	57.0089	7,914	9,882	94,962	118,579	FT
Data Administrator	38	47.9308	59.8709	8,308	10,378	99,696	124,531	FT

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Governmental Affairs Specialist	38	47.9308	59.8709	8,308	10,378	99,696	124,531	FT
Senior Technologist	38	47.9308	59.8709	8,308	10,378	99,696	124,531	FT
Capital Project Manager III	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Capital Projects Field Manager	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Facilities Maintenance Supervisor	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Planner III	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Public Affairs Specialist III	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Resource Management Specialist III	39	49.1286	61.3461	8,516	10,633	102,187	127,600	FT
Special Projects Manager	40	50.3327	62.8528	8,724	10,894	104,692	130,734	FT
Senior Accountant	41	51.5810	64.4289	8,941	11,168	107,288	134,012	FT
Senior Management Analyst	41	51.5810	64.4289	8,941	11,168	107,288	134,012	FT
Area Manager	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Area Superintendent	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
District Clerk/Assistant to General Manager	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
GIS Program Administrator	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Human Resources Supervisor	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Information Technology Program Administrator	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Senior Capital Project Manager	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Senior Planner	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Senior Property Management Specialist	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Senior Real Property Specialist	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Senior Resource Management Specialist	43	54.1656	67.6503	9,389	11,726	112,664	140,713	FT
Budget & Analysis Manager	48	61.1759	76.4005	10,604	13,243	127,246	158,913	FT
Finance Manager	48	61.1759	76.4005	10,604	13,243	127,246	158,913	FT
Human Resources Manager	48	61.1759	76.4005	10,604	13,243	127,246	158,913	FT
Information Systems & Technology Manager	48	61.1759	76.4005	10,604	13,243	127,246	158,913	FT
Engineering & Construction Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Land & Facilities Services Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Natural Resources Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Operations Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Planning Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Public Affairs Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Real Property Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Visitor Services Manager	51	65.8347	82.2256	11,411	14,252	136,936	171,029	FT
Assistant General Counsel I	53	69.1255	86.3359	11,982	14,965	143,781	179,579	FT
Assistant General Counsel II	55	72.5865	90.6543	12,582	15,713	150,980	188,561	FT
Assistant General Manager	59	80.0317	99.9467	13,872	17,324	166,466	207,889	FT
Chief Financial Officer/Director Administrative Services	59	80.0317	99.9467	13,872	17,324	166,466	207,889	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	Monthly	Annual	Effective	Last Revised
General Manager	\$118.9904	\$20,625	\$247,500	7/1/2019	11/13/2019
Controller - Part-time position	\$90.1481	\$3,906	\$46,877	7/1/2019	11/13/2019
General Counsel	\$108.4135	\$18,792	\$225,500	7/1/2019	11/13/2019
Elected Officials Compensation	Per Meeting		Monthly Maximum	Effective Date	
Board Director	\$100.00		\$600.00	1/23/2019	

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.