

Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN

Fiscal Year 2022/2023 - Effective June 27, 2022 (Pay Period 22-14)

Last revised: 06/08/2022, 10/13/2021, 8/25/2021, 8/11/2021, 06/09/2021, 05/12/2021, 04/28/2021, 01/13/2021, 6/24/2020, 11/13/19

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Intern	6	23.3014	29.0933	4,039	5,043	48,467	60,514	PT
Seasonal Open Space Technician	6	23.3014	29.0933	4,039	5,043	48,467	60,514	PT
Seasonal Ranger Aide	6	23.3014	29.0933	4,039	5,043	48,467	60,514	PT
Seasonal Ranger	16	29.7420	37.1324	5,155	6,436	61,863	77,235	PT
Administrative Assistant	20	32.7919	40.9312	5,684	7,095	68,207	85,137	FT
Farm Maintenance Worker	20	32.7919	40.9312	5,684	7,095	68,207	85,137	FT
Open Space Technician*	20	32.7919	40.9312	5,684	7,095	68,207	85,137	FT
Accounting Technician	22	34.4170	42.9779	5,966	7,450	71,587	89,394	FT
Human Resources Technician	22	34.4170	42.9779	5,966	7,450	71,587	89,394	FT
Information Technology Technician I	22	34.4170	42.9779	5,966	7,450	71,587	89,394	FT
GIS Technician	23	35.2865	44.0613	6,116	7,637	73,396	91,648	FT
Risk Management Coordinator	24	36.1359	45.1380	6,264	7,824	75,163	93,887	FT
Senior Administrative Assistant	24	36.1359	45.1380	6,264	7,824	75,163	93,887	FT
Visitor Services Program Coordinator	25	37.0456	46.2617	6,421	8,019	77,055	96,224	FT
Volunteer Program Lead	25	37.0456	46.2617	6,421	8,019	77,055	96,224	FT
Ranger	26	35.7637	44.6652	6,199	7,742	74,388	92,904	FT
Facilities Maintenance Specialist	26	37.9417	47.3854	6,577	8,213	78,919	98,562	FT
Lead Open Space Technician*	26	37.9417	47.3854	6,577	8,213	78,919	98,562	FT
Senior Finance & Accounting Technician	26	37.9417	47.3854	6,577	8,213	78,919	98,562	FT
Executive Assistant	27	38.8914	48.5758	6,741	8,420	80,894	101,038	FT
Information Technology Technician II	27	38.8914	48.5758	6,741	8,420	80,894	101,038	FT
Public Affairs Specialist I	27	38.8914	48.5758	6,741	8,420	80,894	101,038	FT
Lead Ranger	28	37.5604	46.8968	6,510	8,129	78,126	97,545	FT
Equipment Mechanic/Operator	28	39.8478	49.7528	6,907	8,624	82,883	103,486	FT
Property Management Specialist I	28	39.8478	49.7528	6,907	8,624	82,883	103,486	FT
Real Property Specialist I	28	39.8478	49.7528	6,907	8,624	82,883	103,486	FT
Executive Assistant/Deputy District Clerk	29	40.8444	50.9969	7,080	8,839	84,956	106,074	FT
Executive Assistant/Legal Secretary	29	40.8444	50.9969	7,080	8,839	84,956	106,074	FT
Planner I	29	40.8444	50.9969	7,080	8,839	84,956	106,074	FT
Data Analyst I	30	41.8410	52.2475	7,252	9,056	87,029	108,675	FT
Resource Management Specialist I	30	41.8410	52.2475	7,252	9,056	87,029	108,675	FT
Accountant	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Capital Project Manager II	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Environmental Education Specialist	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Interpretive Specialist	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Management Analyst I	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Planner II	31	42.8844	53.5450	7,433	9,281	89,200	111,374	FT
Data Analyst II	34	46.1212	57.6047	7,994	9,985	95,932	119,818	FT
Resource Management Specialist II	34	46.1212	57.6047	7,994	9,985	95,932	119,818	FT
Supervising Ranger	35	44.5580	55.6472	7,723	9,646	92,681	115,746	FT
Grants Program Manager	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Interpretation & Education Program Manager	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Maintenance, Construction & Resource Supv.	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Management Analyst II	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Procurement & Contracting Agent/Specialist	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Property Management Specialist II	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Real Property Specialist II	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Training & Safety Specialist	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Volunteer Program Manager	35	47.2715	59.0361	8,194	10,233	98,325	122,795	FT
Applications Engineer	36	48.4354	60.4808	8,395	10,483	100,746	125,800	FT
Public Affairs Specialist II	36	48.4354	60.4808	8,395	10,483	100,746	125,800	FT
Data Administrator	38	50.8498	63.5170	8,814	11,010	105,768	132,115	FT

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Field Resource Specialist	38	50.8498	63.5170	8,814	11,010	105,768	132,115	FT
Governmental Affairs Specialist	38	50.8498	63.5170	8,814	11,010	105,768	132,115	FT
Senior Technologist	38	50.8498	63.5170	8,814	11,010	105,768	132,115	FT
Capital Project Manager III	39	52.1206	65.0821	9,034	11,281	108,411	135,371	FT
Facilities Maintenance Supervisor	39	52.1206	65.0821	9,034	11,281	108,411	135,371	FT
Planner III	39	52.1206	65.0821	9,034	11,281	108,411	135,371	FT
Public Affairs Specialist III	39	52.1206	65.0821	9,034	11,281	108,411	135,371	FT
Resource Management Specialist III	39	52.1206	65.0821	9,034	11,281	108,411	135,371	FT
Special Projects Manager	40	53.3980	66.6806	9,256	11,558	111,068	138,696	FT
Senior Accountant	41	54.7223	68.3527	9,485	11,848	113,822	142,174	FT
Senior Management Analyst	41	54.7223	68.3527	9,485	11,848	113,822	142,174	FT
Capital Projects Field Manager	42	56.0599	70.0113	9,717	12,135	116,605	145,624	FT
District Clerk/Assistant to General Manager	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
GIS Program Administrator	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Human Resources Supervisor	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Information Technology Program Administrator	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Senior Capital Project Manager	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Senior Planner	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Senior Property Management Specialist	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Senior Real Property Specialist	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Senior Resource Management Specialist	43	57.4643	71.7702	9,960	12,440	119,526	149,282	FT
Area Superintendent	44	58.8688	73.5157	10,204	12,743	122,447	152,913	FT
Area Manager	45	60.3402	75.3483	10,459	13,060	125,508	156,724	FT
Budget & Analysis Manager	48	64.9015	81.0533	11,250	14,049	134,995	168,591	FT
Finance Manager	48	64.9015	81.0533	11,250	14,049	134,995	168,591	FT
Human Resources Manager	48	64.9015	81.0533	11,250	14,049	134,995	168,591	FT
Information Systems & Technology Manager	48	64.9015	81.0533	11,250	14,049	134,995	168,591	FT
Engineering & Construction Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Land & Facilities Services Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Natural Resources Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Operations Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Planning Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Public Affairs Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Real Property Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Visitor Services Manager	51	69.8440	87.2332	12,106	15,120	145,276	181,445	FT
Assistant General Counsel I	53	73.3353	91.5938	12,711	15,876	152,537	190,515	FT
Assistant General Counsel II	55	77.0070	96.1751	13,348	16,670	160,175	200,044	FT
Assistant General Manager	59	84.9057	106.0335	14,717	18,379	176,604	220,550	FT
Chief Financial Officer/Director Administrative Services	59	84.9057	106.0335	14,717	18,379	176,604	220,550	FT

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

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

Board Appointee Group Compensation	Hourly	Monthly	Annual	Effective	Last Revised
General Manager	\$128.6866	\$22,306	\$267,668	7/1/2021	10/13/2021
Controller - Part-time position	\$95.6346	\$4,144	\$49,730	7/1/2021	10/13/2021
General Counsel	\$120.6627	\$20,915	\$250,978	7/1/2021	10/13/2021
Elected Officials Compensation	Per Meeting	Monthly Maximum	Effective Date		
Board Director	\$105.00	\$630.00	1/13/2021		

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.