



Midpeninsula Regional  
Open Space District

R-24-90  
Meeting 24-19  
July 10, 2024

## AGENDA ITEM 6

### AGENDA ITEM

Correction to the Classification and Compensation Plan and a Corresponding Correction in the Midpeninsula Regional Open Space District Memorandum of Understanding with the Field Employees Association

### GENERAL MANAGER'S RECOMMENDATION

(5)

Adopt a resolution:

1. Approving a corrected Classification and Compensation Plan for Midpeninsula Regional Open Space District Employees.
2. Approving a corrected Appendix A to the Memorandum of Understanding with the Field Employees Association.

### SUMMARY

While implementing the Classification and Compensation Plan changes approved by the Midpeninsula Regional Open Space District (District) Board of Directors (Board) on June 26, 2024, staff discovered a numerical error in two columns of the compensation table. Staff is resubmitting the Classification and Compensation Plan for Board approval with the error corrected. Additionally, Appendix A in the Field Employee Association (FEA) Memorandum of Understanding (MOU) that includes the compensation table contains the same error and the correction warrants formal approval from the Board. The corrective action is cost neutral for both the District and staff, as staff have not received incorrect compensation due to this error, and there have been no erroneous adjustments made to salaries or benefits.

### DISCUSSION

The Board approved a new, three-year contract with the FEA on June 26, 2024. The new MOU between the FEA and the District includes changes to salaries and benefits. The Board also approved changes in salaries and benefits for the Office, Supervisory and Management (OSM) employees on June 26, 2024. The exhibits to the resolutions approving these changes included an updated Classification and Compensation Plan, which details all District classifications and corresponding compensation. Following Board approval on June 26, 2024, Human Resources staff discovered an error on the Classification and Compensation Plan (Exhibit A1) as they began the internal process of implementing compensation changes. The numerical error was in the “monthly range” columns of the document due to an incorrect calculation formula.

A similar chart, which is Appendix A to the MOU (Exhibit B1), contains the same error. The correction is cost neutral for the District and staff as no erroneous compensation changes have been implemented to date. The Board-approved compensation adjustments will be reflected in the same pay period as originally intended, beginning July 8, 2024, after the Board approves the corrected Classification and Compensation Plan.

The attached resolution is to approve these corrections.

**FISCAL IMPACT**

There is no fiscal impact associated with the recommended action.

**PRIOR BOARD AND COMMITTEE REVIEW**

This item was not previously 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 resolutions, staff will post the corrected Classification and Compensation Plan and the corrected Appendix A will be incorporated into the MOU.

Attachment

1. Resolution approving the corrected Classification and Compensation Plan and the corrected Appendix A to the FEA Memorandum of Understanding

Responsible Department Head:

Stefan Jaskulak, Chief Financial Officer/Director of Administrative Services

Prepared by/Contact person:

Rebecca Wolfe, Human Resources Supervisor

**RESOLUTION NO. 24-XX**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT AMENDING THE CLASSIFICATION & COMPENSATION PLAN AND CORRECTING APPENDIX A TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT AND MIDPENINSULA REGIONAL OPEN SPACE DISTRICT FIELD EMPLOYEES ASSOCIATION**

**WHEREAS**, on June 26, 2024, the Board of Directors (Board) of the Midpeninsula Regional Open Space District (District) approved the District’s Classification and Compensation Plan in Resolution 24-21; and

**WHEREAS**, the General Manager has proposed an amendment to the District’s Classification and Compensation Plan to correct a clerical error in the “Monthly Range” columns of the Classification and Compensation Plan; and

**WHEREAS**, on June 17, 2024 the bargaining unit represented by the Midpeninsula Regional Open Space District Field Employees Association (FEA) ratified a Memorandum of Understanding (MOU) with the District, and on June 26, 2024, the Board approved the MOU; and

**WHEREAS**, Appendix A to the MOU contained a similar clerical error to that contained in the District’s Classification and Compensation Plan, and the General Manager has proposed a corresponding amendment to Appendix A of the MOU to correct the error.

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

1. The Board of Directors hereby approves the corrected Classification and Compensation Plan of the Midpeninsula Regional Open Space District as set forth in Exhibit A attached hereto and incorporated herein. Exhibit A hereto supersedes the Classification and Compensation Plan that was attached as Exhibit B to Resolution 24-21.
2. The Board of Directors hereby approves the corrected Appendix A to the MOU, attached hereto and incorporated herein, which shall be appended to the MOU effective July 1, 2024 through June 31, 2027.
3. Except as herein modified, the MOU as adopted by the Board pursuant to Resolution No. 24-21, shall remain in full force and effect.

\* \* \* \* \*

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on \_\_\_\_\_, 2024, at a regular meeting thereof, by the following vote:

**AYES:**  
**NOES:**  
**ABSTAIN:**

**ABSENT:**

**ATTEST:**

**APPROVED:**

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Curt Riffle, Secretary  
Board of Directors

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Margaret MacNiven, President  
Board of Directors

**APPROVED AS TO FORM:**

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Hilary Stevenson, 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.

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Maria Soria, District Clerk

**Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN**

**Fiscal Year 2024/2025 - Effective July 8, 2024 (Pay Period 24-15)**

Last revised: 07/10/2024, 06/26/2024, 04/10/2024, 11/08/2023, 10/11/2023, 06/28/2023, 06/14/2023, 04/26/2023, 01/25/2023, 11/09/2022

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Intern	6	25.7093	32.0996	4,456	5,564	53,475	66,767	PT
Seasonal Open Space Technician	10	28.3363	35.3983	4,912	6,136	58,940	73,628	PT
Seasonal Ranger Aide	10	28.3363	35.3983	4,912	6,136	58,940	73,628	PT
Seasonal Ranger	16	32.8155	40.9695	5,688	7,101	68,256	85,217	PT
Administrative Assistant	20	36.1805	45.1609	6,271	7,828	75,255	93,935	FT
Farm Maintenance Worker	21	37.0659	46.2901	6,425	8,024	77,097	96,283	FT
Open Space Technician*	21	37.0659	46.2901	6,425	8,024	77,097	96,283	FT
Accounting Technician	22	37.9735	47.4190	6,582	8,219	78,985	98,632	FT
Human Resources Technician	22	37.9735	47.4190	6,582	8,219	78,985	98,632	FT
GIS Technician	23	38.9329	48.6145	6,748	8,427	80,980	101,118	FT
Information Technology Technician I	24	39.8700	49.8024	6,911	8,632	82,930	103,589	FT
Senior Administrative Assistant	24	39.8700	49.8024	6,911	8,632	82,930	103,589	FT
Visitor Services Program Coordinator	25	40.8737	51.0423	7,085	8,847	85,017	106,168	FT
Ranger Recruit	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Senior Finance & Accounting Technician	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Volunteer Program Lead	26	41.8625	52.2820	7,256	9,062	87,074	108,747	FT
Executive Assistant	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Facilities Maintenance Specialist	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Lead Open Space Technician*	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Public Affairs Specialist I	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Ranger	27	42.9103	53.5954	7,438	9,290	89,253	111,478	FT
Property Management Specialist I	28	43.9656	54.8941	7,621	9,515	91,448	114,180	FT
Real Property Specialist I	28	43.9656	54.8941	7,621	9,515	91,448	114,180	FT
Equipment Mechanic/Operator	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Executive Assistant/Deputy District Clerk	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Executive Assistant/Legal Secretary	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Information Technology Technician II	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Planner I	29	45.0651	56.2667	7,811	9,753	93,735	117,035	FT
Lead Ranger	30	46.1646	57.6465	8,002	9,992	96,022	119,905	FT
Resource Management Specialist I	30	46.1646	57.6465	8,002	9,992	96,022	119,905	FT
Accountant I	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Environmental Education Specialist	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Interpretive Specialist	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Management Analyst I	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Planner II	31	47.3159	59.0781	8,201	10,240	98,417	122,882	FT
Capital Project Manager I	32	48.4669	60.5319	8,401	10,492	100,811	125,906	FT
Data Analyst I	32	48.4669	60.5319	8,401	10,492	100,811	125,906	FT
Resource Management Specialist II	34	50.8872	63.5574	8,820	11,017	105,845	132,199	FT
Accountant II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Interpretation & Education Program Manager	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Management Analyst II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Property Management Specialist II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Real Property Specialist II	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Supervising Ranger	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Volunteer Program Manager	35	52.1564	65.1366	9,040	11,290	108,485	135,484	FT
Capital Project Manager II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Data Analyst II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Maintenance, Construction & Resource Supv.	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Procurement Specialist	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Public Affairs Specialist II	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Training & Safety Specialist	36	53.4405	66.7306	9,263	11,567	111,156	138,800	FT
Applications Engineer	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Data Administrator	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Field Resource Specialist	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Governmental Affairs Specialist	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Grants Program Manager	38	56.1044	70.0806	9,725	12,147	116,697	145,768	FT
Facilities Maintenance Supervisor	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Planner III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Public Affairs Specialist III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Resource Management Specialist III	39	57.5065	71.8075	9,968	12,447	119,614	149,360	FT
Capital Project Manager III	40	58.9159	73.5710	10,212	12,752	122,545	153,028	FT
Senior Technologist	40	58.9159	73.5710	10,212	12,752	122,545	153,028	FT
Senior Accountant	41	60.3771	75.4160	10,465	13,072	125,584	156,865	FT
Senior Management Analyst	41	60.3771	75.4160	10,465	13,072	125,584	156,865	FT
Budget & Analysis Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
District Clerk/Assistant to General Manager	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Finance Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Human Resources Supervisor	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Planner	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Property Management Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Real Property Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Senior Resource Management Specialist	43	63.4025	79.1866	10,990	13,726	131,877	164,708	FT
Area Superintendent	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Capital Projects Field Manager	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Senior Capital Project Manager	44	64.9521	81.1125	11,258	14,060	135,100	168,714	FT
Area Manager	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
GIS Program Administrator	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
Information Technology Program Administrator	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
IST Application Program Manager	45	66.5755	83.1345	11,540	14,410	138,477	172,920	FT
Budget & Finance Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Engineering & Construction Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Human Resources Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Information Systems & Technology Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Land & Facilities Services Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Natural Resources Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Planning Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Public Affairs Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Real Property Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Visitor Services Manager	51	77.0614	96.2475	13,357	16,683	160,288	200,195	FT
Assistant General Counsel I	53	80.9135	101.0588	14,025	17,517	168,300	210,202	FT
Assistant General Counsel II	55	84.9646	106.1135	14,727	18,393	176,726	220,716	FT
Assistant General Manager	59	93.6795	116.9905	16,238	20,278	194,853	243,340	FT
Chief Financial Officer/Director Administrative Services	59	93.6795	116.9905	16,238	20,278	194,853	243,340	FT

\* OST, LOST, EMO will receive an additional 2% stipend for Class A license

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	

Board Appointee Group Compensation	Hourly	Monthly	Annual	Effective	Last Revised
General Manager	\$147.2841	\$25,529	\$306,351	7/1/2023	11/8/2023
Controller - <i>Part-time position</i>	\$101.4615	\$4,397	\$52,760	7/1/2023	11/8/2023
General Counsel	\$131.7644	\$22,839	\$274,070	7/1/2023	11/8/2023
Elected Officials Compensation	Per Meeting		Monthly Maximum	Effective Date	
Board Director	\$121.28		\$727.68	6/9/2024	

**Midpeninsula Regional Open Space District - CLASSIFICATION & COMPENSATION PLAN**  
**Fiscal Year 2024/2025 - Effective July 8, 2024 (Pay Period 24-15)**

Last revised: 06/26/2024, 04/10/2024, 11/08/2023, 10/11/2023, 06/28/2023, 06/14/2023, 04/26/2023, 01/25/2023, 11/09/2022, 08/10/2022

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Intern	6	25.7093	32.0996	53,475	66,767	53,475	66,767	PT
Seasonal Open Space Technician	10	28.3363	35.3983	58,940	73,628	58,940	73,628	PT
Seasonal Ranger Aide	10	28.3363	35.3983	58,940	73,628	58,940	73,628	PT
Seasonal Ranger	16	32.8155	40.9695	68,256	85,217	68,256	85,217	PT
Administrative Assistant	20	36.1805	45.1609	75,255	93,935	75,255	93,935	FT
Farm Maintenance Worker	21	37.0659	46.2901	77,097	96,283	77,097	96,283	FT
Open Space Technician*	21	37.0659	46.2901	77,097	96,283	77,097	96,283	FT
Accounting Technician	22	37.9735	47.4190	78,985	98,632	78,985	98,632	FT
Human Resources Technician	22	37.9735	47.4190	78,985	98,632	78,985	98,632	FT
GIS Technician	23	38.9329	48.6145	80,980	101,118	80,980	101,118	FT
Information Technology Technician I	24	39.8700	49.8024	82,930	103,589	82,930	103,589	FT
Senior Administrative Assistant	24	39.8700	49.8024	82,930	103,589	82,930	103,589	FT
Visitor Services Program Coordinator	25	40.8737	51.0423	85,017	106,168	85,017	106,168	FT
Ranger Recruit	26	41.8625	52.2820	87,074	108,747	87,074	108,747	FT
Senior Finance & Accounting Technician	26	41.8625	52.2820	87,074	108,747	87,074	108,747	FT
Volunteer Program Lead	26	41.8625	52.2820	87,074	108,747	87,074	108,747	FT
Executive Assistant	27	42.9103	53.5954	89,253	111,478	89,253	111,478	FT
Facilities Maintenance Specialist	27	42.9103	53.5954	89,253	111,478	89,253	111,478	FT
Lead Open Space Technician*	27	42.9103	53.5954	89,253	111,478	89,253	111,478	FT
Public Affairs Specialist I	27	42.9103	53.5954	89,253	111,478	89,253	111,478	FT
Ranger	27	42.9103	53.5954	89,253	111,478	89,253	111,478	FT
Property Management Specialist I	28	43.9656	54.8941	91,448	114,180	91,448	114,180	FT
Real Property Specialist I	28	43.9656	54.8941	91,448	114,180	91,448	114,180	FT
Equipment Mechanic/Operator	29	45.0651	56.2667	93,735	117,035	93,735	117,035	FT
Executive Assistant/Deputy District Clerk	29	45.0651	56.2667	93,735	117,035	93,735	117,035	FT
Executive Assistant/Legal Secretary	29	45.0651	56.2667	93,735	117,035	93,735	117,035	FT
Information Technology Technician II	29	45.0651	56.2667	93,735	117,035	93,735	117,035	FT
Planner I	29	45.0651	56.2667	93,735	117,035	93,735	117,035	FT
Lead Ranger	30	46.1646	57.6465	96,022	119,905	96,022	119,905	FT
Resource Management Specialist I	30	46.1646	57.6465	96,022	119,905	96,022	119,905	FT
Accountant I	31	47.3159	59.0781	98,417	122,882	98,417	122,882	FT
Environmental Education Specialist	31	47.3159	59.0781	98,417	122,882	98,417	122,882	FT
Interpretive Specialist	31	47.3159	59.0781	98,417	122,882	98,417	122,882	FT
Management Analyst I	31	47.3159	59.0781	98,417	122,882	98,417	122,882	FT
Planner II	31	47.3159	59.0781	98,417	122,882	98,417	122,882	FT
Capital Project Manager I	32	48.4669	60.5319	100,811	125,906	100,811	125,906	FT
Data Analyst I	32	48.4669	60.5319	100,811	125,906	100,811	125,906	FT
Resource Management Specialist II	34	50.8872	63.5574	105,845	132,199	105,845	132,199	FT
Accountant II	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Interpretation & Education Program Manager	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Management Analyst II	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Property Management Specialist II	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Real Property Specialist II	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Supervising Ranger	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Volunteer Program Manager	35	52.1564	65.1366	108,485	135,484	108,485	135,484	FT
Capital Project Manager II	36	53.4405	66.7306	111,156	138,800	111,156	138,800	FT
Data Analyst II	36	53.4405	66.7306	111,156	138,800	111,156	138,800	FT
Maintenance, Construction & Resource Supv.	36	53.4405	66.7306	111,156	138,800	111,156	138,800	FT
Procurement Specialist	36	53.4405	66.7306	111,156	138,800	111,156	138,800	FT
Public Affairs Specialist II	36	53.4405	66.7306	111,156	138,800	111,156	138,800	FT



# EXHIBIT A - REDLINE

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
Training & Safety Specialist	36	53.4405	66.7306	<del>111,156</del>	<del>138,800</del>	111,156	138,800	FT
Applications Engineer	38	56.1044	70.0806	<del>116,697</del>	<del>145,768</del>	116,697	145,768	FT
Data Administrator	38	56.1044	70.0806	<del>116,697</del>	<del>145,768</del>	116,697	145,768	FT
Field Resource Specialist	38	56.1044	70.0806	<del>116,697</del>	<del>145,768</del>	116,697	145,768	FT
Governmental Affairs Specialist	38	56.1044	70.0806	<del>116,697</del>	<del>145,768</del>	116,697	145,768	FT
Grants Program Manager	38	56.1044	70.0806	<del>116,697</del>	<del>145,768</del>	116,697	145,768	FT
Facilities Maintenance Supervisor	39	57.5065	71.8075	<del>119,614</del>	<del>149,360</del>	119,614	149,360	FT
Planner III	39	57.5065	71.8075	<del>119,614</del>	<del>149,360</del>	119,614	149,360	FT
Public Affairs Specialist III	39	57.5065	71.8075	<del>119,614</del>	<del>149,360</del>	119,614	149,360	FT
Resource Management Specialist III	39	57.5065	71.8075	<del>119,614</del>	<del>149,360</del>	119,614	149,360	FT
Capital Project Manager III	40	58.9159	73.5710	<del>122,545</del>	<del>153,028</del>	122,545	153,028	FT
Senior Technologist	40	58.9159	73.5710	<del>122,545</del>	<del>153,028</del>	122,545	153,028	FT
Senior Accountant	41	60.3771	75.4160	<del>125,584</del>	<del>156,865</del>	125,584	156,865	FT
Senior Management Analyst	41	60.3771	75.4160	<del>125,584</del>	<del>156,865</del>	125,584	156,865	FT
Budget & Analysis Supervisor	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
District Clerk/Assistant to General Manager	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Finance Supervisor	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Human Resources Supervisor	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Senior Planner	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Senior Property Management Specialist	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Senior Real Property Specialist	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Senior Resource Management Specialist	43	63.4025	79.1866	<del>131,877</del>	<del>164,708</del>	131,877	164,708	FT
Area Superintendent	44	64.9521	81.1125	<del>135,100</del>	<del>168,714</del>	135,100	168,714	FT
Capital Projects Field Manager	44	64.9521	81.1125	<del>135,100</del>	<del>168,714</del>	135,100	168,714	FT
Senior Capital Project Manager	44	64.9521	81.1125	<del>135,100</del>	<del>168,714</del>	135,100	168,714	FT
Area Manager	45	66.5755	83.1345	<del>138,477</del>	<del>172,920</del>	138,477	172,920	FT
GIS Program Administrator	45	66.5755	83.1345	<del>138,477</del>	<del>172,920</del>	138,477	172,920	FT
Information Technology Program Administrator	45	66.5755	83.1345	<del>138,477</del>	<del>172,920</del>	138,477	172,920	FT
IST Application Program Manager	45	66.5755	83.1345	<del>138,477</del>	<del>172,920</del>	138,477	172,920	FT
Budget & Finance Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Engineering & Construction Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Human Resources Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Information Systems & Technology Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Land & Facilities Services Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Natural Resources Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Planning Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Public Affairs Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Real Property Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Visitor Services Manager	51	77.0614	96.2475	<del>160,288</del>	<del>200,195</del>	160,288	200,195	FT
Assistant General Counsel I	53	80.9135	101.0588	<del>168,300</del>	<del>210,202</del>	168,300	210,202	FT
Assistant General Counsel II	55	84.9646	106.1135	<del>176,726</del>	<del>220,716</del>	176,726	220,716	FT
Assistant General Manager	59	93.6795	116.9905	<del>194,853</del>	<del>243,340</del>	194,853	243,340	FT
Chief Financial Officer/Director Administrative Services	59	93.6795	116.9905	<del>194,853</del>	<del>243,340</del>	194,853	243,340	FT

\* OST, LOST, EMO will receive an additional 2% stipend for Class A license

Midpeninsula Regional Open Space District Field Employees Association

Midpeninsula Rangers Peace Officers Association

# EXHIBIT A - REDLINE

Classification Title	Step Range #	Hourly Range \$		Monthly Range \$		Annual Range \$		Full/Part Time
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	

<b>Board Appointee Group Compensation</b>	Hourly	Monthly	Annual	Effective	Last Revised
General Manager	\$147.2841	\$25,529	\$306,351	7/1/2023	11/8/2023
Controller - <i>Part-time position</i>	\$101.4615	\$4,397	\$52,760	7/1/2023	11/8/2023
General Counsel	\$131.7644	\$22,839	\$274,070	7/1/2023	11/8/2023
<b>Elected Officials Compensation</b>	Per Meeting		Monthly Maximum	Effective Date	
Board Director	\$121.28		\$727.68	6/9/2024	

**FEA MOU**  
**July 1, 2024 to June 30, 2027**

**APPENDIX A - FEA SALARY RANGES EFFECTIVE JULY 8, 2024**

FY2024-2025																					
Range	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10		Range
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
<b>21</b>	6425	37.0659	6586	37.9956	6751	38.9477	6921	39.9292	7094	40.9253	7272	41.9511	7452	42.9915	7639	44.0690	7828	45.1609	8024	46.2901	<b>21</b>
<b>26</b>	7256	41.8625	7438	42.9103	7626	43.9950	7816	45.0944	8010	46.2087	8210	47.3672	8416	48.5553	8626	49.7656	8841	51.0053	9062	52.2820	<b>26</b>
<b>27</b>	7438	42.9103	7626	43.9950	7816	45.0944	8010	46.2087	8210	47.3672	8416	48.5553	8626	49.7656	8841	51.0053	9062	52.2820	9290	53.5954	<b>27</b>
<b>29</b>	7811	45.0651	8006	46.1867	8205	47.3378	8411	48.5259	8622	49.7434	8836	50.9759	9057	52.2524	9282	53.5511	9515	54.8941	9753	56.2667	<b>29</b>

**FEA MOU  
July 1, 2024 to June 30, 2027**

**APPENDIX A - FEA SALARY RANGES EFFECTIVE JULY 8, 2024**

FY2024-2025																					
Range	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10		Range
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
<b>21</b>	<del>77097</del>	37.0659	<del>79031</del>	37.9956	<del>81011</del>	38.9477	<del>83053</del>	39.9292	<del>85125</del>	40.9253	<del>87258</del>	41.9511	<del>89422</del>	42.9915	<del>91664</del>	44.0690	<del>93935</del>	45.1609	<del>96283</del>	46.2901	<b>21</b>
<b>26</b>	<del>87074</del>	41.8625	<del>89253</del>	42.9103	<del>91510</del>	43.9950	<del>93796</del>	45.0944	<del>96114</del>	46.2087	<del>98524</del>	47.3672	<del>100995</del>	48.5553	<del>103512</del>	49.7656	<del>106091</del>	51.0053	<del>108747</del>	52.2820	<b>26</b>
<b>27</b>	<del>89253</del>	42.9103	<del>91510</del>	43.9950	<del>93796</del>	45.0944	<del>96114</del>	46.2087	<del>98524</del>	47.3672	<del>100995</del>	48.5553	<del>103512</del>	49.7656	<del>106091</del>	51.0053	<del>108747</del>	52.2820	<del>111478</del>	53.5954	<b>27</b>
<b>29</b>	<del>93735</del>	45.0651	<del>96068</del>	46.1867	<del>98463</del>	47.3378	<del>100934</del>	48.5259	<del>103466</del>	49.7434	<del>106030</del>	50.9759	<del>108685</del>	52.2524	<del>111386</del>	53.5511	<del>114180</del>	54.8941	<del>117035</del>	56.2667	<b>29</b>