

**Santa Clara Valley Open Space Authority**

Salary Position Pay Plan

Approved 07-01-2024

Position	Range #	Hourly Salary Range					Monthly Salary Range		Annual Salary Range	
		Step 1	Step 2	Step 3	Step 4	Step 5	Min	Max	Min	Max
Intern	13									
Office Assistant Open Space Aide		\$31.54	\$33.12	\$34.78	\$36.52	\$38.34	\$5,468	\$6,646	\$65,615	\$79,755
Administrative Assistant	18									
Educational Program Coordinator Open Space Technician I Volunteer Program Coordinator		\$35.69	\$37.47	\$39.35	\$41.32	\$43.38	\$6,186	\$7,519	\$74,237	\$90,236
Natural Resources Technician I	21									
Planning Technician Office & Facilities Coordinator		\$38.43	\$40.36	\$42.37	\$44.49	\$46.72	\$6,662	\$8,098	\$79,945	\$97,174
GIS Technician	22									
Open Space Technician II		\$39.39	\$41.36	\$43.43	\$45.60	\$47.88	\$6,828	\$8,300	\$81,944	\$99,603
Communications Coordinator	23									
Community Engagement Coordinator		\$40.38	\$42.40	\$44.52	\$46.74	\$49.08	\$6,999	\$8,508	\$83,993	\$102,094
Human Resources Coordinator	24	\$41.39	\$43.46	\$45.63	\$47.91	\$50.31	\$7,174	\$8,720	\$86,092	\$104,646
Deputy Clerk of the Board	25									
Executive Assistant Natural Resources Technician II		\$42.42	\$44.55	\$46.77	\$49.11	\$51.57	\$7,353	\$8,938	\$88,245	\$107,262
Equipment Mechanic Operator	27	\$44.57	\$46.80	\$49.14	\$51.60	\$54.18	\$7,726	\$9,391	\$92,712	\$112,692
Educational Program Administrator	28									
IT Technician Staff Accountant		\$45.69	\$47.97	\$50.37	\$52.89	\$55.53	\$7,919	\$9,625	\$95,030	\$115,509
Grants Program Coordinator	29									
Multimedia Communications Specialist		\$46.83	\$49.17	\$51.63	\$54.21	\$56.92	\$8,117	\$9,866	\$97,406	\$118,397
Lead Open Space Technician	30									
Volunteer Programs Administrator		\$48.00	\$50.40	\$52.92	\$55.56	\$58.34	\$8,320	\$10,113	\$99,841	\$121,357
Assistant Open Space Planner	31									
Real Property Coordinator		\$49.20	\$51.66	\$54.24	\$56.95	\$59.80	\$8,528	\$10,366	\$102,337	\$124,391
Community Impact & Policy Specialist	33									
GIS Specialist Public Information Officer Resource Management Specialist		\$51.69	\$54.27	\$56.99	\$59.84	\$62.83	\$8,960	\$10,890	\$107,518	\$130,688
Associate Open Space Planner	35									
Supervising Open Space Technician		\$54.31	\$57.02	\$59.87	\$62.87	\$66.01	\$9,413	\$11,442	\$112,961	\$137,304
GIS Administrator	36	\$55.66	\$58.45	\$61.37	\$64.44	\$67.66	\$9,648	\$11,728	\$115,785	\$140,737
Grants Program Manager	37									
Resource Management Program Manager		\$57.06	\$59.91	\$62.90	\$66.05	\$69.35	\$9,890	\$12,021	\$118,679	\$144,255
Clerk of the Board	38									
Conservation & GIS Program Manager Human Resources Officer		\$58.48	\$61.41	\$64.48	\$67.70	\$71.09	\$10,137	\$12,321	\$121,646	\$147,862
Conservation Strategy Program Manager	39									
Fiscal Services Officer Senior Open Space Planner		\$59.94	\$62.94	\$66.09	\$69.39	\$72.86	\$10,390	\$12,629	\$124,687	\$151,558
Administrative Operations Manager	47									
Conservation & Strategic Partnerships Manager										
External Affairs Manager										
Field Operations Manager		\$73.04	\$76.69	\$80.52	\$84.55	\$88.78	\$12,660	\$15,388	\$151,920	\$184,659
Long-Range Planning Manager Natural Resources Manager Planning, Design & Construction Manager										
Assistant General Manager	54	\$86.82	\$91.16	\$95.72	\$100.50	\$105.53	\$15,048	\$18,291	\$180,585	\$219,502