Santa Clara Valley Open Space Authority
Salary Position Pay Plan
Approved 07-01-2025

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 Office Assistant Open Space Aide	13	$32.40	$34.02	$35.72	$37.50	$39.38	$5,615	$6,825	$67,386	$81,909
Administrative Assistant Educational Program Coordinator Open Space Technician I Volunteer Program Coordinator	18	$36.65	$38.49	$40.41	$42.43	$44.55	$6,353	$7,722	$76,242	$92,672
Natural Resources Technician I Planning Technician Office & Facilities Coordinator	21	$39.47	$41.45	$43.52	$45.69	$47.98	$6,842	$8,316	$82,104	$99,798
GIS Technician Open Space Technician II	22	$40.46	$42.48	$44.61	$46.84	$49.18	$7,013	$8,524	$84,156	$102,293
Communications Coordinator Community Engagement Coordinator	23	$41.47	$43.54	$45.72	$48.01	$50.41	$7,188	$8,737	$86,260	$104,850
Human Resources Coordinator	24	$42.51	$44.63	$46.86	$49.21	$51.67	$7,368	$8,956	$88,417	$107,471
Deputy Clerk of the Board Executive Assistant Natural Resources Technician II	25	$43.57	$45.75	$48.04	$50.44	$52.96	$7,552	$9,180	$90,627	$110,158
Equipment Mechanic Operator	27	$45.78	$48.06	$50.47	$52.99	$55.64	$7,934	$9,644	$95,215	$115,735
Educational Program Administrator IT Technician Staff Accountant	28	$46.92	$49.27	$51.73	$54.32	$57.03	$8,133	$9,885	$97,596	$118,628
Grants Program Coordinator Multimedia Communications Specialist	29	$48.09	$50.50	$53.02	$55.67	$58.46	$8,336	$10,132	$100,036	$121,594
Lead Open Space Technician Volunteer Programs Administrator	30	$49.29	$51.76	$54.35	$57.06	$59.92	$8,544	$10,386	$102,537	$124,634
Assistant Open Space Planner Real Property Coordinator	31	$50.53	$53.05	$55.71	$58.49	$61.42	$8,758	$10,645	$105,100	$127,750
Community Investment Specialist Conservation Policy Specialist GIS Specialist Public Information Officer Resource Management Specialist	33	$53.09	$55.74	$58.53	$61.45	$64.53	$9,201	$11,184	$110,421	$134,217
Associate Open Space Planner Supervising Open Space Technician	35	$55.77	$58.56	$61.49	$64.56	$67.79	$9,667	$11,751	$116,011	$141,012
GIS Administrator	36	$57.17	$60.03	$63.03	$66.18	$69.49	$9,909	$12,044	$118,911	$144,537
Grants Program Manager Resource Management Program Manager	37	$58.60	$61.53	$64.60	$67.83	$71.22	$10,157	$12,345	$121,884	$148,150
Clerk of the Board Conservation & GIS Program Manager Human Resources Officer	38	$60.06	$63.06	$66.22	$69.53	$73.00	$10,411	$12,654	$124,931	$151,854
Conservation Strategy Program Manager Fiscal Services Officer Senior Open Space Planner	39	$61.56	$64.64	$67.87	$71.27	$74.83	$10,671	$12,970	$128,054	$155,651
Administrative Operations Manager Conservation & Strategic Partnerships Manager Field Operations Manager Long-Range Planning Manager Natural Resources Manager Planning, Design & Construction Manager Public Information Manager	47	$75.01	$78.76	$82.70	$86.83	$91.17	$13,001	$15,803	$156,021	$189,645
Assistant General Manager	54	$89.16	$93.62	$98.30	$103.21	$108.38	$15,455	$18,785	$185,460	$225,428