

Santa Clara Valley Open Space Authority

Salary Position Pay Plan

Approved 07-06-2026

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	\$33.20	\$34.86	\$36.61	\$38.44	\$40.36	\$5,755	\$6,996	\$69,072	\$83,957
Administrative Assistant										
Educational Program Coordinator Open Space Technician I Volunteer Program Coordinator	18	\$37.57	\$39.45	\$41.42	\$43.49	\$45.66	\$6,512	\$7,915	\$78,148	\$94,990
Natural Resources Technician I										
Planning Technician Office & Facilities Coordinator	21	\$40.46	\$42.48	\$44.60	\$46.83	\$49.17	\$7,012	\$8,524	\$84,157	\$102,293
GIS Technician Open Space Technician II	22	\$41.47	\$43.54	\$45.72	\$48.00	\$50.40	\$7,188	\$8,737	\$86,261	\$104,851
Communications Coordinator Community Engagement Coordinator	23	\$42.50	\$44.63	\$46.86	\$49.20	\$51.66	\$7,367	\$8,955	\$88,417	\$107,472
Human Resources Coordinator	24	\$43.57	\$45.74	\$48.03	\$50.43	\$52.96	\$7,552	\$9,179	\$90,628	\$110,159
Deputy Clerk of the Board										
Executive Assistant Natural Resources Technician II	25	\$44.66	\$46.89	\$49.23	\$51.69	\$54.28	\$7,740	\$9,408	\$92,894	\$112,913
Equipment Mechanic Operator	27	\$46.92	\$49.26	\$51.73	\$54.31	\$57.03	\$8,132	\$9,885	\$97,596	\$118,629
Educational Program Administrator										
IT Technician Staff Accountant	28	\$48.09	\$50.49	\$53.02	\$55.67	\$58.45	\$8,335	\$10,132	\$100,036	\$121,595
Grants Program Coordinator Multimedia Communications Specialist	29	\$49.29	\$51.76	\$54.34	\$57.06	\$59.91	\$8,544	\$10,385	\$102,537	\$124,634
Lead Open Space Technician Volunteer Programs Administrator	30	\$50.52	\$53.05	\$55.70	\$58.49	\$61.41	\$8,757	\$10,645	\$105,101	\$127,750
Assistant Open Space Planner Real Property Coordinator	31	\$51.79	\$54.38	\$57.09	\$59.95	\$62.95	\$8,976	\$10,911	\$107,728	\$130,944
Community Investment Specialist										
Conservation Policy Specialist External Funding Specialist	33	\$54.41	\$57.13	\$59.99	\$62.98	\$66.13	\$9,431	\$11,463	\$113,182	\$137,573
GIS Specialist Public Information Officer Resource Management Specialist										
Associate Open Space Planner Supervising Open Space Technician	35	\$57.16	\$60.02	\$63.02	\$66.17	\$69.48	\$9,908	\$12,044	\$118,912	\$144,538
GIS Administrator	36	\$58.59	\$61.52	\$64.60	\$67.83	\$71.22	\$10,156	\$12,345	\$121,884	\$148,151
Grants Program Manager Resource Management Program Manager	37	\$60.06	\$63.06	\$66.21	\$69.52	\$73.00	\$10,410	\$12,653	\$124,932	\$151,855
Clerk of the Board										
Conservation & GIS Program Manager Human Resources Officer	38	\$61.56	\$64.64	\$67.87	\$71.26	\$74.82	\$10,670	\$12,970	\$128,055	\$155,651
Conservation Strategy Program Manager Fiscal Services Officer	39	\$63.10	\$66.25	\$69.56	\$73.04	\$76.70	\$10,937	\$13,294	\$131,256	\$159,543
Senior Open Space Planner										
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	\$76.88	\$80.72	\$84.76	\$89.00	\$93.45	\$13,325	\$16,197	\$159,923	\$194,387
Assistant General Manager	54	\$91.38	\$95.95	\$100.75	\$105.79	\$111.08	\$15,840	\$19,253	\$190,098	\$231,065