

# Exhibit C

## Santa Clara Valley Open Space Authority

Salary Position Pay Plan

DRAFT 04-15-2024

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		\$30.81	\$32.35	\$33.96	\$35.66	\$37.44	\$5,340	\$6,490	\$64,077	\$77,886
Open Space Aide										
Administrative Assistant	18									
Educational Program Coordinator		\$34.85	\$36.60	\$38.43	\$40.35	\$42.36	\$6,041	\$7,343	\$72,497	\$88,121
Open Space Technician I										
Volunteer Program Coordinator	21									
Natural Resources Technician I		\$37.53	\$39.41	\$41.38	\$43.45	\$45.62	\$6,506	\$7,908	\$78,072	\$94,897
Planning Technician										
Office & Facilities Coordinator	22									
GIS Technician		\$38.47	\$40.40	\$42.41	\$44.54	\$46.76	\$6,668	\$8,105	\$80,023	\$97,269
Open Space Technician II										
Communications Coordinator	23	\$39.43	\$41.40	\$43.48	\$45.65	\$47.93	\$6,835	\$8,308	\$82,024	\$99,701
Community Engagement Coordinator										
Human Resources Coordinator		\$40.42	\$42.44	\$44.56	\$46.79	\$49.13	\$7,006	\$8,516	\$84,075	\$102,193
Deputy Clerk of the Board	25									
Executive Assistant		\$41.43	\$43.50	\$45.68	\$47.96	\$50.36	\$7,181	\$8,729	\$86,176	\$104,748
Natural Resources Technician II										
Equipment Mechanic Operator	27	\$43.53	\$45.70	\$47.99	\$50.39	\$52.91	\$7,545	\$9,171	\$90,539	\$110,051
Educational Program Administrator										
IT Technician		\$44.62	\$46.85	\$49.19	\$51.65	\$54.23	\$7,733	\$9,400	\$92,803	\$112,802
Staff Accountant	29									
Grants Program Coordinator		\$45.73	\$48.02	\$50.42	\$52.94	\$55.59	\$7,927	\$9,635	\$95,123	\$115,622
Grant Writer										
Multimedia Communications Specialist	30									
Lead Open Space Technician		\$46.87	\$49.22	\$51.68	\$54.26	\$56.98	\$8,125	\$9,876	\$97,501	\$118,513
Volunteer Programs Administrator										
Assistant Open Space Planner	31	\$48.05	\$50.45	\$52.97	\$55.62	\$58.40	\$8,328	\$10,123	\$99,938	\$121,476
Real Property Coordinator										
Community Impact & Policy Specialist										
GIS Specialist	33	\$50.48	\$53.00	\$55.65	\$58.43	\$61.36	\$8,750	\$10,635	\$104,998	\$127,625
Public Information Officer										
Resource Management Specialist										
Associate Open Space Planner	35	\$53.03	\$55.69	\$58.47	\$61.39	\$64.46	\$9,192	\$11,173	\$110,313	\$134,086
Supervising Open Space Technician										
GIS Administrator		\$54.36	\$57.08	\$59.93	\$62.93	\$66.07	\$9,422	\$11,453	\$113,071	\$137,439
Grants Program Manager	37	\$55.72	\$58.50	\$61.43	\$64.50	\$67.73	\$9,658	\$11,739	\$115,898	\$140,875
Real Property Program Manager										
Resource Management Program Manager										
Clerk of the Board	38	\$57.11	\$59.97	\$62.97	\$66.11	\$69.42	\$9,899	\$12,033	\$118,795	\$144,396
Conservation & GIS Program Manager										
Human Resources Officer										
Conservation Strategy Program Manager	39	\$58.54	\$61.47	\$64.54	\$67.77	\$71.15	\$10,147	\$12,333	\$121,765	\$148,006
Fiscal Services Officer										
Senior Open Space Planner										
Administrative Operations Manager	47									
Conservation & Strategic Partnerships Manager										
External Affairs Manager										
Field Operations Manager		\$71.32	\$74.89	\$78.63	\$82.57	\$86.69	\$12,363	\$15,027	\$148,359	\$180,331
Long-Range Planning Manager										
Natural Resources Manager										
Planning, Design & Construction Manager	54									
Assistant General Manager		\$84.78	\$89.02	\$93.47	\$98.15	\$103.05	\$14,696	\$17,862	\$176,352	\$214,357