

## Exhibit C

**Santa Clara Valley Open Space Authority**

## Salary Position Pay Plan

DRAFT 04/14/2022

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
Office Assistant Open Space Aide	13	\$27.94	\$29.34	\$30.81	\$32.35	\$33.96	\$4,843	\$5,887	\$58,120	\$70,645
Administrative Assistant Educational Program Coordinator Open Space Technician I Volunteer Program Coordinator	18	\$31.61	\$33.19	\$34.85	\$36.60	\$38.43	\$5,480	\$6,661	\$65,758	\$79,929
Natural Resources Technician Planning Technician	21	\$34.05	\$35.75	\$37.53	\$39.41	\$41.38	\$5,901	\$7,173	\$70,814	\$86,074
GIS Technician Open Space Technician II	22	\$34.90	\$36.64	\$38.47	\$40.40	\$42.42	\$6,049	\$7,352	\$72,584	\$88,226
Communications Coordinator Community Engagement Coordinator	23	\$35.77	\$37.56	\$39.43	\$41.41	\$43.48	\$6,200	\$7,536	\$74,399	\$90,432
Deputy Clerk of the Board Executive Assistant	25	\$37.58	\$39.46	\$41.43	\$43.50	\$45.68	\$6,514	\$7,918	\$78,165	\$95,010
Equipment Mechanic Operator Educational Program Administrator	27	\$39.48	\$41.46	\$43.53	\$45.71	\$47.99	\$6,844	\$8,318	\$82,122	\$99,820
IT Technician Lead Open Space Technician Staff Accountant	28	\$40.47	\$42.49	\$44.62	\$46.85	\$49.19	\$7,015	\$8,526	\$84,175	\$102,315
Grants Program Coordinator	29	\$41.48	\$43.55	\$45.73	\$48.02	\$50.42	\$7,190	\$8,739	\$86,280	\$104,873
Volunteer Programs Administrator	30	\$42.52	\$44.64	\$46.88	\$49.22	\$51.68	\$7,370	\$8,958	\$88,437	\$107,495
Assistant Open Space Planner Real Property Coordinator	31	\$43.58	\$45.76	\$48.05	\$50.45	\$52.97	\$7,554	\$9,182	\$90,647	\$110,183
Community Impact & Policy Specialist GIS Specialist	33	\$45.79	\$48.08	\$50.48	\$53.00	\$55.65	\$7,936	\$9,647	\$95,236	\$115,761
Public Information Officer Associate Open Space Planner Supervising Open Space Technician	35	\$48.10	\$50.51	\$53.04	\$55.69	\$58.47	\$8,338	\$10,135	\$100,058	\$121,621
Grants Program Manager Real Property Program Manager Resource Management Program Manager	37	\$50.54	\$53.07	\$55.72	\$58.51	\$61.43	\$8,760	\$10,648	\$105,123	\$127,778
Clerk of the Board Conservation & GIS Program Manager Human Resources Officer	38	\$51.80	\$54.39	\$57.11	\$59.97	\$62.97	\$8,979	\$10,914	\$107,751	\$130,972
Fiscal Services Officer Senior Open Space Planner	39	\$53.10	\$55.75	\$58.54	\$61.47	\$64.54	\$9,204	\$11,187	\$110,445	\$134,247
Director of Administrative Operations External Affairs Manager Field Operations Manager Natural Resources Manager Planning Manager	47	\$64.70	\$67.93	\$71.33	\$74.89	\$78.64	\$11,214	\$13,631	\$134,567	\$163,567
Assistant General Manager	54	\$76.90	\$80.75	\$84.79	\$89.02	\$93.48	\$13,330	\$16,202	\$159,957	\$194,429