

North Santa Clara Resource Conservation District (NSCRCD)

An independent special district of the State of California

Classification and Salary Schedule

Updated 12/4/2025

Classifications	Working Title Examples ¹	Status ²	Minimum Salary			Maximum Salary		
			Hourly	Monthly ³	Annual ³	Hourly	Monthly ³	Annual ³
District Manager	District Manager	Exempt			\$120,139.20			\$120,139.20
District Clerk ⁴	District Clerk	Non-Exempt	n/a	n/a	n/a	n/a	n/a	n/a
Program Coordinator	Conservation Program Coordinator; Outreach Coordinator; Resource Conservationist	Non-Exempt	\$42.50	\$7,395.00	\$88,400.00	\$42.50	\$7,395.00	\$88,400.00
Project Assistant	Watershed Project Assistant; Outreach Assistant	Non-Exempt	\$15.75	\$2,600.00	\$31,200.00	\$26.25	\$4,333.34	\$52,000.00

¹ Subordinate working titles are designated by the District Manager and may be changed at any time depending upon assigned duties.

² Some positions may be filled by consultants.

³ Minimum and maximum monthly and annual salaries are calculated on 174 hours per month and 2,080 hours per year. Actual compensation may vary based upon scheduled hours of work and exempt vs. non-exempt status.

⁴ These duties are currently assigned to the District Manager.