North Santa Clara Resource Conservation District (NSCRCD)

An independent special district of the State of California

EXHIBIT A: DISTRICT RATE SCHEDULE FOR FEE-FOR-SERVICE

Effective July 1, 2026

Classifications	Working Title Examples [1]	Status	Hourly Rate [2]
District Manager	District Manager; District Clerk; Board Secretary	Exempt	$75.00
Finance Manager	Finance Manager; Grant Manager	Contracted	$72.00
Program Manager	Program Manager; Project Manager	Exempt	$60.00
Program Coordinator	Conservation Program Coordinator; Outreach Coordinator; Resource Conservationist	Non-Exempt	$51.60
Project Assistant	Watershed Project Assistant; Outreach Assistant	Non-Exempt	$31.25

1. Subordinate working titles are designated by the District Manager and may be changed at any time depending upon assigned duties.
2. Hourly rates are subject to change by Board action.