

**San Benito County Water District
Field and Office**

Effective 9/7/20

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Board Clerk/Office Specialist III	monthly	4138	4303	4475	4654	4840	5034	5235	5445
Customer Account Specialist I	monthly	3462	3601	3745	3894	4050	4212	4381	4556
Customer Account Specialist II	monthly	3823	3975	4134	4300	4472	4651	4837	5030
Customer Account Specialist III	monthly	4138	4303	4475	4654	4840	5034	5235	5445
Electronic/Electrical Technician	monthly	5352	5567	5789	6021	6262	6512	6773	7043
Engineer (unlicensed)	monthly	5248	5457	5676	5903	6139	6384	6640	6905
Engineering Technician	monthly	4568	4751	4941	5139	5344	5558	5780	6012
Maintenance Trainee	monthly	2955	3073	3196	3324	3457	3595	3739	3888
Maintenance I	monthly	3521	3662	3807	3960	4119	4283	4455	4633
Maintenance II	monthly	3923	4080	4244	4413	4590	4774	4965	5163
Maintenance III	monthly	4391	4567	4749	4939	5137	5342	5556	5778
Operations & Maintenance Supervisor	monthly	5145	5350	5564	5787	6018	6259	6510	6770
Office Specialist I	monthly	3199	3326	3460	3598	3742	3891	4047	4209
Office Specialist II	monthly	3462	3601	3745	3894	4050	4212	4381	4556
Office Specialist III	monthly	3823	3975	4134	4300	4472	4651	4837	5030
Water Distribution/Maint. I	monthly	4138	4303	4475	4654	4840	5034	5235	5445
Water Distribution/Maint. II	monthly	4568	4751	4941	5139	5344	5558	5780	6012
Water Distribution/Maint. III	monthly	5044	5245	5455	5674	5900	6136	6382	6637
Water Programmer III	monthly	4138	4303	4475	4654	4840	5034	5235	5445
Water Resources Technician I	monthly	4224	4393	4570	4751	4940	5139	5350	5561
Water Resources Technician II	monthly	4636	4822	5014	5215	5423	5641	5866	6100
Adopted by the Board on 8/26/20									

Management/Confidential/Professional

Effective 7/27/20

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant	monthly	5,061	5,263	5,474	5,693	5,921	6,157	6,404	6,660
Deputy District Engineer	monthly	10,121	10,526	10,947	11,385	11,840	12,314	12,807	13,319
Engineer I - (Assistant)	monthly	5,588	5,811	6,044	6,285	6,537	6,798	7,070	7,353
Engineer II - (Associate)	monthly	6,169	6,416	6,673	6,940	7,217	7,506	7,806	8,118
Engineer III - (Senior)	monthly	8,469	8,808	9,160	9,526	9,908	10,304	10,716	11,145
*Finance Manager	monthly	7,228	7,517	7,818	8,131	8,456	8,794	9,146	9,512
Operations & Maintenance Manager	monthly	7,671	7,977	8,297	8,628	8,974	9,332	9,706	10,094
Supervising Accountant	monthly	6,418	6,675	6,942	7,220	7,509	7,809	8,121	8,446
Water Conservation Program Manager	monthly	5,813	6,046	6,288	6,539	6,801	7,073	7,356	7,650
HR/Administrative Analyst	hourly	19.98	20.77	21.61	22.47	23.37	24.30	25.27	26.29
Adopted by the Board on 7/29/20									
*Adopted by the Board on 10/28/20 to be effective 11/16/20									

Executive Management

Effective 11/18/20

Classification	Rate Type								
Assistant Manager	bi-weekly	6,558							
District Manager	bi-weekly	10,231							
Adopted by the Board on 11/18/20									

Longevity Pay: Employees hired by the District before January 1, 2013 who have more than five (5) years of continuous District service, shall receive longevity pay in the amount of eight percent (8%).