

## San Benito County Water District

### Field and Office Effective 7/12/21

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	4,179	4,346	4,520	4,701	4,889	5,084	5,288	5,499
Customer Account Specialist I	monthly	3,497	3,637	3,782	3,933	4,091	4,254	4,425	4,602
Customer Account Specialist II	monthly	3,861	4,015	4,176	4,343	4,517	4,697	4,885	5,080
Customer Account Specialist III	monthly	4,179	4,346	4,520	4,701	4,889	5,084	5,288	5,499
Electronic/Electrical Technician	monthly	5,406	5,622	5,847	6,081	6,324	6,577	6,840	7,114
Engineer (unlicensed)	monthly	5,300	5,512	5,732	5,962	6,200	6,448	6,706	6,974
Engineering Technician	monthly	4,614	4,799	4,990	5,190	5,398	5,614	5,838	6,072
Maintenance Trainee	monthly	2,984	3,104	3,228	3,357	3,491	3,631	3,776	3,927
Maintenance I	monthly	3,556	3,699	3,845	3,999	4,160	4,326	4,499	4,679
Maintenance II	monthly	3,962	4,121	4,286	4,458	4,636	4,821	5,015	5,214
Maintenance III	monthly	4,435	4,612	4,797	4,989	5,188	5,396	5,611	5,836
Operations & Maintenance Supervisor	monthly	5,196	5,404	5,620	5,845	6,079	6,322	6,575	6,838
Office Specialist I	monthly	3,231	3,360	3,494	3,634	3,779	3,930	4,088	4,251
Office Specialist II	monthly	3,497	3,637	3,782	3,933	4,091	4,254	4,425	4,602
Office Specialist III	monthly	3,861	4,015	4,176	4,343	4,517	4,697	4,885	5,080
Water Distribution/Maint. I	monthly	4,179	4,346	4,520	4,701	4,889	5,084	5,288	5,499
Water Distribution/Maint. II	monthly	4,614	4,799	4,990	5,190	5,398	5,614	5,838	6,072
Water Distribution/Maint. III	monthly	5,094	5,298	5,510	5,730	5,959	6,198	6,446	6,704
Water Programmer III	monthly	4,179	4,346	4,520	4,701	4,889	5,084	5,288	5,499
Water Resources Technician I	monthly	4,266	4,437	4,615	4,799	4,989	5,191	5,403	5,616
Water Resources Technician II	monthly	4,683	4,870	5,065	5,267	5,478	5,697	5,925	6,161
<b>Adopted by the Board on 6/16/21</b>									

### Management/Confidential/Professional Effective 7/12/21

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant	monthly	5,112	5,316	5,529	5,750	5,980	6,219	6,468	6,726
Deputy District Engineer	monthly	10,222	10,631	11,057	11,499	11,959	12,437	12,935	13,452
*Assistant Engineer (Engineer I)	monthly	5,644	5,869	6,104	6,348	6,602	6,866	7,141	7,426
*Associate Engineer (Engineer II)	monthly	6,231	6,480	6,739	7,009	7,289	7,581	7,884	8,199
*Senior Engineer (Engineer III)	monthly	8,554	8,896	9,252	9,622	10,007	10,407	10,823	11,256
Finance Manager	monthly	7,300	7,593	7,896	8,212	8,541	8,882	9,237	9,607
Operations & Maintenance Manager	monthly	7,747	8,057	8,380	8,715	9,063	9,426	9,803	10,195
Supervising Accountant	monthly	6,483	6,742	7,012	7,292	7,584	7,887	8,203	8,531
Water Conservation Program Manager	monthly	5,872	6,106	6,351	6,605	6,869	7,144	7,429	7,727
HR/Administrative Analyst	monthly	3,497	3,637	3,782	3,933	4,091	4,254	4,425	4,602
*Professional Engineer Series									
<b>Adopted by the Board on 5/26/21</b>									

### Executive Management

Classification	Rate Type		Effective				
Mgr, Admin, Fin & Business Services	bi-weekly	6,538	03/31/22				
Assistant General Manager	bi-weekly	8,462	07/18/22				
District Manager	bi-weekly	10,231	11/18/20				
<b>Adopted by the Board on 3/30/22</b>							

**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%).**