

**RESOLUTION NO. 2024-18**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN BENITO COUNTY WATER DISTRICT FOR SALARY AND COMPENSATION FOR THE GENERAL MANAGER**

**WHEREAS**, San Benito County Water District desires to modify the compensation provided to the General Manager;

**THEREFORE, BE IT RESOLVED** by the Board of Directors of the San Benito County Water District:

**Section 1.0 – Purpose and Application**

The purpose of this Resolution is to set forth certain compensation for the General Manager of the San Benito County Water District (“District”). Market conditions necessitate increasing the compensation range for the General Manager in order to fill the current vacancy in that position and in the vacancy for the District Engineer, which are historically filled by the same individual, and currently filled by the Interim General Manager. This Resolution is not intended to amend or alter the benefits provided to any other employees or amend or alter any other benefits provided to the General Manager. The Board of Directors retains all rights and authority to amend, reduce, or eliminate benefits and additional compensation in its sole and absolute discretion.

**Section 2.0 – Salary**

Effective November 18, 2020 following Board adoption of Resolution 2020-20, salaries for the District Manager/Engineer was established at the following amount:

District Manager/Engineer: \$266,000 per year

Upon the retirement of the incumbent District Manager/District Engineer, the District Manager/District Engineer position was eliminated and replaced with the two positions of General Manager and District Engineer.

Effective upon the retirement of the incumbent District Manager/District Engineer, following Board adoption of Resolution 2022-10, the annual salary for General Manager was established at the following amount:

General Manager:

\$230,000 per year effective on date of promotion

\$236,900 per year effective one year from the date promotion

There became a vacancy in the position of the General Manager and District Engineer on March 27, 2024 which has not yet been filled. In order to achieve flexibility in recruiting a General Manager that may or may not fill the District Engineer role, the Board of Directors adopts the following salary range:

General Manager: \$240,000 - \$300,000

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the San Benito County Water District that the San Benito County Water District adopts the compensation range the General Manager, as set forth above.

**BE IT FURTHER RESOLVED** that the President of the Board is authorized to sign said Resolution, on behalf of this Board and District.

**PASSED AND ADOPTED** by the Board of Directors of the San Benito County Water District at a Special Board Meeting, this 20<sup>th</sup> day of May, 2024 by the following vote:

AYES: DIRECTORS: Shelton, Williams, Flores, Tonascia & Wright

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

*(Signature of presiding Board member  
Attested by Board Secretary  
Resolution #2024-18)*

*/s/ Andrew Shelton*  
Andrew Shelton  
President

ATTEST: */s/ Megan Holland*  
Megan Holland  
Manager of Administration, Finance &  
Business Services