

**RESOLUTION NO. 2024-32**

**A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE SAN BENITO COUNTY WATER DISTRICT  
ADOPTING THE 2024-25 SALARY SCHEDULE TO COMPLY WITH  
CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)  
STATUTORY AND REGULATORY REQUIREMENTS FOR  
COMPENSATION EARNABLE AND PUBLICLY AVAILABLE PAY  
SCHEDULES**

**WHEREAS**, all employers must comply with the compensation earnable and publicly available pay schedules provisions contained in California Code of Regulations (CCR) Title 2, Section 570.5 and amendments to CCR Section 571, subdivision (b); and

**WHEREAS**, it is necessary to review and duly approve and adopt in accordance with requirements of applicable public meetings laws, a publicly available pay schedule; and

**WHEREAS**, attached to this resolution and incorporated by reference is the District's comprehensive salary schedule which will be made publicly available on the District's website and provided upon request; and

**WHEREAS**, this resolution confirms and formally adopts, but does not modify any salary rates previously approved by the District; and

**THEREFORE, BE IT RESOLVED** by the Board of Directors of the San Benito County Water District that the San Benito County Water District hereby adopts and confirms the salary schedule to comply with California Public Employees' Retirement System (CalPERS) statutory and regulatory requirements for compensation earnable and publicly available pay schedules.

**PASSED AND ADOPTED** by the Board of Directors of the San Benito County Water District this 31<sup>st</sup> day of July 2024, by the following vote:

AYES: DIRECTORS: Shelton, Williams, Flores and Wright  
NOES: DIRECTORS: None  
ABSTAIN: DIRECTORS: None  
ABSENT: DIRECTORS: Tonascia

**San Benito County Water District**  
**Publicly Available Salary Schedule**  
**Board Adopted 07/31/24**

**Field and Office**  
**Effective 7/8/24**

| Classification                   | Rate Type | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H |
|----------------------------------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|
| Accounting Technician            | monthly   | 4,944  | 5,142  | 5,347  | 5,561  | 5,784  | 6,015  | 6,256  | 6,506  |
| Customer Account Specialist I    | monthly   | 4,096  | 4,260  | 4,430  | 4,607  | 4,792  | 4,983  | 5,183  | 5,390  |
| Customer Account Specialist II   | monthly   | 4,506  | 4,686  | 4,874  | 5,069  | 5,271  | 5,482  | 5,702  | 5,930  |
| Customer Account Specialist III  | monthly   | 4,956  | 5,154  | 5,360  | 5,575  | 5,798  | 6,030  | 6,271  | 6,522  |
| Electrical/Electronic Technician | monthly   | 6,309  | 6,561  | 6,824  | 7,097  | 7,381  | 7,676  | 7,983  | 8,302  |
| Engineer (unlicensed)            | monthly   | 6,192  | 6,440  | 6,697  | 6,965  | 7,244  | 7,534  | 7,835  | 8,148  |
| Engineering Technician           | monthly   | 5,385  | 5,600  | 5,824  | 6,057  | 6,300  | 6,552  | 6,814  | 7,086  |
| *Executive Assistant/Board Clerk | monthly   | 5,077  | 5,280  | 5,491  | 5,711  | 5,939  | 6,177  | 6,424  | 6,681  |
| Maintenance I                    | monthly   | 4,203  | 4,371  | 4,546  | 4,728  | 4,917  | 5,114  | 5,318  | 5,531  |
| Maintenance II                   | monthly   | 4,624  | 4,809  | 5,001  | 5,201  | 5,409  | 5,626  | 5,851  | 6,085  |
| Maintenance III                  | monthly   | 5,317  | 5,530  | 5,751  | 5,981  | 6,220  | 6,469  | 6,728  | 6,997  |
| Maintenance Trainee              | monthly   | 3,503  | 3,643  | 3,789  | 3,940  | 4,098  | 4,262  | 4,432  | 4,610  |
| Office Specialist I              | monthly   | 3,723  | 3,872  | 4,027  | 4,188  | 4,355  | 4,530  | 4,711  | 4,899  |
| Office Specialist II             | monthly   | 4,096  | 4,260  | 4,430  | 4,607  | 4,792  | 4,983  | 5,183  | 5,390  |
| Office Specialist III            | monthly   | 4,506  | 4,686  | 4,874  | 5,069  | 5,271  | 5,482  | 5,702  | 5,930  |
| Water Distribution/Maint. I      | monthly   | 4,895  | 5,091  | 5,294  | 5,506  | 5,726  | 5,956  | 6,194  | 6,441  |
| Water Distribution/Maint. II     | monthly   | 5,385  | 5,600  | 5,824  | 6,057  | 6,300  | 6,552  | 6,814  | 7,086  |
| Water Distribution/Maint. III    | monthly   | 6,192  | 6,440  | 6,697  | 6,965  | 7,244  | 7,534  | 7,835  | 8,148  |
| Water Programmer III             | monthly   | 4,956  | 5,154  | 5,360  | 5,575  | 5,798  | 6,030  | 6,271  | 6,522  |
| Water Resources Technician I     | monthly   | 4,992  | 5,192  | 5,399  | 5,615  | 5,840  | 6,074  | 6,316  | 6,569  |
| Water Resources Technician II    | monthly   | 5,492  | 5,712  | 5,940  | 6,178  | 6,425  | 6,682  | 6,949  | 7,227  |
| <b>Board Approved: 6/26/24</b>   |           |        |        |        |        |        |        |        |        |

\*Board approved: 7/31/24 (effective 8/5/24)

**Management/Confidential/Professional**  
**Effective 7/8/24**

| Classification                     | Rate Type | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H |
|------------------------------------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|
| Accountant I                       | monthly   | 5,436  | 5,653  | 5,880  | 6,115  | 6,359  | 6,614  | 6,878  | 7,153  |
| Accountant II                      | monthly   | 5,980  | 6,219  | 6,468  | 6,727  | 6,996  | 7,276  | 7,567  | 7,869  |
| Deputy District Engineer           | monthly   | 10,845 | 11,279 | 11,730 | 12,199 | 12,687 | 13,195 | 13,722 | 14,271 |
| Engineer I (Assistant)*            | monthly   | 6,587  | 6,850  | 7,124  | 7,409  | 7,706  | 8,014  | 8,335  | 8,668  |
| Engineer II (Associate)*           | monthly   | 7,272  | 7,563  | 7,865  | 8,180  | 8,507  | 8,847  | 9,201  | 9,569  |
| Engineer III (Senior)*             | monthly   | 9,075  | 9,438  | 9,816  | 10,208 | 10,616 | 11,041 | 11,483 | 11,942 |
| Finance Manager                    | monthly   | 7,745  | 8,055  | 8,377  | 8,712  | 9,061  | 9,423  | 9,800  | 10,192 |
| HR/Administrative Analyst          | monthly   | 6,559  | 6,821  | 7,094  | 7,378  | 7,673  | 7,980  | 8,299  | 8,631  |
| Operations & Maintenance Manager   | monthly   | 9,040  | 9,402  | 9,778  | 10,169 | 10,576 | 10,999 | 11,438 | 11,896 |
| Supervising Accountant             | monthly   | 6,877  | 7,152  | 7,438  | 7,736  | 8,045  | 8,367  | 8,702  | 9,050  |
| Water Conservation Program Manager | monthly   | 6,877  | 7,152  | 7,438  | 7,736  | 8,045  | 8,367  | 8,702  | 9,050  |
| *Professional Engineer Series      |           |        |        |        |        |        |        |        |        |
| <b>Board Approved: 6/26/24</b>     |           |        |        |        |        |        |        |        |        |

**Executive Management**

| Classification                      | Annual              | Rate Type | Effective Date          | Hrly                     |                 |
|-------------------------------------|---------------------|-----------|-------------------------|--------------------------|-----------------|
| General Manager                     | \$236,900 - 266,000 | monthly   | 19,742 to max of 22,622 | 4/15/24 (Res.2024-11)    | 113.89 - 130.51 |
| <b>Board Approved 4/15/24</b>       |                     |           |                         |                          |                 |
| General Manager                     | \$240,000 - 300,000 | monthly   | 20,000 to max of 25,000 | 5/20/24 (Res.2024-18)    | 115.38 - 144.23 |
| <b>Board Approved 5/20/24</b>       |                     |           |                         |                          |                 |
| District Engineer                   | \$155,000 - 185,000 | monthly   | 12,917 to max of 15,417 | 11/29/2023 (Res.2023-25) | 74.52 - 88.94   |
| <b>Board Approved 11/29/23</b>      |                     |           |                         |                          |                 |
| Mgr, Admin, Fin & Business Services | \$155,000 - 175,000 | monthly   | 12,917 to max of 14,583 | 12/18/23 (Res.2023-25)   | 74.52 - 84.13   |
| <b>Board Approved 11/29/23</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%).

(Signature of presiding Board member  
Attested by Board Secretary  
Resolution #2024-32)

/s/Andrew Shelton  
Andrew Shelton  
President

ATTEST: /s/Barbara L. Mauro  
Barbara L. Mauro  
Board Secretary