

**RESOLUTION NO. 2020-20**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN BENITO COUNTY WATER DISTRICT FOR SALARY AND COMPENSATION FOR THE EXECUTIVE MANAGEMENT GROUP**

**WHEREAS**, San Benito County Water District desires to memorialize certain benefits and compensation currently provided to Executive Management;

**WHEREAS**, San Benito County Water District’s Executive Management group consists of the following positions:

- District Manager/Engineer
- Assistant Manager

**WHEREAS**, the above positions are considered a group because they share similarities in job duties or are otherwise a logical work-related grouping;

**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 benefits and additional compensation for Executive Management employees of the San Benito County Water District (“District”). This Resolution is not intended to amend or alter the benefits provided to the Executive Management group not listed in this resolution. The Board of Directors retains all rights and authority to amend, reduce, or eliminate benefits and additional compensation in its sole and absolute discretion.

This Resolution shall be applicable to the following Executive Management employees:

- A. District Manager/Engineer
- B. Assistant Manager

**Section 2.0 – Salary**

Effective the date of the Board adoption of this Resolution, salaries for positions in the Executive Management Group will be increased to the following amounts:

District Manager/Engineer: \$266,000 per year  
Assistant Manager: \$170,500 per year

Salary will be payable over twenty-six (26) pay periods in accordance with the regular payroll schedule of the District.

### **Section 3.0 – Retirement**

#### **3.1 Tier One Pension**

For eligible employees hired by the District before January 1, 2013, or hired after January 1, 2013 who meet the definition of “classic members” as defined by CalPERS, the District shall continue to participate in its Miscellaneous Plan Agreement with CalPERS to provide the 2.5% at 55 retirement option.

Effective following the completion of CalPERS and District administrative requirements, the employee shall be required to pay the member contribution as defined by CalPERS.

#### **3.2 Tier Two Pension**

For eligible employees who meet the definition of “new member” as set forth in Government Code Section 7522.02(f) the District will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with Government Code Section 7522.20, based on the average of three years of employment, in accordance with Government Code Section 7522.32.

New members shall be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employees in Tier Two Pension shall pay the rate prescribed by CalPERS for employee contributions to the Public Employees’ Retirement System in accordance with the rules and regulations governing such employee contributions, which consists of one-half of the total normal costs for pension.

### **Section 4.0 - Longevity Pay for Tier One Employees**

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%). No other employees shall be eligible for longevity pay.

**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 certain benefits and compensation for Executive Management, 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 this 18<sup>th</sup> Day of November, 2020, by the following vote:

AYES: DIRECTORS: Tobias, Bettencourt, Flores, Tonascia & Williams

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

/s/John Tobias

John Tobias

President

ATTEST:

/s/Sara C. Singleton

Sara C. Singleton

District Secretary