

RESOLUTION NO. 2022-22

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN BENITO COUNTY WATER DISTRICT
FOR SALARY AND COMPENSATION FOR THE
MANAGEMENT/CONFIDENTIAL/PROFESSIONAL EMPLOYEE GROUP AND
EXECUTIVE MANAGERS GROUP**

WHEREAS, San Benito County Water District (“District”) has a compensation resolution in place for its Management/ Confidential/ Professional (MCP) Employee Group (Resolution 2021-19) and a compensation resolution in place for its Executive Management Group (Resolution 2022-10);

WHEREAS, the compensation resolution for the MCP Employee Group provides that, because the United States Bureau of Reclamation South of Delta Agricultural Allocation for May 2022 is 0%, employees in the MCP Employee Group will not receive a cost of living increase for Fiscal Year 22/23, and will be subject to ten furlough days in the fiscal year, in addition to four office closure days at the end of 2022;

WHEREAS, the compensation resolution for the Executive Management Group provides in Section 6.0 that except as otherwise stated in the resolution and in each employee’s employment agreement with the District, the fringe and supplemental benefits provided in the District’s Salary and Compensation Resolution for Management/Confidential/Professional employees will be provided to employees in the Executive Management group in the same manner as provided to management employees in the District;

WHEREAS, employees are facing high inflation rates, and the District desires on a one-time basis to offset the impact of high inflation on its employees through a lump sum payment and reduced furloughs;

THEREFORE, BE IT RESOLVED,

The Salary and Compensation Resolutions for the MCP Employee Group and the Executive Management Employee Groups are amended as follows:

1. Effective July 11, 2022, each active employee in full-time paid status as of July 11, 2022 in the MCP Employee Group will receive a one-time lump sum payment equal to three percent (3%) of each individual employee’s annual base pay. The District will withhold taxes from lump sum

payments in accordance with federal and state requirements. The lump sum amount will be prorated for part time employees. This payment is not-precedent setting. This lump sum payment will not apply to employees in the Executive Management Group.

2. For fiscal year 22/23, employees in the MCP and Executive Management Employee Groups will be subject to five unpaid furlough days as opposed to ten unpaid furlough days as required by Section 4.0 of the MCP Compensation Resolution. Employees will still be subject to four office closure days at the end of 2022 in addition to the five furlough days.

All other terms of the Compensation Resolutions for the MCP and Executive Management Employee Groups will remain in effect. This resolution is effective immediately and executed on June 29, 2022.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this 29th day of June 2022, by the following vote:

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

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

(Signature of presiding Board member

Attested by Board Secretary

Resolution #2022-22)

/s/ Joseph Tonascia
Joseph Tonascia
President

ATTEST:

/s/ Joyce Machado
Joyce Machado
Manager of Administration, Finance
and Business Services