

RESOLUTION NO. 2024-23

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE SAN BENITO COUNTY WATER DISTRICT
ADOPTING SALARY SCHEDULE**

WHEREAS, San Benito County Water District desires to memorialize in a single document compensation already provided to employees of the District;

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 the attached salary schedule to reflect the current compensation of employees of the District. This resolution does not increase, decrease, or otherwise modify any benefits of any employees.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this 29th day of May, 2024, by the following vote:

AYES: DIRECTORS: Williams, Tonascia & Wright

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: Shelton & Flores

*(Signature of presiding Board member
Attested by Board Secretary
Resolution #2024-23)*

/s/Doug Williams
Doug Williams
Vice President

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

San Benito County Water District

**Field and Office
Effective 7/10/23**

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accounting Technician	monthly	4,800	4,992	5,191	5,399	5,615	5,840	6,073	6,316
Customer Account Specialist I	monthly	3,977	4,136	4,301	4,473	4,652	4,838	5,032	5,233
Customer Account Specialist II	monthly	4,375	4,549	4,731	4,921	5,118	5,322	5,535	5,757
Customer Account Specialist III	monthly	4,812	5,004	5,205	5,413	5,629	5,854	6,089	6,332
Electronic/Electrical Technician	monthly	6,125	6,370	6,625	6,890	7,165	7,452	7,750	8,060
Engineer (unlicensed)	monthly	6,012	6,252	6,502	6,762	7,033	7,314	7,607	7,911
Engineering Technician	monthly	5,228	5,437	5,654	5,880	6,116	6,360	6,615	6,879
Executive Assistant/Board Clerk	monthly	4,812	5,004	5,205	5,413	5,629	5,855	6,089	6,332
Maintenance I	monthly	4,081	4,244	4,414	4,590	4,774	4,965	5,164	5,370
Maintenance II	monthly	4,489	4,669	4,855	5,049	5,251	5,461	5,680	5,907
Maintenance III	monthly	5,162	5,369	5,584	5,807	6,039	6,281	6,532	6,793
Maintenance Trainee	monthly	3,401	3,537	3,678	3,825	3,978	4,137	4,303	4,475
Office Specialist I	monthly	3,615	3,760	3,910	4,067	4,229	4,399	4,575	4,757
Office Specialist II	monthly	3,977	4,136	4,301	4,473	4,652	4,838	5,032	5,233
Office Specialist III	monthly	4,375	4,549	4,731	4,921	5,118	5,322	5,535	5,757
Water Distribution/Maint. I	monthly	4,752	4,943	5,140	5,346	5,560	5,782	6,013	6,254
Water Distribution/Maint. II	monthly	5,228	5,437	5,654	5,880	6,116	6,360	6,615	6,879
Water Distribution/Maint. III	monthly	6,012	6,252	6,502	6,762	7,033	7,314	7,607	7,911
Water Programmer III	monthly	4,812	5,004	5,205	5,413	5,629	5,855	6,089	6,332
Water Resources Technician I	monthly	4,847	5,041	5,243	5,452	5,671	5,898	6,134	6,379
Water Resources Technician II	monthly	5,332	5,546	5,767	5,998	6,238	6,487	6,747	7,017
Board Approved: 6/28/23									

**Management/Confidential/Professional
Effective 7/10/23**

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant I	monthly	5,278	5,489	5,709	5,937	6,175	6,422	6,679	6,946
Accountant II	monthly	5,806	6,038	6,280	6,531	6,792	7,064	7,347	7,640
Deputy District Engineer	monthly	10,529	10,950	11,388	11,843	12,317	12,810	13,322	13,855
Engineer I (Assistant)*	monthly	6,395	6,650	6,916	7,193	7,481	7,780	8,091	8,415
Engineer II (Associate)*	monthly	7,060	7,342	7,636	7,941	8,259	8,589	8,933	9,290
Engineer III (Senior)*	monthly	8,811	9,163	9,530	9,911	10,307	10,719	11,148	11,594
Finance Manager	monthly	7,519	7,820	8,133	8,458	8,796	9,148	9,514	9,894
HR/Administrative Analyst	monthly	6,368	6,623	6,888	7,164	7,450	7,748	8,058	8,380
Operations & Maintenance Manager	monthly	8,777	9,128	9,494	9,873	10,268	10,679	11,106	11,550
Supervising Accountant	monthly	6,677	6,945	7,222	7,511	7,812	8,124	8,449	8,787
Water Conservation Program Manager	monthly	6,677	6,945	7,222	7,511	7,812	8,124	8,449	8,787
*Professional Engineer Series									
Board Approved: 6/28/23									

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
Board Approved 4/15/24				effective 4/15/24 - 5/19/24	
General Manager	\$240,000 - 300,000	monthly	20,000 to max of 25,000	5/20/24 (Res.2024-18)	115.38 - 144.23
Board Approved 5/20/24					
District Engineer	\$155,000 - 185,000	monthly	12,917 to max of 15,417	11/29/2023 (Res.2023-25)	74.52 - 88.94
Board Approved 11/29/23					
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
Board Approved 11/29/23					

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%).