

San Benito County Water District
Publicly Available Salary Schedule
Board Adopted 5/28/25

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	hourly	28.52	29.66	30.85	32.09	33.37	34.70	36.09	37.54
Customer Account Specialist I	hourly	23.63	24.58	25.56	26.58	27.65	28.75	29.90	31.10
Customer Account Specialist II	hourly	26.00	27.04	28.12	29.24	30.41	31.63	32.89	34.21
Customer Account Specialist III	hourly	28.59	29.74	30.93	32.16	33.45	34.79	36.18	37.63
Electrical/Electronic Technician	hourly	36.40	37.85	39.37	40.94	42.58	44.28	46.06	47.90
Engineer (unlicensed)	hourly	35.72	37.15	38.64	40.18	41.79	43.46	45.20	47.01
Engineering Technician	hourly	31.07	32.31	33.60	34.95	36.35	37.80	39.31	40.88
*Executive Assistant/Board Clerk	hourly	29.29	30.46	31.68	32.95	34.27	35.64	37.06	38.54
Maintenance I	hourly	24.25	25.22	26.23	27.28	28.37	29.50	30.68	31.91
Maintenance II	hourly	26.68	27.74	28.85	30.01	31.21	32.46	33.76	35.11
Maintenance III	hourly	30.68	31.90	33.18	34.51	35.89	37.32	38.81	40.37
Maintenance Trainee	hourly	20.21	21.02	21.86	22.73	23.64	24.59	25.57	26.59
Office Specialist I	hourly	21.48	22.34	23.23	24.16	25.13	26.13	27.18	28.27
Office Specialist II	hourly	23.63	24.58	25.56	26.58	27.65	28.75	29.90	31.10
Office Specialist III	hourly	26.00	27.04	28.12	29.24	30.41	31.63	32.89	34.21
Water Distribution/Maint. I	hourly	28.24	29.37	30.55	31.77	33.04	34.36	35.73	37.16
Water Distribution/Maint. II	hourly	31.07	32.31	33.60	34.95	36.35	37.80	39.31	40.88
Water Distribution/Maint. III	hourly	35.72	37.15	38.64	40.18	41.79	43.46	45.20	47.01
Water Programmer III	hourly	28.59	29.74	30.93	32.16	33.45	34.79	36.18	37.63
Water Resources Technician I	hourly	28.80	29.95	31.15	32.40	33.69	35.04	36.44	37.90
Water Resources Technician II	hourly	31.69	32.95	34.27	35.64	37.07	38.55	40.09	41.70
Board Approved: 6/28/23									

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

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	hourly	31.36	32.62	33.92	35.28	36.69	38.16	39.68	41.27
Accountant II	hourly	34.50	35.88	37.32	38.81	40.36	41.98	43.65	45.40
Deputy District Engineer	hourly	65.63	68.25	70.98	73.82	76.77	79.84	83.04	86.36
Engineer I (Assistant)*	hourly	38.00	39.52	41.10	42.75	44.46	46.24	48.09	50.01
Engineer II (Associate)*	hourly	41.95	43.63	45.38	47.19	49.08	51.04	53.09	55.21
Engineer III (Senior)*	hourly	52.36	54.45	56.63	58.89	61.25	63.70	66.25	68.90
Finance Manager	hourly	44.68	46.47	48.33	50.26	52.27	54.36	56.54	58.80
HR/Administrative Analyst	hourly	37.84	39.35	40.93	42.57	44.27	46.04	47.88	49.80
Operations & Maintenance Manager	hourly	52.15	54.24	56.41	58.67	61.01	63.45	65.99	68.63
Supervising Accountant	hourly	39.68	41.26	42.91	44.63	46.42	48.27	50.20	52.21
Water Conservation Program Manager	hourly	39.68	41.26	42.91	44.63	46.42	48.27	50.20	52.21
*Professional Engineer Series									
Board Approved: 5/28/25 Bd Res 2025-09 Effective 7/7/25									

Executive Management

Classification	Annual	Rate Type			Effective Date
General Manager	\$240,000 - 300,000	monthly	20,000 to max of 25,000		5/20/24 (Res.2024-18)
Board Approved 5/20/24		hourly	115.38 - 144.23		
Assistant General Manager	\$200,000 - 240,000	monthly	16,667 to max of 20,000		11/01/24 (Res 2024-40)
Board Approved 10/30/24		hourly	96.15 - 115.38		
District Engineer	\$170,500 - 203,500	monthly	14,208 to max of 16,958		07/07/25 (Res 2025-10)
Board Approved 5/28/25		hourly	81.97 - 97.94		

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%).