

RESOLUTION NO. 2025-11

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE SAN BENITO COUNTY WATER DISTRICT
ADOPTING THE 2025-26 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 28th day of May, 2025, by the following vote:

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

(Signature of presiding Board member
Attested by Board Secretary
Resolution #2025-11)

/s/Doug Williams
Doug Williams
President

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

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	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	5,384	5,599	5,823	6,056	6,299	6,550	6,812	7,085
*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

Board Approved: 6/26/24

*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	11,375	11,830	12,303	12,795	13,307	13,839	14,393	14,969
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									

Board Approved: 5/28/25 Bd Res 2025-09

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%).

Board Adopted: 5/28/25