

RESOLUTION NO. 2025-14

**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 25th day of June, 2025, by the following vote:

AYES: DIRECTORS: Williams, Wright, Flores, Freeman & Tonascia

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

(Signature of presiding Board member
Attested by Board Secretary
Resolution #2025-14)

/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 6-25-25

Field and Office

Effective 7/7/25

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accounting Technician	monthly	5,092	5,296	5,508	5,728	5,957	6,196	6,443	6,701
Customer Account Specialist I	monthly	4,219	4,388	4,563	4,746	4,935	5,133	5,338	5,552
Customer Account Specialist II	monthly	4,641	4,827	5,020	5,221	5,430	5,647	5,873	6,107
Customer Account Specialist III	monthly	5,105	5,309	5,521	5,742	5,972	6,211	6,459	6,717
Electrical/Electronic Technician	monthly	6,498	6,758	7,029	7,310	7,602	7,906	8,222	8,551
Engineer (unlicensed)	monthly	6,378	6,633	6,898	7,174	7,461	7,760	8,070	8,393
Engineering Technician	monthly	5,546	5,767	5,998	6,238	6,487	6,747	7,017	7,298
*Executive Assistant/Board Clerk	monthly	5,360	5,574	5,797	6,029	6,270	6,521	6,782	7,053
Maintenance I	monthly	4,329	4,502	4,682	4,870	5,064	5,267	5,478	5,697
Maintenance II	monthly	4,763	4,953	5,151	5,357	5,572	5,795	6,026	6,267
Maintenance III	monthly	5,477	5,696	5,923	6,160	6,407	6,663	6,930	7,207
Maintenance Trainee	monthly	3,608	3,752	3,903	4,059	4,221	4,390	4,565	4,748
Office Specialist I	monthly	3,835	3,988	4,148	4,314	4,486	4,665	4,852	5,046
Office Specialist II	monthly	4,219	4,388	4,563	4,746	4,935	5,133	5,338	5,552
Office Specialist III	monthly	4,641	4,827	5,020	5,221	5,430	5,647	5,873	6,107
Water Distribution/Maint. I	monthly	5,042	5,244	5,453	5,671	5,898	6,134	6,380	6,635
Water Distribution/Maint. II	monthly	5,547	5,768	5,999	6,239	6,489	6,748	7,018	7,299
Water Distribution/Maint. III	monthly	6,378	6,633	6,898	7,174	7,461	7,760	8,070	8,393
Water Programmer III	monthly	5,105	5,309	5,521	5,742	5,972	6,211	6,459	6,717
Water Resources Technician I	monthly	5,142	5,347	5,561	5,784	6,015	6,256	6,506	6,766
Water Resources Technician II	monthly	5,657	5,883	6,118	6,363	6,618	6,882	7,158	7,444
*incl. 2.5% Bd approved 7/24/24									

Management/Confidential/Professional

Effective 7/7/25

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant I	monthly	5,599	5,823	6,056	6,298	6,550	6,812	7,085	7,368
Accountant II	monthly	6,159	6,406	6,662	6,928	7,206	7,494	7,794	8,105
Deputy District Engineer	monthly	11,375	11,830	12,303	12,795	13,307	13,839	14,393	14,969
Engineer I (Assistant)*	monthly	6,785	7,056	7,338	7,632	7,937	8,255	8,585	8,928
Engineer II (Associate)*	monthly	7,490	7,790	8,101	8,425	8,762	9,113	9,477	9,857
Engineer III (Senior)*	monthly	9,347	9,721	10,110	10,514	10,935	11,372	11,827	12,300
Finance Manager	monthly	7,977	8,296	8,628	8,973	9,332	9,706	10,094	10,498
HR/Administrative Analyst	monthly	6,756	7,026	7,307	7,599	7,903	8,219	8,548	8,890
Operations & Maintenance Manager	monthly	9,311	9,684	10,071	10,474	10,893	11,328	11,782	12,253
Supervising Accountant	monthly	7,083	7,367	7,661	7,968	8,286	8,618	8,963	9,321
Water Conservation Program Manager	monthly	7,083	7,367	7,661	7,968	8,286	8,618	8,963	9,321
*Professional Engineer Series									

Executive Management

Classification	Annual	Rate Type	Effective Date
General Manager	\$240,000 - 300,000	monthly	20,000 to max of 25,000
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
Board Approved 10/30/24		hourly	96.15 - 115.38
District Engineer	\$170,500 - 203,500	monthly	14,208 to max of 16,958
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%).