

**BOARD OF DIRECTORS
SAN BENITO COUNTY WATER DISTRICT
Agenda For
June 24, 2026
Regular Meeting – 5:00 p.m.
30 Mansfield Road – Hollister, California 95023**

Assistance for those with disabilities:

If you have a disability and need accommodation to participate in the meeting, please call Barbara Mauro, Board Clerk, at (831) 637-8218, 48 hours prior to meeting for assistance so the necessary arrangements can be made.

Effective at the April 27, 2022, The Board of Directors is now allowing the public to attend in person at all meetings of the San Benito County Water District Board. We will also continue to offer the meeting via Zoom as well. Regarding virtual participation, members of the public are instructed to be on mute during the proceedings and to speak only when public comment is allowed, after requesting and receiving recognition from the Board President.

ZOOM LINK

<https://us06web.zoom.us/j/83397409269?pwd=CgXgFtzX2k0NUtUDvnH2pe3alr4KAj.1>

Meeting ID

833 9740 9269

Passcode:

710182

Dial Only:

Dial by your location

- +1 669 444 9171 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 719 359 4580 US
- +1 720 707 2699 US (Denver)

If you plan to participate in the meeting and need assistance, please call Barbara Mauro, Board Clerk, at (831) 637-8218, 48 hours prior to meeting.

CALL TO ORDER

- a. Pledge of Allegiance to the Flag
- b. Roll Call
- c. Speakers will be limited to 5 minutes to address the Board; rebuttal will be limited to 3 minutes; no new business agenda items will be heard after 8:00 p.m.
- d. Approval of Agenda
- e. Public Input: Members of the Public are Invited to Speak on any Matter not on the Agenda

11. Successor Memorandum of Understanding Between San Benito County Water District and Service Employees International Union Local 521:
 - a. Consider Resolution 2026-17 Approving a Successor Memorandum of Understanding with Service Employees International Union Local 521
 - b. Authorize Board President to Sign Successor Memorandum of Understanding with Service Employees International Union Local 521
12. Consider Resolution 2026-18 for the Compensation for the Management/Confidential/Professional Employee Group, Accountant, Assistant Engineer, Associate Engineer, Deputy District Engineer, Finance Manager, Human Resources/Administrative Assistant, Operations and Maintenance Manager, Senior Engineer, Supervising Accountant, Water Conservation Program Manager
 - Oral Summary
13. Committee/Agency Representative Reports:
 - a. San Luis and Delta-Mendota Water Authority (Tonascia/Jacobson)
 - b. Pajaro River Watershed Flood Prevention Authority (Flores/Williams)
 - c. Water Resources Association (Flores/Freeman)
 - d. Administration Committee (Flores/Williams)
 - e. Personnel Committee (Flores/Tonascia)
 - f. Zone 6 Water Supply & Operations Committee (Tonascia/Wright)
14. Monthly Operations and Maintenance Report
15. General Manager's Report:
 - a. Reach 1 Operations
 - b. Zone 3 Operations
 - c. Zone 6 Operations
 - d. Accelerated Drought Response Project (ADRoP)
 - e. San Luis and Delta-Mendota Water Authority Activities
 - f. City of San Juan Bautista Water Supply Plan
 - g. B F Sisk Dam Raise Project
 - h. Sustainable Groundwater Management Act Compliance
 - i. Miscellaneous District items
16. Adjournment

Adjournment - Unless there is a special meeting prior to that time, the next regular meeting of the Board will be Wednesday, July 29, 2026. Meetings are held at the District office, 30 Mansfield Road, Hollister, California. **LAST DAY TO FILE CLAIMS** against the District is the second Friday of each month, except in November and December. Usually meeting dates change in those months because of holidays. The Board may hold a closed session to discuss personnel matters, litigation or employee negotiations as authorized by the Ralph M. Brown Act, Evidence Code #950-962 or other appropriate State law.

All public records relating to an agenda item on this agenda are available for public inspection at the time the record is distributed to all, or a majority of all, members of the Board. Such records shall be available at the District office located at 30 Mansfield Road, Hollister, California.



Agenda

Item

1

May 27, 2026
Regular Meeting
5:00 p.m.

The Board of Directors of the San Benito County Water District convened in regular session on Wednesday, May 27, 2026, at 5:00 p.m. at the San Benito County Water District office at 30 Mansfield Road, Hollister, California. Members present were: President Mark Wright, Vice President Joe Tonascia and Directors Sonny Flores, John Freeman and Doug Williams. Also present were General Manager Dana Jacobson, District Counsel Jeremy T. Liem, Assistant General Manager Brett Miller, Operations and Maintenance Manager Michael Craig, Senior Engineer David Macdonald and Executive Assistant/Board Clerk Barbara Mauro.

CALL TO ORDER

President Wright called the meeting to order at 5:00 p.m.

- a. **Pledge of Allegiance to the Flag**
President Wright led the Pledge of Allegiance.
- b. **Roll Call**
Mrs. Mauro called roll. Members present were: President Wright, Vice President Tonascia and Directors Flores, Freeman and Williams.
- c. **Speakers will be limited to 5 minutes to address the Board; rebuttal will be limited to 3 minutes; no new business agenda items will be heard after 8:00 p.m.**
- d. **Approval of Agenda**
Mrs. Mauro reported there is an item that needs to be added to the agenda, under committee/agency representative reports. A Personnel Committee Meeting was held yesterday, and should be on the agenda as agenda #10, "h". Noting that addition, a motion was made by Director Williams and seconded by Director Freeman; the amended agenda was approved by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.
- e. **Public Input: Members of the Public are Invited to Speak on any Matter not on the Agenda**
There were no public comments, either in person or via Zoom.

CONSENT AGENDA:

- 1. **Approval of Minutes for: Regular Meeting April 22, 2026**
- 2. **Allowance of Claims**
- 3. **Acknowledgement of Paid Claims prior to the May Board Meeting**
- 4. **On Call Contracts – Status Updates**

With no questions from the Board or the public, a motion was made by Director Freeman and seconded by Director Williams; the Consent Agenda was approved by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

REGULAR AGENDA

5. **Public Hearing on the Proposed Groundwater Management Fee by the San Benito County Water District acting as the North San Benito County Groundwater Sustainability Agency (GSA)**

a. **Proof of Publication / Public Notice With Required Information Fee on District's Website**

Mrs. Mauro stated in compliance with Water Code 10730 and Government Code 6066, the public notice was published in the Hollister Free Lance and ran 2 times, May 1st and May 8th and all of the required information was posted to the District's website on April 29th.

b. **Presentation of Fees**

Mr. Miller, utilizing a PowerPoint presentation, presented the proposed Groundwater Management Fees, to cover the next 5 years. He reviewed the projected expenses, the revenue requirements, and the SGMA compliance.

c. **Questions of Directors**

There were no questions from the Directors.

d. **Open Public Hearing**

President Wright opened the Public Hearing; there were no comments from the public, either in person or on Zoom.

e. **Close Public Hearing or continue to another date**

President Wright closed the Public Hearing.

f. **Consider Resolution 2026-12: A Resolution of the San Benito County Water District Acting as the Groundwater Sustainability Agency for the North San Benito Groundwater Basin Levying a Groundwater Management Fee**

With a motion by Director Williams and a second by Director Freeman, the Board of Directors approved Resolution #2026-12 *A Resolution of the San Benito County Water District Acting as the Groundwater Sustainability Agency for the North San Benito Groundwater Basin Levying a Groundwater Management Fee* by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

6. **Consider Approval of Memorandum of Understanding between Santa Clara Valley Water District and San Benito County Water District for Groundwater Basin Sustainability Plan Cost Sharing**

Mr. Jacobson reviewed this item for the Board. This memorandum between Santa Clara Valley Water District and San Benito County Water District is for cost sharing related to the Groundwater Basin Sustainability Plan, which will continue for the next five years based on the current allocation methodology. Mr. Jacobson further reported Santa Clara Valley Water District will consider this item at the June 23, 2026 Board meeting.

With no questions from the Board or the public, either in person or on Zoom, a motion was made by Vice President Tonascia and seconded by Director Flores; the Board approved of a Memorandum of Understanding between Santa Clara Valley Water District

and San Benito County Water District for Groundwater Basin Sustainability Plan Cost Sharing by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

7. **2026-2027 District Budget**

a. **Presentation of 2026-2027 District Budget**

Mr. Miller presented the 2026-2027 District Budget to the board, outlining revenue sources and expenses. The main revenue sources included taxes (38%), finished water (27%), grants (14%), and water sales and services (10%), totaling \$36,437,250. Key expenses included contract services (28%), depreciation (18%), wages and employee-related costs (18%), and cost of water (15%). The presentation included detailed assumptions for water sales, permits, and other revenue streams, with an emphasis on conservative estimates for interest rates and tax increases.

Director Flores asked if the District was also reworking the sidewalks, included in the parking lot resurfacing; Mr. Miller stated staff only has a price for the parking lot.

b. **Consider Board Approval of 2026-2027 District Budget**

With no further questions from the Board and no questions from the public, either in person or via Zoom, a motion was made by Director Freeman and seconded by Director Flores; the Board approved the 2026-2027 District Budget by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

8. **Consider Amending Resolution 2025-12 Regarding the District Policy on Restriction and Designation of District Net Assets/Cash**

Mr. Miller reviewed this item for the Board. He mentioned the only change was the removal of the restricted reserve for the Pacheco Reservoir Expansion Project, as Santa Clara Valley Water District has ceased work on this project. With no questions from the Board or the public, either in person or via Zoom, the Board approved Resolution #2026-13, *A Resolution of the Board of Directors of the San Benito County Water District Amending Resolution 2025-12 Regarding the District Policy on Restriction and Designation of District Net Assets/Cash* by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

9. **Consider Awarding a Contract to Coffman Engineers, Inc. to Perform the Close Interval Survey on the Hollister Conduit and Authorize the General Manager to execute all necessary documents (NTE \$51,590)**

Mr. Macdonald reviewed this item for the Board. Although the District operates and maintains the Hollister Conduit, it is owned by the USBR, which requires regular cathodic protection. He reported that Coffman Engineers, Inc. was one of two firms that submitted bids and was the lowest qualified bidder. A ten percent contingency was added to Coffman's bid for a total of \$51,590 to perform a close interval survey on the Hollister Conduit, which is expected to take five days in July. Staff will send notices to affected parcels before the field work begins. Staff will also review and address any recommendations from the survey report, and any major repairs will be brought before the Board.

With no questions from the Board or the public, either in person or via Zoom, the Board Awarded a Contract to Coffman Engineers, Inc. to Perform the Close Interval Survey on the Hollister Conduit and Authorized the General Manager to execute all necessary documents (NTE \$51,590) by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.

10. **Committee/Agency Representative Reports:**

- a. **San Luis and Delta-Mendota Water Authority (Tonascia/Jacobson)**
As per Director Tonascia, Mr. Jacobson can cover this under his report.
- b. **Pajaro River Watershed Flood Prevention Authority (Flores/Williams)**
As per Director Flores, this is from the April meeting. Director Flores reported the Authority received an unmodified audit, work continues on Reach 6 and the Pajaro River Draft is at 60% design.
- c. **Water Resources Association (Flores/Freeman)**
As per Director Flores, this is also from the April meeting. Director Flores reported general business was discussed and a presentation on Water Awareness was also given.
- d. **Association of California Water Agencies—Joint Powers Insurance Authority, Board of Directors Meeting (Freeman)**
As per Director Freeman, he attended the meeting and one of the topics was that ACWA JPIA was moving to a larger building due to the doubling of their staff.
- e. **Association of California Water Agencies-Spring Conference (Freeman, Tonascia, Miller)**
As per Director Tonascia, his meetings included some of the following information: anticipation of a water shortfall in 2040, water rights, rates and projects related to SGMA and PFAS (perfluoroalkyl and polyfluoroalkyl substances) showing up in water in the state.

As per Director Freeman, he reported committees discussed PG&E, solar power, Carb Clean Fleets by 2025 and the golden mussel issue.

Mr. Miller did not have anything further to add.
- f. **Finance Committee (Tonascia/Freeman)**
As per Directors Freeman and Tonascia, the Budget and Restrictions and Designations were discussed.
- g. **Zone 6 Water Supply & Operations Committee (Tonascia/Wright)**
As per Director Wright, the contract with Coffman for the cathodic protection was discussed.
- h. **Personnel Committee (Flores/Tonascia)**
As per Director Tonascia, it was a closed session meeting and no action was taken.

11. **Monthly Operations and Maintenance Report**

Mr. Craig gave an update to the Board, which included staff's goal to install 4,500 square feet of bentonite blanket in the Paicines Canal once materials are received and the canal is full, to address ongoing seepage issues.

12. **General Manager's Report:**

a. **Reach 1 Operations**

Mr. Jacobson reported a quarterly meeting was held and there was discussion about a planned shutdown of the Pacheco Pumping Plant in November. Also discussed was the need to implement and document a mussel (zebra/golden mussel) control plan for Reach One operations and submit it to the California Department of Fish and Wildlife for approval.

b. **Zone 3 Operations**

Mr. Jacobson stated Mr. Craig covered this.

c. **Zone 6 Operations**

Mr. Jacobson reported the Urban Water Management Plan will come to the board and partner agencies (City of Hollister, Sunnyslope and the City of San Juan Bautista) for approval in June and this plan is a shared cost between the agencies. Mr. Jacobson further reported the 5% increase in CVP allocations will allow the District to increase our customers' water allocations.

d. **Accelerated Drought Response Project (ADRoP)**

Mr. Jacobson reported the expansion at West Hills is almost complete; finalizing work with the Department of Drinking Water (DDW) on revision of the permit. Mr. Jacobson reported staff is proceeding with negotiations with the City of Hollister for use of their system for the ADRoP, including permit amendments and compensation considerations, and to educate new city staff on the project. He further reported he hopes to be bringing back to the board for approval the purchase of ADRoP project pumps (expected to be over \$1 million) once final specifications are received from well performance.

e. **San Luis and Delta-Mendota Water Authority Activities**

Mr. Jacobson reported it was mostly routine business that was discussed. However, regarding the DMC Subsidence Correction Project, there is now a revised scope of work.

f. **City of San Juan Bautista Water Supply Plan**

Mr. Jacobson reported the District is waiting on design work.

g. **B F Sisk Dam Raise Project**

Mr. Jacobson reported negotiations continue on mitigation credits and agreements for the B F Sisk Dam Raise project to satisfy Federal and State Endangered Species Act requirements and he will report back to the board in the coming months.

h. **Sustainable Groundwater Management Act Compliance**

Mr. Jacobson did not have a report on this item.

i. Miscellaneous District items

Mr. Jacobson did not have anything to report.

13. **CLOSED SESSION:
CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION**
Significant exposure to litigation pursuant to Government Code, paragraph (2) or (3) of subdivision (d) of Section 54956.9: one potential case
14. **CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL**
Pursuant to Government Code Section 54957.6
Agency Designated Representative: Dana Jacobson, General Manager
Employee Organization: SEIU 521 Office and Field Employees Unit
15. **CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL**
Pursuant to Government Code Section 54957.6
Agency Designated Representative: Dana Jacobson, General Manager
Unrepresented Employees:
Management/Confidential/Professional Employees: Accountant, Assistant Engineer, Associate Engineer, Deputy District Engineer, Finance Manager, Human Resources/Administrative Analyst, Operations and Maintenance Manager, Senior Engineer, Supervising Accountant, Water Conservation Program Manager
(The Board convened in Closed Session at 6:13 p.m.)
16. **OPEN SESSION:**
Report on any action taken, if any, in Closed Session items
(The Board reconvened in Open Session at 7:11 p.m.)
President Wright called the meeting back to order and stated there was no action to report from Closed Session.
17. **Adjournment**
With no further business to discuss, the meeting was adjourned at 7:12 p.m.

Mark Wright, President

Barbara L. Mauro, Executive Assistant/Board Clerk



Agenda

Item

1

June 17, 2026
Special Meeting
5:01 p.m.

The Board of Directors of the San Benito County Water District convened in special session on Wednesday, June 17, 2026, at 5:01 p.m. at the San Benito County Water District office at 30 Mansfield Road, Hollister, California. Members present were: President Mark Wright, Vice President Joe Tonascia and Directors Sonny Flores, John Freeman and Doug Williams. Also present were General Manager Dana Jacobson, District Counsel Jeremy T. Liem, Assistant General Manager Brett Miller, and Executive Assistant/Board Clerk Barbara Mauro.

CALL TO ORDER

President Wright called the meeting to order at 5:01 p.m.

- a. **Pledge of Allegiance to the Flag**
President Wright led the Pledge of Allegiance.
- b. **Roll Call**
Mrs. Mauro called roll; President Wright, Vice President Tonascia and Directors Flores, Freeman and Williams were all present.
- c. **Approval of the Agenda**
With no changes to the agenda, a motion was made by Director Flores and seconded by Director Freeman; the Agenda was approved by 5 affirmative votes, Wright, Tonascia, Flores, Freeman and Williams.
- d. **Speakers will be limited to 5 minutes to address the Board**

AGENDA ITEMS:

1. **CLOSED SESSION: Conference with Legal Counsel**
Pursuant to Government Code Section 54957.6
Agency Designated Representative: Dana Jacobson, General Manager
Employee Organization: SEIU 521 Office and Field Employees Unit
2. **CLOSED SESSION: Conference with Legal Counsel**
Pursuant to Government Code Section 54957.6
Agency Designated Representative: Dana Jacobson, General Manager
Unrepresented Employees:
Management/Confidential/Professional Employees: Accountant, Assistant Engineer, Associate Engineer, Deputy District Engineer, Finance Manager, Human Resources/Administrative Analyst, Operations and Maintenance Manager, Senior Engineer, Supervising Accountant, Water Conservation Program Manager

(The Board convened in Closed Session at 5:03 p.m.)
3. **OPEN SESSION:**
Report out any action taken, if any, from Closed Session items

(The Board reconvened in Open Session at 5:46 p.m.)

President Wright called the meeting back into Open Session and stated there was no action to report from Closed Session

ADJOURNMENT

With further business to discuss, the meeting was adjourned at 5:47 p.m.

Mark Wright, President

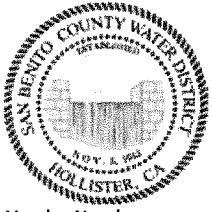
Barbara L. Mauro, Executive Assistant/Board Clerk



Agenda

Item

2



San Benito County Water District

Check Register

Packet: APPKT00335 - Board Claims June 24, 2026

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP-Accounts Payable						
001866	Gutierrez Consultants	06/25/2026	EFT	0.00	11,144.70	11
000018	A-1 Services	06/24/2026	Regular	0.00	972.00	61073
005115	AAA Business Supplies LP	06/24/2026	Regular	0.00	375.96	61074
000081	Alan Zeisbrich	06/24/2026	Regular	0.00	3,407.50	61075
000415	Before the Movie Inc	06/24/2026	Regular	0.00	453.00	61076
000561	Brigantino Irrigation	06/24/2026	Regular	0.00	15,450.60	61077
000601	C A R Diagnostics Center	06/24/2026	Regular	0.00	112.88	61078
000605	C.C.O.I. Gate & Fence	06/24/2026	Regular	0.00	180.00	61079
000740	Cellular Controlled Products	06/24/2026	Regular	0.00	195.00	61080
000869	Cintas Corporation	06/24/2026	Regular	0.00	1,070.25	61081
000905	CM Analytical Inc	06/24/2026	Regular	0.00	11,675.00	61082
001043	Dataflow Business Systems Inc	06/24/2026	Regular	0.00	215.58	61083
001409	ELC Consulting	06/24/2026	Regular	0.00	8,477.00	61084
005116	EquipmentShare.com Inc	06/24/2026	Regular	0.00	535.75	61085
001553	Fastenal Company	06/24/2026	Regular	0.00	478.74	61086
001656	Gabilan Rock Inc	06/24/2026	Regular	0.00	651.20	61087
001813	GRAINGER	06/24/2026	Regular	0.00	1,922.23	61088
001963	Hollister Safe and Lock, Inc.	06/24/2026	Regular	0.00	235.18	61089
001988	ICONIX Waterworks Inc	06/24/2026	Regular	0.00	1,401.16	61090
002423	Johnson Lumber Company	06/24/2026	Regular	0.00	1,278.40	61091
002699	Kennedy/Jenks Consultants Inc.	06/24/2026	Regular	0.00	215,391.07	61092
002766	Kronick, Moskovitz, Tiedemann & Gir	06/24/2026	Regular	0.00	19,655.00	61093
002783	Landscape Design by Rosemary Brid	06/24/2026	Regular	0.00	700.00	61094
002874	Liebert Cassidy Whitmore Prof Law C	06/24/2026	Regular	0.00	160.00	61095
003247	McKinnon Lumber, Inc.	06/24/2026	Regular	0.00	147.49	61096
003399	Mission Village Voice Media LLC	06/24/2026	Regular	0.00	544.00	61097
003487	New SV Media, Inc	06/24/2026	Regular	0.00	829.20	61098
005142	Pacific Coast Well Drilling, Inc.	06/24/2026	Regular	0.00	291,543.45	61099
003752	Pitney Bowes	06/24/2026	Regular	0.00	617.64	61100
003878	Reserve Account	06/24/2026	Regular	0.00	2,000.00	61101
004174	Rossi's Tire & Auto Service	06/24/2026	Regular	0.00	352.91	61102
004273	San Benito Engineering	06/24/2026	Regular	0.00	300.00	61103
004315	Santa Clara Valley Water Dist	06/24/2026	Regular	0.00	252,684.79	61104
004364	Sentry Alarm Systems	06/24/2026	Regular	0.00	120.00	61105
004450	Specialty Construction Inc.	06/24/2026	Regular	0.00	1,165,595.28	61106
004456	Spurzem & Liem LLP	06/24/2026	Regular	0.00	2,362.50	61107
004495	Stericycle, Inc.	06/24/2026	Regular	0.00	245.33	61108
004554	Sunnyslope County Water District	06/24/2026	Regular	0.00	251,368.57	61109
004728	Todd Groundwater	06/24/2026	Regular	0.00	42,349.00	61110
004771	Toro Petroleum Corporation	06/24/2026	Regular	0.00	6,026.95	61111
004807	Tyler Technologies	06/24/2026	Regular	0.00	360.00	61112
004810	U.S. Bank Corporation	06/24/2026	Regular	0.00	4,946.01	61113
004854	Verdant Commercial Capital LLC	06/24/2026	Regular	0.00	239.81	61114
004947	Western Geo Systems	06/24/2026	Regular	0.00	11,722.50	61115
000870	City National Bank	06/24/2026	Bank Draft	0.00	115,779.20	166957097

Check Register

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
004450	Specialty Construction Inc.	06/24/2026	Bank Draft	0.00	61,347.12	166957134

Bank Code AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	97	43	0.00	2,319,348.93
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	2	2	0.00	177,126.32
EFT's	2	1	0.00	11,144.70
	101	46	0.00	2,507,619.95

Fund Summary

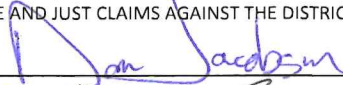
Fund	Name	Period	Amount
999	Pooled Cash	6/2026	2,507,619.95
			<u>2,507,619.95</u>

Authorization Signatures

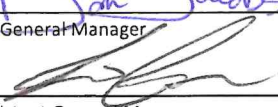
Board Claims Approval

STATE OF CALIFORNIA
COUNTY OF SAN BENITO

I DO HEREBY CERTIFY, UNDER THE PENALTY OF PERJURY AT HOLLISTER, CALIFORNIA, THAT THE FOREGOING DEMANDS ENUMERATED HAVE BEEN AUDITED; THAT THE SAME ARE ACCURATE AND JUST CLAIMS AGAINST THE DISTRICT; AND THAT THERE ARE FUNDS AVAILABLE FOR PAYMENT.



Dana Jacobson, General Manager



Brett Miller, Assistant General Manager

Mark Wright, Board President



San Benito County Water District

Payment Register

APPKT00335 - Board Claims June 24, 2026

01 - Vendor Set 01

Bank: AP - Accounts Payable

Vendor Number	Vendor Name			Total Vendor Amount
000018	A-1 Services			972.00
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	972.00	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
127738	Janitorial Services	06/01/2026	07/01/2026	0.00 972.00

Vendor Number	Vendor Name			Total Vendor Amount
005115	AAA Business Supplies LP			375.96
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	375.96	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
2499883-0	Office Supplies	05/19/2026	06/18/2026	0.00 158.54
2502588-0	Office Supplies	06/04/2026	07/04/2026	0.00 217.42

Vendor Number	Vendor Name			Total Vendor Amount
000081	Alan Zeisbrich			3,407.50
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	3,407.50	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
05-2026	Contract Services	06/01/2026	07/01/2026	0.00 2,357.50
5-2026P	Contract Services	06/01/2026	07/01/2026	0.00 1,050.00

Vendor Number	Vendor Name			Total Vendor Amount
000415	Before the Movie Inc			453.00
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	453.00	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
58309	On-Screen Ad	06/01/2026	07/01/2026	0.00 453.00

Vendor Number	Vendor Name			Total Vendor Amount
000561	Brigantino Irrigation			15,450.60
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	15,450.60	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
220000145586	Maintenance Services	04/28/2026	05/28/2026	0.00 13,131.40
220000146476	Maintenance Services	05/05/2026	06/04/2026	0.00 1,750.00
220000149028	Maintenance Supplies	05/27/2026	06/26/2026	0.00 47.58
220000149098	District Supplies	05/27/2026	06/26/2026	0.00 64.76
220000149204	Maintenance Supplies	05/28/2026	05/28/2026	0.00 234.06
220000151250	Maintenance Supplies	06/15/2026	07/15/2026	0.00 222.80

Vendor Number	Vendor Name			Total Vendor Amount
000601	C A R Diagnostics Center			112.88
Payment Type	Payment Number	Payment Date	Payment Amount	
Check		06/17/2026	112.88	
Payable Number	Description	Payable Date	Due Date	Discount Amount Payable Amount
J043223	Vehicle Maintenance -Truck #13	11/06/2025	12/06/2025	0.00 50.75
J043999	Vehicle Maintenance -Truck #13	05/29/2026	06/28/2026	0.00 62.13

Payment Register

APPKT00335 - Board Claims June 24, 2026

Vendor Number	Vendor Name					Total Vendor Amount
<u>000605</u>	C.C.O.I. Gate & Fence					180.00
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	180.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>3652146561</u>	Maintenance SJR Gate	05/18/2026	06/17/2026	0.00	180.00	
<u>000740</u>	Cellular Controlled Products					195.00
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	195.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>0129376-IN</u>	Quarterly Service	06/01/2026	07/01/2026	0.00	195.00	
<u>000869</u>	Cintas Corporation					1,070.25
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	1,070.25
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>4269708769</u>	Weekly Service	05/19/2026	06/18/2026	0.00	214.05	
<u>4270469364</u>	Weekly Service	05/27/2026	06/26/2026	0.00	214.05	
<u>4271169658</u>	Weekly Services	06/02/2026	07/02/2026	0.00	214.05	
<u>4271991093</u>	Weekly Service	06/09/2026	07/09/2026	0.00	214.05	
<u>4272731602</u>	Weekly Service	06/16/2026	07/16/2026	0.00	214.05	
<u>000870</u>	City National Bank					115,779.20
Payment Type	Payment Number				Payment Date	Payment Amount
Bank Draft	<u>166957097</u>				06/24/2026	115,779.20
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>060126</u>	Quarterly Loan Payment	06/01/2026	07/12/2026	0.00	115,779.20	
<u>000905</u>	CM Analytical Inc					11,675.00
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	11,675.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>86916</u>	Water Quality Data	06/12/2026	07/12/2026	0.00	11,675.00	
<u>001043</u>	Dataflow Business Systems Inc					215.58
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	215.58
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>455817</u>	Copier Maintenance Supplies	06/05/2026	06/20/2026	0.00	215.58	
<u>001409</u>	ELC Consulting					8,477.00
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	8,477.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>11123</u>	Monthly Service Agreement	06/01/2026	06/01/2026	0.00	6,897.00	
<u>11124</u>	Monthly Service Agreement	06/01/2026	06/01/2026	0.00	1,480.00	
<u>11137</u>	Monthly Service Agreement	06/01/2026	06/01/2026	0.00	100.00	
<u>005116</u>	EquipmentShare.com Inc					535.75
Payment Type	Payment Number				Payment Date	Payment Amount
Check					06/17/2026	535.75
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>HOL-7024410-0000</u>	Equipment Rental	06/03/2026	06/03/2026	0.00	535.75	

Payment Register

APPKT00335 - Board Claims June 24, 2026

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001553</u>	Fastenal Company			478.74	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	478.74
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>CAHOS75072</u>	Maintenance Supplies	05/07/2026	06/21/2026	0.00	87.80
<u>CAHOS75182</u>	Maintenance Supplies	05/12/2026	06/26/2026	0.00	289.08
<u>MN0191027583</u>	Inventory Control -Nuts & bolts	05/06/2026	06/20/2026	0.00	50.93
<u>MN0191034440</u>	Inventory Control -Nuts & Bolts	06/04/2026	07/04/2026	0.00	50.93

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001656</u>	Gabilan Rock Inc			651.20	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	651.20
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>48310</u>	Maintenance Supplies	08/26/2024	06/24/2026	0.00	651.20

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001813</u>	GRAINGER			1,922.23	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	1,922.23
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>9935318726</u>	Maintenance Supplies	06/01/2026	07/01/2026	0.00	134.81
<u>9937350271</u>	Maintenance Supplies	06/02/2026	07/02/2026	0.00	194.44
<u>9937749472</u>	Maintenance Supplies	06/03/2026	07/03/2026	0.00	142.21
<u>9948074100</u>	Maintenance Supplies	06/11/2026	07/11/2026	0.00	1,154.97
<u>9949682877</u>	Maintenance Supplies	06/11/2026	07/11/2026	0.00	244.86
<u>9952867779</u>	Maintenance Supplies	06/15/2026	07/15/2026	0.00	50.94

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001866</u>	Gutierrez Consultants			11,144.70	
Payment Type	Payment Number			Payment Date	Payment Amount
EFT				06/17/2026	11,144.70
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>2082</u>	Consulting Services	06/06/2026	06/06/2026	0.00	7,395.00
<u>2083</u>	Consulting Services	06/06/2026	06/06/2026	0.00	3,749.70

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001963</u>	Hollister Safe and Lock, Inc.			235.18	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	235.18
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>39584</u>	District Service	04/24/2026	05/24/2026	0.00	235.18

Vendor Number	Vendor Name			Total Vendor Amount	
<u>001988</u>	ICONIX Waterworks Inc			1,401.16	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	1,401.16
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>U2616018086</u>	Maintenance Supplies	05/26/2026	06/25/2026	0.00	1,401.16

Vendor Number	Vendor Name			Total Vendor Amount	
<u>002423</u>	Johnson Lumber Company			1,278.40	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	1,278.40
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>293519</u>	Maintenance Supplies	05/18/2026	06/10/2026	0.00	62.24
<u>293572</u>	Maintenance Supplies	05/20/2026	06/10/2026	0.00	52.41
<u>293610</u>	Maintenance Supplies	05/21/2026	06/10/2026	0.00	38.19
<u>293724</u>	Maintenance Supplies	05/27/2026	06/10/2026	0.00	107.28
<u>293747</u>	Maintenance Supplies	05/28/2026	06/10/2026	0.00	115.76
<u>293772</u>	District Supplies	05/29/2026	06/10/2026	0.00	69.80

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<u>293851</u>	Engineering Supplies	06/01/2026	07/10/2026	0.00	65.54
<u>293883</u>	District Supplies	06/03/2026	07/10/2026	0.00	276.65
<u>293884</u>	Maintenance Supplies	06/03/2026	07/10/2026	0.00	163.85
<u>293950</u>	Maintenance Supplies	06/05/2026	07/10/2026	0.00	152.98
<u>294117</u>	Maintenance Supplies	06/12/2026	07/10/2026	0.00	125.76
<u>294191</u>	District Supplies	06/16/2026	07/10/2026	0.00	47.94

Vendor Number	Vendor Name				Total Vendor Amount
<u>002699</u>	Kennedy/Jenks Consultants Inc.				215,391.07
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	215,391.07		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>188263</u>	Engineering Services	06/05/2026	04/15/2026	0.00	112,959.86
<u>188264</u>	Engineering Services	06/05/2025	04/15/2026	0.00	102,431.21

Vendor Number	Vendor Name				Total Vendor Amount
<u>002766</u>	Kronick, Moskovitz, Tiedemann & Girard				19,655.00
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	19,655.00		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>30919060</u>	Legal Services	05/22/2026	06/21/2026	0.00	2,795.00
<u>30919061</u>	Legal Services	05/22/2026	06/21/2026	0.00	215.00
<u>30919062</u>	Legal Services	05/22/2026	06/21/2026	0.00	9,503.00
<u>30919398</u>	Legal Services	06/10/2026	07/10/2026	0.00	86.00
<u>30919399</u>	Legal Services	06/10/2026	07/10/2026	0.00	1,767.00
<u>30919400</u>	Legal Services	06/10/2026	07/10/2026	0.00	372.00
<u>30919401</u>	Legal Services	06/10/2026	07/10/2026	0.00	4,917.00

Vendor Number	Vendor Name				Total Vendor Amount
<u>002783</u>	Landscape Design by Rosemary Bridwell CCN				700.00
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	700.00		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>052226</u>	Landscape Plan Review	05/22/2026	06/21/2026	0.00	700.00

Vendor Number	Vendor Name				Total Vendor Amount
<u>002874</u>	Liebert Cassidy Whitmore Prof Law Corp.				160.00
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	160.00		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>322565</u>	Legal Services	04/30/2026	05/30/2026	0.00	160.00

Vendor Number	Vendor Name				Total Vendor Amount
<u>003247</u>	McKinnon Lumber, Inc.				147.49
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	147.49		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>Z6X85</u>	Maintenance Supplies	05/22/2026	06/21/2026	0.00	147.49

Vendor Number	Vendor Name				Total Vendor Amount
<u>003399</u>	Mission Village Voice Media LLC				544.00
Payment Type	Payment Number	Payment Date	Payment Amount		
Check		06/17/2026	544.00		
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>1533</u>	Monthly Print Ad	05/20/2026	05/20/2026	0.00	544.00

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Vendor Number	Vendor Name			Total Vendor Amount	
<u>003487</u>	New SV Media, Inc			829.20	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	829.20
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>177591</u>	Public Notice - UWMP	05/20/2026	06/19/2026	0.00	829.20
Vendor Number	Vendor Name			Total Vendor Amount	
<u>005142</u>	Pacific Coast Well Drilling, Inc.			291,543.45	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	291,543.45
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>25-3008-08</u>	Engineering Services	06/02/2026	07/02/2026	0.00	122,180.80
<u>25-3011-07</u>	Engineering Services	06/02/2026	07/02/2026	0.00	37,335.00
<u>25-3011-08</u>	Engineering Services	06/02/2026	07/02/2026	0.00	132,027.65
Vendor Number	Vendor Name			Total Vendor Amount	
<u>003752</u>	Pitney Bowes			617.64	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	617.64
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>1029495247</u>	Office Supplies	05/21/2026	06/20/2026	0.00	456.40
<u>1029562353</u>	Office Supplies	06/04/2026	07/04/2026	0.00	161.24
Vendor Number	Vendor Name			Total Vendor Amount	
<u>003878</u>	Reserve Account			2,000.00	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	2,000.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>061126</u>	Postage on Account	06/11/2026	06/11/2026	0.00	2,000.00
Vendor Number	Vendor Name			Total Vendor Amount	
<u>004174</u>	Rossi's Tire & Auto Service			352.91	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	352.91
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>51885075</u>	Vehicle Maintenance Truck #26	05/26/2026	06/25/2026	0.00	175.00
<u>51885359</u>	Vehicle Maintenance -Truck #24	06/13/2026	07/13/2026	0.00	177.91
Vendor Number	Vendor Name			Total Vendor Amount	
<u>004273</u>	San Benito Engineering			300.00	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	300.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>8334</u>	Engineering Services	06/03/2026	07/03/2026	0.00	300.00
Vendor Number	Vendor Name			Total Vendor Amount	
<u>004315</u>	Santa Clara Valley Water Dist			252,684.79	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	252,684.79
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>GN103648</u>	Oct - Dec 25 O&M Charge	02/09/2026	03/11/2026	0.00	117,350.14
<u>GN103774</u>	Jan - Mar 26 O&M Charge	05/18/2026	06/17/2026	0.00	135,334.65
Vendor Number	Vendor Name			Total Vendor Amount	
<u>004364</u>	Sentry Alarm Systems			120.00	
Payment Type	Payment Number			Payment Date	Payment Amount
Check				06/17/2026	120.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount
<u>2318125</u>	Quarterly Monitoring	06/15/2026	07/15/2026	0.00	120.00

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Vendor Number	Vendor Name					Total Vendor Amount
<u>004450</u>	Specialty Construction Inc.					1,226,942.40
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		1,165,595.28
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>Z</u>	Engineering Services	04/27/2026	05/27/2026	0.00	1,165,595.28	
Bank Draft	<u>166957134</u>			06/24/2026		61,347.12
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>ZRET</u>	Retention Escrow Payment Invoice 7	04/27/2026	05/27/2026	0.00	61,347.12	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004456</u>	Spurzem & Liem LLP					2,362.50
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		2,362.50
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>66054</u>	Legal Services	06/03/2026	07/03/2026	0.00	2,362.50	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004495</u>	Stericycle, Inc.					245.33
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		245.33
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>8014433087</u>	Monthly Shredding Service	05/31/2026	06/30/2026	0.00	245.33	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004554</u>	Sunnyslope County Water District					251,368.57
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		251,368.57
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>INV00547</u>	Plant Operations -Lessalt	05/31/2026	05/31/2026	0.00	62,842.36	
<u>INV00548</u>	Plant Operations -West Hills	05/31/2026	05/31/2026	0.00	188,526.21	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004728</u>	Todd Groundwater					42,349.00
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		42,349.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>37653 526</u>	Engineering Services	05/08/2026	06/07/2026	0.00	6,605.25	
<u>37660 526</u>	Engineering Services	05/08/2026	06/07/2026	0.00	33,388.75	
<u>37663 526</u>	Engineering Services	05/08/2026	06/07/2026	0.00	2,355.00	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004771</u>	Toro Petroleum Corporation					6,026.95
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		6,026.95
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>CL99122</u>	Vehicle Fuel	05/31/2026	07/15/2026	0.00	6,026.95	
Vendor Number	Vendor Name					Total Vendor Amount
<u>004807</u>	Tyler Technologies					360.00
Payment Type	Payment Number			Payment Date		Payment Amount
Check				06/17/2026		360.00
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>CI100-00292352</u>	AP Automation Capture Only Subscription	06/01/2026	07/16/2026	0.00	3,600.00	
<u>SN100-00035443</u>	AP Automation Capture w/Disbursements Credit	05/19/2026	07/03/2026	0.00	-3,240.00	

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Vendor Number	Vendor Name					Total Vendor Amount
<u>004810</u>	U.S. Bank Corporation					4,946.01
Payment Type	Payment Number			Payment Date	Payment Amount	
Check				06/17/2026		4,946.01
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>052226BIM</u>	Monthly Statement	05/22/2026	05/19/2026	0.00	-416.22	
<u>052226BM</u>	Monthly Statement	05/22/2026	06/21/2026	0.00	534.85	
<u>052226CP</u>	Monthly Statement	05/22/2026	06/21/2026	0.00	582.26	
<u>052226DJ</u>	Monthly Statement	05/22/2026	06/21/2026	0.00	262.47	
<u>052226LBO</u>	Monthly Statement	05/22/2026	06/21/2026	0.00	1,015.69	
<u>052226MC</u>	Monthly Statement	05/22/2026	06/21/2026	0.00	2,966.96	

Vendor Number	Vendor Name					Total Vendor Amount
<u>004854</u>	Verdant Commercial Capital LLC					239.81
Payment Type	Payment Number			Payment Date	Payment Amount	
Check				06/17/2026		239.81
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>906237666</u>	Copier Lease	06/11/2026	07/06/2026	0.00	239.81	

Vendor Number	Vendor Name					Total Vendor Amount
<u>004947</u>	Western Geo Systems					11,722.50
Payment Type	Payment Number			Payment Date	Payment Amount	
Check				06/17/2026		11,722.50
Payable Number	Description	Payable Date	Due Date	Discount Amount	Payable Amount	
<u>543</u>	Maintenance Supplies	06/17/2026	07/17/2026	0.00	11,722.50	

Payment Summary

Bank Code	Type	Payable Count	Payment Count	Discount	Payment
AP	Manual Bank Draft	2	2	0.00	177,126.32
AP	Check	97	43	0.00	2,319,348.93
AP	EFT	2	1	0.00	11,144.70
Packet Totals:		101	46	0.00	2,507,619.95

Cash Fund Summary

Fund	Name	Amount
999	Pooled Cash	-2,507,619.95
Packet Totals:		-2,507,619.95

**San Benito County Water District
Agenda Transmittal**

Agenda Item: 3

Meeting Date: June 24, 2026

Submitted By: Leilani Vidal

Presented By: Dana Jacobson

Agenda Title: Acknowledgement of Paid Claims prior to the June 2026 Board Meeting

Detailed Description: This is a notification that the checks & wire transfers listed below were issued outside the normal claims process.

Payee	Check No./ Confirmation #	Amount	For	Issued Date

<i>Wire Transfers</i>				
San Luis Delta Mendota Water Authority	Wire Transfer	\$61,816.56	O&M delivery costs (June 2026 advanced water delivery payment form)	06/05/26
USBR (pay.gov)	Wire Transfer	\$28,791.31	Water Payment (June Payment Recap)	06/05/26
	Wire Transfer	\$		

Financial Impact: X Yes No

Funding Source/ Recap:
Fiscal Year Budget as approved

Material Included for Information/Consideration:

Copy of Wire Transfer Request

Action Required: _____ Resolution X Motion _____ Review _____

Board Action

_____ Resolution No. _____ Motion By _____ Second By _____

Ayes _____ Abstained _____

Noes _____ Absent _____

Reagendized _____ Date _____ No Action Taken _____

Release date 6/5/2026

6/4/2026

Pay.gov payment requested

Vendor	Payment Recap date prepared	Invoice no.	Description	GL Account no.	Amount
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	December 2024 prepaid 1777 AF AG	600-51100-0000-07	\$ (39,360.55)
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	January prepaid 2,928 AF AG	600-51100-0000-07	\$ (55,924.80)
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	February prepaid 3,849 AF AG	600-51100-0000-07	\$ (73,515.90)
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	March prepaid 1,000 AF M&I	600-51140-0000-07	\$ (28,270.00)
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	February usage 1601 AF AG	600-51100-0000-07	\$ 30,579.10
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	May usage 744 AF AG	600-51100-0000-07	\$ 14,210.40
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	June prepay 2,000 AF AG	600-51100-0000-07	\$ 38,200.00
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	July prepay 267 AF AG	600-51100-0000-07	\$ 5,099.70
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	July prepay 2,000 AF M&I	600-51140-0000-07	\$ 56,540.00
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	August prepay 2,000 AF M&I	600-51140-0000-07	\$ 56,540.00
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	May usage 744 AF M&I Restoration	600-52500-0000-07	\$ 10,148.16
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	May usage 744 AF M&I Direct Pumping	600-52510-0000-07	\$ 10,103.52
Bureau of Reclamation (USBR-LA)	6/4/2026	060426	May usage 744 AF M&I Direct Pumping Other	600-52510-0000-07	\$ 4,441.68
			Total payment amount	Total payment amount	\$ 28,791.31

Online entry by: Debra Vidal
Date: 6/4/26

Customer # 3000019331

Daily Pay.gov total \$ 28,791.31

Wire Transfer Requested 6/5/2026 Release date 6/5/2026

Vendor	Invoice Date	Invoice no.	Description	GL Account no.	Amount
San Luis Delta Mendota Water Authority	6/3/2026	060326	O&M delivery costs (June. 2026 advanced water delivery payment form)	600-54000-0000-07	\$ 61,816.56
Total wire transfer					\$ 61,816.56

Daily wire activity total \$ **61,816.56**

Online entry by: Rafael Vidal
Date: 6/5/26

Approved for release online by: Cindy Paine
Date: 6/5/26



Agenda

Item

4



Fiscal Year 2026 On-Call Contract Activity Report
 MCC Controls dba Primex - *Control System Services (SCADA Services)
 Contract #: PRIMEX-2024 OC
 Board Meeting 6/24/26

**NTE Contract Amount	Task Order Status	Task Order Amount	Contract Amount Remaining	Task Order Number	Task Order Description	Task Order Issued Date	Payments to Date
\$ 813,000	Closed	\$ 30,000	\$ 783,000	1	Control System Services	8.27.24	\$ 29,894.75
	Closed	\$ 48,178	\$ 734,822	2	PLC Install and system start up RTU 20	8.26.24	\$ 48,177.80
	Closed	\$ 46,348	\$ 688,474	3	PLC Install and system start up RTU 9	8.27.24	\$ 46,347.80
	Closed	\$ 103,850	\$ 584,624	4	Replacement hardware for RTU 3/4/6/7/17	10.17.24	\$ 103,849.54
	Closed	\$ 47,058	\$ 537,566	5	RTU-6 and device upgrades	1.29.25	\$ 47,057.80
	Closed	\$ 48,228	\$ 489,338	6	RTU-7 and device upgrades	1.31.25	\$ 48,227.80
	Closed	\$ 46,298	\$ 443,041	7	RTU-3 and device upgrades	1.31.25	\$ 46,297.80
	Closed	\$ 47,758	\$ 395,283	8	RTU-4 and device upgrades	1.31.25	\$ 47,757.80
	Closed	\$ 47,288	\$ 347,995	9	RTU-17 and device upgrades	1.31.25	\$ 47,287.80
	Closed	\$ 113,756	\$ 234,239	10	RTU 1,12,15,16,18 Hardware Upgrades	7.13.25	\$ 113,755.71
	Open	\$ 30,000	\$ 204,239	11	RTU 17 PLC and Device Upgrades	8.14.25	\$ 9,435.00
	Closed	\$ 46,528	\$ 157,711	12	RTU 12 PLC and Device Upgrades	11.26.25	\$ 46,527.80
	Closed	\$ 49,598	\$ 108,113	13	RTU 15 PLC and Device Upgrades	12.3.25	\$ 49,597.80
	Closed	\$ 47,948	\$ 60,165	14	RTU 16 PLC and Device Upgrades	12.3.25	\$ 47,947.80
	Closed	\$ 49,788	\$ 10,377	15	RTU 18 PLC and Device Upgrades	12.3.25	\$ 49,787.80
	Open	\$ 10,378	\$ (1)	16	RTU 1 PLC and Device Upgrades	4.14.26	
\$ 813,000		\$ 813,001	\$ (1)				\$ 781,950.80

*SBCWD Board approved 7.31.24, Contract #PRIMEX-2024 OC
 **Contract expires 7.31.27



Agenda

Item

5



Presented To

DUSTIN FRANCO

2016-2026

In Grateful Appreciation
For 10 Years Of
Dedicated Service

San Benito County Water District

President

Manager

**San Benito County Water District
Agenda Transmittal**

Agenda Item: 6

Meeting Date: June 24, 2026

Submitted By: Lundi Barroso-Osorio

Presented By: Dana Jacobson

Agenda Title: Consider Resolution Approving of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan

Detailed Description: The Urban Water Management Planning Act (Division 6 Part 2.6 of the Water Code §§10610 – 10656) requires every urban water supplier providing water for municipal purposes to more than 3,000 customers or supplying more than 3,000 acre-feet of water annually to adopt an Urban Water Management Plan (UWMP). The Act requires that plans be updated every five years in accordance with the guidance published by the Department of Water Resources. The UWMP was last updated in 2020.

The plan was developed through the Water Resources Association of San Benito County, which is comprised of members of the San Benito County Water District (SBCWD), the City of San Juan Bautista, the City of Hollister, and the Sunnyslope County Water District. This approach improves efficiency by allowing for the development of one coordinated plan as opposed to each agency independently creating its own. The Draft UWMP Update has been prepared by the consulting firm Todd Groundwater, under contract with SBCWD.

The plan identifies the local and imported water supplies that will be needed, including groundwater, surface water, and water recycling, as well as planned conservation measures. This helps to ensure that the San Benito Urban Area is provided with a reliable supply of water to meet current and future demands. The UWMP also contains a Water Shortage Contingency Plan, which outlines the steps to be taken during extended drought conditions.

Staff recommends that the Board review the draft update, receive the 2025 San Benito UWMP Update presentation, accept public comment, and approve the Resolution regarding the plan.

Prior Committee or Board Action:

March 26, 2025 - Board approval of contract with Todd Groundwater for the 2025 Urban Water Management Plan Update

June 17, 2026 Zone 6 Water Supply and Operations Committee Meeting

Materials Included:

Zone 6 Water Supply and Operations Committee Recommendation
Draft 2025 San Benito Urban Water Management Plan
Draft 2025 Water Shortage Contingency Plan (Included in UWMP)
Draft Resolution
Staff Presentation

Financial Impact: X Yes No

Funding Source/ Recap: Budgeted

Recommendation: Staff recommends the Board approve the Resolution approving the 2025 San Benito Urban Water Management Plan and Water Shortage Contingency Plan

Action Required: X Resolution X Motion Review

Board Action

 Resolution No. Motion By Second By

Ayes Abstained

Noes Absent

Reagendized Date No Action Taken

BOARD AGENDA MEMO

DATE: June 17, 2026


TO: Board of Directors

FROM: Zone 6 Water Supply and Operations Committee
(Tonascia/Wright)

SUBJECT: Committee Recommending the Board Consider Resolution Approving of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan

The Zone 6 Water Supply and Operations Committee met on June 17, 2026 and staff reviewed the Final Draft of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan.

The Zone 6 Water Supply and Operations Committee is recommending the Board Consider Resolution Approving of the 2025 Urban Water Management Plan and Water Shortage Contingency Plan.



Director Tonascia



Director Wright



Agenda

Item

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Due to the size of this document, please see the link to the Urban Water Management Plan Update 2025 and its Appendices on our website, below:

<https://sbcwd.ca.gov/wp-content/uploads/2026/06/UWMP-Plan-and-Appendices-Final-Draft.pdf>

RESOLUTION 2026-14

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN BENITO COUNTY WATER DISTRICT
APPROVING, WITH QUALIFICATIONS, THE 2025 SAN BENITO
URBAN WATER MANAGEMENT PLAN AND WATER SHORTAGE
CONTINGENCY PLAN**

WHEREAS, the San Benito County Water District (District) has joined in a cooperative effort with the Sunnyslope County Water District, the City of Hollister, and the City of San Juan Bautista in the preparation of an Urban Water Management Plan (“the Plan”) pursuant to Water Code Section 10620 et. seq., known as the Urban Water Management Planning Act; and,

WHEREAS, the study area for the Plan is the “San Benito Urban Area” comprised of the service areas for the City of Hollister, the City of San Juan Bautista, and the Sunnyslope County Water District as well as the immediate surrounding areas. This area overlies the North San Benito Groundwater Basin; and,

WHEREAS, one of the purposes of the Plan is to identify and quantify existing and planned sources of available water and the reliability of the water supplies without creating any rights or entitlement to water service or a specific level of water service; and,

WHEREAS, neither the Plan nor the statute mandating the adoption of the Plan encourages exclusive use of the Plan by land use entitlement agencies in making water-related land use decisions; and,

WHEREAS, because water is a changing resource, the Plan must be viewed as a snapshot of water availability and reliability based upon facts available at the time of creating the Plan; that water dynamics change because of forces of nature or human conduct and that, for the above reasons, the exclusive use of the Plan as a resource tool for making land use decisions is discouraged; that land use entitlement requests must be reviewed on a project by project basis for the purpose of analyzing the availability and reliability of water resources for the project; and,

WHEREAS, the District acknowledges its responsibility to take all necessary steps to address water supply emergency issues; and,

WHEREAS, the District is committed to water conservation and obligated to specific water conservation measures by virtue of the District water supply contract with United States Department of the Interior, Bureau of Reclamation.

NOW, THEREFORE, the Board of Directors of the San Benito County Water District hereby resolves as follows:

1. The San Benito Urban Water Management Plan 2025 (“the Plan”) dated June 2026, is hereby adopted by the Board of Directors of the San Benito County Water District (District) and incorporated into this resolution by reference. A copy of the Plan is available for public review during normal business hours at the District Office located at 30 Mansfield Road, Hollister, California;
2. No later than sixty (60) days from June 24, 2026, the District shall deliver the Plan together with this resolution to the City of Hollister, San Juan Bautista, and the County of San Benito;
3. The General Manager is directed to file the Plan with the California Department of Water Resources by July 1, 2026;
4. The Plan, as adopted by the District, is not intended as a tool to be used exclusively by land use planning agencies as a substitute for a comprehensive study and investigation of water availability, reliability, and quality for development projects and land use changes proposed in San Benito County or the City of Hollister and San Juan Bautista, for the reasons stated in the recitals to this resolution;
5. The General Manager is hereby directed to implement the Water Conservation programs as funded through the District’s Annual Budgets including water shortage contingency analysis and recommendations to the District Board regarding procedures to carry out effective water conservation and recycling programs in order to meet statutory and contractual obligations.

THE FOREGOING RESOLUTION was adopted at a regular meeting of the Board of Directors of the San Benito County Water District held on June 24, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

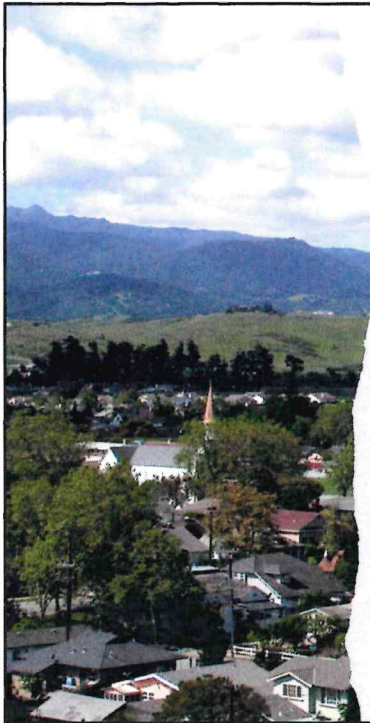
ABSENT:

(Signature of presiding Board member
Attested by Board Secretary
Resolution #2026-14)

Mark Wright
President

ATTEST:

Barbara L. Mauro
Board Secretary



San Benito Urban Area



Urban Water Management Plan 2025

Todd Groundwater
Maureen Reilly, PE
Iris Priestaf, PhD
Ed Potts
Nicole Grimm

1

Agenda

- State Water Code Requirements
- UWMP Overview
 - Water Systems
 - Demand
 - Supply
 - Water Shortage Contingency Plan
 - Keys to Reliable Supply
- Adoption and Next Steps
- Questions

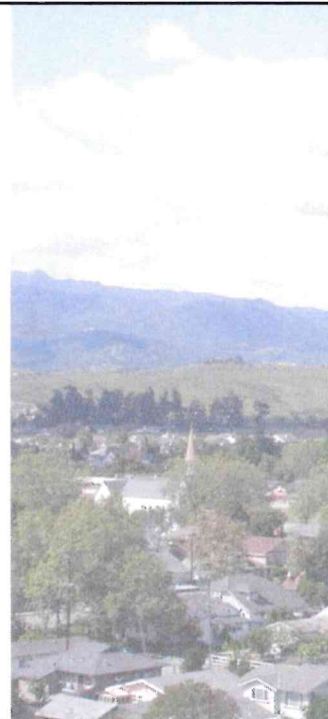


2

Water Code Requirements



- 20-year planning horizon
- Demonstrate compliance with 2028 Water Loss Standard
- Require UWMP update every five years
- Prescribed content and tables
- Required for State grants and loans
- Planning tool for water supply and demand



3

UWMP Outline

1. Introduction
2. Plan Preparation
3. Service Area Description
4. Water Use Characterizations
5. SB X7-7 Baselines, 2020 Targets and 2025 Reporting
6. Normal Year Water Supply Characterization
7. Water Service Reliability and Drought Risk Assessment
8. Water Shortage Contingency Planning
9. Demand Management Measures



4

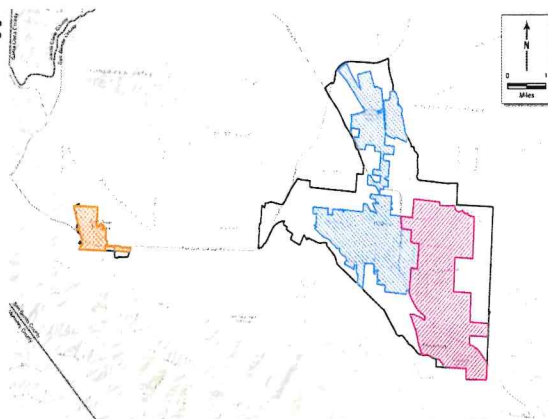
Water Systems

- **SBUA UWMP is a regional partnership:**

- San Benito County Water District
- City of Hollister
- Sunnyslope County Water District
- NEW: City of San Juan Bautista

- Current water demand and supply is reported separately (on DWR recommendations)

- Future water demand reported separately
Water supply, and reliability to be reported as a region

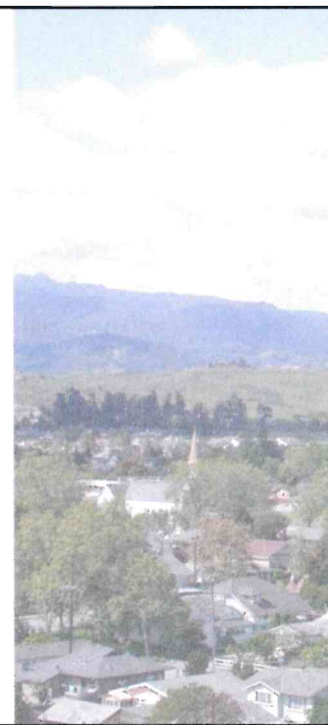


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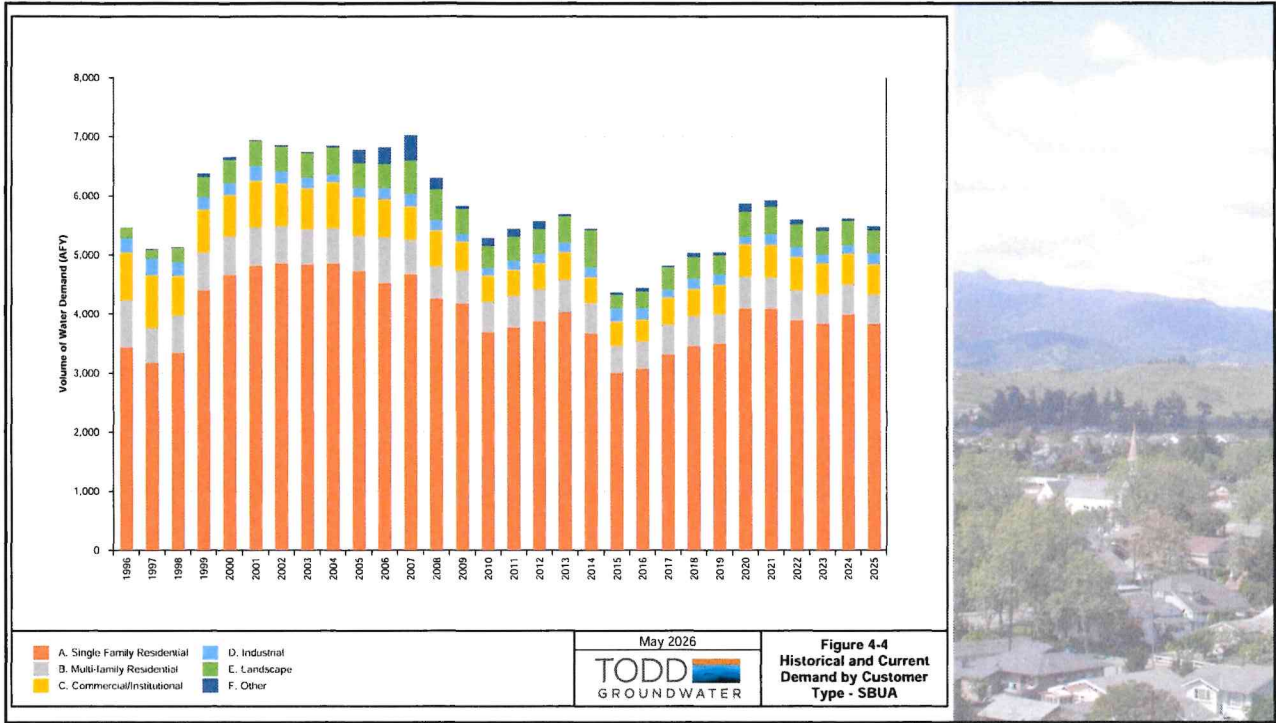
Water Demand

- UWMP documents water demand by user type for each service area
- Future water demand consistent with Master Plan
- Hollister and Sunnyslope have met the SB X7-7 2020 Targets (gallons per capita per day), SJB does not have 2020 Targets. No targets required for SJB

	Target	Actual
Hollister	119	114
Sunnyslope	143	119



6



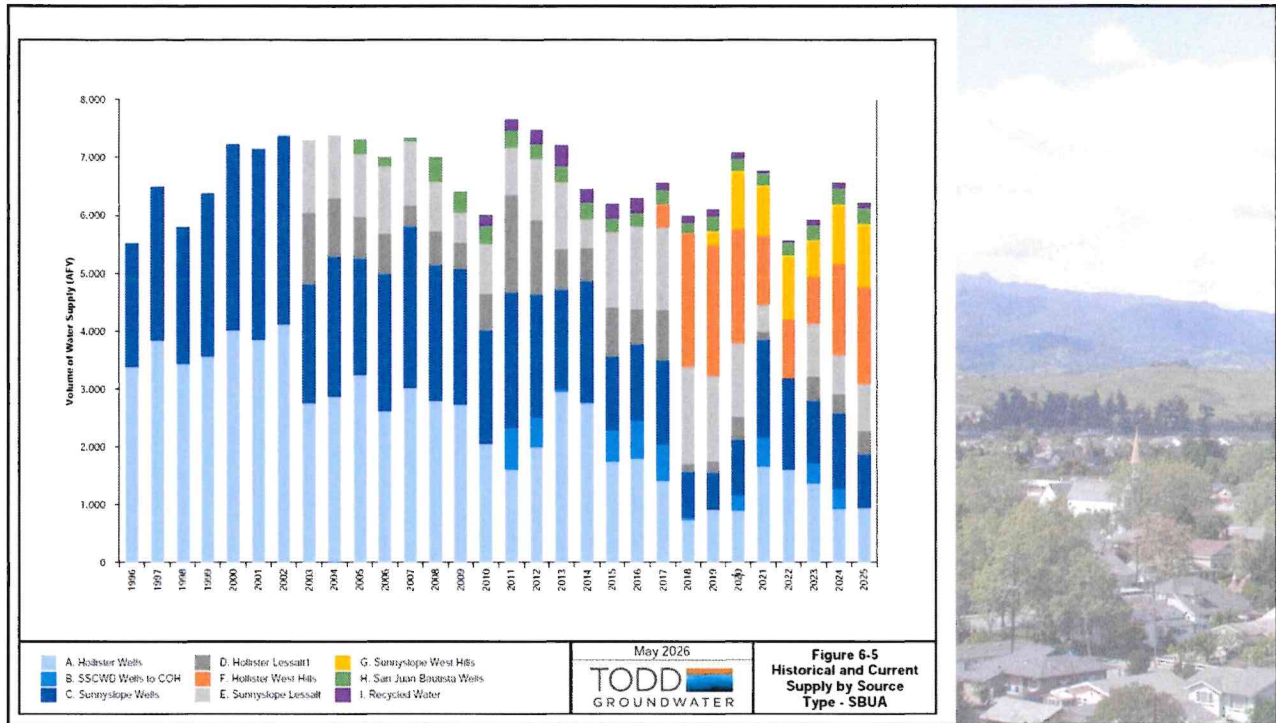
7

Water Supply

- **CVP M&I Supply**
 - Treated by Water Treatment Plants (Lessalt and West Hills)
 - Good quality
 - Reduced during drought
- **Groundwater**
 - Available as a reserve during droughts
 - Poor water quality
 - Must be blended with CVP to achieve goals
- **Recycled Water**
 - Drought resistant
 - Limited volume
 - Limited uses

TODD GROUNDWATER

8



9

Water Shortage Contingency Plan

- Supply can be temporarily augmented by increasing proportion of groundwater to CVP water in blending
- Communication protocols for each stage
- Same as previous WSCP:
 - Response Actions
 - Compliance and Enforcement
 - Monitoring, Reporting, and WSCP Refinement
 - Legal Authorities

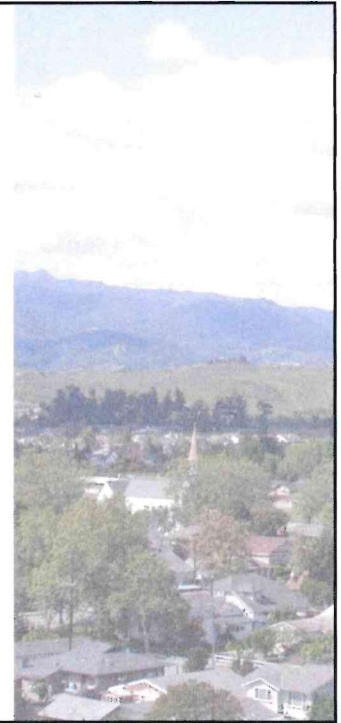
TODD
GROUNDWATER

A photograph of a residential area with mountains in the background.

10

Keys to a Reliable Supply

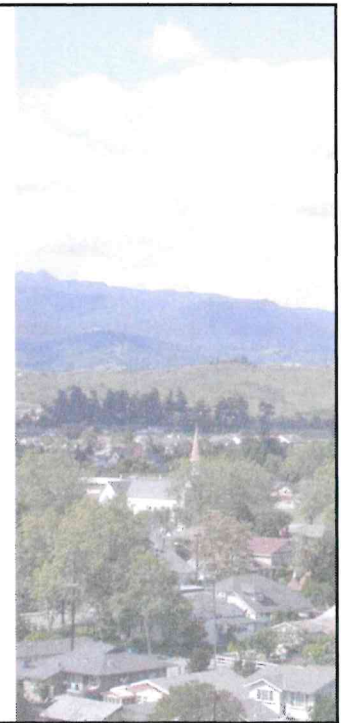
- Blend groundwater with CVP water to achieve delivered water quality goals
- Maximize use of CVP supply when available
- Prioritize Health and Safety over irrigation during drought
- Continue water conservation programs and programs to reduce water system losses



11

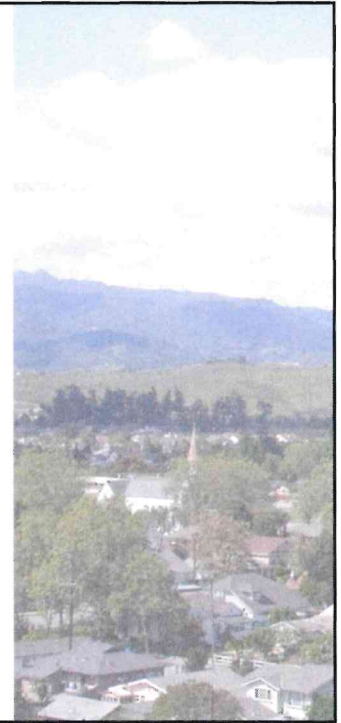
Next Steps

- Public Hearings
 - City of Hollister June 15, 2026
 - City of San Juan Bautista June 16, 2026
 - Sunnyslope WD June 23, 2026
 - SBCWD June 24, 2026
- Adoption
- DWR Submittal by July 1, 2026
 - On file with the California State Library
 - Tables and data uploaded to the portal
 - PDF submitted electronically



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Questions?



San Benito County Water District
Agenda Transmittal

Agenda Item: 7

Meeting Date: June 24, 2026

Submitted By: Dana Jacobson

Presented By: Dana Jacobson

Agenda Title: Consider Authorizing the General Manager to Execute a Contract with Todd Groundwater to Prepare Annual Groundwater Reports for Water Years 2026 through 2030 (NTE \$310,975)

Detailed Description:

Todd Groundwater has been preparing annual groundwater reports for the San Benito County Water District (District) since 2006. The 2025 report was the last one covered by the previous contract, which included reports for the water years 2021-2025. Staff is recommending that the District continue to use Todd Groundwater to develop the annual reports for the next five-year period.

Preparing the annual groundwater report includes maintaining the District's groundwater model and groundwater level database, which are the primary tools used by the District to manage the basin. It also includes groundwater levels and pumping, estimates of groundwater storage change, evaluation of overdraft conditions, estimates of hydrologic conditions for the coming water years, and agricultural pumping and imported water purchases. The report is also required to include recommendations for surface water deliveries, groundwater replenishment, and groundwater charges.

The District was formed in 1953 by a special act (District Act) of the State with responsibility and authority to manage groundwater. Section 7.6 of the District Act (Act) states that "the Board may ... require the district to annually prepare an investigation and report on conditions of the district and zones thereof". The Act requires the condition assessment to include all of the reporting parameters as identified in Section 7.6 (a)-(j).

In 2014, the State of California passed the Sustainable Groundwater Management Act (SGMA). SGMA requires local agencies to form Groundwater Sustainability Agencies (GSAs) for the high and medium priority basins. The District is the Groundwater Sustainability Agency for the North San Benito Basin. Similar to the Act, SGMA requires the completion of an annual Groundwater Report.

The annual groundwater reports describe groundwater conditions in the North San Benito Basin, a subbasin of the Gilroy-Hollister Basin and fulfills the District's requirements of the Act and SGMA.

Prior Committee or Board Action:

Zone 6 Water Supply and Operations Committee Meeting June 17, 2026

Financial Impact: _____X_____ Yes _____ No

The detailed cost of professional services is included in the attached proposed scope of work. Each annual report would cost the District \$62,195, for a total of \$310,975 over the five-year term of the contract.

Material Included for Information/Consideration:

1. Zone 6 Water Supply and Operations Committee Recommendation
2. Professional Services Contract and Proposed Scope of Work

Recommendation: Staff and the Zone 6 Water Supply and Operations Committee recommend that the Board authorize the General Manager to execute a contract with Todd Groundwater to prepare annual groundwater reports for water years 2026 through 2030 (NTE \$310,975).

Action Required: _____Resolution _____X_____ Motion _____Review

Board Action

_____Resolution No.____ Motion By_____ Second By_____

Ayes_____ Abstained_____

Noes_____ Absent_____

Reagendized_____ Date_____ No Action Taken_____

BOARD AGENDA MEMO

DATE: June 17, 2026

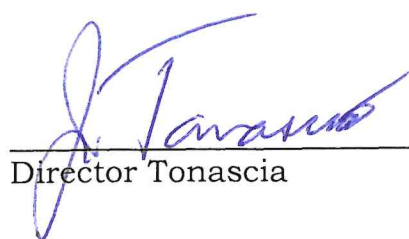
TO: Board of Directors

FROM: Zone 6 Water Supply and Operations Committee
(Tonascia/Wright)

SUBJECT: Committee Recommending the Board Authorize the General Manager to Execute a Contract with Todd Groundwater to Prepare the Annual Groundwater Reports for Water Years 2026 through 2030 (NTE \$310,975)

The Zone 6 Water Supply and Operations Committee met on June 17, 2026, and staff reviewed the proposal from Todd Groundwater to prepare the Annual Groundwater Reports for water years 2026 through 2030 (NTE \$310,975).

The Zone 6 Water Supply and Operations Committee is recommending the Board Authorize the General Manager to Execute a Contract with Todd Groundwater to prepare the Annual Groundwater Reports for water years 2026 through 2030 (NTE \$310,975).



Director Tonascia



Director Wright

**SAN BENITO COUNTY WATER DISTRICT
PROFESSIONAL SERVICES CONTRACT**

THIS AGREEMENT, made and entered into this _____ day of _____, 2026, by and between the San Benito County Water District, ("District,") and Todd Groundwater, ("Consultant").

- 1. Description of Project:** District desires to undertake the Annual Groundwater Reports for 2026 through 2030 ("the project") and to engage Consultant to provide the required professional services relating to the project.

- 2. Scope of Services - Basic; Completion:** Consultant shall perform those basic services in connection with the project as are set forth more particularly in EXHIBIT "A" entitled "SCOPE OF CONSULTANT SERVICES - BASIC, COMPLETION SCHEDULE" and shall complete said services in accordance with the completion schedule for them incorporated in said Exhibit.

- 3. Scope of Services - Additional, Completion Schedule:** It is understood by District and Consultant that it may be necessary, in connection with the project, for Consultant to perform or secure the performance of services other than those set forth in EXHIBIT "A". In each such instance, Consultant shall advise the District, in advance and in writing, of the need for such additional services, their cost and the estimated time required to perform them (if applicable). Consultant shall not proceed to perform any such required additional services until District has determined that such service is beyond the scope of the basic services to be provided, is required, and has given written authorization to perform or obtain it. Each additional service so authorized shall constitute an amendment to this Agreement, shall be identified and sequentially numbered as "Additional Consultant Service Order No. 1" and so forth, shall be subject to all of the provisions of this Agreement, and shall be attached as EXHIBIT "D" entitled "SCOPE OF CONSULTANT SERVICES - ADDITIONAL; COMPLETION SCHEDULE."

- 4. Changes to Scope of Work - Basic Services:** District may at any time and, upon a minimum of ten (10) days' written notice, modify the scope of basic services to be provided under this Agreement. Consultant shall, upon receipt of said notice, determine the impact on both time and compensation of such change in scope and notify District in writing. Upon agreement between District and Consultant as to the extent of said impacts to time and compensation, an amendment to this Agreement shall be prepared describing such changes. Execution of the amendment by District and Consultant shall constitute the Consultant's notice to proceed with the changed scope.

- 5. Compensation; Retention:** Consultant shall be compensated for services rendered to District pursuant to this Agreement periodically in the amounts, manner and in accordance with the payment schedule as set forth in EXHIBIT "B" entitled "COMPENSATION." Amounts due to

Consultant from District for services rendered shall be evidenced by the submission to District by Consultant of an invoice, prepared in a form satisfactory to District, setting forth the amount of compensation due for the period covered. Invoices, including the paid invoices of any subconsultants shall, at a minimum set forth the hours and hourly rates of each individual charged to the Project for the invoice period. Compensation shall not include the cost of executive, administrative and other personnel whose time is not directly identifiable to the Project. Each such invoice shall be forwarded to District so as to reach it on or before the fifteenth (15th) day of the month next following the month or months, or other applicable period, for which the services invoiced were provided. All such invoices shall be in full accordance with any and all applicable provisions of this Agreement. District will make payment on each such invoice within thirty (30) days of its receipt, provided however that if Consultant submits an invoice which is incorrect, incomplete, or not in accordance with the provisions of this Agreement, then District shall not be obligated to process any payment to Consultant until a correct and complying invoice has been submitted.

6. Responsibility of Consultant: By executing this Agreement, Consultant warrants to District that Consultant possesses, or will arrange to secure from others, all of the professional capabilities, experience, resources and facilities necessary to provide to District the services contemplated under this Agreement. Consultant further warrants that it will follow the highest current, generally accepted professional care, skill, diligence and practices to make findings, render opinions, prepare factual presentations, and provide professional advice and recommendations regarding this project for which services are rendered under this Agreement and that the Consultant shall, at no cost to the District, re-perform services which fail to satisfy the foregoing Standard of Care.

7. Responsibility of District: To the extent appropriate to the project contemplated by this Agreement, District shall:

7.1 Assist Consultant by placing at its disposal all available information pertinent to the project, including previous reports and any other relevant data.

7.2 Guarantee access to and make all provision for Consultant to enter upon public and private property as required for Consultant to perform its services.

7.3 Examine all studies, reports, specifications, proposals and other documents prepared and presented by Consultant, and render verbally or in writing as may be appropriate, decisions pertaining thereto within a reasonable time so as not to delay the progress of the work by Consultant.

7.4 Designate in writing a person to act as District's representative with respect to work to be performed under this Agreement. Such person shall have complete authority to transmit instructions, receive information, interpret and define District's policies and decision with respect to materials, equipment, elements and systems pertinent to Consultant's services.

8. Indemnification: Consultant shall hold District, its officers, boards and commissions, and members thereof, its employees and agents (collectively "District"), harmless of and free from the negligent acts, errors and omissions of Consultant arising out of its performance of the services provided under this Agreement. Should District be named in any suit, or should any claim be made against District by suit or otherwise arising out of this Agreement, or Consultant's negligent acts, errors and omissions in its performance of the services provided for by this Agreement, Consultant shall defend and indemnify the District for any judgment rendered against District or by any sums paid out in settlement or otherwise, but only to the extent caused by the negligent act, error or omission in the rendering of services under this contract.

9. Insurance: During the term of this Agreement, Consultant shall maintain in full force and effect at its own cost and expense the following insurance coverage:

9.1 Workers' Compensation Insurance to cover its employees, and Consultant shall require all contractors and subcontractors similarly to provide Workers' Compensation Insurance as required by the Labor Code of the State of California for all of the subcontractors' employees. Each Workers' Compensation policy shall be endorsed with the provision that it will not be canceled or altered without first giving thirty (30) days prior notice to the District of Hollister by certified or registered mail.

9.2 Public Liability Insurance including personal injury and property damage insurance for all activities of the Consultant and its contractors and subcontractors arising out of or in connection with this contract, written on a comprehensive general liability form including, but not limited to, Broad Form Property Damage, blanket contractual, products liability and completed operations, hazards, vehicle coverage and non-owned auto liability coverage in an amount not less than ONE MILLION DOLLARS (\$1,000,000) combined single limit personal injury and property damage for each occurrence.

9.3 Professional Liability Insurance Covering Errors and Omissions. The limits of coverage shall be no less than ONE MILLION DOLLARS (\$1,000,000) with a provision for no more than \$25,000 deductible. Consultant may not disclaim responsibility or avoid liability for the acts or omissions of its subcontractors or other professional consultants.

9.4 Certificates of Insurance and properly executed endorsements in a form acceptable to the District Attorney evidencing the coverage required by the clauses set forth above shall be filed with the District at the time of execution of this agreement. Each such policy shall be endorsed with the following language:

(1) The San Benito County Water District is named as additional insured for all liability arising out of the operations by or on behalf of the named insured, and this policy protects the additional insured, its officers, agents, and employees against liability for

personal and bodily injuries, deaths or property damage or destruction arising in any respect, directly or indirectly, in the performance of the contract.

(2) The insurance provided is primary and no other insurance held or owned by the District shall be called upon to contribute to a loss.

(3) The inclusion of more than one insured shall not operate to impair the rights of one insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured.

(4) The coverage provided by this policy shall not be canceled, non-renewed, or substantially reduced in amount or scope, without thirty (30) days prior to written notice given to the District by certified mail.

(5) All rights of subrogation are hereby waived against the District, its officers and employees when acting within the scope of their appointment or employment.

10. Confidentiality: All District information disclosed to Consultant during the course of performance of services under this Agreement shall be treated as confidential and shall not be disclosed to any other persons or parties except as authorized by District, or by law.

11. Conflict of Interest: Consultant warrants that neither Consultant, nor any of its employees, agents or subcontractors, have a conflict of interest with respect to the work to be performed under this Agreement, nor shall such individuals, during this term of this Agreement, acquire any interest which would conflict in any manner with the performances of services hereunder.

12. Nondiscrimination: During the performance of this Agreement, Consultant will not discriminate against any employee or applicant for employment because of race, religion, creed, color, national origin, sex or age. Consultant will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, creed, color, national origin, sex or age.

13. Independent Contractor: District and Consultant agree that the relationship between them created by this Agreement is that of an employer-independent contractor. Consultant shall be solely responsible for the conduct and control of the work performed under this Agreement. Consultant shall be free to render professional consulting services to others during the term of this Agreement, so long as such activities do not interfere with or diminish Consultant's ability to fulfill the obligations established herein to District.

14. Commencement of Services: Consultant shall proceed with the project upon execution of this Agreement by the parties.

15. Notice to Proceed; Progress; Completion: Upon execution of this Agreement by the parties, District shall give Consultant written notice to proceed with the work. Such notice may authorize Consultant to render all of the services contemplated herein, or such portions or phases as may be mutually agreed upon. In the latter event, District shall, in its sole discretion, issue subsequent notices from time to time regarding further portions or phases of the work. Upon receipt of such notices, Consultant shall diligently proceed with the work authorized and complete it within the agreed time period.

16. Ownership of Documents: Title to all documents, drawings, specifications, and the like with respect to work performed under this Agreement shall vest with District at such time as District has compensated Consultant, as provided herein, for the services rendered by Consultant in connection with which they were prepared.

17. Designation of Key Personnel: The individuals specified in the attached EXHIBIT "C" shall provide the services set forth herein, and shall be the persons primarily in charge of such work. Prior to the provision of work by any other individuals on this project, such other individuals shall first be approved, in writing, by the District Manager or his designee.

18. Mistake of Fact: Each party understands that if any fact with respect to any matter covered by this Agreement is found hereafter to be other or different from the facts now believed by that party to be true, such party expressly accepts and assumes the risk of such possible differences in fact and agrees that this Agreement shall be in all respects effective and not subject to termination or rescission by reason of any such difference in facts.

19. Term; Termination: The term of this Agreement shall commence upon District's issuance to Consultant of a notice to proceed for all or a portion of the work, as herein above provided, and shall terminate upon District's acceptance and payment for all or such portion of the work as was authorized by such notice, including any and all retention. Notwithstanding the foregoing, District may, in its sole discretion, terminate this Agreement at any time and for any reason whatsoever by giving at least ten (10) days prior written notice of such termination to Consultant. In this latter event, Consultant shall be entitled to compensation for all services rendered and work performed for District to the date of such termination.

20. General Provisions:

20.1 Access to Records: Consultant shall maintain all books, records, documents, accounting ledgers, and similar materials relating to work performed for District under this Agreement on file for at least one (1) year following the date of final payment to Consultant by District. Any duly authorized representative(s) of District shall have access to such records for the purpose of inspection, audit and copying at reasonable times, during Consultant's usual and customary business hours. Consultant shall provide proper facilities to District's

representative(s) for access and inspection. Consultant shall be entitled to reasonable compensation for time and expenses relate to such access and inspection activities, which shall be considered to be an additional service to the District, falling under the provisions of SECTION 4 herein above.

20.2 Assignment: This Agreement is binding on the heirs, successors, and assigns of the parties hereto and shall not be assigned by either District or Consultant without the prior written consent of the other. Any attempt by Consultant to so assign this Agreement or any rights, duties or obligations arising hereunder shall be void and of no effect.

20.3 Compliance with Laws, Rules, Regulations: All services performed by Consultant pursuant to this Agreement shall be performed in full compliance with all applicable federal, state, and District laws, including any rules, standards or regulations promulgated thereunder.

20.4 Exhibits Incorporated: All Exhibits referred to in this Agreement and attached to it are hereby incorporated in it by this reference.

20.5 Integration; Amendment: This Agreement represents the entire understanding of District and Consultant as to those matters contained herein. No prior oral or written understanding shall be of any force or effect with respect to those matters covered in it. This Agreement may not be modified or altered except by amendment in writing sign by both parties.

20.6 Waiver/Validity: Consultant agrees that waiver by District of any one or more of the conditions of performance under this Agreement shall not be construed as waiver of any other condition of performance under this Agreement. The acceptance by the District of the performance of any work or services by Contractor shall not be deemed to be a waiver of any term or condition of this Agreement.

21. Jurisdiction: District and Consultant agree that the law governing this Agreement shall be that of the State of California. Any suit brought by either party against the other arising out of the performance of this Agreement shall be filed and maintained in the Municipal or Superior Court of the County of San Benito. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null, and void insofar as it is in conflict with said laws, but the remainder of the Agreement shall continue to be in full force and effect.

22. Attorney's Fees: In the event any dispute between the parties hereto arising from or relating to this Agreement shall result in litigation, the prevailing party shall be entitled to all reasonable costs, including, but not limited to, actual attorney's fees.

23. Notice: Any notices, required to be given pursuant to this Agreement, shall be deemed to have been given by their deposit, postage prepaid, in the United States Postal Service, addressed to the parties as follows:

- a. To District: San Benito County Water District
30 Mansfield Road
Hollister, CA 95023

- b. To Consultant: Todd Groundwater
1301 Marina Village Parkway, Suite 320
Alameda, CA 94501

Nothing hereinabove shall prevent either District or Consultant from personal deliver of any such notices to the other party.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement the day and year first above written.

District:

CONSULTANT:

By: _____

By: _____

Title

Title

Date

Date



May 12, 2026

PROPOSAL

To: Dana Jacobson, San Benito County Water District

From: Maureen Reilly, Principal Engineer
Chad Taylor, Vice President

Re: Preparation of Annual Groundwater Reports for San Benito County Water District, Water Years 2026 through 2030

For decades, the San Benito County Water District (SBCWD) has managed groundwater in San Benito County since its foundation in 1953. This groundwater management has focused on the North San Benito Subbasin (Subbasin) and has included preparation of Annual Groundwater Reports at the direction of the Board of Directors to fulfill the requirements set forth in SBCWD's formation act. The Sustainable Groundwater Management Act (SGMA) created additional regulations for management of groundwater basins identified as medium and high priority. The Subbasin has been designated as medium priority by the California Department of Water Resources (DWR), which requires designation of as Groundwater Sustainability Agency (GSA) or GSAs to manage the Subbasin through preparation and implementation of a Groundwater Sustainability Plan (GSP). SGMA also requires preparation of an annual GSP report that documents groundwater conditions and water use for the preceding water year. We have been preparing Annual Reports for SBCWD since Water Year 2006, including the SGMA Annual Reports prepared since completion, adoption, and submittal of the Subbasin GSP to DWR. That GSP and all subsequent SGMA Annual Reports have been approved by DWR, confirming that SBCWD continues to effectively manage the Subbasin. This proposal documents our approach and scope for continued preparation of Annual Reports for Water Years 2026 through 2030.

APPROACH

As noted above, Annual Groundwater Reports have been prepared at the direction of the SBCWD Board for decades. Prior to Water Year 2021, these Annual Reports were focused on fulfilling the requirements set forth in SBCWD's formation act (District Act, California Water Code Appendix 70, sections 7.6, 7.7 and 7.8). The addition of SGMA annual reporting requirements did necessitate some shifts in the traditional Annual Groundwater Report, but in collaboration with SBCWD staff we have developed a format for the reports that provides compatibility between the two sets of requirements.

The District Act requires that the annual report provide documentation of specific groundwater and other information relative to SBCWD's groundwater management and other activities. This includes groundwater levels and pumping, estimates of groundwater storage change, evaluation of overdraft conditions, estimate of hydrologic conditions for the

coming water years, and agricultural pumping and imported water purchases. The report is also required to include recommendations for surface water deliveries, groundwater replenishment, and groundwater charges.

SGMA requires all of these elements with the exception of forecasts of future conditions and groundwater charges.

The approach we have developed and successfully implemented for the last five Annual Reports combines the reporting requirements of the District Act and SGMA to produce a single and efficient Annual Groundwater Report and a brief stand-alone Engineering Report that presents information not required for the SGMA. The Annual Groundwater Report will also include an annual water supply and demand evaluation for the San Benito Urban Area (SBUA), the municipal service areas of the City of Hollister, Sunnyslope County Water District, and City of San Juan Bautista. This will satisfy updated Urban Water Management Plan (UWMP) requirements.

The scope of work for these five Annual Groundwater Reports is assumed to be the same as that for the preceding water years, and the estimated budget reflects that assumption. If the scope changes during the period from Water Year 2026 to Water Year 2030, annual budgets may be revised. Scope revisions could include changes in how SBCWD estimates groundwater production and charges for SGMA implementation, for example.

SCOPE OF WORK

The Annual Groundwater Report will involve close coordination with SBCWD staff, continuing our close working relationship. This will include routine communication on data collection (Task 1). Todd Groundwater will take primary responsibility for compilation, checking, and analysis of information (Tasks 2-6) and for preparation of the administrative draft report and draft presentation to the SBCWD Board (Task 7), with SBCWD contributing review and commentary. Task 8 provides additional coordination and project management.

TASK 1. COMPILE AND REVIEW DATA

Specific data to be collected are the same as in previous years and include data that will be compiled from field records, downloaded from online sources, and requested from other agencies. Todd Groundwater will provide a detailed data request to SBCWD staff with a timeline for compilation at the beginning of each annual report cycle. The request will include data collected directly by SBCWD and data from other local agencies (Hollister, Sunnyslope, San Juan Bautista, Tres Pinos Water District, Valley Water, and San Benito County). Todd Groundwater will collect publicly available data from state and federal agencies.

Basic data review and quality control with SBCWD staff will begin immediately on receipt of data.

SBCWD staff will also be asked to provide information on other water management projects relevant to conjunctive use, including descriptions of facilities improvements and maintenance.

Todd Groundwater will compile all information to support subsequent tasks that document groundwater levels, groundwater extraction, surface water supplies, total water use, change in groundwater in storage, and progress toward GSP implementation.

All datasets should include data for the preceding water year with. The preceding year will be evaluated according to water year type as explained in GSP Water Budget Section 5.1. Data will be organized by water year and by Management Area and compiled into the Data Management System (DMS).

TASK 2. PREPARE GROUNDWATER ELEVATION MAPS AND HYDROGRAPHS

This task provides documentation of groundwater elevation data in maps and hydrographs. Maps will include groundwater elevation and depth contours and changes in groundwater storage estimates. These maps will be prepared initially using the groundwater model and then iteratively hand-modified for more accurate representations of groundwater elevations across the Subbasin. Two maps will be prepared, one for the springtime seasonal high and another for the autumn low. There is only one Principal Aquifer, but it is recognized that vertical gradients exist, and consistent with previous annual report mapping, areas of flowing wells will be indicated. The maps will be reviewed in terms of remaining data gaps and improving the monitoring network (See Task 6).

The GSP Regulations require preparation of groundwater level hydrographs using historical data to the greatest extent available. Hydrographs will be consistent with GSP regulations and annual reporting guidelines from DWR. The Annual Report presents groundwater level hydrographs for all Key Wells and includes historical data as available. Each show the respective Minimum Threshold (MT) and indicate the operating range (for the MO). Comparison of groundwater levels with MTs will be included in Task 6.

This task will provide the following:

- Maps of groundwater elevation contour- seasonal high and seasonal low
- Hydrographs of groundwater levels for Key Wells for 1975-present

TASK 3. ANALYZE GROUNDWATER EXTRACTION

This task summarizes the volume of groundwater extraction during the water year. Groundwater is extracted for various purposes categorized by DWR as including agricultural, urban, industrial, riparian and wetland, and other (e.g., rural, community water system).

Extraction amounts will be summarized by water use sector with brief explanation of the measurement method and accuracy. Extraction volumes will be categorized according to Management Area, incorporated into the DMS, and generally depicted on a map. These data

will be documented in the Annual Report and submitted to DWR as required in tabular templates uploaded to the DWR SGMA Portal.

Municipal and Industrial extraction within the SBUA is reported by the City of Hollister, Sunnyslope, and San Juan Bautista. Agricultural extraction will be estimated based on land use; we anticipate that a new, improved method of assessing agricultural extraction will be implemented within the term of these annual reports. Other groundwater pumping (including small water systems and industrial users) will be estimated using the current methodology within Zone 6, including self-reporting where possible, or based on population served when measured data is not available.

This task will provide the following:

- Table of groundwater extraction by water use sector, measurement method, accuracy in DWR template: categories include agriculture, urban, industrial, managed wetlands, managed recharge, native vegetation, and other (e.g., rural domestic)
- Map of general location and volume of extraction.

TASK 4. PRESENT WATER SUPPLY AND USE DATA

This task summarizes water supply and use data for the water year. Sources of water supply include groundwater, Central Valley Project (CVP), local surface water, and recycled water. Water supply and water use volumes used in the water year will be compiled in the DMS and included in the respective DWR-formatted tables. Volumes will be presented for each Management Area and for the whole Subbasin.

The report will continue to present Zone 6 information including CVP allocation, water source, and use information. Historical information will be presented in tables and/or figures either in the body of the report or appendices. These will include current and historical CVP allocations, municipal supply by source and major purveyor, annual reservoir releases, and percolation of CVP.

In addition, the annual report will include the annual UWMP supply and demand assessment for the SBUA. The assessment will include documentation of the projected supply and demand for the upcoming year and evaluation of supply sufficiency, including for dry years. Supplies, including available groundwater, CVP, and recycled water, will be assessed by describing and quantifying water use in the previous year and estimating the demand and available supply by source for the upcoming year.

This task will provide the following:

- Table of water used or available for use for groundwater recharge or in-lieu per DWR template
- Table of water use by water use sector, water source type, method of measurement, accuracy of measurement, etc. consistent with DWR template

- Tables for Zone 6 water supply and demand
- Historical information on percolation releases, CVP, municipal sources.
- UWMP annual supply and demand assessment for the SBUA

TASK 5. ANALYZE CHANGE IN GROUNDWATER IN STORAGE

Change in groundwater in storage over the past water year will be analyzed using the numerical model. This will involve updating the numerical model with information for the water year including inflows from rainfall, CVP deliveries, reservoir releases and percolation, and outflows such as municipal pumping. Land use may not be updated annually unless provided as part of the agricultural pumping evaluation. We do not anticipate evaluating model accuracy or recalibrating the model during any Annual Groundwater Report effort. The need for model recalibration will be evaluated at the next five-year Periodic Evaluation, due in early 2032. Cumulative change in groundwater in storage will be presented for the period from 1975 to present and will include the DWR-required annual change from 2015 onward.

This task will provide the following:

- Map of change in groundwater in storage for preceding water year
- Graph showing cumulative change in groundwater in storage from 1975 to the current water year

TASK 6. DOCUMENT PROGRESS IN GSP IMPLEMENTATION

GSP progress will be reviewed and documented through:

- Comparison of annual groundwater conditions (e.g., groundwater levels) with sustainability criteria (minimum thresholds)
- Review of available water quality and subsidence data for early detection of any possible undesirable results
- Description of progress with projects and management actions.

First, documentation will include a summary of the status of the sustainability criteria for levels, storage, subsidence, and interconnected surface water. Each year these criteria will be addressed individually with reference to groundwater level hydrographs as appropriate (e.g., for groundwater levels, interconnected surface water, and subsidence).

Second, water quality trends will be reviewed annually for wells in the SBCWD Water Quality Monitoring Program, which allows for early detection of potential undesirable results. However, it is recognized that the water quality Minimum Threshold is currently being re-evaluated as part of the Periodic Evaluation and GSP Amendment due in January of 2027. Assessment of water quality sustainability will follow the methods developed as part of the Periodic Evaluation.

Lastly, documentation of GSP progress also will address the GSP projects and management actions included in the initial GSP and the amended GSP currently in progress.

This task also will review recent progress of other SBCWD water management activities SBCWD and provide recommendations, including those related to the requirements of the District Act.

TASK 7. PREPARE ANNUAL REPORT AND PRESENTATIONS

This task will prepare draft and final reports and presentations to the SBCWD Board of Directors.

- Draft: An electronic version of the draft annual report will be submitted to SBCWD for review. The Todd Groundwater team will revise the draft to reflect SBCWD comments.
- Final. Todd Groundwater will revise the draft to reflect SBCWD comments and will submit a final report. Five bound copies and one reproducible copy of the final report will be delivered. Electronic copies of report text in Microsoft Word™ format and the entire report in Adobe Acrobat™ format will be submitted.
- Illustrated presentation to Board of Directors.
- Submittal to DWR via its online portal.

Deliverables:

- Draft report in electronic Word and pdf format
- Final report in electronic pdf format
- Virtual presentation of final report to Board during a regular board meeting

TASK 8. COMMUNICATION AND PROJECT MANAGEMENT

This task provides coordination among the SBCWD team and other involved parties. It includes a virtual meeting each year at the beginning of report preparation to discuss any technical issues and ensure timely progress of the project. It also includes regular discussion of water management activities, including provision by SBCWD of copies of any new reports for consultant team information.

This task also includes regular communication and progress reporting (spreadsheet and brief report) to track project progress, schedule and budget.

Deliverables:

- Monthly progress report and budget summary to accompany invoice.

SCHEDULE

This proposal for Annual Groundwater Reports for Water Years 2026 through 2030 begins in Fall 2026 and continues through Spring 2031. The Water Year 2026 Annual Report work will start in October 2026 once data from Water Year 2026 has been collected. That report will be finalized with SBCWD review and submitted to DWR by April 1, 2027. Each subsequent Annual Report will follow the same schedule. The last Annual Report in this scope of work will be for Water Year 2030), which will be submitted by April 1, 2031.

BUDGET

The estimated budget is provided in the attached spreadsheet; the following are assumed:

- The budget is for annual monitoring and reporting only. It does not include any other GSP implementation tasks including assisting with progressing GSP Projects or Management Actions. These can be budgeted separately on an as-needed basis.
- Below is the budget for one annual report \$62,195. Costs would be held the same for all five years of the contract for a total of \$310,975.

Annual Report		
	Task	Budget
1	Compile and Review Data	\$ 2,860
2	Prepare Groundwater Elevation Maps and Hydrographs	\$ 4,000
3	Analyze Groundwater Extraction	\$ 6,630
4	Present Water Supply and Use Data	\$ 4,040
5	Analyze Change in Groundwater in Storage	\$ 8,580
6	Document Progress in GSP Implementation	\$ 7,560
7	Prepare Annual Report and Presentations	\$ 21,785
8	Communication and Project Management	\$ 6,740
Total		\$ 62,195

Annual Report	
Water Year 2026	\$ 62,195
Water Year 2027	\$ 62,195
Water Year 2028	\$ 62,195
Water Year 2029	\$ 62,195
Water Year 2030	\$ 62,195
Total for Five Years	\$ 310,975

EXHIBIT B

SCHEDULE

This proposal for Annual Groundwater Reports for Water Years 2026 through 2030 begins in Fall 2026 and continues through Spring 2031. The Water Year 2026 Annual Report work will start in October 2026 once data from Water Year 2026 has been collected. That report will be finalized with SBCWD review and submitted to DWR by April 1, 2027. Each subsequent Annual Report will follow the same schedule. The last Annual Report in this scope of work will be for Water Year 2030), which will be submitted by April 1, 2031.

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8	Communication and Project Management	\$ 6,740
Total		\$ 62,195

Annual Report		
	Water Year 2026	\$ 62,195
	Water Year 2027	\$ 62,195
	Water Year 2028	\$ 62,195
	Water Year 2029	\$ 62,195
	Water Year 2030	\$ 62,195
Total for Five Years		\$ 310,975

**San Benito County Water District
Agenda Transmittal**

Agenda Item: 8

Meeting Date: June 24, 2026

Submitted By: Brett Miller

Presented By: Brett Miller

Agenda Title: Consider Resolution for the San Benito County Water District, Acting as the Groundwater Sustainability Agency for the North San Benito Groundwater Basin, Requesting the County of San Benito to Collect a Groundwater Management Fee on the Property Tax Rolls

Detailed Description:

On May 25, 2026, the Board of Directors, acting as the Groundwater Sustainability Agency, adopted a Groundwater Management Fee (Fee) in compliance with the requirements of California Water Code section 10730(a). This fee is a per acre charge based upon the type of land usage classification (i.e. Areas benefiting from GSP, Upland Areas, M & I Areas).

Annually, the Board of Directors must adopt a resolution requesting the County of San Benito collect the Fee by placing the charge on property tax rolls for benefitting parcels outside of the City of Hollister, Sunnyslope County Water District and City of San Juan Bautista. The charge for parcels within those service areas will be billed directly to those agencies.

There are a total of 3166 parcels that will be assessed. The total amount to be collected by this action is \$ 43,766.

Prior Committee or Board Action(s):

Resolutions 2021-13, 2021-14, 2022-18, 2023-15, 2024-24, 2025-13

Financial Impact: X Yes No

Funding Source/ Recap: N/A

Material Included for Information/Consideration:

Draft Resolution

Recommendation: Staff recommend the Board approve Resolution 2026-xx to request the County to Collect the Groundwater Management Fee.

Action Required: _____ X _____ Resolution _____ Motion _____ Review

Board Action

___ X ___ Resolution No. _____ Motion By _____ Second By _____

Ayes _____ Abstained _____

Noes _____ Absent _____

Reagendized _____ Date _____ No Action Taken _____

RESOLUTION NO. 2026-15

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN BENITO COUNTY WATER DISTRICT,
ACTING AS THE GROUNDWATER SUSTAINABILITY AGENCY
FOR THE NORTH SAN BENITO GROUNDWATER BASIN,
REQUESTING THE COUNTY OF SAN BENITO TO COLLECT
A GROUNDWATER MANAGEMENT FEE ON THE PROPERTY TAX ROLLS**

WHEREAS, on May 25, 2026, the Board of Directors of the San Benito County Water District, acting as the groundwater sustainability agency for the North San Benito Groundwater Basin (the “San Benito County Water District GSA”), duly adopted and levied a Groundwater Management Fee pursuant to the authority and in compliance with the requirements of California Water Code section 10730(a);

WHEREAS, California Water Code section 10730(d) authorizes the San Benito County Water District GSA (the “GSA”) to request collection of the Groundwater Management Fee in the same manner as ordinary municipal ad valorem taxes;

WHEREAS, a list of parcels and the amount of the Groundwater Management Fee to be collected for each parcel for Fiscal Year 2026-2027 (the “2026-2027 Roll”) has been prepared in compliance with the requirements of California Water Code section 10730(d)(2), and is on file with the General Manager of the San Benito County Water District, which 2026-2027 Roll is included herein by reference;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the San Benito County Water District, acting as the San Benito County Water District GSA, that the GSA hereby requests the County of San Benito to collect, on the County property tax rolls for fiscal year 2026-27, the Groundwater Management Fee in the amounts shown with respect to the parcels on the 2026-2027 Roll.

BE IT FURTHER RESOLVED that the General Manager of the San Benito County Water District is authorized and directed to deliver a copy of this Resolution and 2026-2027 Roll and all pertinent information to the San Benito County Auditor-Controller and Board of Supervisors by August 1, 2026.

BE IT FURTHER RESOLVED that the President of the Board is authorized to sign this Resolution on behalf of the Board and the GSA.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District, acting as the San Benito County Water District GSA, at a regular Board Meeting, this 24th day of June 2026 by the following vote:

- AYES: DIRECTORS:
- NOES: DIRECTORS:
- ABSENT: DIRECTORS:
- ABSTAIN: DIRECTORS:

(Signature of presiding Board member
Attested by Board Secretary
Resolution #2026-15)

Mark Wright
President

ATTEST: _____
Barbara L. Mauro
Board Secretary

Parcel Number	n Bastn	All or Parital n Bastn	Area Benefiting from Managemeni	Managemeni Area	Parcel Acreage	Benefiting Acreage	Percent Parcel n Bastn	Area Type
002 -230-004-000	Yes	All	Yes	San Juan MA	08 18	08 18	100	Areas Benefiting from GSP
002 -230-005-000	Yes	All	Yes	San Juan MA	08 17	08 17	100	Areas Benefiting from GSP
002 -230-006-000	Yes	All	Yes	San Juan MA	08 15	08 15	100	Areas Benefiting from GSP
002 -230-007-000	Yes	All	Yes	San Juan MA	08 26	08 26	100	Areas Benefiting from GSP
002 -230-008-000	Yes	All	Yes	San Juan MA	148 86	148 86	100	Areas Benefiting from GSP
002 -240-01 0-000	Yes	All	Yes	San Juan MA	18 7	18 7	100	Areas Benefiting from GSP
002 -240-01 1-000	Yes	All	Yes	San Juan MA	18 7	18 7	100	Areas Benefiting from GSP
002 -240-01 8-000	Yes	All	Yes	San Juan MA	38 21	38 21	100	Areas Benefiting from GSP
002 -240-01 9-000	Yes	All	Yes	San Juan MA	38 66	38 66	100	Areas Benefiting from GSP
002 -240-020-000	Yes	All	Yes	San Juan MA	38 77	38 77	100	Areas Benefiting from GSP
002 -250-004-000	Yes	All	Yes	San Juan MA	298 09	298 09	100	Areas Benefiting from GSP
002 -250-005-000	Yes	All	Yes	San Juan MA	108 1	108 1	100	Areas Benefiting from GSP
002 -31 0-002 -000	Yes	All	Yes	San Juan MA	118 06	118 06	100	Areas Benefiting from GSP
002 -500-002 -000	Yes	All	Yes	San Juan MA	158 23	158 23	100	Areas Benefiting from GSP
002 -550-003 -000	Yes	All	Yes	San Juan MA	9	9	100	Areas Benefiting from GSP
002 -550-004-000	Yes	All	Yes	San Juan MA	3	3	100	Areas Benefiting from GSP
002 -550-007-000	Yes	All	Yes	San Juan MA	08 78	08 78	100	Areas Benefiting from GSP
002 -550-008-000	Yes	All	Yes	San Juan MA	188 07	188 07	100	Areas Benefiting from GSP
002 -550-01 6-000	Yes	All	Yes	San Juan MA	38 77	38 77	100	Areas Benefiting from GSP
002 -550-01 7-000	Yes	All	Yes	San Juan MA	38 16	38 16	100	Areas Benefiting from GSP
002 -550-01 8-000	Yes	All	Yes	San Juan MA	38 8	38 8	100	Areas Benefiting from GSP
002 -550-01 9-000	Yes	All	Yes	San Juan MA	18 0	18 0	100	Areas Benefiting from GSP
002 -620-062 -000	Yes	All	Yes	San Juan MA	08 65	08 65	100	Areas Benefiting from GSP
01 1 -030-005-000	Yes	Parital	Yes	San Juan MA	78 54	48 688374706	628 1 8003589	Areas Benefiting from GSP
01 1 -030-006-000	Yes	All	Yes	San Juan MA	38 8	38 8	100	Areas Benefiting from GSP
01 1 -030-038-000	Yes	Parital	Yes	San Juan MA	78 47	08 71 3264995	98 548393503	Areas Benefiting from GSP
01 1 -030-046-000	Yes	Parital	Yes	San Juan MA	28 04	1 B 98978487	97B 5391 41 52	Areas Benefiting from GSP
01 1 -030-061 -000	Yes	Parital	Yes	San Juan MA	58 6	2 B 782005244	51 B 04598778	Areas Benefiting from GSP
01 1 -070-003 -000	Yes	All	Yes	San Juan MA	58 76	58 76	100	Areas Benefiting from GSP
01 1 -070-004-000	Yes	All	Yes	San Juan MA	58 37	58 37	100	Areas Benefiting from GSP
01 1 -1 40-006-000	Yes	All	Yes	San Juan MA	08 68	08 68	100	Areas Benefiting from GSP
01 1 -1 40-007-000	Yes	Parital	Yes	San Juan MA	298 03	21 B 4038059	73 B 731 93452	Areas Benefiting from GSP
01 1 -1 40-01 4-000	Yes	All	Yes	San Juan MA	38 14	38 14	100	Areas Benefiting from GSP
01 1 -1 40-01 7-000	Yes	All	Yes	San Juan MA	68 67	68 67	100	Areas Benefiting from GSP
01 1 -1 40-022-000	Yes	All	Yes	San Juan MA	138 36	138 36	100	Areas Benefiting from GSP
01 1 -1 40-028-000	Yes	All	Yes	San Juan MA	38 53	38 53	100	Areas Benefiting from GSP
01 1 -1 40-032-000	Yes	All	Yes	San Juan MA	58 11	58 11	100	Areas Benefiting from GSP
01 1 -1 40-034-000	Yes	All	Yes	San Juan MA	48 92	48 92	100	Areas Benefiting from GSP
01 1 -1 40-035-000	Yes	All	Yes	San Juan MA	58 97	58 97	100	Areas Benefiting from GSP
01 1 -1 40-036-000	Yes	All	Yes	San Juan MA	48 3	48 3	100	Areas Benefiting from GSP
01 1 -1 40-038-000	Yes	All	Yes	San Juan MA	28 74	28 74	100	Areas Benefiting from GSP
01 1 -1 40-039-000	Yes	All	Yes	San Juan MA	08 94	08 94	100	Areas Benefiting from GSP
01 1 -1 40-040-000	Yes	All	Yes	San Juan MA	58 67	58 67	100	Areas Benefiting from GSP
01 1 -1 40-041 -000	Yes	All	Yes	San Juan MA	18 8	18 8	100	Areas Benefiting from GSP
01 1 -1 40-042-000	Yes	All	Yes	San Juan MA	128 16	128 16	100	Areas Benefiting from GSP
01 1 -1 40-043 -000	Yes	All	Yes	San Juan MA	128 75	128 75	100	Areas Benefiting from GSP
01 1 -1 40-044-000	Yes	All	Yes	San Juan MA	58 08	58 08	100	Areas Benefiting from GSP
01 1 -1 40-045 -000	Yes	Parital	Yes	San Juan MA	58 28	48 27855631	80B 77231 81 6	Areas Benefiting from GSP
01 1 -1 40-046-000	Yes	All	Yes	San Juan MA	38 04	38 04	100	Areas Benefiting from GSP
01 1 -1 40-047-000	Yes	All	Yes	San Juan MA	208 04	208 04	100	Areas Benefiting from GSP
01 1 -1 40-048-000	Yes	All	Yes	San Juan MA	98 22	98 22	100	Areas Benefiting from GSP
01 1 -1 40-049-000	Yes	All	Yes	San Juan MA	108 81	108 81	100	Areas Benefiting from GSP
01 1 -1 40-050-000	Yes	Parital	Yes	San Juan MA	58 17	1 B 9800075	37B 58331 421	Areas Benefiting from GSP
01 1 -1 40-051 -000	Yes	Parital	Yes	San Juan MA	58 28	58 23848461 7	99B 21 37238	Areas Benefiting from GSP
01 1 -200-002 -000	Yes	All	Yes	San Juan MA	188 88	188 88	100	Areas Benefiting from GSP
01 1 -200-005-000	Yes	All	Yes	San Juan MA	138 75	138 75	100	Areas Benefiting from GSP
01 1 -200-006-000	Yes	All	Yes	San Juan MA	08 4	08 4	100	Areas Benefiting from GSP
01 1 -200-007-000	Yes	All	Yes	San Juan MA	98 08	98 08	100	Areas Benefiting from GSP
01 1 -200-01 0-000	Yes	Parital	Yes	San Juan MA	538 33	25 B 3841 1 084	47B 5981 8271	Areas Benefiting from GSP
01 1 -200-020-000	Yes	Parital	Yes	San Juan MA	108 94	108 01 27687	91 B 5249397	Areas Benefiting from GSP
01 1 -200-024-000	Yes	All	Yes	San Juan MA	158 47	158 47	100	Areas Benefiting from GSP
01 1 -200-025 -000	Yes	Parital	Yes	San Juan MA	48 46	28 1 35309665	47B 87689832	Areas Benefiting from GSP
01 1 -200-026-000	Yes	All	Yes	San Juan MA	48 9	48 9	100	Areas Benefiting from GSP
01 1 -200-027-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 1 -200-028-000	Yes	All	Yes	San Juan MA	18 6	18 6	100	Areas Benefiting from GSP
01 1 -200-029-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 1 -200-031 -000	Yes	Parital	Yes	San Juan MA	348 36	148 66263891	42B 67357076	Areas Benefiting from GSP
01 1 -200-034-000	Yes	All	Yes	San Juan MA	138 44	138 44	100	Areas Benefiting from GSP
01 1 -200-035 -000	Yes	All	Yes	San Juan MA	58 16	58 16	100	Areas Benefiting from GSP

01 1 -200-040-000	Yes	All	Yes	San Juan MA	5594	5594	100	Areas Benefiting from GSP
01 1 -200-041-000	Yes	All	Yes	San Juan MA	5512	5512	100	Areas Benefiting from GSP
01 1 -200-042-000	Yes	Parital	Yes	San Juan MA	5513	45 71 6457708	915 93874675	Areas Benefiting from GSP
01 1 -200-043-000	Yes	All	Yes	San Juan MA	551	551	100	Areas Benefiting from GSP
01 1 -200-044-000	Yes	Parital	Yes	San Juan MA	5534	2 5 33572878	435 741 0651 3	Areas Benefiting from GSP
01 1 -200-046-000	Yes	Parital	Yes	San Juan MA	5	2 5 88781 0263	575 5261 0065	Areas Benefiting from GSP
01 1 -200-048-000	Yes	Parital	Yes	San Juan MA	9	2 5 3071 2651 3	42 5 48851 773	Areas Benefiting from GSP
01 1 -200-049-000	Yes	All	Yes	San Juan MA	5501	5501	100	Areas Benefiting from GSP
01 1 -200-050-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 1 -200-051-000	Yes	All	Yes	San Juan MA	1 95 48	1 95 48	100	Areas Benefiting from GSP
01 1 -250-005-000	Yes	Parital	Yes	San Juan MA	66 83	45 361 037299	63 5 851 20496	Areas Benefiting from GSP
01 1 -250-01 4-000	Yes	Parital	Yes	San Juan MA	205	1 5 22263431 1	5 5 990368993	Areas Benefiting from GSP
01 1 -250-01 5-000	Yes	All	Yes	San Juan MA	155	155	100	Areas Benefiting from GSP
01 2-01 0-006-000	Yes	All	Yes	San Juan MA	05 55	05 55	100	Areas Benefiting from GSP
01 2-01 0-007-000	Yes	All	Yes	San Juan MA	3	3	100	Areas Benefiting from GSP
01 2-01 0-01 5-000	Yes	All	Yes	San Juan MA	345 1 7	345 1 7	100	Areas Benefiting from GSP
01 2-01 0-01 8-000	Yes	All	Yes	San Juan MA	45 24	45 24	100	Areas Benefiting from GSP
01 2-01 0-01 9-000	Yes	All	Yes	San Juan MA	3512	3512	100	Areas Benefiting from GSP
01 2-01 0-023-000	Yes	All	Yes	San Juan MA	1 075 26	1 075 26	100	Areas Benefiting from GSP
01 2-01 0-024-000	Yes	All	Yes	San Juan MA	745 86	745 86	100	Areas Benefiting from GSP
01 2-01 0-025-000	Yes	All	Yes	San Juan MA	5571	5571	100	Areas Benefiting from GSP
01 2-01 0-027-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-01 0-028-000	Yes	All	Yes	San Juan MA	66 94	66 94	100	Areas Benefiting from GSP
01 2-01 0-029-000	Yes	All	Yes	San Juan MA	50	50	100	Areas Benefiting from GSP
01 2-01 0-030-000	Yes	All	Yes	San Juan MA	1 265 03	1 265 03	100	Areas Benefiting from GSP
01 2-01 0-031-000	Yes	All	Yes	San Juan MA	21 5 25	21 5 25	100	Areas Benefiting from GSP
01 2-020-001-000	Yes	All	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 2-020-021-000	Yes	All	Yes	San Juan MA	1 675 78	1 675 78	100	Areas Benefiting from GSP
01 2-020-022-000	Yes	All	Yes	San Juan MA	405 67	405 67	100	Areas Benefiting from GSP
01 2-020-023-000	Yes	All	Yes	San Juan MA	125 8	125 8	100	Areas Benefiting from GSP
01 2-030-003-000	Yes	All	Yes	San Juan MA	15 36	15 36	100	Areas Benefiting from GSP
01 2-030-008-000	Yes	All	Yes	San Juan MA	1 05 89	1 05 89	100	Areas Benefiting from GSP
01 2-030-01 1-000	Yes	All	Yes	San Juan MA	45 13	45 13	100	Areas Benefiting from GSP
01 2-030-01 7-000	Yes	All	Yes	San Juan MA	35 05	35 05	100	Areas Benefiting from GSP
01 2-030-01 9-000	Yes	All	Yes	San Juan MA	1 75 88	1 75 88	100	Areas Benefiting from GSP
01 2-030-020-000	Yes	All	Yes	San Juan MA	15 05	15 05	100	Areas Benefiting from GSP
01 2-030-023-000	Yes	All	Yes	San Juan MA	25 51	25 51	100	Areas Benefiting from GSP
01 2-030-028-000	Yes	All	Yes	San Juan MA	66 08	66 08	100	Areas Benefiting from GSP
01 2-030-030-000	Yes	All	Yes	San Juan MA	66 07	66 07	100	Areas Benefiting from GSP
01 2-030-031-000	Yes	All	Yes	San Juan MA	55 07	55 07	100	Areas Benefiting from GSP
01 2-030-033-000	Yes	All	Yes	San Juan MA	55 85	55 85	100	Areas Benefiting from GSP
01 2-030-035-000	Yes	All	Yes	San Juan MA	55 16	55 16	100	Areas Benefiting from GSP
01 2-030-036-000	Yes	All	Yes	San Juan MA	55 36	55 36	100	Areas Benefiting from GSP
01 2-030-037-000	Yes	All	Yes	San Juan MA	55 07	55 07	100	Areas Benefiting from GSP
01 2-030-038-000	Yes	All	Yes	San Juan MA	55 07	55 07	100	Areas Benefiting from GSP
01 2-030-039-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-030-040-000	Yes	All	Yes	San Juan MA	55 11	55 11	100	Areas Benefiting from GSP
01 2-030-041-000	Yes	All	Yes	San Juan MA	55 23	55 23	100	Areas Benefiting from GSP
01 2-030-042-000	Yes	All	Yes	San Juan MA	55 07	55 07	100	Areas Benefiting from GSP
01 2-030-043-000	Yes	All	Yes	San Juan MA	15 04	15 04	100	Areas Benefiting from GSP
01 2-030-046-000	Yes	All	Yes	San Juan MA	1 055 43	1 055 43	100	Areas Benefiting from GSP
01 2-040-01 0-000	Yes	All	Yes	San Juan MA	25 5	25 5	100	Areas Benefiting from GSP
01 2-040-021-000	Yes	Parital	Yes	San Juan MA	455 01	355 93789796	795 8442523	Areas Benefiting from GSP
01 2-040-022-000	Yes	All	Yes	San Juan MA	255 26	255 26	100	Areas Benefiting from GSP
01 2-040-035-000	Yes	All	Yes	San Juan MA	15 32	15 32	100	Areas Benefiting from GSP
01 2-040-036-000	Yes	All	Yes	San Juan MA	35 32	35 32	100	Areas Benefiting from GSP
01 2-040-037-000	Yes	All	Yes	San Juan MA	05 76	05 76	100	Areas Benefiting from GSP
01 2-040-039-000	Yes	All	Yes	San Juan MA	66 24	66 24	100	Areas Benefiting from GSP
01 2-040-042-000	Yes	All	Yes	San Juan MA	155 16	155 16	100	Areas Benefiting from GSP
01 2-040-044-000	Yes	All	Yes	San Juan MA	445 95	445 95	100	Areas Benefiting from GSP
01 2-040-045-000	Yes	All	Yes	San Juan MA	155 8	155 8	100	Areas Benefiting from GSP
01 2-040-046-000	Yes	All	Yes	San Juan MA	25 82	25 82	100	Areas Benefiting from GSP
01 2-040-047-000	Yes	All	Yes	San Juan MA	05 31	05 31	100	Areas Benefiting from GSP
01 2-040-049-000	Yes	All	Yes	San Juan MA	66 08	66 08	100	Areas Benefiting from GSP
01 2-040-051-000	Yes	All	Yes	San Juan MA	1 85 14	1 85 14	100	Areas Benefiting from GSP
01 2-040-053-000	Yes	All	Yes	San Juan MA	1	1	100	Areas Benefiting from GSP
01 2-040-054-000	Yes	All	Yes	San Juan MA	45 15	45 15	100	Areas Benefiting from GSP
01 2-040-055-000	Yes	All	Yes	San Juan MA	153	153	100	Areas Benefiting from GSP
01 2-040-056-000	Yes	All	Yes	San Juan MA	55 22	55 22	100	Areas Benefiting from GSP
01 2-040-057-000	Yes	All	Yes	San Juan MA	55 8	55 8	100	Areas Benefiting from GSP
01 2-040-058-000	Yes	All	Yes	San Juan MA	55 82	55 82	100	Areas Benefiting from GSP
01 2-050-007-000	Yes	All	Yes	San Juan MA	05 09	05 09	100	Areas Benefiting from GSP

01 2-050-009-000	Yes	All	Yes	San Juan MA	688 54	688 54	100	Areas Benefiting from GSP
01 2-050-016-000	Yes	All	Yes	San Juan MA	548 15	548 15	100	Areas Benefiting from GSP
01 2-050-019-000	Yes	All	Yes	San Juan MA	558 2	558 2	100	Areas Benefiting from GSP
01 2-050-020-000	Yes	All	Yes	San Juan MA	508 86	508 86	100	Areas Benefiting from GSP
01 2-060-001-000	Yes	All	Yes	San Juan MA	80	80	100	Areas Benefiting from GSP
01 2-060-002-000	Yes	All	Yes	San Juan MA	73 8 49	73 8 49	100	Areas Benefiting from GSP
01 2-060-003-000	Yes	All	Yes	San Juan MA	168 16	168 16	100	Areas Benefiting from GSP
01 2-060-004-000	Yes	All	Yes	San Juan MA	648 61	648 61	100	Areas Benefiting from GSP
01 2-070-001-000	Yes	All	Yes	San Juan MA	2478 69	2478 69	100	Areas Benefiting from GSP
01 2-070-003-000	Yes	All	Yes	San Juan MA	868 31	868 31	100	Areas Benefiting from GSP
01 2-080-002-000	Yes	All	Yes	San Juan MA	100	100	100	Areas Benefiting from GSP
01 2-080-003-000	Yes	All	Yes	San Juan MA	568 56	568 56	100	Areas Benefiting from GSP
01 2-080-004-000	Yes	All	Yes	San Juan MA	258 94	258 94	100	Areas Benefiting from GSP
01 2-080-005-000	Yes	All	Yes	San Juan MA	378 64	378 64	100	Areas Benefiting from GSP
01 2-090-003-000	Yes	Parital	Yes	San Juan MA	1 988	568 65048009	288 57959847	Areas Benefiting from GSP
01 2-090-018-000	Yes	Parital	Yes	San Juan MA	58 28	1 805351 6571	208 0288321 5	Areas Benefiting from GSP
01 2-100-004-000	Yes	All	Yes	San Juan MA	28 88	28 88	100	Areas Benefiting from GSP
01 2-100-011-000	Yes	All	Yes	San Juan MA	1 068 58	1 068 58	100	Areas Benefiting from GSP
01 2-100-014-000	Yes	Parital	Yes	San Juan MA	488	258 30262433	52 8 041 59673	Areas Benefiting from GSP
01 2-100-015-000	Yes	All	Yes	San Juan MA	28 88	28 88	100	Areas Benefiting from GSP
01 2-100-016-000	Yes	All	Yes	San Juan MA	22 8 38	22 8 38	100	Areas Benefiting from GSP
01 2-100-017-000	Yes	All	Yes	San Juan MA	458 87	458 87	100	Areas Benefiting from GSP
01 2-110-003-000	Yes	All	Yes	San Juan MA	1 88 29	1 88 29	100	Areas Benefiting from GSP
01 2-110-004-000	Yes	All	Yes	San Juan MA	78 48	78 48	100	Areas Benefiting from GSP
01 2-110-005-000	Yes	All	Yes	San Juan MA	1 32 8 03	1 32 8 03	100	Areas Benefiting from GSP
01 2-120-001-000	Yes	All	Yes	San Juan MA	291 8 42	291 8 42	100	Areas Benefiting from GSP
01 2-120-002-000	Yes	All	Yes	San Juan MA	40	40	100	Areas Benefiting from GSP
01 2-130-002-000	Yes	All	Yes	San Juan MA	1 98 55	1 98 55	100	Areas Benefiting from GSP
01 2-130-003-000	Yes	All	Yes	San Juan MA	1 88 22	1 88 22	100	Areas Benefiting from GSP
01 2-130-005-000	Yes	All	Yes	San Juan MA	298 32	298 32	100	Areas Benefiting from GSP
01 2-130-006-000	Yes	All	Yes	San Juan MA	13 41	13 41	100	Areas Benefiting from GSP
01 2-130-007-000	Yes	All	Yes	San Juan MA	1 88 33	1 88 33	100	Areas Benefiting from GSP
01 2-130-008-000	Yes	All	Yes	San Juan MA	1 78 99	1 78 99	100	Areas Benefiting from GSP
01 2-130-020-000	Yes	All	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
01 2-130-022-000	Yes	All	Yes	San Juan MA	488 72	488 72	100	Areas Benefiting from GSP
01 2-130-026-000	Yes	All	Yes	San Juan MA	23 8 14	23 8 14	100	Areas Benefiting from GSP
01 2-130-028-000	Yes	All	Yes	San Juan MA	1 88 66	1 88 66	100	Areas Benefiting from GSP
01 2-130-033-000	Yes	All	Yes	San Juan MA	58 97	58 97	100	Areas Benefiting from GSP
01 2-130-034-000	Yes	All	Yes	San Juan MA	8 56	8 56	100	Areas Benefiting from GSP
01 2-130-035-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-130-036-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-130-039-000	Yes	All	Yes	San Juan MA	88 58	88 58	100	Areas Benefiting from GSP
01 2-130-040-000	Yes	All	Yes	San Juan MA	33 42	33 42	100	Areas Benefiting from GSP
01 2-130-041-000	Yes	All	Yes	San Juan MA	278 7	278 7	100	Areas Benefiting from GSP
01 2-140-028-000	Yes	Parital	Yes	San Juan MA	231 8 1	08 01 000851 3	08 00433081 5	Areas Benefiting from GSP
01 2-160-009-000	Yes	All	Yes	San Juan MA	48 67	48 67	100	Areas Benefiting from GSP
01 2-160-010-000	Yes	All	Yes	San Juan MA	78 76	78 76	100	Areas Benefiting from GSP
01 2-160-012-000	Yes	All	Yes	San Juan MA	88 76	88 76	100	Areas Benefiting from GSP
01 2-160-030-000	Yes	Parital	Yes	San Juan MA	98 17	08 51 7306475	5 8 641 291 984	Areas Benefiting from GSP
01 2-160-032-000	Yes	All	Yes	San Juan MA	88 47	88 47	100	Areas Benefiting from GSP
01 2-160-033-000	Yes	All	Yes	San Juan MA	28 6	28 6	100	Areas Benefiting from GSP
01 2-160-034-000	Yes	All	Yes	San Juan MA	88 03	88 03	100	Areas Benefiting from GSP
01 2-160-035-000	Yes	Parital	Yes	San Juan MA	358	258 85749306	728 1 873061 4	Areas Benefiting from GSP
01 2-160-038-000	Yes	Parital	Yes	San Juan MA	208 93	08 03991 6938	08 1 9071 6379	Areas Benefiting from GSP
01 2-160-039-000	Yes	Parital	Yes	San Juan MA	98 68	68 987731 234	728 1 873061 4	Areas Benefiting from GSP
01 2-160-040-000	Yes	Parital	Yes	San Juan MA	88 27	48 5261 44095	728 1 873061 4	Areas Benefiting from GSP
01 2-170-001-000	Yes	All	Yes	San Juan MA	1 88 75	1 88 75	100	Areas Benefiting from GSP
01 2-170-002-000	Yes	All	Yes	San Juan MA	88 1 64	88 1 64	100	Areas Benefiting from GSP
01 2-170-004-000	Yes	All	Yes	San Juan MA	2	2	100	Areas Benefiting from GSP
01 2-170-006-000	Yes	All	Yes	San Juan MA	88 89	88 89	100	Areas Benefiting from GSP
01 2-170-007-000	Yes	All	Yes	San Juan MA	88 88	88 88	100	Areas Benefiting from GSP
01 2-180-001-000	Yes	All	Yes	San Juan MA	88 07	88 07	100	Areas Benefiting from GSP
01 2-180-002-000	Yes	All	Yes	San Juan MA	88 32	88 32	100	Areas Benefiting from GSP
01 2-180-003-000	Yes	All	Yes	San Juan MA	88 73	88 73	100	Areas Benefiting from GSP
01 2-180-004-000	Yes	All	Yes	San Juan MA	58 31	58 31	100	Areas Benefiting from GSP
01 2-180-005-000	Yes	All	Yes	San Juan MA	88 205	88 205	100	Areas Benefiting from GSP
01 2-180-006-000	Yes	All	Yes	San Juan MA	88 272	88 272	100	Areas Benefiting from GSP
01 2-180-007-000	Yes	All	Yes	San Juan MA	88 275	88 275	100	Areas Benefiting from GSP
01 2-180-008-000	Yes	All	Yes	San Juan MA	18 11	18 11	100	Areas Benefiting from GSP
01 2-190-007-000	Yes	Parital	Yes	San Juan MA	378	33 8 74737308	898 44440254	Areas Benefiting from GSP
01 2-190-008-000	Yes	All	Yes	San Juan MA	18 88	18 88	100	Areas Benefiting from GSP
01 2-190-009-000	Yes	All	Yes	San Juan MA	18 88	18 88	100	Areas Benefiting from GSP

01 2-1 90-01 0-000	Yes	All	Yes	San Juan MA	1.09	1.09	100	Areas Benefiting from GSP
01 2-1 90-01 3-000	Yes	Parital	Yes	San Juan MA	19.81	8.677462344	43.80344444	Areas Benefiting from GSP
01 2-1 90-01 4-000	Yes	All	Yes	San Juan MA	7.52	7.52	100	Areas Benefiting from GSP
01 2-1 90-01 6-000	Yes	All	Yes	San Juan MA	9.95	9.95	100	Areas Benefiting from GSP
01 2-1 90-021-000	Yes	All	Yes	San Juan MA	11	11	100	Areas Benefiting from GSP
01 2-1 90-023-000	Yes	All	Yes	San Juan MA	7.9	7.9	100	Areas Benefiting from GSP
01 2-1 90-026-000	Yes	All	Yes	San Juan MA	1.08	1.08	100	Areas Benefiting from GSP
01 2-1 90-027-000	Yes	All	Yes	San Juan MA	2.27	2.27	100	Areas Benefiting from GSP
01 2-1 90-028-000	Yes	Parital	Yes	San Juan MA	19.06	18.9809758	99.48100526	Areas Benefiting from GSP
01 2-1 90-029-000	Yes	All	Yes	San Juan MA	12.02	12.02	100	Areas Benefiting from GSP
01 2-1 90-032-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-1 90-033-000	Yes	All	Yes	San Juan MA	5.58	5.58	100	Areas Benefiting from GSP
01 2-1 90-035-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 2-1 90-036-000	Yes	All	Yes	San Juan MA	4.78	4.78	100	Areas Benefiting from GSP
01 2-1 90-037-000	Yes	All	Yes	San Juan MA	4.46	4.46	100	Areas Benefiting from GSP
01 2-1 90-040-000	Yes	All	Yes	San Juan MA	1.15	1.15	100	Areas Benefiting from GSP
01 2-1 90-044-000	Yes	All	Yes	San Juan MA	1.1	1.1	100	Areas Benefiting from GSP
01 2-1 90-045-000	Yes	All	Yes	San Juan MA	1.1	1.1	100	Areas Benefiting from GSP
01 2-1 90-046-000	Yes	All	Yes	San Juan MA	1.1	1.1	100	Areas Benefiting from GSP
01 2-1 90-047-000	Yes	All	Yes	San Juan MA	1.11	1.11	100	Areas Benefiting from GSP
01 2-1 90-048-000	Yes	All	Yes	San Juan MA	25	25	100	Areas Benefiting from GSP
01 2-200-003-000	Yes	Parital	Yes	San Juan MA	4.99	0.788044054	15.79246602	Areas Benefiting from GSP
01 2-200-008-000	Yes	Parital	Yes	San Juan MA	58.68	25.06724691	42.71855301	Areas Benefiting from GSP
01 3-01 0-001-000	Yes	Parital	Yes	Bolsa MA	28.86	28.83498758	99.91333187	Areas Benefiting from GSP
01 3-01 0-005-000	Yes	All	Yes	Bolsa MA	318.15	318.15	100	Areas Benefiting from GSP
01 3-01 0-01 0-000	Yes	All	Yes	Bolsa MA	21.2	21.2	100	Areas Benefiting from GSP
01 3-01 0-01 4-000	Yes	All	Yes	Bolsa MA	9	9	100	Areas Benefiting from GSP
01 3-01 0-01 6-000	Yes	All	Yes	Bolsa MA	8.32	8.32	100	Areas Benefiting from GSP
01 3-01 0-01 7-000	Yes	All	Yes	Bolsa MA	5.52	5.52	100	Areas Benefiting from GSP
01 3-01 0-01 9-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefiting from GSP
01 3-01 0-021-000	Yes	Parital	Yes	Bolsa MA	185.37	184.624501	99.59783191	Areas Benefiting from GSP
01 3-01 0-023-000	Yes	All	Yes	Bolsa MA	14.47	14.47	100	Areas Benefiting from GSP
01 3-01 0-025-000	Yes	All	Yes	Bolsa MA	13.86	13.86	100	Areas Benefiting from GSP
01 3-01 0-026-000	Yes	All	Yes	Bolsa MA	0.076	0.076	100	Areas Benefiting from GSP
01 3-01 0-028-000	Yes	All	Yes	Bolsa MA	50	50	100	Areas Benefiting from GSP
01 3-01 0-029-000	Yes	All	Yes	Bolsa MA	67.57	67.57	100	Areas Benefiting from GSP
01 3-01 0-031-000	Yes	All	Yes	Bolsa MA	5.86	5.86	100	Areas Benefiting from GSP
01 3-01 0-032-000	Yes	All	Yes	Bolsa MA	299.09	299.09	100	Areas Benefiting from GSP
01 3-01 0-034-000	Yes	All	Yes	Bolsa MA	27.5	27.5	100	Areas Benefiting from GSP
01 3-01 0-035-000	Yes	All	Yes	Bolsa MA	27.5	27.5	100	Areas Benefiting from GSP
01 3-01 0-036-000	Yes	All	Yes	Bolsa MA	27.5	27.5	100	Areas Benefiting from GSP
01 3-01 0-037-000	Yes	All	Yes	Bolsa MA	27.5	27.5	100	Areas Benefiting from GSP
01 3-020-001-000	Yes	All	Yes	Bolsa MA	181.33	181.33	100	Areas Benefiting from GSP
01 3-020-004-000	Yes	Parital	Yes	Bolsa MA	82.23	78.96029768	96.02371115	Areas Benefiting from GSP
01 3-020-005-000	Yes	Parital	Yes	Bolsa MA	135.43	135.3231212	99.92120819	Areas Benefiting from GSP
01 3-020-006-000	Yes	Parital	Yes	Bolsa MA	146.22	141.1773214	96.55130718	Areas Benefiting from GSP
01 3-020-008-000	Yes	All	Yes	Bolsa MA	173.42	173.42	100	Areas Benefiting from GSP
01 3-020-009-000	Yes	All	Yes	Bolsa MA	195.37	195.37	100	Areas Benefiting from GSP
01 3-020-01 0-000	Yes	All	Yes	Bolsa MA	135.13	135.13	100	Areas Benefiting from GSP
01 3-020-01 3-000	Yes	All	Yes	Bolsa MA	157.8	157.8	100	Areas Benefiting from GSP
01 3-020-01 4-000	Yes	All	Yes	Bolsa MA	182.11	182.11	100	Areas Benefiting from GSP
01 3-020-01 7-000	Yes	All	Yes	Bolsa MA	209.5	209.5	100	Areas Benefiting from GSP
01 3-020-01 9-000	Yes	Parital	Yes	Bolsa MA	87.04	83.28568944	95.68668364	Areas Benefiting from GSP
01 3-020-020-000	Yes	All	Yes	Bolsa MA	156.08	156.08	100	Areas Benefiting from GSP
01 3-030-005-000	Yes	Parital	Yes	Bolsa MA	17.56	12.33791485	70.26147468	Areas Benefiting from GSP
01 3-030-006-000	Yes	Parital	Yes	Bolsa MA	13.3	7.725359452	58.08540941	Areas Benefiting from GSP
01 3-030-007-000	Yes	Parital	Yes	Bolsa MA	25.92	20.44148885	78.86376909	Areas Benefiting from GSP
01 3-030-008-000	Yes	Parital	Yes	Bolsa MA	10.92	8.383861655	76.77528988	Areas Benefiting from GSP
01 3-040-005-000	Yes	All	Yes	Bolsa MA	305.25	305.25	100	Areas Benefiting from GSP
01 3-040-006-000	Yes	All	Yes	Bolsa MA	2	2	100	Areas Benefiting from GSP
01 3-040-01 4-000	Yes	All	Yes	Bolsa MA	151.72	151.72	100	Areas Benefiting from GSP
01 3-040-01 5-000	Yes	All	Yes	Bolsa MA	222.63	222.63	100	Areas Benefiting from GSP
01 3-040-022-000	Yes	All	Yes	Bolsa MA	64.36	64.36	100	Areas Benefiting from GSP
01 3-040-024-000	Yes	All	Yes	Bolsa MA	29.14	29.14	100	Areas Benefiting from GSP
01 3-040-025-000	Yes	All	Yes	Bolsa MA	161.06	161.06	100	Areas Benefiting from GSP
01 3-040-026-000	Yes	All	Yes	Bolsa MA	171.63	171.63	100	Areas Benefiting from GSP
01 3-040-027-000	Yes	All	Yes	Bolsa MA	254.5	254.5	100	Areas Benefiting from GSP
01 3-040-028-000	Yes	All	Yes	Bolsa MA	9.5	9.5	100	Areas Benefiting from GSP
01 3-040-029-000	Yes	All	Yes	Bolsa MA	9.5	9.5	100	Areas Benefiting from GSP
01 3-040-030-000	Yes	All	Yes	Bolsa MA	9.5	9.5	100	Areas Benefiting from GSP
01 3-040-031-000	Yes	All	Yes	Bolsa MA	9.5	9.5	100	Areas Benefiting from GSP
01 3-040-032-000	Yes	Parital	Yes	Bolsa MA	209.09	208.6483282	99.78876476	Areas Benefiting from GSP

01 3 -040-033 -000	Yes	A o	Yes	Boosa MA	143 B 42	143 B 42	100	Areas Ben efi t t n g from GSP
01 3 -040-034 -000	Yes	A o	Yes	Boosa MA	1 59B 93	1 59B 93	100	Areas Ben efi t t n g from GSP
01 3 -040-035 -000	Yes	A o	Yes	Boosa MA	1 78B 86	1 78B 86	100	Areas Ben efi t t n g from GSP
01 3 -050-001 -000	Yes	A o	Yes	Boosa MA	68B 34	68B 34	100	Areas Ben efi t t n g from GSP
01 3 -050-002 -000	Yes	A o	Yes	Boosa MA	28 B 85	28 B 85	100	Areas Ben efi t t n g from GSP
01 3 -050-003 -000	Yes	A o	Yes	Boosa MA	96B 95	96B 95	100	Areas Ben efi t t n g from GSP
01 3 -050-004 -000	Yes	A o	Yes	Boosa MA	77B 15	77B 15	100	Areas Ben efi t t n g from GSP
01 3 -050-005 -000	Yes	A o	Yes	Boosa MA	57 B 36	57 B 36	100	Areas Ben efi t t n g from GSP
01 3 -050-007 -000	Yes	A o	Yes	Boosa MA	31 B 16	31 B 16	100	Areas Ben efi t t n g from GSP
01 3 -050-01 0-000	Yes	A o	Yes	Boosa MA	50	50	100	Areas Ben efi t t n g from GSP
01 3 -050-01 3-000	Yes	A o	Yes	Boosa MA	59B 86	59B 86	100	Areas Ben efi t t n g from GSP
01 3 -050-01 4-000	Yes	A o	Yes	Boosa MA	08 44	08 44	100	Areas Ben efi t t n g from GSP
01 3 -050-01 7-000	Yes	A o	Yes	Boosa MA	92 B 99	92 B 99	100	Areas Ben efi t t n g from GSP
01 3 -050-01 8-000	Yes	A o	Yes	Boosa MA	61 B 26	61 B 26	100	Areas Ben efi t t n g from GSP
01 3 -050-021 -000	Yes	A o	Yes	Boosa MA	38B 51	38B 51	100	Areas Ben efi t t n g from GSP
01 3 -050-024 -000	Yes	A o	Yes	Boosa MA	41 B 27	41 B 27	100	Areas Ben efi t t n g from GSP
01 3 -050-025 -000	Yes	A o	Yes	Boosa MA	38B 98	38B 98	100	Areas Ben efi t t n g from GSP
01 3 -050-027 -000	Yes	A o	Yes	Boosa MA	08 76	08 76	100	Areas Ben efi t t n g from GSP
01 3 -050-028 -000	Yes	A o	Yes	Boosa MA	77B 02	77B 02	100	Areas Ben efi t t n g from GSP
01 3 -050-029 -000	Yes	A o	Yes	Boosa MA	49B 04	49B 04	100	Areas Ben efi t t n g from GSP
01 3 -050-030 -000	Yes	A o	Yes	Boosa MA	49B 57	49B 57	100	Areas Ben efi t t n g from GSP
01 3 -050-031 -000	Yes	A o	Yes	Boosa MA	41 B 79	41 B 79	100	Areas Ben efi t t n g from GSP
01 3 -050-032 -000	Yes	A o	Yes	Boosa MA	41 B 79	41 B 79	100	Areas Ben efi t t n g from GSP
01 3 -050-033 -000	Yes	A o	Yes	Boosa MA	48B 76	48B 76	100	Areas Ben efi t t n g from GSP
01 3 -050-034 -000	Yes	A o	Yes	Boosa MA	48B 76	48B 76	100	Areas Ben efi t t n g from GSP
01 3 -060-004 -000	Yes	A o	Yes	Boosa MA	18 B 4	18 B 4	100	Areas Ben efi t t n g from GSP
01 3 -060-01 5-000	Yes	A o	Yes	Boosa MA	51 2	281 B 6	55	Areas Ben efi t t n g from GSP
01 3 -060-01 6-000	Yes	A o	Yes	Boosa MA	28 2	28 2	100	Areas Ben efi t t n g from GSP
01 3 -060-01 8-000	Yes	A o	Yes	Boosa MA	251 B 72	251 B 72	100	Areas Ben efi t t n g from GSP
01 3 -060-026 -000	Yes	A o	Yes	Boosa MA	67 B 18	67 B 18	100	Areas Ben efi t t n g from GSP
01 3 -060-027 -000	Yes	A o	Yes	Boosa MA	44B 68	44B 68	100	Areas Ben efi t t n g from GSP
01 3 -060-028 -000	Yes	A o	Yes	Boosa MA	53 B 77	53 B 77	100	Areas Ben efi t t n g from GSP
01 3 -060-029 -000	Yes	A o	Yes	Boosa MA	53 B 82	53 B 82	100	Areas Ben efi t t n g from GSP
01 3 -060-030 -000	Yes	A o	Yes	Boosa MA	53 B 71	53 B 71	100	Areas Ben efi t t n g from GSP
01 3 -060-031 -000	Yes	A o	Yes	Boosa MA	54B 28	54B 28	100	Areas Ben efi t t n g from GSP
01 3 -060-032 -000	Yes	A o	Yes	Boosa MA	54B 28	54B 28	100	Areas Ben efi t t n g from GSP
01 3 -060-033 -000	Yes	A o	Yes	Boosa MA	506B 53	506B 53	100	Areas Ben efi t t n g from GSP
01 3 -070-005 -000	Yes	A o	Yes	Boosa MA	88 74	88 74	100	Areas Ben efi t t n g from GSP
01 3 -070-006 -000	Yes	A o	Yes	Boosa MA	468B 94	468B 94	100	Areas Ben efi t t n g from GSP
01 3 -070-008 -000	Yes	Parittao	Yes	Boosa MA	85B 74	80B 861 5603	94B 31 01 9396	Areas Ben efi t t n g from GSP
01 3 -070-009 -000	Yes	A o	Yes	Boosa MA	15B 45	15B 45	100	Areas Ben efi t t n g from GSP
01 3 -070-01 0-000	Yes	Parittao	Yes	Boosa MA	432 B 28	429B 660801 9	998 39409687	Areas Ben efi t t n g from GSP
01 3 -070-01 1-000	Yes	A o	Yes	Boosa MA	1 40B 73	1 40B 73	100	Areas Ben efi t t n g from GSP
01 3 -070-01 7-000	Yes	A o	Yes	Boosa MA	83 B 44	83 B 44	100	Areas Ben efi t t n g from GSP
01 3 -070-01 8-000	Yes	A o	Yes	Boosa MA	1 98 7	1 98 7	100	Areas Ben efi t t n g from GSP
01 3 -070-01 9-000	Yes	A o	Yes	Boosa MA	98 92	98 92	100	Areas Ben efi t t n g from GSP
01 3 -070-020 -000	Yes	A o	Yes	Boosa MA	21 1 B 61	21 1 B 61	100	Areas Ben efi t t n g from GSP
01 3 -070-021 -000	Yes	A o	Yes	Boosa MA	98 91	98 91	100	Areas Ben efi t t n g from GSP
01 3 -080-004 -000	Yes	A o	Yes	Boosa MA	1 05 B 23	1 05 B 23	100	Areas Ben efi t t n g from GSP
01 3 -080-005 -000	Yes	A o	Yes	Boosa MA	29B 3	29B 3	100	Areas Ben efi t t n g from GSP
01 3 -080-006 -000	Yes	A o	Yes	Boosa MA	48 79	48 79	100	Areas Ben efi t t n g from GSP
01 3 -080-007 -000	Yes	A o	Yes	Boosa MA	141 B 74	141 B 74	100	Areas Ben efi t t n g from GSP
01 3 -080-009 -000	Yes	A o	Yes	Boosa MA	21 3 B 07	21 3 B 07	100	Areas Ben efi t t n g from GSP
01 3 -080-01 0-000	Yes	A o	Yes	Boosa MA	1 62	1 62	100	Areas Ben efi t t n g from GSP
01 3 -080-01 1-000	Yes	A o	Yes	Boosa MA	300B 81	300B 81	100	Areas Ben efi t t n g from GSP
01 3 -090-007 -000	Yes	Parittao	Yes	Boosa MA	1 66B 43	1 64B 6965951	98B 9584781 2	Areas Ben efi t t n g from GSP
01 3 -090-01 1-000	Yes	A o	Yes	Boosa MA	1 20B 55	1 20B 55	100	Areas Ben efi t t n g from GSP
01 3 -090-01 8-000	Yes	Parittao	Yes	Boosa MA	11 8B 64	75 B 76900306	63 B 86463508	Areas Ben efi t t n g from GSP
01 3 -090-020 -000	Yes	A o	Yes	Boosa MA	73 B 5	73 B 5	100	Areas Ben efi t t n g from GSP
01 3 -090-021 -000	Yes	A o	Yes	Boosa MA	30B 06	30B 06	100	Areas Ben efi t t n g from GSP
01 3 -090-022 -000	Yes	A o	Yes	Boosa MA	1 06B 19	1 06B 19	100	Areas Ben efi t t n g from GSP
01 3 -090-025 -000	Yes	A o	Yes	Boosa MA	1 08B 97	1 08B 97	100	Areas Ben efi t t n g from GSP
01 3 -090-026 -000	Yes	A o	Yes	Boosa MA	11 6B 07	11 6B 07	100	Areas Ben efi t t n g from GSP
01 3 -090-036 -000	Yes	Parittao	Yes	Boosa MA	1 36B 21	39B 60461 561	29B 0761 439	Areas Ben efi t t n g from GSP
01 3 -090-038 -000	Yes	Parittao	Yes	Boosa MA	21 1 B 32	202 B 2642727	95 B 71 46851 6	Areas Ben efi t t n g from GSP
01 3 -090-040 -000	Yes	Parittao	Yes	Boosa MA	260B 76	21 8B 4491 034	83 B 7740805	Areas Ben efi t t n g from GSP
01 3 -1 00-006 -000	Yes	A o	Yes	Boosa MA	45 B 1	45 B 1	100	Areas Ben efi t t n g from GSP
01 3 -1 00-007 -000	Yes	A o	Yes	Boosa MA	66B 92	66B 92	100	Areas Ben efi t t n g from GSP
01 3 -1 00-008 -000	Yes	A o	Yes	Boosa MA	08 68	08 68	100	Areas Ben efi t t n g from GSP
01 3 -1 00-01 4-000	Yes	A o	Yes	Boosa MA	1 8B 16	1 8B 16	100	Areas Ben efi t t n g from GSP
01 3 -1 00-01 5-000	Yes	A o	Yes	Boosa MA	1 45B 56	1 45B 56	100	Areas Ben efi t t n g from GSP
01 3 -1 00-01 8-000	Yes	A o	Yes	Boosa MA	1 86B 51	1 86B 51	100	Areas Ben efi t t n g from GSP

01 3 -1 00-022 -000	Yes	All	Yes	Bolsa MA	181 94	181 94	100	Areas Benefiting from GSP
01 3 -1 10-011 -000	Yes	Parital	Yes	San Juan MA	25 56	2 544816648	9 956246667	Areas Benefiting from GSP
01 3 -1 10-015 -000	Yes	Parital	Yes	San Juan MA	183 44	80 9009021 5	44 1021054	Areas Benefiting from GSP
01 3 -1 20-009 -000	Yes	All	Yes	San Juan MA	189 93	189 93	100	Areas Benefiting from GSP
01 3 -1 20-010 -000	Yes	All	Yes	San Juan MA	20 97	20 97	100	Areas Benefiting from GSP
01 3 -1 20-011 -000	Yes	All	Yes	San Juan MA	79 1	79 1	100	Areas Benefiting from GSP
01 3 -1 20-012 -000	Yes	All	Yes	San Juan MA	464 73	464 73	100	Areas Benefiting from GSP
01 3 -1 20-013 -000	Yes	All	Yes	San Juan MA	32 159	32 159	100	Areas Benefiting from GSP
01 3 -1 20-014 -000	Yes	All	Yes	San Juan MA	4 03	4 03	100	Areas Benefiting from GSP
01 3 -1 20-015 -000	Yes	All	Yes	San Juan MA	62 59	62 59	100	Areas Benefiting from GSP
01 3 -1 20-016 -000	Yes	All	Yes	San Juan MA	36 49	36 49	100	Areas Benefiting from GSP
01 3 -1 30-007 -000	Yes	All	Yes	San Juan MA	11 5	11 5	100	Areas Benefiting from GSP
01 3 -1 30-012 -000	Yes	All	Yes	San Juan MA	0 99	0 99	100	Areas Benefiting from GSP
01 3 -1 30-014 -000	Yes	All	Yes	San Juan MA	93 38	93 38	100	Areas Benefiting from GSP
01 3 -1 30-023 -000	Yes	All	Yes	San Juan MA	195 23	195 23	100	Areas Benefiting from GSP
01 3 -1 30-024 -000	Yes	All	Yes	San Juan MA	9 78	9 78	100	Areas Benefiting from GSP
01 3 -1 30-026 -000	Yes	All	Yes	San Juan MA	182 51	182 51	100	Areas Benefiting from GSP
01 3 -1 40-004 -000	Yes	Parital	Yes	San Juan MA	8 86	5 088630233	57 43374981	Areas Benefiting from GSP
01 3 -1 50-010 -000	Yes	All	Yes	San Juan MA	13 98	13 98	100	Areas Benefiting from GSP
01 3 -1 50-012 -000	Yes	All	Yes	San Juan MA	0 009	0 009	100	Areas Benefiting from GSP
01 3 -1 50-013 -000	Yes	All	Yes	San Juan MA	0 236	0 236	100	Areas Benefiting from GSP
01 3 -1 50-021 -000	Yes	All	Yes	San Juan MA	2 96	2 96	100	Areas Benefiting from GSP
01 3 -1 50-022 -000	Yes	All	Yes	San Juan MA	13 71	13 71	100	Areas Benefiting from GSP
01 3 -1 50-023 -000	Yes	All	Yes	San Juan MA	27 89	27 89	100	Areas Benefiting from GSP
01 3 -1 50-026 -000	Yes	All	Yes	San Juan MA	17 17	17 17	100	Areas Benefiting from GSP
01 3 -1 50-027 -000	Yes	All	Yes	San Juan MA	2 89	2 89	100	Areas Benefiting from GSP
01 3 -1 50-030 -000	Yes	All	Yes	San Juan MA	30 56	30 56	100	Areas Benefiting from GSP
01 3 -1 50-032 -000	Yes	All	Yes	San Juan MA	9 44	9 44	100	Areas Benefiting from GSP
01 3 -1 50-033 -000	Yes	All	Yes	San Juan MA	50 56	50 56	100	Areas Benefiting from GSP
01 4-01 0-001 -000	Yes	All	Yes	Bolsa MA	172 07	172 07	100	Areas Benefiting from GSP
01 4-020-001 -000	Yes	All	Yes	Bolsa MA	139 35	139 35	100	Areas Benefiting from GSP
01 4-020-005 -000	Yes	All	Yes	Bolsa MA	169 59	169 59	100	Areas Benefiting from GSP
01 4-020-006 -000	Yes	All	Yes	Bolsa MA	182 27	182 27	100	Areas Benefiting from GSP
01 4-020-007 -000	Yes	All	Yes	Bolsa MA	106 26	106 26	100	Areas Benefiting from GSP
01 4-030-003 -000	Yes	All	Yes	Holltsier MA	111 12	111 12	100	Areas Benefiting from GSP
01 4-030-004 -000	Yes	All	Yes	Bolsa MA	49 11	49 11	100	Areas Benefiting from GSP
01 4-040-002 -000	Yes	All	Yes	Holltsier MA	85 39	85 39	100	Areas Benefiting from GSP
01 4-040-003 -000	Yes	All	Yes	Holltsier MA	49 73	49 73	100	Areas Benefiting from GSP
01 4-040-004 -000	Yes	All	Yes	Holltsier MA	49 83	49 83	100	Areas Benefiting from GSP
01 4-040-005 -000	Yes	All	Yes	Holltsier MA	49 87	49 87	100	Areas Benefiting from GSP
01 4-040-008 -000	Yes	All	Yes	Holltsier MA	71 79	71 79	100	Areas Benefiting from GSP
01 4-040-009 -000	Yes	All	Yes	Holltsier MA	23 99	23 99	100	Areas Benefiting from GSP
01 4-050-002 -000	Yes	All	Yes	Bolsa MA	100	100	100	Areas Benefiting from GSP
01 4-050-003 -000	Yes	All	Yes	Bolsa MA	35	35	100	Areas Benefiting from GSP
01 4-050-004 -000	Yes	All	Yes	Bolsa MA	30	30	100	Areas Benefiting from GSP
01 4-060-002 -000	Yes	All	Yes	Holltsier MA	25 9	25 9	100	Areas Benefiting from GSP
01 4-060-003 -000	Yes	All	Yes	Holltsier MA	55 7	55 7	100	Areas Benefiting from GSP
01 4-060-004 -000	Yes	All	Yes	Holltsier MA	40 27	40 27	100	Areas Benefiting from GSP
01 4-060-005 -000	Yes	All	Yes	Holltsier MA	22 59	22 59	100	Areas Benefiting from GSP
01 4-060-007 -000	Yes	All	Yes	Bolsa MA	1 42	1 42	100	Areas Benefiting from GSP
01 4-060-008 -000	Yes	All	Yes	Holltsier MA	1 24	1 24	100	Areas Benefiting from GSP
01 4-060-009 -000	Yes	All	Yes	Holltsier MA	139 53	139 53	100	Areas Benefiting from GSP
01 4-070-002 -000	Yes	All	Yes	Holltsier MA	11 58	11 58	100	Areas Benefiting from GSP
01 4-070-003 -000	Yes	All	Yes	Holltsier MA	33 03	33 03	100	Areas Benefiting from GSP
01 4-070-004 -000	Yes	All	Yes	Holltsier MA	28 09	28 09	100	Areas Benefiting from GSP
01 4-070-005 -000	Yes	All	Yes	Holltsier MA	28 09	28 09	100	Areas Benefiting from GSP
01 4-080-001 -000	Yes	All	Yes	Holltsier MA	72 46	72 46	100	Areas Benefiting from GSP
01 4-080-005 -000	Yes	All	Yes	Holltsier MA	1 49	1 49	100	Areas Benefiting from GSP
01 4-080-007 -000	Yes	All	Yes	Holltsier MA	1 81	1 81	100	Areas Benefiting from GSP
01 4-080-008 -000	Yes	All	Yes	Holltsier MA	58 39	58 39	100	Areas Benefiting from GSP
01 4-080-009 -000	Yes	All	Yes	Holltsier MA	63 76	63 76	100	Areas Benefiting from GSP
01 4-090-002 -000	Yes	All	Yes	Holltsier MA	220 17	220 17	100	Areas Benefiting from GSP
01 4-090-003 -000	Yes	All	Yes	Holltsier MA	15 39	15 39	100	Areas Benefiting from GSP
01 4-090-008 -000	Yes	All	Yes	Holltsier MA	261 47	261 47	100	Areas Benefiting from GSP
01 4-090-016 -000	Yes	All	Yes	Holltsier MA	0 33	0 33	100	Areas Benefiting from GSP
01 4-090-017 -000	Yes	All	Yes	Holltsier MA	12 18	12 18	100	Areas Benefiting from GSP
01 4-090-024 -000	Yes	All	Yes	Holltsier MA	42 46	42 46	100	Areas Benefiting from GSP
01 4-090-032 -000	Yes	All	Yes	Holltsier MA	501 61	501 61	100	Areas Benefiting from GSP
01 4-090-039 -000	Yes	All	Yes	Holltsier MA	78 56	78 56	100	Areas Benefiting from GSP
01 4-090-043 -000	Yes	All	Yes	Holltsier MA	51 21	51 21	100	Areas Benefiting from GSP
01 4-090-044 -000	Yes	All	Yes	Holltsier MA	39 95	39 95	100	Areas Benefiting from GSP
01 4-090-045 -000	Yes	All	Yes	Holltsier MA	39 72	39 72	100	Areas Benefiting from GSP

01 4-090-048-000	Yes	Al	Yes	Holltsster MA	138 08	138 08	100	Areas Ben eft st n g from GSP
01 4-090-049-000	Yes	Al	Yes	Holltsster MA	43 B 28	43 B 28	100	Areas Ben eft st n g from GSP
01 4-090-050-000	Yes	Al	Yes	Holltsster MA	232 B 22	232 B 22	100	Areas Ben eft st n g from GSP
01 4-090-051 -000	Yes	Al	Yes	Holltsster MA	191 B 02	191 B 02	100	Areas Ben eft st n g from GSP
01 4-090-053 -000	Yes	Al	Yes	Holltsster MA	37B 93	37B 93	100	Areas Ben eft st n g from GSP
01 4-090-056-000	Yes	Al	Yes	Holltsster MA	96B 26	96B 26	100	Areas Ben eft st n g from GSP
01 4-090-057-000	Yes	Al	Yes	Holltsster MA	88 38	88 38	100	Areas Ben eft st n g from GSP
01 4-090-058-000	Yes	Al	Yes	Holltsster MA	18 7	18 7	100	Areas Ben eft st n g from GSP
01 4-1 00-001 -000	Yes	Al	Yes	Holltsster MA	23	23	100	Areas Ben eft st n g from GSP
01 4-1 00-002 -000	Yes	Al	Yes	Holltsster MA	40	40	100	Areas Ben eft st n g from GSP
01 4-1 20-004-000	Yes	Al	Yes	Holltsster MA	490B 1 2	490B 1 2	100	Areas Ben eft st n g from GSP
01 4-1 20-005 -000	Yes	Al	Yes	Holltsster MA	92 B 61	92 B 61	100	Areas Ben eft st n g from GSP
01 4-1 20-006-000	Yes	Al	Yes	Holltsster MA	112B 81	112B 81	100	Areas Ben eft st n g from GSP
01 4-1 20-007-000	Yes	Al	Yes	Holltsster MA	49B 55	49B 55	100	Areas Ben eft st n g from GSP
01 4-1 20-008-000	Yes	Al	Yes	Holltsster MA	37B 5	37B 5	100	Areas Ben eft st n g from GSP
01 4-1 20-009-000	Yes	Al	Yes	Holltsster MA	37B 5	37B 5	100	Areas Ben eft st n g from GSP
01 4-1 20-01 1 -000	Yes	Al	Yes	Holltsster MA	87B 38	87B 38	100	Areas Ben eft st n g from GSP
01 4-1 20-01 2 -000	Yes	Al	Yes	Holltsster MA	115	115	100	Areas Ben eft st n g from GSP
01 4-1 20-01 4-000	Yes	Al	Yes	Holltsster MA	88 27	88 27	100	Areas Ben eft st n g from GSP
01 4-1 20-01 5 -000	Yes	Al	Yes	Holltsster MA	98B 32	98B 32	100	Areas Ben eft st n g from GSP
01 4-1 20-01 8-000	Yes	Al	Yes	Holltsster MA	88 5	88 5	100	Areas Ben eft st n g from GSP
01 4-1 20-01 9-000	Yes	Al	Yes	Holltsster MA	24B 1 6	24B 1 6	100	Areas Ben eft st n g from GSP
01 4-1 20-020-000	Yes	Al	Yes	Holltsster MA	128 81	128 81	100	Areas Ben eft st n g from GSP
01 4-1 20-058-000	Yes	Al	Yes	Holltsster MA	25 B 6	25 B 6	100	Areas Ben eft st n g from GSP
01 4-1 20-059-000	Yes	Al	Yes	Holltsster MA	88 01	88 01	100	Areas Ben eft st n g from GSP
01 4-1 20-060-000	Yes	Al	Yes	Holltsster MA	56B 77	56B 77	100	Areas Ben eft st n g from GSP
01 4-1 20-061 -000	Yes	Al	Yes	Holltsster MA	1 09B 27	1 09B 27	100	Areas Ben eft st n g from GSP
01 4-1 20-065 -000	Yes	Al	Yes	Holltsster MA	1 55 B 79	1 55 B 79	100	Areas Ben eft st n g from GSP
01 4-1 20-066-000	Yes	Al	Yes	Holltsster MA	138 91	138 91	100	Areas Ben eft st n g from GSP
01 4-1 20-067-000	Yes	Al	Yes	Holltsster MA	138 42	138 42	100	Areas Ben eft st n g from GSP
01 4-1 20-068-000	Yes	Al	Yes	Holltsster MA	15B 13	15B 13	100	Areas Ben eft st n g from GSP
01 4-1 20-069-000	Yes	Al	Yes	Holltsster MA	23 B 58	23 B 58	100	Areas Ben eft st n g from GSP
01 4-1 20-070-000	Yes	Al	Yes	Holltsster MA	18 5	18 5	100	Areas Ben eft st n g from GSP
01 4-1 30-001 -000	Yes	Al	Yes	Holltsster MA	20	20	100	Areas Ben eft st n g from GSP
01 4-1 30-002 -000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eft st n g from GSP
01 4-1 30-003 -000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eft st n g from GSP
01 4-1 30-004-000	Yes	Al	Yes	Holltsster MA	118	118	100	Areas Ben eft st n g from GSP
01 4-1 30-005 -000	Yes	Al	Yes	Holltsster MA	40	40	100	Areas Ben eft st n g from GSP
01 5-01 0-001 -000	Yes	Parsttal	Yes	Bolsa MA	24	24B 3857991 2	99B 53387395	Areas Ben eft st n g from GSP
01 5-01 0-01 0-000	Yes	Al	Yes	Bolsa MA	15B 28	15B 28	100	Areas Ben eft st n g from GSP
01 5-01 0-01 3 -000	Yes	Al	Yes	Bolsa MA	18 9	18 9	100	Areas Ben eft st n g from GSP
01 5-01 0-01 5 -000	Yes	Al	Yes	Bolsa MA	78 62	78 62	100	Areas Ben eft st n g from GSP
01 5-01 0-01 9-000	Yes	Al	Yes	Bolsa MA	21 B 34	21 B 34	100	Areas Ben eft st n g from GSP
01 5-01 0-020-000	Yes	Al	Yes	Bolsa MA	28 19	28 19	100	Areas Ben eft st n g from GSP
01 5-01 0-022 -000	Yes	Al	Yes	Bolsa MA	25 B 7	25 B 7	100	Areas Ben eft st n g from GSP
01 5-01 0-024 -000	Yes	Parsttal	Yes	Bolsa MA	32 B 2	32 B 2	100	Areas Ben eft st n g from GSP
01 5-020-001 -000	Yes	Al	Yes	Bolsa MA	28 1	28 1	100	Areas Ben eft st n g from GSP
01 5-020-002 -000	Yes	Al	Yes	Bolsa MA	58 88	58 88	100	Areas Ben eft st n g from GSP
01 5-020-01 3 -000	Yes	Al	Yes	Bolsa MA	58 3	58 3	100	Areas Ben eft st n g from GSP
01 5-020-01 4-000	Yes	Al	Yes	Bolsa MA	58 39	58 39	100	Areas Ben eft st n g from GSP
01 5-020-01 6-000	Yes	Al	Yes	Bolsa MA	39B 4	39B 4	100	Areas Ben eft st n g from GSP
01 5-020-01 8-000	Yes	Al	Yes	Bolsa MA	21 B 42	21 B 42	100	Areas Ben eft st n g from GSP
01 5-020-01 9-000	Yes	Al	Yes	Bolsa MA	12 B 67	12 B 67	100	Areas Ben eft st n g from GSP
01 5-020-020-000	Yes	Al	Yes	Bolsa MA	14B 89	14B 89	100	Areas Ben eft st n g from GSP
01 5-020-021 -000	Yes	Al	Yes	Bolsa MA	13B 87	13B 87	100	Areas Ben eft st n g from GSP
01 5-020-022 -000	Yes	Al	Yes	Bolsa MA	30B 07	30B 07	100	Areas Ben eft st n g from GSP
01 5-020-023 -000	Yes	Al	Yes	Bolsa MA	19B 67	19B 67	100	Areas Ben eft st n g from GSP
01 5-030-006-000	Yes	Al	Yes	Bolsa MA	75 B 62	75 B 62	100	Areas Ben eft st n g from GSP
01 5-030-01 0-000	Yes	Al	Yes	Bolsa MA	30B 44	30B 44	100	Areas Ben eft st n g from GSP
01 5-030-01 3 -000	Yes	Al	Yes	Bolsa MA	58 34	58 34	100	Areas Ben eft st n g from GSP
01 5-030-01 6-000	Yes	Al	Yes	Bolsa MA	17B 67	17B 67	100	Areas Ben eft st n g from GSP
01 5-030-01 8-000	Yes	Al	Yes	Bolsa MA	28 33	28 33	100	Areas Ben eft st n g from GSP
01 5-030-01 9-000	Yes	Al	Yes	Bolsa MA	28 31	28 31	100	Areas Ben eft st n g from GSP
01 5-030-021 -000	Yes	Al	Yes	Bolsa MA	17B 15	17B 15	100	Areas Ben eft st n g from GSP
01 5-030-024 -000	Yes	Al	Yes	Bolsa MA	10B 4	10B 4	100	Areas Ben eft st n g from GSP
01 5-030-025 -000	Yes	Al	Yes	Bolsa MA	45 B 34	45 B 34	100	Areas Ben eft st n g from GSP
01 5-030-026-000	Yes	Al	Yes	Bolsa MA	28 55	28 55	100	Areas Ben eft st n g from GSP
01 5-030-028-000	Yes	Al	Yes	Bolsa MA	188 83	188 83	100	Areas Ben eft st n g from GSP
01 5-030-030-000	Yes	Al	Yes	Bolsa MA	108 83	108 83	100	Areas Ben eft st n g from GSP
01 5-030-031 -000	Yes	Al	Yes	Bolsa MA	13B 36	13B 36	100	Areas Ben eft st n g from GSP
01 5-030-032 -000	Yes	Al	Yes	Bolsa MA	59B 99	59B 99	100	Areas Ben eft st n g from GSP
01 5 -040-001 -000	Yes	Al	Yes	Bolsa MA	280B 35	280B 35	100	Areas Ben eft st n g from GSP

01 5 -040-003 -000	Yes	A o	Yes	Boosa MA	1 06 63	1 06 63	100	Areas Benefiting from GSP
01 5 -040-004-000	Yes	A o	Yes	Boosa MA	2	2	100	Areas Benefiting from GSP
01 5 -040-005 -000	Yes	A o	Yes	Boosa MA	22	22	100	Areas Benefiting from GSP
01 5 -040-006-000	Yes	A o	Yes	Boosa MA	18	18	100	Areas Benefiting from GSP
01 5 -040-007 -000	Yes	A o	Yes	Boosa MA	656 1 5	656 1 5	100	Areas Benefiting from GSP
01 5 -040-009-000	Yes	A o	Yes	Boosa MA	76 85	76 85	100	Areas Benefiting from GSP
01 5 -040-01 0-000	Yes	A o	Yes	Boosa MA	1 06 02	1 06 02	100	Areas Benefiting from GSP
01 5 -040-01 1 -000	Yes	A o	Yes	Boosa MA	246 45	246 45	100	Areas Benefiting from GSP
01 5 -050-001 -000	Yes	A o	Yes	Boosa MA	50	50	100	Areas Benefiting from GSP
01 5 -050-005 -000	Yes	A o	Yes	Boosa MA	606 1 4	606 1 4	100	Areas Benefiting from GSP
01 5 -050-01 6-000	Yes	A o	Yes	Boosa MA	86 96	86 96	100	Areas Benefiting from GSP
01 5 -050-01 9-000	Yes	A o	Yes	Boosa MA	06 57	06 57	100	Areas Benefiting from GSP
01 5 -050-020-000	Yes	A o	Yes	Boosa MA	1 06 5	1 06 5	100	Areas Benefiting from GSP
01 5 -050-021 -000	Yes	A o	Yes	Boosa MA	2	2	100	Areas Benefiting from GSP
01 5 -050-025 -000	Yes	A o	Yes	Boosa MA	1 0	1 0	100	Areas Benefiting from GSP
01 5 -050-026-000	Yes	A o	Yes	Boosa MA	116 29	116 29	100	Areas Benefiting from GSP
01 5 -050-027 -000	Yes	A o	Yes	Boosa MA	06 29	06 29	100	Areas Benefiting from GSP
01 5 -050-028-000	Yes	A o	Yes	Boosa MA	1 06 12	1 06 12	100	Areas Benefiting from GSP
01 5 -050-031 -000	Yes	A o	Yes	Boosa MA	46 47	46 47	100	Areas Benefiting from GSP
01 5 -050-032 -000	Yes	A o	Yes	Boosa MA	16 06	16 06	100	Areas Benefiting from GSP
01 5 -050-033 -000	Yes	A o	Yes	Boosa MA	06 771	06 771	100	Areas Benefiting from GSP
01 5 -050-035 -000	Yes	A o	Yes	Boosa MA	06 21	06 21	100	Areas Benefiting from GSP
01 5 -050-037 -000	Yes	A o	Yes	Boosa MA	06 81	06 81	100	Areas Benefiting from GSP
01 5 -050-039-000	Yes	A o	Yes	Boosa MA	06 38	06 38	100	Areas Benefiting from GSP
01 5 -050-040-000	Yes	A o	Yes	Boosa MA	116 68	116 68	100	Areas Benefiting from GSP
01 5 -050-041 -000	Yes	A o	Yes	Boosa MA	06 31	06 31	100	Areas Benefiting from GSP
01 5 -050-043 -000	Yes	A o	Yes	Boosa MA	06 39	06 39	100	Areas Benefiting from GSP
01 5 -050-045 -000	Yes	A o	Yes	Boosa MA	06 65	06 65	100	Areas Benefiting from GSP
01 5 -050-046-000	Yes	A o	Yes	Boosa MA	262	262	100	Areas Benefiting from GSP
01 5 -050-047 -000	Yes	A o	Yes	Boosa MA	06 46	06 46	100	Areas Benefiting from GSP
01 5 -050-048-000	Yes	A o	Yes	Boosa MA	06 42	06 42	100	Areas Benefiting from GSP
01 5 -050-051 -000	Yes	A o	Yes	Boosa MA	36 54	36 54	100	Areas Benefiting from GSP
01 5 -050-052 -000	Yes	A o	Yes	Boosa MA	86 86	86 86	100	Areas Benefiting from GSP
01 5 -050-053 -000	Yes	A o	Yes	Boosa MA	5	5	100	Areas Benefiting from GSP
01 5 -050-054-000	Yes	A o	Yes	Boosa MA	5	5	100	Areas Benefiting from GSP
01 5 -050-055 -000	Yes	A o	Yes	Boosa MA	1 0	1 0	100	Areas Benefiting from GSP
01 5 -050-059-000	Yes	A o	Yes	Boosa MA	56 19	56 19	100	Areas Benefiting from GSP
01 5 -050-061 -000	Yes	A o	Yes	Boosa MA	386 09	386 09	100	Areas Benefiting from GSP
01 5 -050-062 -000	Yes	A o	Yes	Boosa MA	406 9	406 9	100	Areas Benefiting from GSP
01 5 -050-063 -000	Yes	A o	Yes	Boosa MA	1 86 23	1 86 23	100	Areas Benefiting from GSP
01 5 -050-064-000	Yes	A o	Yes	Boosa MA	56 02	56 02	100	Areas Benefiting from GSP
01 5 -050-065 -000	Yes	A o	Yes	Boosa MA	5	5	100	Areas Benefiting from GSP
01 5 -050-066-000	Yes	A o	Yes	Boosa MA	5	5	100	Areas Benefiting from GSP
01 5 -060-004-000	Yes	A o	Yes	Boosa MA	246 21	246 21	100	Areas Benefiting from GSP
01 5 -060-005 -000	Yes	A o	Yes	Boosa MA	22 6 12	22 6 12	100	Areas Benefiting from GSP
01 5 -060-008-000	Yes	A o	Yes	Boosa MA	136 46	136 46	100	Areas Benefiting from GSP
01 5 -060-01 1 -000	Yes	A o	Yes	Boosa MA	706 93	706 93	100	Areas Benefiting from GSP
01 5 -060-01 6-000	Yes	A o	Yes	Boosa MA	26 52	26 52	100	Areas Benefiting from GSP
01 5 -060-01 9-000	Yes	A o	Yes	Boosa MA	06 723	06 723	100	Areas Benefiting from GSP
01 5 -060-022 -000	Yes	A o	Yes	Boosa MA	16 28	16 28	100	Areas Benefiting from GSP
01 5 -060-023 -000	Yes	A o	Yes	Boosa MA	66 55	66 55	100	Areas Benefiting from GSP
01 5 -060-024-000	Yes	A o	Yes	Boosa MA	66 1	66 1	100	Areas Benefiting from GSP
01 5 -060-025 -000	Yes	A o	Yes	Boosa MA	5	5	100	Areas Benefiting from GSP
01 5 -060-026-000	Yes	A o	Yes	Boosa MA	56 08	56 08	100	Areas Benefiting from GSP
01 5 -060-027 -000	Yes	A o	Yes	Boosa MA	36 48	36 48	100	Areas Benefiting from GSP
01 5 -060-028-000	Yes	A o	Yes	Boosa MA	36 54	36 54	100	Areas Benefiting from GSP
01 5 -060-029-000	Yes	A o	Yes	Boosa MA	156 97	156 97	100	Areas Benefiting from GSP
01 5 -060-030-000	Yes	A o	Yes	Boosa MA	1 0	1 0	100	Areas Benefiting from GSP
01 5 -060-031 -000	Yes	A o	Yes	Boosa MA	46 88	46 88	100	Areas Benefiting from GSP
01 5 -060-033 -000	Yes	A o	Yes	Boosa MA	356 22	356 22	100	Areas Benefiting from GSP
01 5 -060-034-000	Yes	A o	Yes	Boosa MA	56 5	56 5	100	Areas Benefiting from GSP
01 5 -060-035 -000	Yes	A o	Yes	Boosa MA	276 87	276 87	100	Areas Benefiting from GSP
01 5 -060-037 -000	Yes	A o	Yes	Boosa MA	26 5	26 5	100	Areas Benefiting from GSP
01 5 -060-038-000	Yes	A o	Yes	Boosa MA	1 46 88	1 46 88	100	Areas Benefiting from GSP
01 5 -070-005 -000	Yes	A o	Yes	Boosa MA	62 6 25	62 6 25	100	Areas Benefiting from GSP
01 5 -070-007 -000	Yes	A o	Yes	Boosa MA	586 1 2	586 1 2	100	Areas Benefiting from GSP
01 5 -070-01 2-000	Yes	A o	Yes	Boosa MA	16 35	16 35	100	Areas Benefiting from GSP
01 5 -070-01 5-000	Yes	A o	Yes	Boosa MA	1	1	100	Areas Benefiting from GSP
01 5 -070-01 6-000	Yes	A o	Yes	Boosa MA	1	1	100	Areas Benefiting from GSP
01 5 -070-01 7-000	Yes	A o	Yes	Boosa MA	48	48	100	Areas Benefiting from GSP
01 5 -070-01 8-000	Yes	A o	Yes	Boosa MA	2	2	100	Areas Benefiting from GSP
01 5 -070-030-000	Yes	A o	Yes	Boosa MA	66 22	66 22	100	Areas Benefiting from GSP

01 5 -070-035-000	Yes	All	Yes	Bolsa MA	13188	13188	100	Areas Benefitting from GSP
01 5 -070-036-000	Yes	All	Yes	Bolsa MA	5101	5101	100	Areas Benefitting from GSP
01 5 -070-038-000	Yes	All	Yes	Bolsa MA	61 6	61 6	100	Areas Benefitting from GSP
01 5 -070-039-000	Yes	All	Yes	Bolsa MA	61 76	61 76	100	Areas Benefitting from GSP
01 5 -070-040-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefitting from GSP
01 5 -070-041-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefitting from GSP
01 5 -070-043-000	Yes	All	Yes	Bolsa MA	161 34	161 34	100	Areas Benefitting from GSP
01 5 -070-045-000	Yes	All	Yes	Bolsa MA	111 28	111 28	100	Areas Benefitting from GSP
01 5 -070-047-000	Yes	All	Yes	Bolsa MA	116	116	100	Areas Benefitting from GSP
01 5 -070-048-000	Yes	All	Yes	Bolsa MA	15	15	100	Areas Benefitting from GSP
01 5 -070-049-000	Yes	All	Yes	Bolsa MA	71 4	71 4	100	Areas Benefitting from GSP
01 5 -070-050-000	Yes	All	Yes	Bolsa MA	01 37	01 37	100	Areas Benefitting from GSP
01 5 -070-051-000	Yes	All	Yes	Bolsa MA	91 46	91 46	100	Areas Benefitting from GSP
01 5 -070-052-000	Yes	All	Yes	Bolsa MA	91 45	91 45	100	Areas Benefitting from GSP
01 5 -080-001-000	Yes	All	Yes	Bolsa MA	1331 7	1331 7	100	Areas Benefitting from GSP
01 5 -080-003-000	Yes	All	Yes	Bolsa MA	61 01	61 01	100	Areas Benefitting from GSP
01 5 -080-004-000	Yes	All	Yes	Bolsa MA	51 02	51 02	100	Areas Benefitting from GSP
01 5 -080-005-000	Yes	All	Yes	Bolsa MA	51 02	51 02	100	Areas Benefitting from GSP
01 5 -080-006-000	Yes	All	Yes	Bolsa MA	51 02	51 02	100	Areas Benefitting from GSP
01 5 -080-007-000	Yes	All	Yes	Bolsa MA	81 1 67	81 1 67	100	Areas Benefitting from GSP
01 5 -090-005-000	Yes	All	Yes	Bolsa MA	291 5	291 5	100	Areas Benefitting from GSP
01 5 -090-006-000	Yes	All	Yes	Bolsa MA	30	30	100	Areas Benefitting from GSP
01 5 -090-007-000	Yes	All	Yes	Bolsa MA	01 5	01 5	100	Areas Benefitting from GSP
01 5 -090-008-000	Yes	All	Yes	Bolsa MA	991 5	991 5	100	Areas Benefitting from GSP
01 5 -090-009-000	Yes	All	Yes	Bolsa MA	751 65	751 65	100	Areas Benefitting from GSP
01 5 -090-01 0-000	Yes	All	Yes	Bolsa MA	71 1 25	71 1 25	100	Areas Benefitting from GSP
01 5 -090-01 5-000	Yes	All	Yes	Bolsa MA	31 1 57	31 1 57	100	Areas Benefitting from GSP
01 5 -090-01 6-000	Yes	All	Yes	Bolsa MA	391 25	391 25	100	Areas Benefitting from GSP
01 5 -090-01 7-000	Yes	All	Yes	Bolsa MA	11 28	11 28	100	Areas Benefitting from GSP
01 5 -1 00-002-000	Yes	All	Yes	Bolsa MA	271 71	271 71	100	Areas Benefitting from GSP
01 5 -1 00-003-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefitting from GSP
01 5 -1 00-005-000	Yes	All	Yes	Bolsa MA	01 88	01 88	100	Areas Benefitting from GSP
01 5 -1 00-01 2-000	Yes	All	Yes	Bolsa MA	11 78	11 78	100	Areas Benefitting from GSP
01 5 -1 00-01 6-000	Yes	All	Yes	Bolsa MA	81 75	81 75	100	Areas Benefitting from GSP
01 5 -1 00-01 7-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefitting from GSP
01 5 -1 00-021-000	Yes	All	Yes	Bolsa MA	71 78	71 78	100	Areas Benefitting from GSP
01 5 -1 00-022-000	Yes	All	Yes	Bolsa MA	41 97	41 97	100	Areas Benefitting from GSP
01 5 -1 00-024-000	Yes	All	Yes	Bolsa MA	51 18	51 18	100	Areas Benefitting from GSP
01 5 -1 00-025-000	Yes	All	Yes	Bolsa MA	51 18	51 18	100	Areas Benefitting from GSP
01 5 -1 00-026-000	Yes	All	Yes	Bolsa MA	151 61	151 61	100	Areas Benefitting from GSP
01 5 -1 00-027-000	Yes	All	Yes	Bolsa MA	151 65	151 65	100	Areas Benefitting from GSP
01 5 -1 00-030-000	Yes	All	Yes	Bolsa MA	41 96	41 96	100	Areas Benefitting from GSP
01 5 -1 00-031-000	Yes	All	Yes	Bolsa MA	41 93	41 93	100	Areas Benefitting from GSP
01 5 -1 00-032-000	Yes	All	Yes	Bolsa MA	1 81 2	1 81 2	100	Areas Benefitting from GSP
01 5 -1 00-033-000	Yes	All	Yes	Bolsa MA	5	5	100	Areas Benefitting from GSP
01 5 -1 00-034-000	Yes	All	Yes	Bolsa MA	341 94	341 94	100	Areas Benefitting from GSP
01 5 -1 00-035-000	Yes	All	Yes	Bolsa MA	201 04	201 04	100	Areas Benefitting from GSP
01 5 -1 00-036-000	Yes	All	Yes	Bolsa MA	1 0	1 0	100	Areas Benefitting from GSP
01 6-01 0-006-000	Yes	All	Yes	Holltsiter MA	01 29	01 29	100	Areas Benefitting from GSP
01 6-01 0-01 1-000	Yes	All	Yes	Holltsiter MA	81 49	81 49	100	Areas Benefitting from GSP
01 6-01 0-01 2-000	Yes	All	Yes	Holltsiter MA	151 04	151 04	100	Areas Benefitting from GSP
01 6-01 0-01 7-000	Yes	All	Yes	Holltsiter MA	01 42	01 42	100	Areas Benefitting from GSP
01 6-01 0-01 8-000	Yes	All	Yes	Holltsiter MA	01 27	01 27	100	Areas Benefitting from GSP
01 6-01 0-020-000	Yes	All	Yes	Holltsiter MA	1 0	1 0	100	Areas Benefitting from GSP
01 6-01 0-024-000	Yes	All	Yes	Holltsiter MA	5	5	100	Areas Benefitting from GSP
01 6-01 0-025-000	Yes	All	Yes	Holltsiter MA	1 0	1 0	100	Areas Benefitting from GSP
01 6-01 0-026-000	Yes	All	Yes	Holltsiter MA	1 0	1 0	100	Areas Benefitting from GSP
01 6-01 0-027-000	Yes	All	Yes	Holltsiter MA	1 0	1 0	100	Areas Benefitting from GSP
01 6-01 0-034-000	Yes	All	Yes	Holltsiter MA	41 99	41 99	100	Areas Benefitting from GSP
01 6-01 0-035-000	Yes	All	Yes	Holltsiter MA	41 91	41 91	100	Areas Benefitting from GSP
01 6-01 0-036-000	Yes	All	Yes	Holltsiter MA	1 291 35	1 291 35	100	Areas Benefitting from GSP
01 6-01 0-037-000	Yes	All	Yes	Holltsiter MA	381 34	381 34	100	Areas Benefitting from GSP
01 6-01 0-038-000	Yes	All	Yes	Holltsiter MA	381 34	381 34	100	Areas Benefitting from GSP
01 6-01 0-046-000	Yes	All	Yes	Holltsiter MA	251 03	251 03	100	Areas Benefitting from GSP
01 6-01 0-047-000	Yes	All	Yes	Holltsiter MA	371 1 96	371 1 96	100	Areas Benefitting from GSP
01 6-01 0-048-000	Yes	Partial	Yes	Holltsiter MA	3371 36	871 1 7435673	251 8401 5791	Areas Benefitting from GSP
01 6-01 0-049-000	Yes	All	Yes	Holltsiter MA	231 44	231 44	100	Areas Benefitting from GSP
01 6-01 0-050-000	Yes	All	Yes	Holltsiter MA	1 41 1	1 41 1	100	Areas Benefitting from GSP
01 6-020-003-000	Yes	All	Yes	Holltsiter MA	1111 4	1111 4	100	Areas Benefitting from GSP
01 6-020-004-000	Yes	All	Yes	Holltsiter MA	31 02	31 02	100	Areas Benefitting from GSP
01 6-020-006-000	Yes	All	Yes	Holltsiter MA	1 21 8	1 21 8	100	Areas Benefitting from GSP
01 6-020-01 4-000	Yes	All	Yes	Holltsiter MA	351 3	351 3	100	Areas Benefitting from GSP

01 6-020-01 6-000	Yes	All	Yes	Holltsstler MA	951 23	951 23	100	Areas Benefitting from GSP
01 6-020-020-000	Yes	All	Yes	Holltsstler MA	81 87	81 87	100	Areas Benefitting from GSP
01 6-020-021 -000	Yes	All	Yes	Holltsstler MA	11131	11131	100	Areas Benefitting from GSP
01 6-020-029-000	Yes	Parsttal	Yes	Holltsstler MA	1164	01 60057501 6	361 62042782	Areas Benefitting from GSP
01 6-020-030-000	Yes	All	Yes	Holltsstler MA	41 8	41 8	100	Areas Benefitting from GSP
01 6-020-032 -000	Yes	All	Yes	Holltsstler MA	141 48	141 48	100	Areas Benefitting from GSP
01 6-020-033 -000	Yes	All	Yes	Holltsstler MA	2128	2128	100	Areas Benefitting from GSP
01 6-020-036-000	Yes	All	Yes	Holltsstler MA	41 8	41 8	100	Areas Benefitting from GSP
01 6-020-042 -000	Yes	All	Yes	Holltsstler MA	5103	5103	100	Areas Benefitting from GSP
01 6-020-043 -000	Yes	All	Yes	Holltsstler MA	71 5	71 5	100	Areas Benefitting from GSP
01 6-020-044-000	Yes	All	Yes	Holltsstler MA	71 61	71 61	100	Areas Benefitting from GSP
01 6-020-045 -000	Yes	All	Yes	Holltsstler MA	01 01	01 01	100	Areas Benefitting from GSP
01 6-020-046-000	Yes	All	Yes	Holltsstler MA	01 61	01 61	100	Areas Benefitting from GSP
01 6-020-047-000	Yes	Parsttal	Yes	Holltsstler MA	91 68	91 38526627	961 95523006	Areas Benefitting from GSP
01 6-020-048-000	Yes	All	Yes	Holltsstler MA	5	5	100	Areas Benefitting from GSP
01 6-020-049-000	Yes	All	Yes	Holltsstler MA	5	5	100	Areas Benefitting from GSP
01 6-020-050-000	Yes	All	Yes	Holltsstler MA	5122	5122	100	Areas Benefitting from GSP
01 6-020-051 -000	Yes	All	Yes	Holltsstler MA	511	511	100	Areas Benefitting from GSP
01 6-020-052 -000	Yes	Parsttal	Yes	Holltsstler MA	101 28	41 31 277581 1	41 195307209	Areas Benefitting from GSP
01 6-020-053 -000	Yes	All	Yes	Holltsstler MA	10	10	100	Areas Benefitting from GSP
01 6-020-055 -000	Yes	All	Yes	Holltsstler MA	2136	2136	100	Areas Benefitting from GSP
01 6-020-056-000	Yes	All	Yes	Holltsstler MA	1181	1181	100	Areas Benefitting from GSP
01 6-020-057-000	Yes	All	Yes	Holltsstler MA	5157	5157	100	Areas Benefitting from GSP
01 6-020-058-000	Yes	Parsttal	Yes	Holltsstler MA	5	11 484648546	291 69297092	Areas Benefitting from GSP
01 6-030-01 4-000	Yes	Parsttal	Yes	Holltsstler MA	21 41 68	501 861 1 579	231 691 61 445	Areas Benefitting from GSP
01 6-050-004-000	Yes	Parsttal	Yes	Holltsstler MA	91 52	81 360858377	871 8241 4262	Areas Benefitting from GSP
01 6-050-009-000	Yes	Parsttal	Yes	Holltsstler MA	501 67	01 968985708	1191 234598	Areas Benefitting from GSP
01 6-050-01 1 -000	Yes	All	Yes	Holltsstler MA	71 03	71 03	100	Areas Benefitting from GSP
01 6-050-01 5 -000	Yes	All	Yes	Holltsstler MA	01 23	01 23	100	Areas Benefitting from GSP
01 6-050-021 -000	Yes	All	Yes	Holltsstler MA	1109	1109	100	Areas Benefitting from GSP
01 6-050-022 -000	Yes	All	Yes	Holltsstler MA	01 1	01 1	100	Areas Benefitting from GSP
01 6-050-026 -000	Yes	All	Yes	Holltsstler MA	3171	3171	100	Areas Benefitting from GSP
01 6-050-032 -000	Yes	All	Yes	Holltsstler MA	91 96	91 96	100	Areas Benefitting from GSP
01 6-050-033 -000	Yes	All	Yes	Holltsstler MA	91 69	91 69	100	Areas Benefitting from GSP
01 6-050-036-000	Yes	All	Yes	Holltsstler MA	5	5	100	Areas Benefitting from GSP
01 6-050-037 -000	Yes	All	Yes	Holltsstler MA	61 78	61 78	100	Areas Benefitting from GSP
01 6-050-044-000	Yes	Parsttal	Yes	Holltsstler MA	881 77	641 8801 4653	731 08791 994	Areas Benefitting from GSP
01 6-050-047-000	Yes	All	Yes	Holltsstler MA	71 75	71 75	100	Areas Benefitting from GSP
01 6-050-049-000	Yes	All	Yes	Holltsstler MA	221 19	221 19	100	Areas Benefitting from GSP
01 6-050-051 -000	Yes	Parsttal	Yes	Holltsstler MA	2491 1 8	221 44905865	91 00991 7355	Areas Benefitting from GSP
01 6-050-054-000	Yes	Parsttal	Yes	Holltsstler MA	271 64	12152601 6	451 31 843704	Areas Benefitting from GSP
01 6-050-056-000	Yes	All	Yes	Holltsstler MA	1 941 76	1 941 76	100	Areas Benefitting from GSP
01 6-050-059-000	Yes	All	Yes	Holltsstler MA	201 34	201 34	100	Areas Benefitting from GSP
01 6-050-060-000	Yes	All	Yes	Holltsstler MA	20	20	100	Areas Benefitting from GSP
01 6-060-01 1 -000	Yes	All	Yes	Holltsstler MA	12179	12179	100	Areas Benefitting from GSP
01 6-060-01 2 -000	Yes	All	Yes	Holltsstler MA	141 19	141 19	100	Areas Benefitting from GSP
01 6-060-020-000	Yes	All	Yes	Holltsstler MA	171 32	171 32	100	Areas Benefitting from GSP
01 6-060-022 -000	Yes	All	Yes	Holltsstler MA	171 26	171 26	100	Areas Benefitting from GSP
01 6-060-029-000	Yes	Parsttal	Yes	Holltsstler MA	91 69	21689945851	271 76001 91	Areas Benefitting from GSP
01 6-060-033 -000	Yes	Parsttal	Yes	Holltsstler MA	251 16	251 15978533	991 99991 468	Areas Benefitting from GSP
01 6-060-044-000	Yes	All	Yes	Holltsstler MA	5	5	100	Areas Benefitting from GSP
01 6-060-049-000	Yes	All	Yes	Holltsstler MA	2174	2174	100	Areas Benefitting from GSP
01 6-060-050-000	Yes	All	Yes	Holltsstler MA	1111	1111	100	Areas Benefitting from GSP
01 6-060-051 -000	Yes	All	Yes	Holltsstler MA	1123	1123	100	Areas Benefitting from GSP
01 6-060-052 -000	Yes	All	Yes	Holltsstler MA	1185	1185	100	Areas Benefitting from GSP
01 6-060-053 -000	Yes	All	Yes	Holltsstler MA	1131	1131	100	Areas Benefitting from GSP
01 6-060-054-000	Yes	All	Yes	Holltsstler MA	1154	1154	100	Areas Benefitting from GSP
01 6-060-055 -000	Yes	All	Yes	Holltsstler MA	2105	2105	100	Areas Benefitting from GSP
01 6-060-056-000	Yes	All	Yes	Holltsstler MA	2144	2144	100	Areas Benefitting from GSP
01 6-060-057-000	Yes	All	Yes	Holltsstler MA	2116	2116	100	Areas Benefitting from GSP
01 6-060-058-000	Yes	All	Yes	Holltsstler MA	1195	1195	100	Areas Benefitting from GSP
01 6-060-065 -000	Yes	Parsttal	Yes	Holltsstler MA	101 08	61 182536834	611 33469081	Areas Benefitting from GSP
01 6-060-066-000	Yes	All	Yes	Holltsstler MA	341 1 5	341 1 5	100	Areas Benefitting from GSP
01 6-060-067-000	Yes	All	Yes	Holltsstler MA	321 479	321 479	100	Areas Benefitting from GSP
01 6-060-070-000	Yes	Parsttal	Yes	Holltsstler MA	41 07	31867332562	951 02045608	Areas Benefitting from GSP
01 6-060-071 -000	Yes	All	Yes	Holltsstler MA	301 73	301 73	100	Areas Benefitting from GSP
01 6-060-072 -000	Yes	All	Yes	Holltsstler MA	13195	13195	100	Areas Benefitting from GSP
01 6-060-073 -000	Yes	All	Yes	Holltsstler MA	1111	1111	100	Areas Benefitting from GSP
01 6-060-074-000	Yes	All	Yes	Holltsstler MA	71 6	71 6	100	Areas Benefitting from GSP
01 6-060-075 -000	Yes	All	Yes	Holltsstler MA	3197	3197	100	Areas Benefitting from GSP
01 6-060-076-000	Yes	All	Yes	Holltsstler MA	1113	1113	100	Areas Benefitting from GSP
01 6-060-077-000	Yes	All	Yes	Holltsstler MA	141 44	141 44	100	Areas Benefitting from GSP

01 6-060-078-000	Yes	Al I	Yes	Holltssler MA	415 63	415 63	100	Areas	Benefitstng from GSP
01 6-060-081-000	Yes	Al I	Yes	Holltssler MA	195 69	195 69	100	Areas	Benefitstng from GSP
01 6-060-082-000	Yes	Al I	Yes	Holltssler MA	35 79	35 79	100	Areas	Benefitstng from GSP
01 6-060-083-000	Yes	Al I	Yes	Holltssler MA	15 78	15 78	100	Areas	Benefitstng from GSP
01 6-060-084-000	Yes	Al I	Yes	Holltssler MA	15 71	15 71	100	Areas	Benefitstng from GSP
01 6-060-085-000	Yes	Al I	Yes	Holltssler MA	25 07	25 07	100	Areas	Benefitstng from GSP
01 6-060-086-000	Yes	Parsttal	Yes	Holltssler MA	35 48	25 44601 3539	705 28774536	Areas	Benefitstng from GSP
01 6-060-087-000	Yes	Parsttal	Yes	Holltssler MA	15 52	05 15911 4071	1 05 46803097	Areas	Benefitstng from GSP
01 6-060-088-000	Yes	Parsttal	Yes	Holltssler MA	55 54	3 5 893941 093	705 28774536	Areas	Benefitstng from GSP
01 6-060-089-000	Yes	Parsttal	Yes	Holltssler MA	25 88	1 5 7431 36085	705 28774536	Areas	Benefitstng from GSP
01 6-060-090-000	Yes	Parsttal	Yes	Holltssler MA	25 52	05 26379438	1 05 46803097	Areas	Benefitstng from GSP
01 6-060-091-000	Yes	Parsttal	Yes	Holltssler MA	5	05 523401 544	1 05 46803097	Areas	Benefitstng from GSP
01 6-070-003-000	Yes	Al I	Yes	Holltssler MA	175 06	175 06	100	Areas	Benefitstng from GSP
01 6-070-005-000	Yes	Al I	Yes	Holltssler MA	215 36	215 36	100	Areas	Benefitstng from GSP
01 6-070-009-000	Yes	Al I	Yes	Holltssler MA	195 46	195 46	100	Areas	Benefitstng from GSP
01 6-070-01 0-000	Yes	Al I	Yes	Holltssler MA	195 24	195 24	100	Areas	Benefitstng from GSP
01 6-070-01 1-000	Yes	Al I	Yes	Holltssler MA	125 88	125 88	100	Areas	Benefitstng from GSP
01 6-070-01 4-000	Yes	Al I	Yes	Holltssler MA	1	1	100	Areas	Benefitstng from GSP
01 6-070-01 5-000	Yes	Al I	Yes	Holltssler MA	215 34	215 34	100	Areas	Benefitstng from GSP
01 6-070-022-000	Yes	Al I	Yes	Holltssler MA	10	10	100	Areas	Benefitstng from GSP
01 6-070-031-000	Yes	Al I	Yes	Holltssler MA	105 08	105 08	100	Areas	Benefitstng from GSP
01 6-070-034-000	Yes	Al I	Yes	Holltssler MA	115 35	115 35	100	Areas	Benefitstng from GSP
01 6-070-035-000	Yes	Al I	Yes	Holltssler MA	285 57	285 57	100	Areas	Benefitstng from GSP
01 6-070-036-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-037-000	Yes	Al I	Yes	Holltssler MA	45 89	45 89	100	Areas	Benefitstng from GSP
01 6-070-039-000	Yes	Al I	Yes	Holltssler MA	45 88	45 88	100	Areas	Benefitstng from GSP
01 6-070-040-000	Yes	Al I	Yes	Holltssler MA	10	10	100	Areas	Benefitstng from GSP
01 6-070-041-000	Yes	Al I	Yes	Holltssler MA	115 7	115 7	100	Areas	Benefitstng from GSP
01 6-070-042-000	Yes	Al I	Yes	Holltssler MA	10	10	100	Areas	Benefitstng from GSP
01 6-070-043-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-047-000	Yes	Al I	Yes	Holltssler MA	45 58	45 58	100	Areas	Benefitstng from GSP
01 6-070-048-000	Yes	Al I	Yes	Holltssler MA	45 99	45 99	100	Areas	Benefitstng from GSP
01 6-070-049-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-050-000	Yes	Al I	Yes	Holltssler MA	45 87	45 87	100	Areas	Benefitstng from GSP
01 6-070-051-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-052-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-053-000	Yes	Al I	Yes	Holltssler MA	55 28	55 28	100	Areas	Benefitstng from GSP
01 6-070-054-000	Yes	Parsttal	Yes	Holltssler MA	15 32	05 232893888	1 75 8434764	Areas	Benefitstng from GSP
01 6-070-055-000	Yes	Parsttal	Yes	Holltssler MA	15 28	05 609670443	475 63050333	Areas	Benefitstng from GSP
01 6-070-059-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-070-060-000	Yes	Al I	Yes	Holltssler MA	105 66	105 66	100	Areas	Benefitstng from GSP
01 6-070-061-000	Yes	Al I	Yes	Holltssler MA	55 4	55 4	100	Areas	Benefitstng from GSP
01 6-070-062-000	Yes	Al I	Yes	Holltssler MA	55 07	55 07	100	Areas	Benefitstng from GSP
01 6-070-063-000	Yes	Al I	Yes	Holltssler MA	35 72	35 72	100	Areas	Benefitstng from GSP
01 6-070-064-000	Yes	Al I	Yes	Holltssler MA	45 65	45 65	100	Areas	Benefitstng from GSP
01 6-070-065-000	Yes	Parsttal	Yes	Holltssler MA	45 9	3 5 20701 8847	655 44936423	Areas	Benefitstng from GSP
01 6-070-068-000	Yes	Parsttal	Yes	Holltssler MA	55 82	1 5 3828883	23 5 993321 94	Areas	Benefitstng from GSP
01 6-080-002-000	Yes	Al I	Yes	Holltssler MA	100	100	100	Areas	Benefitstng from GSP
01 6-080-003-000	Yes	Al I	Yes	Holltssler MA	20	20	100	Areas	Benefitstng from GSP
01 6-080-005-000	Yes	Al I	Yes	Holltssler MA	405 42	405 42	100	Areas	Benefitstng from GSP
01 6-080-01 2-000	Yes	Al I	Yes	Holltssler MA	23 5 28	23 5 28	100	Areas	Benefitstng from GSP
01 6-080-01 3-000	Yes	Al I	Yes	Holltssler MA	95 7	95 7	100	Areas	Benefitstng from GSP
01 6-080-01 9-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-020-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-021-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-022-000	Yes	Al I	Yes	Holltssler MA	55 02	55 02	100	Areas	Benefitstng from GSP
01 6-080-023-000	Yes	Al I	Yes	Holltssler MA	55 42	55 42	100	Areas	Benefitstng from GSP
01 6-080-024-000	Yes	Al I	Yes	Holltssler MA	55 8	55 8	100	Areas	Benefitstng from GSP
01 6-080-025-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-026-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-027-000	Yes	Al I	Yes	Holltssler MA	55 1	55 1	100	Areas	Benefitstng from GSP
01 6-080-029-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-030-000	Yes	Al I	Yes	Holltssler MA	05 009	05 009	100	Areas	Benefitstng from GSP
01 6-080-031-000	Yes	Al I	Yes	Holltssler MA	10	10	100	Areas	Benefitstng from GSP
01 6-080-032-000	Yes	Al I	Yes	Holltssler MA	145 8	145 8	100	Areas	Benefitstng from GSP
01 6-080-033-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-034-000	Yes	Al I	Yes	Holltssler MA	5	5	100	Areas	Benefitstng from GSP
01 6-080-035-000	Yes	Al I	Yes	Holltssler MA	55 01	55 01	100	Areas	Benefitstng from GSP
01 6-080-036-000	Yes	Al I	Yes	Holltssler MA	55 09	55 09	100	Areas	Benefitstng from GSP
01 6-080-037-000	Yes	Al I	Yes	Holltssler MA	65 05	65 05	100	Areas	Benefitstng from GSP
01 6-080-038-000	Yes	Al I	Yes	Holltssler MA	55 02	55 02	100	Areas	Benefitstng from GSP
01 6-080-039-000	Yes	Al I	Yes	Holltssler MA	55 01	55 01	100	Areas	Benefitstng from GSP

01 6-080-040-000	Yes	Al	Yes	Holltsster MA	4 46	4 46	100	Areas Ben eftstn g from GSP
01 6-080-041 -000	Yes	Al	Yes	Holltsster MA	4 63	4 63	100	Areas Ben eftstn g from GSP
01 6-080-042 -000	Yes	Al	Yes	Holltsster MA	7 06	7 06	100	Areas Ben eftstn g from GSP
01 6-090-011 -000	Yes	Al	Yes	Holltsster MA	16 1	16 1	100	Areas Ben eftstn g from GSP
01 6-090-01 7-000	Yes	Al	Yes	Holltsster MA	19 02	19 02	100	Areas Ben eftstn g from GSP
01 6-090-01 8-000	Yes	Al	Yes	Holltsster MA	129 35	129 35	100	Areas Ben eftstn g from GSP
01 6-090-01 9-000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eftstn g from GSP
01 6-090-020-000	Yes	Al	Yes	Holltsster MA	8 25	8 25	100	Areas Ben eftstn g from GSP
01 6-090-021 -000	Yes	Al	Yes	Holltsster MA	9 42	9 42	100	Areas Ben eftstn g from GSP
01 6-090-022 -000	Yes	Al	Yes	Holltsster MA	4 58	4 58	100	Areas Ben eftstn g from GSP
01 6-090-025 -000	Yes	Al	Yes	Holltsster MA	10 16	10 16	100	Areas Ben eftstn g from GSP
01 6-090-027 -000	Yes	Al	Yes	Holltsster MA	5 01	5 01	100	Areas Ben eftstn g from GSP
01 6-090-028-000	Yes	Al	Yes	Holltsster MA	6 01	6 01	100	Areas Ben eftstn g from GSP
01 6-090-029-000	Yes	Al	Yes	Holltsster MA	8 01	8 01	100	Areas Ben eftstn g from GSP
01 6-090-032 -000	Yes	Al	Yes	Holltsster MA	26 18	26 18	100	Areas Ben eftstn g from GSP
01 6-090-033 -000	Yes	Al	Yes	Holltsster MA	15 26	15 26	100	Areas Ben eftstn g from GSP
01 6-1 00-006-000	Yes	Al	Yes	Holltsster MA	29 15	29 15	100	Areas Ben eftstn g from GSP
01 6-1 00-007-000	Yes	Al	Yes	Holltsster MA	14 33	14 33	100	Areas Ben eftstn g from GSP
01 6-1 00-008-000	Yes	Al	Yes	Holltsster MA	21 09	21 09	100	Areas Ben eftstn g from GSP
01 6-1 00-009-000	Yes	Al	Yes	Holltsster MA	20	20	100	Areas Ben eftstn g from GSP
01 6-1 00-01 3-000	Yes	Al	Yes	Holltsster MA	0 21	0 21	100	Areas Ben eftstn g from GSP
01 6-1 00-01 4-000	Yes	Al	Yes	Holltsster MA	1 94	1 94	100	Areas Ben eftstn g from GSP
01 6-1 00-021 -000	Yes	Al	Yes	Holltsster MA	0 35	0 35	100	Areas Ben eftstn g from GSP
01 6-1 00-023 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 00-024-000	Yes	Al	Yes	Holltsster MA	10 78	10 78	100	Areas Ben eftstn g from GSP
01 6-1 00-025 -000	Yes	Al	Yes	Holltsster MA	7 46	7 46	100	Areas Ben eftstn g from GSP
01 6-1 00-026-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 00-027-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 00-030-000	Yes	Al	Yes	Holltsster MA	14 84	14 84	100	Areas Ben eftstn g from GSP
01 6-1 00-031 -000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eftstn g from GSP
01 6-1 00-035 -000	Yes	Al	Yes	Holltsster MA	7 9	7 9	100	Areas Ben eftstn g from GSP
01 6-1 00-036-000	Yes	Al	Yes	Holltsster MA	8	8	100	Areas Ben eftstn g from GSP
01 6-1 00-037-000	Yes	Al	Yes	Holltsster MA	22 11	22 11	100	Areas Ben eftstn g from GSP
01 6-1 00-038-000	Yes	Al	Yes	Holltsster MA	21 97	21 97	100	Areas Ben eftstn g from GSP
01 6-1 00-039-000	Yes	Al	Yes	Holltsster MA	10 88	10 88	100	Areas Ben eftstn g from GSP
01 6-1 00-040-000	Yes	Al	Yes	Holltsster MA	7 59	7 59	100	Areas Ben eftstn g from GSP
01 6-1 00-041 -000	Yes	Al	Yes	Holltsster MA	4 83	4 83	100	Areas Ben eftstn g from GSP
01 6-1 00-042 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 00-043 -000	Yes	Al	Yes	Holltsster MA	0 17	0 17	100	Areas Ben eftstn g from GSP
01 6-1 1 0-001 -000	Yes	Al	Yes	Holltsster MA	0 8	0 8	100	Areas Ben eftstn g from GSP
01 6-1 1 0-002 -000	Yes	Al	Yes	Holltsster MA	29 54	29 54	100	Areas Ben eftstn g from GSP
01 6-1 1 0-01 3-000	Yes	Al	Yes	Holltsster MA	14 04	14 04	100	Areas Ben eftstn g from GSP
01 6-1 1 0-01 4-000	Yes	Al	Yes	Holltsster MA	14 04	14 04	100	Areas Ben eftstn g from GSP
01 6-1 1 0-01 7-000	Yes	Al	Yes	Holltsster MA	7 94	7 94	100	Areas Ben eftstn g from GSP
01 6-1 1 0-01 8-000	Yes	Al	Yes	Holltsster MA	10 18	10 18	100	Areas Ben eftstn g from GSP
01 6-1 1 0-021 -000	Yes	Al	Yes	Holltsster MA	0 51 6	0 51 6	100	Areas Ben eftstn g from GSP
01 6-1 1 0-024-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-026-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-027-000	Yes	Al	Yes	Holltsster MA	4 87	4 87	100	Areas Ben eftstn g from GSP
01 6-1 1 0-028-000	Yes	Al	Yes	Holltsster MA	5 25	5 25	100	Areas Ben eftstn g from GSP
01 6-1 1 0-030-000	Yes	Al	Yes	Holltsster MA	8 189	8 189	100	Areas Ben eftstn g from GSP
01 6-1 1 0-031 -000	Yes	Al	Yes	Holltsster MA	9 42	9 42	100	Areas Ben eftstn g from GSP
01 6-1 1 0-032 -000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eftstn g from GSP
01 6-1 1 0-033 -000	Yes	Al	Yes	Holltsster MA	5 42	5 42	100	Areas Ben eftstn g from GSP
01 6-1 1 0-034-000	Yes	Al	Yes	Holltsster MA	5 42	5 42	100	Areas Ben eftstn g from GSP
01 6-1 1 0-035 -000	Yes	Al	Yes	Holltsster MA	23 11	23 11	100	Areas Ben eftstn g from GSP
01 6-1 1 0-036-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-037-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-038-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-040-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-044-000	Yes	Al	Yes	Holltsster MA	4 69	4 69	100	Areas Ben eftstn g from GSP
01 6-1 1 0-045 -000	Yes	Al	Yes	Holltsster MA	4 96	4 96	100	Areas Ben eftstn g from GSP
01 6-1 1 0-046-000	Yes	Al	Yes	Holltsster MA	4 56	4 56	100	Areas Ben eftstn g from GSP
01 6-1 1 0-047-000	Yes	Al	Yes	Holltsster MA	5 04	5 04	100	Areas Ben eftstn g from GSP
01 6-1 1 0-049-000	Yes	Al	Yes	Holltsster MA	16 58	16 58	100	Areas Ben eftstn g from GSP
01 6-1 1 0-050-000	Yes	Al	Yes	Holltsster MA	6 7	6 7	100	Areas Ben eftstn g from GSP
01 6-1 1 0-051 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-052 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-053 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eftstn g from GSP
01 6-1 1 0-054-000	Yes	Al	Yes	Holltsster MA	2 73	2 73	100	Areas Ben eftstn g from GSP
01 6-1 1 0-055 -000	Yes	Al	Yes	Holltsster MA	2 27	2 27	100	Areas Ben eftstn g from GSP
01 6-1 1 0-056-000	Yes	Al	Yes	Holltsster MA	39 6	39 6	100	Areas Ben eftstn g from GSP

01 7-030-029-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-030-033-000	Yes	All	Yes	Holltsster MA	8 28	8 28	100	Areas Benefitting from GSP
01 7-030-034-000	Yes	All	Yes	Holltsster MA	8 54	8 54	100	Areas Benefitting from GSP
01 7-030-035-000	Yes	All	Yes	Holltsster MA	4 95	4 95	100	Areas Benefitting from GSP
01 7-030-036-000	Yes	All	Yes	Holltsster MA	4 98	4 98	100	Areas Benefitting from GSP
01 7-030-037-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-030-038-000	Yes	All	Yes	Holltsster MA	13 14	13 14	100	Areas Benefitting from GSP
01 7-030-040-000	Yes	All	Yes	Holltsster MA	9 8	9 8	100	Areas Benefitting from GSP
01 7-030-041-000	Yes	All	Yes	Holltsster MA	56 69	56 69	100	Areas Benefitting from GSP
01 7-030-042-000	Yes	Parsttal	Yes	Holltsster MA	55 83	55 35511494	99 14940881	Areas Benefitting from GSP
01 7-030-043-000	Yes	All	Yes	Holltsster MA	4 69	4 69	100	Areas Benefitting from GSP
01 7-030-044-000	Yes	All	Yes	Holltsster MA	6 49	6 49	100	Areas Benefitting from GSP
01 7-040-004-000	Yes	All	Yes	Holltsster MA	30 04	30 04	100	Areas Benefitting from GSP
01 7-040-006-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-040-008-000	Yes	All	Yes	Holltsster MA	9 54	9 54	100	Areas Benefitting from GSP
01 7-040-01 2-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-040-01 4-000	Yes	All	Yes	Holltsster MA	5 17	5 17	100	Areas Benefitting from GSP
01 7-040-01 5-000	Yes	All	Yes	Holltsster MA	0 001	0 001	100	Areas Benefitting from GSP
01 7-040-01 6-000	Yes	Parsttal	Yes	Holltsster MA	10 04	2 456777456	24 46989498	Areas Benefitting from GSP
01 7-040-01 7-000	Yes	All	Yes	Holltsster MA	20 06	20 06	100	Areas Benefitting from GSP
01 7-040-020-000	Yes	All	Yes	Holltsster MA	7 19	7 19	100	Areas Benefitting from GSP
01 7-040-021-000	Yes	All	Yes	Holltsster MA	7 2	7 2	100	Areas Benefitting from GSP
01 7-040-022-000	Yes	Parsttal	Yes	Holltsster MA	10 65	7 680463866	72 11703161	Areas Benefitting from GSP
01 7-040-023-000	Yes	Parsttal	Yes	Holltsster MA	10 65	0 957769331	8 993139256	Areas Benefitting from GSP
01 7-040-024-000	Yes	All	Yes	Holltsster MA	4 83	4 83	100	Areas Benefitting from GSP
01 7-040-025-000	Yes	All	Yes	Holltsster MA	4 8	4 8	100	Areas Benefitting from GSP
01 7-040-026-000	Yes	All	Yes	Holltsster MA	4 96	4 96	100	Areas Benefitting from GSP
01 7-040-027-000	Yes	All	Yes	Holltsster MA	4 95	4 95	100	Areas Benefitting from GSP
01 7-040-028-000	Yes	All	Yes	Holltsster MA	4 97	4 97	100	Areas Benefitting from GSP
01 7-040-029-000	Yes	All	Yes	Holltsster MA	4 84	4 84	100	Areas Benefitting from GSP
01 7-040-030-000	Yes	All	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
01 7-040-031-000	Yes	All	Yes	Holltsster MA	5 07	5 07	100	Areas Benefitting from GSP
01 7-040-032-000	Yes	All	Yes	Holltsster MA	15 61	15 61	100	Areas Benefitting from GSP
01 7-040-033-000	Yes	All	Yes	Holltsster MA	5 2	5 2	100	Areas Benefitting from GSP
01 7-050-007-000	Yes	Parsttal	Yes	Holltsster MA	372 35	7 570902266	2 033275753	Areas Benefitting from GSP
01 7-050-01 1-000	Yes	Parsttal	Yes	Holltsster MA	181 67	11 39283576	6 271170671	Areas Benefitting from GSP
01 7-060-001-000	Yes	All	Yes	Holltsster MA	40	40	100	Areas Benefitting from GSP
01 7-060-002-000	Yes	All	Yes	Holltsster MA	10	10	100	Areas Benefitting from GSP
01 7-060-003-000	Yes	All	Yes	Holltsster MA	132 45	132 45	100	Areas Benefitting from GSP
01 7-060-009-000	Yes	All	Yes	Holltsster MA	20	20	100	Areas Benefitting from GSP
01 7-060-01 1-000	Yes	All	Yes	Holltsster MA	55 68	55 68	100	Areas Benefitting from GSP
01 7-060-01 7-000	Yes	All	Yes	Holltsster MA	4 63	4 63	100	Areas Benefitting from GSP
01 7-060-01 9-000	Yes	All	Yes	Holltsster MA	0 5	0 5	100	Areas Benefitting from GSP
01 7-060-020-000	Yes	All	Yes	Holltsster MA	0 35	0 35	100	Areas Benefitting from GSP
01 7-060-021-000	Yes	All	Yes	Holltsster MA	4 04	4 04	100	Areas Benefitting from GSP
01 7-060-022-000	Yes	All	Yes	Holltsster MA	0 13	0 13	100	Areas Benefitting from GSP
01 7-060-023-000	Yes	All	Yes	Holltsster MA	0 21	0 21	100	Areas Benefitting from GSP
01 7-060-024-000	Yes	All	Yes	Holltsster MA	0 16	0 16	100	Areas Benefitting from GSP
01 7-060-030-000	Yes	All	Yes	Holltsster MA	46 71	46 71	100	Areas Benefitting from GSP
01 7-060-031-000	Yes	All	Yes	Holltsster MA	44 98	44 98	100	Areas Benefitting from GSP
01 7-060-032-000	Yes	All	Yes	Holltsster MA	26	26	100	Areas Benefitting from GSP
01 7-060-033-000	Yes	All	Yes	Holltsster MA	10	10	100	Areas Benefitting from GSP
01 7-060-034-000	Yes	All	Yes	Holltsster MA	10 64	10 64	100	Areas Benefitting from GSP
01 7-060-035-000	Yes	All	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
01 7-060-036-000	Yes	All	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
01 7-060-037-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-060-038-000	Yes	All	Yes	Holltsster MA	6 09	6 09	100	Areas Benefitting from GSP
01 7-060-039-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-060-040-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-060-041-000	Yes	All	Yes	Holltsster MA	5 67	5 67	100	Areas Benefitting from GSP
01 7-070-002-000	Yes	All	Yes	Holltsster MA	10 77	10 77	100	Areas Benefitting from GSP
01 7-070-007-000	Yes	All	Yes	Holltsster MA	5 03	5 03	100	Areas Benefitting from GSP
01 7-070-01 0-000	Yes	All	Yes	Holltsster MA	12 94	12 94	100	Areas Benefitting from GSP
01 7-070-01 1-000	Yes	All	Yes	Holltsster MA	12 41	12 41	100	Areas Benefitting from GSP
01 7-070-01 2-000	Yes	All	Yes	Holltsster MA	12 01	12 01	100	Areas Benefitting from GSP
01 7-070-01 3-000	Yes	All	Yes	Holltsster MA	12 45	12 45	100	Areas Benefitting from GSP
01 7-070-028-000	Yes	All	Yes	Holltsster MA	5 94	5 94	100	Areas Benefitting from GSP
01 7-070-029-000	Yes	All	Yes	Holltsster MA	5 05	5 05	100	Areas Benefitting from GSP
01 7-070-030-000	Yes	All	Yes	Holltsster MA	4 99	4 99	100	Areas Benefitting from GSP
01 7-070-031-000	Yes	All	Yes	Holltsster MA	4 99	4 99	100	Areas Benefitting from GSP
01 7-070-032-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 7-070-033-000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP

01 7-200-001 -000	Yes	Al	Yes	Holltsier MA	75 15	75 15	100	Areas Benefiting from GSP
01 7-200-002 -000	Yes	Al	Yes	Holltsier MA	551	551	100	Areas Benefiting from GSP
01 7-200-003 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-004 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-005 -000	Yes	Al	Yes	Holltsier MA	45 99	45 99	100	Areas Benefiting from GSP
01 7-200-006 -000	Yes	Al	Yes	Holltsier MA	05 009	05 009	100	Areas Benefiting from GSP
01 7-200-007 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-008 -000	Yes	Al	Yes	Holltsier MA	14	14	100	Areas Benefiting from GSP
01 7-200-009 -000	Yes	Al	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
01 7-200-01 0-000	Yes	Al	Yes	Holltsier MA	205 01	205 01	100	Areas Benefiting from GSP
01 7-200-01 1 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 2 -000	Yes	Al	Yes	Holltsier MA	5531	5531	100	Areas Benefiting from GSP
01 7-200-01 3 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 4 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 5 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 6 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 7 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 8 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-01 9 -000	Yes	Al	Yes	Holltsier MA	22	22	100	Areas Benefiting from GSP
01 7-200-020 -000	Yes	Al	Yes	Holltsier MA	05 56	05 56	100	Areas Benefiting from GSP
01 7-200-021 -000	Yes	Al	Yes	Holltsier MA	1 65 079	1 65 079	100	Areas Benefiting from GSP
01 7-200-022 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-023 -000	Yes	Al	Yes	Holltsier MA	20	20	100	Areas Benefiting from GSP
01 7-200-024 -000	Yes	Al	Yes	Holltsier MA	551	551	100	Areas Benefiting from GSP
01 7-200-025 -000	Yes	Al	Yes	Holltsier MA	551	551	100	Areas Benefiting from GSP
01 7-200-026 -000	Yes	Al	Yes	Holltsier MA	1 05 08	1 05 08	100	Areas Benefiting from GSP
01 7-200-027 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-028 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-029 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-030 -000	Yes	Al	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 7-200-031 -000	Yes	Al	Yes	Holltsier MA	25	25	100	Areas Benefiting from GSP
01 7-200-032 -000	Yes	Al	Yes	Holltsier MA	685 02	685 02	100	Areas Benefiting from GSP
01 8-01 0-002 -000	Yes	Al	Yes	Bolsa MA	1 525 77	1 525 77	100	Areas Benefiting from GSP
01 8-01 0-005 -000	Yes	Al	Yes	Bolsa MA	225 87	225 87	100	Areas Benefiting from GSP
01 8-01 0-006 -000	Yes	Al	Yes	Bolsa MA	300	300	100	Areas Benefiting from GSP
01 8-01 0-01 0-000	Yes	Al	Yes	Bolsa MA	545 62	545 62	100	Areas Benefiting from GSP
01 8-01 0-01 1 -000	Yes	Al	Yes	Bolsa MA	2255 78	2255 78	100	Areas Benefiting from GSP
01 8-01 0-01 2 -000	Yes	Al	Yes	Bolsa MA	235 08	235 08	100	Areas Benefiting from GSP
01 8-01 0-01 3 -000	Yes	Al	Yes	Bolsa MA	485 36	485 36	100	Areas Benefiting from GSP
01 8-020-005 -000	Yes	Al	Yes	Holltsier MA	1 95 04	1 95 04	100	Areas Benefiting from GSP
01 8-020-007 -000	Yes	Al	Yes	Holltsier MA	1 01 5 21	1 01 5 21	100	Areas Benefiting from GSP
01 8-020-01 1 -000	Yes	Al	Yes	Holltsier MA	305 09	305 09	100	Areas Benefiting from GSP
01 8-020-01 2 -000	Yes	Al	Yes	Holltsier MA	255 86	255 86	100	Areas Benefiting from GSP
01 8-020-01 4-000	Yes	Al	Yes	Holltsier MA	335 27	335 27	100	Areas Benefiting from GSP
01 8-020-01 5 -000	Yes	Al	Yes	Holltsier MA	1 045 43	1 045 43	100	Areas Benefiting from GSP
01 8-020-01 6-000	Yes	Al	Yes	Holltsier MA	825 62	825 62	100	Areas Benefiting from GSP
01 8-030-01 1 -000	Yes	Al	Yes	Bolsa MA	815 5	815 5	100	Areas Benefiting from GSP
01 8-030-01 2 -000	Yes	Al	Yes	Bolsa MA	1 755 71	1 755 71	100	Areas Benefiting from GSP
01 8-030-01 3 -000	Yes	Al	Yes	Bolsa MA	275 73	275 73	100	Areas Benefiting from GSP
01 8-030-01 4-000	Yes	Al	Yes	Bolsa MA	1 345 86	1 345 86	100	Areas Benefiting from GSP
01 8-030-020-000	Yes	Al	Yes	San Juan MA	615 08	615 08	100	Areas Benefiting from GSP
01 8-030-021 -000	Yes	Al	Yes	San Juan MA	2528	2528	100	Areas Benefiting from GSP
01 8-050-01 1 -000	Yes	Al	Yes	San Juan MA	2475 95	2475 95	100	Areas Benefiting from GSP
01 8-050-01 2 -000	Yes	Al	Yes	San Juan MA	3582	3582	100	Areas Benefiting from GSP
01 8-050-01 3 -000	Yes	Al	Yes	San Juan MA	415 38	415 38	100	Areas Benefiting from GSP
01 8-050-01 4-000	Yes	Al	Yes	San Juan and Bolsa MAs	5775 76	5775 76	100	Areas Benefiting from GSP
01 8-050-01 5 -000	Yes	Al	Yes	San Juan and Bolsa MAs	1 45 6	1 45 6	100	Areas Benefiting from GSP
01 8-050-01 6 -000	Yes	Al	Yes	San Juan MA	85 38	85 38	100	Areas Benefiting from GSP
01 8-050-01 7 -000	Yes	Al	Yes	San Juan MA	535 94	535 94	100	Areas Benefiting from GSP
01 8-060-005 -000	Yes	Al	Yes	San Juan MA	6	6	100	Areas Benefiting from GSP
01 8-060-008 -000	Yes	Al	Yes	San Juan MA	135 79	135 79	100	Areas Benefiting from GSP
01 8-060-01 2 -000	Yes	Al	Yes	San Juan MA	6	6	100	Areas Benefiting from GSP
01 8-060-01 5 -000	Yes	Al	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-060-01 7 -000	Yes	Al	Yes	San Juan MA	5536	5536	100	Areas Benefiting from GSP
01 8-060-01 8-000	Yes	Al	Yes	San Juan MA	5541	5541	100	Areas Benefiting from GSP
01 8-060-021 -000	Yes	Al	Yes	San Juan MA	5534	5534	100	Areas Benefiting from GSP
01 8-060-022 -000	Yes	Al	Yes	San Juan MA	5508	5508	100	Areas Benefiting from GSP
01 8-060-023 -000	Yes	Al	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-060-024 -000	Yes	Al	Yes	San Juan MA	625 34	625 34	100	Areas Benefiting from GSP
01 8-060-025 -000	Yes	Al	Yes	San Juan MA	85 188	85 188	100	Areas Benefiting from GSP
01 8-060-026 -000	Yes	Al	Yes	San Juan MA	275 08	275 08	100	Areas Benefiting from GSP
01 8-060-027 -000	Yes	Al	Yes	San Juan MA	85 95	85 95	100	Areas Benefiting from GSP

01 8-070-001 -000	Yes	All	Yes	San Juan MA	19 86	19 86	100	Areas Benefiting from GSP
01 8-070-003 -000	Yes	All	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
01 8-070-004-000	Yes	All	Yes	San Juan MA	11 73	11 73	100	Areas Benefiting from GSP
01 8-070-006-000	Yes	All	Yes	San Juan MA	13 9	13 9	100	Areas Benefiting from GSP
01 8-070-008-000	Yes	All	Yes	San Juan MA	15	15	100	Areas Benefiting from GSP
01 8-070-009-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-080-001 -000	Yes	All	Yes	San Juan MA	16 309	16 309	100	Areas Benefiting from GSP
01 8-080-005 -000	Yes	All	Yes	San Juan MA	29 88	29 88	100	Areas Benefiting from GSP
01 8-080-006-000	Yes	All	Yes	San Juan MA	29 81	29 81	100	Areas Benefiting from GSP
01 8-080-007-000	Yes	All	Yes	San Juan MA	29 88	29 88	100	Areas Benefiting from GSP
01 8-080-01 3 -000	Yes	All	Yes	San Juan MA	9 99	9 99	100	Areas Benefiting from GSP
01 8-080-020-000	Yes	All	Yes	San Juan MA	23 65	23 65	100	Areas Benefiting from GSP
01 8-080-022 -000	Yes	All	Yes	San Juan MA	21 64	21 64	100	Areas Benefiting from GSP
01 8-080-023 -000	Yes	All	Yes	San Juan MA	25 63	25 63	100	Areas Benefiting from GSP
01 8-080-024-000	Yes	All	Yes	San Juan MA	9 94	9 94	100	Areas Benefiting from GSP
01 8-080-025 -000	Yes	All	Yes	San Juan MA	9 94	9 94	100	Areas Benefiting from GSP
01 8-080-026-000	Yes	All	Yes	San Juan MA	7 85	7 85	100	Areas Benefiting from GSP
01 8-080-027-000	Yes	All	Yes	San Juan MA	3 15	3 15	100	Areas Benefiting from GSP
01 8-080-028-000	Yes	All	Yes	San Juan MA	8 21	8 21	100	Areas Benefiting from GSP
01 8-080-029-000	Yes	All	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-090-007-000	Yes	All	Yes	San Juan MA	1 09	1 09	100	Areas Benefiting from GSP
01 8-090-008-000	Yes	All	Yes	San Juan MA	4 13	4 13	100	Areas Benefiting from GSP
01 8-090-01 1 -000	Yes	All	Yes	San Juan MA	12 64	12 64	100	Areas Benefiting from GSP
01 8-090-01 3 -000	Yes	All	Yes	San Juan MA	119 77	119 77	100	Areas Benefiting from GSP
01 8-090-01 5 -000	Yes	All	Yes	San Juan MA	10 7	10 7	100	Areas Benefiting from GSP
01 8-090-01 7 -000	Yes	All	Yes	San Juan MA	4 68	4 68	100	Areas Benefiting from GSP
01 8-090-01 9 -000	Yes	All	Yes	San Juan MA	36 97	36 97	100	Areas Benefiting from GSP
01 8-090-020-000	Yes	All	Yes	San Juan MA	12 23	12 23	100	Areas Benefiting from GSP
01 8-090-022 -000	Yes	All	Yes	San Juan MA	10 03	10 03	100	Areas Benefiting from GSP
01 8-090-023 -000	Yes	All	Yes	San Juan MA	10 08	10 08	100	Areas Benefiting from GSP
01 8-090-024-000	Yes	All	Yes	San Juan MA	13 13	13 13	100	Areas Benefiting from GSP
01 8-090-026-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-090-027-000	Yes	All	Yes	San Juan MA	62 51	62 51	100	Areas Benefiting from GSP
01 8-090-028-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-1 00-002 -000	Yes	All	Yes	San Juan MA	29 51	29 51	100	Areas Benefiting from GSP
01 8-1 00-01 1 -000	Yes	All	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 00-01 2 -000	Yes	All	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
01 8-1 00-01 5 -000	Yes	All	Yes	San Juan MA	8 76	8 76	100	Areas Benefiting from GSP
01 8-1 00-01 9 -000	Yes	All	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 00-020-000	Yes	All	Yes	San Juan MA	0 96	0 96	100	Areas Benefiting from GSP
01 8-1 00-021 -000	Yes	All	Yes	San Juan MA	22 74	22 74	100	Areas Benefiting from GSP
01 8-1 00-022 -000	Yes	All	Yes	San Juan MA	92 05	92 05	100	Areas Benefiting from GSP
01 8-1 00-024-000	Yes	All	Yes	San Juan MA	7 94	7 94	100	Areas Benefiting from GSP
01 8-1 00-025 -000	Yes	All	Yes	San Juan MA	7 94	7 94	100	Areas Benefiting from GSP
01 8-1 00-026-000	Yes	All	Yes	San Juan MA	6 06	6 06	100	Areas Benefiting from GSP
01 8-1 00-027-000	Yes	All	Yes	San Juan MA	4 67	4 67	100	Areas Benefiting from GSP
01 8-1 00-028-000	Yes	All	Yes	San Juan MA	4 88	4 88	100	Areas Benefiting from GSP
01 8-1 00-029-000	Yes	All	Yes	San Juan MA	20 83	20 83	100	Areas Benefiting from GSP
01 8-1 00-030-000	Yes	All	Yes	San Juan MA	34 29	34 29	100	Areas Benefiting from GSP
01 8-1 00-031 -000	Yes	All	Yes	San Juan MA	33 43	33 43	100	Areas Benefiting from GSP
01 8-1 00-032 -000	Yes	All	Yes	San Juan MA	5 97	5 97	100	Areas Benefiting from GSP
01 8-1 00-033 -000	Yes	All	Yes	San Juan MA	22 24	22 24	100	Areas Benefiting from GSP
01 8-1 00-034-000	Yes	All	Yes	San Juan MA	4 13	4 13	100	Areas Benefiting from GSP
01 8-1 00-035 -000	Yes	All	Yes	San Juan MA	4 08	4 08	100	Areas Benefiting from GSP
01 8-1 1 0-01 6-000	Yes	All	Yes	San Juan MA	32 38	32 38	100	Areas Benefiting from GSP
01 8-1 1 0-01 9-000	Yes	All	Yes	San Juan MA	0 007	0 007	100	Areas Benefiting from GSP
01 8-1 1 0-024-000	Yes	All	Yes	San Juan MA	1 25	1 25	100	Areas Benefiting from GSP
01 8-1 1 0-032 -000	Yes	All	Yes	San Juan MA	18 67	18 67	100	Areas Benefiting from GSP
01 8-1 1 0-033 -000	Yes	All	Yes	San Juan MA	6 17	6 17	100	Areas Benefiting from GSP
01 8-1 1 0-036-000	Yes	All	Yes	San Juan MA	6	6	100	Areas Benefiting from GSP
01 8-1 1 0-040-000	Yes	All	Yes	San Juan MA	33 08	33 08	100	Areas Benefiting from GSP
01 8-1 1 0-042 -000	Yes	All	Yes	San Juan MA	4 59	4 59	100	Areas Benefiting from GSP
01 8-1 1 0-043 -000	Yes	All	Yes	San Juan MA	4 88	4 88	100	Areas Benefiting from GSP
01 8-1 1 0-044-000	Yes	All	Yes	San Juan MA	27 95	27 95	100	Areas Benefiting from GSP
01 8-1 1 0-046-000	Yes	All	Yes	San Juan MA	36 35	36 35	100	Areas Benefiting from GSP
01 8-1 1 0-047-000	Yes	All	Yes	San Juan MA	1 89	1 89	100	Areas Benefiting from GSP
01 8-1 20-002 -000	Yes	All	Yes	San Juan MA	40 09	40 09	100	Areas Benefiting from GSP
01 8-1 20-003 -000	Yes	All	Yes	San Juan MA	50 1	50 1	100	Areas Benefiting from GSP
01 8-1 20-006-000	Yes	All	Yes	San Juan MA	29 99	29 99	100	Areas Benefiting from GSP
01 8-1 20-007-000	Yes	All	Yes	San Juan MA	12 46	12 46	100	Areas Benefiting from GSP
01 8-1 20-009-000	Yes	All	Yes	San Juan MA	2 5	2 5	100	Areas Benefiting from GSP
01 8-1 20-01 0-000	Yes	All	Yes	San Juan MA	10 08	10 08	100	Areas Benefiting from GSP

01 8-1 50-01 9-000	Yes	Al	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-1 50-021 -000	Yes	Al	Yes	San Juan MA	45 98	45 98	100	Areas Benefiting from GSP
01 8-1 50-022 -000	Yes	Al	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 8-1 50-023 -000	Yes	Al	Yes	San Juan MA	105 19	105 19	100	Areas Benefiting from GSP
01 8-1 50-024-000	Yes	Al	Yes	San Juan MA	75 62	75 62	100	Areas Benefiting from GSP
01 8-1 50-025 -000	Yes	Al	Yes	San Juan MA	55 1	55 1	100	Areas Benefiting from GSP
01 8-1 50-026-000	Yes	Al	Yes	San Juan MA	75 05	75 05	100	Areas Benefiting from GSP
01 8-1 60-001 -000	Yes	Al	Yes	San Juan MA	40	40	100	Areas Benefiting from GSP
01 8-1 60-002 -000	Yes	Al	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 60-005 -000	Yes	Al	Yes	San Juan MA	12	12	100	Areas Benefiting from GSP
01 8-1 60-006-000	Yes	Al	Yes	San Juan MA	4	4	100	Areas Benefiting from GSP
01 8-1 60-007-000	Yes	Al	Yes	San Juan MA	4	4	100	Areas Benefiting from GSP
01 8-1 60-008-000	Yes	Al	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
01 8-1 60-01 0-000	Yes	Al	Yes	San Juan MA	505 01	505 01	100	Areas Benefiting from GSP
01 8-1 60-01 5-000	Yes	Al	Yes	San Juan MA	05 71 3	05 71 3	100	Areas Benefiting from GSP
01 8-1 60-01 6-000	Yes	Al	Yes	San Juan MA	18	18	100	Areas Benefiting from GSP
01 8-1 60-01 7-000	Yes	Al	Yes	San Juan MA	22	22	100	Areas Benefiting from GSP
01 8-1 60-01 8-000	Yes	Al	Yes	San Juan MA	45 92	45 92	100	Areas Benefiting from GSP
01 8-1 60-01 9-000	Yes	Al	Yes	San Juan MA	45 92	45 92	100	Areas Benefiting from GSP
01 8-1 60-020-000	Yes	Al	Yes	San Juan MA	95 78	95 78	100	Areas Benefiting from GSP
01 8-1 60-021 -000	Yes	Al	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 60-022 -000	Yes	Al	Yes	San Juan MA	155 7	155 7	100	Areas Benefiting from GSP
01 8-1 60-023 -000	Yes	Al	Yes	San Juan MA	1 45 31	1 45 31	100	Areas Benefiting from GSP
01 8-1 60-024-000	Yes	Al	Yes	San Juan MA	235 97	235 97	100	Areas Benefiting from GSP
01 8-1 60-025 -000	Yes	Al	Yes	San Juan MA	155 68	155 68	100	Areas Benefiting from GSP
01 8-1 60-026-000	Yes	Al	Yes	San Juan MA	30	30	100	Areas Benefiting from GSP
01 8-1 60-027-000	Yes	Al	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 70-003 -000	Yes	Al	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
01 8-1 70-01 0-000	Yes	Al	Yes	San Juan MA	15	15	100	Areas Benefiting from GSP
01 8-1 70-01 1 -000	Yes	Al	Yes	San Juan MA	155 64	155 64	100	Areas Benefiting from GSP
01 8-1 70-01 2 -000	Yes	Al	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 70-01 4-000	Yes	Al	Yes	San Juan MA	05 4	05 4	100	Areas Benefiting from GSP
01 8-1 70-01 5-000	Yes	Al	Yes	San Juan MA	245 06	245 06	100	Areas Benefiting from GSP
01 8-1 70-01 8-000	Yes	Al	Yes	San Juan MA	05 1 28	05 1 28	100	Areas Benefiting from GSP
01 8-1 70-020-000	Yes	Al	Yes	San Juan MA	1 95 91	1 95 91	100	Areas Benefiting from GSP
01 8-1 70-022 -000	Yes	Al	Yes	San Juan MA	14	14	100	Areas Benefiting from GSP
01 8-1 70-023 -000	Yes	Al	Yes	San Juan MA	13	13	100	Areas Benefiting from GSP
01 8-1 70-024-000	Yes	Al	Yes	San Juan MA	13	13	100	Areas Benefiting from GSP
01 8-1 70-025 -000	Yes	Al	Yes	San Juan MA	13	13	100	Areas Benefiting from GSP
01 8-1 70-026-000	Yes	Al	Yes	San Juan MA	13	13	100	Areas Benefiting from GSP
01 8-1 70-027-000	Yes	Al	Yes	San Juan MA	13	13	100	Areas Benefiting from GSP
01 8-1 70-028-000	Yes	Al	Yes	San Juan MA	85 05	85 05	100	Areas Benefiting from GSP
01 8-1 70-029-000	Yes	Al	Yes	San Juan MA	10	10	100	Areas Benefiting from GSP
01 8-1 70-030-000	Yes	Al	Yes	San Juan MA	45 89	45 89	100	Areas Benefiting from GSP
01 8-1 70-031 -000	Yes	Al	Yes	San Juan MA	45 89	45 89	100	Areas Benefiting from GSP
01 8-1 70-032 -000	Yes	Al	Yes	San Juan MA	45 89	45 89	100	Areas Benefiting from GSP
01 8-1 70-033 -000	Yes	Al	Yes	San Juan MA	45 89	45 89	100	Areas Benefiting from GSP
01 8-1 70-034-000	Yes	Al	Yes	San Juan MA	455 7	455 7	100	Areas Benefiting from GSP
01 8-1 80-003 -000	Yes	Al	Yes	San Juan MA	92 5 62	92 5 62	100	Areas Benefiting from GSP
01 8-1 80-004-000	Yes	Al	Yes	San Juan MA	3495 1 6	3495 1 6	100	Areas Benefiting from GSP
01 8-1 80-005 -000	Yes	Al	Yes	San Juan MA	55	55	100	Areas Benefiting from GSP
01 8-1 80-006-000	Yes	Al	Yes	San Juan MA	112 5 2	112 5 2	100	Areas Benefiting from GSP
01 8-1 80-007-000	Yes	Al	Yes	San Juan MA	3825 5	3825 5	100	Areas Benefiting from GSP
01 8-1 90-001 -000	Yes	Al	Yes	San Juan MA	1	1	100	Areas Benefiting from GSP
01 8-1 90-008-000	Yes	Al	Yes	San Juan MA	685 09	685 09	100	Areas Benefiting from GSP
01 8-1 90-01 6-000	Yes	Al	Yes	San Juan MA	1 495 95	1 495 95	100	Areas Benefiting from GSP
01 8-1 90-01 7-000	Yes	Al	Yes	San Juan MA	1 265 8	1 265 8	100	Areas Benefiting from GSP
01 8-1 90-01 9-000	Yes	Al	Yes	San Juan MA	1 615 1 9	1 615 1 9	100	Areas Benefiting from GSP
01 8-1 90-022 -000	Yes	Al	Yes	San Juan MA	1 235 81	1 235 81	100	Areas Benefiting from GSP
01 8-1 90-028 -000	Yes	Al	Yes	San Juan MA	42	42	100	Areas Benefiting from GSP
01 8-1 90-032 -000	Yes	Al	Yes	San Juan MA	605 44	605 44	100	Areas Benefiting from GSP
01 8-1 90-035 -000	Yes	Al	Yes	San Juan MA	1 015 96	1 015 96	100	Areas Benefiting from GSP
01 8-1 90-039-000	Yes	Al	Yes	San Juan MA	765 62	765 62	100	Areas Benefiting from GSP
01 8-1 90-043 -000	Yes	Al	Yes	San Juan MA	52 5 48	52 5 48	100	Areas Benefiting from GSP
01 8-1 90-044-000	Yes	Al	Yes	San Juan MA	265 07	265 07	100	Areas Benefiting from GSP
01 8-1 90-045 -000	Yes	Al	Yes	San Juan MA	45 51	45 51	100	Areas Benefiting from GSP
01 8-1 90-046-000	Yes	Al	Yes	San Juan MA	215 8	215 8	100	Areas Benefiting from GSP
01 8-1 90-047-000	Yes	Al	Yes	San Juan MA	35 28	35 28	100	Areas Benefiting from GSP
01 8-1 90-050-000	Yes	Al	Yes	San Juan MA	23 5 87	23 5 87	100	Areas Benefiting from GSP
01 8-1 90-051 -000	Yes	Al	Yes	San Juan MA	23 5 97	23 5 97	100	Areas Benefiting from GSP
01 8-1 90-053 -000	Yes	Al	Yes	San Juan MA	35 1 6	35 1 6	100	Areas Benefiting from GSP
01 8-1 90-055 -000	Yes	Al	Yes	San Juan MA	62 5 74	62 5 74	100	Areas Benefiting from GSP

01 8-1 90-056-000	Yes	All	Yes	San Juan MA	80 19	80 19	100	Areas Benefiting from GSP
01 8-200-01 0-000	Yes	All	Yes	San Juan MA	22	22	100	Areas Benefiting from GSP
01 8-200-01 4-000	Yes	All	Yes	San Juan MA	37 3	37 3	100	Areas Benefiting from GSP
01 8-200-01 6-000	Yes	All	Yes	San Juan MA	51 9	51 9	100	Areas Benefiting from GSP
01 8-200-033 -000	Yes	Parital	Yes	San Juan MA	62 7	57 97809995	92 46905893	Areas Benefiting from GSP
01 8-200-046-000	Yes	Parital	Yes	San Juan MA	49 29	47 25238695	95 8660721 2	Areas Benefiting from GSP
01 8-200-061 -000	Yes	Parital	Yes	San Juan MA	87 61	37 3684691 7	42 65320074	Areas Benefiting from GSP
01 8-200-067 -000	Yes	Parital	Yes	San Juan MA	209 36	0 437873034	0 2091 48373	Areas Benefiting from GSP
01 8-200-071 -000	Yes	All	Yes	San Juan MA	16 37	16 37	100	Areas Benefiting from GSP
01 8-200-075 -000	Yes	Parital	Yes	San Juan MA	140 17	59 271 92755	42 2857441 3	Areas Benefiting from GSP
01 8-200-076-000	Yes	Parital	Yes	San Juan MA	8	3 488573891	42 2857441 3	Areas Benefiting from GSP
01 8-200-080-000	Yes	All	Yes	San Juan MA	92 91	92 91	100	Areas Benefiting from GSP
01 8-200-081 -000	Yes	All	Yes	San Juan MA	4 51	4 51	100	Areas Benefiting from GSP
01 8-200-082 -000	Yes	All	Yes	San Juan MA	10 48	10 48	100	Areas Benefiting from GSP
01 8-200-083 -000	Yes	Parital	Yes	San Juan MA	38 74	27 50073923	70 9879691	Areas Benefiting from GSP
01 8-200-084-000	Yes	All	Yes	San Juan MA	30 12	30 12	100	Areas Benefiting from GSP
01 8-200-085 -000	Yes	All	Yes	San Juan MA	32 17	32 17	100	Areas Benefiting from GSP
01 8-21 0-001 -000	Yes	All	Yes	Holltsier MA	49 93	49 93	100	Areas Benefiting from GSP
01 8-21 0-002 -000	Yes	All	Yes	Holltsier MA	0 39	0 39	100	Areas Benefiting from GSP
01 8-21 0-003 -000	Yes	All	Yes	Holltsier MA	0 16	0 16	100	Areas Benefiting from GSP
01 8-21 0-005 -000	Yes	All	Yes	Holltsier MA	34 07	34 07	100	Areas Benefiting from GSP
01 8-21 0-006-000	Yes	All	Yes	Holltsier MA	35 75	35 75	100	Areas Benefiting from GSP
01 8-21 0-007-000	Yes	All	Yes	Holltsier MA	25 26	25 26	100	Areas Benefiting from GSP
01 8-21 0-008-000	Yes	All	Yes	Holltsier MA	25 88	25 88	100	Areas Benefiting from GSP
01 8-21 0-009-000	Yes	All	Yes	Holltsier MA	0 17	0 17	100	Areas Benefiting from GSP
01 8-220-002 -000	Yes	All	Yes	Holltsier and San Juan MAs	0 247	0 247	100	Areas Benefiting from GSP
01 8-220-007-000	Yes	All	Yes	Holltsier MA	2 31	2 31	100	Areas Benefiting from GSP
01 8-220-008-000	Yes	All	Yes	Holltsier MA	3 38	3 38	100	Areas Benefiting from GSP
01 8-220-009-000	Yes	All	Yes	Holltsier MA	12 87	12 87	100	Areas Benefiting from GSP
01 8-220-01 0-000	Yes	All	Yes	Holltsier and San Juan MAs	5 17	5 17	100	Areas Benefiting from GSP
01 8-220-01 1 -000	Yes	All	Yes	Holltsier and San Juan MAs	8 3	8 3	100	Areas Benefiting from GSP
01 8-220-01 2 -000	Yes	All	Yes	Holltsier and San Juan MAs	5	5	100	Areas Benefiting from GSP
01 8-220-01 4-000	Yes	All	Yes	Holltsier and San Juan MAs	11 5	11 5	100	Areas Benefiting from GSP
01 8-280-001 -000	Yes	All	Yes	San Juan MA	9 7	9 7	100	Areas Benefiting from GSP
01 8-280-002 -000	Yes	All	Yes	San Juan MA	1 37	1 37	100	Areas Benefiting from GSP
01 8-300-003 -000	Yes	All	Yes	San Juan MA	6 41	6 41	100	Areas Benefiting from GSP
01 8-300-004-000	Yes	All	Yes	San Juan MA	9 91	9 91	100	Areas Benefiting from GSP
01 8-300-005 -000	Yes	All	Yes	San Juan MA	6 58	6 58	100	Areas Benefiting from GSP
01 9-01 0-007-000	Yes	All	Yes	Holltsier MA	52 94	52 94	100	Areas Benefiting from GSP
01 9-01 0-008-000	Yes	All	Yes	Holltsier MA	107 05	107 05	100	Areas Benefiting from GSP
01 9-01 0-01 3 -000	Yes	All	Yes	Holltsier MA	15 31	15 31	100	Areas Benefiting from GSP
01 9-01 0-01 4-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
01 9-01 0-01 5 -000	Yes	All	Yes	Holltsier MA	20	20	100	Areas Benefiting from GSP
01 9-020-008-000	Yes	All	Yes	Holltsier MA	20	20	100	Areas Benefiting from GSP
01 9-020-01 1 -000	Yes	All	Yes	Holltsier MA	18 64	18 64	100	Areas Benefiting from GSP
01 9-020-01 2 -000	Yes	All	Yes	Holltsier MA	1 97	1 97	100	Areas Benefiting from GSP
01 9-020-01 3 -000	Yes	All	Yes	Holltsier MA	1 51	1 51	100	Areas Benefiting from GSP
01 9-020-01 5 -000	Yes	All	Yes	Holltsier MA	24	24	100	Areas Benefiting from GSP
01 9-030-004-000	Yes	All	Yes	Holltsier MA	22 91	22 91	100	Areas Benefiting from GSP
01 9-030-01 6-000	Yes	All	Yes	Holltsier MA	13 58	13 58	100	Areas Benefiting from GSP
01 9-030-01 9-000	Yes	All	Yes	Holltsier MA	3 46	3 46	100	Areas Benefiting from GSP
01 9-030-021 -000	Yes	All	Yes	Holltsier MA	3 5	3 5	100	Areas Benefiting from GSP
01 9-030-022 -000	Yes	All	Yes	Holltsier MA	1 57	1 57	100	Areas Benefiting from GSP
01 9-030-023 -000	Yes	All	Yes	Holltsier MA	4 66	4 66	100	Areas Benefiting from GSP
01 9-030-024-000	Yes	All	Yes	Holltsier MA	4 52	4 52	100	Areas Benefiting from GSP
01 9-030-027-000	Yes	All	Yes	Holltsier MA	15 78	15 78	100	Areas Benefiting from GSP
01 9-030-028-000	Yes	All	Yes	Holltsier MA	4 94	4 94	100	Areas Benefiting from GSP
01 9-030-029-000	Yes	All	Yes	Holltsier MA	4 98	4 98	100	Areas Benefiting from GSP
01 9-050-003 -000	Yes	All	Yes	Holltsier MA	87 01	87 01	100	Areas Benefiting from GSP
01 9-050-005 -000	Yes	All	Yes	Holltsier MA	86 48	86 48	100	Areas Benefiting from GSP
01 9-050-006-000	Yes	All	Yes	Holltsier MA	1	1	100	Areas Benefiting from GSP
01 9-050-007-000	Yes	All	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
01 9-050-008-000	Yes	All	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
01 9-050-009-000	Yes	All	Yes	Holltsier MA	61 92	61 92	100	Areas Benefiting from GSP
01 9-050-01 0-000	Yes	All	Yes	Holltsier MA	92 5	92 5	100	Areas Benefiting from GSP
01 9-050-01 1 -000	Yes	All	Yes	Holltsier MA	1 76	1 76	100	Areas Benefiting from GSP
01 9-060-001 -000	Yes	All	Yes	Holltsier MA	116 85	116 85	100	Areas Benefiting from GSP
01 9-060-002 -000	Yes	All	Yes	Holltsier MA	56 37	56 37	100	Areas Benefiting from GSP
01 9-060-004-000	Yes	All	Yes	Holltsier MA	150 42	150 42	100	Areas Benefiting from GSP
01 9-060-005 -000	Yes	All	Yes	Holltsier MA	5 09	5 09	100	Areas Benefiting from GSP
01 9-060-006-000	Yes	All	Yes	Holltsier MA	5 01	5 01	100	Areas Benefiting from GSP
01 9-060-007-000	Yes	All	Yes	Holltsier MA	5 12	5 12	100	Areas Benefiting from GSP

01 9-060-008-000	Yes	Al	Yes	Holltsler MA	46 59	46 59	100	Areas Benefiting from GSP
01 9-070-001-000	Yes	Al	Yes	Holltsler MA	171 94	171 94	100	Areas Benefiting from GSP
01 9-080-001-000	Yes	Al	Yes	Holltsler MA	248 27	248 27	100	Areas Benefiting from GSP
01 9-080-004-000	Yes	Al	Yes	Holltsler MA	1 98 28	1 98 28	100	Areas Benefiting from GSP
01 9-080-006-000	Yes	Al	Yes	Holltsler MA	288 37	288 37	100	Areas Benefiting from GSP
01 9-080-008-000	Yes	Al	Yes	Holltsler MA	268 08	268 08	100	Areas Benefiting from GSP
01 9-080-009-000	Yes	Al	Yes	Holltsler MA	278 86	278 86	100	Areas Benefiting from GSP
01 9-080-01 0-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-080-01 1-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-080-01 2-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-080-01 3-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-080-01 4-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-080-01 5-000	Yes	Al	Yes	Holltsler MA	58 31	58 31	100	Areas Benefiting from GSP
01 9-080-01 6-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-090-001-000	Yes	Al	Yes	Holltsler MA	428 27	428 27	100	Areas Benefiting from GSP
01 9-090-003-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-090-01 0-000	Yes	Al	Yes	Holltsler MA	1 98 06	1 98 06	100	Areas Benefiting from GSP
01 9-090-01 2-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-090-01 3-000	Yes	Al	Yes	Holltsler MA	648 37	648 37	100	Areas Benefiting from GSP
01 9-090-01 4-000	Yes	Al	Yes	Holltsler MA	88 33	88 33	100	Areas Benefiting from GSP
01 9-090-01 5-000	Yes	Al	Yes	Holltsler MA	1 78 9	1 78 9	100	Areas Benefiting from GSP
01 9-090-01 8-000	Yes	Al	Yes	Holltsler MA	28 22	28 22	100	Areas Benefiting from GSP
01 9-090-021-000	Yes	Al	Yes	Holltsler MA	28 42	28 42	100	Areas Benefiting from GSP
01 9-090-022-000	Yes	Al	Yes	Holltsler MA	1 78 44	1 78 44	100	Areas Benefiting from GSP
01 9-090-024-000	Yes	Al	Yes	Holltsler MA	1 68 73	1 68 73	100	Areas Benefiting from GSP
01 9-090-025-000	Yes	Al	Yes	Holltsler MA	1 38 01	1 38 01	100	Areas Benefiting from GSP
01 9-090-026-000	Yes	Al	Yes	Holltsler MA	1 48 41	1 48 41	100	Areas Benefiting from GSP
01 9-090-031-000	Yes	Al	Yes	Holltsler MA	38 13	38 13	100	Areas Benefiting from GSP
01 9-090-032-000	Yes	Al	Yes	Holltsler MA	28 5	28 5	100	Areas Benefiting from GSP
01 9-090-033-000	Yes	Al	Yes	Holltsler MA	38 13	38 13	100	Areas Benefiting from GSP
01 9-090-034-000	Yes	Al	Yes	Holltsler MA	58 16	58 16	100	Areas Benefiting from GSP
01 9-090-035-000	Yes	Al	Yes	Holltsler MA	88 09	88 09	100	Areas Benefiting from GSP
01 9-090-037-000	Yes	Al	Yes	Holltsler MA	88 23	88 23	100	Areas Benefiting from GSP
01 9-090-038-000	Yes	Al	Yes	Holltsler MA	208 5	208 5	100	Areas Benefiting from GSP
01 9-090-039-000	Yes	Al	Yes	Holltsler MA	18 88	18 88	100	Areas Benefiting from GSP
01 9-090-040-000	Yes	Al	Yes	Holltsler MA	88 52	88 52	100	Areas Benefiting from GSP
01 9-090-041-000	Yes	Al	Yes	Holltsler MA	58 05	58 05	100	Areas Benefiting from GSP
01 9-1 00-01 2-000	Yes	Al	Yes	Holltsler MA	88 62	88 62	100	Areas Benefiting from GSP
01 9-1 00-01 3-000	Yes	Al	Yes	Holltsler MA	88 33	88 33	100	Areas Benefiting from GSP
01 9-1 00-01 4-000	Yes	Al	Yes	Holltsler and San Juan MAs	48 83	48 83	100	Areas Benefiting from GSP
01 9-1 00-01 8-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-1 00-01 9-000	Yes	Al	Yes	Holltsler MA	248 51	248 51	100	Areas Benefiting from GSP
01 9-1 00-020-000	Yes	Al	Yes	Holltsler MA	58 31	58 31	100	Areas Benefiting from GSP
01 9-1 00-021-000	Yes	Al	Yes	Holltsler and San Juan MAs	58 01	58 01	100	Areas Benefiting from GSP
01 9-1 00-022-000	Yes	Al	Yes	Holltsler and San Juan MAs	1 58 6	1 58 6	100	Areas Benefiting from GSP
01 9-1 00-023-000	Yes	Al	Yes	San Juan MA	88 79	88 79	100	Areas Benefiting from GSP
01 9-1 00-024-000	Yes	Al	Yes	San Juan MA	28 5	28 5	100	Areas Benefiting from GSP
01 9-1 00-025-000	Yes	Al	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
01 9-1 00-026-000	Yes	Al	Yes	Holltsler and San Juan MAs	1 08 1	1 08 1	100	Areas Benefiting from GSP
01 9-1 00-027-000	Yes	Al	Yes	San Juan MA	7	7	100	Areas Benefiting from GSP
01 9-1 00-028-000	Yes	Al	Yes	San Juan MA	1 18 7	1 18 7	100	Areas Benefiting from GSP
01 9-1 1 0-001-000	Yes	Al	Yes	Holltsler MA	368 68	368 68	100	Areas Benefiting from GSP
01 9-1 1 0-003-000	Yes	Al	Yes	Holltsler MA	31 8 88	31 8 88	100	Areas Benefiting from GSP
01 9-1 1 0-006-000	Yes	Al	Yes	Holltsler MA	31 8 27	31 8 27	100	Areas Benefiting from GSP
01 9-1 1 0-008-000	Yes	Al	Yes	Holltsler MA	98 1 8	98 1 8	100	Areas Benefiting from GSP
01 9-1 1 0-009-000	Yes	Al	Yes	Holltsler MA	20	20	100	Areas Benefiting from GSP
01 9-1 1 0-01 0-000	Yes	Al	Yes	Holltsler MA	1 8 8	1 8 8	100	Areas Benefiting from GSP
01 9-1 1 0-01 1-000	Yes	Al	Yes	Holltsler MA	278 79	278 79	100	Areas Benefiting from GSP
01 9-1 1 0-01 5-000	Yes	Al	Yes	Holltsler MA	298 1 8	298 1 8	100	Areas Benefiting from GSP
01 9-1 1 0-01 9-000	Yes	Al	Yes	Holltsler MA	33 8 58	33 8 58	100	Areas Benefiting from GSP
01 9-1 1 0-020-000	Yes	Al	Yes	Holltsler MA	88 41	88 41	100	Areas Benefiting from GSP
01 9-1 1 0-023-000	Yes	Al	Yes	Holltsler MA	88 2	88 2	100	Areas Benefiting from GSP
01 9-1 1 0-025-000	Yes	Al	Yes	Holltsler MA	88 1 1	88 1 1	100	Areas Benefiting from GSP
01 9-1 1 0-026-000	Yes	Al	Yes	Holltsler MA	1 28 92	1 28 92	100	Areas Benefiting from GSP
01 9-1 1 0-027-000	Yes	Al	Yes	Holltsler MA	28 3	28 3	100	Areas Benefiting from GSP
01 9-1 1 0-028-000	Yes	Al	Yes	Holltsler and San Juan MAs	41 8 88	41 8 88	100	Areas Benefiting from GSP
01 9-1 1 0-029-000	Yes	Al	Yes	Holltsler MA	5	5	100	Areas Benefiting from GSP
01 9-1 1 0-030-000	Yes	Al	Yes	Holltsler and San Juan MAs	88 38	88 38	100	Areas Benefiting from GSP
01 9-1 1 0-032-000	Yes	Al	Yes	Holltsler MA	1 38 91	1 38 91	100	Areas Benefiting from GSP
01 9-1 1 0-033-000	Yes	Al	Yes	Holltsler MA	48 91	48 91	100	Areas Benefiting from GSP
01 9-1 1 0-034-000	Yes	Al	Yes	Holltsler MA	48 91	48 91	100	Areas Benefiting from GSP
01 9-1 1 0-035-000	Yes	Al	Yes	Holltsler MA	298 1 7	298 1 7	100	Areas Benefiting from GSP

01 9-1 20-007-000	Yes	Al	Yes	Holltsster MA	91 68	91 68	100	Areas Ben eft sit n g from GSP
01 9-1 20-01 2-000	Yes	Al	Yes	Holltsster MA	2	2	100	Areas Ben eft sit n g from GSP
01 9-1 20-01 4-000	Yes	Al	Yes	Holltsster MA	21 85	21 85	100	Areas Ben eft sit n g from GSP
01 9-1 20-01 6-000	Yes	Al	Yes	Holltsster MA	171 26	171 26	100	Areas Ben eft sit n g from GSP
01 9-1 20-01 8-000	Yes	Al	Yes	Holltsster MA	01 24	01 24	100	Areas Ben eft sit n g from GSP
01 9-1 20-01 9-000	Yes	Al	Yes	Holltsster MA	441 4	441 4	100	Areas Ben eft sit n g from GSP
01 9-1 20-020-000	Yes	Al	Yes	Holltsster MA	01 39	01 39	100	Areas Ben eft sit n g from GSP
01 9-1 20-022-000	Yes	Al	Yes	Holltsster MA	01 91	01 91	100	Areas Ben eft sit n g from GSP
01 9-1 20-028-000	Yes	Al	Yes	Holltsster MA	201 77	201 77	100	Areas Ben eft sit n g from GSP
01 9-1 20-029-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eft sit n g from GSP
01 9-1 20-030-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eft sit n g from GSP
01 9-1 20-031-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eft sit n g from GSP
01 9-1 20-032-000	Yes	Al	Yes	Holltsster MA	181 65	181 65	100	Areas Ben eft sit n g from GSP
01 9-1 20-033-000	Yes	Al	Yes	Holltsster MA	161 35	161 35	100	Areas Ben eft sit n g from GSP
01 9-1 20-034-000	Yes	Al	Yes	Holltsster MA	41 48	41 48	100	Areas Ben eft sit n g from GSP
01 9-1 20-035-000	Yes	Al	Yes	Holltsster MA	115	115	100	Areas Ben eft sit n g from GSP
01 9-1 20-039-000	Yes	Al	Yes	Holltsster MA	291 01	291 01	100	Areas Ben eft sit n g from GSP
01 9-1 20-040-000	Yes	Al	Yes	Holltsster MA	191 45	191 45	100	Areas Ben eft sit n g from GSP
01 9-1 30-001-000	Yes	Al	Yes	Holltsster MA	21 62	21 62	100	Areas Ben eft sit n g from GSP
01 9-1 30-002-000	Yes	Al	Yes	Holltsster MA	161 34	161 34	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 0-000	Yes	Al	Yes	Holltsster MA	201 46	201 46	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 1-000	Yes	Al	Yes	Holltsster MA	311 12	311 12	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 5-000	Yes	Al	Yes	Holltsster MA	111 33	111 33	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 6-000	Yes	Al	Yes	Holltsster MA	91 6	91 6	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 7-000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 8-000	Yes	Al	Yes	Holltsster MA	91 36	91 36	100	Areas Ben eft sit n g from GSP
01 9-1 30-01 9-000	Yes	Al	Yes	Holltsster MA	91 82	91 82	100	Areas Ben eft sit n g from GSP
01 9-1 30-021-000	Yes	Al	Yes	Holltsster MA	381 27	381 27	100	Areas Ben eft sit n g from GSP
01 9-1 30-025-000	Yes	Al	Yes	Holltsster MA	201 36	201 36	100	Areas Ben eft sit n g from GSP
01 9-1 40-006-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-1 40-008-000	Yes	Al	Yes	Holltsster MA	61 33	61 33	100	Areas Ben eft sit n g from GSP
01 9-1 60-003-000	Yes	Al	Yes	Holltsster MA	01 1 37	01 1 37	100	Areas Ben eft sit n g from GSP
01 9-1 60-004-000	Yes	Al	Yes	Holltsster MA	01 1 37	01 1 37	100	Areas Ben eft sit n g from GSP
01 9-1 60-005-000	Yes	Al	Yes	Holltsster MA	01 1 37	01 1 37	100	Areas Ben eft sit n g from GSP
01 9-1 60-006-000	Yes	Al	Yes	Holltsster MA	01 1 37	01 1 37	100	Areas Ben eft sit n g from GSP
01 9-1 60-007-000	Yes	Al	Yes	Holltsster MA	01 31	01 31	100	Areas Ben eft sit n g from GSP
01 9-1 60-008-000	Yes	Al	Yes	Holltsster MA	113	113	100	Areas Ben eft sit n g from GSP
01 9-1 70-057-000	Yes	Al	Yes	Holltsster MA	11 0	11 0	100	Areas Ben eft sit n g from GSP
01 9-1 70-062-000	Yes	Al	Yes	Holltsster MA	01 328	01 328	100	Areas Ben eft sit n g from GSP
01 9-1 70-068-000	Yes	Al	Yes	Holltsster MA	01 41 7	01 41 7	100	Areas Ben eft sit n g from GSP
01 9-1 70-073-000	Yes	Al	Yes	Holltsster MA	01 446	01 446	100	Areas Ben eft sit n g from GSP
01 9-1 70-074-000	Yes	Al	Yes	Holltsster MA	01 45	01 45	100	Areas Ben eft sit n g from GSP
01 9-1 70-078-000	Yes	Al	Yes	Holltsster MA	1 91 28	1 91 28	100	Areas Ben eft sit n g from GSP
01 9-1 70-079-000	Yes	Al	Yes	Holltsster MA	91 66	91 66	100	Areas Ben eft sit n g from GSP
01 9-1 70-080-000	Yes	Al	Yes	Holltsster MA	11 0	11 0	100	Areas Ben eft sit n g from GSP
01 9-1 70-081-000	Yes	Al	Yes	Holltsster MA	01 457	01 457	100	Areas Ben eft sit n g from GSP
01 9-1 70-082-000	Yes	Al	Yes	Holltsster MA	21 1 76	21 1 76	100	Areas Ben eft sit n g from GSP
01 9-1 70-089-000	Yes	Al	Yes	Holltsster MA	1 41 44	1 41 44	100	Areas Ben eft sit n g from GSP
01 9-21 0-01 4-000	Yes	Al	Yes	Holltsster MA	1 291 789	1 291 789	100	Areas Ben eft sit n g from GSP
01 9-21 0-01 6-000	Yes	Al	Yes	Holltsster MA	01 53	01 53	100	Areas Ben eft sit n g from GSP
01 9-21 0-01 7-000	Yes	Al	Yes	Holltsster MA	391 97	391 97	100	Areas Ben eft sit n g from GSP
01 9-21 0-01 8-000	Yes	Al	Yes	Holltsster MA	251 1	251 1	100	Areas Ben eft sit n g from GSP
01 9-220-001-000	Yes	Al	Yes	Holltsster MA	721 1 8	721 1 8	100	Areas Ben eft sit n g from GSP
01 9-220-01 2-000	Yes	Al	Yes	Holltsster MA	81 47	81 47	100	Areas Ben eft sit n g from GSP
01 9-220-01 4-000	Yes	Al	Yes	Holltsster MA	281 5	281 5	100	Areas Ben eft sit n g from GSP
01 9-220-028-000	Yes	Al	Yes	Holltsster MA	111 63	111 63	100	Areas Ben eft sit n g from GSP
01 9-220-029-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Ben eft sit n g from GSP
01 9-220-030-000	Yes	Al	Yes	Holltsster MA	51 01	51 01	100	Areas Ben eft sit n g from GSP
01 9-220-072-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-220-075-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-220-076-000	Yes	Al	Yes	Holltsster MA	11 92	11 92	100	Areas Ben eft sit n g from GSP
01 9-220-077-000	Yes	Al	Yes	Holltsster MA	11 65	11 65	100	Areas Ben eft sit n g from GSP
01 9-220-078-000	Yes	Al	Yes	Holltsster MA	11 91	11 91	100	Areas Ben eft sit n g from GSP
01 9-220-079-000	Yes	Al	Yes	Holltsster MA	11 95	11 95	100	Areas Ben eft sit n g from GSP
01 9-220-080-000	Yes	Al	Yes	Holltsster MA	11 93	11 93	100	Areas Ben eft sit n g from GSP
01 9-220-081-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-220-085-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-220-086-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Ben eft sit n g from GSP
01 9-220-091-000	Yes	Al	Yes	Holltsster MA	11 01	11 01	100	Areas Ben eft sit n g from GSP
01 9-220-092-000	Yes	Al	Yes	Holltsster MA	11 01	11 01	100	Areas Ben eft sit n g from GSP
01 9-220-093-000	Yes	Al	Yes	Holltsster MA	11 01	11 01	100	Areas Ben eft sit n g from GSP
01 9-220-094-000	Yes	Al	Yes	Holltsster MA	11 01	11 01	100	Areas Ben eft sit n g from GSP

01 9-220-095-000	Yes	Al	Yes	Holltsster MA	5 43	5 43	100	Areas Benefitting from GSP
01 9-230-003-000	Yes	Al	Yes	Holltsster and San Juan MAs	5	5	100	Areas Benefitting from GSP
01 9-230-009-000	Yes	Al	Yes	San Juan MA	0 28	0 28	100	Areas Benefitting from GSP
01 9-230-01 0-000	Yes	Al	Yes	San Juan MA	13 09	13 09	100	Areas Benefitting from GSP
01 9-230-01 1-000	Yes	Al	Yes	Holltsster and San Juan MAs	2 26	2 26	100	Areas Benefitting from GSP
01 9-230-01 9-000	Yes	Al	Yes	San Juan MA	4 34	4 34	100	Areas Benefitting from GSP
01 9-230-020-000	Yes	Al	Yes	Holltsster MA	6 98	6 98	100	Areas Benefitting from GSP
01 9-230-021 -000	Yes	Al	Yes	Holltsster MA	1 45	1 45	100	Areas Benefitting from GSP
01 9-230-022 -000	Yes	Al	Yes	Holltsster and San Juan MAs	11 75	11 75	100	Areas Benefitting from GSP
01 9-230-023 -000	Yes	Al	Yes	Holltsster and San Juan MAs	19 91	19 91	100	Areas Benefitting from GSP
01 9-230-031 -000	Yes	Al	Yes	San Juan MA	45	45	100	Areas Benefitting from GSP
01 9-330-009-000	Yes	Al	Yes	Holltsster MA	4	4	100	Areas Benefitting from GSP
01 9-330-01 1-000	Yes	Al	Yes	Holltsster MA	12 56	12 56	100	Areas Benefitting from GSP
01 9-350-006-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
01 9-350-009-000	Yes	Al	Yes	Holltsster MA	4 91	4 91	100	Areas Benefitting from GSP
01 9-350-01 0-000	Yes	Al	Yes	Holltsster MA	4 91	4 91	100	Areas Benefitting from GSP
01 9-350-01 6-000	Yes	Al	Yes	Holltsster MA	0 62	0 62	100	Areas Benefitting from GSP
01 9-350-01 7-000	Yes	Al	Yes	Holltsster MA	25	25	100	Areas Benefitting from GSP
01 9-350-01 8-000	Yes	Al	Yes	Holltsster MA	2 95	2 95	100	Areas Benefitting from GSP
01 9-380-001 -000	Yes	Al	Yes	Holltsster MA	1 25	1 25	100	Areas Benefitting from GSP
01 9-380-002 -000	Yes	Al	Yes	Holltsster MA	0 89	0 89	100	Areas Benefitting from GSP
01 9-380-003 -000	Yes	Al	Yes	Holltsster MA	0 53	0 53	100	Areas Benefitting from GSP
01 9-380-004-000	Yes	Al	Yes	Holltsster MA	0 5	0 5	100	Areas Benefitting from GSP
01 9-380-005 -000	Yes	Al	Yes	Holltsster MA	0 5	0 5	100	Areas Benefitting from GSP
01 9-380-006-000	Yes	Al	Yes	Holltsster MA	0 5	0 5	100	Areas Benefitting from GSP
01 9-380-009-000	Yes	Al	Yes	Holltsster MA	1 38	1 38	100	Areas Benefitting from GSP
01 9-380-01 0-000	Yes	Al	Yes	Holltsster MA	1 01	1 01	100	Areas Benefitting from GSP
01 9-380-01 1-000	Yes	Al	Yes	Holltsster MA	1 09	1 09	100	Areas Benefitting from GSP
01 9-380-01 2-000	Yes	Al	Yes	Holltsster MA	1 01	1 01	100	Areas Benefitting from GSP
01 9-380-01 3-000	Yes	Al	Yes	Holltsster MA	1 01	1 01	100	Areas Benefitting from GSP
01 9-380-01 4-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Benefitting from GSP
01 9-380-01 5-000	Yes	Al	Yes	Holltsster MA	0 88	0 88	100	Areas Benefitting from GSP
01 9-380-01 6-000	Yes	Al	Yes	Holltsster MA	1 3	1 3	100	Areas Benefitting from GSP
01 9-420-001 -000	Yes	Al	Yes	Holltsster MA	7 12	7 12	100	Areas Benefitting from GSP
01 9-420-01 8-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
020-060-030-000	Yes	Al	Yes	Holltsster MA	1 57	1 57	100	Areas Benefitting from GSP
020-060-042 -000	Yes	Al	Yes	Holltsster MA	35 85	35 85	100	Areas Benefitting from GSP
020-060-043 -000	Yes	Al	Yes	Holltsster MA	6 01	6 01	100	Areas Benefitting from GSP
020-1 60-01 4-000	Yes	Al	Yes	Holltsster MA	27 87	27 87	100	Areas Benefitting from GSP
020-1 60-01 5-000	Yes	Al	Yes	Holltsster MA	24 46	24 46	100	Areas Benefitting from GSP
020-1 60-025 -000	Yes	Al	Yes	Holltsster MA	5 34	5 34	100	Areas Benefitting from GSP
020-1 70-025 -000	Yes	Al	Yes	Holltsster MA	0 95	0 95	100	Areas Benefitting from GSP
020-1 70-026-000	Yes	Al	Yes	Holltsster MA	0 3	0 3	100	Areas Benefitting from GSP
020-1 70-028-000	Yes	Al	Yes	Holltsster MA	0 275	0 275	100	Areas Benefitting from GSP
020-1 70-037-000	Yes	Al	Yes	Holltsster MA	3 92	3 92	100	Areas Benefitting from GSP
020-1 70-038-000	Yes	Al	Yes	Holltsster MA	4 67	4 67	100	Areas Benefitting from GSP
020-1 70-039-000	Yes	Al	Yes	Holltsster MA	10 04	10 04	100	Areas Benefitting from GSP
020-1 70-040-000	Yes	Al	Yes	Holltsster MA	7	7	100	Areas Benefitting from GSP
020-1 70-046-000	Yes	Al	Yes	Holltsster MA	21 11	21 11	100	Areas Benefitting from GSP
020-1 90-021 -000	Yes	Al	Yes	Holltsster MA	0 71 8	0 71 8	100	Areas Benefitting from GSP
020-1 90-022 -000	Yes	Al	Yes	Holltsster MA	0 27	0 27	100	Areas Benefitting from GSP
020-280-007-000	Yes	Al	Yes	Holltsster MA	14 72	14 72	100	Areas Benefitting from GSP
020-280-01 3-000	Yes	Al	Yes	Holltsster MA	27 96	27 96	100	Areas Benefitting from GSP
020-280-01 8-000	Yes	Al	Yes	Holltsster MA	6 341	6 341	100	Areas Benefitting from GSP
020-280-049-000	Yes	Al	Yes	Holltsster MA	19 64	19 64	100	Areas Benefitting from GSP
020-280-050-000	Yes	Al	Yes	Holltsster MA	11 16	11 16	100	Areas Benefitting from GSP
020-280-062 -000	Yes	Al	Yes	Holltsster MA	1 9	1 9	100	Areas Benefitting from GSP
020-280-064-000	Yes	Al	Yes	Holltsster MA	8 6	8 6	100	Areas Benefitting from GSP
020-280-070-000	Yes	Al	Yes	Holltsster MA	3 34	3 34	100	Areas Benefitting from GSP
020-280-072 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
020-280-073 -000	Yes	Al	Yes	Holltsster MA	8 18	8 18	100	Areas Benefitting from GSP
020-280-074-000	Yes	Al	Yes	Holltsster MA	11 9	11 9	100	Areas Benefitting from GSP
020-280-075 -000	Yes	Al	Yes	Holltsster MA	0 39	0 39	100	Areas Benefitting from GSP
020-280-077-000	Yes	Al	Yes	Holltsster MA	9 48	9 48	100	Areas Benefitting from GSP
020-320-006-000	Yes	Al	Yes	Holltsster MA	19 23	19 23	100	Areas Benefitting from GSP
020-330-056-000	Yes	Al	Yes	Holltsster MA	8 28	8 28	100	Areas Benefitting from GSP
020-330-065 -000	Yes	Al	Yes	Holltsster MA	89 93	89 93	100	Areas Benefitting from GSP
020-340-001 -000	Yes	Al	Yes	Holltsster MA	40 07	40 07	100	Areas Benefitting from GSP
020-340-004-000	Yes	Al	Yes	Holltsster MA	10	10	100	Areas Benefitting from GSP
020-340-005 -000	Yes	Al	Yes	Holltsster MA	3 68	3 68	100	Areas Benefitting from GSP
020-340-006-000	Yes	Al	Yes	Holltsster MA	16 97	16 97	100	Areas Benefitting from GSP
020-340-007-000	Yes	Al	Yes	Holltsster MA	8	8	100	Areas Benefitting from GSP

020-340-008-000	Yes	All	Yes	Holltsier MA	233 29	233 29	100	Areas Benefiting from GSP
020-340-009-000	Yes	All	Yes	Holltsier MA	693 32	693 32	100	Areas Benefiting from GSP
020-340-011-000	Yes	All	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
020-340-017-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
020-340-018-000	Yes	All	Yes	Holltsier MA	43 73	43 73	100	Areas Benefiting from GSP
020-340-019-000	Yes	All	Yes	Holltsier MA	43 73	43 73	100	Areas Benefiting from GSP
020-340-022-000	Yes	All	Yes	Holltsier MA	63 05	63 05	100	Areas Benefiting from GSP
020-340-023-000	Yes	All	Yes	Holltsier MA	53 25	53 25	100	Areas Benefiting from GSP
020-340-024-000	Yes	All	Yes	Holltsier MA	83 15	83 15	100	Areas Benefiting from GSP
020-340-025-000	Yes	All	Yes	Holltsier MA	73 13	73 13	100	Areas Benefiting from GSP
020-340-026-000	Yes	All	Yes	Holltsier MA	123 51	123 51	100	Areas Benefiting from GSP
020-650-010-000	Yes	All	Yes	Holltsier MA	113 91	113 91	100	Areas Benefiting from GSP
020-650-014-000	Yes	All	Yes	Holltsier MA	113 8	113 8	100	Areas Benefiting from GSP
020-650-017-000	Yes	All	Yes	Holltsier MA	253 74	253 74	100	Areas Benefiting from GSP
020-650-024-000	Yes	All	Yes	Holltsier MA	93 5	93 5	100	Areas Benefiting from GSP
020-650-025-000	Yes	All	Yes	Holltsier MA	43 84	43 84	100	Areas Benefiting from GSP
020-650-026-000	Yes	All	Yes	Holltsier MA	73 63	73 63	100	Areas Benefiting from GSP
020-650-027-000	Yes	All	Yes	Holltsier MA	7	7	100	Areas Benefiting from GSP
021-010-002-000	Yes	All	Yes	San Juan MA	03 6	03 6	100	Areas Benefiting from GSP
021-010-004-000	Yes	All	Yes	San Juan MA	13 2	13 2	100	Areas Benefiting from GSP
021-010-008-000	Yes	All	Yes	San Juan MA	03 41	03 41	100	Areas Benefiting from GSP
021-010-010-000	Yes	All	Yes	San Juan MA	03 46	03 46	100	Areas Benefiting from GSP
021-010-011-000	Yes	All	Yes	San Juan MA	13 9	13 9	100	Areas Benefiting from GSP
021-010-013-000	Yes	All	Yes	San Juan MA	43 94	43 94	100	Areas Benefiting from GSP
021-010-023-000	Yes	All	Yes	San Juan MA	23 12	23 12	100	Areas Benefiting from GSP
021-010-024-000	Yes	All	Yes	San Juan MA	23 2	23 2	100	Areas Benefiting from GSP
021-010-025-000	Yes	All	Yes	San Juan MA	43 05 9	43 05 9	100	Areas Benefiting from GSP
021-020-001-000	Yes	All	Yes	San Juan MA	03 21	03 21	100	Areas Benefiting from GSP
021-020-002-000	Yes	All	Yes	San Juan MA	63 89	63 89	100	Areas Benefiting from GSP
021-020-004-000	Yes	All	Yes	Holltsier and San Juan MAs	183 81	183 81	100	Areas Benefiting from GSP
021-020-006-000	Yes	All	Yes	Holltsier MA	43 22	43 22	100	Areas Benefiting from GSP
021-020-021-000	Yes	All	Yes	Holltsier MA	53 35	53 35	100	Areas Benefiting from GSP
021-020-022-000	Yes	All	Yes	Holltsier MA	03 25	03 25	100	Areas Benefiting from GSP
021-020-023-000	Yes	All	Yes	Holltsier MA	03 27	03 27	100	Areas Benefiting from GSP
021-020-024-000	Yes	All	Yes	Holltsier MA	03 25	03 25	100	Areas Benefiting from GSP
021-020-025-000	Yes	All	Yes	Holltsier MA	03 25	03 25	100	Areas Benefiting from GSP
021-020-026-000	Yes	All	Yes	Holltsier MA	03 25	03 25	100	Areas Benefiting from GSP
021-020-027-000	Yes	All	Yes	Holltsier MA	03 35	03 35	100	Areas Benefiting from GSP
021-020-028-000	Yes	All	Yes	San Juan MA	23 7	23 7	100	Areas Benefiting from GSP
021-020-029-000	Yes	All	Yes	San Juan MA	13 4	13 4	100	Areas Benefiting from GSP
021-030-009-000	Yes	All	Yes	San Juan MA	03 343	03 343	100	Areas Benefiting from GSP
021-030-011-000	Yes	All	Yes	San Juan MA	63 86	63 86	100	Areas Benefiting from GSP
021-030-013-000	Yes	All	Yes	San Juan MA	293 06	293 06	100	Areas Benefiting from GSP
021-030-017-000	Yes	All	Yes	Holltsier and San Juan MAs	433 92	433 92	100	Areas Benefiting from GSP
021-030-018-000	Yes	All	Yes	Holltsier and San Juan MAs	313 56	313 56	100	Areas Benefiting from GSP
021-030-019-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021-030-020-000	Yes	All	Yes	San Juan MA	83 43	83 43	100	Areas Benefiting from GSP
021-030-021-000	Yes	All	Yes	Holltsier MA	173 53	173 53	100	Areas Benefiting from GSP
021-030-022-000	Yes	All	Yes	San Juan MA	531	531	100	Areas Benefiting from GSP
021-030-023-000	Yes	All	Yes	San Juan MA	203 01	203 01	100	Areas Benefiting from GSP
021-040-010-000	Yes	All	Yes	Holltsier MA	103 51	103 51	100	Areas Benefiting from GSP
021-040-012-000	Yes	All	Yes	Holltsier MA	43 64	43 64	100	Areas Benefiting from GSP
021-040-017-000	Yes	All	Yes	Holltsier MA	383 65	383 65	100	Areas Benefiting from GSP
021-040-018-000	Yes	All	Yes	Holltsier MA	133 18	133 18	100	Areas Benefiting from GSP
021-040-019-000	Yes	All	Yes	Holltsier MA	753 93	753 93	100	Areas Benefiting from GSP
021-040-020-000	Yes	All	Yes	Holltsier MA	103 51	103 51	100	Areas Benefiting from GSP
021-040-021-000	Yes	All	Yes	Holltsier MA	23 39	23 39	100	Areas Benefiting from GSP
021-050-007-000	Yes	All	Yes	Holltsier MA	53 97	53 97	100	Areas Benefiting from GSP
021-050-009-000	Yes	All	Yes	Holltsier MA	63 88	63 88	100	Areas Benefiting from GSP
021-050-011-000	Yes	All	Yes	Holltsier MA	203 67	203 67	100	Areas Benefiting from GSP
021-050-012-000	Yes	All	Yes	Holltsier MA	113 8	113 8	100	Areas Benefiting from GSP
021-050-013-000	Yes	All	Yes	Holltsier MA	173 36	173 36	100	Areas Benefiting from GSP
021-050-014-000	Yes	All	Yes	Holltsier MA	23 58	23 58	100	Areas Benefiting from GSP
021-050-015-000	Yes	All	Yes	Holltsier MA	03 009	03 009	100	Areas Benefiting from GSP
021-050-016-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-050-017-000	Yes	All	Yes	Holltsier MA	13 76	13 76	100	Areas Benefiting from GSP
021-050-018-000	Yes	All	Yes	Holltsier MA	03 21	03 21	100	Areas Benefiting from GSP
021-050-019-000	Yes	All	Yes	Holltsier MA	103 15	103 15	100	Areas Benefiting from GSP
021-050-020-000	Yes	All	Yes	Holltsier MA	43 88	43 88	100	Areas Benefiting from GSP
021-050-021-000	Yes	All	Yes	Holltsier MA	13 65	13 65	100	Areas Benefiting from GSP
021-050-022-000	Yes	All	Yes	Holltsier MA	83 98	83 98	100	Areas Benefiting from GSP
021-050-023-000	Yes	All	Yes	Holltsier MA	53 17	53 17	100	Areas Benefiting from GSP

021 -050-025 -000	Yes	All	Yes	Holltsster MA	19 14	19 14	100	Areas Benefitting from GSP
021 -050-026 -000	Yes	All	Yes	Holltsster MA	4 79	4 79	100	Areas Benefitting from GSP
021 -050-027 -000	Yes	All	Yes	Holltsster MA	5 43	5 43	100	Areas Benefitting from GSP
021 -050-028 -000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
021 -060-002 -000	Yes	All	Yes	Holltsster MA	5 55	5 55	100	Areas Benefitting from GSP
021 -060-003 -000	Yes	All	Yes	Holltsster MA	6 13	6 13	100	Areas Benefitting from GSP
021 -060-004 -000	Yes	All	Yes	Holltsster MA	13 54	13 54	100	Areas Benefitting from GSP
021 -060-007 -000	Yes	All	Yes	Holltsster MA	18 06	18 06	100	Areas Benefitting from GSP
021 -060-01 7-000	Yes	All	Yes	Holltsster MA	2 25	2 25	100	Areas Benefitting from GSP
021 -060-01 8-000	Yes	All	Yes	Holltsster MA	18 44	18 44	100	Areas Benefitting from GSP
021 -060-024 -000	Yes	All	Yes	Holltsster MA	5 59	5 59	100	Areas Benefitting from GSP
021 -060-026 -000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
021 -060-027 -000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
021 -060-028 -000	Yes	All	Yes	Holltsster MA	3 5	3 5	100	Areas Benefitting from GSP
021 -060-029 -000	Yes	All	Yes	Holltsster MA	1 5	1 5	100	Areas Benefitting from GSP
021 -060-030 -000	Yes	All	Yes	Holltsster MA	3 04	3 04	100	Areas Benefitting from GSP
021 -060-031 -000	Yes	All	Yes	Holltsster MA	1 96	1 96	100	Areas Benefitting from GSP
021 -060-032 -000	Yes	All	Yes	Holltsster MA	13 92	13 92	100	Areas Benefitting from GSP
021 -060-033 -000	Yes	All	Yes	Holltsster MA	55 58	55 58	100	Areas Benefitting from GSP
021 -060-034 -000	Yes	All	Yes	Holltsster MA	11	11	100	Areas Benefitting from GSP
021 -060-035 -000	Yes	All	Yes	Holltsster MA	9 79	9 79	100	Areas Benefitting from GSP
021 -060-036 -000	Yes	All	Yes	Holltsster MA	12 64	12 64	100	Areas Benefitting from GSP
021 -070-001 -000	Yes	All	Yes	Holltsster and San Juan MAs	57 57	57 57	100	Areas Benefitting from GSP
021 -070-007 -000	Yes	All	Yes	Holltsster MA	9 14	9 14	100	Areas Benefitting from GSP
021 -070-01 1-000	Yes	All	Yes	Holltsster MA	40	40	100	Areas Benefitting from GSP
021 -070-01 2-000	Yes	All	Yes	Holltsster MA	2 78	2 78	100	Areas Benefitting from GSP
021 -070-01 3-000	Yes	All	Yes	Holltsster MA	44 13	44 13	100	Areas Benefitting from GSP
021 -070-01 4-000	Yes	All	Yes	Holltsster MA	3 25	3 25	100	Areas Benefitting from GSP
021 -070-01 5-000	Yes	All	Yes	Holltsster MA	3 93	3 93	100	Areas Benefitting from GSP
021 -070-01 6-000	Yes	All	Yes	Holltsster MA	10 12	10 12	100	Areas Benefitting from GSP
021 -070-01 7-000	Yes	All	Yes	Holltsster MA	18 94	18 94	100	Areas Benefitting from GSP
021 -080-005 -000	Yes	All	Yes	Holltsster MA	24 22	24 22	100	Areas Benefitting from GSP
021 -080-006 -000	Yes	All	Yes	Holltsster MA	24 24	24 24	100	Areas Benefitting from GSP
021 -080-009 -000	Yes	All	Yes	Holltsster MA	49 51	49 51	100	Areas Benefitting from GSP
021 -080-01 0-000	Yes	All	Yes	Holltsster MA	0 67	0 67	100	Areas Benefitting from GSP
021 -080-01 5-000	Yes	All	Yes	Holltsster MA	5 16	5 16	100	Areas Benefitting from GSP
021 -080-024 -000	Yes	All	Yes	Holltsster MA	6 35	6 35	100	Areas Benefitting from GSP
021 -080-025 -000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
021 -080-027 -000	Yes	All	Yes	Holltsster MA	5 03	5 03	100	Areas Benefitting from GSP
021 -080-029 -000	Yes	All	Yes	Holltsster MA	4 37	4 37	100	Areas Benefitting from GSP
021 -080-030 -000	Yes	All	Yes	Holltsster MA	4 65	4 65	100	Areas Benefitting from GSP
021 -080-032 -000	Yes	All	Yes	Holltsster MA	5 07	5 07	100	Areas Benefitting from GSP
021 -080-033 -000	Yes	All	Yes	Holltsster MA	4 42	4 42	100	Areas Benefitting from GSP
021 -080-037 -000	Yes	All	Yes	Holltsster MA	1 1	1 1	100	Areas Benefitting from GSP
021 -080-038 -000	Yes	All	Yes	Holltsster MA	1 26	1 26	100	Areas Benefitting from GSP
021 -080-039 -000	Yes	All	Yes	Holltsster MA	1 74	1 74	100	Areas Benefitting from GSP
021 -080-040 -000	Yes	All	Yes	Holltsster MA	1 05	1 05	100	Areas Benefitting from GSP
021 -080-041 -000	Yes	All	Yes	Holltsster MA	1 09	1 09	100	Areas Benefitting from GSP
021 -080-043 -000	Yes	All	Yes	Holltsster MA	1 02	1 02	100	Areas Benefitting from GSP
021 -080-044 -000	Yes	All	Yes	Holltsster MA	1 27	1 27	100	Areas Benefitting from GSP
021 -080-045 -000	Yes	All	Yes	Holltsster MA	1 1	1 1	100	Areas Benefitting from GSP
021 -080-046 -000	Yes	All	Yes	Holltsster MA	1 1	1 1	100	Areas Benefitting from GSP
021 -080-047 -000	Yes	All	Yes	Holltsster MA	46 98	46 98	100	Areas Benefitting from GSP
021 -080-052 -000	Yes	All	Yes	Holltsster MA	1 21	1 21	100	Areas Benefitting from GSP
021 -080-053 -000	Yes	All	Yes	Holltsster MA	1 27	1 27	100	Areas Benefitting from GSP
021 -080-054 -000	Yes	All	Yes	Holltsster MA	1 09	1 09	100	Areas Benefitting from GSP
021 -080-055 -000	Yes	All	Yes	Holltsster MA	1	1	100	Areas Benefitting from GSP
021 -080-056 -000	Yes	All	Yes	Holltsster MA	1	1	100	Areas Benefitting from GSP
021 -080-057 -000	Yes	All	Yes	Holltsster MA	1 04	1 04	100	Areas Benefitting from GSP
021 -080-058 -000	Yes	All	Yes	Holltsster MA	1 04	1 04	100	Areas Benefitting from GSP
021 -080-059 -000	Yes	All	Yes	Holltsster MA	1 76	1 76	100	Areas Benefitting from GSP
021 -080-060 -000	Yes	All	Yes	Holltsster MA	1 59	1 59	100	Areas Benefitting from GSP
021 -080-061 -000	Yes	All	Yes	Holltsster MA	1 49	1 49	100	Areas Benefitting from GSP
021 -080-062 -000	Yes	All	Yes	Holltsster MA	1 36	1 36	100	Areas Benefitting from GSP
021 -080-063 -000	Yes	All	Yes	Holltsster MA	1 1	1 1	100	Areas Benefitting from GSP
021 -080-064 -000	Yes	All	Yes	Holltsster MA	1 21	1 21	100	Areas Benefitting from GSP
021 -080-065 -000	Yes	All	Yes	Holltsster MA	27 94	27 94	100	Areas Benefitting from GSP
021 -080-066 -000	Yes	All	Yes	Holltsster MA	5 82	5 82	100	Areas Benefitting from GSP
021 -080-067 -000	Yes	All	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
021 -080-069 -000	Yes	All	Yes	Holltsster MA	6 85	6 85	100	Areas Benefitting from GSP
021 -080-070 -000	Yes	All	Yes	Holltsster MA	42 83	42 83	100	Areas Benefitting from GSP
021 -090-003 -000	Yes	All	Yes	Holltsster MA	31 59	31 59	100	Areas Benefitting from GSP

021-090-007-000	Yes	All	Yes	Holltsier MA	14 77	14 77	100	Areas Benefiting from GSP
021-090-008-000	Yes	All	Yes	Holltsier MA	11 92	11 92	100	Areas Benefiting from GSP
021-090-01 0-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-090-01 1-000	Yes	All	Yes	Holltsier MA	64	64	100	Areas Benefiting from GSP
021-090-01 2-000	Yes	All	Yes	Holltsier MA	5 26	5 26	100	Areas Benefiting from GSP
021-090-01 3-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-090-01 4-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-090-01 5-000	Yes	All	Yes	Holltsier MA	6 02	6 02	100	Areas Benefiting from GSP
021-1 00-003-000	Yes	All	Yes	Holltsier MA	34 21	34 21	100	Areas Benefiting from GSP
021-1 00-004-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
021-1 00-023-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 00-024-000	Yes	All	Yes	Holltsier MA	9 27	9 27	100	Areas Benefiting from GSP
021-1 00-026-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 00-027-000	Yes	All	Yes	Holltsier MA	6 94	6 94	100	Areas Benefiting from GSP
021-1 00-036-000	Yes	All	Yes	Holltsier MA	7 44	7 44	100	Areas Benefiting from GSP
021-1 00-037-000	Yes	All	Yes	Holltsier MA	5 82	5 82	100	Areas Benefiting from GSP
021-1 00-038-000	Yes	All	Yes	Holltsier MA	5 01	5 01	100	Areas Benefiting from GSP
021-1 00-039-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 00-040-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-002-000	Yes	All	Yes	Holltsier MA	2 19	2 19	100	Areas Benefiting from GSP
021-1 1 0-003-000	Yes	All	Yes	Holltsier MA	5 27	5 27	100	Areas Benefiting from GSP
021-1 1 0-01 4-000	Yes	All	Yes	Holltsier MA	16 76	16 76	100	Areas Benefiting from GSP
021-1 1 0-022-000	Yes	All	Yes	Holltsier MA	5 49	5 49	100	Areas Benefiting from GSP
021-1 1 0-023-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-029-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-030-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-033-000	Yes	All	Yes	Holltsier MA	4 91	4 91	100	Areas Benefiting from GSP
021-1 1 0-034-000	Yes	All	Yes	Holltsier MA	4 89	4 89	100	Areas Benefiting from GSP
021-1 1 0-037-000	Yes	All	Yes	Holltsier MA	12 75	12 75	100	Areas Benefiting from GSP
021-1 1 0-041-000	Yes	All	Yes	Holltsier MA	0 36	0 36	100	Areas Benefiting from GSP
021-1 1 0-042-000	Yes	All	Yes	Holltsier MA	0 52	0 52	100	Areas Benefiting from GSP
021-1 1 0-044-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-048-000	Yes	All	Yes	Holltsier MA	4 96	4 96	100	Areas Benefiting from GSP
021-1 1 0-049-000	Yes	All	Yes	Holltsier MA	5 08	5 08	100	Areas Benefiting from GSP
021-1 1 0-050-000	Yes	All	Yes	Holltsier MA	4 34	4 34	100	Areas Benefiting from GSP
021-1 1 0-052-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-053-000	Yes	All	Yes	Holltsier MA	4 59	4 59	100	Areas Benefiting from GSP
021-1 1 0-054-000	Yes	All	Yes	Holltsier MA	4 95	4 95	100	Areas Benefiting from GSP
021-1 1 0-055-000	Yes	All	Yes	Holltsier MA	4 52	4 52	100	Areas Benefiting from GSP
021-1 1 0-056-000	Yes	All	Yes	Holltsier MA	6 97	6 97	100	Areas Benefiting from GSP
021-1 1 0-057-000	Yes	All	Yes	Holltsier MA	4 74	4 74	100	Areas Benefiting from GSP
021-1 1 0-058-000	Yes	All	Yes	Holltsier MA	5 49	5 49	100	Areas Benefiting from GSP
021-1 1 0-059-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-063-000	Yes	All	Yes	Holltsier MA	6 02	6 02	100	Areas Benefiting from GSP
021-1 1 0-064-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021-1 1 0-065-000	Yes	All	Yes	Holltsier MA	5 17	5 17	100	Areas Benefiting from GSP
021-1 1 0-066-000	Yes	All	Yes	Holltsier MA	1 3	1 3	100	Areas Benefiting from GSP
021-1 1 0-067-000	Yes	All	Yes	Holltsier MA	4 67	4 67	100	Areas Benefiting from GSP
021-1 1 0-068-000	Yes	All	Yes	Holltsier MA	19 14	19 14	100	Areas Benefiting from GSP
021-1 1 0-070-000	Yes	All	Yes	Holltsier MA	0 59	0 59	100	Areas Benefiting from GSP
021-1 1 0-071-000	Yes	All	Yes	Holltsier MA	54 93	54 93	100	Areas Benefiting from GSP
021-1 1 0-072-000	Yes	All	Yes	Holltsier MA	22 6	22 6	100	Areas Benefiting from GSP
021-1 20-004-000	Yes	All	Yes	Holltsier MA	0 5	0 5	100	Areas Benefiting from GSP
021-1 20-005-000	Yes	All	Yes	Holltsier MA	89 35	89 35	100	Areas Benefiting from GSP
021-1 20-006-000	Yes	All	Yes	Holltsier MA	17	17	100	Areas Benefiting from GSP
021-1 20-007-000	Yes	All	Yes	Holltsier MA	9 9	9 9	100	Areas Benefiting from GSP
021-1 20-008-000	Yes	All	Yes	Holltsier MA	9 9	9 9	100	Areas Benefiting from GSP
021-1 20-009-000	Yes	All	Yes	Holltsier MA	5 3	5 3	100	Areas Benefiting from GSP
021-1 20-01 0-000	Yes	All	Yes	Holltsier MA	9 9	9 9	100	Areas Benefiting from GSP
021-1 30-003-000	Yes	All	Yes	San Juan MA	32 479	32 479	100	Areas Benefiting from GSP
021-1 30-005-000	Yes	All	Yes	San Juan MA	0 03	0 03	100	Areas Benefiting from GSP
021-1 30-01 2-000	Yes	All	Yes	San Juan MA	5 75	5 75	100	Areas Benefiting from GSP
021-1 30-01 4-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021-1 30-01 5-000	Yes	All	Yes	San Juan MA	9 75	9 75	100	Areas Benefiting from GSP
021-1 30-01 6-000	Yes	All	Yes	San Juan MA	9 67	9 67	100	Areas Benefiting from GSP
021-1 30-01 7-000	Yes	All	Yes	San Juan MA	9 64	9 64	100	Areas Benefiting from GSP
021-1 30-01 8-000	Yes	All	Yes	San Juan MA	9 02	9 02	100	Areas Benefiting from GSP
021-1 30-022-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021-1 30-023-000	Yes	All	Yes	San Juan MA	6 9	6 9	100	Areas Benefiting from GSP
021-1 30-024-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021-1 30-025-000	Yes	All	Yes	San Juan MA	5 03	5 03	100	Areas Benefiting from GSP
021-1 30-026-000	Yes	All	Yes	San Juan MA	5 07	5 07	100	Areas Benefiting from GSP

021 -1 30-030-000	Yes	All	Yes	San Juan MA	5 67	5 67	100	Areas Benefiting from GSP
021 -1 30-031-000	Yes	All	Yes	San Juan MA	7 14	7 14	100	Areas Benefiting from GSP
021 -1 30-032-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021 -1 30-033-000	Yes	All	Yes	San Juan MA	5 19	5 19	100	Areas Benefiting from GSP
021 -1 30-034-000	Yes	All	Yes	San Juan MA	5 01	5 01	100	Areas Benefiting from GSP
021 -1 30-037-000	Yes	All	Yes	San Juan MA	5 06	5 06	100	Areas Benefiting from GSP
021 -1 30-038-000	Yes	All	Yes	San Juan MA	5 12	5 12	100	Areas Benefiting from GSP
021 -1 30-039-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021 -1 30-040-000	Yes	All	Yes	San Juan MA	1	1	100	Areas Benefiting from GSP
021 -1 30-041-000	Yes	All	Yes	San Juan MA	5	5	100	Areas Benefiting from GSP
021 -1 30-043-000	Yes	All	Yes	San Juan MA	1 71	1 71	100	Areas Benefiting from GSP
021 -1 30-044-000	Yes	All	Yes	San Juan MA	2 33	2 33	100	Areas Benefiting from GSP
021 -1 30-045-000	Yes	All	Yes	San Juan MA	1 65	1 65	100	Areas Benefiting from GSP
021 -1 30-046-000	Yes	All	Yes	San Juan MA	1 45	1 45	100	Areas Benefiting from GSP
021 -1 30-047-000	Yes	All	Yes	San Juan MA	1 23	1 23	100	Areas Benefiting from GSP
021 -1 30-048-000	Yes	All	Yes	San Juan MA	1 05	1 05	100	Areas Benefiting from GSP
021 -1 30-049-000	Yes	All	Yes	San Juan MA	1 73	1 73	100	Areas Benefiting from GSP
021 -1 30-050-000	Yes	All	Yes	San Juan MA	1 31	1 31	100	Areas Benefiting from GSP
021 -1 30-051-000	Yes	All	Yes	San Juan MA	1	1	100	Areas Benefiting from GSP
021 -1 30-052-000	Yes	All	Yes	San Juan MA	1 16	1 16	100	Areas Benefiting from GSP
021 -1 30-053-000	Yes	All	Yes	San Juan MA	1 12	1 12	100	Areas Benefiting from GSP
021 -1 30-054-000	Yes	All	Yes	San Juan MA	1 27	1 27	100	Areas Benefiting from GSP
021 -1 30-055-000	Yes	All	Yes	San Juan MA	1 32	1 32	100	Areas Benefiting from GSP
021 -1 30-056-000	Yes	All	Yes	San Juan MA	1 21	1 21	100	Areas Benefiting from GSP
021 -1 30-057-000	Yes	All	Yes	San Juan MA	1 32	1 32	100	Areas Benefiting from GSP
021 -1 30-058-000	Yes	All	Yes	San Juan MA	1 17	1 17	100	Areas Benefiting from GSP
021 -1 30-059-000	Yes	All	Yes	San Juan MA	1 27	1 27	100	Areas Benefiting from GSP
021 -1 30-060-000	Yes	All	Yes	San Juan MA	1 48	1 48	100	Areas Benefiting from GSP
021 -1 30-061-000	Yes	All	Yes	San Juan MA	1 55	1 55	100	Areas Benefiting from GSP
021 -1 30-062-000	Yes	All	Yes	San Juan MA	1 84	1 84	100	Areas Benefiting from GSP
021 -1 30-063-000	Yes	All	Yes	San Juan MA	2 15	2 15	100	Areas Benefiting from GSP
021 -1 30-064-000	Yes	All	Yes	San Juan MA	1 47	1 47	100	Areas Benefiting from GSP
021 -1 30-065-000	Yes	All	Yes	San Juan MA	1 71	1 71	100	Areas Benefiting from GSP
021 -1 30-066-000	Yes	All	Yes	Holltsier and San Juan MAs	2 11	2 11	100	Areas Benefiting from GSP
021 -1 30-067-000	Yes	All	Yes	Holltsier MA	1 69	1 69	100	Areas Benefiting from GSP
021 -1 30-068-000	Yes	All	Yes	Holltsier MA	2 58	2 58	100	Areas Benefiting from GSP
021 -1 30-069-000	Yes	All	Yes	Holltsier MA	1 87	1 87	100	Areas Benefiting from GSP
021 -1 30-070-000	Yes	All	Yes	Holltsier and San Juan MAs	1 89	1 89	100	Areas Benefiting from GSP
021 -1 30-071-000	Yes	All	Yes	Holltsier and San Juan MAs	3 13	3 13	100	Areas Benefiting from GSP
021 -1 30-072-000	Yes	All	Yes	San Juan MA	2 99	2 99	100	Areas Benefiting from GSP
021 -1 30-073-000	Yes	All	Yes	San Juan MA	2 53	2 53	100	Areas Benefiting from GSP
021 -1 30-074-000	Yes	All	Yes	San Juan MA	2 4	2 4	100	Areas Benefiting from GSP
021 -1 30-075-000	Yes	All	Yes	San Juan MA	2 79	2 79	100	Areas Benefiting from GSP
021 -1 30-076-000	Yes	All	Yes	Holltsier and San Juan MAs	66 18	66 18	100	Areas Benefiting from GSP
021 -1 30-077-000	Yes	All	Yes	San Juan MA	5 04	5 04	100	Areas Benefiting from GSP
021 -1 30-078-000	Yes	All	Yes	San Juan MA	5 92	5 92	100	Areas Benefiting from GSP
021 -1 30-079-000	Yes	All	Yes	San Juan MA	5 55	5 55	100	Areas Benefiting from GSP
021 -1 40-001-000	Yes	All	Yes	San Juan MA	251 35	251 35	100	Areas Benefiting from GSP
021 -1 40-004-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-005-000	Yes	All	Yes	Holltsier MA	2 55	2 55	100	Areas Benefiting from GSP
021 -1 40-008-000	Yes	All	Yes	Holltsier and San Juan MAs	65 51	65 51	100	Areas Benefiting from GSP
021 -1 40-009-000	Yes	All	Yes	Holltsier MA	14 38	14 38	100	Areas Benefiting from GSP
021 -1 40-020-000	Yes	All	Yes	Holltsier and San Juan MAs	5 01	5 01	100	Areas Benefiting from GSP
021 -1 40-022-000	Yes	All	Yes	San Juan MA	37 28	37 28	100	Areas Benefiting from GSP
021 -1 40-028-000	Yes	All	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
021 -1 40-040-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-041-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-043-000	Yes	All	Yes	Holltsier and San Juan MAs	49 08	49 08	100	Areas Benefiting from GSP
021 -1 40-044-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-045-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-048-000	Yes	All	Yes	San Juan MA	20	20	100	Areas Benefiting from GSP
021 -1 40-049-000	Yes	All	Yes	Holltsier MA	12 21	12 21	100	Areas Benefiting from GSP
021 -1 40-050-000	Yes	All	Yes	Holltsier MA	4 45	4 45	100	Areas Benefiting from GSP
021 -1 40-051-000	Yes	All	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 40-058-000	Yes	All	Yes	San Juan MA	105 88	105 88	100	Areas Benefiting from GSP
021 -1 40-059-000	Yes	All	Yes	San Juan MA	8 13	8 13	100	Areas Benefiting from GSP
021 -1 40-060-000	Yes	All	Yes	San Juan MA	21 67	21 67	100	Areas Benefiting from GSP
021 -1 40-061-000	Yes	All	Yes	San Juan MA	2	2	100	Areas Benefiting from GSP
021 -1 40-062-000	Yes	All	Yes	San Juan MA	2 71	2 71	100	Areas Benefiting from GSP
021 -1 40-063-000	Yes	All	Yes	San Juan MA	2 25	2 25	100	Areas Benefiting from GSP
021 -1 50-002-000	Yes	All	Yes	Holltsier MA	3 74	3 74	100	Areas Benefiting from GSP
021 -1 50-01 0-000	Yes	All	Yes	Holltsier MA	4	4	100	Areas Benefiting from GSP

021 -1 50-01 2-000	Yes	AI	Yes	Holltsier MA	6	6	100	Areas Benefiting from GSP
021 -1 50-01 3-000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 50-01 4-000	Yes	AI	Yes	Holltsier MA	4 81	4 81	100	Areas Benefiting from GSP
021 -1 50-01 5-000	Yes	AI	Yes	Holltsier MA	5 93	5 93	100	Areas Benefiting from GSP
021 -1 50-01 9-000	Yes	AI	Yes	Holltsier MA	2 24	2 24	100	Areas Benefiting from GSP
021 -1 50-020-000	Yes	AI	Yes	Holltsier MA	5 32	5 32	100	Areas Benefiting from GSP
021 -1 50-021 -000	Yes	AI	Yes	Holltsier MA	6 19	6 19	100	Areas Benefiting from GSP
021 -1 50-022 -000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 50-023 -000	Yes	AI	Yes	Holltsier MA	4 85	4 85	100	Areas Benefiting from GSP
021 -1 50-024-000	Yes	AI	Yes	Holltsier MA	6 55	6 55	100	Areas Benefiting from GSP
021 -1 50-027-000	Yes	AI	Yes	Holltsier MA	3 06	3 06	100	Areas Benefiting from GSP
021 -1 50-028-000	Yes	AI	Yes	Holltsier MA	6 78	6 78	100	Areas Benefiting from GSP
021 -1 50-029-000	Yes	AI	Yes	Holltsier MA	4 37	4 37	100	Areas Benefiting from GSP
021 -1 60-002-000	Yes	AI	Yes	Holltsier MA	71 99	71 99	100	Areas Benefiting from GSP
021 -1 60-01 2-000	Yes	AI	Yes	Holltsier MA	18 18	18 18	100	Areas Benefiting from GSP
021 -1 60-01 7-000	Yes	AI	Yes	Holltsier MA	1	1	100	Areas Benefiting from GSP
021 -1 60-01 9-000	Yes	AI	Yes	Holltsier MA	0 59	0 59	100	Areas Benefiting from GSP
021 -1 60-020-000	Yes	AI	Yes	Holltsier MA	92 02	92 02	100	Areas Benefiting from GSP
021 -1 60-021 -000	Yes	AI	Yes	Holltsier MA	4 17	4 17	100	Areas Benefiting from GSP
021 -1 60-022 -000	Yes	AI	Yes	Holltsier MA	51 25	51 25	100	Areas Benefiting from GSP
021 -1 70-009-000	Yes	AI	Yes	Holltsier MA	5 8	5 8	100	Areas Benefiting from GSP
021 -1 70-01 0-000	Yes	AI	Yes	Holltsier MA	4 6	4 6	100	Areas Benefiting from GSP
021 -1 70-01 1-000	Yes	AI	Yes	Holltsier MA	4 62	4 62	100	Areas Benefiting from GSP
021 -1 70-01 2-000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 70-01 5-000	Yes	AI	Yes	Holltsier MA	4 52	4 52	100	Areas Benefiting from GSP
021 -1 70-01 6-000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 70-01 7-000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 70-01 9-000	Yes	AI	Yes	Holltsier MA	5	5	100	Areas Benefiting from GSP
021 -1 70-020-000	Yes	AI	Yes	Holltsier MA	10	10	100	Areas Benefiting from GSP
021 -1 70-021 -000	Yes	AI	Yes	Holltsier MA	4 76	4 76	100	Areas Benefiting from GSP
021 -1 70-022 -000	Yes	AI	Yes	Holltsier MA	5 23	5 23	100	Areas Benefiting from GSP
021 -1 70-024-000	Yes	AI	Yes	Holltsier MA	5 03	5 03	100	Areas Benefiting from GSP
021 -1 70-025 -000	Yes	AI	Yes	Holltsier MA	4 19	4 19	100	Areas Benefiting from GSP
021 -1 70-026-000	Yes	AI	Yes	Holltsier MA	31 59	31 59	100	Areas Benefiting from GSP
021 -1 70-027-000	Yes	AI	Yes	Holltsier MA	153 89	153 89	100	Areas Benefiting from GSP
021 -1 80-01 0-000	Yes	AI	Yes	Holltsier MA	11 76	11 76	100	Areas Benefiting from GSP
021 -1 80-01 7-000	Yes	AI	Yes	Holltsier MA	11 99	11 99	100	Areas Benefiting from GSP
021 -1 80-01 9-000	Yes	AI	Yes	Holltsier MA	52 7	52 7	100	Areas Benefiting from GSP
021 -1 80-022 -000	Yes	AI	Yes	Holltsier MA	50 74	50 74	100	Areas Benefiting from GSP
021 -1 80-023 -000	Yes	AI	Yes	Holltsier MA	7 13	7 13	100	Areas Benefiting from GSP
021 -1 90-033 -000	Yes	AI	Yes	San Juan MA	2 52	2 52	100	Areas Benefiting from GSP
021 -1 90-035 -000	Yes	AI	Yes	San Juan MA	51 84	51 84	100	Areas Benefiting from GSP
021 -1 90-041 -000	Yes	AI	Yes	San Juan MA	3 16	3 16	100	Areas Benefiting from GSP
021 -1 90-042 -000	Yes	AI	Yes	San Juan MA	3 65	3 65	100	Areas Benefiting from GSP
021 -1 90-043 -000	Yes	AI	Yes	San Juan MA	38 26	38 26	100	Areas Benefiting from GSP
021 -1 90-044-000	Yes	AI	Yes	San Juan MA	12 33	12 33	100	Areas Benefiting from GSP
021 -1 90-045-000	Yes	AI	Yes	San Juan MA	112 83	112 83	100	Areas Benefiting from GSP
021 -1 90-046-000	Yes	AI	Yes	San Juan MA	15 25	15 25	100	Areas Benefiting from GSP
021 -1 90-048-000	Yes	AI	Yes	San Juan MA	15 62	15 62	100	Areas Benefiting from GSP
021 -1 90-049-000	Yes	AI	Yes	San Juan MA	21 28	21 28	100	Areas Benefiting from GSP
021 -1 90-050-000	Yes	AI	Yes	San Juan MA	10 86	10 86	100	Areas Benefiting from GSP
021 -1 90-051 -000	Yes	AI	Yes	San Juan MA	21 58	21 58	100	Areas Benefiting from GSP
021 -1 90-052 -000	Yes	AI	Yes	San Juan MA	2 56	2 56	100	Areas Benefiting from GSP
021 -1 90-053 -000	Yes	AI	Yes	San Juan MA	5 15	5 15	100	Areas Benefiting from GSP
021 -1 90-054-000	Yes	AI	Yes	San Juan MA	38 38	38 38	100	Areas Benefiting from GSP
021 -1 90-055 -000	Yes	AI	Yes	San Juan MA	86 78	86 78	100	Areas Benefiting from GSP
021 -1 90-056-000	Yes	AI	Yes	San Juan MA	117 8	117 8	100	Areas Benefiting from GSP
021 -1 90-057-000	Yes	AI	Yes	San Juan MA	173 13	173 13	100	Areas Benefiting from GSP
021 -1 90-058-000	Yes	AI	Yes	San Juan MA	200 7	200 7	100	Areas Benefiting from GSP
021 -1 90-059-000	Yes	AI	Yes	San Juan MA	170 28	170 28	100	Areas Benefiting from GSP
021 -220-002 -000	Yes	AI	Yes	Holltsier MA	6 47	6 47	100	Areas Benefiting from GSP
021 -220-004-000	Yes	AI	Yes	Holltsier MA	6 31	6 31	100	Areas Benefiting from GSP
021 -220-005 -000	Yes	AI	Yes	Holltsier MA	7 59	7 59	100	Areas Benefiting from GSP
021 -220-006-000	Yes	AI	Yes	Holltsier MA	8 3	8 3	100	Areas Benefiting from GSP
021 -220-007-000	Yes	AI	Yes	Holltsier MA	8 14	8 14	100	Areas Benefiting from GSP
021 -220-008-000	Yes	AI	Yes	Holltsier MA	7 98	7 98	100	Areas Benefiting from GSP
021 -220-009-000	Yes	AI	Yes	Holltsier MA	9 68	9 68	100	Areas Benefiting from GSP
021 -220-01 0-000	Yes	AI	Yes	Holltsier MA	8 44	8 44	100	Areas Benefiting from GSP
021 -220-01 1-000	Yes	AI	Yes	Holltsier MA	8 79	8 79	100	Areas Benefiting from GSP
021 -220-01 2-000	Yes	AI	Yes	Holltsier MA	5 46	5 46	100	Areas Benefiting from GSP
021 -220-01 3-000	Yes	AI	Yes	Holltsier MA	7 01	7 01	100	Areas Benefiting from GSP
021 -220-01 4-000	Yes	AI	Yes	Holltsier MA	5 56	5 56	100	Areas Benefiting from GSP

021-220-01 5-000	Yes	AI	Yes	Holltsster MA	78 43	78 43	100	Areas Ben eftstn g from GSP
021-220-01 6-000	Yes	AI	Yes	Holltsster MA	58 66	58 66	100	Areas Ben eftstn g from GSP
021-220-01 7-000	Yes	AI	Yes	Holltsster MA	68 99	68 99	100	Areas Ben eftstn g from GSP
021-220-01 8-000	Yes	AI	Yes	Holltsster MA	248 56	248 56	100	Areas Ben eftstn g from GSP
021-220-01 9-000	Yes	AI	Yes	Holltsster MA	158 92	158 92	100	Areas Ben eftstn g from GSP
021-220-020-000	Yes	AI	Yes	Holltsster MA	58 28	58 28	100	Areas Ben eftstn g from GSP
021-220-021 -000	Yes	AI	Yes	Holltsster MA	78 37	78 37	100	Areas Ben eftstn g from GSP
021-230-001 -000	Yes	AI	Yes	Holltsster MA	108 97	108 97	100	Areas Ben eftstn g from GSP
021-230-002 -000	Yes	AI	Yes	Holltsster MA	98 73	98 73	100	Areas Ben eftstn g from GSP
021-230-003 -000	Yes	AI	Yes	Holltsster MA	78 83	78 83	100	Areas Ben eftstn g from GSP
021-230-005 -000	Yes	AI	Yes	Holltsster MA	88 44	88 44	100	Areas Ben eftstn g from GSP
021-230-006 -000	Yes	AI	Yes	Holltsster MA	88 51	88 51	100	Areas Ben eftstn g from GSP
021-230-007 -000	Yes	AI	Yes	Holltsster MA	78 85	78 85	100	Areas Ben eftstn g from GSP
021-230-008 -000	Yes	AI	Yes	Holltsster MA	68 57	68 57	100	Areas Ben eftstn g from GSP
021-230-009 -000	Yes	AI	Yes	Holltsster MA	88 38	88 38	100	Areas Ben eftstn g from GSP
021-230-01 0-000	Yes	AI	Yes	Holltsster MA	98 2	98 2	100	Areas Ben eftstn g from GSP
021-230-01 1 -000	Yes	AI	Yes	Holltsster MA	118 92	118 92	100	Areas Ben eftstn g from GSP
021-230-01 2 -000	Yes	AI	Yes	Holltsster MA	68 48	68 48	100	Areas Ben eftstn g from GSP
021-230-01 3 -000	Yes	AI	Yes	Holltsster MA	78 61	78 61	100	Areas Ben eftstn g from GSP
021-230-01 4-000	Yes	AI	Yes	Holltsster MA	68 74	68 74	100	Areas Ben eftstn g from GSP
021-230-01 5-000	Yes	AI	Yes	Holltsster MA	68 8	68 8	100	Areas Ben eftstn g from GSP
021-230-01 6-000	Yes	AI	Yes	Holltsster MA	128 08	128 08	100	Areas Ben eftstn g from GSP
021-230-01 7-000	Yes	AI	Yes	Holltsster MA	78 76	78 76	100	Areas Ben eftstn g from GSP
021-230-01 8-000	Yes	AI	Yes	Holltsster MA	88 21	88 21	100	Areas Ben eftstn g from GSP
021-230-01 9-000	Yes	AI	Yes	Holltsster MA	78 12	78 12	100	Areas Ben eftstn g from GSP
021-230-020-000	Yes	AI	Yes	Holltsster MA	68 03	68 03	100	Areas Ben eftstn g from GSP
021-230-021 -000	Yes	AI	Yes	Holltsster MA	91 8 88	91 8 88	100	Areas Ben eftstn g from GSP
021-230-022 -000	Yes	AI	Yes	Holltsster MA	128 69	128 69	100	Areas Ben eftstn g from GSP
021-240-001 -000	Yes	AI	Yes	Holltsster MA	68 41	68 41	100	Areas Ben eftstn g from GSP
021-240-002 -000	Yes	AI	Yes	Holltsster MA	68 24	68 24	100	Areas Ben eftstn g from GSP
021-240-003 -000	Yes	AI	Yes	Holltsster MA	58 72	58 72	100	Areas Ben eftstn g from GSP
021-240-004-000	Yes	AI	Yes	Holltsster MA	68 06	68 06	100	Areas Ben eftstn g from GSP
021-240-005 -000	Yes	AI	Yes	Holltsster MA	68 59	68 59	100	Areas Ben eftstn g from GSP
021-240-006-000	Yes	AI	Yes	Holltsster MA	68 29	68 29	100	Areas Ben eftstn g from GSP
021-240-007-000	Yes	AI	Yes	Holltsster MA	68 35	68 35	100	Areas Ben eftstn g from GSP
021-240-008-000	Yes	AI	Yes	Holltsster MA	68 98	68 98	100	Areas Ben eftstn g from GSP
021-240-009-000	Yes	AI	Yes	Holltsster MA	78 08	78 08	100	Areas Ben eftstn g from GSP
021-240-01 0-000	Yes	AI	Yes	Holltsster MA	98 4	98 4	100	Areas Ben eftstn g from GSP
021-240-01 1 -000	Yes	AI	Yes	Holltsster MA	98 2	98 2	100	Areas Ben eftstn g from GSP
021-240-01 2 -000	Yes	AI	Yes	Holltsster MA	6	6	100	Areas Ben eftstn g from GSP
021-240-01 3 -000	Yes	AI	Yes	Holltsster MA	138 5	138 5	100	Areas Ben eftstn g from GSP
021-240-01 4-000	Yes	AI	Yes	Holltsster MA	68 03	68 03	100	Areas Ben eftstn g from GSP
021-240-01 5-000	Yes	AI	Yes	Holltsster MA	58 48	58 48	100	Areas Ben eftstn g from GSP
021-240-01 6-000	Yes	AI	Yes	Holltsster MA	58 42	58 42	100	Areas Ben eftstn g from GSP
021-240-01 7-000	Yes	AI	Yes	Holltsster MA	88 66	88 66	100	Areas Ben eftstn g from GSP
021-240-01 8-000	Yes	AI	Yes	Holltsster MA	148 99	148 99	100	Areas Ben eftstn g from GSP
021-240-020-000	Yes	AI	Yes	Holltsster MA	61 8 81	61 8 81	100	Areas Ben eftstn g from GSP
021-240-021 -000	Yes	AI	Yes	Holltsster MA	48 59	48 59	100	Areas Ben eftstn g from GSP
021-250-001 -000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-002 -000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-003 -000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-004-000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-005 -000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-006-000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-007-000	Yes	AI	Yes	Holltsster MA	18 15	18 15	100	Areas Ben eftstn g from GSP
021-250-008-000	Yes	AI	Yes	Holltsster MA	18 12	18 12	100	Areas Ben eftstn g from GSP
021-250-009-000	Yes	AI	Yes	Holltsster MA	18 3	18 3	100	Areas Ben eftstn g from GSP
021-250-01 0-000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-01 1 -000	Yes	AI	Yes	Holltsster MA	18 12	18 12	100	Areas Ben eftstn g from GSP
021-250-01 2 -000	Yes	AI	Yes	Holltsster MA	18 2	18 2	100	Areas Ben eftstn g from GSP
021-250-01 3 -000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-01 4-000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-01 5-000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-01 6-000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-250-01 7-000	Yes	AI	Yes	Holltsster MA	18 7	18 7	100	Areas Ben eftstn g from GSP
021-250-01 8-000	Yes	AI	Yes	Holltsster MA	18 6	18 6	100	Areas Ben eftstn g from GSP
021-250-01 9-000	Yes	AI	Yes	Holltsster MA	18 6	18 6	100	Areas Ben eftstn g from GSP
021-250-024-000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP
021-250-025 -000	Yes	AI	Yes	Holltsster MA	68 23	68 23	100	Areas Ben eftstn g from GSP
021-260-001 -000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-260-002 -000	Yes	AI	Yes	Holltsster MA	18 0	18 0	100	Areas Ben eftstn g from GSP
021-260-003 -000	Yes	AI	Yes	Holltsster MA	1	1	100	Areas Ben eftstn g from GSP

021 -260-004-000	Yes	All	Yes	Holltssler MA	1100	1100	100	Areas	Benefit	from GSP
021 -260-005 -000	Yes	All	Yes	Holltssler MA	1100	1100	100	Areas	Benefit	from GSP
021 -260-006-000	Yes	All	Yes	Holltssler MA	1106	1106	100	Areas	Benefit	from GSP
021 -260-007-000	Yes	All	Yes	Holltssler MA	1101	1101	100	Areas	Benefit	from GSP
021 -260-008-000	Yes	All	Yes	Holltssler MA	1103	1103	100	Areas	Benefit	from GSP
021 -260-009-000	Yes	All	Yes	Holltssler MA	1119	1119	100	Areas	Benefit	from GSP
021 -260-01 0-000	Yes	All	Yes	Holltssler MA	1107	1107	100	Areas	Benefit	from GSP
021 -260-01 1 -000	Yes	All	Yes	Holltssler MA	1111	1111	100	Areas	Benefit	from GSP
021 -260-01 2 -000	Yes	All	Yes	Holltssler MA	114	114	100	Areas	Benefit	from GSP
021 -260-01 3 -000	Yes	All	Yes	Holltssler MA	5	5	100	Areas	Benefit	from GSP
021 -260-01 4-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-01 5 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-01 6-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-01 7-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-01 8-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-01 9-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -260-022 -000	Yes	All	Yes	Holltssler MA	1142	1142	100	Areas	Benefit	from GSP
021 -260-023 -000	Yes	All	Yes	Holltssler MA	1117	1117	100	Areas	Benefit	from GSP
021 -260-024-000	Yes	All	Yes	Holltssler MA	1111	1111	100	Areas	Benefit	from GSP
021 -260-025 -000	Yes	All	Yes	Holltssler MA	1121	1121	100	Areas	Benefit	from GSP
021 -260-026-000	Yes	All	Yes	Holltssler MA	1121	1121	100	Areas	Benefit	from GSP
021 -270-001 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-002 -000	Yes	All	Yes	Holltssler MA	1102	1102	100	Areas	Benefit	from GSP
021 -270-003 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-004-000	Yes	All	Yes	Holltssler MA	1115	1115	100	Areas	Benefit	from GSP
021 -270-005 -000	Yes	All	Yes	Holltssler MA	1105	1105	100	Areas	Benefit	from GSP
021 -270-006-000	Yes	All	Yes	Holltssler MA	1117	1117	100	Areas	Benefit	from GSP
021 -270-007-000	Yes	All	Yes	Holltssler MA	1105	1105	100	Areas	Benefit	from GSP
021 -270-008-000	Yes	All	Yes	Holltssler MA	1100	1100	100	Areas	Benefit	from GSP
021 -270-009-000	Yes	All	Yes	Holltssler MA	1101	1101	100	Areas	Benefit	from GSP
021 -270-01 0-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 1 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 2 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 3 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 4-000	Yes	All	Yes	Holltssler MA	1105	1105	100	Areas	Benefit	from GSP
021 -270-01 5 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 6-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-01 7-000	Yes	All	Yes	Holltssler MA	1112	1112	100	Areas	Benefit	from GSP
021 -270-01 8-000	Yes	All	Yes	Holltssler MA	1111	1111	100	Areas	Benefit	from GSP
021 -270-01 9 -000	Yes	All	Yes	Holltssler MA	1111	1111	100	Areas	Benefit	from GSP
021 -270-020-000	Yes	All	Yes	Holltssler MA	114	114	100	Areas	Benefit	from GSP
021 -270-021 -000	Yes	All	Yes	Holltssler MA	112	112	100	Areas	Benefit	from GSP
021 -270-022 -000	Yes	All	Yes	Holltssler MA	1105	1105	100	Areas	Benefit	from GSP
021 -270-023 -000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-024-000	Yes	All	Yes	Holltssler MA	1	1	100	Areas	Benefit	from GSP
021 -270-025 -000	Yes	All	Yes	Holltssler MA	1133	1133	100	Areas	Benefit	from GSP
021 -270-026-000	Yes	All	Yes	Holltssler MA	1119	1119	100	Areas	Benefit	from GSP
021 -270-027-000	Yes	All	Yes	Holltssler MA	1119	1119	100	Areas	Benefit	from GSP
021 -270-028-000	Yes	All	Yes	Holltssler MA	1119	1119	100	Areas	Benefit	from GSP
021 -280-001 -000	Yes	All	Yes	Holltssler MA	2	2	100	Areas	Benefit	from GSP
021 -280-003 -000	Yes	All	Yes	Holltssler MA	1141	1141	100	Areas	Benefit	from GSP
021 -280-004-000	Yes	All	Yes	Holltssler MA	1101	1101	100	Areas	Benefit	from GSP
021 -280-005 -000	Yes	All	Yes	Holltssler MA	1117	1117	100	Areas	Benefit	from GSP
021 -280-006-000	Yes	All	Yes	Holltssler MA	01 25	01 25	100	Areas	Benefit	from GSP
021 -280-007-000	Yes	All	Yes	Holltssler MA	1133	1133	100	Areas	Benefit	from GSP
021 -280-01 0-000	Yes	All	Yes	Holltssler MA	01 41	01 41	100	Areas	Benefit	from GSP
021 -280-01 2 -000	Yes	All	Yes	Holltssler MA	51 21	51 21	100	Areas	Benefit	from GSP
021 -280-01 3 -000	Yes	All	Yes	Holltssler MA	51 05	51 05	100	Areas	Benefit	from GSP
021 -280-01 4-000	Yes	All	Yes	Holltssler MA	51 40	51 40	100	Areas	Benefit	from GSP
021 -280-01 5 -000	Yes	All	Yes	Holltssler MA	511	511	100	Areas	Benefit	from GSP
021 -280-01 6-000	Yes	All	Yes	Holltssler MA	1128	1128	100	Areas	Benefit	from GSP
021 -280-01 7-000	Yes	All	Yes	Holltssler MA	51 77	51 77	100	Areas	Benefit	from GSP
021 -280-01 8-000	Yes	All	Yes	Holltssler MA	41 99	41 99	100	Areas	Benefit	from GSP
021 -280-01 9 -000	Yes	All	Yes	Holltssler MA	201 42	201 42	100	Areas	Benefit	from GSP
022 -1 40-01 9 -000	Yes	All	Yes	Holltssler and Sou th ern M As	1 01 81	1 01 81	100	Areas	Benefit	from GSP
022 -1 40-021 -000	Yes	All	Yes	Holltssler MA	01 83	01 83	100	Areas	Benefit	from GSP
022 -1 40-022 -000	Yes	Par st al	Yes	Holltssler and Sou th ern M As	3501 06	21 31 563961 6	61 1 00781 626	Areas	Benefit	from GSP
022 -1 40-023 -000	Yes	All	Yes	Holltssler and Sou th ern M As	71 35	71 35	100	Areas	Benefit	from GSP
022 -1 40-026-000	Yes	Par st al	Yes	Holltssler and Sou th ern M As	431 66	517281 08845	13111980954	Areas	Benefit	from GSP
022 -1 60-037-000	Yes	Par st al	Yes	Sou th ern MA	451 98	1 91 434256	421 26675947	Areas	Benefit	from GSP
022 -1 60-038-000	Yes	Par st al	Yes	Sou th ern MA	221 88	21 1 0249503	91 1 89226528	Areas	Benefit	from GSP
022 -1 60-046-000	Yes	Par st al	Yes	Sou th ern MA	1 281 53	3 1 60244441	21 80731 6923	Areas	Benefit	from GSP

022 -1 60-047-000	Yes	Partial	Yes	Southern MA	180 13	2 320226707	1 288084554	Areas Ben efit tng from GSP
022 -1 60-050-000	Yes	Partial	Yes	Southern MA	84 35	14 47549967	17 16123257	Areas Ben efit tng from GSP
022 -1 60-054-000	Yes	Partial	Yes	Southern MA	73 06	34 56	47 30695709	Areas Ben efit tng from GSP
022 -1 60-055 -000	Yes	Partial	Yes	Southern MA	47 29	22 37	47 30695709	Areas Ben efit tng from GSP
022 -1 70-042 -000	Yes	Partial	Yes	Southern MA	116	12 23732725	10 54942004	Areas Ben efit tng from GSP
022 -1 90-001 -000	Yes	All	Yes	Holltster and Southern MAs	5 31	5 31	100	Areas Ben efit tng from GSP
022 -1 90-002 -000	Yes	All	Yes	Holltster and Southern MAs	3 88	3 88	100	Areas Ben efit tng from GSP
022 -200-008-000	Yes	All	Yes	Holltster and Southern MAs	2 95	2 95	100	Areas Ben efit tng from GSP
022 -200-009-000	Yes	All	Yes	Holltster and Southern MAs	0 1	0 1	100	Areas Ben efit tng from GSP
022 -200-01 0-000	Yes	Partial	Yes	Holltster and Southern MAs	2 84	2 84	100	Areas Ben efit tng from GSP
022 -200-01 1 -000	Yes	All	Yes	Southern MA	0 74	0 74	100	Areas Ben efit tng from GSP
022 -200-01 2 -000	Yes	All	Yes	Holltster and Southern MAs	6 26	6 26	100	Areas Ben efit tng from GSP
022 -200-01 3 -000	Yes	All	Yes	Holltster and Southern MAs	1	1	100	Areas Ben efit tng from GSP
022 -21 0-001 -000	Yes	Partial	Yes	Holltster and Southern MAs	0 429	0 429	100	Areas Ben efit tng from GSP
022 -21 0-002 -000	Yes	All	Yes	Southern MA	0 397	0 397	100	Areas Ben efit tng from GSP
022 -21 0-007 -000	Yes	All	Yes	Holltster and Southern MAs	0 857	0 857	100	Areas Ben efit tng from GSP
022 -21 0-009-000	Yes	All	Yes	Southern MA	0 249	0 249	100	Areas Ben efit tng from GSP
022 -21 0-01 0-000	Yes	All	Yes	Southern MA	0 253	0 253	100	Areas Ben efit tng from GSP
022 -21 0-01 1 -000	Yes	All	Yes	Southern MA	0 287	0 287	100	Areas Ben efit tng from GSP
022 -21 0-01 2 -000	Yes	All	Yes	Holltster and Southern MAs	0 332	0 332	100	Areas Ben efit tng from GSP
022 -21 0-01 7-000	Yes	All	Yes	Holltster MA	0 096	0 096	100	Areas Ben efit tng from GSP
022 -21 0-01 8-000	Yes	All	Yes	Holltster MA	0 096	0 096	100	Areas Ben efit tng from GSP
022 -21 0-021 -000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -21 0-022 -000	Yes	All	Yes	Holltster MA	0 193	0 193	100	Areas Ben efit tng from GSP
022 -21 0-023 -000	Yes	All	Yes	Holltster MA	0 25	0 25	100	Areas Ben efit tng from GSP
022 -21 0-024-000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -21 0-025 -000	Yes	All	Yes	Holltster MA	0 173	0 173	100	Areas Ben efit tng from GSP
022 -21 0-027-000	Yes	All	Yes	Southern MA	0 163	0 163	100	Areas Ben efit tng from GSP
022 -21 0-028-000	Yes	All	Yes	Southern MA	0 163	0 163	100	Areas Ben efit tng from GSP
022 -21 0-029-000	Yes	All	Yes	Southern MA	0 163	0 163	100	Areas Ben efit tng from GSP
022 -21 0-030-000	Yes	All	Yes	Southern MA	0 165	0 165	100	Areas Ben efit tng from GSP
022 -21 0-031 -000	Yes	All	Yes	Southern MA	0 165	0 165	100	Areas Ben efit tng from GSP
022 -21 0-032 -000	Yes	All	Yes	Southern MA	0 165	0 165	100	Areas Ben efit tng from GSP
022 -21 0-033 -000	Yes	All	Yes	Southern MA	0 229	0 229	100	Areas Ben efit tng from GSP
022 -21 0-034-000	Yes	All	Yes	Holltster and Southern MAs	0 821	0 821	100	Areas Ben efit tng from GSP
022 -21 0-035 -000	Yes	All	Yes	Southern MA	0 725	0 725	100	Areas Ben efit tng from GSP
022 -21 0-037-000	Yes	Partial	Yes	Holltster and Southern MAs	0 875	0 875	100	Areas Ben efit tng from GSP
022 -21 0-038-000	Yes	Partial	Yes	Holltster and Southern MAs	1 216	1 216	100	Areas Ben efit tng from GSP
022 -21 0-039-000	Yes	All	Yes	Holltster MA	0 29	0 29	100	Areas Ben efit tng from GSP
022 -21 0-040-000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -21 0-041 -000	Yes	All	Yes	Holltster and Southern MAs	0 76	0 76	100	Areas Ben efit tng from GSP
022 -21 0-042 -000	Yes	All	Yes	Holltster MA	0 62	0 62	100	Areas Ben efit tng from GSP
022 -21 0-044-000	Yes	All	Yes	Holltster MA	0 174	0 174	100	Areas Ben efit tng from GSP
022 -21 0-047-000	Yes	All	Yes	Holltster MA	0 59	0 59	100	Areas Ben efit tng from GSP
022 -21 0-048-000	Yes	All	Yes	Holltster and Southern MAs	0 68	0 68	100	Areas Ben efit tng from GSP
022 -21 0-049-000	Yes	All	Yes	Holltster and Southern MAs	1 41	1 41	100	Areas Ben efit tng from GSP
022 -21 0-053 -000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -21 0-054-000	Yes	All	Yes	Holltster MA	0 289	0 289	100	Areas Ben efit tng from GSP
022 -21 0-055 -000	Yes	All	Yes	Southern MA	0 33	0 33	100	Areas Ben efit tng from GSP
022 -21 0-056-000	Yes	All	Yes	Southern MA	0 17	0 17	100	Areas Ben efit tng from GSP
022 -21 0-057-000	Yes	All	Yes	Southern MA	0 17	0 17	100	Areas Ben efit tng from GSP
022 -220-002 -000	Yes	All	Yes	Southern MA	1 21	1 21	100	Areas Ben efit tng from GSP
022 -220-003 -000	Yes	All	Yes	Southern MA	0 267	0 267	100	Areas Ben efit tng from GSP
022 -220-004-000	Yes	All	Yes	Southern MA	0 055	0 055	100	Areas Ben efit tng from GSP
022 -220-008-000	Yes	All	Yes	Holltster MA	0 069	0 069	100	Areas Ben efit tng from GSP
022 -220-009-000	Yes	All	Yes	Holltster MA	0 289	0 289	100	Areas Ben efit tng from GSP
022 -220-01 0-000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -220-01 1 -000	Yes	All	Yes	Holltster MA	0 192	0 192	100	Areas Ben efit tng from GSP
022 -220-01 2 -000	Yes	All	Yes	Holltster MA	0 028	0 028	100	Areas Ben efit tng from GSP
022 -220-01 4-000	Yes	All	Yes	Holltster MA	0 055	0 055	100	Areas Ben efit tng from GSP
022 -220-01 5 -000	Yes	All	Yes	Holltster MA	0 139	0 139	100	Areas Ben efit tng from GSP
022 -220-01 6-000	Yes	All	Yes	Holltster MA	0 289	0 289	100	Areas Ben efit tng from GSP
022 -220-01 7-000	Yes	All	Yes	Southern MA	0 951	0 951	100	Areas Ben efit tng from GSP
022 -220-01 8-000	Yes	All	Yes	Southern MA	1 01	1 01	100	Areas Ben efit tng from GSP
022 -220-022 -000	Yes	All	Yes	Holltster MA	1 274	1 274	100	Areas Ben efit tng from GSP
022 -220-023 -000	Yes	All	Yes	Holltster MA	1 13	1 13	100	Areas Ben efit tng from GSP
022 -220-025 -000	Yes	Partial	Yes	Holltster and Southern MAs	0 234	0 234	100	Areas Ben efit tng from GSP
022 -220-032 -000	Yes	All	Yes	Southern MA	0 13	0 13	100	Areas Ben efit tng from GSP
022 -220-034-000	Yes	All	Yes	Southern MA	0 294	0 294	100	Areas Ben efit tng from GSP
022 -220-039-000	Yes	All	Yes	Southern MA	0 14	0 14	100	Areas Ben efit tng from GSP
022 -220-040-000	Yes	All	Yes	Southern MA	0 14	0 14	100	Areas Ben efit tng from GSP
022 -220-041 -000	Yes	All	Yes	Southern MA	0 14	0 14	100	Areas Ben efit tng from GSP

022-220-042-000	Yes	All	Yes	Southern MA	2 174	2 174	100	Areas Benefiting from GSP
022-220-043-000	Yes	Parital	Yes	Holltsier and Southern MAs	5 16	5 16	100	Areas Benefiting from GSP
022-220-044-000	Yes	All	Yes	Southern MA	0 34	0 34	100	Areas Benefiting from GSP
022-220-045-000	Yes	All	Yes	Southern MA	0 25	0 25	100	Areas Benefiting from GSP
022-220-046-000	Yes	All	Yes	Holltsier MA	0 068	0 068	100	Areas Benefiting from GSP
022-220-047-000	Yes	All	Yes	Holltsier MA	0 275	0 275	100	Areas Benefiting from GSP
022-220-048-000	Yes	All	Yes	Holltsier MA	0 207	0 207	100	Areas Benefiting from GSP
022-220-049-000	Yes	All	Yes	Holltsier MA	1 101	1 101	100	Areas Benefiting from GSP
022-220-050-000	Yes	Parital	Yes	Holltsier and Southern MAs	0 917	0 917	100	Areas Benefiting from GSP
022-220-051-000	Yes	All	Yes	Southern MA	0 342	0 342	100	Areas Benefiting from GSP
022-230-003-000	Yes	All	Yes	Southern MA	0 414	0 414	100	Areas Benefiting from GSP
022-230-011-000	Yes	All	Yes	Holltsier MA	0 706	0 706	100	Areas Benefiting from GSP
022-230-018-000	Yes	All	Yes	Holltsier MA	0 522	0 522	100	Areas Benefiting from GSP
022-230-021-000	Yes	All	Yes	Holltsier and Southern MAs	0 179	0 179	100	Areas Benefiting from GSP
022-230-022-000	Yes	All	Yes	Holltsier MA	0 165	0 165	100	Areas Benefiting from GSP
022-230-027-000	Yes	All	Yes	Holltsier and Southern MAs	0 144	0 144	100	Areas Benefiting from GSP
022-230-028-000	Yes	Parital	Yes	Holltsier and Southern MAs	0 137	0 137	100	Areas Benefiting from GSP
022-230-029-000	Yes	Parital	Yes	Holltsier and Southern MAs	0 156	0 156	100	Areas Benefiting from GSP
022-230-030-000	Yes	Parital	Yes	Holltsier and Southern MAs	0 424	0 424	100	Areas Benefiting from GSP
022-230-031-000	Yes	All	Yes	Southern MA	0 275	0 275	100	Areas Benefiting from GSP
022-230-032-000	Yes	All	Yes	Holltsier MA	0 81	0 81	100	Areas Benefiting from GSP
022-230-036-000	Yes	Parital	Yes	Holltsier and Southern MAs	4 42	4 42	100	Areas Benefiting from GSP
022-230-037-000	Yes	All	Yes	Southern MA	0 74	0 74	100	Areas Benefiting from GSP
022-230-038-000	Yes	All	Yes	Southern MA	0 47	0 47	100	Areas Benefiting from GSP
022-230-039-000	Yes	All	Yes	Southern MA	0 46	0 46	100	Areas Benefiting from GSP
022-230-040-000	Yes	All	Yes	Southern MA	0 46	0 46	100	Areas Benefiting from GSP
022-230-043-000	Yes	All	Yes	Southern MA	0 754	0 754	100	Areas Benefiting from GSP
022-230-044-000	Yes	All	Yes	Southern MA	0 257	0 257	100	Areas Benefiting from GSP
022-230-047-000	Yes	All	Yes	Holltsier MA	0 131	0 131	100	Areas Benefiting from GSP
022-230-048-000	Yes	All	Yes	Southern MA	0 143	0 143	100	Areas Benefiting from GSP
022-230-049-000	Yes	All	Yes	Holltsier MA	4 16	4 16	100	Areas Benefiting from GSP
022-230-051-000	Yes	All	Yes	Southern MA	1 06	1 06	100	Areas Benefiting from GSP
022-230-052-000	Yes	All	Yes	Southern MA	1	1	100	Areas Benefiting from GSP
022-230-053-000	Yes	All	Yes	Holltsier MA	0 25	0 25	100	Areas Benefiting from GSP
022-230-058-000	Yes	All	Yes	Holltsier MA	0 29	0 29	100	Areas Benefiting from GSP
022-230-059-000	Yes	All	Yes	Holltsier and Southern MAs	0 33	0 33	100	Areas Benefiting from GSP
022-230-060-000	Yes	Parital	Yes	Holltsier and Southern MAs	0 64	0 64	100	Areas Benefiting from GSP
022-230-061-000	Yes	All	Yes	Holltsier and Southern MAs	0 51	0 51	100	Areas Benefiting from GSP
022-250-001-000	Yes	Parital	Yes	Holltsier and Southern MAs	2 5	2 5	100	Areas Benefiting from GSP
022-250-002-000	Yes	All	Yes	Holltsier and Southern MAs	26 85	26 85	100	Areas Benefiting from GSP
022-250-004-000	Yes	All	Yes	Holltsier and Southern MAs	59 23	59 23	100	Areas Benefiting from GSP
022-250-006-000	Yes	All	Yes	Holltsier MA	0 26	0 26	100	Areas Benefiting from GSP
022-250-007-000	Yes	Parital	Yes	Holltsier and Southern MAs	36 95	36 95	100	Areas Benefiting from GSP
022-250-008-000	Yes	Parital	Yes	Holltsier and Southern MAs	37 45	37 45	100	Areas Benefiting from GSP
022-250-009-000	Yes	All	Yes	Southern MA	1 91	1 91	100	Areas Benefiting from GSP
022-250-010-000	Yes	All	Yes	Southern MA	17 61	17 61	100	Areas Benefiting from GSP
022-250-011-000	Yes	All	Yes	Southern MA	2 18	2 18	100	Areas Benefiting from GSP
022-250-012-000	Yes	All	Yes	Southern MA	1 8	1 8	100	Areas Benefiting from GSP
022-250-013-000	Yes	All	Yes	Southern MA	5 78	5 78	100	Areas Benefiting from GSP
022-250-014-000	Yes	All	Yes	Southern MA	4 92	4 92	100	Areas Benefiting from GSP
022-250-015-000	Yes	Parital	Yes	Holltsier and Southern MAs	22 5	22 5	100	Areas Benefiting from GSP
022-250-016-000	Yes	All	Yes	Holltsier and Southern MAs	31 14	31 14	100	Areas Benefiting from GSP
022-300-001-000	Yes	All	Yes	Holltsier MA	3 01	3 01	100	Areas Benefiting from GSP
022-300-002-000	Yes	All	Yes	Holltsier MA	19 33	19 33	100	Areas Benefiting from GSP
022-300-003-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022-300-004-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022-300-005-000	Yes	All	Yes	N/A	3	3	100	Areas Benefiting from GSP
022-300-006-000	Yes	All	Yes	N/A	4 96	4 96	100	Areas Benefiting from GSP
022-300-007-000	Yes	All	Yes	N/A	6 77	6 77	100	Areas Benefiting from GSP
022-300-008-000	Yes	All	Yes	N/A	9 84	9 84	100	Areas Benefiting from GSP
022-300-009-000	Yes	All	Yes	N/A	6 03	6 03	100	Areas Benefiting from GSP
022-300-010-000	Yes	All	Yes	N/A	9 94	9 94	100	Areas Benefiting from GSP
022-300-011-000	Yes	All	Yes	N/A	4 68	4 68	100	Areas Benefiting from GSP
022-300-012-000	Yes	All	Yes	N/A	5 27	5 27	100	Areas Benefiting from GSP
022-300-013-000	Yes	All	Yes	N/A	6 33	6 33	100	Areas Benefiting from GSP
022-300-014-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022-300-015-000	Yes	All	Yes	Holltsier MA	3 59	3 59	100	Areas Benefiting from GSP
022-300-016-000	Yes	All	Yes	Holltsier MA	5 97	5 97	100	Areas Benefiting from GSP
022-300-017-000	Yes	All	Yes	Holltsier MA	3 11	3 11	100	Areas Benefiting from GSP
022-300-018-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022-300-019-000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022-300-020-000	Yes	All	Yes	Holltsier MA	3 31	3 31	100	Areas Benefiting from GSP

022 -300-021 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -300-022 -000	Yes	All	Yes	Holltsier MA	3319	3319	100	Areas Benefiting from GSP
022 -300-023 -000	Yes	All	Yes	Holltsier MA	4319	4319	100	Areas Benefiting from GSP
022 -300-024 -000	Yes	All	Yes	Holltsier MA	635	635	100	Areas Benefiting from GSP
022 -300-025 -000	Yes	All	Yes	Holltsier MA	3312	3312	100	Areas Benefiting from GSP
022 -300-026 -000	Yes	All	Yes	Holltsier MA	3366	3366	100	Areas Benefiting from GSP
022 -300-027 -000	Yes	All	Yes	N/A	3321	3321	100	Areas Benefiting from GSP
022 -300-028 -000	Yes	All	Yes	Holltsier MA	3336	3336	100	Areas Benefiting from GSP
022 -300-029 -000	Yes	All	Yes	Holltsier MA	3339	3339	100	Areas Benefiting from GSP
022 -300-030 -000	Yes	All	Yes	Holltsier MA	6367	6367	100	Areas Benefiting from GSP
022 -300-031 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -300-032 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -300-033 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -300-034 -000	Yes	All	Yes	Holltsier MA	3332	3332	100	Areas Benefiting from GSP
022 -300-035 -000	Yes	All	Yes	Holltsier MA	3301	3301	100	Areas Benefiting from GSP
022 -300-036 -000	Yes	All	Yes	Holltsier MA	8354	8354	100	Areas Benefiting from GSP
022 -300-037 -000	Yes	All	Yes	Holltsier MA	5313	5313	100	Areas Benefiting from GSP
022 -300-038 -000	Yes	All	Yes	Holltsier MA	331	331	100	Areas Benefiting from GSP
022 -300-039 -000	Yes	All	Yes	Holltsier MA	331	331	100	Areas Benefiting from GSP
022 -300-040 -000	Yes	All	Yes	Holltsier MA	3319	3319	100	Areas Benefiting from GSP
022 -300-041 -000	Yes	All	Yes	Holltsier MA	3327	3327	100	Areas Benefiting from GSP
022 -300-042 -000	Yes	All	Yes	Holltsier MA	3336	3336	100	Areas Benefiting from GSP
022 -300-043 -000	Yes	All	Yes	Holltsier MA	3336	3336	100	Areas Benefiting from GSP
022 -300-044 -000	Yes	All	Yes	Holltsier MA	331	331	100	Areas Benefiting from GSP
022 -300-045 -000	Yes	All	Yes	Holltsier MA	4315	4315	100	Areas Benefiting from GSP
022 -31 0-001 -000	Yes	All	Yes	N/A	7329	7329	100	Areas Benefiting from GSP
022 -31 0-002 -000	Yes	All	Yes	N/A	9353	9353	100	Areas Benefiting from GSP
022 -31 0-003 -000	Yes	All	Yes	N/A	9332	9332	100	Areas Benefiting from GSP
022 -31 0-004 -000	Yes	All	Yes	N/A	8354	8354	100	Areas Benefiting from GSP
022 -31 0-005 -000	Yes	All	Yes	N/A	9349	9349	100	Areas Benefiting from GSP
022 -31 0-006 -000	Yes	All	Yes	Holltsier MA	3386	3386	100	Areas Benefiting from GSP
022 -31 0-007 -000	Yes	All	Yes	Holltsier MA	10392	10392	100	Areas Benefiting from GSP
022 -31 0-008 -000	Yes	All	Yes	Holltsier and Souihem MAs	10351	10351	100	Areas Benefiting from GSP
022 -31 0-009 -000	Yes	All	Yes	Holltsier and Souihem MAs	3	3	100	Areas Benefiting from GSP
022 -31 0-01 0-000	Yes	All	Yes	Holltsier and Souihem MAs	3	3	100	Areas Benefiting from GSP
022 -31 0-01 1 -000	Yes	All	Yes	Holltsier MA	3344	3344	100	Areas Benefiting from GSP
022 -31 0-01 2 -000	Yes	All	Yes	Holltsier MA	3397	3397	100	Areas Benefiting from GSP
022 -31 0-01 3 -000	Yes	All	Yes	Holltsier MA	4329	4329	100	Areas Benefiting from GSP
022 -31 0-01 4 -000	Yes	All	Yes	Holltsier MA	3321	3321	100	Areas Benefiting from GSP
022 -31 0-01 6 -000	Yes	All	Yes	Holltsier MA	3318	3318	100	Areas Benefiting from GSP
022 -31 0-01 7 -000	Yes	All	Yes	Holltsier MA	4321	4321	100	Areas Benefiting from GSP
022 -31 0-01 8 -000	Yes	All	Yes	Holltsier MA	3336	3336	100	Areas Benefiting from GSP
022 -31 0-01 9 -000	Yes	All	Yes	Holltsier MA	3379	3379	100	Areas Benefiting from GSP
022 -31 0-020 -000	Yes	All	Yes	Holltsier MA	3377	3377	100	Areas Benefiting from GSP
022 -31 0-021 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -31 0-022 -000	Yes	All	Yes	Holltsier MA	3306	3306	100	Areas Benefiting from GSP
022 -31 0-023 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -31 0-024 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -31 0-025 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -31 0-026 -000	Yes	All	Yes	Holltsier MA	3	3	100	Areas Benefiting from GSP
022 -31 0-027 -000	Yes	All	Yes	Holltsier and Souihem MAs	3372	3372	100	Areas Benefiting from GSP
022 -31 0-028 -000	Yes	All	Yes	Holltsier and Souihem MAs	3328	3328	100	Areas Benefiting from GSP
022 -31 0-029 -000	Yes	All	Yes	Holltsier and Souihem MAs	3	3	100	Areas Benefiting from GSP
022 -31 0-030 -000	Yes	All	Yes	Holltsier MA	6335	6335	100	Areas Benefiting from GSP
022 -31 0-031 -000	Yes	All	Yes	Holltsier MA	6327	6327	100	Areas Benefiting from GSP
022 -31 0-032 -000	Yes	All	Yes	Holltsier and Souihem MAs	6374	6374	100	Areas Benefiting from GSP
023 -070-005 -000	Yes	All	Yes	Holltsier and Souihem MAs	1235	1235	100	Areas Benefiting from GSP
023 -070-006 -000	Yes	All	Yes	Holltsier and Souihem MAs	127352	85343248486	6639953614	Areas Benefiting from GSP
023 -070-01 9 -000	Yes	Parital	Yes	Souihem MA	635	83416358418	99301598138	Areas Benefiting from GSP
023 -070-044 -000	Yes	All	Yes	Holltsier and Souihem MAs	152306	383015	25	Areas Benefiting from GSP
023 -070-045 -000	Yes	All	Yes	Holltsier and Souihem MAs	53352	53352	100	Areas Benefiting from GSP
023 -070-049 -000	Yes	Parital	Yes	Souihem MA	387376	23830755343	61339765171	Areas Benefiting from GSP
023 -070-052 -000	Yes	All	Yes	Souihem MA	7371	7371	100	Areas Benefiting from GSP
023 -070-053 -000	Yes	All	Yes	Souihem MA	42381	42381	100	Areas Benefiting from GSP
023 -070-055 -000	Yes	All	Yes	Souihem MA	5358	5358	100	Areas Benefiting from GSP
023 -070-056 -000	Yes	Parital	Yes	Souihem MA	429376	1413249471	333324219	Areas Benefiting from GSP
023 -070-057 -000	Yes	Parital	Yes	Souihem MA	361377	43336747432	11398758171	Areas Benefiting from GSP
023 -1 00-01 3 -000	Yes	All	Yes	Souihem MA	2328	2328	100	Areas Benefiting from GSP
023 -1 00-01 9 -000	Yes	All	Yes	Souihem MA	27336	27336	100	Areas Benefiting from GSP
023 -1 00-024 -000	Yes	All	Yes	Souihem MA	5386	5386	100	Areas Benefiting from GSP
023 -1 00-025 -000	Yes	All	Yes	Souihem MA	28	28	100	Areas Benefiting from GSP
023 -1 00-026 -000	Yes	All	Yes	Souihem MA	58374	58374	100	Areas Benefiting from GSP

023 -1 00-027 -000	Yes	All	Yes	Southern MA	62238	62238	100	Areas Benefiting from GSP
023 -1 00-029 -000	Yes	All	Yes	Southern MA	112265	112265	100	Areas Benefiting from GSP
023 -1 00-030 -000	Yes	All	Yes	Southern MA	3922	3922	100	Areas Benefiting from GSP
023 -1 00-032 -000	Yes	All	Yes	Southern MA	136226	136226	100	Areas Benefiting from GSP
023 -1 00-033 -000	Yes	All	Yes	Southern MA	129	129	100	Areas Benefiting from GSP
023 -1 00-036 -000	Yes	All	Yes	Southern MA	25246	25246	100	Areas Benefiting from GSP
023 -1 00-041 -000	Yes	Parital	Yes	Southern MA	3752	37028350894	98269722657	Areas Benefiting from GSP
023 -1 00-042 -000	Yes	All	Yes	Southern MA	9267	9267	100	Areas Benefiting from GSP
023 -1 00-044 -000	Yes	All	Yes	Southern MA	6	6	100	Areas Benefiting from GSP
023 -1 00-046 -000	Yes	All	Yes	Southern MA	8267	8267	100	Areas Benefiting from GSP
023 -1 00-047 -000	Yes	All	Yes	Southern MA	352207	30926602878	87295418178	Areas Benefiting from GSP
023 -1 00-048 -000	Yes	All	Yes	Southern MA	98276	98276	100	Areas Benefiting from GSP
023 -1 00-052 -000	Yes	All	Yes	Southern MA	207277	207277	100	Areas Benefiting from GSP
023 -1 00-055 -000	Yes	All	Yes	Southern MA	11292	11292	100	Areas Benefiting from GSP
023 -1 00-056 -000	Yes	All	Yes	Southern MA	20234	20234	100	Areas Benefiting from GSP
023 -1 00-064 -000	Yes	All	Yes	Southern MA	56214	56214	100	Areas Benefiting from GSP
023 -1 00-068 -000	Yes	All	Yes	Southern MA	92261	92261	100	Areas Benefiting from GSP
023 -1 00-069 -000	Yes	All	Yes	Southern MA	280243	280243	100	Areas Benefiting from GSP
023 -1 00-070 -000	Yes	All	Yes	Southern MA	40201	40201	100	Areas Benefiting from GSP
023 -1 00-071 -000	Yes	All	Yes	Southern MA	54326	54326	100	Areas Benefiting from GSP
023 -1 1 0-005 -000	Yes	All	Yes	Southern MA	1302689	1302689	100	Areas Benefiting from GSP
023 -1 1 0-014 -000	Yes	Parital	Yes	Southern MA	62	22342572739	38237733233	Areas Benefiting from GSP
023 -1 1 0-020 -000	Yes	Parital	Yes	Southern MA	32257	3289517884	11295940694	Areas Benefiting from GSP
023 -1 1 0-026 -000	Yes	All	Yes	Southern MA	49261	49261	100	Areas Benefiting from GSP
023 -1 1 0-027 -000	Yes	All	Yes	Southern MA	17265	17265	100	Areas Benefiting from GSP
023 -1 1 0-030 -000	Yes	All	Yes	Southern MA	1225	1225	100	Areas Benefiting from GSP
023 -1 1 0-034 -000	Yes	Parital	Yes	Southern MA	21329	20324415394	9521105841	Areas Benefiting from GSP
023 -1 1 0-035 -000	Yes	Parital	Yes	Southern MA	842	3280786757	40223788094	Areas Benefiting from GSP
023 -1 1 0-036 -000	Yes	Parital	Yes	Southern MA	150273	45223935196	30201350226	Areas Benefiting from GSP
023 -1 1 0-040 -000	Yes	Parital	Yes	Southern MA	42236	30262179567	72228941376	Areas Benefiting from GSP
023 -1 1 0-041 -000	Yes	Parital	Yes	Southern MA	252235	15289915749	62300438869	Areas Benefiting from GSP
023 -1 1 0-044 -000	Yes	All	Yes	Southern MA	210206	210206	100	Areas Benefiting from GSP
023 -1 1 0-045 -000	Yes	Parital	Yes	Southern MA	151222	11125836989	73279874266	Areas Benefiting from GSP
023 -1 20-001 -000	Yes	All	Yes	Southern MA	7275	7275	100	Areas Benefiting from GSP
023 -1 20-008 -000	Yes	All	Yes	Southern MA	12273	12273	100	Areas Benefiting from GSP
023 -1 20-022 -000	Yes	All	Yes	Southern MA	74233	74233	100	Areas Benefiting from GSP
023 -1 20-032 -000	Yes	All	Yes	Southern MA	23213	23213	100	Areas Benefiting from GSP
023 -1 20-035 -000	Yes	All	Yes	Southern MA	1287	1287	100	Areas Benefiting from GSP
023 -1 20-036 -000	Yes	All	Yes	Southern MA	2217	2217	100	Areas Benefiting from GSP
023 -1 30-003 -000	Yes	Parital	Yes	Southern MA	197275	12282499318	6248545799	Areas Benefiting from GSP
023 -1 60-001 -000	Yes	Parital	Yes	San Juan MA	72257	1260330771	22209357554	Areas Benefiting from GSP
023 -1 60-008 -000	Yes	Parital	Yes	San Juan MA	11521	36211462916	31237674123	Areas Benefiting from GSP
025 -090-004 -000	Yes	All	Yes	Hollisier MA	159236	159236	100	Areas Benefiting from GSP
025 -090-005 -000	Yes	All	Yes	Hollisier MA	15822	15822	100	Areas Benefiting from GSP
025 -090-017 -000	Yes	Parital	Yes	Hollisier MA	348	22427738555	64259018835	Areas Benefiting from GSP
025 -090-018 -000	Yes	All	Yes	Hollisier MA	204256	204256	100	Areas Benefiting from GSP
025 -090-019 -000	Yes	Parital	Yes	Hollisier MA	240	77209426522	32212261051	Areas Benefiting from GSP
025 -090-020 -000	Yes	Parital	Yes	Hollisier MA	200	19929320364	99296601821	Areas Benefiting from GSP
025 -090-022 -000	Yes	All	Yes	Hollisier MA	120	120	100	Areas Benefiting from GSP
025 -090-025 -000	Yes	All	Yes	Hollisier MA	236236	236236	100	Areas Benefiting from GSP
025 -090-026 -000	Yes	All	Yes	Hollisier MA	3284	3284	100	Areas Benefiting from GSP
025 -090-031 -000	Yes	All	Yes	Hollisier MA	30261	30261	100	Areas Benefiting from GSP
025 -090-035 -000	Yes	All	Yes	Hollisier MA	5	5	100	Areas Benefiting from GSP
025 -090-037 -000	Yes	All	Yes	Hollisier MA	8215	8215	100	Areas Benefiting from GSP
025 -090-038 -000	Yes	All	Yes	Hollisier MA	5206	5206	100	Areas Benefiting from GSP
025 -090-041 -000	Yes	All	Yes	Hollisier MA	223	223	100	Areas Benefiting from GSP
025 -090-043 -000	Yes	All	Yes	Hollisier MA	3	3	100	Areas Benefiting from GSP
025 -090-044 -000	Yes	All	Yes	Hollisier MA	3276	3276	100	Areas Benefiting from GSP
025 -090-053 -000	Yes	All	Yes	Hollisier MA	2926	2926	100	Areas Benefiting from GSP
025 -090-054 -000	Yes	All	Yes	Hollisier MA	26251	26251	100	Areas Benefiting from GSP
025 -090-055 -000	Yes	All	Yes	Hollisier MA	33263	33263	100	Areas Benefiting from GSP
025 -090-056 -000	Yes	All	Yes	Hollisier MA	40207	40207	100	Areas Benefiting from GSP
025 -090-057 -000	Yes	All	Yes	Hollisier MA	11275	11275	100	Areas Benefiting from GSP
025 -090-058 -000	Yes	All	Yes	Hollisier MA	13249	13249	100	Areas Benefiting from GSP
025 -090-059 -000	Yes	All	Yes	Hollisier MA	1626	1626	100	Areas Benefiting from GSP
025 -090-060 -000	Yes	Parital	Yes	Hollisier MA	40	42810213596	12202553399	Areas Benefiting from GSP
025 -090-062 -000	Yes	All	Yes	Hollisier MA	125	125	100	Areas Benefiting from GSP
025 -090-063 -000	Yes	All	Yes	Hollisier MA	125	125	100	Areas Benefiting from GSP
025 -090-069 -000	Yes	All	Yes	Hollisier MA	19246	19246	100	Areas Benefiting from GSP
025 -090-070 -000	Yes	All	Yes	Hollisier MA	5	5	100	Areas Benefiting from GSP
025 -090-071 -000	Yes	Parital	Yes	Hollisier MA	5	42523034606	90246069212	Areas Benefiting from GSP
025 -1 00-002 -000	Yes	All	Yes	Hollisier MA	160	160	100	Areas Benefiting from GSP

025 -1 00-004-000	Yes	Partial	Yes	Holltster MA	1780 39	40 3584021 69	2 0 4431 87493	Areas Benefitting from GSP
025 -1 00-007-000	Yes	All	Yes	Holltster MA	2020 87	2020 87	100	Areas Benefitting from GSP
025 -1 00-008-000	Yes	Partial	Yes	Holltster MA	2360 77	1130 6977295	480 02032752	Areas Benefitting from GSP
025 -1 00-01 1 -000	Yes	Partial	Yes	Holltster MA	250 68	23 0 57887346	91 0 81 804308	Areas Benefitting from GSP
025 -1 00-01 3 -000	Yes	Partial	Yes	Holltster MA	660 62	420 1 1 09881 9	63 0 21 07298	Areas Benefitting from GSP
025 -1 00-01 8 -000	Yes	All	Yes	Holltster MA	40 91	40 91	100	Areas Benefitting from GSP
025 -1 00-01 9 -000	Yes	Partial	Yes	Holltster MA	290	250 54803226	870 73362726	Areas Benefitting from GSP
025 -1 00-020-000	Yes	Partial	Yes	Holltster MA	500 2	1 80 57874437	370 00945094	Areas Benefitting from GSP
025 -1 00-022 -000	Yes	Partial	Yes	Holltster MA	410 12	400 627921 91	980 80331 203	Areas Benefitting from GSP
025 -1 90-01 2 -000	Yes	All	Yes	Holltster MA	300 15	300 15	100	Areas Benefitting from GSP
025 -1 90-032 -000	Yes	Partial	Yes	Holltster MA	160	630 5783981 1	390 73649882	Areas Benefitting from GSP
025 -1 90-033 -000	Yes	Partial	Yes	Holltster MA	80	790 9285396	990 91 06745	Areas Benefitting from GSP
025 -1 90-057-000	Yes	Partial	Yes	Holltster MA	1790 62	1 670 082831	93 0 0201 7091	Areas Benefitting from GSP
025 -1 90-058-000	Yes	Partial	Yes	Holltster MA	3990 26	400 08220632	1 00 0391 2396	Areas Benefitting from GSP
025 -1 90-062-000	Yes	All	Yes	Holltster MA	290 09	290 09	100	Areas Benefitting from GSP
025 -1 90-063 -000	Yes	All	Yes	Holltster MA	1012	1012	100	Areas Benefitting from GSP
025 -1 90-066-000	Yes	All	Yes	Holltster MA	540 96	540 96	100	Areas Benefitting from GSP
025 -1 90-071 -000	Yes	All	Yes	Holltster MA	940 97	940 97	100	Areas Benefitting from GSP
025 -1 90-076-000	Yes	Partial	Yes	Holltster MA	2280 2	80 977929687	3 0 934237374	Areas Benefitting from GSP
025 -1 90-077-000	Yes	Partial	Yes	Holltster MA	240 99	00 9831 6592	3 0 934237374	Areas Benefitting from GSP
025 -1 90-078-000	Yes	Partial	Yes	Holltster MA	2130 12	80 384646691	3 0 934237374	Areas Benefitting from GSP
025 -1 90-081 -000	Yes	Partial	Yes	Holltster MA	1 460	5 0 768378838	3 0 934237374	Areas Benefitting from GSP
025 -200-001 -000	Yes	Partial	Yes	Holltster MA	1 060 75	1 050 4796672	980 80999271	Areas Benefitting from GSP
025 -200-002 -000	Yes	Partial	Yes	Holltster MA	80	00 1 1 01 1 474	00 1 37644245	Areas Benefitting from GSP
025 -200-01 5 -000	Yes	All	Yes	Holltster and Southern MAs	40	40	100	Areas Benefitting from GSP
025 -200-01 6 -000	Yes	All	Yes	Holltster and Southern MAs	40	40	100	Areas Benefitting from GSP
025 -200-01 7 -000	Yes	All	Yes	Holltster and Southern MAs	260 66	260 66	100	Areas Benefitting from GSP
025 -200-022 -000	Yes	All	Yes	Holltster and Southern MAs	260 66	260 66	100	Areas Benefitting from GSP
025 -200-029-000	Yes	All	Yes	Holltster MA	1	1	100	Areas Benefitting from GSP
025 -200-030-000	Yes	All	Yes	Holltster MA	370 63	370 63	100	Areas Benefitting from GSP
025 -200-031 -000	Yes	All	Yes	Holltster MA	370 78	370 78	100	Areas Benefitting from GSP
025 -200-039-000	Yes	All	Yes	Holltster and Southern MAs	330 51	330 51	100	Areas Benefitting from GSP
025 -200-040-000	Yes	All	Yes	Holltster MA	15	15	100	Areas Benefitting from GSP
025 -200-041 -000	Yes	All	Yes	Holltster MA	140 99	140 99	100	Areas Benefitting from GSP
025 -200-056-000	Yes	All	Yes	Holltster and Southern MAs	00 97	00 97	100	Areas Benefitting from GSP
025 -200-057-000	Yes	All	Yes	Holltster and Southern MAs	10 4	10 4	100	Areas Benefitting from GSP
025 -200-060-000	Yes	Partial	Yes	Holltster MA	370 1	00 291 01 651 6	00 78441 1 094	Areas Benefitting from GSP
025 -200-061 -000	Yes	All	Yes	Holltster MA	150 26	150 26	100	Areas Benefitting from GSP
025 -200-062 -000	Yes	All	Yes	Holltster and Southern MAs	150 26	150 26	100	Areas Benefitting from GSP
025 -200-064-000	Yes	All	Yes	Holltster MA	3680 58	3680 58	100	Areas Benefitting from GSP
025 -200-067-000	Yes	All	Yes	Holltster and Southern MAs	80 73	80 73	100	Areas Benefitting from GSP
025 -200-068-000	Yes	All	Yes	Holltster and Southern MAs	30 82	30 82	100	Areas Benefitting from GSP
025 -200-069-000	Yes	All	Yes	Holltster and Southern MAs	20 28	20 28	100	Areas Benefitting from GSP
025 -200-071 -000	Yes	All	Yes	Holltster and Southern MAs	73 0 96	73 0 96	100	Areas Benefitting from GSP
025 -200-073 -000	Yes	All	Yes	Holltster and Southern MAs	20	20	100	Areas Benefitting from GSP
025 -200-074-000	Yes	All	Yes	Holltster and Southern MAs	20	20	100	Areas Benefitting from GSP
025 -200-076-000	Yes	All	Yes	Holltster MA	20 98	20 98	100	Areas Benefitting from GSP
025 -200-077-000	Yes	All	Yes	Holltster MA	23 0 82	23 0 82	100	Areas Benefitting from GSP
025 -200-078-000	Yes	All	Yes	Holltster MA	23 0 06	23 0 06	100	Areas Benefitting from GSP
025 -200-079-000	Yes	All	Yes	Holltster and Southern MAs	62 0 79	62 0 79	100	Areas Benefitting from GSP
025 -200-080-000	Yes	All	Yes	Holltster MA	20 88	20 88	100	Areas Benefitting from GSP
025 -200-081 -000	Yes	All	Yes	Holltster and Southern MAs	30 53	30 53	100	Areas Benefitting from GSP
025 -200-082 -000	Yes	All	Yes	Holltster and Southern MAs	90 51	90 51	100	Areas Benefitting from GSP
025 -200-083 -000	Yes	All	Yes	Holltster and Southern MAs	260 1 8	260 1 8	100	Areas Benefitting from GSP
025 -200-084-000	Yes	All	Yes	Holltster and Southern MAs	40 64	40 64	100	Areas Benefitting from GSP
025 -200-085 -000	Yes	All	Yes	Holltster and Southern MAs	130 33	130 33	100	Areas Benefitting from GSP
025 -200-086-000	Yes	All	Yes	Holltster and Southern MAs	260 67	260 67	100	Areas Benefitting from GSP
025 -21 0-001 -000	Yes	All	Yes	Holltster and Southern MAs	1 00 6	1 00 6	100	Areas Benefitting from GSP
025 -21 0-006-000	Yes	All	Yes	Southern MA	950 88	950 88	100	Areas Benefitting from GSP
025 -21 0-007-000	Yes	All	Yes	Southern MA	26	26	100	Areas Benefitting from GSP
025 -21 0-01 6 -000	Yes	All	Yes	Southern MA	1 00 87	1 00 87	100	Areas Benefitting from GSP
025 -21 0-01 9 -000	Yes	All	Yes	Southern MA	80	80	100	Areas Benefitting from GSP
025 -21 0-020-000	Yes	All	Yes	Southern MA	350 45	350 45	100	Areas Benefitting from GSP
025 -21 0-023 -000	Yes	All	Yes	Holltster and Southern MAs	440 42	440 42	100	Areas Benefitting from GSP
025 -21 0-024-000	Yes	All	Yes	Holltster and Southern MAs	600 83	600 83	100	Areas Benefitting from GSP
025 -21 0-031 -000	Yes	All	Yes	Southern MA	80 1 1 9	80 1 1 9	100	Areas Benefitting from GSP
025 -21 0-034-000	Yes	All	Yes	Southern MA	501	501	100	Areas Benefitting from GSP
025 -21 0-035 -000	Yes	All	Yes	Southern MA	5	5	100	Areas Benefitting from GSP
025 -21 0-036-000	Yes	All	Yes	Southern MA	5	5	100	Areas Benefitting from GSP
025 -21 0-040-000	Yes	All	Yes	Southern MA	700 53	700 53	100	Areas Benefitting from GSP
025 -21 0-041 -000	Yes	All	Yes	Southern MA	1 40 63	1 40 63	100	Areas Benefitting from GSP
025 -21 0-042 -000	Yes	All	Yes	Southern MA	50 46	50 46	100	Areas Benefitting from GSP

025 -21 0-043 -000	Yes	All	Yes	Southern MA	253 41	253 41	100	Areas Benefiting from GSP
025 -21 0-044 -000	Yes	All	Yes	Southern MA	10	10	100	Areas Benefiting from GSP
025 -21 0-048 -000	Yes	All	Yes	Southern MA	753 62	753 62	100	Areas Benefiting from GSP
025 -21 0-049 -000	Yes	All	Yes	Southern MA	783 69	783 69	100	Areas Benefiting from GSP
025 -220 -002 -000	Yes	All	Yes	Southern MA	533 64	533 64	100	Areas Benefiting from GSP
025 -220 -009 -000	Yes	All	Yes	Southern MA	40	40	100	Areas Benefiting from GSP
025 -220 -01 7 -000	Yes	All	Yes	Southern MA	120	120	100	Areas Benefiting from GSP
025 -220 -01 9 -000	Yes	All	Yes	Southern MA	463 95	463 95	100	Areas Benefiting from GSP
025 -220 -031 -000	Yes	All	Yes	Southern MA	213 96	213 96	100	Areas Benefiting from GSP
025 -220 -032 -000	Yes	All	Yes	Southern MA	193 92	193 92	100	Areas Benefiting from GSP
025 -220 -039 -000	Yes	All	Yes	Southern MA	133 31	133 31	100	Areas Benefiting from GSP
025 -220 -041 -000	Yes	All	Yes	Southern MA	83 27	83 27	100	Areas Benefiting from GSP
025 -220 -042 -000	Yes	All	Yes	Southern MA	503 69	503 69	100	Areas Benefiting from GSP
025 -220 -043 -000	Yes	Partial	Yes	Southern MA	41	393 465 275 81	963 256 770 26	Areas Benefiting from GSP
025 -220 -044 -000	Yes	Partial	Yes	Southern MA	493 17	353 801 4381	723 81 15479	Areas Benefiting from GSP
025 -220 -046 -000	Yes	All	Yes	Southern MA	183 2	183 2	100	Areas Benefiting from GSP
025 -220 -051 -000	Yes	All	Yes	Southern MA	133 96	133 96	100	Areas Benefiting from GSP
025 -220 -052 -000	Yes	All	Yes	Southern MA	193 61	193 61	100	Areas Benefiting from GSP
025 -220 -053 -000	Yes	All	Yes	Southern MA	103 75	103 75	100	Areas Benefiting from GSP
025 -330 -003 -000	Yes	All	Yes	Holliston MA	1134	1134	100	Areas Benefiting from GSP
025 -340 -001 -000	Yes	All	Yes	Holliston MA	383 83	383 83	100	Areas Benefiting from GSP
025 -340 -003 -000	Yes	All	Yes	Holliston MA	113 55	113 55	100	Areas Benefiting from GSP
025 -340 -004 -000	Yes	All	Yes	Holliston MA	43 94	43 94	100	Areas Benefiting from GSP
025 -340 -005 -000	Yes	All	Yes	Holliston MA	33 99	33 99	100	Areas Benefiting from GSP
025 -340 -006 -000	Yes	All	Yes	Holliston MA	03 92	03 92	100	Areas Benefiting from GSP
025 -340 -008 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -340 -009 -000	Yes	All	Yes	Holliston MA	75	75	100	Areas Benefiting from GSP
025 -340 -038 -000	Yes	All	Yes	Holliston MA	15	15	100	Areas Benefiting from GSP
025 -340 -039 -000	Yes	All	Yes	Holliston MA	503 81	503 81	100	Areas Benefiting from GSP
025 -340 -040 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -340 -041 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -340 -042 -000	Yes	All	Yes	Holliston MA	53 17	53 17	100	Areas Benefiting from GSP
025 -41 0-001 -000	Yes	All	Yes	Holliston MA	1413 23	1413 23	100	Areas Benefiting from GSP
025 -41 0-002 -000	Yes	All	Yes	Holliston MA	1563 06	1563 06	100	Areas Benefiting from GSP
025 -41 0-003 -000	Yes	All	Yes	Holliston MA	10	10	100	Areas Benefiting from GSP
025 -41 0-004 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-005 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-006 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-007 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-009 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-01 0 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -41 0-01 1 -000	Yes	All	Yes	Holliston and Southern MAs	73 47	73 47	100	Areas Benefiting from GSP
025 -420 -007 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -420 -008 -000	Yes	All	Yes	Holliston MA	53 16	53 16	100	Areas Benefiting from GSP
025 -420 -01 3 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -420 -01 4 -000	Yes	All	Yes	Holliston MA	63 42	63 42	100	Areas Benefiting from GSP
025 -420 -01 5 -000	Yes	All	Yes	Holliston MA	63 73	63 73	100	Areas Benefiting from GSP
025 -420 -01 6 -000	Yes	All	Yes	Holliston MA	03 57	03 57	100	Areas Benefiting from GSP
025 -420 -020 -000	Yes	All	Yes	Holliston MA	153 45	153 45	100	Areas Benefiting from GSP
025 -420 -022 -000	Yes	All	Yes	Holliston MA	343 32	343 32	100	Areas Benefiting from GSP
025 -420 -023 -000	Yes	All	Yes	Holliston MA	03 7	03 7	100	Areas Benefiting from GSP
025 -420 -024 -000	Yes	All	Yes	Holliston MA	33 1	33 1	100	Areas Benefiting from GSP
025 -420 -026 -000	Yes	All	Yes	Holliston MA	363 43	363 43	100	Areas Benefiting from GSP
025 -420 -027 -000	Yes	All	Yes	Holliston MA	53 36	53 36	100	Areas Benefiting from GSP
025 -420 -029 -000	Yes	All	Yes	Holliston MA	173 4	173 4	100	Areas Benefiting from GSP
025 -420 -030 -000	Yes	All	Yes	Holliston MA	233 72	233 72	100	Areas Benefiting from GSP
025 -420 -032 -000	Yes	All	Yes	Holliston MA	513 51	513 51	100	Areas Benefiting from GSP
025 -420 -033 -000	Yes	All	Yes	Holliston MA	53 1	53 1	100	Areas Benefiting from GSP
025 -420 -034 -000	Yes	All	Yes	Holliston MA	03 19	03 19	100	Areas Benefiting from GSP
025 -420 -036 -000	Yes	All	Yes	Holliston MA	03 55	03 55	100	Areas Benefiting from GSP
025 -420 -037 -000	Yes	All	Yes	Holliston MA	503 6	503 6	100	Areas Benefiting from GSP
025 -420 -038 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -420 -039 -000	Yes	All	Yes	Holliston MA	63 41	63 41	100	Areas Benefiting from GSP
025 -420 -041 -000	Yes	All	Yes	Holliston MA	53 37	53 37	100	Areas Benefiting from GSP
025 -420 -042 -000	Yes	All	Yes	Holliston MA	23 46	23 46	100	Areas Benefiting from GSP
025 -420 -043 -000	Yes	All	Yes	Holliston MA	53 54	53 54	100	Areas Benefiting from GSP
025 -420 -044 -000	Yes	All	Yes	Holliston MA	5	5	100	Areas Benefiting from GSP
025 -420 -047 -000	Yes	All	Yes	Holliston MA	313 94	313 94	100	Areas Benefiting from GSP
025 -430 -003 -000	Yes	All	Yes	Holliston MA	13 61	13 61	100	Areas Benefiting from GSP
025 -430 -004 -000	Yes	All	Yes	Holliston MA	213 23	213 23	100	Areas Benefiting from GSP
025 -430 -005 -000	Yes	All	Yes	Holliston MA	513 59	513 59	100	Areas Benefiting from GSP
025 -430 -006 -000	Yes	All	Yes	Holliston MA	13 01	13 01	100	Areas Benefiting from GSP

025 -430-008-000	Yes	Al	Yes	Holltsster MA	14 53	14 53	100	Areas Benefitting from GSP
025 -430-009-000	Yes	Al	Yes	Holltsster MA	20 39	20 39	100	Areas Benefitting from GSP
025 -430-01 0-000	Yes	Al	Yes	Holltsster MA	1	1	100	Areas Benefitting from GSP
025 -430-01 1 -000	Yes	Al	Yes	Holltsster MA	6 79	6 79	100	Areas Benefitting from GSP
025 -430-01 2 -000	Yes	Al	Yes	Holltsster MA	13 58	13 58	100	Areas Benefitting from GSP
025 -430-01 3 -000	Yes	Al	Yes	Holltsster MA	6 79	6 79	100	Areas Benefitting from GSP
025 -430-01 7 -000	Yes	Al	Yes	Holltsster MA	5 15	5 15	100	Areas Benefitting from GSP
025 -430-01 8-000	Yes	Al	Yes	Holltsster MA	5 33	5 33	100	Areas Benefitting from GSP
025 -430-01 9-000	Yes	Al	Yes	Holltsster and Southern MAs	19 96	19 96	100	Areas Benefitting from GSP
025 -430-024-000	Yes	Al	Yes	Holltsster MA	0 39	0 39	100	Areas Benefitting from GSP
025 -430-025 -000	Yes	Al	Yes	Holltsster MA	4 97	4 97	100	Areas Benefitting from GSP
025 -430-026-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -430-027-000	Yes	Al	Yes	Holltsster MA	31 1	31 1	100	Areas Benefitting from GSP
025 -430-028-000	Yes	Al	Yes	Holltsster MA	23 2	23 2	100	Areas Benefitting from GSP
025 -430-029-000	Yes	Al	Yes	Holltsster and Southern MAs	35 15	35 15	100	Areas Benefitting from GSP
025 -430-030-000	Yes	Al	Yes	Holltsster MA	32 509	32 509	100	Areas Benefitting from GSP
025 -440-001 -000	Yes	Al	Yes	Holltsster and Southern MAs	152 77	152 77	100	Areas Benefitting from GSP
025 -450-004-000	Yes	Al	Yes	Southern MA	15 33	15 33	100	Areas Benefitting from GSP
025 -450-005 -000	Yes	Al	Yes	Southern MA	3 91	3 91	100	Areas Benefitting from GSP
025 -450-006-000	Yes	Al	Yes	Southern MA	21 69	21 69	100	Areas Benefitting from GSP
025 -460-002 -000	Yes	Al	Yes	Holltsster MA	2 48	2 48	100	Areas Benefitting from GSP
025 -460-003 -000	Yes	Al	Yes	Holltsster MA	2 56	2 56	100	Areas Benefitting from GSP
025 -460-007-000	Yes	Al	Yes	Holltsster MA	2 47	2 47	100	Areas Benefitting from GSP
025 -460-008-000	Yes	Al	Yes	Holltsster MA	2 63	2 63	100	Areas Benefitting from GSP
025 -460-009-000	Yes	Al	Yes	Holltsster MA	1 46	1 46	100	Areas Benefitting from GSP
025 -460-01 0-000	Yes	Al	Yes	Holltsster MA	1 02	1 02	100	Areas Benefitting from GSP
025 -470-006-000	Yes	Al	Yes	Holltsster MA	2 74	2 74	100	Areas Benefitting from GSP
025 -470-007-000	Yes	Al	Yes	Holltsster MA	2 31	2 31	100	Areas Benefitting from GSP
025 -470-008-000	Yes	Al	Yes	Holltsster MA	5 09	5 09	100	Areas Benefitting from GSP
025 -470-009-000	Yes	Al	Yes	Holltsster MA	2 59	2 59	100	Areas Benefitting from GSP
025 -500-001 -000	Yes	Al	Yes	Holltsster MA	5 19	5 19	100	Areas Benefitting from GSP
025 -500-002 -000	Yes	Al	Yes	Holltsster MA	5 05	5 05	100	Areas Benefitting from GSP
025 -500-003 -000	Yes	Al	Yes	Holltsster MA	5 15	5 15	100	Areas Benefitting from GSP
025 -500-004-000	Yes	Al	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
025 -500-005 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -500-006-000	Yes	Al	Yes	Holltsster MA	5 01	5 01	100	Areas Benefitting from GSP
025 -500-007-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -500-008-000	Yes	Al	Yes	Holltsster MA	5 03	5 03	100	Areas Benefitting from GSP
025 -500-009-000	Yes	Al	Yes	Holltsster MA	7 09	7 09	100	Areas Benefitting from GSP
025 -500-01 0-000	Yes	Al	Yes	Holltsster MA	8 49	8 49	100	Areas Benefitting from GSP
025 -500-01 1 -000	Yes	Al	Yes	Holltsster MA	8 1	8 1	100	Areas Benefitting from GSP
025 -500-01 2 -000	Yes	Al	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
025 -500-01 3 -000	Yes	Al	Yes	Holltsster MA	4 96	4 96	100	Areas Benefitting from GSP
025 -500-01 4-000	Yes	Al	Yes	Holltsster MA	5 68	5 68	100	Areas Benefitting from GSP
025 -500-01 5 -000	Yes	Al	Yes	Holltsster MA	5 32	5 32	100	Areas Benefitting from GSP
025 -500-01 6-000	Yes	Al	Yes	Holltsster MA	5 06	5 06	100	Areas Benefitting from GSP
025 -500-01 7-000	Yes	Al	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
025 -500-01 8-000	Yes	Al	Yes	Holltsster MA	5 5	5 5	100	Areas Benefitting from GSP
025 -500-01 9-000	Yes	Al	Yes	Holltsster MA	5 06	5 06	100	Areas Benefitting from GSP
025 -500-020-000	Yes	Al	Yes	Holltsster MA	5 07	5 07	100	Areas Benefitting from GSP
025 -500-021 -000	Yes	Al	Yes	Holltsster MA	5 17	5 17	100	Areas Benefitting from GSP
025 -500-022 -000	Yes	Al	Yes	Holltsster MA	5 02	5 02	100	Areas Benefitting from GSP
025 -500-023 -000	Yes	Al	Yes	Holltsster MA	5 36	5 36	100	Areas Benefitting from GSP
025 -500-024-000	Yes	Al	Yes	Holltsster MA	5 04	5 04	100	Areas Benefitting from GSP
025 -500-025 -000	Yes	Al	Yes	Holltsster MA	5 29	5 29	100	Areas Benefitting from GSP
025 -500-026-000	Yes	Al	Yes	Holltsster MA	5 96	5 96	100	Areas Benefitting from GSP
025 -51 0-001 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-002 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-003 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-004-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-007-000	Yes	Al	Yes	Holltsster MA	5 06	5 06	100	Areas Benefitting from GSP
025 -51 0-008-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-009-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 0-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 1 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 2 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 3 -000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 4-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 5 -000	Yes	Al	Yes	Holltsster MA	5 19	5 19	100	Areas Benefitting from GSP
025 -51 0-01 6-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 7-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP
025 -51 0-01 8-000	Yes	Al	Yes	Holltsster MA	5	5	100	Areas Benefitting from GSP

025-51 0-01 9-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-020-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-021-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-022-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-023-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-024-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-025-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-026-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-027-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-028-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-029-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-51 0-030-000	Yes	All	Yes	Holltster MA	5:26	5:26	100	Areas Benefitting from GSP
025-51 0-031-000	Yes	All	Yes	Holltster MA	5:08	5:08	100	Areas Benefitting from GSP
025-520-001-000	Yes	Parttal	Yes	Holltster MA	6:032021 357	95:189859073	Areas Benefitting from GSP	
025-520-01 1-000	Yes	Parttal	Yes	Holltster MA	5	2:3949742	47:189948399	Areas Benefitting from GSP
025-520-01 2-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-520-01 3-000	Yes	All	Yes	Holltster MA	5:21	5:21	100	Areas Benefitting from GSP
025-520-01 4-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-520-01 5-000	Yes	Parttal	Yes	Holltster MA	5	1:858090888	37:16181776	Areas Benefitting from GSP
025-520-01 8-000	Yes	Parttal	Yes	Holltster MA	5	0:122803821	2:145607641 9	Areas Benefitting from GSP
025-520-01 9-000	Yes	Parttal	Yes	Holltster MA	5	4:80741 1 553	96:148231 06	Areas Benefitting from GSP
025-520-022-000	Yes	All	Yes	Holltster MA	5:68	5:68	100	Areas Benefitting from GSP
025-520-023-000	Yes	Parttal	Yes	Holltster MA	5:77	1:191 18891 56	33:13499404	Areas Benefitting from GSP
025-520-024-000	Yes	Parttal	Yes	Holltster MA	5:74	1:457636633	25:39436643	Areas Benefitting from GSP
025-520-025-000	Yes	All	Yes	Holltster MA	5:69	5:69	100	Areas Benefitting from GSP
025-570-001-000	Yes	All	Yes	Holltster MA	5	5	100	Areas Benefitting from GSP
025-570-002-000	Yes	All	Yes	Holltster MA	4:86	4:86	100	Areas Benefitting from GSP
025-570-003-000	Yes	All	Yes	Holltster MA	4:5	4:5	100	Areas Benefitting from GSP
025-570-004-000	Yes	All	Yes	Holltster MA	4:9	4:9	100	Areas Benefitting from GSP
025-570-006-000	Yes	All	Yes	Holltster MA	4:53	4:53	100	Areas Benefitting from GSP
025-570-007-000	Yes	All	Yes	Holltster MA	4:2	4:2	100	Areas Benefitting from GSP
025-570-008-000	Yes	All	Yes	Holltster MA	4:74	4:74	100	Areas Benefitting from GSP
025-570-009-000	Yes	All	Yes	Holltster MA	4:96	4:96	100	Areas Benefitting from GSP
025-570-01 0-000	Yes	All	Yes	Holltster MA	4:92	4:92	100	Areas Benefitting from GSP
025-570-01 1-000	Yes	All	Yes	Holltster MA	4:93	4:93	100	Areas Benefitting from GSP
025-570-01 2-000	Yes	All	Yes	Holltster MA	4:85	4:85	100	Areas Benefitting from GSP
025-570-01 3-000	Yes	All	Yes	Holltster MA	4:7	4:7	100	Areas Benefitting from GSP
025-570-01 4-000	Yes	All	Yes	Holltster MA	10	10	100	Areas Benefitting from GSP
025-570-01 5-000	Yes	All	Yes	Holltster MA	10	10	100	Areas Benefitting from GSP
026-070-01 0-000	Yes	All	Yes	Southern MA	79:04	79:04	100	Areas Benefitting from GSP
026-070-01 2-000	Yes	All	Yes	Southern MA	47:59	47:59	100	Areas Benefitting from GSP
026-080-006-000	Yes	All	Yes	Southern MA	40:88	40:88	100	Areas Benefitting from GSP
026-080-007-000	Yes	All	Yes	Southern MA	31:11	31:11	100	Areas Benefitting from GSP
026-080-01 0-000	Yes	Parttal	Yes	Southern MA	1:14:15	96:10474799	84:19163205	Areas Benefitting from GSP
026-080-01 1-000	Yes	All	Yes	Southern MA	31:07	31:07	100	Areas Benefitting from GSP
026-080-01 4-000	Yes	All	Yes	Southern MA	1:44:77	1:44:77	100	Areas Benefitting from GSP
026-080-01 5-000	Yes	All	Yes	Southern MA	80:68	80:68	100	Areas Benefitting from GSP
026-080-01 8-000	Yes	All	Yes	Southern MA	29:86	29:86	100	Areas Benefitting from GSP
026-080-022-000	Yes	All	Yes	Southern MA	19:59	19:59	100	Areas Benefitting from GSP
026-080-023-000	Yes	All	Yes	Southern MA	59:54	59:54	100	Areas Benefitting from GSP
026-080-027-000	Yes	All	Yes	Southern MA	40	40	100	Areas Benefitting from GSP
026-080-028-000	Yes	All	Yes	Southern MA	40:03	40:03	100	Areas Benefitting from GSP
026-080-036-000	Yes	Parttal	Yes	Southern MA	306:54	237:16756256	77:153494671	Areas Benefitting from GSP
026-080-041-000	Yes	Parttal	Yes	Southern MA	33:36	0:326724793	0:979390867	Areas Benefitting from GSP
026-080-043-000	Yes	Parttal	Yes	Southern MA	4:13	0:48433978	1:172735546	Areas Benefitting from GSP
026-080-045-000	Yes	All	Yes	Southern MA	1:15:1	1:15:1	100	Areas Benefitting from GSP
026-080-046-000	Yes	All	Yes	Southern MA	65:04	65:04	100	Areas Benefitting from GSP
026-080-047-000	Yes	Parttal	Yes	Southern MA	1:11:16	0:860184754	7:1707748694	Areas Benefitting from GSP
026-080-048-000	Yes	All	Yes	Southern MA	0:76	0:76	100	Areas Benefitting from GSP
026-080-049-000	Yes	Parttal	Yes	Southern MA	12:19	4:456545405	36:5590271 1	Areas Benefitting from GSP
026-080-050-000	Yes	All	Yes	Southern MA	1:02	1:02	100	Areas Benefitting from GSP
026-080-051-000	Yes	Parttal	Yes	Southern MA	1:27:27	84:28997475	66:2292565	Areas Benefitting from GSP
026-080-052-000	Yes	All	Yes	Southern MA	44:11	44:11	100	Areas Benefitting from GSP
026-080-053-000	Yes	All	Yes	Southern MA	1:21:14	1:21:14	100	Areas Benefitting from GSP
026-1 00-001-000	Yes	All	Yes	Southern MA	71:54	71:54	100	Areas Benefitting from GSP
026-1 00-005-000	Yes	All	Yes	Southern MA	5:72	5:72	100	Areas Benefitting from GSP
026-1 00-008-000	Yes	All	Yes	Southern MA	1:60	1:60	100	Areas Benefitting from GSP
026-1 00-009-000	Yes	All	Yes	Southern MA	1:02:47	1:02:47	100	Areas Benefitting from GSP
026-1 00-01 0-000	Yes	All	Yes	Southern MA	55:99	55:99	100	Areas Benefitting from GSP
026-1 00-01 1-000	Yes	All	Yes	Southern MA	1:60	1:60	100	Areas Benefitting from GSP
026-1 20-004-000	Yes	Parttal	Yes	Southern MA	58	28:05842983	47:84046007	Areas Benefitting from GSP
026-1 20-005-000	Yes	All	Yes	Southern MA	38:11	38:11	100	Areas Benefitting from GSP

026-120-007-000	Yes	All	Yes	Southern MA	156 5	156 5	100	Areas Benefitting from GSP
026-120-008-000	Yes	Partial	Yes	Southern MA	51 32	45 98630698	89 60698943	Areas Benefitting from GSP
026-120-013-000	Yes	Partial	Yes	Southern MA	43 58	5 57915786	12 80210615	Areas Benefitting from GSP
026-120-015-000	Yes	Partial	Yes	Southern MA	183 71	62 35885582	33 9441 81 49	Areas Benefitting from GSP
026-120-021-000	Yes	All	Yes	Southern MA	139 12		139 12	Areas Benefitting from GSP
026-120-022-000	Yes	Partial	Yes	Southern MA	38 84	37 0555219	95 4055661 8	Areas Benefitting from GSP
026-120-025-000	Yes	All	Yes	Southern MA	80 99	80 99	100	Areas Benefitting from GSP
026-120-026-000	Yes	All	Yes	Southern MA	70 67	70 67	100	Areas Benefitting from GSP
026-120-028-000	Yes	All	Yes	Southern MA	35 83	35 83	100	Areas Benefitting from GSP
026-120-032-000	Yes	All	Yes	Southern MA	0 66	0 66	100	Areas Benefitting from GSP
026-120-034-000	Yes	All	Yes	Southern MA	81 86	81 86	100	Areas Benefitting from GSP
026-120-049-000	Yes	All	Yes	Southern MA	19 76	19 76	100	Areas Benefitting from GSP
026-120-050-000	Yes	All	Yes	Southern MA	33 91	33 91	100	Areas Benefitting from GSP
026-120-051-000	Yes	All	Yes	Southern MA	20	20	100	Areas Benefitting from GSP
026-120-054-000	Yes	All	Yes	Southern MA	25 5	25 5	100	Areas Benefitting from GSP
026-120-056-000	Yes	All	Yes	Southern MA	40	0 5	1 228286974	Areas Benefitting from GSP
026-120-057-000	Yes	All	Yes	Southern MA	40	4 5	11 34546417	Areas Benefitting from GSP
026-130-004-000	Yes	Partial	Yes	Southern MA	549 14	147 1054335	26 78832966	Areas Benefitting from GSP
026-150-001-000	Yes	Partial	Yes	Southern MA	322 8	284 7546525	88 21395678	Areas Benefitting from GSP
026-150-006-000	Yes	Partial	Yes	Southern MA	363 51	321 6410485	88 48203585	Areas Benefitting from GSP
026-150-012-000	Yes	All	Yes	Southern MA	37 6	37 6	100	Areas Benefitting from GSP
026-150-018-000	Yes	All	Yes	Southern MA	62 13	62 13	100	Areas Benefitting from GSP
026-150-026-000	Yes	All	Yes	Southern MA	34 11	34 11	100	Areas Benefitting from GSP
026-150-027-000	Yes	All	Yes	Southern MA	55 96	55 96	100	Areas Benefitting from GSP
026-150-028-000	Yes	All	Yes	Southern MA	60 91	60 91	100	Areas Benefitting from GSP
026-150-030-000	Yes	All	Yes	Southern MA	56 71	56 71	100	Areas Benefitting from GSP
026-150-033-000	Yes	All	Yes	Southern MA	1 05	1 05	100	Areas Benefitting from GSP
026-150-037-000	Yes	All	Yes	Southern MA	146 24	146 24	100	Areas Benefitting from GSP
026-150-040-000	Yes	All	Yes	Southern MA	153 82	153 82	100	Areas Benefitting from GSP
026-150-041-000	Yes	All	Yes	Southern MA	165 89	82 945	50	Areas Benefitting from GSP
026-150-042-000	Yes	All	Yes	Southern MA	167 29	167 29	100	Areas Benefitting from GSP
026-150-043-000	Yes	All	Yes	Southern MA	160	160	100	Areas Benefitting from GSP
026-160-007-000	Yes	Partial	Yes	Southern MA	520	395 2223337	76 00429495	Areas Benefitting from GSP
026-160-016-000	Yes	All	Yes	Southern MA	23 17	23 17	100	Areas Benefitting from GSP
026-170-014-000	Yes	Partial	Yes	Southern MA	300	241 0077991	80 33593302	Areas Benefitting from GSP
026-170-015-000	Yes	Partial	Yes	Southern MA	250 94	188 205	75	Areas Benefitting from GSP
026-170-020-000	Yes	All	Yes	Southern MA	38 43	38 43	100	Areas Benefitting from GSP
026-170-021-000	Yes	Partial	Yes	Southern MA	47	33 64579592	71 541 13527	Areas Benefitting from GSP
026-170-022-000	Yes	Partial	Yes	Southern MA	17 97	3 316470001	18 45559266	Areas Benefitting from GSP
026-170-024-000	Yes	All	Yes	Southern MA	40	40	100	Areas Benefitting from GSP
026-170-027-000	Yes	All	Yes	Southern MA	80	80	100	Areas Benefitting from GSP
026-170-028-000	Yes	All	Yes	Southern MA	160	160	100	Areas Benefitting from GSP
026-170-029-000	Yes	All	Yes	Southern MA	160	160	100	Areas Benefitting from GSP
027-030-005-000	Yes	All	Yes	Southern MA	2 54	2 54	100	Areas Benefitting from GSP
027-030-023-000	Yes	Partial	Yes	Southern MA	28	19 40853971	69 31621326	Areas Benefitting from GSP
027-030-024-000	Yes	Partial	Yes	Southern MA	160	46 48244686	29 05152929	Areas Benefitting from GSP
027-080-005-000	Yes	All	Yes	Southern MA	43 12	43 12	100	Areas Benefitting from GSP
027-080-019-000	Yes	All	Yes	Southern MA	7 58	7 58	100	Areas Benefitting from GSP
027-080-020-000	Yes	Partial	Yes	Southern MA	10	3 565628094	35 65628094	Areas Benefitting from GSP
027-080-026-000	Yes	Partial	Yes	Southern MA	18 54	2 200835806	11 87074327	Areas Benefitting from GSP
027-080-031-000	Yes	Partial	Yes	Southern MA	122 38	120 6419296	98 5797758	Areas Benefitting from GSP
027-080-032-000	Yes	All	Yes	Southern MA	124 86	31 215	25	Areas Benefitting from GSP
027-080-046-000	Yes	Partial	Yes	Southern MA	130	28 02541914	21 4556876	Areas Benefitting from GSP
027-080-049-000	Yes	Partial	Yes	Southern MA	105 91	35 43966611	33 46205846	Areas Benefitting from GSP
027-080-053-000	Yes	Partial	Yes	Southern MA	40	36 85502292	92 1375573	Areas Benefitting from GSP
027-080-054-000	Yes	All	Yes	Southern MA	19	19	100	Areas Benefitting from GSP
027-080-055-000	Yes	All	Yes	Southern MA	13	13	100	Areas Benefitting from GSP
027-080-057-000	Yes	Partial	Yes	Southern MA	70	52 96207113	75 66010162	Areas Benefitting from GSP
027-080-058-000	Yes	Partial	Yes	Southern MA	29 13	3 81075137	13 08187906	Areas Benefitting from GSP
027-080-060-000	Yes	Partial	Yes	Southern MA	1 55	1 021433786	65 89895395	Areas Benefitting from GSP
027-090-006-000	Yes	All	Yes	Southern MA	0 11	0 11	100	Areas Benefitting from GSP
027-130-003-000	Yes	Partial	Yes	Southern MA	8	6 967951383	87 09939229	Areas Benefitting from GSP
027-140-025-000	Yes	Partial	Yes	Southern MA	282 61	62 6663372	22 17414005	Areas Benefitting from GSP
027-140-026-000	Yes	Partial	Yes	Southern MA	331 27	300 6203247	90 74782647	Areas Benefitting from GSP
051-100-049-000	Yes	All	Yes	Hollister MA	13 15	13 15	100	Areas Benefitting from GSP
051-100-050-000	Yes	All	Yes	Hollister MA	0 68	0 68	100	Areas Benefitting from GSP
051-100-051-000	Yes	All	Yes	Hollister MA	0 66	0 66	100	Areas Benefitting from GSP
051-100-052-000	Yes	All	Yes	Hollister MA	0 66	0 66	100	Areas Benefitting from GSP
051-100-053-000	Yes	All	Yes	Hollister MA	0 69	0 69	100	Areas Benefitting from GSP
051-230-003-000	Yes	All	Yes	Hollister MA	9 14	9 14	100	Areas Benefitting from GSP
051-230-004-000	Yes	All	Yes	Hollister MA	6 21	6 21	100	Areas Benefitting from GSP
051-230-006-000	Yes	All	Yes	Hollister MA	18 25	18 25	100	Areas Benefitting from GSP

052-090-017-000	Yes	All	Yes	Hollitsler MA	26 02	26 02	100	Areas Benefiting from GSP
052-090-030-000	Yes	All	Yes	Hollitsler MA	5 3	5 3	100	Areas Benefiting from GSP
052-090-031-000	Yes	All	Yes	Hollitsler MA	2 4	2 4	100	Areas Benefiting from GSP

**San Benito County Water District
Agenda Transmittal**

Agenda Item: 9
Meeting Date: June 24, 2026
Submitted By: Brett Miller
Presented By: Brett Miller

Agenda Title: Consider Resolution Amending Resolutions 2010-01, 2012-03 and 2024-19 Regarding District Policy for Travel and Expense Reimbursement

Detailed Description:

The resolution amending the District Policy for Travel and Expense Reimbursement improves upon the last amendment approved in 2024. The amendment before you would add district employees to the policy, replace the per meal allowance with an allowance using the U.S. General Services Administration (GSA) established rates.

This revision of the Travel and Expense Reimbursement policy applies to all required district training activities and conferences for both the Board of Directors, the employees, and volunteers. The revision defines using the GSA's standard rate for meals per the GSA website at www.gsa.gov/perdiem. All other standards for travel still apply.

Main difference using GSA rates, rates are set by location (City, County, etc.). Also, GSA standards only reimburse 75% of the meal rate on the first and last day of travel.

Prior Committee or Board Action:

Personnel Committee Meeting, February 15, 2024
Personnel Committee Meeting, May 14, 2024
Administration Committee Meeting, June 11, 2026

Financial Impact: Yes No
Impact would be minimal based on location of travel.

Material Included for Information/Consideration:

Administration Committee Recommendation
Draft Resolution District Policy for Travel and Expense
Draft Resolution District Policy for Travel and Expense - redline

Recommendation:

Staff and the Administration Committee recommend the Board approve a Resolution Amending the District Policy for Travel and Expense Reimbursement.

Action Required: X Resolution X Motion _____ Review

Board Action

Resolution No. _____ Motion By _____ Second By _____

Ayes _____ Abstained _____

Noes _____ Absent _____

Reagendized _____ Date _____ No Action Taken _____

BOARD AGENDA MEMO

DATE: June 11, 2026

TO: Board of Directors

FROM: Administration Committee
(Flores/Williams)

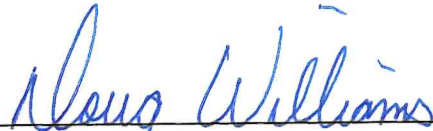
SUBJECT: Board Recommendation to recommend the Board approve a
Resolution Amending Resolutions 2010-01, 2012-03 and 2024-19
Regarding District Policy for Travel and Expense Reimbursement

The Administration Committee met on June 11, 2026, and discussed the amending of the District Policy for Travel and Expense Reimbursement with staff.

The Administration Committee agreed to recommend the Board approve a Resolution Amending Resolutions 2010-01, 2012-03 and 2024-19 Regarding District Policy for Travel and Expense Reimbursement.



Director Flores



Director Williams

RESOLUTION 2026-16

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE SAN BENITO COUNTY WATER DISTRICT
ADOPTING A POLICY FOR TRAVEL AND EXPENSE REIMBURSEMENT
AND REPEALING CONFLICTING RESOLUTIONS
OR PORTIONS THEREOF**

The Board of Directors of the San Benito County Water District hereby resolves as follows:

1. Scope and Purpose

1.1 Scope

This Administrative Policy Instruction (API) applies to San Benito County Water District (District) Board of Directors and other Board of Director appointed commissioners and committee members, employees and volunteers (travelers) who travel on official business for the San Benito County Water District. All travel arrangements, reconciliations, and reimbursements shall be performed within the scope of delegated authority and in compliance with all applicable Federal statutes, State, and District acts, and policies. This policy shall be formally adopted by the Board of Directors, and any changes thereto shall also be adopted by Board of Directors.

1.2 Purpose

The San Benito County Water District recognizes the constructive value of professional conferences, seminars, meetings, and training and provides travel funds for Travelers who attend such official events. Travelers shall be entitled to reimbursement for their reasonable expenses associated with travel, meals, lodging, and other actual and necessary expenses associated with attending such events in a manner and in the amounts as set forth in this policy. The purpose of this policy is to establish business travel guidelines for Board of Director and other Board of Director appointed commissioners and committee members, employees, and volunteers that are fair, accountable, and transparent. This Policy is to provide standards regarding reimbursement of Travelers expenses for activities related to District business, and to ensure District stewardship of public resources.

2. Policy

2.1 Responsibilities

a. Finance Division

Administers and monitors compliance with the travel policy and processes department requests for travel prepayments, advances, and reimbursements.

b. Department Head

Approves travel requests, reconciliations, and reimbursements. The Department Head may delegate this authority, but they are ultimately responsible for ensuring that all approved travel requests comply with the travel policy and that funds are available within the department's budget for the approved travel.

c. Traveler

Represents the San Benito County Water District at an approved event (meeting, training, conference, etc.) and verifies the accuracy of bills and other travel documents before accepting or paying said bills, reports all expenses promptly and accurately with the required documentation, and requests reimbursement for necessary and reasonable expenses.

2.2 General Provisions

A. Travelers are responsible for understanding and complying with this travel policy and are expected to exercise good judgment with respect to travel expenses.

B. It is the policy of the San Benito County Water District that no Traveler shall experience personal financial loss for reasonable and necessary costs as a result of representing the San Benito County Water District, as long as the expenses are within the guidelines set forth in this policy.

C. Business travel commences when the Traveler leaves his/her home or District Office for official District business for a destination at least 25 miles outside the District. Generally, business travel ends when the Traveler returns to their residence or District Office. Same Day Travel: Trips of less than 25 miles one way from Hollister are considered local travel and do not qualify for an overnight stay or per diem rates.

D. Travelers shall provide brief reports at the next regular meeting on their business travel and meetings attended at the expense of the District (as required by Government Code 53232.3(d)).

E. If a trip includes both business and personal travel, Travelers are personally responsible for any personal travel expenses.

F. Reimbursement of travel expenses is limited to travel by the most direct and common route and by the most economical means of transport. That portion of any travel, which is unnecessarily done by indirect route, is not in the interest of the District, or is for personal business, will not be reimbursed.

G. Expenses which are not approved or which are not in compliance with this policy, such as delinquent submission of travel documents or outstanding balances owed to the District, will become the Traveler's personal responsibility and may result in any one or more of the following consequences (as outlined in Government Section 53232.4):

1. Notification to the full Board of Director regarding violations of this policy.
2. Reporting travel advances or expense reimbursements as taxable income to the Internal Revenue Service (IRS) and State of California taxing authority.
3. Suspension of travel privileges at the discretion of the Board of Director.
4. Formal disciplinary procedures at the discretion of the Board of Director.
5. Require the Traveler to return any travel funds that were advanced.

2.3 Authorization for Travel

A. Travelers must obtain Board of Director or authorized designee approval prior to making travel arrangements.

B. Travelers are personally responsible for any changes or upgrades in transportation and/or accommodations that are not approved by the Board of Director or designee.

2.4 Examples of types of travel which are covered by this policy are as follows:

A. Attendance at District events, an approved conference, convention, hearing, training, seminar, or other meeting.

B. Communicating with representatives of regional, state, and national government on District adopted policy positions.

C. Attending educational seminars designed to improve Traveler's skills and knowledge levels.

D. Participating in regional, state, and national organizations whose activities affect the District's interests.

E. Implementing a District-approved strategy for attracting or retaining businesses.

F. Other such activities requiring travel, which is clearly necessary and in the best interest of the District.

2.5 Travel Funded by Another Entity

In advance of travel, the Board of Director must determine if the Traveler is to be reimbursed at either the District's or the other entity's per diem rate. If the travel costs are borne by the District, reimbursement from the other entity shall be paid to the District. If another entity's funds are used, no District advance shall be made unless approved by the Board of Director or authorized designee.

2.6 Public Records Requirement

All documents related to reimbursable District travel expenditures are public records and may be subject to disclosure under the California Public Records Act (Government Code §6250-6270). The District's Records Retention Schedule requires that travel documents be retained for five (5) years.

3. Travel Arrangements

3.1 Advances for estimated out-of-pocket expenses will not be issued for less than \$100.

3.2 In order to ensure timely arrangements, advances, prepayments, reconciliations, and reimbursements, Travelers should consider the following timelines:

A. Within ten (10) working days prior to the Board of Director meeting to approve the advance request: The advance travel request should be coordinated with the General Manager's staff to agendaize the travel request for Board of Directors approval.

B. At least ten (10) working days prior to the trip: Board of Directors approval date should be at least ten (10) working days prior to the trip. Requests for advances and prepayments (such as those for hotel reservation and course/conference registration) are to be submitted to the Finance Division.

C. Within thirty (30) working days following the trip (unless on a CalCard): The required receipts are to be submitted to the Finance Division upon return from the approved trip. The following table highlights acceptable types of travel documentation:

Item	Documentation Required
Meals and Incidentals	None unless Traveler claims actual costs if they exceed Incidentals for the daily per diem.
Lodging	<ol style="list-style-type: none">1. Hotel receipts must be itemized2. Meals charged to the room should be listed separately from hotel charges.3. Credit card receipts may not be substituted for itemized hotel receipts.
Transportation (Air, Ground, Rail, or Bus)	Itinerary or confirmation document. Itemized receipt unless it is not available.
Registration Fees	Receipt
District Vehicle	Gas receipts – unless Traveler was issued a District Calcard or use fuel vendor.
Private Vehicle	<ol style="list-style-type: none">1. Authorization by General Manager.2. Documentation that demonstrates mileage calculation (e.g., Internet-based map with mileage).3. Gas is not reimbursed as it is part of the mileage rate.

3.3 Emergency Travel

Emergency travel is applicable only when time constraints between completion of approval and the date of the actual event do not allow for standard procedures to be followed. In this occasion, the General Manager or their authorized designee must approve the travel request as soon as possible after the fact. Generally, conferences and meetings do not constitute emergency travel. District policy regarding transportation, lodging, meals, registration, and mileage are still applicable.

4 Lodging

4.1 Lodging Reimbursement

Reimbursement of lodging is limited to the actual cost of a single room. When making arrangements for lodging, the government, group, conference, or promotional rates shall be requested. The District will not reimburse the Traveler for luxury upgrades (e.g., ocean views, king-size beds, suites, etc.). When lodging at a conference facility is full, lodging at a comparable hotel shall be acceptable. An original, dated and itemized hotel receipt must accompany completed claims for lodging.

4.2 Cancellations

Hotel cancellations are the responsibility of the Traveler. Hotels generally require a 48-hour advance notice for cancellations. Any cancellation charges incurred will be billed to the Traveler unless reasonable justification is provided and approved by the General Manager or authorized designee.

4.3 Companion Travel

When a spouse, domestic partner, or other companion travel with a Traveler on official business, reimbursement for the Traveler's lodging will be at the single occupancy rate for the accommodations. If the Traveler arranges for the lodging it is the responsibility of the Traveler to obtain the lodging rate for both single and double occupancy.

4.4 Lodging in a Private Residence

Travelers who stay in a private residence with relatives or friends while traveling on business are not eligible for reimbursement of lodging costs.

5 Meals

5.1 Reimbursement Rates

The District maximum full day meal and incidental expenses rate shall be equal to the lower of the per-meal guideline amount allowed by the GSA – www.gsa.gov/perdiem or maximum federal per diem meal and incidental expenses (M&IE) rate established by the IRS. Claims for out-of-County meals taken in conjunction with travel that includes overnight stay away from the traveler's home shall be reimbursed in the form of a "per diem allowance", which means the traveler is eligible to be reimbursed at the maximum rate allowed and receipts are not required.

Note: As a reminder, IRS rules state that meal reimbursements for non-overnight travel results in taxable income to the Traveler.

5.2 Reimbursement Schedule

In order to be reimbursed for the cost of meals, travel must begin or end as shown in the following schedule:

Meal	Travel Begins Before	Travel Ends After
Breakfast	7:00 a.m.	N/A
Lunch	11:00 a.m.	1:00 p.m.
Dinner	5:00 a.m.	7:00 p.m.

To determine eligibility for reimbursement, travel shall be considered to begin when the Traveler departs their residence or District Office.

5.3 Tips

Gratuities for meals are included in the per diem rates and are not reimbursed separately.

6 Transportation

Travel will be by the most economical means available, taking into consideration requirements for meal reimbursement, lodging, and Traveler time. When a private vehicle is used as the means of transportation, reimbursement will be in an amount not to exceed the lowest available airfare. However, if a location is not served by an airline, reimbursement will be provided for travel by the most direct route.

6.1 Air Travel

A. Arrangements

1. Air travel arrangements for Travelers are to be made by the Traveler through the Internet, travel agency, or directly through the common carrier.
2. The Traveler will arrange for reservations and tickets for approved travel requests. The most economical means available fare will be used for air travel. As a general rule, Travelers will be expected to accept flights departing within two (2) hours of the desired departure time.

B. Changes, Cancellations, and Unused Tickets

Generally, tickets are non-refundable and non-transferable and fees will be incurred for any changes made once the reservations are booked. Flights with cancellation penalties should be carefully monitored by the Traveler. If cancellation occurs due to a District-related change or circumstances beyond the Traveler's control, the Traveler's budget will pay for the penalty cost. However, if the cancellation occurs due to a Traveler's personal request, the Traveler will be required to pay the penalty. Unused tickets or portions of unused tickets must be returned to the department. For tickets purchased through the Internet, the Traveler should work with the Finance Office to ensure credit is received for unused tickets or portions of unused tickets.

C. Privately-owned Aircraft

Travelers are prohibited from piloting or traveling in privately-owned aircraft (i.e., non-commercial airlines), while conducting District business without written approval of the General Manager. Written approval will be maintained by the General Manager's office.

D. Frequent Flyer Mileage

Travelers may participate in frequent flyer programs however the District will not incur extra expenses in order to accommodate the Traveler's preferred frequent flyer program.

6.2 Car Rental

A. Travelers should use public transportation (taxis, airport shuttles, buses, etc.) whenever it is more economical than a rental car. General Manager may approve car rentals. Generally, a rental car should be requested when:

1. Multiple business meetings require travel between locations and public transportation is impractical.
2. Two travelers are attending the same meeting and one rental car for the group would be more economical.
3. It is less expensive to rent a car overall compared to alternative forms of transportation.

B. Arrangements

Travelers should request car rental arrangements through the Enterprise Rent-a-Car App on the internet page using the District's approval codes. This agreement was established for use by the State of California, whose rates (which includes insurances) have been made available to the District.

C. Insurance

Because the San Benito County Water District assumes risk for a Traveler conducting official District business, it is not necessary for the Traveler to purchase extra insurance coverage when renting a car for District business use. Additionally, Travelers are encouraged to use rental agencies that have contracts with the State of California because those rates generally include the Collision Damage Waiver and Liability Coverage. Travelers may choose to purchase additional insurance, but it will not be reimbursed by the District.

D. Fuel

Travelers must fill the gas tank before returning a rental car to avoid fuel surcharges. Or, if it is the most economical means available a Traveler can use the prepaid fuel option. Receipts are necessary for reimbursement of fuel costs unless the Traveler uses a District-issued CalCard.

6.3 Travel by District Vehicle

A. Travelers who use District vehicles must follow the provisions of the District's Policy.

B. If more than one Traveler is traveling on the same trip, all reasonable efforts will be made to minimize transportation costs by use of a single vehicle.

6.4 Travel by Private Vehicle

A. Authorization

General Manager or designee approval is required when the Traveler requests to use a private vehicle.

B. Reimbursement

The District will reimburse for mileage at the current IRS standard rate per mile which includes gas, maintenance, and vehicle related costs. Gas costs will not be reimbursed separately. The District's maximum mileage reimbursement will not exceed the cost of the lowest available airfare.

C. Carpooling Travelers Mileage reimbursement will be payable only to the owner of the vehicle in which the Travelers are carpooling.

6.5 Collisions/ Accidents

A. District Owned Vehicles and Privately Owned Vehicles

Travelers who are involved in vehicle collisions or accidents while driving a District owned vehicle or privately owned vehicle while on District business are required to file an accident report with Risk Management within 24 hours (48 hours if the accident occurs on a weekend).

B. Rental Car Travelers who are involved in vehicle collisions while driving a rental car must report the accident to the Assistant General Manager within 24 hours (48 hours if the accident occurs on a weekend). The Traveler should keep a copy of all pertinent information and provide copies to the Assistant General Manager to assist in settling claims.

6.6 Other

Trains, buses, ferries, or other means of ground transportation may be used. Reimbursement will not exceed the cost of the most economical means available.

7 Additional Reimbursements

7.1 Incidental per diem.

For each day of travel, the employee will receive a reimbursement at the current GSA daily rate for incidental travel expenses. Personal telephone calls, baggage handling, and bellhop tips are examples of incidental costs covered by this per diem.

7.2 Other Reimbursable Expenses

A. The following expenses are reimbursable at actual cost with receipts:

1. Necessary taxicab, Uber or Lyft, airport transportation, bus fare, bridge tolls, etc.
2. Conference materials such as tapes, reports, etc.
3. Parking fees
4. Reasonable telephone/fax/internet connectivity charges associated with official District business
5. Visa and passport expenses, when directly related to District travel

B. Without receipt at actual cost:

1. BART (Bay Area Rapid Transit) and other rapid transit system fares (must include fee schedule with reimbursement request).

C. Other justifiable expenses Other justifiable expenses will be approved based on review of special circumstances.

7.3 Non-reimbursable Expenses

The District will not reimburse Traveler for expenses incurred outside the scope of the Traveler's duties including, for example, and not limiting, the following:

1. Airline-related: Airline club membership dues, air-phone usage, in-flight headsets;
2. Political or charitable contributions or events;
3. Family expenses, including partner's expenses when accompanying a Traveler on District-related business, as well as children-or pet-related expenses;
4. Entertainment expenses, including theater, movies (in-room or at the theater), sporting events (including gym, massage and/or golf related expenses), or other cultural events;
5. Non-mileage personal automobile expenses, including repairs, traffic citations, insurance, or gasoline;
6. Personal losses incurred while on District business;
7. Alcoholic beverages;
8. Auto-related: Rental upgrades, personal auto repairs, accident insurance, parking tickets, traffic violations, personal auto expenses other than mileage;
9. Expenses associated with a non-District employee who accompanies the Traveler on official District business (e.g., spouse or domestic partner's transportation, lodging, and/or meals);
10. Loss or theft of personal funds, property or luggage;
11. Non-essential program activities associated with a conference/seminar unless approved by General Manager or designee, such as sports tournaments, social activities, tours, etc., that are not included with the conference registration; and

12. Personal expenses: Personal credit card annual fees, babysitting or dependent care, pet care (including kennel and pet sitting fees), computer rental for personal use, barber, hairdresser, laundry, spa services (saunas, massages, facials, etc.), toiletries, shoeshine, etc.

7.4 Extended Personal Travel

Travelers who combine personal travel with business travel must identify and pay for the personal segment of the trip. The District will not reimburse a Traveler for expenses incurred beyond the most economical means available portion of the business travel when the Traveler chooses to extend his/her time at the destination for personal reasons (i.e., the Traveler takes vacation or stays through the weekend). Reimbursable expenses will cease to accrue when the Traveler is outside the most economical means available portion of the business portion of the trip. Reimbursement for car rental and airport parking must be prorated to allow reimbursement for only those costs associated with District business.

7.5 Cash Advance

From time to time, it may be necessary for a Traveler to request a cash advance to cover anticipated expenses when traveling or doing business on the District's behalf. Such requests for advance should be submitted to the General Manager fourteen (14) days before the need for the advance with the following information:

1. The purpose of the expenditure(s);
2. The benefits of such expenditure to the District;
3. The anticipated amount of the expenditure(s) (for example, hotel rates, meal costs, and transportation expenses); and
4. The dates of the expenditure(s).

Any unused advance must be returned to the General Manager within two business days of the Traveler's return, along with an expense report and receipts documenting how the advance was used in compliance with this policy.

8 International Travel

The most economical and practical accommodations available considering the purpose of the meeting, transportation costs, time and other relevant factors will be reimbursed. Receipts for international travel must be itemized and accompanied by an exchange rate calculation. International travel should have prior approval from the Board of Directors.

9 Reports to Board of Directors

At the Board of Director's Meeting following an activity, each Board Member must briefly report on meeting attended at District expense.

10 Compliance with Laws

Some expenditures may be subject to reporting under the Political Reform Act and other laws. All agency expenditures are public records subject to disclosure under the California Public Records Act.

11 Violation of this Policy

Use of public resources or falsifying expense reports in violation of this policy may result in any or all of the following:

1. Loss of reimbursement privileges;
2. A demand for restitution to the District;
3. The District's reporting the expenses as income the Board Member to state and federal tax authorities;
4. Civil penalties of up to \$1,000 per day and three times the value of the resources used; and
5. Prosecution for misuse of public resources.

12 Conflicting Resolutions:

This Resolution shall supersede and repeal any previous resolutions or provisions thereof that are in conflict herewith, including, but not limited to, the paragraph titled "Reimbursement of Expenses" of Resolution 96-18, A Resolution of the Board of Directors of the San Benito County Water District Adopting Regulations pertaining to the Responsibilities, Proceedings and Activities of the Board of Directors of the District.

THE FOREGOING RESOLUTION was adopted at a regular meeting of the Board of Directors of the San Benito County Water District held on June 24, 2026, by the following vote:

AYES: DIRECTORS:

NOES: DIRECTORS:

ABSENT: DIRECTORS:

ABSTAIN: DIRECTORS:

(Resolution #2026-16 signed by the
presiding board member and attested
by the board secretary)

Mark Wright
President

ATTEST: _____
Barbara L. Mauro
Board Secretary

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE SAN BENITO COUNTY WATER DISTRICT
ADOPTING A POLICY FOR TRAVEL AND EXPENSE REIMBURSEMENT
AND REPEALING CONFLICTING RESOLUTIONS
OR PORTIONS THEREOF**

The Board of Directors of the San Benito County Water District hereby resolves as follows:

1. Scope and Purpose

1.1 Scope

This Administrative Policy Instruction (API) applies to San Benito County Water District (District) Board of Directors and other Board of Director appointed commissioners and committee members, employees and volunteers (travelers) who travel on official business for the San Benito County Water District. All travel arrangements, reconciliations, and reimbursements shall be performed within the scope of delegated authority and in compliance with all applicable Federal statutes, State, and District acts, and policies. This policy shall be formally adopted by the Board of Directors and any changes thereto shall also be adopted by Board of Directors.

1.2 Purpose

The San Benito County Water District recognizes the constructive value of professional conferences, seminars, meetings, and training and provides travel funds for Travelers who attend such official events. Travelers shall be entitled to reimbursement for their reasonable expenses associated with travel, meals, lodging, and other actual and necessary expenses associated with attending such events in a manner and in the amounts as set forth in this policy. The purpose of this policy is to establish business travel guidelines for Board of Director and other Board of Director appointed commissioners and committee members, employees, and volunteers that are fair, accountable, and transparent.~~The purpose of t~~This Policy is to provide standards regarding reimbursement of ~~Director-Travelers~~ expenses for activities related to District business, and to ensure District stewardship of public resources.

2. Policy

2.1 Responsibilities

a. Finance Division

Administers and monitors compliance with the travel policy and processes department requests for travel prepayments, advances, and reimbursements.

b. Department Head

Approves travel requests, reconciliations, and reimbursements. The Department Head may delegate this authority, but they are ultimately responsible for ensuring that all approved travel requests comply with the travel policy and that funds are available within the department's budget for the approved travel.

c. Traveler

Represents the San Benito County Water District at an approved event (meeting, training, conference, etc.) and verifies the accuracy of bills and other travel documents before accepting or paying said bills, reports all expenses promptly and accurately with the required documentation, and requests reimbursement for necessary and reasonable expenses.

2.2 General Provisions

A. Travelers are responsible for understanding and complying with this travel policy and are expected to exercise good judgment with respect to travel expenses.

B. It is the policy of the San Benito County Water District that no Traveler shall experience personal financial loss for reasonable and necessary costs as a result of representing the San Benito County Water District, as long as the expenses are within the guidelines set forth in this policy.

C. Business travel commences when the Traveler leaves his/her home or District Office for official District business for a destination at least 25 miles outside the District. Generally, business travel ends when the Traveler returns to their residence or District Office. Same Day Travel: Trips of less than 25 miles one way from Hollister are considered local travel and do not qualify for an overnight stay or per diem rates.

D. Travelers shall provide brief reports at the next regular meeting on their business travel and meetings attended at the expense of the District (as required by Government Code 53232.3(d)).

E. If a trip includes both business and personal travel, Travelers are personally responsible for any personal travel expenses.

F. Reimbursement of travel expenses is limited to travel by the most direct and common route and by the most economical means of transport. That portion of any travel, which is unnecessarily done by indirect route, is not in the interest of the District, or is for personal business, will not be reimbursed.

G. Expenses which are not approved or which are not in compliance with this policy, such as delinquent submission of travel documents or outstanding balances owed to the District, will become the Traveler's personal responsibility and may result in any one or more of the following consequences (as outlined in Government Section 53232.4):

1. Notification to the full Board of Director regarding violations of this policy.
2. Reporting travel advances or expense reimbursements as taxable income to the Internal Revenue Service (IRS) and State of California taxing authority.
3. Suspension of travel privileges at the discretion of the Board of Director.
4. Formal disciplinary procedures at the discretion of the Board of Director.
5. Require the Traveler to return any travel funds that were advanced.

2.3 Authorization for Travel

A. Travelers must obtain Board of Director or authorized designee approval prior to making travel arrangements.

B. Travelers are personally responsible for any changes or upgrades in transportation and/or accommodations that are not approved by the Board of Director or designee.

2.4 Examples of types of travel which are covered by this policy are as follows:

A. Attendance at District events, an approved conference, convention, hearing, training, seminar, or other meeting.

B. Communicating with representatives of regional, state, and national government on District adopted policy positions.

C. Attending educational seminars designed to improve Traveler's skills and knowledge levels.

D. Participating in regional, state, and national organizations whose activities affect the District's interests.

E. Implementing a District-approved strategy for attracting or retaining businesses.

F. Other such activities requiring travel, which is clearly necessary and in the best interest of the District.

2.5 Travel Funded by Another Entity

In advance of travel, the Board of Director must determine if the Traveler is to be reimbursed at either the District's or the other entity's per diem rate. If the travel costs are borne by the District, reimbursement from the other entity shall be paid to the District. If another entity's funds are used, no District advance shall be made unless approved by the Board of Director or authorized designee.

2.6 Public Records Requirement

All documents related to reimbursable District travel expenditures are public records and may be subject to disclosure under the California Public Records Act (Government Code §6250-6270). The District's Records Retention Schedule requires that travel documents be retained for five (5) years.

2. General

~~2.1. This policy applies to all Directors and is intended to result in no personal gain or loss to a Director.~~

~~2.2 A Director must follow the established procedures in order to receive reimbursement.~~

3. Travel Arrangements

3.1 Advances for estimated out-of-pocket expenses will not be issued for less than \$100.

3.2 In order to ensure timely arrangements, advances, prepayments, reconciliations, and reimbursements, Travelers should consider the following timelines:

A. Within ten (10) working days prior to the Board of Director meeting to approve the advance request: The advance travel request should be coordinated with the General Manager’s staff to agendize the travel request for Board of Directors approval.

B. At least ten (10) working days prior to the trip: Board of Directors approval date should be at least ten (10) working days prior to the trip. Requests for advances and prepayments (such as those for hotel reservation and course/conference registration) are to be submitted to the Finance Division.

C. Within thirty (30) working days following the trip (unless on a CalCard): The required receipts are to be submitted to the Finance Division upon return from the approved trip. The following table highlights acceptable types of travel documentation:

<u>Item</u>	<u>Documentation Required</u>
<u>Meals and Incidentals</u>	<u>None unless Traveler claims actual costs if they exceed Incidentals for the daily per diem.</u>
<u>Lodging</u>	<u>1. Hotel receipts must be itemized 2. Meals charged to the room should be listed separately from hotel charges. 3. Credit card receipts may not be substituted for itemized hotel receipts.</u>
<u>Transportation (Air, Ground, Rail, or Bus)</u>	<u>Itinerary or confirmation document. Itemized receipt unless it is not available.</u>
<u>Registration Fees</u>	<u>Receipt</u>
<u>City Vehicle</u>	<u>Gas receipts – unless Traveler was issued a District Calcard or use fuel vendor.</u>
<u>Private Vehicle</u>	<u>1. Authorization by General Manager. 2. Documentation that demonstrates mileage calculation (e.g., Internet-based map with mileage). 3. Gas is not reimbursed as it is part of the mileage rate.</u>

3.3 Emergency Travel

Emergency travel is applicable only when time constraints between completion of approval and the date of the actual event do not allow for standard procedures to be followed. In this occasion, the General Manager or their authorized designee must approve the travel request as soon as possible after the fact. Generally, conferences and meetings do not constitute emergency travel. District policy regarding transportation, lodging, meals, registration, and mileage are still applicable.

3. Authorized Activities

~~District funds, equipment, supplies, titles, and staff time must only be used for authorized District business. Expenses incurred in connection with the following types of activities generally constitute authorized expenses, as long as the other requirements of this policy are met:~~

- ~~1. Communicating with representatives of regional, state and national government on District adopted policy positions;~~
- ~~2. Attending educational seminars designed to improve officials skill and information levels;~~
- ~~3. Participating in regional, state and national organizations whose activities affect the District's interests;~~
- ~~4. Recognizing service to the District (for example, thanking a longtime employee with a retirement gift or celebration of nominal value and cost).~~

4 Lodging

4.1 Lodging Reimbursement

Reimbursement of lodging is limited to the actual cost of a single room. When making arrangements for lodging, the government, group, conference, or promotional rates shall be requested. The District will not reimburse the Traveler for luxury upgrades (e.g., ocean views, king-size beds, suites, etc.). When lodging at a conference facility is full, lodging at a comparable hotel shall be acceptable. An original, dated and itemized hotel receipt must accompany completed claims for lodging.

4.2 Cancellations

Hotel cancellations are the responsibility of the Traveler. Hotels generally require a 48-hour advance notice for cancellations. Any cancellation charges incurred will be billed to the Traveler unless reasonable justification is provided and approved by the General Manager or authorized designee.

4.3 Companion Travel

When a spouse, domestic partner, or other companion travel with a Traveler on official business, reimbursement for the Traveler's lodging will be at the single occupancy rate for the accommodations. If the Traveler arranges for the lodging it is the responsibility of the Traveler to obtain the lodging rate for both single and double occupancy.

4.4 Lodging in a Private Residence

Travelers who stay in a private residence with relatives or friends while traveling on business are not eligible for reimbursement of lodging costs.

5 Meals

5.1 Reimbursement Rates

The District maximum full day meal and incidental expenses rate shall be equal to the lower of the per-meal guideline amount allowed by the GSA – www.gsa.gov/perdiem or maximum federal per diem meal and incidental expenses (M&IE) rate established by the IRS. Claims for out-of-County meals taken in conjunction with travel that includes overnight stay away from the traveler’s home shall be reimbursed in the form of a “per diem allowance”, which means the traveler is eligible to be reimbursed at the maximum rate allowed and receipts are not required.

Note: As a reminder, IRS rules state that meal reimbursements for non-overnight travel results in taxable income to the Traveler.

5.2 Reimbursement Schedule

In order to be reimbursed for the cost of meals, travel must begin or end as shown in the following schedule:

<u>Meal</u>	<u>Travel Begins Before</u>	<u>Travel Ends After</u>
<u>Breakfast</u>	<u>7:00 a.m.</u>	<u>N/A</u>
<u>Lunch</u>	<u>11:00 a.m.</u>	<u>1:00 p.m.</u>
<u>Dinner</u>	<u>5:00 a.m.</u>	<u>7:00 p.m.</u>

To determine eligibility for reimbursement, travel shall be considered to begin when the Traveler departs their residence or District Office.

5.3 Tips

Gratuities for meals are included in the per diem rates and are not reimbursed separately.

6 Transportation

Travel will be by the most economical means available, taking into consideration requirements for meal reimbursement, lodging, and Traveler time. When a private vehicle is used as the means of transportation, reimbursement will be in an amount not to exceed the lowest available airfare. However, if a location is not served by an airline, reimbursement will be provided for travel by the most direct route.

6.1 Air Travel

A. Arrangements

1. Air travel arrangements for Travelers are to be made by the Traveler through the Internet, travel agency, or directly through the common carrier.

2. The Traveler will arrange for reservations and tickets for approved travel requests. The most economical means available fare will be used for air travel. As a general rule, Travelers will be expected to accept flights departing within two (2) hours of the desired departure time.

B. Changes, Cancellations, and Unused Tickets

Generally, tickets are non-refundable and non-transferable and fees will be incurred for any changes made once the reservations are booked. Flights with cancellation penalties should be carefully monitored by the Traveler. If cancellation occurs due to a District-related change or circumstances beyond the Traveler's control, the Traveler's budget will pay for the penalty cost. However, if the cancellation occurs due to a Traveler's personal request, the Traveler will be required to pay the penalty. Unused tickets or portions of unused tickets must be returned to the department. For tickets purchased through the Internet, the Traveler should work with the Finance Office to ensure credit is received for unused tickets or portions of unused tickets.

C. Privately-owned Aircraft Travelers are prohibited from piloting or traveling in privately-owned aircraft (i.e., non-commercial airlines), while conducting District business without written approval of the General Manager. Written approval will be maintained by the General Manager's office.

D. Frequent Flyer Mileage Travelers may participate in frequent flyer programs however the District will not incur extra expenses in order to accommodate the Traveler's preferred frequent flyer program.

6.2 Car Rental

A. Travelers should use public transportation (taxis, airport shuttles, buses, etc.) whenever it is more economical than a rental car. General Manager may approve car rentals. Generally, a rental car should be requested when:

1. Multiple business meetings require travel between locations and public transportation is impractical.

2. Two travelers are attending the same meeting and one rental car for the group would be more economical.

3. It is less expensive to rent a car overall compared to alternative forms of transportation.

B. Arrangements

Travelers should request car rental arrangements through the Enterprise Rent-a-Car App on the internet page using the District's approval codes. This agreement was established for use by the State of California, whose rates (which includes insurances) have been made available to the District.

C. Insurance

Because the San Benito County Water District assumes risk for a Traveler conducting official District business, it is not necessary for the Traveler to purchase extra insurance coverage when renting a car for District business use. Additionally, Travelers are encouraged to use rental agencies that have contracts with the State of California because those rates generally include the Collision Damage Waiver and Liability Coverage. Travelers may choose to purchase additional insurance, but it will not be reimbursed by the District.

D. Fuel

Travelers must fill the gas tank before returning a rental car to avoid fuel surcharges. Or, if it is the most economical means available a Traveler can use the prepaid fuel option. Receipts are necessary for reimbursement of fuel costs unless the Traveler uses a District-issued Calcard.

6.3 Travel by District Vehicle

A. Travelers who use District vehicles must follow the provisions of the District's Policy.

B. If more than one Traveler is traveling on the same trip, all reasonable efforts will be made to minimize transportation costs by use of a single vehicle.

6.4 Travel by Private Vehicle

A. Authorization

General Manager or designee approval is required when the Traveler requests to use a private vehicle.

B. Reimbursement

The District will reimburse for mileage at the current IRS standard rate per mile which includes gas, maintenance, and vehicle related costs. Gas costs will not be reimbursed separately. The District's maximum mileage reimbursement will not exceed the cost of the lowest available airfare.

C. Carpooling Travelers Mileage reimbursement will be payable only to the owner of the vehicle in which the Travelers are carpooling.

6.5 Collisions/ Accidents

A. District Owned Vehicles and Privately Owned Vehicles

Travelers who are involved in vehicle collisions or accidents while driving a District owned vehicle or privately owned vehicle while on District business are required to file an accident report with Risk Management within 24 hours (48 hours if the accident occurs on a weekend).

B. Rental Car Travelers who are involved in vehicle collisions while driving a rental car must report the accident to the Assistant General Manager within 24 hours (48 hours if the accident occurs on a weekend). The Traveler should keep a copy of all pertinent information and provide copies to the Assistant General Manager to assist in settling claims.

6.6 Other

Trains, buses, ferries, or other means of ground transportation may be used. Reimbursement will not exceed the cost of the most economical means available.

7 Additional Reimbursements

7.1 Incidental per diem.

For each day of travel, the employee will receive a reimbursement at the current GSA daily rate for incidental travel expenses. Personal telephone calls, baggage handling, and bellhop tips are examples of incidental costs covered by this per diem.

7.2 Other Reimbursable Expenses

A. The following expenses are reimbursable at actual cost with receipts:

1. Necessary taxicab, Uber or Lyft, airport transportation, bus fare, bridge tolls, etc.
2. Conference materials such as tapes, reports, etc.
3. Parking fees
4. Reasonable telephone/fax/internet connectivity charges associated with official District business
5. Visa and passport expenses, when directly related to District travel

B. Without receipt at actual cost:

1. BART (Bay Area Rapid Transit) and other rapid transit system fares (must include fee schedule with reimbursement request).

C. Other justifiable expenses Other justifiable expenses will be approved based on review of special circumstances.

7.3 Non-reimbursable Expenses

4. Unauthorized Expenses

The District will not reimburse ~~Board Members~~Traveler for expenses incurred outside the scope of the ~~Board Member~~Traveler's duties including, for example and not limiting, the following:

- ~~The personal portion of any trip. For example, if a Board member elects to travel to an event in advance or stay longer on personal business, the District need only reimburse the Board Member for roundtrip travel costs and costs incurred during the event's duration;~~
Airline-related: Airline club membership dues, air-phone usage, in-flight headsets;
- Political or charitable contributions or events;
- Family expenses, including partner's expenses when accompanying a ~~Board Member~~Traveler on District-related business, as well as children-or pet-related expenses;
- Entertainment expenses, including theater, movies (in-room or at the theater), sporting events (including gym, massage and/or golf related expenses), or other cultural events;
- Non-mileage personal automobile expenses, including repairs, traffic citations, insurance, or gasoline; ~~and~~
- Personal losses incurred while on District business;
- ~~Expenses for which Board Members receive reimbursement from another agency are not reimbursable.~~
Alcoholic beverages;
- ~~Any questions regarding the propriety of a particular expense should be resolved by the District Board of Directors before the expense is incurred.~~
- Auto-related: Rental upgrades, personal auto repairs, accident insurance, parking tickets, traffic violations, personal auto expenses other than mileage;
- Expenses associated with a non-District employee who accompanies the Traveler on official District business (e.g., spouse or domestic partner's transportation, lodging, and/or meals);
- Loss or theft of personal funds, property or luggage
- Non-essential program activities associated with a conference/seminar unless approved by General Manager or designee, such as sports tournaments, social activities, tours, etc., that are not included with the conference registration; and

- ~~9-13. Personal expenses: Personal credit card annual fees, babysitting or dependent care, pet care (including kennel and pet sitting fees), computer rental for personal use, barber, hairdresser, laundry, spa services (saunas, massages, facials, etc.), toiletries, shoeshine, etc.~~

7.4 Extended Personal Travel

~~Travelers who combine personal travel with business travel must identify and pay for the personal segment of the trip. The District will not reimburse a Traveler for expenses incurred beyond the most economical means available portion of the business travel when the Traveler chooses to extend his/her time at the destination for personal reasons (i.e., the Traveler takes vacation or stays through the weekend). Reimbursable expenses will cease to accrue when the Traveler is outside the most economical means available portion of the business portion of the trip. Reimbursement for car rental and airport parking must be prorated to allow reimbursement for only those costs associated with District business.~~

5. Hotels

~~Lodging expenses will be reimbursed when travel on official District business requires an overnight stay.~~

- ~~1. If overnight stay is required when traveling for District business; a hotel may be obtained for overnight accommodations with the pre-approval of the Board of Directors.~~
- ~~2. Lodging expenses will be reimbursed only at the single occupancy rate for rooms.~~
- ~~3. Conferences/Meetings If lodging is associated with a conference; lodging expenses must not exceed the group rate published by the conference sponsor for the meeting in question if such rates are available at the time of booking.~~
- ~~4. Other Lodging Travelers must request government rates, when available. Lodging rates that are equal to or less than government rates are presumed to be reasonable and hence reimbursable for purposes of this policy. In the event government rates are not available at a given time or in a given area, lodging rates that do not exceed the US General Services Administration (GSA) guidelines for maximum lodging rates per diem for a given area are presumed reasonable and hence reimbursable.~~
- ~~5. The District will not provide reimbursement for expenses such as, but not limited to, dry cleaning, in room movies, and damages to hotel property.~~

1. Meals

- ~~2. For meals associated with District business inside or outside of San Benito County or where an overnight stay is required, a Board Member or District~~

~~Employee may claim expenses not to exceed the following, exclusive of gratuities and taxes:~~

~~a. ½ Day/Not Overnight Amount: \$ 39~~

~~b. Full Day/Overnight Amount: \$ 78~~

~~Gratuities, not to exceed 20%, and sales taxes may be added to the expense claim.~~

~~2. The District will not provide reimbursement for alcohol or tobacco products, or items containing alcohol or tobacco."~~

3. ~~Transportation~~

~~District Board Members must generally use the most economical mode and class of transportation reasonably consistent with scheduling needs and cargo space requirement, using the most direct and time efficient route. Government and group rates must be used when available.~~

- ~~1. Automobile mileage is reimbursed at Internal Revenue Service rates presently in effect. These rates are designed to compensate the driver for gasoline, insurance, maintenance, and other expenses associated with operating the vehicle. This amount does not include bridge and road tolls, which are also reimbursable.~~
- ~~2. Only travel authorized by the Board of Directors for District business outside of San Benito County is authorized for reimbursement.~~
- ~~3. A Board member may leave from his/her home for District business. However, the District will not reimburse mileage that exceeds mileage from the District to the destination point.~~

4. 7.5 Cash Advance

From time to time, it may be necessary for a ~~District Board member~~Traveler to request a cash advance to cover anticipated expenses when traveling or doing business on the District's behalf. Such requests for advance should be submitted to the ~~District General~~ Manager fourteen (14) days before the need for the advance with the following information:

1. The purpose of the expenditure(s);
2. The benefits of such expenditure to the District;
3. The anticipated amount of the expenditure(s) (for example, hotel rates, meal costs, and transportation expenses); and
4. The dates of the expenditure(s).

Any unused advance must be returned to the ~~District General~~ Manager within two business days of the ~~Board Member~~Traveler's return, along with an expense report and receipts documenting how the advance was used in compliance with this policy.

8 International Travel

The most economical and practical accommodations available considering the purpose of the meeting, transportation costs, time and other relevant factors will be reimbursed. Receipts for international travel must be itemized and accompanied by an exchange rate calculation. International travel should have prior approval from the Board of Directors.

~~5. Expense Report~~

~~All cash advance expenditures, credit card expenses and expense reimbursement must be submitted on an expense report form provided by the District.~~

- ~~1. Expense reports must document that the expense in question met the requirements of this policy.~~
- ~~2. Board Members must submit their expense report within thirty (30) days after an expense is incurred, accompanied by receipts documenting each expense. Restaurant receipts, in addition to any credit card receipts, are also part of the necessary documentation.~~
- ~~3. Inability to provide such documentations in a timely fashion may result in the expense being borne by the Board Member.~~
- ~~4. All expenses are subject to verification that they comply with this policy.~~

69. Reports to Board of Directors

At the Board of Director's Meeting following an activity, each Board Member must briefly report on meeting attended at District expense.

710. Compliance with Laws

Some expenditures may be subject to reporting under the Political Reform Act and other laws. All agency expenditures are public records subject to disclosure under the California Public Records Act.

811. Violation of this Policy

Use of public resources or falsifying expense reports in violation of this policy may result in any or all of the following:

1. Loss of reimbursement privileges;
2. A demand for restitution to the District;
3. The District's reporting the expenses as income the Board Member to state and federal tax authorities;
4. Civil penalties of up to \$1,000 per day and three times the value of the resources used; and
5. Prosecution for misuse of public resources.

912. Conflicting Resolutions:

This Resolution shall supersede and repeal any previous resolutions or provisions thereof that are in conflict herewith, including, but not limited to, the paragraph titled "Reimbursement of Expenses" of Resolution 96-18, A Resolution of the Board of Directors of the San Benito County Water District Adopting Regulations pertaining to the Responsibilities, Proceedings and Activities of the Board of Directors of the District.

THE FOREGOING RESOLUTION was adopted at a regular meeting of the Board of Directors of the San Benito County Water District held on June 24, 2026, by the following vote:

AYES: DIRECTORS:
NOES: DIRECTORS:
ABSENT: DIRECTORS:

Mark Wright
President

ATTEST: _____
Barbara Mauro
Board Secretary~~Executive Assistant/ Board Clerk~~

San Benito County Water District
Agenda Transmittal

Agenda Item:

10

Meeting Date: June 24, 2026

Submitted By: Dana Jacobson

Presented By: Dana Jacobson

Agenda Title: Consider Authorizing the General Manager to Execute a Contract with Gutierrez Consultants to Provide ongoing Grant Administration and Support Services (NTE \$235,000)

Detailed Description:

Gutierrez Consultants has been providing grant administration and support services for the San Benito County Water District (District) since 2006. During this time Gutierrez Consultants has successfully secured over \$35 million in grant funding specifically for the District, including over \$20 million for the Accelerated Drought Response Project (ADRoP). During this time Gutierrez Consultants also secured an additional \$38 million for local partners through initiatives that the District was involved in such as the State's Integrated Water Management Planning program. A list of all successful awards is attached to this memo.

The District's most recent contract with Gutierrez Consultants was executed in June of 2024 for a not-to-exceed amount of \$128,000. The funds on this contract are almost completely exhausted and Staff is recommending that the District continue to contract with Gutierrez Consultants to provide grant administration and support services. Given that ADRoP construction is ongoing and the existing grants are still in process, it is important that there is continuity with the support services moving forward.

Additionally, the District recently submitted an application to the U.S. Bureau of Reclamation's (Reclamation) WaterSmart Small Surface and Groundwater Storage grant program for ADRoP. The District is eligible for an additional \$7 million under this program and will need ongoing administrative support if it is awarded funding. The attached scope of services also includes potential support for applications to other grant opportunities such as the State of California's Proposition 4, which has funding available for water storage projects. More detail on the scope of the new contract is included in the attached Scope of Work, while the tasks are summarized on the table below.

Table 1: Contract Scope

Task	Start Date	End Date
Task 1: USBR Grant	July 1, 2026	June 30, 2029
Task 2: Other/New Funding Support	July 1, 2026	June 30, 2029
Task 3: General Grant Support	July 1, 2026	June 30, 2029

Prior Committee or Board Action: None

Financial Impact: X Yes No

The cost of professional services is included in the table below. The total NTE budget amount is \$235,000 as shown in Table 2. Expenses under the contract would be billed at the rates shown in Table 3, which increase at a rate of 3% annually. These expenses would be billed on a time and materials basis as needed.

Table 2: Contract Budget

Task	Budget
Task 1: USBR Grant	\$ 150,000.00
Task 2: Other/New Funding Support	\$ 55,000.00
Task 3: General Grant Support	\$ 25,000.00
Other Direct Charges (travel, documents)	\$ 5,000.00
Total	\$ 235,000.00

Table 3: Hourly Rate

Classification	FY 2027	FY 2028	FY 2029	FY 2030
Principal/Project Manager	\$299	\$308	\$317	\$326

Material Included for Information/Consideration:

1. Grant Awards
2. Scope of Work

Recommendation: Staff recommends that the Board consider authorizing the General Manager to execute a contract with Gutierrez Consultants to provide ongoing grant administration and support services (NTE \$235,000).

Action Required: Resolution X Motion Review

Board Action

_____ Resolution No. _____ Motion By _____ Second By _____

Ayes _____ Abstained _____

Noes _____ Absent _____

Reagendized _____ Date _____ No Action Taken _____

SBCWD GRANTS SUMMARY – SUCCESSFUL AWARDS

January 2006 IRWM Planning Grant \$0.5M to develop IRWM Plan and establish eligibility for IRWM Implementation Grants

November 2006 IRWM Implementation Grant \$25M watershed grant that included the Soap Lake Floodplain Preservation Project Grant of \$4.1M (SBCWD an Pajaro River Watershed FPA partner)

December 2009 Water Use Efficiency Grant \$0.3M for water softener rebates

November 2011 IRWM Planning Grant \$1.0M to update IRWM Plan and maintain eligibility for IRWM Implementation Grants

February 2014 IRWM Implementation Grant \$7.6M watershed grant that included \$4.1M for the Hollister Urban Area Water Project and \$0.4M for Grant Administration

January 2015 SGM Planning Grant \$0.8M to prepare GSP and establish eligibility for SGM Implementation Grant funding

January 2019 IRWM Drought Grant \$6.4M watershed grant that included \$1.1M for the Expanded Recycled Water Use Project

March 2020 SGM Planning Grant \$1.2M to drill new wells and update GSP

May 2022 IRWM Implementation Grant \$4.8M watershed grant that included \$1.8M for ADRoP and \$0.3M for Grant Administration

January 2024 SGM Implementation Grant \$11.5M for ADRoP

April 2025 USBR Small Storage Grant \$6.7M for ADRoP

April 2026 USBR Small Storage Grant \$7.0M for ADRoP (*Applied*)

**SAN BENITO COUNTY WATER DISTRICT
PROFESSIONAL SERVICES CONTRACT**

THIS AGREEMENT, made and entered into this _____ day of _____, 20____, by and between the San Benito County Water District, ("District,") and Gutierrez Consultants, ("Consultant").

1. Description of Project: District desires to have ongoing Grant Administration and Support Services ("the project") and to engage Consultant to provide the required professional services relating to the project.

2. Scope of Services - Basic; Completion: Consultant shall perform those basic services in connection with the project as are set forth more particularly in EXHIBIT "A" entitled "SCOPE OF SERVICES" and shall complete said services in accordance with the completion schedule in EXHIBIT "B" entitled Schedule.

3. Scope of Services - Additional, Completion Schedule: It is understood by District and Consultant that it may be necessary, in connection with the project, for Consultant to perform or secure the performance of services other than those set forth in EXHIBIT "A", Scope of Services and EXHIBIT "B" Schedule. In each such instance, Consultant shall advise the District, in advance and in writing, of the need for such additional services, their cost and the estimated time required to perform them (if applicable). Consultant shall not proceed to perform any such required additional services until District has determined that such service is beyond the scope of the basic services to be provided, is required, and has given written authorization to perform or obtain it. Each additional service so authorized shall constitute an amendment to this Agreement, shall be identified and sequentially numbered as "Additional Consultant Service Order No. 1" and so forth, shall be subject to all of the provisions of this Agreement, and shall be attached as EXHIBIT "D" entitled "SCOPE OF CONSULTANT SERVICES - ADDITIONAL; COMPLETION SCHEDULE."

4. Changes to Scope of Work - Basic Services: District may at any time and, upon a minimum of ten (10) days' written notice, modify the scope of basic services to be provided under this Agreement. Consultant shall, upon receipt of said notice, determine the impact on both time and compensation of such change in scope and notify District in writing. Upon agreement between District and Consultant as to the extent of said impacts to time and compensation, an amendment to this Agreement shall be prepared describing such changes. Execution of the amendment by District and Consultant shall constitute the Consultant's notice to proceed with the changed scope.

5. Compensation; Retention: Consultant shall be compensated for services rendered to District pursuant to this Agreement periodically in the amounts, manner and in accordance with the payment schedule as set forth in EXHIBIT "C" entitled "FEE ESTIMATE." Amounts due to Consultant from District for services rendered shall be evidenced by the submission to District by Consultant of an invoice, prepared in a form satisfactory to District, setting forth the amount of compensation due for the period covered. Invoices, including the paid invoices of any

subconsultants shall, at a minimum set forth the hours and hourly rates of each individual charged to the Project for the invoice period. Compensation shall not include the cost of executive, administrative and other personnel whose time is not directly identifiable to the Project. Each such invoice shall be forwarded to District so as to reach it on or before the fifteenth (15th) day of the month next following the month or months, or other applicable period, for which the services invoiced were provided. All such invoices shall be in full accordance with any and all applicable provisions of this Agreement. District will make payment on each such invoice within thirty (30) days of its receipt, provided however that if Consultant submits an invoice which is incorrect, incomplete, or not in accordance with the provisions of this Agreement, then District shall not be obligated to process any payment to Consultant until a correct and complying invoice has been submitted.

6. Responsibility of Consultant: By executing this Agreement, Consultant warrants to District that Consultant possesses, or will arrange to secure from others, all of the professional capabilities, experience, resources and facilities necessary to provide to District the services contemplated under this Agreement. Consultant further warrants that it will follow the highest current, generally accepted professional care, skill, diligence and practices to make findings, render opinions, prepare factual presentations, and provide professional advice and recommendations regarding this project for which services are rendered under this Agreement and that the Consultant shall, at no cost to the District, re-perform services which fail to satisfy the foregoing Standard of Care.

7. Responsibility of District: To the extent appropriate to the project contemplated by this Agreement, District shall:

7.1 Assist Consultant by placing at its disposal all available information pertinent to the project, including previous reports and any other relevant data.

7.2 Guarantee access to and make all provision for Consultant to enter upon public and private property as required for Consultant to perform its services.

7.3 Examine all studies, reports, specifications, proposals and other documents prepared and presented by Consultant, and render verbally or in writing as may be appropriate, decisions pertaining thereto within a reasonable time so as not to delay the progress of the work by Consultant.

7.4 Designate in writing a person to act as District's representative with respect to work to be performed under this Agreement. Such person shall have complete authority to transmit instructions, receive information, interpret and define District's policies and decision with respect to materials, equipment, elements and systems pertinent to Consultant's services.

8. Indemnification: Consultant shall hold District, its officers, boards and commissions, and members thereof, its employees (collectively "District"), harmless of and free from the negligent acts, errors and omissions of Consultant arising out of its performance of the services provided under this Agreement. Should District be named in any suit, or should any claim be

made against District by suit or otherwise arising out of this Agreement, or Consultant's negligent acts, errors and omissions in its performance of the services provided for by this Agreement, Consultant shall defend and indemnify the District for any judgment rendered against District or by any sums paid out in settlement or otherwise, but only to the extent caused by the negligent act, error or omission in the rendering of services under this contract.

9. Insurance: During the term of this Agreement, Consultant shall maintain in full force and effect at its own cost and expense the following insurance coverage:

9.1 Workers' Compensation Insurance to cover its employees, and Consultant shall require all contractors and subcontractors similarly to provide Workers' Compensation Insurance as required by the Labor Code of the State of California for all of the subcontractors' employees. Each Workers' Compensation policy shall be endorsed with the provision that it will not be canceled or altered without first giving thirty (30) days prior notice to the District by certified or registered mail.

9.2 Certificates of Insurance and properly executed endorsements in a form acceptable to the District Counsel evidencing the coverage required by the clauses set forth above shall be filed with the District at the time of execution of this agreement. Each such policy shall be endorsed with the following language:

(1) The San Benito County Water District is named as additional insured for all liability arising out of the operations by or on behalf of the named insured, and this policy protects the additional insured, its officers, agents, and employees against liability for personal and bodily injuries, deaths or property damage or destruction arising in any respect, directly or indirectly, in the performance of the contract.

(2) The insurance provided is primary and no other insurance held or owned by the District shall be called upon to contribute to a loss.

(3) The inclusion of more than one insured shall not operate to impair the rights of one insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured.

(4) The coverage provided by this policy shall not be canceled, non-renewed, or substantially reduced in amount or scope, without thirty (30) days prior to written notice given to the District by certified mail.

(5) All rights of subrogation are hereby waived against the District, its officers and employees when acting within the scope of their appointment or employment.

10. Confidentiality: All District information disclosed to Consultant during the course of performance of services under this Agreement shall be treated as confidential and shall not be disclosed to any other persons or parties except as authorized by District, or required by law.

11. Conflict of Interest: Consultant warrants that neither Consultant, nor any of its employees, agents or subcontractors, have a conflict of interest with respect to the work to be performed under this Agreement, nor shall such individuals, during this term of this Agreement, acquire any interest which would conflict in any manner with the performances of services hereunder.

12. Nondiscrimination: During the performance of this Agreement, Consultant will not discriminate against any employee or applicant for employment because of race, religion, creed, color, national origin, sex or age. Consultant will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, creed, color, national origin, sex or age.

13. Independent Contractor: District and Consultant agree that the relationship between them created by this Agreement is that of an employer-independent contractor. Consultant shall be solely responsible for the conduct and control of the work performed under this Agreement. Consultant shall be free to render professional consulting services to others during the term of this Agreement, so long as such activities do not interfere with or diminish Consultant's ability to fulfill the obligations established herein to District.

14. Commencement of Services: Consultant shall proceed with the project upon execution of this Agreement by the parties.

15. Notice to Proceed; Progress; Completion: Upon execution of this Agreement by the parties, District shall give Consultant written notice to proceed with the work. Such notice may authorize Consultant to render all of the services contemplated herein, or such portions or phases as may be mutually agreed upon. In the latter event, District shall, in its sole discretion, issue subsequent notices from time to time regarding further portions or phases of the work. Upon receipt of such notices, Consultant shall diligently proceed with the work authorized and complete it within the agreed time period.

16. Ownership of Documents: Title to all documents, drawings, specifications, and the like with respect to work performed under this Agreement shall vest with District at such time as District has compensated Consultant, as provided herein, for the services rendered by Consultant in connection with which they were prepared.

17. Designation of Key Personnel: The individuals specified in the attached EXHIBIT "C" shall provide the services set forth herein, and shall be the persons primarily in charge of such work. Prior to the provision of work by any other individuals on this project, such other individuals shall first be approved, in writing, by the District Manager or his designee.

18. Mistake of Fact: Each party understands that if any fact with respect to any matter covered by this Agreement is found hereafter to be other or different from the facts now believed by that party to be true, such party expressly accepts and assumes the risk of such possible differences in fact and agrees that this Agreement shall be in all respects effective and not subject to termination or rescission by reason of any such difference in facts.

19. Term; Termination: The term of this Agreement shall commence upon District's issuance to Consultant of a notice to proceed for all or a portion of the work, as herein above provided, and shall terminate upon District's acceptance and payment for all or such portion of the work as was authorized by such notice, including any and all retention. Notwithstanding the foregoing, District may, in its sole discretion, terminate this Agreement at any time and for any reason whatsoever by giving at least ten (10) days prior written notice of such termination to Consultant. In this latter event, Consultant shall be entitled to compensation for all services rendered and work performed for District to the date of such termination.

20. General Provisions:

20.1 Access to Records: Consultant shall maintain all books, records, documents, accounting ledgers, and similar materials relating to work performed for District under this Agreement on file for at least one (1) year following the date of final payment to Consultant by District. Any duly authorized representative(s) of District shall have access to such records for the purpose of inspection, audit and copying at reasonable times, during Consultant's usual and customary business hours. Consultant shall provide proper facilities to District's representative(s) for access and inspection. Consultant shall be entitled to reasonable compensation for time and expenses relate to such access and inspection activities, which shall be considered to be an additional service to the District, falling under the provisions of SECTION 4 herein above.

20.2 Assignment: This Agreement is binding on the heirs, successors, and assigns of the parties hereto and shall not be assigned by either District or Consultant without the prior written consent of the other. Any attempt by Consultant to so assign this Agreement or any rights, duties or obligations arising hereunder shall be void and of no effect.

20.3 Compliance with Laws, Rules, Regulations: All services performed by Consultant pursuant to this Agreement shall be performed in full compliance with all applicable federal, state, and District laws, including any rules, standards or regulations promulgated thereunder.

20.4 Exhibits Incorporated: All Exhibits referred to in this Agreement and attached to it are hereby incorporated in it by this reference.

20.5 Integration; Amendment: This Agreement represents the entire understanding of District and Consultant as to those matters contained herein. No prior oral or written understanding shall be of any force or effect with respect to those matters covered in it. This Agreement may not be modified or altered except by amendment in writing sign by both parties.

20.6 Waiver/Validity: Consultant agrees that waiver by District of any one or more of the conditions of performance under this Agreement shall not be construed as waiver of any other condition of performance under this Agreement. The acceptance by the District of the performance of any work or services by Contractor shall not be deemed to be a waiver of any term or condition of this Agreement.

21. Jurisdiction: District and Consultant agree that the law governing this Agreement shall be that of the State of California. Any suit brought by either party against the other arising out of the performance of this Agreement shall be filed and maintained in the Municipal or Superior Court of the County of San Benito. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null, and void insofar as it is in conflict with said laws, but the remainder of the Agreement shall continue to be in full force and effect.

22. Attorney's Fees: In the event any dispute between the parties hereto arising from or relating to this Agreement shall result in litigation, the prevailing party shall be entitled to all reasonable costs, including, but not limited to, actual attorney's fees.

23. Notice: Any notices, required to be given pursuant to this Agreement, shall be deemed to have been given by their deposit, postage prepaid, in the United States Postal Service, addressed to the parties as follows:

- a. To District : San Benito County Water District
30 Mansfield Road
Hollister, CA 95023
- b. To Consultant: Lidia Gutierrez
Gutierrez Consultants
118 Diablo Ranch Court
Danville, CA 94506

Nothing hereinabove shall prevent either District or Consultant from personal deliver of any such notices to the other party.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement the day and year first above written.

District:

CONSULTANT:

By: _____

By: _____

General Manager

Owner

Date

Date

Exhibit A
Scope of Services
Grant Administration and Support Services

This Scope of Services describes the consulting services to be provided by Gutierrez Consultants, Inc. (CONSULTANT) for the San Benito County Water District (SBCWD). These services are to assist SBCWD in securing and administering funding for SBCWD projects and programs. While the scope is focused on the existing ADRoP US Bureau of Reclamation Small Storage Grant, additional services may be provided to secure and manage funding for all SBCWD projects and programs.

The Bureau of Reclamation (Reclamation or USBR) provides funding through the Bipartisan Infrastructure Law for small surface water and groundwater storage projects in the 17 Western states, Hawaii and Alaska. Funding is available from the USBR WaterSMART Small Storage Grant Program for projects with a water storage capacity between 200 and 30,000 acre-feet that increase surface water or groundwater storage. Prior to being eligible for funding from the program, a completed feasibility study must be found to meet Reclamation's Small Storage Program feasibility study requirements. SBCWD originally submitted the Accelerated Drought Response Project (ADRoP) Feasibility Study to the Bureau in December 2022 which was revised and resubmitted in April 2023. The Bureau approved the Feasibility Study in June 2023, making the District eligible to compete for funding from the USBR WaterSMART Small Storage Grant Program. The Feasibility Study was amended again in December 2023 and deemed acceptable by the Bureau.

On December 5, 2023, SBCWD submitted the ADRoP grant application to the Bureau for funding consideration from the Small Storage Grant Program. On March 27, 2024, the Bureau publicly announced the awards. It was an incredibly competitive funding program with USBR awarding \$35 million in funding to only six (6) applicants. SBCWD was awarded \$6.7 million, almost 20% of the available funding.

Task 1: USBR Small Storage Grant Program

SBCWD, with support from CONSULTANT, will be responsible for administering the USBR Small Storage Grant Program awarded in March 2024. consistent with the guidelines and grant agreement. SBCWD, with support from CONSULTANT, will manage and administer the grant consistent with the guidelines and grant agreement.

Subtask 1.1: Project Management

CONSULTANT will perform ongoing grant management during the term of the grant contract, including coordination and project update calls and meetings with staff from SBCWD, USBR and project consultants.

CONSULTANT will support the contract negotiations, submittal of required grant agreement documents, and development of the draft and final grant agreement with USBR. The Grant Agreement will establish the purpose of the grant, the grant amount, the term of the grant

agreement, the scope schedule and fee of the project, and SBCWD's responsibilities as grant agent including reporting requirements, reimbursement submittal requirements, and performance evaluation requirements.

CONSULTANT shall support the request and documentation for grant amendments, if needed, during the term of the grant agreement.

Deliverables:

- Meeting Agenda and/or notes
- Project Management Documentation
- USBR / SBCWD Grant Agreement
- USBR / SBCWD Grant Amendment(s), as needed

Subtask 1.2: Reimbursements and Reporting

This task includes the work necessary to support the preparation and submittal of the grant reimbursement requests and reports. The following reports will be submitted quarterly or semi-annually, depending on the grant agreement requirements, and will describe and document the project work completed that quarter.

CONSULTANT shall work with SBCWD to support the preparation and submittal of progress reports. The reports shall include the following information:

- Executive Summary: Brief summary of the items contained in the body of the report.
- Project Implementation Status:
- Cost Information
- Schedule Information

CONSULTANT shall work with SBCWD to support the preparation and submittal of grant reimbursement requests. The request must include a summary and documentation of all project expenditures for that period. The documentation must include a summary of the work completed, verification of consistency with original project cost estimate, and description and justification for budget modifications.

Deliverable:

- Reimbursement Requests and Reports

Subtask 1.3: Final Report

CONSULTANT will prepare a final report at the completion of the project and grant. The final report will include a summary of the information that was contained in the progress reports including project, schedule and budget status and revisions to each, if necessary.

Deliverable:

- Final Report

Subtask 1.4: Post-Completion Reporting

CONSULTANT will support SBCWD in the preparation and submittal of required USBR semi-annual and annual financial and project reports and forms.

Deliverable:

- Semi-annual and Annual Reports

Task 2. Other/New Funding Support

CONSULTANT shall monitor funding opportunities and participate in funding webinars/meetings and provide regular updates to SBCWD staff, as needed, and develop recommended strategies for enhanced funding opportunities. Additionally, CONSULTANT shall identify new State and Federal funding opportunities for SBCWD staff consideration and participate in funding workshops as requested. Specifically, this task includes monitoring California Proposition 4 funding, with the release of funding opportunities anticipated in the Fall of 2026. The fee estimate assumes the preparation and submittal of one grant application, which may require an adjustment after grant application guidelines and requirements are released.

Task 3. General Grant Support Services

CONSULTANT shall support SBCWD staff, as requested, on grant related items including Board and Board Committee updates, SBCWD annual budgeting and auditing, and SBCWD record keeping and filing maintenance.

Exhibit B
Schedule
Grant Administration and Support Services

This scope of services covers the full term of the USBR grant and the anticipated timeline for release, award and contracting of Proposition 4 funding, assumed to be three years. The projected schedule is shown below, but is highly dependent on the State of California Proposition 4 timeline.

Task	Start Date	End Date
Task 1: USBR Grant	July 1, 2026	June 30, 2029
Task 2: Other/New Funding Support	July 1, 2026	June 30, 2029
Task 3: General Grant Support	July 1, 2026	June 30, 2029

Exhibit C
Fee Estimate
Grant Administration and Support Services

Budget

Task	Budget ¹
Task 1: USBR Grant	\$ 150,000.00
Task 2: Other/New Funding Support	\$ 55,000.00
Task 3: General Grant Support	\$ 25,000.00
Other Direct Charges (travel, documents)	\$ 5,000.00
Total	\$ 235,000.00

1. The budgets may shift between tasks with prior approval from SBCWD.

Hourly Rates¹

Classification	FY 2027	FY 2028	FY 2029	FY 2030
Principal/Project Manager	\$299	\$308	\$317	\$326

1. The individual hourly rate includes salary, overhead and profit. The hourly rate also includes ordinary expenses, including telecommunications, computer usage, and regular reproduction jobs. Other direct costs (ODCs) such as large reproduction jobs and travel expenses will be charged at actual cost plus 10%. Mileage will not be marked up. Subconsultants will be billed at actual cost plus 10%. Mileage rate will be that allowed by current IRS guidelines. Annual rates may change with prior approval from SBCWD.

**San Benito County Water District
Agenda Transmittal**

Agenda Item: 11 and 12

Meeting Date: June 24, 2026

Submitted By: Brett Miller

Presented By: Brett Miller

Agenda Title: Consider Adopting Successor Memorandum of Understanding between San Benito County Water District and Service Employees International Union Local 521 (Field and Office Employees Representation Unit), and Salary and Compensation Resolution for the Unrepresented Management/Confidential/Professional Employee Group

Detailed Description:

The District's labor contract with the Union is set to expire on June 30, 2026. In an effort to reach agreement on a successor MOU, representatives of the District and representatives of the Union commenced negotiation sessions beginning on May 13, 2026. The parties reached a tentative agreement on June 18, 2026. The MCP Resolution has been updated to reflect similar changes.

Notable changes in the 2026-2029 SEIU MOU and MCP Resolution are as follows:

1. Equity Adjustments: Effective July 6, 2026, salary schedules for SEIU and MCP units will be adjusted by the amounts listed in Appendix A (SEIU) and Appendix B (MCP). Such adjustments were determined based on total compensation surveys of benchmark classifications conducted in advance of labor negotiations, which found that, in comparison with nine comparable public agencies, District compensation was 27% below the market median. Such adjustments are intended to include a cost of living adjustment plus movement of a portion of the existing amount paid toward cash in lieu (\$785 per month) into salary, plus additional equity adjustments where applicable. The cash in lieu of medical insurance is reduced from \$1,285 per month to \$500 per month.
2. COLA Increases: The terms of the new MOU and Resolution provide for a 3% Cost of Living adjustment effective the first full pay period in July 2027 and a 3% wage increase effective the first full pay period in July 2028.
3. Salary Step G: The District has an 8-step salary schedule. For the first six steps, SEIU-represented employees must spend at least 12 months of service at each step before they

can advance. Step G requires 24 months of service, which will be reduced to 12 months in the successor MOU for consistency.

4. On-Call Compensation: Currently, SEIU-represented employees who perform on-call duty receive \$35 per day or \$135 per holiday. To address inflation, on-call compensation is increased to \$40 per day or \$140 per holiday.
5. Continuing Education Incentive Pay: Currently, SEIU-represented and MCP employees who have completed Continuing Education Units or equivalent education or training outside of their normal District duties during the previous 24 months receive an incentive payment of \$ 22.45 per unit up to a maximum of \$ 67.30 per pay period. Effective July 6, 2026, Continuing Education Incentive Pay will be eliminated.
6. Work Out of Class Pay: Effective July 6, 2026, employees assigned to work out of class pay will receive the higher of five percent (5%) base pay or the beginning step salary of the temporary rank being held for all of the time spent in this capacity.
7. Salary Increase on Promotion: Effective July 6, 2026, promotional appointments of SEIU-represented employees shall be at the salary step which results in no less than a 5% increase in base pay, adjusting for certification pay received in the old classification if the employee is no longer eligible for similar pay in the new classification. The pay rate in the new classification will not exceed the top step of the new classification.
8. Cafeteria Plan Contributions: Effective July 6, 2026, the District will provide on a monthly basis a cafeteria plan allowance for SEIU-represented and MCP employees based on the employee's enrolled plan and level of insurance coverage for medical, dental, and vision insurance up to the following amounts.
 - For Single Party medical coverage, the District will pay the higher of either:
 - \$1,547 per month (inclusive of cafeteria plan allowance and PEMHCA minimum), OR
 - 90% cost of health insurance coverage for the employee's level of enrollment (inclusive of PEM-HCA minimum), not to exceed 90% of the cost of PERS GOLD, plus 90% of the cost of Dental insurance for the employee's level of enrollment, plus 90% cost of Vision insurance for the employee's level of enrollment. Under this option, no cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.
 - For 2-Party and Family medical coverage, the District will pay 90% cost of PERS Gold (inclusive of PEM-HCA minimum), plus 90% cost of dental insurance based on level of enrollment, plus 90% cost of vision insurance based on level of enrollment. No cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.
9. Safety Shoes and Uniform Reimbursements: To address inflationary increases, reimbursement amounts are increased as follows: Effective January 1, 2027, the amount

of the safety shoes reimbursement is increased from \$275 per year to \$325 per year. Effective the first pay period following Board approval of the MOU, the amount for uniform reimbursement for Operations and Maintenance employees is increased from \$350 per year to \$400 per year, and the amount for uniform reimbursement for Office employees will be \$100 per year.

10. Cell Phone Stipend: The current cell phone stipend for employees who use their personal cell phone for District business is \$51 per month. The 2026 SEIU MOU does not increase this amount, but rather adds language to the SEIU MOU to provide parameters for cell phone reimbursement.
11. Flex Time and Overtime: An SEIU-represented office employee may request to flex time within the employee's designated 7-day work period. Office employees will not be eligible for daily overtime in a 7-day work period in which flexing occurs.
12. Unpaid Rest Periods Between Shifts: For SEIU-represented employees, if an employee is called back for emergency work exceeding twelve consecutive hours, the employee may have an 8-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work. If an employee is required to work sixteen or more consecutive hours, the employee is required to take a 10-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work.
13. Sick Leave and Personal Leave: Currently, SEIU-represented employees hired on or after July 1, 2020 receive 96 hours of sick leave and 16 hours of personal leave per year. The new MOU provides that SEIU-represented employees hired on or after July 1, 2020 receive 48 hours of sick leave and 64 hours of personal leave per year. The combined amount of leave does not change under the new MOU.
14. Reopener: Under the new SEIU MOU, the District may request to reopen the topic of the Water Distribution/Maintenance job series.

Prior Committee or Board Action:

Financial Impact: X Yes No

Funding Source/ Recap: The compensation changes for the SEIU and MCP units add an additional cost of \$421,000 to current compensation costs in Fiscal Year 26/27.

Recommendation:

- 1) Adopt a Resolution approving a successor Memorandum of Understanding (hereafter referred to as "MOU") with the Service Employees International Union Local 521 Field and Office Employees Representation Unit (hereafter referred to as the "Union") for a three-year term from July 1, 2026 through June 30, 2029 and authorizing the General Manager to execute and implement the terms and conditions of employment set forth in

the new MOU and to make non-substantive edits to the format and language of the MOU in alignment with the tentative agreement, and conforming to legal requirements.

- 2) Adopt a Resolution approving an updated Salary and Compensation Resolution for Management/Confidential/Professional Employee Group for a three-year term from July 1, 2026 through June 30, 2029 and authorizing the General Manager to execute and implement the terms and conditions of employment set forth in the new Resolution.

The terms of the recommended 2026-2029 SEIU MOU and MCP Resolution are within the parameters of authority approved by the Board in closed session.

Action Required: _____ Resolution _____ Motion _____ Review

Board Action

_____ X _____ Resolution No. _____ Motion By _____ Second By _____

Ayes _____ Abstained _____

Noes _____ Absent _____

Reagendized _____ Date _____ No Action Taken _____

RESOLUTION NO. 2026-17

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN BENITO COUNTY WATER DISTRICT
APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN
SAN BENITO COUNTY WATER DISTRICT AND THE SERVICE EMPLOYEES'
INTERNATIONAL UNION (SEIU) LOCAL 521, EFFECTIVE JULY 1, 2026
THROUGH JUNE 30, 2029**

WHEREAS, Service Employees International Union (SEIU) Local 521 (“Union”) is a recognized employee organization representing employees of the San Benito County Water District (“District”); and

WHEREAS, the Memorandum of Understanding (MOU) between the District and the Union expires on June 30, 2026; and

WHEREAS, the District and the Union negotiators have met and conferred in good faith and reached a tentative agreement on the terms of a successor MOU governing wages, hours and terms and conditions of employment;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the San Benito County Water District that this Board hereby approves the Tentative Agreement setting the terms and conditions of the successor MOU between the District and Union, a copy of which accompanies this Board item and is incorporated by reference herein; and

BE IT FURTHER RESOLVED, that the terms and conditions of the MOU shall be in full force and effect from the date of adoption through June 30, 2029; and

BE IT FURTHER RESOLVED, that the General Manager and Assistant General Manager have the authority to take any necessary administrative actions to implement the provisions of this resolution.

BE IT FURTHER RESOLVED that the President of the Board is authorized to sign said Resolution, on behalf of this Board and District.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this 24th day of June 2026, by the following vote:

AYES: DIRECTORS:
NOES: DIRECTORS:
ABSTAIN: DIRECTORS:
ABSENT: DIRECTORS:

(Resolution #2026-17
Signature of presiding Board member
Attested by Board Secretary)

Mark Wright
President

ATTEST: _____
Barbara L. Mauro
Board Secretary

MEMORANDUM OF UNDERSTANDING

Between the

SAN BENITO COUNTY WATER DISTRICT

And

SERVICE EMPLOYEES INTERNATIONAL UNION

(SEIU) LOCAL 521

(Field and Office Employees Representation Unit)

Effective

July 1, 2026 through June 30, 2029

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PREAMBLE

The San Benito County Water District (“District”) and Service Employees International Union Local 521 (“Union”) jointly agree to the following terms of this Memorandum of Understanding, and agree that the provisions contained herein shall be recognized as the sole statement of contractual rights and obligations between the two parties.

ARTICLE 1 - PARTIES TO THE AGREEMENT

This Memorandum of Understanding has been executed by a representative of the San Benito County Water District, hereinafter referred to as the District, and by representatives of the SEIU, Local 521, hereinafter referred to as the Union.

The District will print copies of the contract within thirty (30) days of ratification and adoption by the Board. The District shall provide a copy to each employee represented by the Union and to new hires during orientation. An electronic copy in WORD and PDF shall be provided to the Union.

ARTICLE 2 – DISCRIMINATION

The District, or any agent thereof, agrees that there will be no interference, restraint, or coercion against the Union or any employee because of Union membership or Union activity.

The Union, or any agent thereof, agrees that there will be no intimidation, coercion or interference against the District or any of the District’s employees or agents.

There shall be no discrimination by the Union or the District, or any agent of either of them, because of race, gender, color, creed, national origin, sex, sexual orientation, age, disability, religious or political beliefs, or any other legally protected classification, and each party will comply with the Federal Age Discrimination Employment Act of 1967.

ARTICLE 3 - OFFICIAL REPRESENTATIVES

The Union agrees to maintain and provide the District with a current, written list of its duly authorized representatives and officers, which shall constitute the solely recognized group of individuals with whom the District may conduct District/Union business. The Union will also provide the District with timely written notice of any changes, and only such written notice will be considered as valid notice to the District.

ARTICLE 4 – RECOGNITION

The Union is hereby acknowledged as the recognized employee organization for the purpose of meeting and conferring in good faith under the provisions of Section 3500 et seq. of the Government Code of the State of California. The job classifications included in the Field and Office Employees Representation Unit are listed in Appendix B.

ARTICLE 5 - DISTRICT RIGHTS

The rights of the District include all matters of general managerial policy, including but not limited to the exclusive right to set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or other legitimate reasons; maintain the efficiency of District operations; determine the methods, means and personnel by which District operations are to be conducted; contract for or subcontract any work or operation of the District; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. Nothing in this MOU is intended to or shall be construed to restrict or limit in any way the aforesaid District rights or any rights reserved to the District, the Board, the Manager or other authorized agents as specified in applicable provisions of State law including the California Water Code. The exercise of the above rights shall be consistent with the provisions of the Meyers-Milias-Brown Act (MMBA).

ARTICLE 6 - UNION RIGHTS

The Union agrees that it will not enter onto District property or hold meetings on District property without the prior approval of the General Manager or designee. The Union agrees that access to District properties must be restricted to prevent disruption to District operations and due to safety and security requirements. The Union acknowledges that the District has limited authority regarding access to certain properties required for District operations.

6.1. REPRESENTATION:

The Union has the exclusive right to represent employees in the representation unit as specified by State law and pursuant to the District's Employer Employee Relations Resolution. The Union will notify the District and maintain such notice during the term of this Agreement of its elected officers and directors as well as its staff employees.

The Union may select up to two (2) persons, in addition to its staff members to act as official representatives and will notify the District as to those individuals so selected.

Official representatives shall represent the Union in jointly scheduled meetings with the District to address matters within the scope of agreement. Union official representatives who are District employees may utilize time during normal working hours for meeting and conferring with authorized representatives of

the District subject to advance scheduling. Such meeting will normally be scheduled during regular working hours.

6.2. STEWARD PROGRAM:

Union stewards shall mean permanent employees within the bargaining unit, who are members of and are designated by the Union to assist employees for the purposes of processing grievances. The Unit may select up to two (2) stewards.

The Union agrees to notify the District in writing of the names and titles of the steward(s) representing employees and shall send a timely copy of such notice to the General Manager. Changes to the listing of stewards will be provided by the Union as they occur. Only employees named on the current list will be recognized by the District as stewards of the Union.

6.2.A. Stewards shall have the right to serve as a representative for employees in grievance matters in accordance with the grievance and disciplinary appeals provisions of the Agreement. No more than one (1) steward may assist in the investigation or processing of a grievance.

6.2.B. Before performing grievance and disciplinary appeal work, the steward will obtain the permission of their supervisor and shall report back to their supervisor when the grievance or disciplinary work is completed. Where immediate approval is not granted, the supervisor shall inform the steward of the reasons for the denial and establish an alternate time when the steward can reasonably be expected to be released from their work assignment.

6.2.C. After receiving approval of their immediate supervisor, a steward shall be allowed reasonable time off during working hours, without loss of time or pay, to investigate and present such grievances and appeals. The immediate supervisor will authorize the steward to leave their work only when the supervisor determines that the steward's absence will not interfere with the work of the unit.

6.2.D. When a steward desires to contact an employee, the steward shall first contact the immediate supervisor of that employee, advise of the nature of the business, and obtain release by the supervisor to meet with the employee. When, in the best judgment of the supervisor, the investigation would interfere with the work of the unit, the supervisor will notify the steward when they can reasonably expect to contact the employee.

6.2.E. Stewards shall receive no overtime for time spent performing a function of a steward.

6.2.F. Stewards shall not conduct Union business on District time, except as specifically authorized by this Memorandum of Understanding.

6.2.G. Stewards shall be responsible for the full and prompt performance of their work assignments.

6.2.H. Stewards may represent employees against whom disciplinary action is pending subject to the following restrictions:

6.2.H.1.The steward agrees that the issues, which gave rise to the proposed disciplinary action, are confidential in nature and will not be discussed with other employees, representatives or the news media, or others who do not have a direct need to know the details of the proposed discipline. The District may refuse to recognize or to deal with a steward who violates this confidentiality.

6.2.H.2.District management may require that disciplinary representation in a particular disciplinary appeal only be accorded through stewards who are also employees of the same department or by a Union staff representative.

6.3. DUES DEDUCTION

6.3.A. Dues Deduction and Remittance to the Union: The District shall deduct from the worker's paycheck and remit to the Union membership dues, voluntary Committee on Political Education (COPE) check-off, and any other payroll deduction the employee authorizes. Union membership dues and COPE contributions deductions shall be remitted to the Union on a biweekly basis, only after an authorized Union representative certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District a list of employees who have authorized such deductions.

If the Union certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District that such worker has signed up as a member, beginning the payroll period after the Union provides the District notice, the District will begin deducting union dues at the rate specified by the Union. If the Union certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District that a worker has ended membership, beginning the payroll period after the Union provides the District notice, the District will cease deducting dues from the worker's payroll. Throughout the year, the District will cooperate with the Union's request(s) to change worker's status.

The District will cooperate with a reasonable request(s) by the Union to adjust deductions or payments to address inaccuracies.

6.3.B. Deduction Report: A deduction report with an alphabetical listing of dues deducted for Union represented workers shall be forwarded electronically to the Union on a biweekly basis. This deduction report shall be submitted in an electronic format for importing and posting purposes. The report shall list the following:

- Employee's name (last, first, middle initial),
- Base pay on which deductions were calculated,
- Employee Identification Number,
- Hours worked in the pay period,
- Amount deducted in current pay period,
- Dollar amount difference between amount deducted between current and previous pay period,
- COPE deductions,
- Hire date,
- Job classification, and

- Representation unit.

6.3.C. Authorization: The Union shall be responsible for accepting authorization(s) of dues deduction, Union membership, and COPE deduction that bear a hand-written signature, a web-based/online signature, an electronically-recorded voice authorization, or another means of authorization acceptable to the Union and allowable under the state and federal law.

Requests to authorize deductions, revoke authorizations, or change authorizations shall be directed to the Union rather than the District. The Union shall be responsible for processing these requests.

6.3.D. Data Report on Represented Workers: The District shall supply the Union every quarter an electronic data report listing the following:

- Employee Identification Number
- Employee name (First, Middle, Last)
- Agency / Department
- Work Location Name
- Work location Address
- Home address
- Job Classification
- Base pay – hourly rate of pay
- Membership status
- Date of Birth
- Home phone number
- Personal mobile phone number (if on file)
- Personal home email address (if on file)
- Service date
- Worker transactions (new hires and terminations)

This data report shall be submitted in an electronic searchable and malleable format for importing and posting purposes. Such list shall be supplied without cost to the Union. This list should be sent in an electronic format that both the Union and District agree upon.

Before providing the personal contact information listed above, the Employer will provide employees with the opportunity to elect non-disclosure to the Union.

6.3.E. Custodian of Record: Upon receipt by the District of an email or report that an employee(s) has authorized Union membership dues, voluntary COPE check-off, and any other payroll deduction, the District shall honor that submission. The Union agrees to submit electronic reports to the District listing any new or changed authorizations.

6.3.F. Voluntary COPE Check-Off Authorization: Any member who chooses to contribute to the COPE fund may do so by submitting a voluntary COPE Check-Off authorization to the Union, specifying the

amount they choose to have deducted each pay period. The District shall continue to deduct each paycheck a worker's voluntary COPE check-off authorization until notified by the Union.

6.3.G. Employee Status Change: Upon promotion, any change in job title/classification, any change in department, or return from an unpaid leave of absence, the employee shall have their deductions continued the first pay period based on the same status they had previously. The District is not responsible for pursuing dues payment or arrears from employees on unpaid leave.

6.3.H. Indemnification: The Union shall indemnify, defend and hold the District, and its officers, employees and agents, harmless against any claims made, against any suit instituted against the District, or its officers, employees and agents, and any resulting liability and damages on account of employee organization dues and/or fee deductions.

In addition, all such employee organizations shall refund to the District any amounts paid in error upon presentation of supporting documentation.

6.4. BULLETIN BOARD:

The District agrees to provide bulletin board space on a District bulletin board for official Union business provided:

6.4.A. All materials must identify the Union as the publisher/provider and be dated.

6.4.B. Material will not violate the law or District policies, including policies prohibiting harassment and discrimination, and laws prohibiting public agencies from supporting candidates for public office or ballot measures.

6.4.C. The Union agrees that the District has the sole right to determine where the District bulletin board is located.

6.5. UNION ORIENTATION:

Within one (1) week of hiring a new employee, the District shall allow a Union Shop Steward thirty (30) minutes of paid time to meet with the new employee for the purpose of union orientation. This time off must be pre-approved by their supervisor and not cause any operational conflicts. The Union agrees not to make any comments malign the District, its employees or officials.

ARTICLE 7 - WORK ENVIRONMENT

7.1. SAFETY:

The District recognizes its obligation to provide a safe place of employment for its employees. To assist in accomplishing this goal, it is agreed that the District reserves the right to adopt reasonable rules and regulations, which become effective when posted.

The Union agrees that it is the duty of all employees to comply with all reasonable rules and regulations and to be alert to all unsafe places, equipment and conditions and to report any such unsafe practices or conditions to their immediate supervisor.

The Union agrees to cooperate with the District in conforming to applicable safety rules and regulations and in maintaining the District established safety rules and practices that will eliminate hazards and ensure safe working conditions at all times. No employee will be required to perform any work or take any undue risk in the performance of their work under conditions that are dangerous to life or limb or are injurious to their health or which would not meet the requirements of applicable laws of the Federal Government or the State of California.

7.1.A. Safety Shoes:

7.1.A.1. Employees in those classifications set forth below in Section 7.1.A.6, shall be required to wear approved safety shoes as a condition of employment during all hours worked. Appropriate safety shoes or boots shall incorporate the following safety factors depending on the type of work performed:

- a) Non-skid sole
- b) Adequate ankle protection
- c) Puncture protection
- d) Impact/compression protection, and;
- e) Must be in compliance with General Industry Safety Orders.

7.1.A.2. Employees required to wear approved safety shoes, who report to work without their safety shoes, shall not be permitted to work.

7.1.A.3. Effective January 1, 2024, the District shall reimburse up to two hundred seventy-five dollars (\$275.00) for each new employee hired in a classification listed in Section 7.1.A.6, and required to wear safety shoes. Effective January 1, 2027, the District will reimburse employees in classifications required to wear safety shoes, as listed in Section 7.1.A.6, upon presentation of receipt, up to three hundred twenty-five dollars (\$325) each calendar year for safety shoe purchases. Orders for safety shoes and uniform items submitted through the District shall be submitted concurrently.

7.1.A.4. All necessary repairs and associated expenses for safety shoes will be the responsibility of the employee.

7.1.A.5. If the employee resigns within the first six (6) months of employment, the employee shall refund the full amount to the District.

7.1.A.6. Classifications Required To Wear Safety Shoes: Employees in the following classifications are required to wear safety shoes:

- a) Maintenance III
- b) Maintenance II
- c) Maintenance I

- d) Maintenance (Trainee)
- e) Electronic Technician
- f) Engineering Technician
- g) Water Distribution/Maintenance III
- h) Water Distribution/Maintenance II
- i) Water Distribution/Maintenance I
- j) Water Resources Technician II
- k) Water Resources Technician I

7.2. UNIFORMS:

While on field duty, each Field employee will wear District-approved garments. The District approved shirt is mandatory, and if the employee elects to wear a cap, they must wear a District provided cap. Operations and Maintenance employees will receive reimbursement for District-approved garments with logos (i.e., collared shirts, pants, t-shirts, coveralls, jackets) up to three hundred fifty dollars (\$350) per year. Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Operations and Maintenance employees will receive reimbursement for District-approved garments with logos (i.e., collared shirts, pants, t-shirts, coveralls, jackets) up to four hundred dollars (\$400) per year. When required during the course of duties, employees shall wear a hard hat for safety purposes in lieu of the uniform cap.

Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Office employees will receive reimbursement for District-approved garments up to one hundred dollars (\$100) per year.

The District will report to CalPERS the monetary value for provision of the employee's required uniforms as described above, for classic CalPERS members. The District will report the uniform costs on a semi-monthly basis. The uniform amount reported to CalPERS will be derived from the District's total calendar year cost for providing employee uniforms, not to exceed three hundred fifty dollars (\$350) per fiscal year, per employee. Effective January 1, 2027, the uniform amount reported to CalPERS will be derived from the District's total calendar year cost for providing employee uniforms, not to exceed four hundred dollars (\$400) per calendar year, per employee.

Upon request from the District, the Union agrees to reopen Section 7.2 regarding Uniforms.

7.3. CELL PHONE STIPEND:

The District recognizes that certain employees must routinely use a personal cell phone to perform their job duties away from the office. To be eligible for the District monthly cell phone stipend, employees must meet at least one of the following business criteria:

- The employee requires 24/7 availability for urgent business or emergency response; or
- The employee's job requires them to work outside their assigned office or area, and mobile communication is necessary for day-to-day operations.

Upon written approval by the Department Head, the District will provide eligible employees with a flat, non-taxable monthly stipend. Effective the first full month following Board of Directors' approval of the 2026 successor MOU, the District will provide eligible employees with a cell phone stipend of fifty-one dollars (\$51) per month. This stipend is intended to cover the business portion of the employee's personal cell phone plan. It is not considered part of base pay for the purpose of calculating raises or bonuses.

Employees receiving the stipend agree to:

- Maintain an active and functional personal cell phone plan at all times;
- Be accessible for business use during required periods.
- Agree that all District business exchanged over the device will comply with District policies.

The District reserves the right to discontinue the cell phone stipend if an employee no longer qualifies under the above stated business criteria.

ARTICLE 8 - WORK SCHEDULES

8.1. WORK HOURS:

For employees covered by this agreement, except as specifically designated in writing by the General Manager, the normal workweek shall consist of forty (40) hours worked on five (5) consecutive days.

The work period begins at 12:00 a.m. on Monday and ends at 11:59 p.m. on Sunday. The normal workday shall be within hours designated in writing by the Manager, provided that:

8.1.A. District Office hours shall be at least 8:00 a.m. to 4:30 p.m., (including a minimum one-half (1/2) hour unpaid lunch period) Monday through Friday.

8.1.B. District Field hours shall be at least eight and one half (8-1/2) consecutive hours (including a minimum one-half (1/2) hour unpaid lunch period) between 6:30 a.m. and 6:30 p.m. While field employees may choose to return to District offices during meal periods, they shall not be provided additional travel time outside of meal periods for that purpose.

8.1.C. The District shall maintain an emergency response capability twenty-four (24) hours per day, seven (7) days per week.

8.1.D. The normal workday may include one morning and one afternoon employee rest period of not more than fifteen (15) minutes, as close to the middle of each four (4) hour portion of a shift worked insofar as practical given operational requirements. Office employees may work with their supervisor to schedule an uninterrupted break at a location away from their regular work space. Rest period scheduling shall be subject to the needs of the District and subject to supervisor approval. The rest period is paid time and the employees are to remain available to conduct District business should the need arise during the rest period. Field employee rest periods shall occur at the employee's fieldwork location applicable at the time of the rest period, although field employees may work with their supervisor to schedule an uninterrupted break at a location away from their fieldwork location.

8.1.E Changes in designated working schedules may be requested by employees in writing. Employee's written requests for work schedule changes may be granted on a one (1) day at a time basis at the supervisor's discretion.

8.1.F An office employee may request to flex time within the employee's designated 7-day work period (e.g., to work shorter hours one day within the 7-day work period, and make up the missed hours by working longer hours on another day within the same 7-day work period, in order to avoid using paid leave). Flex time is subject to supervisor advance approval. Flex time will not be approved if it will result in overtime, and there will be no daily overtime paid in a 7-day work period in which flexing occurs.

8.2. OVERTIME:

Overtime shall be defined as any authorized actual work exceeding eight (8) hours in a work day or forty (40) hours in a seven (7) day work week as defined in Section 8.1 of this agreement. Office employees will not be eligible for daily overtime in a 7-day work period in which flexing occurs.

Overtime compensation shall be at one and one half (1-1/2) of the employee's base hourly rate of pay for each hour of non-FLSA overtime worked. Overtime compensation shall be at one and one half (1 ½) of the employee's regular hourly rate of pay for each hour of FLSA overtime worked. The District will continue to review the level of its cafeteria plan contributions under applicable Fair Labor Standards Act (FLSA) requirements. During the term of the MOU, the District reserves the right to change its regular rate calculation in accordance with those FLSA requirements and State Law.

Employees required to work on a holiday shall receive paid compensation at a rate of one and one-half (1 ½) times the employee's applicable rate of pay for each hour worked, plus shall receive the employee's regular paid compensation for the holiday.

All overtime work must be pre-approved by the employee's supervisor. In exceptional or emergency circumstances where overtime is required and there is no opportunity to obtain such authorization or approval, an employee shall report the overtime hours worked and the purpose to their supervisor at the first opportunity.

For compensatory time off that has been accrued as of July 1, 2023, use of compensatory time off earned shall be granted provided that: 1) its use does not unduly disrupt the operations of the District; and 2) the request is made to the employee's supervisor within the District's standard timelines for the advance approval for use of leave time.

Terminating employees shall be compensated for accrued, unused compensatory time at either the current regular rate of pay, or the average regular rate of pay in the prior three years, whichever is higher.

Employees will request compensatory time off of three (3) days or less at least one (1) week in advance, except as approved by the General Manager.

Employees will request compensatory time off of more than three (3) days at least fourteen (14) calendar days in advance, except as approved by the General Manager.

8.3. CALL BACK:

When an employee is unexpectedly called back to work after the completion of their regular scheduled hours of work in response to a directive from management, that employee shall be credited with a minimum of two (2) hours of overtime pay for each call back. However, repeated call backs within the two (2) hour period following the beginning of the call back will only be subject to one block of minimum two (2) hours pay. If the employee works beyond the two hours during the call back(s), the employee will be paid the additional time worked in excess of the minimum two (2) hour call back pay.

Hours worked contiguous with an employee’s regularly scheduled shift or previously-scheduled overtime shift shall not be considered call back. If an employee is called in within two (2) hours or less of their start time for the employee’s regularly scheduled shift or previously-scheduled overtime shift, the additional time will be considered an early start and will not be considered a call back.

8.4 REST PERIOD BETWEEN SHIFTS

If an employee is called back for emergency work exceeding twelve (12) consecutive hours, the employee may have an 8-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work.

If an employee is required to work sixteen (16) or more consecutive hours, the employee is required to take a 10-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work.

ARTICLE 9 – TERM

The term of this Memorandum of Understanding is for the period of July 1, 2026 or the date of Board adoption (whichever is later) through June 30, 2029.

ARTICLE 10 – COMPENSATION

10.1. SALARIES

Effective first full pay period following Board of Directors’ approval of a successor MOU in 2026, or July 6, 2026, whichever is later, salary schedules will be adjusted by the amounts listed in Appendix A, which shall include a 3% COLA, an additional \$785 per month, plus additional equity adjustments where applicable.

Effective first full pay period following Board of Directors’ approval of a successor MOU in 2026, or July 6, 2026, whichever is later, and during the term of the 2026 MOU, the District will align the salaries of non-benchmark classifications as follows:

Class	Alignment with Benchmarks
-------	---------------------------

Customer Account Specialist I	10% below Customer Account Specialist II
Customer Account Specialist III	10% above Customer Account Specialist II
Engineer (unlicensed)	15% above Engineering Technician
Maintenance Trainee	20% below Maintenance I
Maintenance I	10% below Maintenance II
Maintenance III	15% above Maintenance II
Office Specialist I	10% below Office Specialist II
Office Specialist III	10% above Office Specialist II
Water Distribution/Maint. I	10% below Water Distribution Maintenance II
Water Distribution/Maint. III	15% above Water Distribution Maintenance II
Water Programmer III	Parity with Customer Account Specialist III
Water Resources Technician I	2% above Water Distribution Maintenance I
Water Resources Technician II	10% above Water Resources Technician I

Effective the first full pay period following July 1, 2027, there will be a three percent (3%) cost of living increase to salary schedules for all classifications in the bargaining unit.

Effective the first full pay period following July 1, 2028, there will be a three percent (3%) cost of living increase to salary schedules for all classifications in the bargaining unit.

10.2. STEP ADVANCEMENT:

The District currently maintains an eight-step salary schedule which is designed to provide periodic salary increases up to a maximum salary step for each range.

Each of the eight salary steps are assigned a period of time (12 months or 24 months) that an employee must serve prior to being eligible for the next step, as follows:

Step A 12 months

Step B 12 months

Step C 12 months

Step D 12 months

Step E 12 months

Step F 12 months

Step G 12 months

Step H (final step)

The advancement through the steps in a salary range is intended to recognize the employee's expected proficiency that comes with experience, training, and progressive improvement in job skills and performance over time within a position, but is not automatic.

In addition to the minimum time requirements in each step, advancement to each salary step is subject to a satisfactory performance rating as documented in a written performance evaluation and review by the supervisor or designated District representative, followed by approval of the General Manager. Employees will receive a written evaluation and review annually. Employees may attach a response to a performance evaluation.

An employee who receive an "exceptional" overall rating on their performance evaluation may receive a double step increase, subject to the approval of the General Manager.

An employee who does not receive a "satisfactory" or better overall rating on the performance evaluation, and is placed on a Performance Improvement Program, will be denied the step increase at that time. Denied step increases may be appealed to the General Manager within ten (10) work days of the employee's receipt of the written performance evaluation. The appeal may be in writing or in a meeting which will be held within ten (10) work days of the request to the General Manager. The General Manager's decision will be final. An employee who is denied a step increase will be re-evaluated for step advancement. Reevaluation shall occur in not less than one hundred twenty (120) days and not more than twelve (12) months.

10.3. ON-CALL COMPENSATION:

On-Call assignments shall be a designated period of seven (7) days, except for those periods lengthened or shortened by designated holidays, for which a daily rate shall be paid in accordance with the following:

10.3.A. On-Call Compensation will be paid to the employee who was actually approved for the on-call period by the Supervisor, and who actually provides on call services, regardless of whose name appears on the On-Call list.

Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, on-Call Compensation shall be paid at a rate of forty dollars (\$40) per day, or one hundred forty dollars (\$140) per designated holiday listed in Section 13.2.A of this Agreement.

10.3.B. Any and all deviations from the On-Call list must be reported to the On-call Supervisor immediately so that the appropriate agencies can be notified.

10.3.C. If the On-Call period falls over two (2) pay periods, payment of on-call compensation shall be made in the first pay period.

10.3.D. If a recognized Holiday falls on a Monday following the On-Call period, the employee will be required to remain On-Call until 7:30 a.m. the following Tuesday.

10.3.E. Employees on on-call duty are required to comply with applicable District policies, including the District's Drug and Alcohol Policy.

10.3.F. If an employee responds to phone calls from the District, or performs computer related work while on on-call duty, the employee shall report the time spent as hours worked, unless such time worked is *de minimis* (less than six (6) minutes on a non-recurring basis.) Such time shall not be considered call back.

10.4. TECHNICAL CERTIFICATION INCENTIVES:

Upon request from the District, the Union agrees to reopen Section 10.5 regarding Technical Certification Incentives. The District shall provide the following incentives to employees for completing certificates listed below, which enhance their ability to do their job:

10.4.A. Technical Certification: For the technical certifications listed below and not required for the employee's current job classification, the employee shall receive the incentive pay listed below, to a maximum of one hundred forty dollars and twenty-five cents (\$ 140.25) per pay period, effective the first day of the next pay period through the end of the pay period in which the certification expires. Technical certification pay will be as follows:

Water Treatment Operator Grade 1	\$28.05
Water Treatment Operator Grade 2	\$39.25
Water Treatment Operator Grade 3	\$50.50
Water Distribution Operator Grade 1	\$28.05
Water Distribution Operator Grade 2	\$39.25
Water Distribution Operator Grade 3	\$50.50
Backflow Prevention Device Tester	\$28.05
Water Conservation Practitioner Level 1	\$28.05
Water Conservation Practitioner Level 2	\$44.90
Qualified Herbicide Pesticide Applicator	\$28.05
Class A Driver's License	\$33.65
With Air Brake Endorsement	
Class A Driver's License	\$28.05
With Hazardous Materials Endorsement	
Cross Connection Certificate	\$50.50
Certified Municipal Clerk	\$50.50

10.4.B. Training and Education Loan Assistance Program: The District will provide financial assistance to regular employees for qualifying training and/or education programs (directly related to current position or career advancement) by advancing the cost of such programs (tuition, books and required materials) up to one thousand dollars (\$1,000) per program, not to exceed a maximum of one thousand five hundred dollars (\$1,500) per employee during the contract period.

For employees in the classifications of Maintenance Trainee and Maintenance I, upon advance approval of the General Manager, the District will advance the cost of a training program for a Class A Driver's License, not to exceed a maximum total of eight thousand dollars (\$8,000).

The employee will repay the advance under the terms set forth below. **Employees are required to submit receipts within thirty (30) days of the advance or will be required to repay the loan in full immediately.**

An employee requesting financial assistance to attend a training and/or education program must provide the General Manager with a written request for the advance (including the amount requested) and an official description of the program with sufficient information to determine whether the program qualifies for District financial assistance. Once approved, the District and the employee will agree on a repayment schedule providing regular payroll deductions from the employee's paycheck beginning with the pay period following the disbursement of funds, and for a period not to exceed thirty-six (36) months. The District and the employee will then enter into a written agreement specifying the agreed upon terms.

For Class A Driver's License Loan Assistance, the District will forgive one-quarter (25%) of the loan for each year of service with the District following achievement and maintenance of the Class A Driver's License.

The District will not approve any new financial assistance requests from an employee until any prior training and education assistance monies advanced are repaid in full.

If for any reason the employee separates from District employment prior to repayment or loan forgiveness of the monies advanced, the entire unpaid amount of the advance will become immediately due and payable to the District upon the effective date of separation.

10.5. WORK OUT OF CLASS PAY

Out of class pay is compensation to employees who are required by the District General Manager or designee to work in an upgraded position/classification of limited duration. Before assigning an employee to work out of class, the General Manager will seek input from the employee. Out of class pay will begin the first day of the pay period following the beginning of the assignment. An employee must assume substantially the full range of duties and responsibilities of the higher-level position. Employees may or may not be relieved of their normal duties to qualify for out-of-class pay.

Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, out of class pay will be the higher of five percent (5%) base pay or the beginning step salary of the temporary rank being held for all of the time spent in this capacity.

For the purpose of Government Code section 20480, when assigned to temporarily fill a vacant position during recruitment for a permanent appointment, an out-of-class appointment shall not exceed a total of nine hundred sixty (960) hours in a fiscal year.

10.6. PAYDAY:=

The District designates every other Wednesday as a pay day. In the event the pay day falls on a Holiday, the employees will be paid the prior work day.

10.7. LONGEVITY PAY FOR TIER ONE EMPLOYEES:

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%). No other employees shall be eligible for longevity pay.

10.8 LEAD WORKERS.

Effective the first pay period following Board approval of a successor MOU in 2023, an employee classified as a Maintenance II or Water Distribution/Maintenance II may assigned by the District to be a lead worker, and shall receive a five percent (5%) above the employee's base pay for the time so assigned. A lead primarily performs the same work as others in the classification, and in addition, is directly accountable for monitoring and reviewing work assignments of other employees, checking work for accuracy, assisting in and independently making daily work assignments, assisting with and independently developing work schedules, or giving advice and work instructions to other employees.

Effective the first pay period following Board approval of a successor MOU in 2023, employees classified as Maintenance III or Water Distribution/Maintenance III will be required to perform lead worker responsibilities as part of their regular job duties, without additional lead worker pay. The job descriptions for Maintenance III and Water Distribution/Maintenance III will be revised to reflect this requirement.

10.9 SALARY INCREASE UPON PROMOTION

Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Promotional appointments shall be made at the salary step which results in no less than a five percent (5%) increase in base pay, adjusting for certification pay received in the old classification if the employee is no longer eligible for similar pay in the new classification. The pay rate in the new classification will not exceed the top step of the new classification.

ARTICLE 11 - EMPLOYEE BENEFIT PROGRAMS

11.1. MEDICAL BENEFITS:

The District is a participating employer in the Public Employees' Medical and Hospital Care Act (PEMHCA), the medical insurance program sponsored by CalPERS. The maximum District contribution per month for the CalPERS medical insurance program for each active employee enrolled in District-provided health insurance shall be the minimum employer contribution as determined by CalPERS.

11.2. FLEXIBLE SPENDING ACCOUNT:

The District maintains a Flexible Benefit Plan that constitutes a cafeteria plan within the meaning of Section 125 of the Internal Revenue Code. The Flexible Benefit Plan allows active employees to pay for actual medical plan premiums or other qualified expenses, on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to, medical insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, dental insurance and vision insurance benefits.

11.2.A District Cafeteria Plan Contributions

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, the District will provide on a monthly basis a cafeteria plan allowance for employees based on the employee's enrolled plan and level of insurance coverage for medical, dental, and vision insurance up to the amounts below.

For Single Party medical coverage, the District will pay the higher of either:

- \$1,547 per month (inclusive of cafeteria plan allowance and PEMHCA minimum), OR
- 90% cost of health insurance coverage for the employee's level of enrollment (inclusive of PEMHCA minimum), not to exceed 90% of the cost of PERS GOLD, plus 90% of the cost of Dental insurance for the employee's level of enrollment, plus 90% cost of Vision insurance for the employee's level of enrollment. Under this option, no cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

For 2-Party and Family medical coverage, the District will pay 90% cost of PERS Gold (inclusive of PEMHCA minimum), plus 90% cost of Dental based on level of enrollment, plus 90% cost of Vision based on level of enrollment. No cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, benefit deductions will be processed on a semi-monthly in first two pay periods of the month.

11.2.B Alternate Benefits for Employees Who Opt Out of District Medical Insurance

Employees have the option to opt out of District health coverage. In order to decline medical coverage through the District and receive alternate benefits, an employee must provide attestation and evidence of alternate minimum essential coverage for the employee and all individuals in their tax family on an annual basis during open enrollment. Proof of alternative minimum essential coverage and the corresponding attestation must be provided to the District in every plan year during the open enrollment period.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, if an employee elects no District-offered health insurance coverage and provides the required attestation and evidence, the District will pay the employee five hundred dollars (\$500) per month (or \$230.77 per pay period) in cash.

No cash payment will be provided if the District knows or has reason to know that the employee or employee's tax family does not have alternative minimum essential coverage.

The District's obligation to pay alternate benefits for employees may be conditioned upon compliance with IRS requirements for an eligible opt out program.

11.3. HEALTHCARE LEGISLATION REOPENER:

If the District is subject to additional costs, fees, and/or penalties as a result of health care legislation, or if legal violations will result from the District's current medical insurance and cafeteria plan arrangement, the District may reopen negotiations of this Article 11 "Employee Benefit Programs" at any time during the term of the MOU to address the impact of health care legislation. Article 19 "Peaceful Performance of District Services" shall not apply in relation to the healthcare legislation reopener.

11.4. DENTAL BENEFITS:

The District agrees to provide access to group dental coverage for all permanent employees and their dependents including orthodontic benefits for qualifying dependents. Employees are required to enroll in single party District-provided dental insurance coverage. Employees also have the option to enroll dependents in District-provided dental insurance coverage.

11.5. VISION BENEFITS:

The District agrees to provide access to group vision coverage for all permanent employees and their dependents. Employees may use the District's contribution to the Flexible Benefits Plan described in Article 11, Section 2 to cover part or all of the cost of District-provided vision insurance coverage.

11.6. SUPPLEMENTAL INSURANCE BENEFITS:

The District agrees to provide access to supplemental insurance. Employees may use the District's contribution to the Flexible Benefits Plan described in Article 11, Section 2 to cover part or all of the cost of District-provided supplemental insurance coverage.

11.7. DEFERRED COMPENSATION [IRS Internal Revenue Code Section, 457(b)]:

11.7.A. The employee may establish a deferred compensation account.

11.7.B. The employee shall have the option of placing compensation and other compensation received from the District into their deferred compensation account consistent with the rules, regulations and limitations pertaining thereto.

11.8. LIFE INSURANCE:

The District agrees to provide employer paid group term life insurance for all permanent employees based upon one and one half (1-1/2) times the employee's annual salary to a maximum of \$50,000.

The District will make available additional, individual term life insurance coverage based upon an additional one and one half (1 ½) times the employee’s annual salary up to a maximum of \$50,000, subject to insurance company approval. The employee will be responsible for the additional premium cost for the individual policy and resulting taxes.

11.9. RETIREE ADDITIONAL BENEFIT:

For those employees retiring from the District through a regular service retirement from CalPERS within one hundred twenty (120) days of separation from District employment and are fifty-five (55) years of age or older at the time of retirement, the District shall make the following monthly payments toward retiree health insurance coverage, in addition to the minimum employer contribution required by PEMHCA:

<u>District Years of Service</u>	<u>Age 55</u>	<u>Age 60</u>	<u>Age 65</u>
10-14 years	\$100.00	\$130.00	\$195.00
15-19 years	\$135.00	\$180.00	\$270.00
20+ years	\$175.00	\$232.00	\$348.00

Upon request from the District or Union, the parties agree to meet and confer over the establishment of a Retiree Health Reimbursement Account funded by employee contributions.

11.10. EMPLOYEE ASSISTANCE PROGRAM:

The District shall provide and pay the premiums for a work-site based Employee Assistance Program for all permanent employees and their families, with a maximum of six (6) sessions for each incident of treatment. The program shall include provisions for Union referral, formal and informal District referral and employee/family referral.

11.11 POSTING JOB VACANCIES:

Notice of all job vacancies shall be posted for no less than ten (10) working days in the break room and shop area, and shall provide a minimum of five (5) administrative work days to allow for receiving internal applications. The filling of posted vacancies shall not take place until the application deadline has passed.

ARTICLE 12 – LAYOFFS

It is the District’s rights to relieve its employees from duty because of lack of work or other legitimate reasons.

12.1. ORDER:

Layoffs shall be by job classification, and a Layoff List shall be created by the District in the following order:

12.1.A. Probationary personnel in the order as determined by the District.

12.1.B. Permanent personnel in the order of least continuous service (excluding leaves without pay) in the subject classification.

Exceptions to the order as outlined above may be made by the District on the basis of negative performance or special qualifications required by the District.

12.2. EMPLOYEE OPTIONS:

Permanent employees displaced by layoff as outlined above may have the following options:

12.2.A. Accept layoff and be placed on a Reemployment List for three (3) years.

12.2.B. Be placed in an equal paying or lower paying vacant, permanent or temporary position, which the District intends to fill, and for which the individual is found to be qualified. Selection from among individuals to be laid off to fill vacant positions shall be the District's hiring procedure, with competition to be limited to personnel scheduled for layoff.

12.2.C. Displace an individual in an equal paying or lower paying classification in the same or closely related occupational position as the present classification, provided (1) the displacing employee has greater total continuous service in the equal paying or lower paying class, and the class from which the individual is being laid off, than the current incumbent has in the present classification, and (2) the displacing employee is found to possess the necessary skills, license, and expertise to perform the duties of the position. Employees displaced by this option will be subject to layoff, and will be provided the options described in this Section 12.2.

12.3. RE-EMPLOYMENT LIST:

Laid off permanent employees who so choose may be placed on a Re-Employment List in reverse order of their continuous service in the classification from which they were laid off, and will remain on that Reemployment List for a period not to exceed three (3) years. The Re-Employment List will be used to fill vacant permanent and temporary positions when the list contains the names of employees found to be qualified for vacancies. Offers of employment will be made in the order of the names on the list, and the District will appoint the first employee on the list who is found to be qualified and for whom the vacancy is equal paying or lower paying than the former position. Refusal to accept such permanent position will result in the removal of the individual's name from the reemployment list. Employee's accepting lower level positions shall continue on the Re-Employment List until they are appointed to a permanent position in their former job classification, or the remainder of three (3) years from the date of layoff, whichever occurs first.

12.4. NOTICE:

Employees to be laid off as set forth herein shall be given thirty (30) calendar days' written notice prior to said layoff. The Union shall also receive copies of such notice within the thirty (30) day notice period. The

Union shall have an opportunity to meet and confer with the District in order to discuss possible changes to the layoffs or to minimize the impact of the layoffs. Those so notified shall notify the District within fifteen (15) calendar days of the option the employee shall pursue under Article 12, Section 12.2, herein.

12.5. APPEAL:

A dispute raised by an employee as to the application or interpretation of this procedure, shall be heard by the Board of Directors.

The notice of appeal shall be in writing and filed with the District within ten (10) days of notification of layoff. The Board of Directors shall hear the appeal and render the majority opinion within ten (10) days of receipt of the written notice of appeal. The majority finding of the Board of Directors shall be final and binding on the District and the employee. The hearing by the Board of Directors of an appeal is in lieu of any other grievance procedure. The District will mail a copy of the final written findings and decision, along with a proof of service of mailing that confirms that each of the parties and each of the parties' representatives were mailed the final written findings and decision. The employee has the right to appeal the Board of Directors' decision in accordance with California Code of Civil Procedure section 1094.6. Pursuant to Code of Civil Procedure section 1094.6, the parties have ninety (90) days from the date of the proof of service of mailing of the written findings and decision to appeal the District decision on the appeal to the Superior Court in and for the County of San Benito.

ARTICLE 13 – LEAVES

The minimum amount of vacation, sick, personal, or compensatory time to be taken at any one time is one-quarter (1/4) hour. Leave may be used in quarter (1/4) hour increments.

13.1. VACATION:

Vacation will begin to accrue on the employee's date of hire at the rate of six and two thirds (6.6667) hours per month for the first five (5) years. To be eligible for vacation leave, an employee must have at least six (6) months of regular employment. Vacation may be accumulated and used in the subsequent calendar years in accordance with the schedule below:

Vacation shall not be accrued in excess of the accumulation limit. If, due to an emergency or District workload, the employee is not able to take earned vacation, such vacation may be accumulated beyond the accumulation limit upon the written approval of the General Manager.

The following schedule is based upon the years of service to the District:

<u>DISTRICT YEARS OF SERVICE</u>	<u>RATE OF ANNUAL DAYS OF EARNED VACATION</u>	<u>EARNED VACATION ACCUMULATION LIMIT</u>
1-5 Years	10 Days (80 hours)	15 Days (120 hours)

6-10 Years	15 Days (120 hours)	30 Days (240 hours)
11-15 Years	17.5 Days (140 hours)	40 Days (320 hours)
16-19 Years	20 Days (160 hours)	55 Days (440 hours)
20+ years	22 Days (176 hours)	70 Days (560 hours)

The maximum vacation, which may be scheduled or taken in any calendar year shall be twenty-five (25) days (200 hours).

13.1.A. Scheduling: Employees shall draw up the vacation schedule, subject to approval by the District.

Employees will request vacation of three (3) days or less at least one (1) week in advance, except as approved by the General Manager.

Employees will request vacation of more than three (3) days at least fourteen (14) calendar days in advance, except as approved by the General Manager.

13.1.B. Payment For Earned/Accumulated Vacation: The employees shall be eligible to convert earned or accumulated vacation to extra compensation subject to the following provisions:

13.1.B.1. Earned/Accumulated Vacation may be converted to extra compensation on an hour paid, per hour used basis for the first one hundred twenty (120) hours taken by the end of the conversion evaluation period of each calendar year provided at least eighty (80) hours of vacation have been taken by the end of the conversion evaluation period of that calendar year and eight (8) hours of accrued, unused vacation remains in the employee's bank. An employee shall make an irrevocable election of the amount of vacation leave to be converted in December the year before the vacation is earned.

Vacation cash out checks will be made available by the end of the third week of December to employees who have elected cash out the previous December. The conversion evaluation period is defined beginning with the final Pay Period of the prior calendar year through the second to last Pay Period of the current calendar year. The employee has the following options:

- a) Vacation may be converted to extra compensation at employees base hourly rate per hour of vacation converted.
- b) Vacation earned/accumulated may be converted to a contribution to deferred compensation at the employees base hourly rate each hour of vacation converted subject to the rules, regulations and limitations governing deferred compensation.
- c) Any combination of a. and b. above with the distribution being based on full one (1) hour increments.

13.1.B.2. Requests for payment of vacation shall be in writing on forms provided by the District and subject to the approval of the General Manager.

13.2. HOLIDAYS:

13.2.A. Paid Holidays: Each employee of the District is eligible for paid holiday benefits beginning on their date of hire.

The District will observe the following holidays:

- a) New Year's Day
- b) Martin Luther King's Birthday
- c) President's Day
- d) Farm Workers' Day
- e) Memorial Day
- f) Juneteenth
- g) Independence Day
- h) Labor Day
- i) Columbus Day
- j) Veteran's Day
- k) Thanksgiving Day
- l) Day after Thanksgiving
- m) ½ Day Christmas Eve
- n) Christmas Day

13.2.B. End of the Year Office Closure: The District reserves the right to close District offices for four (4) non-holiday work days approximately between December 25th and January 1st, with exact dates of the closure to be determined by District management and provided to employees by December for the following calendar year. Office closure days will be unpaid; however, employees may use accrued vacation, compensatory time off, or personal leave concurrently with the -office closure days on which they would otherwise be scheduled to work. Upon request from an employee and approval of the General Manager or designee, an employee may work during the holiday office closure days.

13.3. SICK LEAVE:

13.3.A. Accrual of Sick Leave:

Sick Leave will accrue on a pay period basis.

Tier One: Eligible employees hired before July 1, 2020 will be granted the equivalent of six (6) days (48 hours) of Sick Leave per year for reasons as outlined below.

Tier Two: Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, eligible employees hired on or after

July 1, 2020 will be granted the equivalent of forty eight (48) hours of Sick Leave per year for reasons as outlined below.

For Tier Two employees hired on or after July 1, 2020, an employee can accrue a maximum of one thousand forty (1,040) hours of accrued sick leave that may be carried over from year to year, thereby providing a cushion for those times when illness is a more frequent event. Once an employee hits this accrual cap, they will not accrue any additional paid sick leave until they fall below the accrual cap.

13.3.B. Use of Sick Leave: To use accrued Sick Leave the employee must: 1) notify their supervisor or the District not later than one-half (½) hour (30 minutes) after the employee's scheduled starting time for the day of the absence; and 2) provide documentation in writing from a medical practitioner verifying the Sick leave when required. Employees will be required to submit a doctor's note for sick leave of more than five (5) consecutive days or forty (40) consecutive work hours within a calendar year. The District may require a doctor's note for sick leave taken for more than five (5) calendar days or forty (40) hours in a calendar year, or if the supervisor has reasonable suspicion of abuse of sick leave.

All employees who use paid leave to address issues related to domestic violence, sexual assault or stalking, and who cannot provide advance notice of their need for leave must provide certification of the need for leave within a reasonable time thereafter.

Sick Leave shall only be used for those reasons outlined below:

- a) diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or any of the following of the employee's family members: child of any age or dependency status; parent; parent-in-law; spouse; registered domestic partner; grandparent; grandchild; sibling or "designated person" (Labor Code §§ 233(b)(2); 245.5(c); 246.5(a)(1)); "Designated Person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employee is limited to one designated person per 12-month period for family care and medical leave, or
- b) To serve as required by law on an inquest jury or trial jury, if the employee, prior to taking the time off, gives reasonable notice to the employer that the employee is required to serve.
- c) For an employee who is a "Victim", which means either (1) an individual against whom a "Qualifying Act of Violence", as defined below, is committed; or (2) an individual against whom any crime is committed, to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding.
- d) A "Qualifying Act of Violence", means (1) domestic violence; (2) sexual assault (i.e., non-consensual sexual act prescribed by federal, tribal, or state law, including when the victim lacks capacity to consent); (3) stalking (i.e., engaging in a course of conduct directed at a

specific person that would cause a reasonable person to fear for that person's safety or the safety of others or suffer from emotional distress); or (4) an act, conduct, or pattern of conduct (a) that causes bodily injury to another individual; (b) wherein a weapon is brandished or drawn against another individual; or (c) that is a threat, whether perceived or actual, to use force to cause physical injury to another individual.

- e) For an employee who is a Victim, to obtain any relief, including but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the Victim.
- f) For an employee who is a Victim, or a Family Member of a Victim, to attend judicial proceedings related to that crime, including, but not limited to, any delinquency proceeding, a post-arrest release decision, plea, sentencing, post-conviction release decision, or any proceeding where a right of that person is an issue.

g) Reproductive Loss Leave

The District provides employees who have been employed at least thirty (30) calendar days with Reproductive Loss Leave, in the event of a "Reproductive Loss Event." "Reproductive Loss Event" means the day or, for a multiple-day event, the final day of a Failed Adoption, Failed Surrogacy, Miscarriage, Stillbirth, or an Unsuccessful Assisted Reproduction, as those terms are defined below:

"Failed Adoption" means the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to a person who would have been a parent of the adoptee if the adoption had been completed.

"Failed Surrogacy" means the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to a person who would have been a parent of a child born as a result of the surrogacy.

"Miscarriage" means a miscarriage by a person, by the person's current spouse or domestic partner, or by another individual if the person would have been a parent of a child born as a result of the pregnancy.

"Stillbirth" means a stillbirth resulting from a person's pregnancy, the pregnancy of a person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy that ended in stillbirth.

"Unsuccessful Assisted Reproduction" means an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure. This event applies to a person, the person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

Reproductive Loss Leave may be taken for up to five (5) days per Reproductive Loss Event.

Reproductive Loss Leave is not required to be taken consecutively, but such leave must be taken within three (3) months of the Reproductive Loss Event, with the exception that, if an employee is on California Family Rights Act (“CFRA”) leave, Pregnancy Disability Leave (“PDL”), or another leave protected by state or federal law at the time of or immediately following the Reproductive Loss Event, the employee may use Reproductive Loss Leave within three (3) months of the end date of the other protected leave.

If an employee experiences more than one Reproductive Loss Event within a 12-month period, the District will provide Reproductive Loss Leave up to a maximum of 20 days within a 12-month period.

Reproductive Loss Leave is unpaid, but employees may elect to use accrued paid leaves, such as sick leave, personal leave, or vacation in order to provide for their compensation while on Reproductive Loss Leave.

The District will maintain the confidentiality of any employee who requests to use or uses Reproductive Loss Leave, and the District will not disclose such information other than to internal personnel on a need to know basis, or as required by law.

13.3.C. Annual Sick Leave Conversion Program: As an incentive for employee wellness and sick leave conservation, the following Sick Leave conversion provision shall apply:

At the end of the conversion evaluation period of each calendar year, all employees shall be entitled to convert Sick Leave to: 1) extra compensation; 2) contribution to deferred compensation; or 3) vacation time, based on the following criteria and conversion rates. An employee shall make an irrevocable election of the amount of sick leave to be converted to in December the year before the sick leave is earned. The conversion evaluation period is defined as the beginning with the final Pay Period of the prior calendar year through second to last Pay Period of the current calendar year.

Should an employee elect to convert Sick Leave to extra compensation, the District will provide a check to the employee by the end of the third week of December.

Sick Leave		Sick Leave Conversion* Based on Balance of Time in Hours		
		105 hours	500 hours	1000 hours
	Hours used			
	<32	12	24	48
	< 16	18	26	72

*Accumulated Sick Leave at the end of pay period

Sick Leave conversion to extra compensation or contribution to deferred compensation shall be subject to the rules, regulations and limitations governing deferred compensation. Conversion to vacation shall be subject to earned vacation accumulation limits and vacation entitlement limitations as set forth in Article 13, Section 1.

Requests for conversion of conserved Sick Leave shall be in writing on forms provided by the District and subject to the approval of the General Manager.

13.3.D. Sick Leave Cash Out At Separation:

Tier One For employees hired before July 1, 2020:

For employees hired before July 1, 2020, upon death, retirement, resignation, or separation by layoff (occurring after ten (10) or more District years of service), up to one thousand forty (1040) hours of accrued Sick Leave shall be paid to the employee or the employee's estate at the rate of fifty percent (50%) of the equivalent cash value. All accrued Sick Leave beyond one thousand forty (1040) hours, shall be paid off at the rate of twenty-five percent (25%) of the cash value.

For employees hired before July 1, 2020, upon death, retirement, resignation or separation by layoff (occurring after ten (10) or less District years of service), up to five hundred twenty (520) hours of accrued Sick Leave shall be paid off at the rate of twenty-five percent (25%) of the cash value. Accrued Sick Leave beyond five hundred twenty (520) hours shall be paid off at the rate of twelve and one-half percent (12.5%) of the accrued cash value.

Tier Two For employees hired on or after July 1, 2020:

For employees hired on or after July 1, 2020, upon death, retirement, resignation, or separation by layoff (occurring after ten (10) or more District years of service), up to one thousand forty (1040) hours of accrued Sick Leave shall be paid to the employee or the employee's estate at the rate of twenty-five percent (25%) of the equivalent cash value.

For employees hired on or after July 1, 2020, upon death, retirement, resignation or separation by layoff (occurring at least five (5) but less than ten (10) District years of service), up to five hundred twenty (520) hours of accrued Sick Leave shall be paid off at the rate of twenty-five percent (25%) of the cash value.

An employee, upon retirement, may convert unused Sick Leave to added service credit under CalPERS.

If an employee separates and is rehired within one (1) year from separation, the unpaid balance of accrued and unused sick leave at the time of separation will be reinstated. An employee who worked at least ninety (90) days in the initial employment with the District may immediately use reinstated sick leave. An employee who had not worked ninety (90) days in the initial employment with the District must work the remaining amount of the ninety (90) day qualifying period to be able to use accrued sick leave.

13.4. INDUSTRIAL INJURY LEAVE:

If an employee is unable to perform assigned duties by reason of industrial injury, sickness or disability, as defined in the Workers' Compensation Act of the State of California, the employee shall notify their Supervisor within twenty-four (24) hours from the date of discovery of such injury, sickness or disability. In job related cases of injury, sickness or disability, the employee shall receive the regular salary for the first forty (40) hours of such disability; provided, however, that any Workers' Compensation benefits received for this initial forty (40) hour period shall be assigned to the District. At the end of this forty (40) hour period, and if unable to resume work, the employee may elect to receive payment of any accumulated sick and/or vacation leave benefits, until such benefits are exhausted, or to receive Workers' Compensation benefits.

If the employee elects to use sick or vacation leave benefits, all Workers' Compensation benefits received shall be assigned to the District. This election shall be made in writing and submitted to the District prior to the payment of any sick leave or vacation benefits. Prorated credit to the employee's sick leave balance at the employee's current rate of pay shall be made based upon the amount of monies assigned to the District from Workers' Compensation benefits.

The period covered by industrial injury leave shall be considered as service time in determining eligibility for salary increases, sick leave and vacation benefits.

All provisions of the Workers' Compensation Act of the State of California shall be strictly adhered to.

13.5. BEREAVEMENT LEAVE:

In the event of a death in the immediate family (i.e. parent, parent-in-law, step-parent, grandparent, step-grandparent, grandchild, step-grandchild, child, step-child, sibling, step-sibling, spouse or registered domestic partner), employees shall be entitled to Bereavement Leave of up to three (3) days with pay.

If it is necessary for additional Bereavement Leave due to individual circumstances, the employee may extend their leave for up to two additional work days. Additional days in excess of five (5) work days may be granted upon request and approval from the employee's supervisor. Any additional time off in excess of three (3) days of Bereavement Leave will be charged against the employee's paid leave, or may be taken without pay.

Upon request from the District, the employee will provide documentation verifying the death within thirty (30) days of the first day of bereavement leave.

13.6. PERSONAL LEAVE:

Tier One: Eligible employees hired before July 1, 2020 will be granted the equivalent of ten (10) days (80 hours) of Personal Leave per year for use at the employee's discretion. For Tier One employees, personal Leave will accrue on a monthly basis at a rate of 6.6667 hours per month.

Tier Two: Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, eligible employees hired on or after July 1, 2020 will be granted the equivalent of sixty-four (64) hours of Personal Leave per year for use at the employee's discretion. For Tier Two employees, personal Leave will accrue on a monthly basis at a rate of 5.3333 hours per month.

For Employees in Tiers One and Two:

To be eligible to earn and use Personal Leave, an employee must have successfully completed six (6) consecutive months of employment.

An employee's annual Personal leave will be subject to notice as follows:

Employees will request Personal leave of three (3) days or less at least one week in advance, except as approved by the General Manager. Employees will request Personal leave of more than three (3) days at least fourteen (14) days in advance, except as approved by the General Manager.

When using Personal Leave, employees must use a minimum of one-quarter of an hour; additional amounts of Personal Leave on the same occasion may be used in quarter (1/4) hour increments.

At the end of each calendar year (pay period 26) all conserved Personal Leave not used during that year will be converted to Sick Leave and carried over to the following year; however, an employee may retain up to eight (8) hours of Personal Leave for use as Personal Leave in the following calendar year.

ARTICLE 14 - LEAVES WITHOUT PAY

14.1. GENERAL PROVISIONS:

Leaves without pay shall be granted as outlined below, provided however, that:

14.1.A. A leave may be revoked upon evidence that the cause for granting it was misrepresented or has ceased to exist.

14.1.B. Except as expressly required by law, the period covered by a leave without pay shall not be considered as service time in determining eligibility for vacation, sick leave, health and welfare benefits (including the flexible spending amount) salary increases, or other circumstances where service is a factor;

14.1.C. Leave without pay granted to a probationary employee shall not be credited toward completion of the employee's probationary period;

14.1.D. All accrued vacation must be used or, at the option of the District, the monetary value of all accrued vacation must be paid to an employee before a leave of absence without pay can be granted, excluding leave granted for maternity or medical purposes; and

14.1.E. An employee's anniversary date for the purpose of performance evaluation and accompanying step increases shall be adjusted if an employee takes leave without pay of more than eighty (80) hours in one year.

14.2. UNPAID PERSONAL LEAVE:

A leave without pay may be granted by the District, not to exceed six (6) months, for urgent or substantial personal reasons, including illness not covered by sick leave. Such leave may be extended by the District for a further period not to exceed three (3) months in exceptional circumstances with approval of the Board of Directors. To the extent legally protected leaves apply, they shall run concurrently with unpaid personal leave.

14.3. INSURANCE BENEFITS DURING UNPAID LEAVE:

Except as noted herein or required by law, an employee is not eligible for District contributions toward Flexible Spending Account during leaves without pay. An employee may make such payments to the District for desired insurance coverage under the conditions as may be established by the insurance carrier.

Employees on maternity leave (inclusive of Pregnancy Disability Leave) without pay will be eligible for full District contributions toward health and welfare insurance (including District contributions to CalPERS for PEMHCA participation and the Flexible Spending Account) and basic life insurance for the first six (6) month period of such leave. After expiration of a six (6) month period of such leave, an employee may make such payments to the District for desired insurance coverage. In the event of an industrial injury or illness, the District will pay the PEMHCA and Flexible Spending Account contributions in accordance with State Workers' Compensation requirements.

ARTICLE 15 – RETIREMENT

The District shall continue to participate in the Public Employees Retirement System (PERS) with benefits as currently provided or with such changes and benefits as may be mandated by law or as agreed to by the District.

15.1. TIER ONE:

For eligible employees hired before January 1, 2013, or hired after January 1, 2013 who meet the definition of "classic members" as defined by CalPERS, the District shall continue to participate in its Miscellaneous Plan Agreement with CalPERS to provide the 2.5% at 55 retirement option. Effective July 3, 2017, Tier One employees shall pay the rate prescribed by CalPERS for member contributions in accordance with the rules and regulations governing such member contributions.

15.2. TIER TWO:

For eligible employees who meet the definition of "new member" as set forth in Government Code Section 7522.02(f) the District will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with Government Code Section 7522.20, based on the average of three years of employment, in accordance with Government Code Section 7522.32. New members shall be

subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employees in Tier Two Pension shall pay the rate prescribed by CalPERS for employee contributions to the Public Employees' Retirement System in accordance with the rules and regulations governing such employee contributions, which consists of one-half of the total normal costs for pension. New members shall be subject to the provisions of the PEPRA, including provisions governing reportable compensation.

ARTICLE 16 - SAVING CLAUSE

If any provision of this M.O.U. shall be found to be invalid by a court of competent jurisdiction, or otherwise prohibited by law, the remainder of the policy shall not be affected.

ARTICLE 17 – GRIEVANCE PROCEDURES

17.1. CREATION AND AUTHORITY:

When requested, the Union shall have full authority to represent any member and settle any grievance.

17.2. CONDITION:

The District agrees to meet with the grievant, or when requested, the Union or its designated representative, on any grievance in accordance with the provisions of this Section. Such meetings, including travel time, when held during normal scheduled working hours, shall be without loss of pay.

17.3. PURPOSE:

17.3.A. This grievance procedure shall be used to process and resolve grievances arising under this MOU.

17.3.B. The purposes of this procedure are:

17.3.B.1. To resolve grievances informally at the lowest possible level; and

17.3.B.2. To provide an orderly procedure for reviewing and resolving grievances promptly.

17.4. DEFINITIONS:

17.4.A. A grievance is a good faith complaint of one or a group of employees, or a dispute between the District and the Union involving the interpretation, application, or enforcement of the express terms of this MOU. No matter shall be considered as a grievance under this Article unless it is presented within thirty (30) calendar days of when a reasonable person knew or should have known of the events on which the grievance was based. Discipline, performance evaluations, and complaints of harassment, discrimination and retaliation based on a protected class are not grievable.

17.4.B. As used in this procedure, the term "supervisor" means the individual who assigns, reviews and directs the work of an employee.

17.4.C. As used in this procedure, the term “party” means an employee, the Union, the District or their authorized representatives.

17.4.D. The employee retains all rights conferred by Section 3500 et seq., of the Government Code.

17.5. STEP ONE:

An employee who believes they have cause for grievance may contact their supervisor with their representative or may contact their supervisor alone. The supervisor shall provide a verbal response and the reasons therefore within seven (7) working days after hearing the employee’s grievance. If, after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted, the grievance shall be reduced to writing within seven (7) working days after receipt of the supervisor’s verbal response.

17.6. STEP TWO:

If the grievance is not resolved under Step One of this procedure, and the employee elects to process a written grievance, the grievance statement shall include the following:

17.6.A. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this MOU which the grievant claims has/have been violated.

17.6.B. The remedy or correction requested of the District.

17.6.C. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee’s supervisor or designated representative.

The grieving employee’s immediate supervisor or designated representative will give their answer to the grievance in writing within seven (7) working days from the time they received the grievance in writing. The supervisor’s answer shall include the following:

17.6.C.1. A complete statement of the District’s position and the facts upon which it is based.

17.6.C.2. The remedy or correction which has been offered, if any.

17.7. STEP THREE:

If a satisfactory settlement is not reached with the immediate supervisor or designated representative, the grievant may submit the matter in writing within seven (7) working days to the General Manager, or designated representative, who shall have full power and authority to settle the grievance. The employee and the designated representative of the District shall meet to hear the grievance appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be in writing stating the grievant’s position and shall be heard within seven (7) working days after the appeal to the third step

of the grievance procedure. A written answer shall be made within seven (7) working days after the hearing, stating the District's position. General Manager's decision shall be final.

17.8. STEP FOUR:

If the grievance is not resolved after Step Three, the grievance may be submitted to mediation. A request for mediation may be presented in writing to the General Manager within seven (7) calendar days from the date a decision was rendered at Step Three. As soon as practicable thereafter, or as otherwise agreed to by the parties, a mediator shall hear the grievance. A request for mediation will automatically suspend the normal processing of a grievance until the mediation process is completed. The mediation process shall be optional, and any opinion expressed by the mediator shall be informal and shall be considered advisory.

The Mediator shall, in cases where the matter is not resolved, be authorized to submit an advisory opinion to the parties. This opinion shall be confidential.

ARTICLE 18 - PAST PRACTICE

The parties agree that they shall adhere to established labor relations' principles in handling past practices issues within the scope of representation:

18.1. Past practices superseded by revised MOU language are null and void;

18.2. Past practices which contradict existing MOU language or written District rules shall be null and void upon reasonable notice from the District that the language will be followed;

18.3. Past practices within scope which are not covered by MOU language or District rules shall remain in effect through the term of the MOU unless the District has given notice and met and conferred.

ARTICLE 19 - PEACEFUL PERFORMANCE OF DISTRICT SERVICES

Participation by any employee in a strike or work stoppage is unlawful and shall subject the employee to disciplinary action, up to and including discharge.

No employee organization, its representatives or members, shall engage in, cause, instigate, encourage or condone a strike or work stoppage of any kind.

If a recognized employee organization, its representatives or members engage in, cause, instigate, encourage or condone a strike or a work stoppage of any kind, in addition to any other lawful remedies, the employee relations officer may suspend or revoke the recognition granted to such employee organization, and prohibit the use of bulletin boards, prohibit the use of District facilities and prohibit access to work or duty stations by such organization.

As used in this section “strike or work stoppage” means the concerted failure to report for duty, the willful absence from one’s position, the stoppage or slow-down of work or the abstinence in whole or part from the full, faithful performance of the duties of employment for the purpose of inducing, influencing or coercing a change in the conditions of compensation or the rights, privileges or obligations of employment.

Any decisions of the employee relations officer made under this paragraph may be appealed to the Board of Directors by filing a written Notice of Appeal with the employee relations officer accompanied by a complete statement, setting forth all of the grounds upon which the appeal is based. Such Notice of Appeal must be filed within seven (7) business days after the affected employee organization first receives notice of the decision upon which its complaint is based, or its complaint will be considered untimely and not subject to impasse procedures or any other appeal.

ARTICLE 20 – LABOR MANAGEMENT COMMITTEE

The Union and District agree to establish a Labor Management Committee. This Committee shall meet upon request of either party, not to exceed quarterly. The Committee shall be charged with discussing and resolving issues of mutual interest; excluding compensation matters covered by this agreement.

ARTICLE 21 – MISCELLANEOUS PROVISIONS

21.1. NOTICES:

All notices, requests, demands and other communications under this agreement shall be in writing and shall be deemed to have been duly given on the date of service if served personally on the party to whom notice is to be given or on the third day after mailing if mailed to the party to whom notice is to be given by first class mail, registered or certified, postage prepaid and properly addressed as follows:

To District at:
30 Mansfield Road
Hollister, CA 95023

To Union at:
334 Monterey Street
Salinas, CA 93901

Any party may change its address for purposes of this paragraph by giving the other party written notice of their new address in the manner set forth above. Notice or demand shall be deemed delivered when sent registered or certified mail or, hand delivered, or directed to the respective parties at the address below at signature.

21.2. ENTIRE AGREEMENT:

This agreement contains the entire understanding of the parties with respect to its subject matter and supersedes all prior and contemporaneous agreements, representations, and understandings among the parties, whether oral or in writing, relating to the subject matter hereof.

21.3. NO WAIVER:

No waiver of a breach, failure of any condition, or any right or remedy shall be effective unless it is in writing and signed by the party waiving the breach, failure, right or remedy. No waiver of any breach, failure, right or remedy will be deemed a waiver of any other breach, failure, right, or remedy whether or not similar, nor will any waiver constitute a continuing waiver unless the writing so specifies.

21.4. CAPTIONS:

The article and paragraph headings contained in this agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this agreement.

21.5. SUCCESSORS AND ASSIGNS:

This agreement shall be binding upon and inure to the benefit of each of the parties, their successors, and assigns.

21.6. AMENDMENTS:

This agreement may be amended or modified only by written instrument executed and delivered by all of the parties hereto.

21.7. GOVERNING LAW:

All issues regarding the subject matter of this agreement shall be construed and enforced in accordance with the laws of the State of California, excluding any choice of law principles that would cause the law of any other jurisdiction to be applied.

21.8. THIRD PARTY RIGHTS:

The parties do not intend to confer any benefit hereunder on any person or entity other than the parties hereto.

21.9. TIME OF THE ESSENCE:

Time is of the essence of this agreement and each of all of its provisions.

21.10. FURTHER ASSURANCES:

The parties agree to do such further acts and execute and deliver such additional agreements and documents as the other may reasonably request to consummate, evidence or confirm the agreements contained herein and in the manner contemplated hereby.

21.11. INDEMNIFICATION OF THE DISTRICT:

The San Benito County Water District (SBCWD) hereby recognizes SEIU, Local 521 as the exclusive representative of the Field and Office Employees. As more fully set forth in the August 28, 2007 side letter between the parties, the SEIU agrees to defend, indemnify and hold harmless the District against

any claims, causes of action, unfair practice charge, liability or costs that may occur as a result of the District's recognition of Local 521 as the exclusive representative.

21.12. REOPENEEER

Upon District request, the parties may reopen to discuss the Water Distribution/Maintenance job series.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed by affixing their signatures below.

SAN BENITO COUNTY WATER DISTRICT

SEIU, LOCAL 521

Appendix A: Salaries

**Appendix B: Field and Office Employees Unit Positions
Effective July 1, 2026**

Accounting Technician

Electrical/Electronic Technician

Engineer (Unlicensed)

Engineering Technician

Water Resources Technician I

Water Resources Technician I

Maintenance Trainee

Maintenance I

Maintenance II

Maintenance III

Water Distribution/Maintenance I

Water Distribution/Maintenance II

Water Distribution/Maintenance III

Office Specialist I

Office Specialist II

Office Specialist III

Executive Assistant/Board Clerk

Water Programmer III

Customer Account Specialist I

Customer Account Specialist II

Customer Account Specialist III

MEMORANDUM OF UNDERSTANDING

Between the

SAN BENITO COUNTY WATER DISTRICT

And

SERVICE EMPLOYEES INTERNATIONAL UNION

(SEIU) LOCAL 521

(Field and Office Employees Representation Unit)

Effective

July 1, ~~2023-2026~~ through June 30, ~~2026~~2029

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PREAMBLE

The San Benito County Water District ("District") and Service Employees International Union Local 521 ("Union") jointly agree to the following terms of this Memorandum of Understanding, and agree that the provisions contained herein shall be recognized as the sole statement of contractual rights and obligations between the two parties.

ARTICLE 1 - PARTIES TO THE AGREEMENT

This Memorandum of Understanding has been executed by a representative of the San Benito County Water District, hereinafter referred to as the District, and by representatives of the SEIU, Local 521, hereinafter referred to as the Union.

The District will print copies of the contract within thirty (30) days of ratification and adoption by the Board. The District shall provide a copy to each employee represented by the Union and to new hires during orientation. An electronic copy in WORD and PDF shall be provided to the Union.

ARTICLE 2 – DISCRIMINATION

The District, or any agent thereof, agrees that there will be no interference, restraint, or coercion against the Union or any employee because of Union membership or Union activity.

The Union, or any agent thereof, agrees that there will be no intimidation, coercion or interference against the District or any of the District's employees or agents.

There shall be no discrimination by the Union or the District, or any agent of either of them, because of race, gender, color, creed, national origin, sex, sexual orientation, age, disability, religious or political beliefs, or any other legally protected classification, and each party will comply with the Federal Age Discrimination Employment Act of 1967.

ARTICLE 3 - OFFICIAL REPRESENTATIVES

The Union agrees to maintain and provide the District with a current, written list of its duly authorized representatives and officers, which shall constitute the solely recognized group of individuals with whom the District may conduct District/Union business. The Union will also provide the District with timely written notice of any changes, and only such written notice will be considered as valid notice to the District.

ARTICLE 4 – RECOGNITION

The Union is hereby acknowledged as the recognized employee organization for the purpose of meeting and conferring in good faith under the provisions of Section 3500 et seq. of the Government Code of the State of California. The job classifications included in the Field and Office Employees Representation Unit are listed in Appendix B.

ARTICLE 5 - DISTRICT RIGHTS

The rights of the District include all matters of general managerial policy, including but not limited to the exclusive right to set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or other legitimate reasons; maintain the efficiency of District operations; determine the methods, means and personnel by which District operations are to be conducted; contract for or subcontract any work or operation of the District; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. Nothing in this MOU is intended to or shall be construed to restrict or limit in any way the aforesaid District rights or any rights reserved to the District, the Board, the Manager or other authorized agents as specified in applicable provisions of State law including the California Water Code. [The exercise of the above rights shall be consistent with the provisions of the Meyers-Milias-Brown Act \(MMBA\).](#)

ARTICLE 6 - UNION RIGHTS

The Union agrees that it will not enter onto District property or hold meetings on District property without the prior approval of the General Manager or designee. The Union agrees that access to District properties must be restricted to prevent disruption to District operations and due to safety and security requirements. The Union acknowledges that the District has limited authority regarding access to certain properties required for District operations.

6.1. REPRESENTATION:

The Union has the exclusive right to represent employees in the representation unit as specified by State law and pursuant to the District's Employer Employee Relations Resolution. The Union will notify the District and maintain such notice during the term of this Agreement of its elected officers and directors as well as its staff employees.

The Union may select up to two (2) persons, in addition to its staff members to act as official representatives and will notify the District as to those individuals so selected.

Official representatives shall represent the Union in jointly scheduled meetings with the District to address matters within the scope of agreement. Union official representatives who are District employees may utilize time during normal working hours for meeting and conferring with authorized representatives of

the District subject to advance scheduling. Such meeting will normally be scheduled during regular working hours.

6.2. STEWARD PROGRAM:

Union stewards shall mean permanent employees within the bargaining unit, who are members of and are designated by the Union to assist employees for the purposes of processing grievances. The Unit may select up to two (2) stewards.

The Union agrees to notify the District in writing of the names and titles of the steward(s) representing employees and shall send a timely copy of such notice to the General Manager. Changes to the listing of stewards will be provided by the Union as they occur. Only employees named on the current list will be recognized by the District as stewards of the Union.

6.2.A. Stewards shall have the right to serve as a representative for employees in grievance matters in accordance with the grievance and disciplinary appeals provisions of the Agreement. No more than one (1) steward may assist in the investigation or processing of a grievance.

6.2.B. Before performing grievance and disciplinary appeal work, the steward will obtain the permission of their supervisor and shall report back to their supervisor when the grievance or disciplinary work is completed. Where immediate approval is not granted, the supervisor shall inform the steward of the reasons for the denial and establish an alternate time when the steward can reasonably be expected to be released from their work assignment.

6.2.C. After receiving approval of their immediate supervisor, a steward shall be allowed reasonable time off during working hours, without loss of time or pay, to investigate and present such grievances and appeals. The immediate supervisor will authorize the steward to leave their work only when the supervisor determines that the steward's absence will not interfere with the work of the unit.

6.2.D. When a steward desires to contact an employee, the steward shall first contact the immediate supervisor of that employee, advise of the nature of the business, and obtain release by the supervisor to meet with the employee. When, in the best judgment of the supervisor, the investigation would interfere with the work of the unit, the supervisor will notify the steward when they can reasonably expect to contact the employee.

6.2.E. Stewards shall receive no overtime for time spent performing a function of a steward.

6.2.F. Stewards shall not conduct Union business on District time, except as specifically authorized by this Memorandum of Understanding.

6.2.G. Stewards shall be responsible for the full and prompt performance of their work assignments.

6.2.H. Stewards may represent employees against whom disciplinary action is pending subject to the following restrictions:

6.2.H.1. The steward agrees that the issues, which gave rise to the proposed disciplinary action, are confidential in nature and will not be discussed with other employees, representatives or the news media, or others who do not have a direct need to know the details of the proposed discipline. The District may refuse to recognize or to deal with a steward who violates this confidentiality.

6.2.H.2. District management may require that disciplinary representation in a particular disciplinary appeal only be accorded through stewards who are also employees of the same department or by a Union staff representative.

6.3. DUES DEDUCTION

6.3.A. Dues Deduction and Remittance to the Union: The District shall deduct from the worker's paycheck and remit to the Union membership dues, voluntary Committee on Political Education (COPE) check-off, and any other payroll deduction the employee authorizes. Union membership dues and COPE contributions deductions shall be remitted to the Union on a biweekly basis, only after an authorized Union representative certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District a list of employees who have authorized such deductions.

If the Union certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District that such worker has signed up as a member, beginning the payroll period after the Union provides the District notice, the District will begin deducting union dues at the rate specified by the Union. If the Union certifies in writing (via email to the Assistant Manager with a follow up hard copy) to the District that a worker has ended membership, beginning the payroll period after the Union provides the District notice, the District will cease deducting dues from the worker's payroll. Throughout the year, the District will cooperate with the Union's request(s) to change worker's status.

The District will cooperate with a reasonable request(s) by the Union to adjust deductions or payments to address inaccuracies.

6.3.B. Deduction Report: A deduction report with an alphabetical listing of dues deducted for Union represented workers shall be forwarded electronically to the Union on a biweekly basis. This deduction report shall be submitted in an electronic format for importing and posting purposes. The report shall list the following:

- Employee's name (last, first, middle initial),
- Base pay on which deductions were calculated,
- Employee Identification Number,
- Hours worked in the pay period,
- Amount deducted in current pay period,
- Dollar amount difference between amount deducted between current and previous pay period,
- COPE deductions,
- Hire date,
- Job classification, and

- Representation unit.

6.3.C. Authorization: The Union shall be responsible for accepting authorization(s) of dues deduction, Union membership, and COPE deduction that bear a hand-written signature, a web-based/online signature, an electronically-recorded voice authorization, or another means of authorization acceptable to the Union and allowable under the state and federal law.

Requests to authorize deductions, revoke authorizations, or change authorizations shall be directed to the Union rather than the District. The Union shall be responsible for processing these requests.

6.3.D. Data Report on Represented Workers: The District shall supply the Union every quarter an electronic data report listing the following:

- Employee Identification Number
- Employee name (First, Middle, Last)
- Agency / Department
- Work Location Name
- Work location Address
- Home address
- Job Classification
- Base pay – hourly rate of pay
- Membership status
- Date of Birth
- Home phone number
- Personal mobile phone number (if on file)
- Personal home email address (if on file)
- Service date
- Worker transactions (new hires and terminations)

This data report shall be submitted in an electronic searchable and malleable format for importing and posting purposes. Such list shall be supplied without cost to the Union. This list should be sent in an electronic format that both the Union and District agree upon.

Before providing the personal contact information listed above, the Employer will provide employees with the opportunity to elect non-disclosure to the Union.

6.3.E. Custodian of Record: Upon receipt by the District of an email or report that an employee(s) has authorized Union membership dues, voluntary COPE check-off, and any other payroll deduction, the District shall honor that submission. The Union agrees to submit electronic reports to the District listing any new or changed authorizations.

6.3.F. Voluntary COPE Check-Off Authorization: Any member who chooses to contribute to the COPE fund may do so by submitting a voluntary COPE Check-Off authorization to the Union, specifying the

amount they choose to have deducted each pay period. The District shall continue to deduct each paycheck a worker's voluntary COPE check-off authorization until notified by the Union.

6.3.G. Employee Status Change: Upon promotion, any change in job title/classification, any change in department, or return from an unpaid leave of absence, the employee shall have their deductions continued the first pay period based on the same status they had previously. The District is not responsible for pursuing dues payment or arrears from employees on unpaid leave.

6.3.H. Indemnification: The Union shall indemnify, defend and hold the District, and its officers, employees and agents, harmless against any claims made, against any suit instituted against the District, or its officers, employees and agents, and any resulting liability and damages on account of employee organization dues and/or fee deductions.

In addition, all such employee organizations shall refund to the District any amounts paid in error upon presentation of supporting documentation.

6.4. BULLETIN BOARD:

The District agrees to provide bulletin board space on a District bulletin board for official Union business provided:

6.4.A. All materials must identify the Union as the publisher/provider and be dated.

6.4.B. Material will not violate the law or District policies, including policies prohibiting harassment and discrimination, and laws prohibiting public agencies from supporting candidates for public office or ballot measures.

6.4.C. The Union agrees that the District has the sole right to determine where the District bulletin board is located.

6.5. UNION ORIENTATION:

Within one (1) week of hiring a new employee, the District shall allow a Union Shop Steward thirty (30) minutes of paid time to meet with the new employee for the purpose of union orientation. This time off must be pre-approved by their supervisor and not cause any operational conflicts. The Union agrees not to make any comments malign the District, its employees or officials.

ARTICLE 7 - WORK ENVIRONMENT

7.1. SAFETY:

The District recognizes its obligation to provide a safe place of employment for its employees. To assist in accomplishing this goal, it is agreed that the District reserves the right to adopt reasonable rules and regulations, which become effective when posted.

The Union agrees that it is the duty of all employees to comply with all reasonable rules and regulations and to be alert to all unsafe places, equipment and conditions and to report any such unsafe practices or conditions to their immediate supervisor.

The Union agrees to cooperate with the District in conforming to applicable safety rules and regulations and in maintaining the District established safety rules and practices that will eliminate hazards and ensure safe working conditions at all times. No employee will be required to perform any work or take any undue risk in the performance of their work under conditions that are dangerous to life or limb or are injurious to their health or which would not meet the requirements of applicable laws of the Federal Government or the State of California.

7.1.A. Safety Shoes:

7.1.A.1. Employees in those classifications set forth below in Section 7.1.A.6, shall be required to wear approved safety shoes as a condition of employment during all hours worked. Appropriate safety shoes or boots shall incorporate the following safety factors depending on the type of work performed:

- a) Non-skid sole
- b) Adequate ankle protection
- c) Puncture protection
- d) Impact/compression protection, and;
- e) Must be in compliance with General Industry Safety Orders.

7.1.A.2. Employees required to wear approved safety shoes, who report to work without their safety shoes, shall not be permitted to work.

7.1.A.3. ~~Effective January 1, 2021, the District will reimburse employees in classifications required to wear safety shoes, as listed in Section 7.1.A.6, upon presentation of receipt, up to two hundred fifty dollars (\$250.00) each calendar year for safety shoe purchases.~~ Effective January 1, 2024, the District shall reimburse up to two hundred seventy-five dollars (\$275.00) for each new employee hired in a classification listed in Section 7.1.A.6, and required to wear safety shoes. ~~Effective January 1, 2024, 2027,~~ the District will reimburse employees in classifications required to wear safety shoes, as listed in Section 7.1.A.6, upon presentation of receipt, up to ~~two hundred seventy-five dollars (\$275.00)~~ three hundred twenty-five dollars (\$325) each calendar year for safety shoe purchases. Orders for safety shoes and uniform items submitted through the District shall be submitted concurrently.

7.1.A.4. All necessary repairs and associated expenses for safety shoes will be the responsibility of the employee.

7.1.A.5. ~~Effective January 1, 2021, the District shall reimburse up to two hundred fifty dollars (\$250.00) for each new employee hired in a classification listed in Section 7.1.A.6, and required to wear safety shoes.~~ ~~Effective January 1, 2024, the District shall reimburse up to two hundred seventy-five dollars (\$275.00) for each new employee hired in a classification listed in Section 7.1.A.6, and required to wear safety shoes.~~

If the employee resigns within the first six (6) months of employment, the employee shall refund the full amount to the District.

7.1.A.6. Classifications Required To Wear Safety Shoes: Employees in the following classifications are required to wear safety shoes:

- a) Maintenance III
- b) Maintenance II
- c) Maintenance I
- d) Maintenance (Trainee)
- e) Electronic Technician
- f) Engineering Technician
- g) Water Distribution/Maintenance III
- h) Water Distribution/Maintenance II
- i) Water Distribution/Maintenance I
- j) Water Resources Technician II
- k) Water Resources Technician I

7.2. UNIFORMS:

While on field duty, each Field employee will wear District-approved garments. The District approved shirt is mandatory, and if the employee elects to wear a cap, they must wear a District provided cap. Operations and Maintenance employees will receive reimbursement for District-approved garments with logos (i.e., collared shirts, pants, t-shirts, coveralls, jackets) up to three hundred fifty dollars (\$350) per year. Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Operations and Maintenance employees will receive reimbursement for District-approved garments with logos (i.e., collared shirts, pants, t-shirts, coveralls, jackets) up to four hundred dollars (\$400) per year. When required during the course of duties, employees shall wear a hard hat for safety purposes in lieu of the uniform cap.

Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Office employees will receive reimbursement for District-approved garments up to one hundred dollars (\$100) per year. ~~The District will purchase one District-approved garment per year for Office employees.~~

The District will report to CalPERS the monetary value for provision of the employee's required uniforms as described above, for classic CalPERS members. The District will report the uniform costs on a semi-monthly basis. The uniform amount reported to CalPERS will be derived from the District's total calendar year cost for providing employee uniforms, not to exceed three hundred fifty dollars (\$350) per fiscal year, per employee. Effective January 1, 2027, the uniform amount reported to CalPERS will be derived from the District's total calendar year cost for providing employee uniforms, not to exceed four hundred dollars (\$400) per calendar year, per employee.

Upon request from the District, the Union agrees to reopen Section 7.2 regarding Uniforms.

7.3. CELL PHONE STIPEND:

The District recognizes that certain employees must routinely use a personal cell phone to perform their job duties away from the office. To be eligible for the District monthly cell phone stipend, employees must meet at least one of the following business criteria:

- The employee requires 24/7 availability for urgent business or emergency response; or
- The employee's job requires them to work outside their assigned office or area, and mobile communication is necessary for day-to-day operations.

Upon written approval by the Department Head, the District will provide eligible employees with a flat, non-taxable monthly stipend. Effective the first full month following Board of Directors' approval of the 2026 successor MOU, the District will provide eligible employees with a cell phone stipend of fifty-one dollars (\$51) per month. This stipend is intended to cover the business portion of the employee's personal cell phone plan. It is not considered part of base pay for the purpose of calculating raises or bonuses.

Employees receiving the stipend agree to:

- Maintain an active and functional personal cell phone plan at all times;
- Be accessible for business use during required periods.
- Agree that all District business exchanged over the device will comply with District policies.

The District reserves the right to discontinue the cell phone stipend if an employee no longer qualifies under the above stated business criteria.

ARTICLE 8 - WORK SCHEDULES

8.1. WORK HOURS:

For employees covered by this agreement, except as specifically designated in writing by the General Manager, the normal workweek shall consist of forty (40) hours worked on five (5) consecutive days.

The work week-period begins at 12:00 a.m. on Monday and ends at 11:59 p.m. on Sunday. The normal workday shall be within hours designated in writing by the Manager, provided that:

8.1.A. District Office hours shall be at least 8:00 a.m. to 4:30 p.m., (including a minimum one-half (1/2) hour unpaid lunch period) Monday through Friday.

8.1.B. District Field hours shall be at least eight and one half (8-1/2) consecutive hours (including a minimum one-half (1/2) hour unpaid lunch period) between 6:30 a.m. and 6:30 p.m. While field employees may choose to return to District offices during meal periods, they shall not be provided additional travel time outside of meal periods for that purpose.

8.1.C. The District shall maintain an emergency response capability twenty-four (24) hours per day, seven (7) days per week.

8.1.D. The normal workday may include one morning and one afternoon employee rest period of not more than fifteen (15) minutes, as close to the middle of each four (4) hour portion of a shift worked insofar as practical given operational requirements. Office employees may work with their supervisor to schedule an uninterrupted break at a location away from their regular work space ~~on District property~~. Rest period scheduling shall be subject to the needs of the District and subject to supervisor approval. The rest period is paid time and the employees are to remain ~~immediately~~ available to conduct District business should the need arise during the rest period. Field employee rest periods shall occur at the employee's fieldwork location applicable at the time of the rest period, although field employees may work with their supervisor to schedule an uninterrupted break at a location away from their fieldwork location.

~~While field employees may choose to return to District offices during meal periods, they shall not be provided additional travel time outside of meal periods for that purpose.~~

8.1.E Changes in designated working schedules may be requested by employees in writing. Employee's written requests for work schedule changes may be granted on a one (1) day at a time basis at the supervisor's discretion.

8.1.F An office employee may request to flex time within the employee's designated 7-day work period (e.g., to work shorter hours one day within the 7-day work period, and make up the missed hours by working longer hours on another day within the same 7-day work period, in order to avoid using paid leave). Flex time is subject to supervisor advance approval. Flex time will not be approved if it will result in overtime, and there will be no daily overtime paid in a 7-day work period in which flexing occurs.

8.2. OVERTIME:

Overtime shall be defined as any authorized actual work exceeding eight (8) hours in a work day or forty (40) hours in a seven (7) day work week as defined in Section 8.1 of this agreement. Office employees will not be eligible for daily overtime in a 7-day work period in which flexing occurs.

Overtime compensation shall be at one and one half (1-1/2) of the employee's base hourly rate of pay for each hour of non-FLSA overtime worked. Overtime compensation shall be at one and one half (1 ½) of the employee's regular hourly rate of pay for each hour of FLSA overtime worked. The District will continue to review the level of its cafeteria plan contributions under applicable Fair Labor Standards Act (FLSA) requirements. During the term of the MOU, the District reserves the right to change its regular rate calculation in accordance with those FLSA requirements and State Law.

Employees required to work on a holiday shall receive paid compensation at a rate of one and one-half (1 ½) times the employee's applicable rate of pay for each hour worked, plus shall receive the employee's regular paid compensation for the holiday.

All overtime work must be pre-approved by the employee's supervisor. In exceptional or emergency circumstances where overtime is required and there is no opportunity to obtain such authorization or

approval, an employee shall report the overtime hours worked and the purpose to ~~his/her~~their supervisor at the first opportunity.

For compensatory time off that has been accrued as of July 1, 2023, use of compensatory time off earned shall be granted provided that: 1) its use does not unduly disrupt the operations of the District; and 2) the request is made to the employee's supervisor within the District's standard timelines for the advance approval for use of leave time.

Terminating employees shall be compensated for accrued, unused compensatory time at either the current ~~salary-regular~~ rate of pay, or the average ~~regular rate of pay in~~ the prior three years, whichever is higher.

Employees will request compensatory time off of three (3) days or less at least one (1) week in advance, except as approved by the General Manager.

Employees will request compensatory time off of more than three (3) days at least fourteen (14) calendar days in advance, except as approved by the General Manager.

8.3. CALL BACK:

When an employee is unexpectedly called back to work after the completion of ~~his/her~~their regular scheduled hours of work in response to a directive from management, that employee shall be credited with a minimum of two (2) hours of overtime pay for each call back. However, repeated call backs within the two (2) hour period following the beginning of the call back will only be subject to one block of minimum two (2) hours pay. If the employee works beyond the two hours during the call back(s), the employee will be paid the additional time worked in excess of the minimum two (2) hour call back pay.

Hours worked contiguous with an employee's regularly scheduled shift or previously-scheduled overtime shift shall not be considered call back. If an employee is called in within two (2) hours or less of ~~his-or~~ ~~her~~their start time for the employee's regularly scheduled shift or previously-scheduled overtime shift, the additional time will be considered an early start and will not be considered a call back.

8.4 REST PERIOD BETWEEN SHIFTS

If an employee is called back for emergency work exceeding twelve (12) consecutive hours, the employee may have an 8-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work.

If an employee is required to work sixteen (16) or more consecutive hours, the employee is required to take a 10-hour, unpaid rest period before resuming work. The employee may choose to use accrued paid leave, take the time as unpaid, or work their full shift upon return to work.

ARTICLE 9 – TERM

The term of this Memorandum of Understanding is for the period of July 1, ~~2023-2026~~ or the date of Board adoption (whichever is later) through June 30, ~~2026~~2029.

ARTICLE 10 – COMPENSATION

10.1. SALARIES

Effective first full pay period following Board of Directors’ approval of a successor MOU in 2026, or July 6, 2026, whichever is later, salary schedules will be adjusted by the amounts listed in Appendix A, which shall include a 3% COLA, an additional \$785 per month, plus additional equity adjustments where applicable.

Effective first full pay period following Board of Directors’ approval of a successor MOU in 2026, or July 6, 2026, whichever is later, and during the term of the 2026 MOU, the District will align the salaries of non-benchmark classifications as follows:

<u>Class</u>	<u>Alignment with Benchmarks</u>
<u>Customer Account Specialist I</u>	<u>10% below Customer Account Specialist II</u>
<u>Customer Account Specialist III</u>	<u>10% above Customer Account Specialist II</u>
<u>Engineer (unlicensed)</u>	<u>15% above Engineering Technician</u>
<u>Maintenance Trainee</u>	<u>20% below Maintenance I</u>
<u>Maintenance I</u>	<u>10% below Maintenance II</u>
<u>Maintenance III</u>	<u>15% above Maintenance II</u>
<u>Office Specialist I</u>	<u>10% below Office Specialist II</u>
<u>Office Specialist III</u>	<u>10% above Office Specialist II</u>
<u>Water Distribution/Maint. I</u>	<u>10% below Water Distribution Maintenance II</u>
<u>Water Distribution/Maint. III</u>	<u>15% above Water Distribution Maintenance II</u>
<u>Water Programmer III</u>	<u>Parity with Customer Account Specialist III</u>
<u>Water Resources Technician I</u>	<u>2% above Water Distribution Maintenance I</u>
<u>Water Resources Technician II</u>	<u>10% above Water Resources Technician I</u>

Effective the first full pay period following July 1, 2027, there will be a three percent (3%) cost of living increase to salary schedules for all classifications in the bargaining unit.

Effective the first full pay period following July 1, 2028, there will be a three percent (3%) cost of living increase to salary schedules for all classifications in the bargaining unit.

Effective July 10, 2023 or the first full pay period following ratification and Board of Directors’ approval of a successor MOU in 2023 (whichever is later), salary schedules for benchmark classifications will be adjusted as follows:

10.2. STEP ADVANCEMENT:

The District currently maintains an eight-step salary schedule which is designed to provide periodic salary increases up to a maximum salary step for each range.

Each of the eight salary steps are assigned a period of time (12 months or 24 months) that an employee must serve prior to being eligible for the next step, as follows:

Step A 12 months

Step B 12 months

Step C 12 months

Step D 12 months

Step E 12 months

Step F 12 months

Step G ~~24 months~~ 12 months

Step H (final step)

The advancement through the steps in a salary range is intended to recognize the employee's expected proficiency that comes with experience, training, and progressive improvement in job skills and performance over time within a position, but is not automatic.

In addition to the minimum time requirements in each step, advancement to each salary step is subject to a satisfactory performance rating as documented in a written performance evaluation and review by the supervisor or designated District representative, followed by approval of the General Manager. Employees will receive a written evaluation and review annually. Employees may attach a response to a performance evaluation.

An employee who receive an "exceptional" overall rating on their performance evaluation may receive a double step increase, subject to the approval of the General Manager.

An employee who does not receive a "satisfactory" or better overall rating on the performance evaluation, and is placed on a Performance Improvement Program, will be denied the step increase at that time. Denied step increases may be appealed to the General Manager within ten (10) work days of the employee's receipt of the written performance evaluation. The appeal may be in writing or in a meeting which will be held within ten (10) work days of the request to the General Manager. The General Manager's decision will be final. An employee who is denied a step increase will be re-evaluated for step advancement. Reevaluation shall occur in not less than one hundred twenty (120) days and not more than twelve (12) months.

10.3. ON-CALL COMPENSATION:

On-Call assignments shall be a designated period of seven (7) days, except for those periods lengthened or shortened by designated holidays, for which a ~~lump sum compensation~~ daily rate shall be paid in accordance with the following:

10.3.A. On-Call Compensation will be paid to the employee who was actually approved for the on-call period by the Supervisor, and who actually provides on call services, regardless of whose name appears on the On-Call list.

~~Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, on-Call Compensation shall be paid as follows: at a rate of forty dollars (\$40) per day, or one hundred forty dollars (\$140) per designated holiday listed in Section 13.2.A of this Agreement.~~

~~For the normal seven (7) day assignment: \$245;~~

~~For an eight (8) day assignment: \$280;~~

~~For a six (6) day assignment: \$210;~~

~~The above listed amounts will be increased by one hundred dollars (\$100) for each recognized Holiday listed in Article 13.2 occurring during the on-call assignment.~~

10.3.B. Any and all deviations from the On-Call list must be reported to the On-call Supervisor immediately so that the appropriate agencies can be notified.

10.3.C. If the On-Call period falls over two (2) pay periods, payment of on-call compensation shall be made in the first pay period.

10.3.D. If a recognized Holiday falls on a Monday following the On-Call period, the employee will be required to remain On-Call until 7:30 a.m. the following Tuesday.

10.3.E. Employees on on-call duty are required to comply with applicable District policies, including the District's Drug and Alcohol Policy.

10.3.F. If an employee responds to phone calls from the District, or performs computer related work while on on-call duty, the employee shall report the time spent as hours worked, unless such time worked is *de minimis* (less than six (6) minutes on a non-recurring basis.) Such time shall not be considered call back.

10.4. EDUCATIONAL AND TECHNICAL CERTIFICATION INCENTIVES:

Upon request from the District, the Union agrees to reopen Section 10.5 regarding ~~Educational and~~ Technical Certification Incentives. The District shall provide the following ~~educational~~ incentives to employees for completing ~~educational courses and~~ certificates listed below, which enhance their ability to do their job:

10.4.A. ~~Continuing Education Incentive:~~ ~~Upon proof of certification to the District, employees who have completed Continuing Education Units (CEU) or equivalent education or training outside of their normal District duties during the previous twenty four (24) months shall receive a per pay period incentive payment of twenty two dollars and forty five cents (\$ 22.45) per CEU or equivalent to a maximum of sixty seven dollars and thirty cents (\$ 67.30) per pay period. The Continuing Education Incentive shall be based~~

~~on increments of greater than or equal to one-half (0.5) CEU; generally, one (1) hour of training equates to one-tenth (0.1) CEU. To be eligible for this benefit, employees must obtain CEUs or equivalent education or training in areas directly applicable to the employee's current classification or classification series, as determined and approved in advance in writing by the District. The fees associated with obtaining the CEUs must be paid for by the employee.~~

~~CEU units earned beyond what are required for the maximum education incentive pay may be accrued for use toward education incentive pay in subsequent years, provided, however that beginning with credits earned July 1, 2014, only credit that has been received within the past three (3) years may be eligible for the Continuing Education Incentive under this accrual provision.~~

~~CEU units or equivalent education and training taken in furtherance of a technical certification will not be subject to the Continuing Education Incentive provided under this provision.~~

10.4.B. Technical Certification: For the technical certifications listed below and not required for the employee's current job classification, the employee shall receive the incentive pay listed below, to a maximum of one hundred forty dollars and twenty-five cents (\$ 140.25) per pay period, effective the first day of the next pay period through the end of the pay period in which the certification expires. Technical certification pay will be as follows:

Water Treatment Operator Grade 1	\$28.05
Water Treatment Operator Grade 2	\$39.25
Water Treatment Operator Grade 3	\$50.50
Water Distribution Operator Grade 1	\$28.05
Water Distribution Operator Grade 2	\$39.25
Water Distribution Operator Grade 3	\$50.50
Backflow Prevention Device Tester	\$28.05
Water Conservation Practitioner Level 1	\$28.05
Water Conservation Practitioner Level 2	\$44.90
Qualified Herbicide Pesticide Applicator	\$28.05
Class A Driver's License	\$33.65
With Air Brake Endorsement	
Class A Driver's License	\$28.05
With Hazardous Materials Endorsement	
Cross Connection Certificate	\$50.50
Certified Municipal Clerk	\$50.50

10.4.BC. Training and Education Loan Assistance Program: The District will provide financial assistance to regular employees for qualifying training and/or education programs (directly related to current position or career advancement) by advancing the cost of such programs (tuition, books and required materials) up to one thousand dollars (\$1,000) per program, not to exceed a maximum of one thousand five hundred dollars (\$1,500) per employee during the contract period.

For employees in the classifications of Maintenance Trainee and Maintenance I, upon advance approval of the General Manager, the District will advance the cost of a training program for a Class A Driver's License, not to exceed a maximum total of eight thousand dollars (\$8,000).

The employee will repay the advance under the terms set forth below. **Employees are required to submit receipts within thirty (30) days of the advance or will be required to repay the loan in full immediately.**

An employee requesting financial assistance to attend a training and/or education program must provide the General Manager with a written request for the advance (including the amount requested) and an official description of the program with sufficient information to determine whether the program qualifies for District financial assistance. Once approved, the District and the employee will agree on a repayment schedule providing regular payroll deductions from the employee's paycheck beginning with the pay period following the disbursement of funds, and for a period not to exceed thirty-six (36) months. The District and the employee will then enter into a written agreement specifying the agreed upon terms.

For Class A Driver's License Loan Assistance, the District will forgive one-quarter (25%) of the loan for each year of service with the District following achievement and maintenance of the Class A Driver's License.

The District will not approve any new financial assistance requests from an employee until any prior training and education assistance monies advanced are repaid in full.

If for any reason the employee separates from District employment prior to repayment or loan forgiveness of the monies advanced, the entire unpaid amount of the advance will become immediately due and payable to the District upon the effective date of separation.

10.5. WORK OUT OF CLASS PAY

Out of class pay is compensation to employees who are required by the District General Manager or designee to work in an upgraded position/classification of limited duration. Before assigning an employee to work out of class, the General Manager will seek input from the employee. Out of class pay will begin the first day of the pay period following the beginning of the assignment. An employee must assume substantially the full range of duties and responsibilities of the higher-level position. Employees may or may not be relieved of their normal duties to qualify for out-of-class pay.

Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, out of class pay will be the higher of five percent (5%) base pay or the beginning step salary of the temporary rank being held for all of the time spent in this capacity.

For the purpose of Government Code section 20480, when assigned to temporarily fill a vacant position during recruitment for a permanent appointment, an out-of-class appointment shall not exceed a total of nine hundred sixty (960) hours in a fiscal year.

10.56. PAYDAY:=-

The District designates every other Wednesday as a pay day. In the event the pay day falls on a Holiday, the employees will be paid the prior work day.

10.67. LONGEVITY PAY FOR TIER ONE EMPLOYEES:

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%). No other employees shall be eligible for longevity pay.

10.78 LEAD WORKERS.

Effective the first pay period following Board approval of a successor MOU in 2023, an employee classified as a Maintenance II or Water Distribution/Maintenance II may assigned by the District to be a lead worker, and shall receive a five percent (5%) above the employee's base pay for the time so assigned. A lead primarily performs the same work as others in the classification, and in addition, is directly accountable for monitoring and reviewing work assignments of other employees, checking work for accuracy, assisting in and independently making daily work assignments, assisting with and independently developing work schedules, or giving advice and work instructions to other employees.

Effective the first pay period following Board approval of a successor MOU in 2023, employees classified as Maintenance III or Water Distribution/Maintenance III will be required to perform lead worker responsibilities as part of their regular job duties, without additional lead worker pay. The job descriptions for Maintenance III and Water Distribution/Maintenance III will be revised to reflect this requirement.

10.9 SALARY INCREASE UPON PROMOTION

Effective first full pay period following Board of Directors' approval of a successor MOU in 2026, or July 6, 2026, whichever is later, Promotional appointments shall be made at the salary step which results in no less than a five percent (5%) increase in base pay, adjusting for certification pay received in the old classification if the employee is no longer eligible for similar pay in the new classification. The pay rate in the new classification will not exceed the top step of the new classification.

ARTICLE 11 - EMPLOYEE BENEFIT PROGRAMS

11.1. MEDICAL BENEFITS:

The District is a participating employer in the Public Employees' Medical and Hospital Care Act (PEMHCA), the medical insurance program sponsored by CalPERS. The maximum District contribution per month for the CalPERS medical insurance program for each active employee enrolled in District-provided health insurance shall be the minimum employer contribution as determined by CalPERS.

11.2. FLEXIBLE SPENDING ACCOUNT:

The District maintains a Flexible Benefit Plan that constitutes a cafeteria plan within the meaning of Section 125 of the Internal Revenue Code. The Flexible Benefit Plan allows active employees to pay for

actual medical plan premiums or other qualified expenses, on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to, medical insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, dental insurance and vision insurance benefits.

11.2.A District Cafeteria Plan Contributions

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, the District will provide on a monthly basis a cafeteria plan allowance for employees based on the employee's enrolled plan and level of insurance coverage for medical, dental, and vision insurance up to the amounts below.

For Single Party medical coverage, the District will pay the higher of either:

- \$1,547 per month (inclusive of cafeteria plan allowance and PEMHCA minimum), OR
- 90% cost of health insurance coverage for the employee's level of enrollment (inclusive of PEMHCA minimum), not to exceed 90% of the cost of PERS GOLD, plus 90% of the cost of Dental insurance for the employee's level of enrollment, plus 90% cost of Vision insurance for the employee's level of enrollment. Under this option, no cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

For 2-Party and Family medical coverage, the District will pay 90% cost of PERS Gold (inclusive of PEMHCA minimum), plus 90% cost of Dental based on level of enrollment, plus 90% cost of Vision based on level of enrollment. No cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, benefit deductions will be processed on a semi-monthly in first two pay periods of the month.

11.2.A Tier One – District Contribution for Employees Hired Before July 1, 2020:

For employees hired before July 1, 2020, in addition to the minimum employer contribution to PEMHCA required by CalPERS paid for each employee enrolled in District health insurance, the District shall provide a monthly contribution in the amount of one thousand two hundred eighty five dollars (\$1,285) for each employee to use toward purchase of health and welfare benefits as described in Article 11, Sections 11.4 –11.6. Any portion of the District paid cafeteria plan allowance that is not used for the purchase of health and welfare benefits will be paid to the employee as taxable income.

Effective January 1, 2018, the District will contribute, on behalf of each eligible Tier One employee enrolled in single party District provided medical insurance, solely for the purchase of medical insurance coverage,

~~an additional amount up to one hundred dollars (\$100) per month for a total of one thousand three hundred eighty five dollars per month.~~

~~Effective January 1, 2018, the District will contribute, on behalf of each eligible Tier One employee enrolled in employee plus one or employee plus family District provided medical insurance, solely for the purchase of medical insurance coverage, an additional amount up to two hundred dollars (\$200) per month for a total of one thousand four hundred eighty five dollars per month.~~

~~For 2023, the Tier One Cafeteria Plan amounts are summarized as follows:~~

Tier One	2023 Monthly Cafeteria Plan Allowance
Opt Out Health	-\$ 1,285
Single Party	-\$ 1,385
2 Party	-\$ 1,485
Family	-\$ 1,485

~~**11.2.B Tier Two District Contribution for Employees Hired On or After July 1, 2020:**~~

~~For employees hired on or after July 1, 2020, in addition to the minimum employer contribution to PEMHCA required by CalPERS, on behalf of each eligible Tier Two employee enrolled in medical insurance offered through the District, the District shall provide a monthly contribution in the amount of up to one thousand three hundred eighty five dollars (\$1,385) for purchase of health and welfare benefits as described in Article 11, Sections 11.4–11.6.~~

~~Any portion of the District paid cafeteria plan allowance that is not used for the purchase of health and welfare benefits will be paid to the employee as taxable income. However, Tier two employees who opt out of medical insurance offered through the District are not eligible for cash in lieu.~~

~~For 2023, the Tier Two Cafeteria Plan amounts are summarized as follows:~~

Tier Two	2023 Monthly Cafeteria Plan Allowance
Opt Out Health	0
Single Party	-\$ 1,385
2 Party	-\$ 1,385
Family	-\$ 1,385

~~**11.2.C District Contribution for all Employees On and After January 1, 2024**~~

Effective January 1, 2024, Tier 2 will be eliminated, and the additional District contribution for each eligible employee enrolled in employee plus family District provided medical insurance will increase to a total of one thousand seven hundred ninety dollars (\$1,790) per month.

The 2024 Cafeteria Plan amounts are summarized as follows:

All-Employees-	2024 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2-Party	\$ 1,485
Family	\$ 1,790

Effective January 1, 2025, the additional District contribution for each eligible employee enrolled in employee plus family District provided medical insurance will increase to a total of one thousand eight hundred seventy nine dollars (\$1,879) per month.

The 2025 Cafeteria Plan amounts are summarized as follows:

All-Employees-	2025 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2-Party	\$ 1,485
Family	\$ 1,879

Effective January 1, 2026, the additional District contribution for each eligible employee enrolled in employee plus family District provided medical insurance will increase to a total of one thousand nine hundred seventy three dollars (\$1,973) per month.

The 2026 Cafeteria Plan amounts are summarized as follows:

All-Employees-	2026 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2-Party	\$ 1,485
Family	\$ 1,973

11.2. BD Alternate Benefits for Employees Who Opt Out of District Medical Insurance

Employees have the option to opt out of District health coverage. In order to decline medical coverage through the District and receive alternate benefits, an employee must provide attestation and evidence of alternate minimum essential coverage for the employee and all individuals in their tax family on an annual basis during open enrollment. Proof of alternative minimum essential coverage and the corresponding attestation must be provided to the District in every plan year during the open enrollment period.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, if an employee elects no District-offered health insurance coverage and provides the required attestation and evidence, the District will pay the employee five hundred dollars (\$500) per month (or \$230.77 per pay period) in cash.

No cash payment will be provided if the District knows or has reason to know that the employee or employee's tax family does not have alternative minimum essential coverage.

The District's obligation to pay alternate benefits for employees may be conditioned upon compliance with IRS requirements for an eligible opt out program.

11.3. HEALTHCARE LEGISLATION REOPENER:

If the District is subject to additional costs, fees, and/or penalties as a result of health care legislation, or if legal violations will result from the District's current medical insurance and cafeteria plan arrangement, the District may reopen negotiations of this Article 11 "Employee Benefit Programs" at any time during the term of the MOU to address the impact of health care legislation. Article 19 "Peaceful Performance of District Services" shall not apply in relation to the healthcare legislation reopener.

11.4. DENTAL BENEFITS:

The District agrees to provide access to group dental coverage for all permanent employees and their dependents including orthodontic benefits for qualifying dependents. Employees are required to enroll in single party District-provided dental insurance coverage. Employees also have the option to enroll dependents in District-provided dental insurance coverage.

11.5. VISION BENEFITS:

The District agrees to provide access to group vision coverage for all permanent employees and their dependents. Employees may use the District's contribution to the Flexible Benefits Plan described in Article 11, Section 2 to cover part or all of the cost of District-provided vision insurance coverage.

11.6. SUPPLEMENTAL INSURANCE BENEFITS:

The District agrees to provide access to supplemental insurance. Employees may use the District's contribution to the Flexible Benefits Plan described in Article 11, Section 2 to cover part or all of the cost of District-provided supplemental insurance coverage.

11.7. DEFERRED COMPENSATION [IRS Internal Revenue Code Section, 457(b)]:

11.7.A. The employee may establish a deferred compensation account.

11.7.B. The employee shall have the option of placing compensation and other compensation received from the District into their deferred compensation account consistent with the rules, regulations and limitations pertaining thereto.

11.8. LIFE INSURANCE:

The District agrees to provide employer paid group term life insurance for all permanent employees based upon one and one half (1-1/2) times the employee's annual salary to a maximum of \$50,000.

The District will make available additional, individual term life insurance coverage based upon an additional one and one half (1 ½) times the employee's annual salary up to a maximum of \$50,000, subject to insurance company approval. The employee will be responsible for the additional premium cost for the individual policy and resulting taxes.

11.9. RETIREE ADDITIONAL BENEFIT:

For those employees retiring from the District through a regular service retirement from CalPERS within one hundred twenty (120) days of separation from District employment and are fifty-five (55) years of age or older at the time of retirement, the District shall make the following monthly payments toward retiree health insurance coverage, in addition to the minimum employer contribution required by PEMHCA:

District Years of Service	Age 55	Age 60	Age 65
10-14 years	\$100.00	\$130.00	\$195.00
15-19 years	\$135.00	\$180.00	\$270.00
20+ years	\$175.00	\$232.00	\$348.00

Upon request from the District or Union, the parties agree to meet and confer over the establishment of a Retiree Health Reimbursement Account funded by employee contributions.

11.10. CREDIT UNION:

~~The District agrees to make available participation in the Santa Clara County Employee's Credit Union at no cost to the District.~~

11.11. EMPLOYEE ASSISTANCE PROGRAM:

The District shall provide and pay the premiums for a work-site based Employee Assistance Program for all permanent employees and their families, with a maximum of six (6) sessions for each incident of treatment. The program shall include provisions for Union referral, formal and informal District referral and employee/family referral.

11.11.2 POSTING JOB VACANCIES:

Notice of all job vacancies shall be posted for no less than ten (10) working days in the break room and shop area, and shall provide a minimum of five (5) administrative work days to allow for receiving internal applications. The filling of posted vacancies shall not take place until the application deadline has passed.

ARTICLE 12 – LAYOFFS

It is the District’s rights to relieve its employees from duty because of lack of work or other legitimate reasons.

12.1. ORDER:

Layoffs shall be by job classification, and a Layoff List shall be created by the District in the following order:

12.1.A. Probationary personnel in the order as determined by the District.

12.1.B. Permanent personnel in the order of least continuous service (excluding leaves without pay) in the subject classification.

Exceptions to the order as outlined above may be made by the District on the basis of negative performance or special qualifications required by the District.

12.2. EMPLOYEE OPTIONS:

Permanent employees displaced by layoff as outlined above may have the following options:

12.2.A. Accept layoff and be placed on a Reemployment List for three (3) years.

12.2.B. Be placed in an equal paying or lower paying vacant, permanent or temporary position, which the District intends to fill, and for which the individual is found to be qualified. Selection from among individuals to be laid off to fill vacant positions shall be the District’s hiring procedure, with competition to be limited to personnel scheduled for layoff.

12.2.C. Displace an individual in an equal paying or lower paying classification in the same or closely related occupational position as the present classification, provided (1) the displacing employee has

greater total continuous service in the equal paying or lower paying class, and the class from which the individual is being laid off, than the current incumbent has in the present classification, and (2) the displacing employee is found to possess the necessary skills, license, and expertise to perform the duties of the position. Employees displaced by this option will be subject to layoff, and will be provided the options described in this Section 12.2.

12.3. RE-EMPLOYMENT LIST:

Laid off permanent employees who so choose may be placed on a Re-Employment List in reverse order of their continuous service in the classification from which they were laid off, and will remain on that Reemployment List for a period not to exceed three (3) years. The Re-Employment List will be used to fill vacant permanent and temporary positions when the list contains the names of employees found to be qualified for vacancies. Offers of employment will be made in the order of the names on the list, and the District will appoint the first employee on the list who is found to be qualified and for whom the vacancy is equal paying or lower paying than the former position. Refusal to accept such permanent position will result in the removal of the individual's name from the reemployment list. Employee's accepting lower level positions shall continue on the Re-Employment List until they are appointed to a permanent position in their former job classification, or the remainder of three (3) years from the date of layoff, whichever occurs first.

12.4. NOTICE:

Employees to be laid off as set forth herein shall be given thirty (30) calendar days' written notice prior to said layoff. The Union shall also receive copies of such notice within the thirty (30) day notice period. The Union shall have an opportunity to meet and confer with the District in order to discuss possible changes to the layoffs or to minimize the impact of the layoffs. Those so notified shall notify the District within fifteen (15) calendar days of the option the employee shall pursue under Article 12, Section 12.2, herein.

12.5. APPEAL:

A dispute raised by an employee as to the application or interpretation of this procedure, shall be heard by the Board of Directors.

The notice of appeal shall be in writing and filed with the District within ten (10) days of notification of layoff. The Board of Directors shall hear the appeal and render the majority opinion within ten (10) days of receipt of the written notice of appeal. The majority finding of the Board of Directors shall be final and binding on the District and the employee. The hearing by the Board of Directors of an appeal is in lieu of any other grievance procedure. The District will mail a copy of the final written findings and decision, along with a proof of service of mailing that confirms that each of the parties and each of the parties' representatives were mailed the final written findings and decision. The employee has the right to appeal the Board of Directors' decision in accordance with California Code of Civil Procedure section 1094.6. Pursuant to Code of Civil Procedure section 1094.6, the parties have ninety (90) days from the date of the

proof of service of mailing of the written findings and decision to appeal the District decision on the appeal to the Superior Court in and for the County of San Benito.

ARTICLE 13 – LEAVES

The minimum amount of vacation, sick, personal, or compensatory time to be taken at any one time is one-quarter (1/4) hour. Leave may be used in quarter (1/4) hour increments.

13.1. VACATION:

Vacation will begin to accrue on the employee’s date of hire at the rate of six and two thirds (6.6667) hours per month for the first five (5) years. To be eligible for vacation leave, an employee must have at least six (6) months of regular employment. Vacation may be accumulated and used in the subsequent calendar years in accordance with the schedule below:

Vacation shall not be accrued in excess of the accumulation limit. If, due to an emergency or District workload, the employee is not able to take earned vacation, such vacation may be accumulated beyond the accumulation limit upon the written approval of the General Manager.

The following schedule is based upon the years of service to the District:

<u>DISTRICT YEARS OF SERVICE</u>	<u>RATE OF ANNUAL DAYS OF EARNED VACATION</u>	<u>EARNED VACATION ACCUMULATION LIMIT</u>
1-5 Years	10 Days (80 hours)	15 Days (120 hours)
6-10 Years	15 Days (120 hours)	30 Days (240 hours)
11-15 Years	17.5 Days (140 hours)	40 Days (320 hours)
16-19 Years	20 Days (160 hours)	55 Days (440 hours)
20+ years	22 Days (176 hours)	70 Days (560 hours)

The maximum vacation, which may be scheduled or taken in any calendar year shall be twenty-five (25) days (200 hours).

13.1.A. Scheduling: Employees shall draw up the vacation schedule, subject to approval by the District.

Employees will request vacation of three (3) days or less at least one (1) week in advance, except as approved by the General Manager.

Employees will request vacation of more than three (3) days at least fourteen (14) calendar days in advance, except as approved by the General Manager.

13.1.B. Payment For Earned/Accumulated Vacation: The employees shall be eligible to convert earned or accumulated vacation to extra compensation subject to the following provisions:

13.1.B.1. Earned/Accumulated Vacation may be converted to extra compensation on an hour paid, per hour used basis for the first one hundred twenty (120) hours taken by the end of the conversion evaluation period of each calendar year provided at least eighty (80) hours of vacation have been taken by the end of the conversion evaluation period of that calendar year and eight (8) hours of accrued, unused vacation remains in the employee's bank. An employee shall make an irrevocable election of the amount of vacation leave to be converted in December the year before the vacation is earned.

Vacation cash out checks will be made available by the end of the third week of December to employees who have elected cash out the previous December. The conversion evaluation period is defined beginning with the final Pay Period of the prior calendar year through the second to last Pay Period of the current calendar year. The employee has the following options:

- a) Vacation may be converted to extra compensation at employees base hourly rate per hour of vacation converted.
- b) Vacation earned/accumulated may be converted to a contribution to deferred compensation at the employees base hourly rate each hour of vacation converted subject to the rules, regulations and limitations governing deferred compensation.
- c) Any combination of a. and b. above with the distribution being based on full one (1) hour increments.

13.1.B.2. Requests for payment of vacation shall be in writing on forms provided by the District and subject to the approval of the General Manager.

13.2. HOLIDAYS:

13.2.A. Paid Holidays: Each employee of the District is eligible for paid holiday benefits beginning on their date of hire.

The District will observe the following holidays:

- a) New Year's Day
- b) Martin Luther King's Birthday
- c) President's Day
- d) [Cesar Chavez Farm Workers' Day](#)
- e) Memorial Day
- f) Juneteenth
- g) Independence Day
- h) Labor Day
- i) Columbus Day

- j) Veteran's Day
- k) Thanksgiving Day
- l) Day after Thanksgiving
- m) ½ Day Christmas Eve
- n) Christmas Day

13.2.B. End of the Year Office Closure: The District reserves the right to close District offices for four (4) non-holiday work days approximately between December 25th and January 1st, with exact dates of the closure to be determined by District management and provided to employees by December for the following calendar year. Office closure days will be unpaid; however, employees may use accrued vacation, compensatory time off, or personal leave concurrently with the -office closure days on which they would otherwise be scheduled to work. Upon request from an employee and approval of the General Manager or designee, an employee may work during the holiday office closure days.

13.3. SICK LEAVE:

13.3.A. Accrual of Sick Leave:

Sick Leave will accrue on a pay period basis.

Tier One: Eligible employees hired before July 1, 2020 will be granted the equivalent of six (6) days (48 hours) of Sick Leave per year for reasons as outlined below.

Tier Two: Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, eEligible employees hired on or after July 1, 2020 will be granted the equivalent of ninety-six (96)-forty eight (48) hours of Sick Leave per year for reasons as outlined below.

For Tier Two employees hired on or after July 1, 2020, an employee can accrue a maximum of one thousand forty (1,040) hours of accrued sick leave that may be carried over from year to year, thereby providing a cushion for those times when illness is a more frequent event. Once an employee hits this accrual cap, they will not accrue any additional paid sick leave until they fall below the accrual cap.

13.3.B. Use of Sick Leave: To use accrued Sick Leave the employee must: 1) notify their supervisor or the District not later than one-half (½) hour (30 minutes) after the employee's scheduled starting time for the day of the absence; and 2) provide documentation in writing from a medical practitioner verifying the Sick leave when required in accordance with District requirements. Employees will be required to submit a doctor's note for sick leave of more than three (3)-five (5) consecutive days or twenty-four (24)-forty (40) consecutive work hours within a calendar year. The District may require a doctor's note for sick leave taken for more than thirty-two (32)-five (5) calendar days or forty (40) hours in a calendar year, or if the supervisor has reasonable suspicion of abuse of sick leave.

All employees who use paid leave to address issues related to domestic violence, sexual assault or stalking, and who cannot provide advance notice of their need for leave must provide certification of the need for leave within a reasonable time thereafter.

Sick Leave shall only be used for those reasons outlined below:

- a) diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or any of the following of the employee's family members: child of any age or dependency status; parent; parent-in-law; spouse; registered domestic partner; grandparent; grandchild; sibling or "designated person" (Labor Code §§ 233(b)(2); 245.5(c); 246.5(a)(1)); "Designated Person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employee is limited to one designated person per 12-month period for family care and medical leave, or
- b) To serve as required by law on an inquest jury or trial jury, if the employee, prior to taking the time off, gives reasonable notice to the employer that the employee is required to serve.
- c) For an employee who is a "Victim", which means either (1) an individual against whom a "Qualifying Act of Violence", as defined below, is committed; or (2) an individual against whom any crime is committed, to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding.
- d) A "Qualifying Act of Violence", means (1) domestic violence; (2) sexual assault (i.e., non-consensual sexual act prescribed by federal, tribal, or state law, including when the victim lacks capacity to consent); (3) stalking (i.e., engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for that person's safety or the safety of others or suffer from emotional distress); or (4) an act, conduct, or pattern of conduct (a) that causes bodily injury to another individual; (b) wherein a weapon is brandished or drawn against another individual; or (c) that is a threat, whether perceived or actual, to use force to cause physical injury to another individual.
- e) For an employee who is a Victim, to obtain any relief, including but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the Victim.
- f) For an employee who is a Victim, or a Family Member of a Victim, to attend judicial proceedings related to that crime, including, but not limited to, any delinquency proceeding, a post-arrest release decision, plea, sentencing, post-conviction release decision, or any proceeding where a right of that person is an issue.
- g) Reproductive Loss Leave

The District provides employees who have been employed at least thirty (30) calendar days with Reproductive Loss Leave, in the event of a "Reproductive Loss Event." "Reproductive Loss Event" means the day or, for a multiple-day event, the final day of a Failed Adoption, Failed Surrogacy, Miscarriage, Stillbirth, or an Unsuccessful Assisted Reproduction, as those terms are defined below:

"Failed Adoption" means the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to a person who would have been a parent of the adoptee if the adoption had been completed.

"Failed Surrogacy" means the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to a person who would have been a parent of a child born as a result of the surrogacy.

"Miscarriage" means a miscarriage by a person, by the person's current spouse or domestic partner, or by another individual if the person would have been a parent of a child born as a result of the pregnancy.

"Stillbirth" means a stillbirth resulting from a person's pregnancy, the pregnancy of a person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy that ended in stillbirth.

"Unsuccessful Assisted Reproduction" means an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure. This event applies to a person, the person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

Reproductive Loss Leave may be taken for up to five (5) days per Reproductive Loss Event.

Reproductive Loss Leave is not required to be taken consecutively, but such leave must be taken within three (3) months of the Reproductive Loss Event, with the exception that, if an employee is on California Family Rights Act ("CFRA") leave, Pregnancy Disability Leave ("PDL"), or another leave protected by state or federal law at the time of or immediately following the Reproductive Loss Event, the employee may use Reproductive Loss Leave within three (3) months of the end date of the other protected leave.

If an employee experiences more than one Reproductive Loss Event within a 12-month period, the District will provide Reproductive Loss Leave up to a maximum of 20 days within a 12-month period.

Reproductive Loss Leave is unpaid, but employees may elect to use accrued paid leaves, such as sick leave, personal leave, or vacation in order to provide for their compensation while on Reproductive Loss Leave.

The District will maintain the confidentiality of any employee who requests to use or uses Reproductive Loss Leave, and the District will not disclose such information other than to internal personnel on a need to know basis, or as required by law.

~~a)~~

~~b) for an employee who is a victim of domestic violence, sexual assault, or stalking to: i) obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or his or her child; or ii) obtain medical attention or psychological counseling; services from a shelter; program or crisis center; or participate in safety planning or other actions to increase safety. (Labor Code §§ 230(c); 233(b)(3)(A); 246.5(a)(2).)~~

13.3.C. Annual Sick Leave Conversion Program: As an incentive for employee wellness and sick leave conservation, the following Sick Leave conversion provision shall apply:

At the end of the conversion evaluation period of each calendar year, all employees shall be entitled to convert Sick Leave to: 1) extra compensation; 2) contribution to deferred compensation; or 3) vacation time, based on the following criteria and conversion rates. An employee shall make an irrevocable election of the amount of sick leave to be converted to in December the year before the sick leave is earned. The conversion evaluation period is defined as the beginning with the final Pay Period of the prior calendar year through second to last Pay Period of the current calendar year.

Should an employee elect to convert Sick Leave to extra compensation, the District will provide a check to the employee by the end of the third week of December.

Sick Leave		Sick Leave Conversion* Based on Balance of Time in Hours		
		105 hours	500 hours	1000 hours
	Hours used			
	<32	12	24	48
	< 16	18	26	72

*Accumulated Sick Leave at the end of pay period

Sick Leave conversion to extra compensation or contribution to deferred compensation shall be subject to the rules, regulations and limitations governing deferred compensation. Conversion to vacation shall be subject to earned vacation accumulation limits and vacation entitlement limitations as set forth in Article 13, Section 1.

Requests for conversion of conserved Sick Leave shall be in writing on forms provided by the District and subject to the approval of the General Manager.

13.3.D. Sick Leave Cash Out At Separation:

Tier One For employees hired before July 1, 2020:

For employees hired before July 1, 2020, upon death, retirement, resignation, or separation by layoff (occurring after ten (10) or more District years of service), up to one thousand forty (1040) hours of accrued Sick Leave shall be paid to the employee or the employee's estate at the rate of fifty percent (50%) of the equivalent cash value. All accrued Sick Leave beyond one thousand forty (1040) hours, shall be paid off at the rate of twenty-five percent (25%) of the cash value.

For employees hired before July 1, 2020, upon death, retirement, resignation or separation by layoff (occurring after ten (10) or less District years of service), up to five hundred twenty (520) hours of accrued Sick Leave shall be paid off at the rate of twenty-five percent (25%) of the cash value. Accrued Sick Leave beyond five hundred twenty (520) hours shall be paid off at the rate of twelve and one-half percent (12.5%) of the accrued cash value.

Tier Two For employees hired on or after July 1, 2020:

For employees hired on or after July 1, 2020, upon death, retirement, resignation, or separation by layoff (occurring after ten (10) or more District years of service), up to one thousand forty (1040) hours of accrued Sick Leave shall be paid to the employee or the employee's estate at the rate of twenty-five percent (25%) of the equivalent cash value.

For employees hired on or after July 1, 2020, upon death, retirement, resignation or separation by layoff (occurring at least five (5) but less than ten (10) District years of service), up to five hundred twenty (520) hours of accrued Sick Leave shall be paid off at the rate of twenty-five percent (25%) of the cash value.

An employee, upon retirement, may convert unused Sick Leave to added service credit under CalPERS.

If an employee separates and is rehired within one (1) year from separation, the unpaid balance of accrued and unused sick leave at the time of separation will be reinstated. An employee who worked at least ninety (90) days in the initial employment with the District may immediately use reinstated sick leave. An employee who had not worked ninety (90) days in the initial employment with the District must work the remaining amount of the ninety (90) day qualifying period to be able to use accrued sick leave.

13.4. INDUSTRIAL INJURY LEAVE:

If an employee is unable to perform assigned duties by reason of industrial injury, sickness or disability, as defined in the Workers' Compensation Act of the State of California, the employee shall notify their Supervisor within twenty-four (24) hours from the date of discovery of such injury, sickness or disability. In job related cases of injury, sickness or disability, the employee shall receive the regular salary for the first forty (40) hours of such disability; provided, however, that any Workers' Compensation benefits received for this initial forty (40) hour period shall be assigned to the District. At the end of this forty

(40) hour period, and if unable to resume work, the employee may elect to receive payment of any accumulated sick and/or vacation leave benefits, until such benefits are exhausted, or to receive Workers' Compensation benefits.

If the employee elects to use sick or vacation leave benefits, all Workers' Compensation benefits received shall be assigned to the District. This election shall be made in writing and submitted to the District prior to the payment of any sick leave or vacation benefits. Prorated credit to the employee's sick leave balance at the employee's current rate of pay shall be made based upon the amount of monies assigned to the District from Workers' Compensation benefits.

The period covered by industrial injury leave shall be considered as service time in determining eligibility for salary increases, sick leave and vacation benefits.

All provisions of the Workers' Compensation Act of the State of California shall be strictly adhered to.

13.5. BEREAVEMENT LEAVE:

In the event of a death in the immediate family (i.e. parent, parent-in-law, step-parent, grandparent, step-grandparent, grandchild, step-grandchild, child, step-child, sibling, step-sibling, spouse or registered domestic partner), employees shall be entitled to Bereavement Leave of up to three (3) days with pay.

If it is necessary for additional Bereavement Leave due to individual circumstances, the employee may extend their leave for up to two additional work days. Additional days in excess of five (5) work days may be granted upon request and approval from the employee's supervisor. Any additional time off in excess of three (3) days of Bereavement Leave will be charged against the employee's paid leave, or may be taken without pay.

Upon request from the District, the employee will provide documentation verifying the death within thirty (30) days of the first day of bereavement leave.

13.6. PERSONAL LEAVE:

Tier One: Eligible employees hired before July 1, 2020 will be granted the equivalent of ten (10) days (80 hours) of Personal Leave per year for use at the employee's discretion. For Tier One employees, personal Leave will accrue on a monthly basis at a rate of 6.6667 hours per month.

Tier Two: Effective the first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, Eligible employees hired on or after July 1, 2020 will be granted the equivalent of ~~two (2) days (16 hours)~~ sixty-four (64) hours of Personal Leave per year for use at the employee's discretion. For Tier Two employees, personal Leave will accrue on a monthly basis at a rate of ~~5.3333~~ 5.3333 hours per month.

For Employees in Tiers One and Two:

To be eligible to earn and use Personal Leave, an employee must have successfully completed six (6) consecutive months of employment.

An employee's annual Personal leave will be subject to notice as follows:

Employees will request Personal leave of three (3) days or less at least one week in advance, except as approved by the General Manager. Employees will request Personal leave of more than three (3) days at least fourteen (14) days in advance, except as approved by the General Manager.

When using Personal Leave, employees must use a minimum of one-quarter of an hour; additional amounts of Personal Leave on the same occasion may be used in quarter (1/4) hour increments.

At the end of each calendar year (pay period 26) all conserved Personal Leave not used during that year will be converted to Sick Leave and carried over to the following year; however, an employee may retain up to eight (8) hours of Personal Leave for use as Personal Leave in the following calendar year.

ARTICLE 14 - LEAVES WITHOUT PAY

14.1. GENERAL PROVISIONS:

Leaves without pay shall be granted as outlined below, provided however, that:

14.1.A. A leave may be revoked upon evidence that the cause for granting it was misrepresented or has ceased to exist.

14.1.B. Except as expressly required by law, the period covered by a leave without pay shall not be considered as service time in determining eligibility for vacation, sick leave, health and welfare benefits (including the flexible spending amount) salary increases, or other circumstances where service is a factor;

14.1.C. Leave without pay granted to a probationary employee shall not be credited toward completion of the employee's probationary period;

14.1.D. All accrued vacation must be used or, at the option of the District, the monetary value of all accrued vacation must be paid to an employee before a leave of absence without pay can be granted, excluding leave granted for maternity or medical purposes; and

14.1.E. An employee's anniversary date for the purpose of performance evaluation and accompanying step increases shall be adjusted if an employee takes leave without pay of more than eighty (80) hours in one year.

14.2. UNPAID PERSONAL LEAVE:

A leave without pay may be granted by the District, not to exceed six (6) months, for urgent or substantial personal reasons, including illness not covered by sick leave. Such leave may be extended by the District for a further period not to exceed three (3) months in exceptional circumstances with approval of the Board of Directors. To the extent legally protected leaves apply, they shall run concurrently with unpaid personal leave.

14.3. INSURANCE BENEFITS DURING UNPAID LEAVE:

Except as noted herein or required by law, an employee is not eligible for District contributions toward Flexible Spending Account during leaves without pay. An employee may make such payments to the District for desired insurance coverage under the conditions as may be established by the insurance carrier.

Employees on maternity leave (inclusive of Pregnancy Disability Leave) without pay will be eligible for full District contributions toward health and welfare insurance (including District contributions to CalPERS for PEMHCA participation and the Flexible Spending Account) and basic life insurance for the first six (6) month period of such leave. After expiration of a six (6) month period of such leave, an employee may make such payments to the District for desired insurance coverage. In the event of an industrial injury or illness, the District will pay the PEMHCA and Flexible Spending Account contributions in accordance with State Workers' Compensation requirements.

ARTICLE 15 – RETIREMENT

The District shall continue to participate in the Public Employees Retirement System (PERS) with benefits as currently provided or with such changes and benefits as may be mandated by law or as agreed to by the District.

15.1. TIER ONE:

For eligible employees hired before January 1, 2013, or hired after January 1, 2013 who meet the definition of "classic members" as defined by CalPERS, the District shall continue to participate in its Miscellaneous Plan Agreement with CalPERS to provide the 2.5% at 55 retirement option. Effective July 3, 2017, Tier One employees shall pay the rate prescribed by CalPERS for member contributions in accordance with the rules and regulations governing such member contributions.

15.2. TIER TWO:

For eligible employees who meet the definition of "new member" as set forth in Government Code Section 7522.02(f) the District will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with Government Code Section 7522.20, based on the average of three years of employment, in accordance with Government Code Section 7522.32. New members shall be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employees in Tier Two Pension shall pay the rate prescribed by CalPERS for employee contributions to the Public Employees' Retirement System in accordance with the rules and regulations governing such employee contributions, which consists of one-half of the total normal costs for pension. New members shall be subject to the provisions of the PEPRA, including provisions governing reportable compensation.

ARTICLE 16 - SAVING CLAUSE

If any provision of this M.O.U. shall be found to be invalid by a court of competent jurisdiction, or otherwise prohibited by law, the remainder of the policy shall not be affected.

ARTICLE 17 – GRIEVANCE PROCEDURES

17.1. CREATION AND AUTHORITY:

When requested, the Union shall have full authority to represent any member and settle any grievance.

17.2. CONDITION:

The District agrees to meet with the grievant, or when requested, the Union or its designated representative, on any grievance in accordance with the provisions of this Section. Such meetings, including travel time, when held during normal scheduled working hours, shall be without loss of pay.

17.3. PURPOSE:

17.3.A. This grievance procedure shall be used to process and resolve grievances arising under this MOU.

17.3.B. The purposes of this procedure are:

17.3.B.1. To resolve grievances informally at the lowest possible level; and

17.3.B.2. To provide an orderly procedure for reviewing and resolving grievances promptly.

17.4. DEFINITIONS:

17.4.A. A grievance is a good faith complaint of one or a group of employees, or a dispute between the District and the Union involving the interpretation, application, or enforcement of the express terms of this MOU. No matter shall be considered as a grievance under this Article unless it is presented within thirty (30) calendar days of when a reasonable person knew or should have known of the events on which the grievance was based. Discipline, performance evaluations, and complaints of harassment, discrimination and retaliation based on a protected class are not grievable.

17.4.B. As used in this procedure, the term “supervisor” means the individual who assigns, reviews and directs the work of an employee.

17.4.C. As used in this procedure, the term “party” means an employee, the Union, the District or their authorized representatives.

17.4.D. The employee retains all rights conferred by Section 3500 et seq., of the Government Code.

17.5. STEP ONE:

An employee who believes they have cause for grievance may contact their supervisor with their representative or may contact their supervisor alone. The supervisor shall provide a verbal response and the reasons therefore within seven (7) working days after hearing the employee’s grievance. If, after discussions with the supervisor, the employee does not feel the grievance has been properly adjusted,

the grievance shall be reduced to writing within seven (7) working days after receipt of the supervisor's verbal response.

17.6. STEP TWO:

If the grievance is not resolved under Step One of this procedure, and the employee elects to process a written grievance, the grievance statement shall include the following:

17.6.A. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this MOU which the grievant claims has/have been violated.

17.6.B. The remedy or correction requested of the District.

17.6.C. The grievance form shall be signed by the grieving employee, the date and time of presentation affixed thereto, and signed as received by the employee's supervisor or designated representative.

The grieving employee's immediate supervisor or designated representative will give their answer to the grievance in writing within seven (7) working days from the time they received the grievance in writing. The supervisor's answer shall include the following:

17.6.C.1. A complete statement of the District's position and the facts upon which it is based.

17.6.C.2. The remedy or correction which has been offered, if any.

17.7. STEP THREE:

If a satisfactory settlement is not reached with the immediate supervisor or designated representative, the grievant may submit the matter in writing within seven (7) working days to the General Manager, or designated representative, who shall have full power and authority to settle the grievance. The employee and the designated representative of the District shall meet to hear the grievance appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be in writing stating the grievant's position and shall be heard within seven (7) working days after the appeal to the third step of the grievance procedure. A written answer shall be made within seven (7) working days after the hearing, stating the District's position. General Manager's decision shall be final.

17.8. STEP FOUR:

If the grievance is not resolved after Step Three, the grievance may be submitted to mediation. A request for mediation may be presented in writing to the General Manager within seven (7) calendar days from the date a decision was rendered at Step Three. As soon as practicable thereafter, or as otherwise agreed to by the parties, a mediator shall hear the grievance. A request for mediation will automatically suspend the normal processing of a grievance until the mediation process is completed. The mediation process shall be optional, and any opinion expressed by the mediator shall be informal and shall be considered advisory.

The Mediator shall, in cases where the matter is not resolved, be authorized to submit an advisory opinion to the parties. This opinion shall be confidential.

ARTICLE 18 - PAST PRACTICE

The parties agree that they shall adhere to established labor relations' principles in handling past practices issues within the scope of representation:

18.1. Past practices superseded by revised MOU language are null and void;

18.2. Past practices which contradict existing MOU language or written District rules shall be null and void upon reasonable notice from the District that the language will be followed;

18.3. Past practices within scope which are not covered by MOU language or District rules shall remain in effect through the term of the MOU unless the District has given notice and met and conferred.

ARTICLE 19 - PEACEFUL PERFORMANCE OF DISTRICT SERVICES

Participation by any employee in a strike or work stoppage is unlawful and shall subject the employee to disciplinary action, up to and including discharge.

No employee organization, its representatives or members, shall engage in, cause, instigate, encourage or condone a strike or work stoppage of any kind.

If a recognized employee organization, its representatives or members engage in, cause, instigate, encourage or condone a strike or a work stoppage of any kind, in addition to any other lawful remedies, the employee relations officer may suspend or revoke the recognition granted to such employee organization, and prohibit the use of bulletin boards, prohibit the use of District facilities and prohibit access to work or duty stations by such organization.

As used in this section "strike or work stoppage" means the concerted failure to report for duty, the willful absence from one's position, the stoppage or slow-down of work or the abstinence in whole or part from the full, faithful performance of the duties of employment for the purpose of inducing, influencing or coercing a change in the conditions of compensation or the rights, privileges or obligations of employment.

Any decisions of the employee relations officer made under this paragraph may be appealed to the Board of Directors by filing a written Notice of Appeal with the employee relations officer accompanied by a complete statement, setting forth all of the grounds upon which the appeal is based. Such Notice of Appeal must be filed within seven (7) business days after the affected employee organization first receives notice of the decision upon which its complaint is based, or its complaint will be considered untimely and not subject to impasse procedures or any other appeal.

ARTICLE 20 – LABOR MANAGEMENT COMMITTEE

The Union and District agree to establish a Labor Management Committee. This Committee shall meet upon request of either party, not to exceed quarterly. The Committee shall be charged with discussing and resolving issues of mutual interest; excluding compensation matters covered by this agreement.

ARTICLE 21 – MISCELLANEOUS PROVISIONS

21.1. NOTICES:

All notices, requests, demands and other communications under this agreement shall be in writing and shall be deemed to have been duly given on the date of service if served personally on the party to whom notice is to be given or on the third day after mailing if mailed to the party to whom notice is to be given by first class mail, registered or certified, postage prepaid and properly addressed as follows:

To District at:
30 Mansfield Road
Hollister, CA 95023

To Union at:
334 Monterey Street
Salinas, CA 93901

Any party may change its address for purposes of this paragraph by giving the other party written notice of their new address in the manner set forth above. Notice or demand shall be deemed delivered when sent registered or certified mail or, hand delivered, or directed to the respective parties at the address below at signature.

21.2. ENTIRE AGREEMENT:

This agreement contains the entire understanding of the parties with respect to its subject matter and supersedes all prior and contemporaneous agreements, representations, and understandings among the parties, whether oral or in writing, relating to the subject matter hereof.

21.3. NO WAIVER:

No waiver of a breach, failure of any condition, or any right or remedy shall be effective unless it is in writing and signed by the party waiving the breach, failure, right or remedy. No waiver of any breach, failure, right or remedy will be deemed a waiver of any other breach, failure, right, or remedy whether or not similar, nor will any waiver constitute a continuing waiver unless the writing so specifies.

21.4. CAPTIONS:

The article and paragraph headings contained in this agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this agreement.

21.5. SUCCESSORS AND ASSIGNS:

This agreement shall be binding upon and inure to the benefit of each of the parties, their successors, and assigns.

21.6. AMENDMENTS:

This agreement may be amended or modified only by written instrument executed and delivered by all of the parties hereto.

21.7. GOVERNING LAW:

All issues regarding the subject matter of this agreement shall be construed and enforced in accordance with the laws of the State of California, excluding any choice of law principles that would cause the law of any other jurisdiction to be applied.

21.8. THIRD PARTY RIGHTS:

The parties do not intend to confer any benefit hereunder on any person or entity other than the parties hereto.

21.9. TIME OF THE ESSENCE:

Time is of the essence of this agreement and each of all of its provisions.

21.10. FURTHER ASSURANCES:

The parties agree to do such further acts and execute and deliver such additional agreements and documents as the other may reasonably request to consummate, evidence or confirm the agreements contained herein and in the manner contemplated hereby.

21.11. INDEMNIFICATION OF THE DISTRICT:

The San Benito County Water District (SBCWD) hereby recognizes SEIU, Local 521 as the exclusive representative of the Field and Office Employees. As more fully set forth in the August 28, 2007 side letter between the parties, the SEIU agrees to defend, indemnify and hold harmless the District against any claims, causes of action, unfair practice charge, liability or costs that may occur as a result of the District's recognition of Local 521 as the exclusive representative. [\(See Appendix C\).](#)

21.12. REOPENER

[Upon District request, the parties may reopen to discuss the Water Distribution/Maintenance job series.](#)

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed by affixing their signatures below.

SAN BENITO COUNTY WATER DISTRICT

SEIU, LOCAL 521

Appendix A: Salaries

Appendix A

San Benito County Water District
2026-27 Publicly Available Salary Schedule
Board Adopted: _____

Field and Office

Effective 07/06/26

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accounting Technician	monthly	5,939	6,176	6,423	6,680	6,948	7,225	7,514	7,815
Customer Account Specialist I	monthly	4,888	5,083	5,287	5,498	5,718	5,947	6,185	6,432
Customer Account Specialist II	monthly	5,376	5,591	5,815	6,048	6,290	6,541	6,803	7,075
Customer Account Specialist III	monthly	5,914	6,151	6,397	6,653	6,919	7,195	7,483	7,783
Electrical/Electronic Technician	monthly	8,226	8,555	8,897	9,253	9,623	10,008	10,409	10,825
Engineer (unlicensed)	monthly	7,255	7,545	7,847	8,161	8,488	8,827	9,180	9,547
Engineering Technician	monthly	6,309	6,561	6,824	7,097	7,380	7,676	7,983	8,302
Executive Assistant/Board Clerk	monthly	7,212	7,500	7,800	8,112	8,437	8,774	9,125	9,490
Maintenance I	monthly	5,056	5,258	5,468	5,687	5,914	6,151	6,397	6,653
Maintenance II	monthly	5,502	5,722	5,951	6,189	6,436	6,694	6,962	7,240
Maintenance III	monthly	6,327	6,580	6,843	7,117	7,402	7,698	8,006	8,326
Maintenance Trainee	monthly	4,045	4,206	4,375	4,550	4,732	4,921	5,118	5,322
Office Specialist I	monthly	4,800	4,992	5,192	5,400	5,616	5,840	6,074	6,317
Office Specialist II	monthly	5,281	5,492	5,712	5,940	6,178	6,425	6,682	6,949
Office Specialist III	monthly	5,809	6,041	6,283	6,534	6,795	7,067	7,350	7,644
Water Distribution/Maint. I	monthly	6,159	6,405	6,662	6,928	7,205	7,494	7,793	8,105
Water Distribution/Maint. II	monthly	6,775	7,046	7,327	7,621	7,925	8,242	8,572	8,915
Water Distribution/Maint. III	monthly	7,791	8,102	8,426	8,763	9,114	9,479	9,858	10,252
Water Programmer III	monthly	5,914	6,151	6,397	6,653	6,919	7,195	7,483	7,783
Water Resources Technician I	monthly	6,282	6,534	6,795	7,067	7,349	7,643	7,949	8,267
Water Resources Technician II	monthly	6,911	7,187	7,474	7,773	8,084	8,408	8,744	9,094

Appendix B: Field and Office Employees Unit Positions

Effective July 1, ~~2023~~2026

Accounting Technician

Electrical/Electronic Technician

Engineer (Unlicensed)

Engineering Technician

Water Resources Technician I

Water Resources Technician I

Maintenance Trainee

Maintenance I

Maintenance II

Maintenance III

Water Distribution/Maintenance I

Water Distribution/Maintenance II

Water Distribution/Maintenance III

Office Specialist I

Office Specialist II

Office Specialist III

~~Board Clerk~~/Executive Assistant/Board Clerk

Water Programmer III

Customer Account Specialist I

Customer Account Specialist II

Customer Account Specialist III

**AGREEMENT BETWEEN THE SAN BENITO COUNTY WATER DISTRICT AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521**

This Agreement is made by and between the San Benito County Water District (hereafter collectively "District") and Service Employees International Union, Local 521" on the 28th day of August, 2007.

Whereas, in 2007 the District certified SEIU, Local 817 as the exclusively-recognized employee organization for employees working in classifications in the General Employees Unit;

Whereas, in June 2006, the International Executive Board of the SEIU decided to charter four new public sector local unions, and proposed that existing public sector local unions be merged into the new locals, based upon geographical relationships;

Whereas, on January 2, 2007, the SEIU President issued charters to the newly-established Local Unions, including Local 521, and directed Local 817 to be reorganized into Local 521;

Whereas, in March 2007, Local 521 informed the District that it was assuming the duties and responsibilities of Local 521 and that Local 817 no longer existed;

Whereas, in March 2007, the District notified Local 521 and Local 817 in writing, that its employee-employer relations resolution did not contain any provisions regarding amendment of certification because of merger, amalgamation, affiliation or transfer of jurisdiction, and that Local 521 and Local 817 should petition the Public Employee Relations Board (PERB) under PERB regulations 61300 and following to amend the Local 817 certification to Local 521;

Whereas, a letter dated June 7, 2007, from legal counsel for SEIU, Local 521, do not respond to the District's suggestion to petition PERB, but instead describes how members of Local 817 received due process as to the reorganization to Local 521 through secret ballot election and that the election results were: 31,408 in favor of reorganization, 4,256 votes against, and 88 challenged ballots;

Whereas, the June 7, 2007 letter from legal counsel for SEIU, Local 521 states that there is a substantial continuity of representation between Local 817 and Local 521 because, under the SEIU reorganization plan, Local 521 will assume all of the rights and duties of the collective bargaining agreement between Local 817 and the District, and will maintain the current representational structure, stewards, Chief Stewards, and professional Union representatives;

Whereas, legal counsel for Local 521 has affirmed in the letter, dated June 7, 2007,

that all District employees previously represented by Local 817 will be represented by Local 521, will be granted full membership in Local 521, and will carry with them their prior union membership status without the need of any initiation fee or preliminary requirements;

Whereas, Local 521's legal counsel provides authorities in the June 7, 2007 letter support of its claim that Local 817 members received full due process as to the reorganization and that Local 521 has preserved substantial continuity of representation with Local 817, in the view of the District the authorities that Local 521's legal counsel cite do not specifically address a situation similar to the SEIU reorganization plan; and

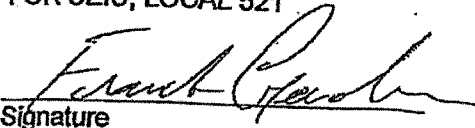
Whereas, the District's interests are: a) ensuring that its employees all rights due them under the law; and b) fully complying with its responsibilities under the Meyers-Milias Brown Act (MMBA), Gov. Code §§ 3500 and following.

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. All of the recitals above are material provisions of this Agreement.
2. Local 521 hereby agrees to defend, indemnify and hold harmless the District and its officers and employees from any unfair practice charge, claim, loss, legal action, liability or cause of action or administrative proceeding, liability, damages, costs, expenses, actual attorneys' fees, consultant fees, expert fees, losses or liability, in law or in equity, suit, or judgment of any nature whatsoever (hereafter "claim") arising out of the City's exclusive recognition of Local 521 as the successor employee organization to Local 817, as described in this Agreement. Local 521's indemnity and liability obligation is more fully set forth as follows:
 - A. Local 521 shall defend, indemnify and hold harmless the District and its District Board of Directors, officers, agents, attorneys, and employees from any claim, arising out of the operation of the District's amendment of the Local certification of exclusive employee organization to Local 521. Upon commencement of any such claim, Local 521 shall have the right to decide and determine whether any claim made or brought against the District or the District-affiliated persons identified above shall or shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of Local 521 shall not diminish Local 521's defense and indemnification obligations under this Agreement.
 - B. The District, immediately upon receipt of notice of such claim against it or any of its District-affiliated parties shall inform Local 521 of such claim, provide Local 521 with all information, documents, and assistance necessary for Local 521's defense or settlement of such claim and fully cooperate with Local 521 in providing all necessary employee witnesses and assistance. The cost of any such assistance or legal defense shall be paid by Local 521.

- C. Local 521, upon its compromise or settlement of such claim shall timely and directly pay the parties to such claim all such sums due under such settlement or compromise, without any contribution from the District. Local 521, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs, shall pay all sums owing under such order and judgment, without any contribution from the District.
3. The Service Employees International Union (SEIU) will indemnify and hold harmless the San Benito County Water District (SBCWD) against any claim or causes, unfair labor practice charge, liability or costs brought against the SBCWD relating to the recognition of SEIU 521 as referenced in the Memorandum of Understanding between the parties.
 4. In exchange for its promises under this Agreement to defend and indemnify the District, the District agrees to the request of Local 521 to be recognized as the successor to Local 817 with respect to the employees presently represented by Local, effective as of the date this Agreement is fully executed.
 5. This Agreement constitutes a single integrated contract expressing the entire Agreement of the parties hereto. This Agreement shall supersede, and render null and void, any and all prior agreements between the parties hereto, concerning the subject matter thereof.
 6. The Agreement is deemed to have been drafted jointly by the parties. Any uncertainty or ambiguity shall not be construed for or against any party based upon attribution of drafting to any party.
 7. This Agreement shall be admissible in counterparts. All executed copies are duplicate originals and are equally admissible in evidence in any proceedings to enforce this Agreement or to defend against any other proceedings related to the terms of this Agreement.
 8. The undersigned represent, warrant, and affirm that each has authority to bind its principals to this Agreement.

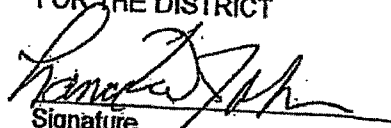
FOR SEIU, LOCAL 521


Signature

FRANK GORDEN, INTERNAL ORGANIZER
Print Name and Title

44564.1 EM010-001

FOR THE DISTRICT


Signature

Lance W. Johnson, Manager
Print Name and Title

RESOLUTION NO. 2026-18

**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**

WHEREAS, San Benito County Water District desires to memorialize certain benefits and compensation currently provided to Management/Confidential/Professional employees;

WHEREAS, classifications in the San Benito County Water District's Management/Confidential/Professional group are considered a group because they share similarities in job duties or are otherwise a logical work-related grouping;

THEREFORE, BE IT RESOLVED by the Board of Directors of the San Benito County Water District, that the following employment terms apply for employees in the Management/Confidential/Professional group. This Resolution supersedes and incorporates all prior schedule of benefits for the job classifications listed herein.

Section 1.0 – Purpose and Application

The purpose of this Resolution is to set forth certain salary, benefits and additional compensation for Management/Confidential/Professional employees of the San Benito County Water District ("District").

This Resolution will be applicable to probationary and regular employees in the following Management/Confidential/Professional classifications:

- A. Accountant I
- B. Accountant II
- C. Assistant Engineer (Engineer I)
- D. Associate Engineer (Engineer II)
- E. Deputy District Engineer
- F. Finance Manager
- G. Human Resources/Administrative Analyst
- H. Operations & Maintenance Manager
- I. Senior Engineer (Engineer III)
- J. Supervising Accountant
- K. Water Conservation Program Manager

Temporary and seasonal employees are not covered by this Resolution.

This Resolution creates no contractual or vested rights. The Board of Directors retains all rights and authority to amend, reduce, or eliminate benefits and additional compensation in its sole and absolute discretion.

In accordance with Article II, Section 1 of the District's Personnel Rules and Regulations, unrepresented Management, Confidential and Professional employees, and employees who are party to an employment agreement with the District, are at-will employees.

Section 2.0 - Salaries

Effective July 6, 2026, salary schedules for benchmark classifications will be adjusted as provided in Appendix B.

Effective the first full pay period following July 1, 2027, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.

Effective the first full pay period following July 1, 2028, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution. The full classification table and salary schedule for Fiscal Years 26/27, 27/28, and 28/29 are reflected in Appendix A.

Section 3.0 - Longevity Pay for Tier One Employees

Employees hired by the District before January 1, 2013 who have more than five (5) years of continuous District service will receive longevity pay in the amount of eight percent (8%). No other employees will be eligible for longevity pay.

Section 4.0 Technical Certification Incentive

The District will provide the following incentives to employees for completing certificates listed below, which enhance their ability to do their job:

For employees in the classifications listed below, in recognition of possession of the technical certifications listed below which are not required for the employee's current job classification, the employee will receive the incentive pay listed below, to a maximum of one hundred forty dollars and twenty-five cents (\$140.25) per pay period, effective the first day of the next pay period through the end of the pay period in which the certification expires.

Technical Certification Pay will be as follows:

1. The Operations and Maintenance Manager will be eligible to receive an incentive for maintenance of a Water Treatment Operator Grade 2 certificate in the amount of thirty-nine dollars and twenty-five cents (\$39.25) per pay period, and fifty dollars and fifty cents (\$50.50) per pay period for maintenance of a Water Distribution Operator Grade 3 certificate.
2. The Water Conservation Program Manager will receive an incentive for maintenance of a Certified Landscape Irrigation Auditor certificate in the amount of thirty-nine dollars and twenty-five cents (\$39.25) per pay period.

C. Training and Education Loan Assistance Program

The District will provide financial assistance to regular employees for qualifying training and/or education programs directly related to career advancement with the District. The District will advance the cost of such programs (tuition, books and required materials) up to one thousand dollars (\$1,000) per program and a maximum of one thousand five hundred dollars (\$1,500) per employee at any time. The employee will repay the advance under the terms set forth below. Employees are required to submit receipts within thirty (30) days of the advance or will be required to repay the loan in full immediately.

An employee requesting financial assistance to attend a training and/or education program must provide the General Manager with a written request for the advance (including the amount requested) and an official description of the program with sufficient information to determine whether the program qualifies for District financial assistance. Once approved, the District and the employee will agree on a repayment schedule providing regular payroll deductions from the employee's paycheck beginning with the pay period following the disbursement of funds, and for a period not to exceed thirty-six (36) months. The District and the employee will then enter into a written agreement specifying the agreed upon terms.

The District will not approve new financial assistance requests from an employee until prior training and education assistance monies are repaid in full.

If for any reason the employee separates from District employment prior to repayment of the monies advanced, the entire unpaid amount of the advance will become immediately due and payable to the District upon the effective date of separation.

Section 5.0 Overtime

Employees in the classifications of Accountant I, Accountant II, Assistant Engineer, Associate Engineer and Human Resources/Administrative Assistant are authorized to receive overtime compensation. Overtime will be any authorized work exceeding forty (40) hours in a seven-day consecutive period beginning at 12:00 a.m. on Monday and ending at 11:59 p.m. on Sunday. Overtime compensation will be paid at one and one half (1-1/2) of the employee's regular hourly rate of pay for work exceeding forty (40) hours in the seven-day consecutive period. Such employees will not be eligible for management leave.

All overtime work must be pre-approved by the employee's manager. In exceptional or emergency circumstances where overtime is required and there is no opportunity to obtain such authorization or approval, an employee will report the overtime hours worked and the purpose to their supervisor at the first opportunity.

Section 6.0 Work Out of Class Pay

Out of class pay is compensation to employees who are required by the District General Manager or designee to work in an upgraded position/classification of limited duration. Out of class pay will begin the first day of the pay period following the beginning of the assignment. An employee must assume substantially the full range of duties and responsibilities of the higher-level position. Employees may or may not be relieved of their normal duties to qualify for out-of-class pay.

Effective July 6, 2026, out of class pay will be the higher of five percent (5%) base pay or the beginning step salary of the temporary rank being held for all of the time spent in this capacity.

For the purpose of Government Code section 20480, when assigned to temporarily fill a vacant position during recruitment for a permanent appointment, an out-of-class appointment shall not exceed a total of nine hundred sixty (960) hours in a fiscal year.

Section 6.0 –Health and Welfare Benefits

A. Medical Insurance Contribution

The District is a participating employer in the Public Employees' Medical and Hospital Care Act (PEMHCA), the medical insurance program sponsored by CalPERS. For each employee enrolled in District-provided health insurance, the District's maximum contribution per month for medical insurance for each active employee will be the minimum employer contribution as determined by CalPERS.

B. Flexible Benefit Plan

The District maintains a Flexible Benefit Plan that constitutes a cafeteria plan within the meaning of Section 125 of the Internal Revenue Code. The Flexible Benefit Plan allows active employees to pay for actual medical plan premiums or other qualified expenses, on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to, health insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, dental insurance and vision insurance benefits.

Effective as soon as administratively feasible following July 6, 2026, the District will provide on a monthly basis a cafeteria plan allowance for employees based on the employee's enrolled plan and level of insurance coverage for medical, dental, and vision insurance up to the amounts below.

For Single Party medical coverage, the District will pay the higher of either:

- \$1,547 per month (inclusive of cafeteria plan allowance and PEMHCA minimum), OR
- 90% cost of health insurance coverage for the employee's level of enrollment (inclusive of PEMHCA minimum), not to exceed 90% of the cost of PERS GOLD, plus 90% of the cost of Dental insurance for the employee's level of enrollment, plus 90% cost of Vision insurance for the employee's level of enrollment. Under this option, no cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

For 2-Party and Family medical coverage, the District will pay 90% cost of PERS Gold (inclusive of PEMHCA minimum), plus 90% cost of Dental based on level of enrollment, plus 90% cost of Vision based on level of enrollment. No cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, benefit deductions will be processed on a semi-monthly in first two pay periods of the month.

Alternate Benefits for Employees Who Opt Out of District Health Insurance

Employees have the option to opt out of District health coverage. In order to decline medical coverage through the District and receive alternate benefits, employees must provide attestation and evidence of alternate minimum essential

coverage for the employee and all individuals in their tax family on an annual basis during open enrollment. Proof of alternative minimum essential coverage and the corresponding attestation must be provided to the District in every plan year during the open enrollment period.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, if an employee elects no District-offered health insurance coverage and provides the required attestation and evidence, the District will pay the employee five hundred dollars (\$500) per month (or \$230.77 per pay period) in cash.

No cash payment will be provided if the District knows or has reason to know that the employee or employee's tax family does not have alternative minimum essential coverage.

The District's obligation to pay alternate benefits for employees may be conditioned upon compliance with IRS requirements for an eligible opt out program.

The District has the authority to contract for medical benefits for employees, to determine the benefits that will be provided to employees, and to establish premiums.

C. Dental Benefits

The District agrees to provide access to group dental coverage, including orthodontic benefits, for all full-time employees and their qualifying dependents

Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

Employees are required to enroll in single party District-provided dental insurance coverage. Employees also have the option to enroll qualifying dependents in District-provided dental insurance coverage.

Employees may use the District's contribution to the Flexible Benefits Plan described in Section 6.0(B) to cover part or all of the cost of District-provided dental insurance coverage.

D. Vision Benefits

The District agrees to provide access to group vision coverage for all full-time employees and their dependents.

Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

Employees may use the District's contribution to the Flexible Benefits Plan described in Section 6.0(B) to cover part or all of the cost of District-provided vision insurance coverage.

E. Optional, Supplemental Insurance Benefits

The District will provide access to certain supplemental insurance benefit plans.

Employees may use the District's contribution to the Flexible Benefits Plan described in Section 6.0(B) to cover part or all of the cost of supplemental insurance coverage.

F. Flexible Spending Arrangement

Employees may elect to contribute pre-tax dollars, in accordance with IRS rules and regulations, toward a District flexible spending arrangement (FSA) for qualifying medical and dependent care expenses. If any funds remain in an employee's Healthcare FSA at the end of the current plan year, the employee may carry over up to five hundred dollars (\$500) into the subsequent year.

Section 7.0 –Additional District Benefit Contribution

For employees in the Management/Confidential/Professional group, the District will provide an additional contribution toward benefits. The Additional Benefit Contribution is paid on a pay period basis.

The Additional Benefit Contribution is not considered special compensation nor reported to CalPERS as special compensation.

Upon annual election by the employee, an employee may receive one of the following contributions paid on a pay period basis:

- A. A District contribution of two percent (2%) of the employee's salary (calculated as base pay plus longevity pay if applicable); or
- B. Forty (40) hours of vacation leave per year in addition to accrued vacation hours provided herein. Employees who select this option will have their Earned Vacation Accrual Limit extended by forty (40) hours for the year in which this option is selected.

Section 8.0 - Deferred Compensation (457(b) Plan)

An employee may establish a deferred compensation account through the District's 457 Plan. The employee will have the option of placing compensation and other compensation received from the District into their deferred compensation account consistent with the rules, regulations and limitations pertaining thereto.

Section 9.0 - Basic Life Insurance

The District agrees to provide employer paid group term life insurance for all regular employees. The coverage amount is two (2) times the employee's annual salary, up to a maximum of one hundred fifty thousand dollars (\$150,000). Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

Section 10.0 - Retirement

A. Tier One Pension

For eligible employees hired by the District before January 1, 2013, or hired after January 1, 2013 who meet the definition of "classic members" as defined by CalPERS, the District will continue to participate in its Miscellaneous Plan Agreement with CalPERS to provide the 2.5% @ 55 retirement formula option, based on the average of three (3) highest years of employment.

The employee will be required to pay the member contribution as defined by CalPERS.

B. Tier Two Pension

For eligible employees who meet the definition of "new member" as set forth in Government Code Section 7522.02(f) the District will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with

Government Code Section 7522.20, based on the average of three (3) years of employment, in accordance with Government Code Section 7522.32.

New members will be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employees in Tier Two Pension will pay the rate prescribed by CalPERS for employee contributions to the Public Employees' Retirement System in accordance with the rules and regulations governing such employee contributions, which consists of one-half of the total normal costs for pension.

C. Retiree Additional Benefit

For those employees retiring from the District through a regular service retirement from CalPERS within one hundred twenty (120) days of separation from District employment, and who are fifty-five (55) years of age or older at the time of retirement, the District will make the following monthly payments toward retiree health insurance coverage, in addition to the minimum employer contribution required by PEMHCA:

<u>District Years of Service</u>	<u>Age 55</u>	<u>Age 60</u>	<u>Age 65</u>
10-14 years	\$100.00	\$130.00	\$195.00
15-19 years	\$135.00	\$180.00	\$270.00
20+ years	\$175.00	\$232.00	\$348.00

Current employees will have no contractual or vested right to receive the Retiree Additional Benefit. The District reserves the right to modify and/or eliminate the benefit at any time.

Section 11.0 - Vacation

A. Vacation Accrual

Employees will accrue vacation time according to their full or part-time status and the number of consecutive, full-time years the employee has worked for the District, as follows:

1. Full-Time Employee Accrual Rate and Limit:

Consecutive Full Time Years of Service	Vacation Hours Accrued per Pay Period of Paid Status	Vacation Hours Accrued per Year of Paid Status	Earned Vacation Accrual Limit (the greater of the following amounts or five days (forty hours) per year of employment)
1 - 5 years	3.077	80 hours	120 hours
6 - 10 years	4.615	120 hours	240 hours
11 - 15 years	5.385	140 hours	320 hours
16 - 19 years	6.154	160 hours	440 hours
20+ years	6.770	176 hours	520 hours

2. Vacation Accrual for Lateral Hires:

For the purpose of recruiting Management, Confidential and Professional employees, the General Manager may agree to count commensurate experience with another California water district as years of service for the purpose of determining the level of vacation accrual, subject to the Board of Directors' approval.

B. Vacation Usage

The provisions of Article XVIII, Section 1 of the Personnel Rules will govern accrual and use of vacation, except as outlined in Section 11.0 (A)(1) (including the chart therein) and (2). The minimum amount of vacation to be taken at any one time is one one-quarter (1/4) hour. Vacation may be used in quarter (1/4) hour increments.

C. Vacation Conversion

Earned/Accumulated Vacation may be converted to extra compensation on an hour paid, per hour used basis for the first one hundred twenty (120) hours taken by the end of the conversion evaluation period of each calendar year provided at least eighty (80) hours of vacation have been taken by the end of the conversion evaluation period of that calendar year and eight (8) hours of accrued, unused vacation remains in the employee's bank. An employee will make an irrevocable election of the amount of vacation leave to be converted in December the year before the vacation is earned.

Vacation cash out checks will be made available by the end of the third week of December to employees who have elected cash out the previous December. The conversion evaluation period is defined beginning with the final Pay Period of the prior calendar year¹ through the second to last Pay Period of the current calendar year. The employee has the following options:

1. Vacation may be converted to extra compensation at employees base hourly rate per hour of vacation converted.
2. Vacation earned/accumulated may be converted to a contribution to deferred compensation at the employees base hourly rate each hour of vacation converted subject to the rules, regulations and limitations governing deferred compensation.
3. Any combination of options 1 and 2 listed above with the distribution being based on full one (1) hour increments.

D. Unused Vacation Payout At Separation

Any employee separating from the District who has accrued, unused vacation leave will be paid for all accrued, unused vacation at the employee's base rate of pay, plus any longevity pay and incentive pay applicable at the time of separation.

Section 12.0 – Sick Leave

A. Accrual of Sick Leave

Eligible employees will be granted the equivalent of ninety-six (96) hours of Sick Leave per year. Sick Leave will accrue on a pay period basis at the rate of 3.69 hours per pay period.

For employees hired on or after July 1, 2020, sick leave accrual is capped at one thousand forty (1,040) hours.

B. Sick Leave Conversion

As an incentive for employee wellness and sick leave conservation, the following Sick Leave conversion provision will apply.

At the end of the conversion evaluation period of each calendar year, all employees will be entitled to convert Sick Leave to: 1) extra compensation; 2) contribution to deferred compensation; or 3) vacation time, based on the following criteria and conversion rates. An employee will make an irrevocable election of the amount of sick leave to be converted to in December the year before the sick leave is earned. The conversion evaluation period is defined as the beginning with the final Pay Period of the prior calendar year through the second to last Pay Period of the current calendar year.

Should an employee elect to convert Sick Leave to extra compensation, the District will provide a check to the employee by the end of the third week of December.

Sick Leave		Sick Leave Conversion* Based on Balance of Time in Hours		
	Hours used	105 hours	500 hours	1000 hours
	<48	12	24	48
	< 24	18	36	72

*Accumulated Sick Leave at the end of the second to last pay period of the calendar year

Sick Leave conversion to extra compensation or contribution to deferred compensation will be subject to the rules, regulations and limitations governing deferred compensation. Sick leave conversion to vacation will be subject to earned vacation accumulation limits and vacation entitlement limitations.

Requests for conversion of conserved Sick Leave will be in writing on forms provided by the District and subject to the approval of the General Manager.

C. Sick Leave on Separation from Employment

For employees with less than ten (10) years of service with the District, upon death, retirement, resignation or separation by layoff, up to five hundred twenty (520) hours of accrued Sick Leave will be paid off at the rate of twenty-five percent (25%) of the cash value. Accrued Sick Leave beyond five hundred twenty (520) hours will be paid off at the rate of twelve and one-half percent (12.5%) of the accrued cash value.

For employees with between ten (10) and fifteen (15) years of service with the District, upon death, retirement, resignation, or separation by layoff, up to one

thousand forty (1040) hours of the employee's accrued, unused Sick Leave will be paid to the employee or the employee's estate at the rate of fifty percent (50%) of the equivalent cash value. All accrued, unused Sick Leave beyond one thousand forty (1040) hours, will be paid off at the rate of twenty-five percent (25%) of the cash value.

For employees with fifteen (15) or more years of service with the District, upon death, retirement, resignation, or separation by layoff, up to one thousand forty (1040) hours of the employee's accrued, unused Sick Leave will be paid to the employee or the employee's estate at the rate of seventy-five percent (75%) of the equivalent cash value. All accrued, unused Sick Leave beyond one thousand forty (1040) hours, will be paid off at the rate of fifty percent (50%) of the cash value.

An employee, upon retirement, may convert unused Sick Leave that has not been converted to cash payment to added service credit under CalPERS in accordance with CalPERS rules and regulations.

D. Sick Leave Usage

The provisions of Article XVIII, Section 3 of the Personnel Rules will govern accrual and use of sick leave. The minimum amount of sick leave to be taken at any one time is one one-quarter (1/4) hour. Sick leave may be used in quarter (1/4) hour increments.

Section 13.0 - Management Leave

FLSA exempt employees are expected to meet the needs of the District, as established by the Manager and Board of Directors. Work schedules will provide exempt employees availability to meet District standards and requirements.

Full-time, FLSA exempt employees in the classifications of Deputy District Engineer, Senior Engineer, Finance Manager, Supervising Accountant, Operations & Maintenance Manager and Water Conservation Program Manager, who are not eligible to earn overtime, will receive eighty (80) hours of management leave per calendar year, provided as a lump sum on January 1st of each year. Management leave will be subject to the same standards and requirements as vacation.

The minimum amount of management leave to be taken at any one time is one one-quarter (1/4) hour. Management leave may be used in quarter (1/4) hour increments. Employees are required to use a minimum of forty (40) hours of management leave as time off each

year. Any unused management leave at the end of the calendar year and at separation will be automatically cashed out at the employee's base rate of pay plus any longevity pay and incentive pay. The employee may choose to contribute a portion or all of the cashed out management leave to the employee's 457 deferred compensation account at the employee's base rate of pay, subject to the rules, regulations and limitations governing deferred compensation.

Newly hired employees and employees promoted into an eligible classification at the District will receive a pro-rated amount of management leave at the time of hire/promotion.

Section 14.0 – Cell Phone Allowance

The District recognizes that certain employees must routinely use a personal cell phone to perform their job duties away from the office. To be eligible for the District monthly cell phone stipend, employees must meet at least one of the following business criteria:

- The employee requires 24/7 availability for urgent business or emergency response; or
- The employee's job requires them to work outside their assigned office or area, and mobile communication is necessary for day-to-day operations.

Upon written approval by the Department Head, the District will provide eligible employees with a flat, non-taxable monthly stipend. Effective the first full month following Board of Directors approval of the 2026 successor MOU, the District will provide eligible employees with a cell phone stipend of fifty-one dollars (\$51) per month. This stipend is intended to cover the business portion of the employee's personal cell phone plan. It is not considered part of base pay for the purpose of calculating raises or bonuses.

Employees receiving the stipend agree to:

- Maintain an active and functional personal cell phone plan at all times;
- Be accessible for business use during required periods.
- Agree that all District business exchanged over the device will comply with District policies.

The District reserves the right to discontinue the cell phone stipend if an employee no longer qualifies under the above stated business criteria.

Allowances are paid through the payroll system upon receipt of the designated form.

Section 15.0 – Employee Assistance Program

The District will provide and pay the premiums for a work-site based Employee Assistance Program for all regular employees and their families, with a maximum of six (6) sessions for each incident of treatment. The program will include provisions for formal and informal

District referral and employee/family referral. New employees have a one (1) month waiting period before coverage begins.

Section 17.0 – Safety Shoe Reimbursement

Employees in the classifications of Deputy District Engineer, Assistant/Associate/Senior Engineer and Operations & Maintenance Manager will be required to wear approved safety shoes as a condition of employment during all hours worked.

Appropriate safety shoes or boots will incorporate the following safety factors depending on the type of work performed:

- A. Non-skid sole
- B. Adequate ankle protection
- C. Puncture protection
- D. Impact/compression protection, and;
- E. Must be in compliance with General Industry Safety Orders.

Employees required to wear approved safety shoes, who report to work without their safety shoes, will not be permitted to work.

Effective January 1, 2024, the District will reimburse employees in classifications required to wear safety shoes, upon presentation of receipt, up to two hundred seventy-five dollars (\$275.00) each calendar year for safety shoe purchases. Effective January 1, 2027, the District will reimburse employees in classifications required to wear safety shoes, upon presentation of receipt, up to three hundred twenty-five dollars (\$325) each calendar year for safety shoe purchases. Orders for safety shoes and uniform items submitted through the District shall be submitted concurrently.

All necessary repairs and associated expenses for safety shoes will be the responsibility of the employee.

If an employee resigns within the first six (6) months of employment, the employee will refund the full amount to the District.

The monetary value of safety boots will not be reportable compensation.

Section 18.0 – Prorated Benefits for Part Time Employees

Part time employees authorized to work at least twenty (20) hours per week (i.e., at least fifty percent (50%) of a full time work schedule) will receive prorated benefits, including vacation, sick leave (as permitted by law), Flexible Benefits Plan contributions, and other benefits. The part-time work schedule must be authorized by the General Manager or designee.

Section 19.0 – General Terms

This Resolution supersedes all other summaries of benefits, resolutions and memos addressing benefits and compensation currently provided to Management/Confidential/Professional employees.

Management/Confidential/Professional employees are subject to the provisions of the District’s Personnel Rules and Regulations. If a provision of this Resolution conflicts with any provision of the District’s Personnel Rules and Regulations, the provision of this Resolution that is in conflict will apply to Management/Confidential/Professional employees. If a provision of this Resolution conflicts with an individual employee’s employment contract, the provision of the employment contract that is in conflict will apply to the individual employee.

Section 20.0 – Effective Date

This resolution is effective July 1, 2026, and supersedes any and all prior schedule of benefits for the job classifications listed herein.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this 24th day of June 2026, by the following vote:

AYES: DIRECTORS:

NOES: DIRECTORS:

ABSTAIN: DIRECTORS:

ABSENT: DIRECTORS:

Mark Wright
President

ATTEST:

DRAFT---DRAFT---DRAFT---DRAFT---DRAFT---DRAFT---DRAFT

Barbara L. Mauro, Board Clerk

**Appendix A
Classification Table**

Classification
Accountant I
Accountant II
Assistant Engineer (Engineer 1)
Associate Engineer (Engineer 2)
Deputy District Engineer
Finance Manager
Human Resources/ Administrative Analyst
Operations & Maintenance Manager
Senior Engineer (Engineer 3)
Supervising Accountant
Water Conservation Program Manager

**Appendix B Salary Schedule (Effective July 2026)
Management/Confidential/Professional**

Effective 07/06/26

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant I	monthly	6,914	7,191	7,479	7,778	8,089	8,413	8,749	9,099
Accountant II	monthly	7,606	7,910	8,227	8,556	8,898	9,254	9,624	10,009
Deputy District Engineer	monthly	12,568	13,071	13,594	14,138	14,703	15,291	15,903	15,589
Engineer I (Assistant)*	monthly	8,202	8,530	8,871	9,226	9,595	9,979	10,378	10,793
Engineer II (Associate)*	monthly	9,022	9,383	9,758	10,148	10,554	10,976	11,415	11,879
Engineer III (Senior)*	monthly	11,277	11,728	12,197	12,685	13,193	13,720	14,269	14,840
Finance Manager	monthly	10,783	11,215	11,663	12,130	12,615	13,119	13,644	14,190
HR/Administrative Analyst	monthly	7,943	8,261	8,592	8,935	9,293	9,664	10,051	10,455
Operations & Maintenance Manager	monthly	11,409	11,866	12,340	12,834	13,347	13,881	14,437	15,014
Supervising Accountant	monthly	9,585	9,968	10,367	10,782	11,213	11,661	12,128	12,613
Water Conservation Program Manager	monthly	8,443	8,781	9,132	9,498	9,878	10,273	10,684	11,111

RESOLUTION NO. 2026-18XX

**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**

WHEREAS, San Benito County Water District desires to memorialize certain benefits and compensation currently provided to Management/Confidential/Professional employees;

WHEREAS, classifications in the San Benito County Water District's Management/Confidential/Professional group are considered a group because they share similarities in job duties or are otherwise a logical work-related grouping;

THEREFORE, BE IT RESOLVED by the Board of Directors of the San Benito County Water District, that the following employment terms apply for employees in the Management/Confidential/Professional group. This Resolution supersedes and incorporates all prior schedule of benefits for the job classifications listed herein.

Section 1.0 – Purpose and Application

The purpose of this Resolution is to set forth certain salary, benefits and additional compensation for Management/Confidential/Professional employees of the San Benito County Water District (“District”).

This Resolution will be applicable to probationary and regular employees in the following Management/Confidential/Professional classifications:

- A. Accountant I
- B. Accountant II
- C. Assistant Engineer (Engineer I)
- D. Associate Engineer (Engineer II)
- E. Deputy District Engineer
- F. Finance Manager
- G. Human Resources/Administrative Analyst
- H. Operations & Maintenance Manager
- I. Senior Engineer (Engineer III)
- J. Supervising Accountant
- K. Water Conservation Program Manager

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Temporary and seasonal employees are not covered by this Resolution.

This Resolution creates no contractual or vested rights. The Board of Directors retains all rights and authority to amend, reduce, or eliminate benefits and additional compensation in its sole and absolute discretion.

In accordance with Article II, Section 1 of the District's Personnel Rules and Regulations, unrepresented Management, Confidential and Professional employees, and employees who are party to an employment agreement with the District, are at-will employees.

Section 2.0 - Salaries

Effective July ~~106, 2023~~2026, salary schedules for benchmark classifications will be adjusted as provided in Appendix B, follows:

Class	Adjustment

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~~**Note: Classifications that were recently brought to market, (Accountant I and II and HR/Administrative Analyst), as well as the Supervising Accountant, Finance Manager, Deputy District Engineer and Senior Engineer, will be excluded from this increase.~~

~~— Effective July 10, 2023 and during the term of the 2023 MOU, the District will align the salaries of the Accountant I to be 10% below the Accountant II.~~

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~~Effective the first full pay period following July 1, 2027, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.~~

~~Effective the first full pay period following July 1, 2028, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.~~

~~Effective July 10, 2023, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.~~

~~Effective July 8, 2024, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.~~

~~Effective July 7, 2025, there will be a three percent (3%) cost of living increase to salary schedules for all classifications covered by this Resolution.~~

~~Effective July 7, 2025, the Board of Directors approved the Deputy District Engineer salary schedule bringing it to market, so this position will be excluded from the 3% increase.~~

The full classification table and salary schedule for Fiscal Years ~~26/27, 27/28, and 28/29~~ ~~23/24, 24/25 and 25/26~~ are reflected in Appendix A.

Section 3.0 - Longevity Pay for Tier One Employees

Employees hired by the District before January 1, 2013 who have more than five (5) years of continuous District service will receive longevity pay in the amount of eight percent (8%). No other employees will be eligible for longevity pay.

Section 4.0 ~~Educational and~~ Technical Certification Incentives

The District will provide the following ~~educational~~ incentives to employees for completing ~~educational courses and~~ certificates listed below, which enhance their ability to do their job:

A. ~~Continuing Education incentive~~

~~Upon proof of certification to the District, employees who have completed Continuing Education Units (CEU) or equivalent education or training outside of their normal District duties during the previous twenty-four (24) months will receive a per pay period incentive payment of twenty-two dollars and forty-five cents (\$ 22.45) per CEU or equivalent to a maximum of sixty-seven dollars and thirty cents (\$ 67.30) per pay period.~~

~~The Continuing Education Incentive will be based on increments of greater than or equal to 0.5 CEU; generally, 1 hour of training equates to 0.1 CEU.~~

~~To be eligible for this benefit, employees must obtain CEUs or equivalent education or training in areas applicable to advancement in the employee's classification series, as determined and approved in advance in writing by the District. The fees associated with obtaining the CEUs must be paid for by the employee.~~

~~CEU units earned beyond what are required for the maximum education incentive pay may be accrued for use toward education incentive pay in subsequent years, provided, however that beginning with credits earned July 1, 2014, only credit that has been received within the past three years may be eligible for the Continuing Education Incentive under this accrual provision.~~

~~CEU units or equivalent education and training taken in furtherance of a technical certification described below will not be subject to the Continuing Education Incentive provided under this provision.~~

B. ~~Technical Certification Incentive~~

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For employees in the classifications listed below, in recognition of possession of the technical certifications listed below which are not required for the employee's current job classification, the employee will receive the incentive pay listed below, to a maximum of one hundred forty dollars and twenty-five cents (\$140.25) per pay period, effective the first day of the next pay period through the end of the pay period in which the certification expires.

Technical Certification Pay will be as follows:

1. The Operations and Maintenance Manager will be eligible to receive an incentive for maintenance of a Water Treatment Operator Grade 2 certificate in the amount of thirty-nine dollars and twenty-five cents (\$39.25) per pay period, and fifty dollars and fifty cents (\$50.50) per pay period for maintenance of a Water Distribution Operator Grade 3 certificate.
2. The Water Conservation Program Manager will receive an incentive for maintenance of a Certified Landscape Irrigation Auditor certificate in the amount of thirty-nine dollars and twenty-five cents (\$39.25) per pay period.

C. Training and Education Loan Assistance Program

The District will provide financial assistance to regular employees for qualifying training and/or education programs directly related to career advancement with the District. The District will advance the cost of such programs (tuition, books and required materials) up to one thousand dollars (\$1,000) per program and a maximum of one thousand five hundred dollars (\$1,500) per employee at any time. The employee will repay the advance under the terms set forth below. Employees are required to submit receipts within thirty (30) days of the advance or will be required to repay the loan in full immediately.

An employee requesting financial assistance to attend a training and/or education program must provide the General Manager with a written request for the advance (including the amount requested) and an official description of the program with sufficient information to determine whether the program qualifies for District financial assistance. Once approved, the District and the employee will agree on a repayment schedule providing regular payroll deductions from the employee's paycheck beginning with the pay period following the disbursement of funds, and for a period not to exceed thirty-six (36) months. The District and the employee will then enter into a written agreement specifying the agreed upon terms.

The District will not approve new financial assistance requests from an employee until prior training and education assistance monies are repaid in full.

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If for any reason the employee separates from District employment prior to repayment of the monies advanced, the entire unpaid amount of the advance will become immediately due and payable to the District upon the effective date of separation.

Section 5.0 Overtime

Employees in the classifications of Accountant I, Accountant II, Assistant Engineer, Associate Engineer and Human Resources/Administrative Assistant are authorized to receive overtime compensation. Overtime will be any authorized work exceeding forty (40) hours in a seven-day consecutive period beginning at 12:00 a.m. on Monday and ending at 11:59 p.m. on Sunday. Overtime compensation will be paid at one and one half (1-1/2) of the employee's regular hourly rate of pay for work exceeding forty (40) hours in the seven-day consecutive period. Such employees will not be eligible for management leave.

All overtime work must be pre-approved by the employee's manager. In exceptional or emergency circumstances where overtime is required and there is no opportunity to obtain such authorization or approval, an employee will report the overtime hours worked and the purpose to ~~his/her~~their supervisor at the first opportunity.

Section 6.0 Work Out of Class Pay

~~Out of class pay is compensation to employees who are required by the District General Manager or designee to work in an upgraded position/classification of limited duration. Out of class pay will begin the first day of the pay period following the beginning of the assignment. An employee must assume substantially the full range of duties and responsibilities of the higher-level position. Employees may or may not be relieved of their normal duties to qualify for out-of-class pay.~~

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~~Effective July 6, 2026, out of class pay will be the higher of five percent (5%) base pay or the beginning step salary of the temporary rank being held for all of the time spent in this capacity.~~

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~~For the purpose of Government Code section 20480, when assigned to temporarily fill a vacant position during recruitment for a permanent appointment, an out-of-class appointment shall not exceed a total of nine hundred sixty (960) hours in a fiscal year.~~

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Section 6.0 -Health and Welfare Benefits

~~The Employer Benefit Program (Medical, Dental, Vision, Life, Pre-Tax Medical, Deferred Compensation) for Management, Confidential and Professional employees in benefit~~

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program Tiers One and Two as described below will not be less than the corresponding tier of benefit programs for represented employees.

A. Medical Insurance Contribution

The District is a participating employer in the Public Employees' Medical and Hospital Care Act (PEMHCA), the medical insurance program sponsored by CalPERS. For each employee enrolled in District-provided health insurance, the District's maximum contribution per month for medical insurance for each active employee will be the minimum employer contribution as determined by CalPERS.

B. Flexible Benefit Plan

The District maintains a Flexible Benefit Plan that constitutes a cafeteria plan within the meaning of Section 125 of the Internal Revenue Code. The Flexible Benefit Plan allows active employees to pay for actual medical plan premiums or other qualified expenses, on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to, health insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, dental insurance and vision insurance benefits.

Effective as soon as administratively feasible following July 6, 2026, the District will provide on a monthly basis a cafeteria plan allowance for employees based on the employee's enrolled plan and level of insurance coverage for medical, dental, and vision insurance up to the amounts below.

For Single Party medical coverage, the District will pay the higher of either:

- \$1,547 per month (inclusive of cafeteria plan allowance and PEMHCA minimum).
OR
- 90% cost of health insurance coverage for the employee's level of enrollment (inclusive of PEMHCA minimum), not to exceed 90% of the cost of PERS GOLD, plus 90% of the cost of Dental insurance for the employee's level of enrollment, plus 90% cost of Vision insurance for the employee's level of enrollment. Under this option, no cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

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For 2-Party and Family medical coverage, the District will pay 90% cost of PERS Gold (inclusive of PEMHCA minimum), plus 90% cost of Dental based on level of enrollment, plus 90% cost of Vision based on level of enrollment. No cash back will be paid to the employee if the employee enrolls in lower cost health insurance or opts out of vision insurance.

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~~Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, whichever is later, benefit deductions will be processed on a semi-monthly in first two pay periods of the month.~~

~~1. Tier One District Contribution for Employees Hired Before July 1, 2020:~~

~~For employees hired before July 1, 2020, in addition to the minimum employer contribution to PEMHCA required by CalPERS for each employee enrolled in District health insurance, the District will provide a monthly contribution in the amount of one thousand two hundred eighty five dollars (\$1,285) for each employee to use toward purchase of health and welfare benefits. Any portion of the District paid cafeteria plan allowance that is not used for the purchase of health and welfare benefits will be paid to the employee as taxable income.~~

~~Effective January 1, 2018, the District will contribute, on behalf of each eligible, Tier One, full-time employee enrolled in single party District provided medical insurance, solely for the purchase of medical insurance coverage, an additional amount up to one hundred dollars (\$100) per month for a total of one thousand three hundred eighty five dollars per month.~~

~~Effective January 1, 2018, the District will contribute, on behalf of each eligible, Tier One, full-time employee enrolled in employee plus one or employee plus family District provided medical insurance, solely for the purchase of medical insurance coverage, an additional amount up to two hundred dollars (\$200) per month for a total of one thousand four hundred eighty five dollars per month.~~

~~For 2023, the Tier One Cafeteria Plan amounts are summarized as follows:~~

Tier One	2023 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2-Party	\$ 1,485
Family	\$ 1,485

~~2. Tier Two District Contribution for Employees Hired On or After July 1, 2020:~~

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For employees hired on or after July 1, 2020, in addition to the minimum employer contribution to PEMHCA required by CalPERS, on behalf of each eligible employee enrolled in medical insurance offered through the District, the District will provide a monthly contribution in the amount of up to one thousand three hundred eighty-five dollars (\$1,385) for purchase of health and welfare benefits. Any portion of the District-paid cafeteria plan allowance that is not used for the purchase of health and welfare benefits will be paid to the employee as taxable income. However, Tier two employees who opt out of medical insurance offered through the District are not eligible for cash in lieu.

For 2023, the Tier Two Cafeteria Plan amounts are summarized as follows:

Tier Two	2023 Monthly Cafeteria Plan Allowance
Opt Out Health	0
Single Party	\$ 1,385
2-Party	\$ 1,385
Family	\$ 1,385

3. District Contribution for all Employees On and After January 1, 2024

Effective January 1, 2024, Tier 2 will be eliminated, and the additional District contribution for each eligible employee enrolled in employee plus family District-provided medical insurance will increase to a total of one thousand seven hundred ninety dollars (\$1,790) per month.

The 2024 Cafeteria Plan amounts are summarized as follows:

All Employees	2024 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2-Party	\$ 1,485
Family	\$ 1,790

Effective January 1, 2025, the additional District contribution for each eligible employee enrolled in employee plus family District-provided medical insurance will increase to a total of one thousand eight hundred seventy-nine dollars (\$1,879) per month.

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The 2025 Cafeteria Plan amounts are summarized as follows:

All Employees	2025 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2 Party	\$ 1,485
Family	\$ 1,879

Effective January 1, 2026, the additional District contribution for each eligible employee enrolled in employee plus family District-provided medical insurance will increase to a total of one thousand nine hundred seventy-three dollars (\$1,973) per month.

The 2026 Cafeteria Plan amounts are summarized as follows:

All Employees	2026 Monthly Cafeteria Plan Allowance
Opt Out Health	\$ 1,285
Single Party	\$ 1,385
2 Party	\$ 1,485
Family	\$ 1,973

4. Alternate Benefits for Employees Who Opt Out of District Health Insurance

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Employees have the option to opt out of District health coverage. In order to decline medical coverage through the District and receive alternate benefits, employees must provide attestation and evidence of alternate minimum essential coverage for the employee and all individuals in their tax family on an annual basis during open enrollment. Proof of alternative minimum essential coverage and the corresponding attestation must be provided to the District in every plan year during the open enrollment period.

Effective as soon as administratively feasible following first full pay period following July 1, 2026 or first pay period following Board of Directors' approval of a successor MOU in 2026, if an employee elects no District-offered health insurance coverage and provides the required attestation and evidence, the

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District will pay the employee five hundred dollars (\$500) per month (or \$230.77 per pay period) in cash.

No cash payment will be provided if the District knows or has reason to know that the employee or employee's tax family does not have alternative minimum essential coverage.

The District's obligation to pay alternate benefits for employees may be conditioned upon compliance with IRS requirements for an eligible opt out program.

The District has the authority to contract for medical benefits for employees, to determine the benefits that will be provided to employees, and to establish premiums.

C. Dental Benefits

The District agrees to provide access to group dental coverage, including orthodontic benefits, for all full-time employees and their qualifying dependents

Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

Employees are required to enroll in single party District-provided dental insurance coverage. Employees also have the option to enroll qualifying dependents in District-provided dental insurance coverage.

Employees may use the District's contribution to the Flexible Benefits Plan described in Section 6.0(B) to cover part or all of the cost of District-provided dental insurance coverage.

D. Vision Benefits

The District agrees to provide access to group vision coverage for all full-time employees and their dependents.

Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

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Employees may use the District's contribution to the Flexible Benefits Plan described in Section ~~7~~6.0(B) to cover part or all of the cost of District-provided vision insurance coverage.

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E. Optional, Supplemental Insurance Benefits

The District will provide access to certain supplemental insurance benefit plans.

Employees may use the District's contribution to the Flexible Benefits Plan described in Section 6.0(B) to cover part or all of the cost of supplemental insurance coverage.

F. Flexible Spending Arrangement

Employees may elect to contribute pre-tax dollars, in accordance with IRS rules and regulations, toward a District flexible spending arrangement (FSA) for qualifying medical and dependent care expenses. If any funds remain in an employee's Healthcare FSA at the end of the current plan year, the employee may carry over up to five hundred dollars (\$500) into the subsequent year.

Section 7.0 – Additional District Benefit Contribution

For employees in the Management/Confidential/Professional group, the District will provide an additional contribution toward benefits. The Additional Benefit Contribution is paid on a pay period basis.

The Additional Benefit Contribution is not considered special compensation nor reported to CalPERS as special compensation.

Upon annual election by the employee, an employee may receive one of the following contributions paid on a pay period basis:

- A. A District contribution of two percent (2%) of the employee's salary (calculated as base pay plus longevity pay if applicable); or
- B. Forty (40) hours of vacation leave per year in addition to accrued vacation hours provided herein. Employees who select this option will have their Earned Vacation Accrual Limit extended by forty (40) hours for the year in which this option is selected.

Section 8.0 - Deferred Compensation (457(b) Plan)

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An employee may establish a deferred compensation account through the District's 457 Plan. The employee will have the option of placing compensation and other compensation received from the District into their deferred compensation account consistent with the rules, regulations and limitations pertaining thereto.

Section 9.0 – Basic Life Insurance

The District agrees to provide employer paid group term life insurance for all regular employees. The coverage amount is two (2) times the employee's annual salary, up to a maximum of one hundred fifty thousand dollars (\$150,000). Following the employee's hire date, new employees have a one (1) month waiting period before coverage begins.

Section 10.0 – Retirement

A. Tier One Pension

For eligible employees hired by the District before January 1, 2013, or hired after January 1, 2013 who meet the definition of "classic members" as defined by CalPERS, the District will continue to participate in its Miscellaneous Plan Agreement with CalPERS to provide the 2.5% @ 55 retirement formula option, based on the average of three (3) highest years of employment.

The employee will be required to pay the member contribution as defined by CalPERS.

B. Tier Two Pension

For eligible employees who meet the definition of "new member" as set forth in Government Code Section 7522.02(f) the District will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with Government Code Section 7522.20, based on the average of three (3) years of employment, in accordance with Government Code Section 7522.32.

New members will be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employees in Tier Two Pension will pay the rate prescribed by CalPERS for employee contributions to the Public Employees' Retirement System in accordance with the rules and regulations governing such employee contributions, which consists of one-half of the total normal costs for pension.

C. Retiree Additional Benefit

For those employees retiring from the District through a regular service retirement from CalPERS within one hundred twenty (120) days of separation from District employment, and who are fifty-five (55) years of age or older at the time of retirement, the District will make the following monthly payments toward retiree health insurance coverage, in addition to the minimum employer contribution required by PEMHCA:

<u>District Years of Service</u>	<u>Age 55</u>	<u>Age 60</u>	<u>Age 65</u>
10-14 years	\$100.00	\$130.00	\$195.00
15-19 years	\$135.00	\$180.00	\$270.00
20+ years	\$175.00	\$232.00	\$348.00

Current employees will have no contractual or vested right to receive the Retiree Additional Benefit. The District reserves the right to modify and/or eliminate the benefit at any time.

Section 11.0 - Vacation

A. Vacation Accrual

Employees will accrue vacation time according to their full or part-time status and the number of consecutive, full-time years the employee has worked for the District, as follows:

1. Full-Time Employee Accrual Rate and Limit:

Consecutive Full Time Years of Service	Vacation Hours Accrued per Pay Period of Paid Status	Vacation Hours Accrued per Year of Paid Status	Earned Vacation Accrual Limit (the greater of the following amounts or five days (forty hours) per year of employment)
1 - 5 years	3.077	80 hours	120 hours
6 - 10 years	4.615	120 hours	240 hours

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11 - 15 years	5.385	140 hours	320 hours
16 - 19 years	6.154	160 hours	440 hours
20+ years	6.770	176 hours	520 hours

2. Vacation Accrual for Lateral Hires:

For the purpose of recruiting Management, Confidential and Professional employees, the General Manager may agree to count commensurate experience with another California water district as years of service for the purpose of determining the level of vacation accrual, subject to the Board of Directors' approval.

B. Vacation Usage

The provisions of Article XVIII, Section 1 of the Personnel Rules will govern accrual and use of vacation, except as outlined in Section 11.0 (A)(1) (including the chart therein) and (2). The minimum amount of vacation to be taken at any one time is one one-quarter (1/4) hour. Vacation may be used in quarter (1/4) hour increments.

C. Vacation Conversion

Earned/Accumulated Vacation may be converted to extra compensation on an hour paid, per hour used basis for the first one hundred twenty (120) hours taken by the end of the conversion evaluation period of each calendar year provided at least eighty (80) hours of vacation have been taken by the end of the conversion evaluation period of that calendar year and eight (8) hours of accrued, unused vacation remains in the employee's bank. An employee will make an irrevocable election of the amount of vacation leave to be converted in December the year before the vacation is earned.

Vacation cash out checks will be made available by the end of the third week of December to employees who have elected cash out the previous December. The conversion evaluation period is defined beginning with the final Pay Period of the prior calendar year1 through the second to last Pay Period of the current calendar year. The employee has the following options:

1. Vacation may be converted to extra compensation at employees base hourly rate per hour of vacation converted.

2. Vacation earned/accumulated may be converted to a contribution to deferred compensation at the employees base hourly rate each hour of vacation converted subject to the rules, regulations and limitations governing deferred compensation.
3. Any combination of options 1 and 2 listed above with the distribution being based on full one (1) hour increments.

D. Unused Vacation Payout At Separation

Any employee separating from the District who has accrued, unused vacation leave will be paid for all accrued, unused vacation at the employee's base rate of pay, plus any longevity pay and incentive pay applicable at the time of separation.

Section 12.0 - Sick Leave

A. Accrual of Sick Leave

Eligible employees will be granted the equivalent of ninety-six (96) hours of Sick Leave per year. Sick Leave will accrue on a pay period basis at the rate of 3.69 hours per pay period.

For employees hired on or after July 1, 2020, sick leave accrual is capped at one thousand forty (1,040) hours.

B. Sick Leave Conversion

As an incentive for employee wellness and sick leave conservation, the following Sick Leave conversion provision will apply.

At the end of the conversion evaluation period of each calendar year, all employees will be entitled to convert Sick Leave to: 1) extra compensation; 2) contribution to deferred compensation; or 3) vacation time, based on the following criteria and conversion rates. An employee will make an irrevocable election of the amount of sick leave to be converted to in December the year before the sick leave is earned. The conversion evaluation period is defined as the beginning with the final Pay Period of the prior calendar year through the second to last Pay Period of the current calendar year.

Should an employee elect to convert Sick Leave to extra compensation, the District will provide a check to the employee by the end of the third week of December.

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Sick Leave		Sick Leave Conversion* Based on Balance of Time in Hours		
	Hours used	105 hours	500 hours	1000 hours
	<48	12	24	48
	< 24	18	36	72

*Accumulated Sick Leave at the end of the second to last pay period of the calendar year

Sick Leave conversion to extra compensation or contribution to deferred compensation will be subject to the rules, regulations and limitations governing deferred compensation. Sick leave conversion to vacation will be subject to earned vacation accumulation limits and vacation entitlement limitations.

Requests for conversion of conserved Sick Leave will be in writing on forms provided by the District and subject to the approval of the General Manager.

C. Sick Leave on Separation from Employment

For employees with less than ten (10) years of service with the District, upon death, retirement, resignation or separation by layoff, up to five hundred twenty (520) hours of accrued Sick Leave will be paid off at the rate of twenty-five percent (25%) of the cash value. Accrued Sick Leave beyond five hundred twenty (520) hours will be paid off at the rate of twelve and one-half percent (12.5%) of the accrued cash value.

For employees with between ten (10) and fifteen (15) years of service with the District, upon death, retirement, resignation, or separation by layoff, up to one thousand forty (1040) hours of the employee's accrued, unused Sick Leave will be paid to the employee or the employee's estate at the rate of fifty percent (50%) of the equivalent cash value. All accrued, unused Sick Leave beyond one thousand forty (1040) hours, will be paid off at the rate of twenty-five percent (25%) of the cash value.

For employees with fifteen (15) or more years of service with the District, upon death, retirement, resignation, or separation by layoff, up to one thousand forty (1040) hours of the employee's accrued, unused Sick Leave will be paid to the employee or the employee's estate at the rate of seventy-five percent (75%) of the equivalent cash

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value. All accrued, unused Sick Leave beyond one thousand forty (1040) hours, will be paid off at the rate of fifty percent (50%) of the cash value.

An employee, upon retirement, may convert unused Sick Leave that has not been converted to cash payment to added service credit under CalPERS in accordance with CalPERS rules and regulations.

D. Sick Leave Usage

The provisions of Article XVIII, Section 3 of the Personnel Rules will govern accrual and use of sick leave. The minimum amount of sick leave to be taken at any one time is one one-quarter (1/4) hour. Sick leave may be used in quarter (1/4) hour increments.

Section 13.0 - Management Leave

FLSA exempt employees are expected to meet the needs of the District, as established by the Manager and Board of Directors. Work schedules will provide exempt employees availability to meet District standards and requirements.

Full-time, FLSA exempt employees in the classifications of Deputy District Engineer, Senior Engineer, Finance Manager, Supervising Accountant, Operations & Maintenance Manager and Water Conservation Program Manager, who are not eligible to earn overtime, will receive eighty (80) hours of management leave per calendar year, provided as a lump sum on January 1st of each year. Management leave will be subject to the same standards and requirements as vacation.

The minimum amount of management leave to be taken at any one time is one one-quarter (1/4) hour. Management leave may be used in quarter (1/4) hour increments. Employees are required to use a minimum of forty (40) hours of management leave as time off each year. Any unused management leave at the end of the calendar year and at separation will be automatically cashed out at the employee's base rate of pay plus any longevity pay and incentive pay. The employee may choose to contribute a portion or all of the cashed out management leave to the employee's 457 deferred compensation account at the employee's base rate of pay, subject to the rules, regulations and limitations governing deferred compensation.

Newly hired employees and employees promoted into an eligible classification at the District will receive a pro-rated amount of management leave at the time of hire/promotion.

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Section 14.0 – Cell Phone Allowance

~~The District recognizes that certain employees must routinely use a personal cell phone to perform their job duties away from the office. To be eligible for the District monthly cell phone stipend, employees must meet at least one of the following business criteria:~~

- ~~• The employee requires 24/7 availability for urgent business or emergency response;~~
- ~~or~~
- ~~• The employee's job requires them to work outside their assigned office or area, and mobile communication is necessary for day-to-day operations.~~

~~Upon written approval by the Department Head, the District will provide eligible employees with a flat, non-taxable monthly stipend. Effective the first full month following City Council approval of the 2026 successor MOU, the District will provide eligible employees with a cell phone stipend of fifty-one dollars (\$51) per month. This stipend is intended to cover the business portion of the employee's personal cell phone plan. It is not considered part of base pay for the purpose of calculating raises or bonuses.~~

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~~Employees receiving the stipend agree to:~~

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- ~~• Maintain an active and functional personal cell phone plan at all times;~~
- ~~• Be accessible for business use during required periods.~~
- ~~• Agree that all District business exchanged over the device will comply with District policies.~~

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~~The District reserves the right to discontinue the cell phone stipend if an employee no longer qualifies under the above stated business criteria.~~

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~~Managers required to use a mobile device for business use related to their functional area, are eligible to receive a monthly stipend of fifty-one dollars (\$51) for an employee purchased, owned and operated cellular phone and/or wireless PDA device. Allowances are paid through the payroll system upon receipt of the designated form.~~

Section 15.0 – Credit Union

~~The District agrees to make available participation in the Santa Clara County Federal Credit Union at no cost to the District.~~

Section 16.0 – Employee Assistance Program

The District will provide and pay the premiums for a work-site based Employee Assistance Program for all regular employees and their families, with a maximum of six (6) sessions for each incident of treatment. The program will include provisions for formal and informal

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District referral and employee/family referral. New employees have a one (1) month waiting period before coverage begins.

Section 17.0 –Safety Shoe Reimbursement

Employees in the classifications of Deputy District Engineer, Assistant/Associate/Senior Engineer and Operations & Maintenance Manager will be required to wear approved safety shoes as a condition of employment during all hours worked.

Appropriate safety shoes or boots will incorporate the following safety factors depending on the type of work performed:

- A. Non-skid sole
- B. Adequate ankle protection
- C. Puncture protection
- D. Impact/compression protection, and;
- E. Must be in compliance with General Industry Safety Orders.

Employees required to wear approved safety shoes, who report to work without their safety shoes, will not be permitted to work.

~~Effective January 1, 2021, the District will reimburse employees required to wear safety shoes, upon presentation of receipt, up to two hundred fifty dollars (\$250.00) each calendar year for safety shoe purchases.~~ Effective January 1, 2024, the District will reimburse employees in classifications required to wear safety shoes, upon presentation of receipt, up to two hundred seventy-five dollars (\$275.00) each calendar year for safety shoe purchases. Effective January 1, 2027, the District will reimburse employees in classifications required to wear safety shoes, upon presentation of receipt, up to three hundred twenty-five dollars (\$325) each calendar year for safety shoe purchases. Orders for safety shoes and uniform items submitted through the District shall be submitted concurrently.

All necessary repairs and associated expenses for safety shoes will be the responsibility of the employee.

~~Effective January 1, 2024, the District shall reimburse up to two hundred seventy-five dollars (\$275.00) for each new employee hired in a classification required to wear safety shoes.~~ If an employee resigns within the first six (6) months of employment, the employee will refund the full amount to the District.

The monetary value of safety boots will not be reportable compensation.

Section 18.0 – Prorated Benefits for Part Time Employees

Part time employees authorized to work at least twenty (20) hours per week (i.e., at least fifty percent (50%) of a full time work schedule) will receive prorated benefits, including vacation, sick leave (as permitted by law), Flexible Benefits Plan contributions, and other benefits. The part-time work schedule must be authorized by the General Manager or designee.

Section 19.0 – General Terms

This Resolution supersedes all other summaries of benefits, resolutions and memos addressing benefits and compensation currently provided to Management/Confidential/Professional employees.

Management/Confidential/Professional employees are subject to the provisions of the District's Personnel Rules and Regulations. If a provision of this Resolution conflicts with any provision of the District's Personnel Rules and Regulations, the provision of this Resolution that is in conflict will apply to Management/Confidential/Professional employees. If a provision of this Resolution conflicts with an individual employee's employment contract, the provision of the employment contract that is in conflict will apply to the individual employee.

~~As soon as administratively feasible, the Personnel Rules and Regulations will be updated to provide the following changes:~~

- ~~• Overtime will be compensated by pay only, and will no longer be compensated with compensatory time off;~~
- ~~• An employee who receives an "exceptional" overall rating on their performance evaluation may receive a double step increase, subject to the approval of the General Manager.~~
- ~~• Accrued paid leave may be taken in quarter-hour increments.~~
- ~~• Two paid holidays will be added to the holiday schedule: Cesar Chavez Day and Juneteenth.~~
- ~~• Sick leave provided under the California Paid Sick Leave and California Family Rights Act Leave Act to care for an immediate family member, will be permitted to care for a "designated person" in accordance with recent legislation.~~
- ~~• Two additional days of unpaid Bereavement leave will be provided, for which an employee may concurrently use accrued paid leave, in accordance with recent legislation. Immediate family will be defined to include step-grandparents and step-grandchildren.~~

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Section 20.0 – Effective Date

This resolution is effective July 1, ~~2023~~2026, and supersedes any and all prior schedule of benefits for the job classifications listed herein.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this ~~28th~~24th day of June ~~2023~~2026, by the following vote:

AYES: DIRECTORS:

NOES: DIRECTORS:

ABSTAIN: DIRECTORS:

ABSENT: DIRECTORS:

~~Sonny Flores~~Mark Wright
President

ATTEST:

Barbara L. Mauro, Board Clerk

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**Appendix A
Classification Table**

Classification
Accountant I
Accountant II
Assistant Engineer (Engineer 1)
Associate Engineer (Engineer 2)
Deputy District Engineer
Finance Manager
Human Resources/ Administrative Analyst
Operations & Maintenance Manager
Senior Engineer (Engineer III 3)
Supervising Accountant
Water Conservation Program Manager
Human Resources/ Administrative Analyst

Appendix B Salary Schedule (Effective July 2023/2026)
Management/Confidential/Professional

Effective 07/06/26

Classification	Rate Type	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant I	monthly	6,914	7,191	7,479	7,778	8,089	8,413	8,749	9,099
Accountant II	monthly	7,606	7,910	8,227	8,556	8,898	9,254	9,624	10,009
Deputy District Engineer	monthly	12,568	13,071	13,594	14,138	14,703	15,291	15,903	15,582
Engineer I (Assistant)*	monthly	8,202	8,530	8,871	9,226	9,595	9,979	10,378	10,793
Engineer II (Associate)*	monthly	9,022	9,383	9,758	10,148	10,554	10,976	11,415	11,872
Engineer III (Senior)*	monthly	11,277	11,728	12,197	12,685	13,193	13,720	14,269	14,840
Finance Manager	monthly	10,783	11,215	11,663	12,130	12,615	13,119	13,644	14,190
HR/Administrative Analyst	monthly	7,943	8,261	8,592	8,935	9,293	9,664	10,051	10,453
Operations & Maintenance Manager	monthly	11,409	11,866	12,340	12,834	13,347	13,881	14,437	15,014
Supervising Accountant	monthly	9,585	9,968	10,367	10,782	11,213	11,661	12,128	12,613
Water Conservation Program Manager	monthly	8,443	8,781	9,132	9,498	9,878	10,273	10,684	11,111

Salary Schedule (Effective July 2024)

Salary Schedule (Effective July 2025)