

RESOLUTION NO. 2026-20

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SAN BENITO COUNTY WATER DISTRICT
APPROVING AND ADOPTING A PUBLICLY AVAILABLE SALARY AND
CLASSIFICATION SCHEDULE**

WHEREAS, the San Benito County Water District contracts as a public agency participant in the California Public Employees' Retirement System (CalPERS); and

WHEREAS, California Code of Regulations Title 2, Section 570.5 requires that a public agency's pay rate and salary schedule must be duly approved and adopted by the employer's governing body in accordance with public meeting laws; and

WHEREAS, the salary schedule must identify every position title, explicitly list the pay rate or range, indicate the precise time base, and omit any cross-references to external documents;

THEREFORE, BE IT RESOLVED by the Board of Directors of the San Benito County Water District hereby adopts and confirms the 2026-27 Publicly Available Salary Schedule, effective July 6, 2026 attached hereto as Exhibit A, to satisfy the CalPERS statutory and regulatory requirements for compensation earnable and publicly available pay schedules.

BE IT FURTHER RESOLVED that this resolution and attached Exhibit A shall be posted and made immediately available for public review at the District Office during normal business hours and on the official website; and shall be retained and made available for public inspection for a period of not less than five (5) consecutive years.

PASSED AND ADOPTED by the Board of Directors of the San Benito County Water District this 23rd day of September 2026, by the following vote:

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

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

*(Signature of presiding Board member
Attested by Board Secretary
Resolution #2026-20)*

/s/Mark Wright
Mark Wright
President

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

San Benito County Water District
2026-27 Publicly Available Salary Schedule

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

Board Adopted: 06/24/26

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	16,539
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

*Professional Engineer Series

Board Adopted: 06/24/26

Executive Management

Classification	Annual	Rate Type			Effective Date
General Manager	\$240,000 - 300,000	monthly	20,000 to max of 25,000	5/20/24 (Res.2024-18)	
Board Approved 5/20/24		hourly	115.39	144.23	
Assistant General Manager	\$200,000 - 240,000	monthly	16,667 to max of 20,000	11/01/24 (Res 2024-40)	
Board Approved 10/30/24		hourly	96.16	115.39	
District Engineer	204,000	monthly	17,000 to max of 18,417	09/23/26 Res. No. 25-10	
Board Approved 09/23/26		hourly	98.08	106.25	

Longevity Pay: Employees hired by the District before January 1, 2013 who have more than five (5) years of continuous District service, shall receive longevity pay in the amount of eight percent (8%).