

EXHIBIT A
Monterey One Water
Classifications/Salary Relationship Plan
General Employees
Fiscal Year 18/19

ANNUAL SALARY	xxxxx.xx
MONTHLY SALARY	xxxx.xx
BI-WEEKLY SALARY	xxx.xx
HOURLY	xx.xx

** Step 7 and 8 are for Longevity

	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCOUNTING ASSISTANT I	500	60106.02 5008.84 2311.77 28.94	63098.88 5258.24 2426.88 30.33	66254.50 5521.21 2548.25 31.89	69578.34 5798.20 2676.09 33.45	73068.84 6089.07 2810.34 35.14	76696.62 6391.39 2949.87 36.89	78613.60 6551.13 3023.60 37.83	82545.32 6878.78 3174.82 39.71
ACCOUNTING ASSISTANT II	501	66254.50 5521.21 2548.25 31.89	69578.34 5798.20 2676.09 33.45	73068.84 6089.07 2810.34 35.14	76696.62 6391.39 2949.87 36.89	80548.26 6712.36 3098.01 38.71	84563.70 7046.98 3252.45 40.65	86677.50 7223.13 3333.75 41.68	91011.70 7584.31 3500.45 43.75
ACCOUNTING TECH. PAYROLL	503	75235.94 6269.66 2893.69 36.17	78997.36 6583.11 3038.36 37.98	82947.54 6912.30 3190.29 39.88	87094.54 7257.88 3349.79 41.87	91449.80 7620.82 3517.30 43.97	96021.90 8001.83 3693.15 46.16	98422.74 8201.90 3785.49 47.32	103343.76 8611.98 3974.76 49.68
ACCOUNTANT	506	84744.92 7062.08 3259.42 40.75	88982.14 7415.18 3422.39 42.78	93431.52 7785.96 3593.52 44.92	98102.94 8175.25 3773.19 47.17	103008.36 8584.03 3961.86 49.53	108158.70 9013.23 4159.95 52.00	110862.70 9238.56 4263.95 53.31	116405.90 9700.49 4477.15 55.96
ADMINISTRATIVE ANALYST	511	66074.58 5506.22 2541.33 31.76	69898.40 5824.87 2688.40 33.35	72847.32 6070.61 2801.82 35.02	76489.66 6374.14 2941.91 36.77	80314.26 6692.86 3089.01 38.61	84329.96 7027.50 3243.46 40.54	86438.04 7203.17 3324.54 42.56	90760.02 7563.34 3490.77 44.69
ADMIN SUPPORT SPEC I	509	57151.38 4762.62 2198.13 27.47	59998.12 4999.84 2307.62 28.84	62928.32 5244.03 2420.32 30.25	66135.68 5511.31 2543.68 31.80	69378.40 5781.53 2668.40 33.36	72847.32 6070.61 2801.82 35.03	74697.22 6224.77 2872.97 35.91	78433.16 6536.10 3016.66 37.71
ADMIN SUPPORT SPEC II	510	62928.32 5244.03 2420.32 30.25	66135.68 5511.31 2543.68 31.80	69378.40 5781.53 2668.40 33.36	72847.32 6070.61 2801.82 35.03	76489.66 6374.14 2941.91 36.78	80314.26 6692.86 3089.01 38.62	82321.98 6860.17 3166.23 39.58	86437.78 7203.15 3324.53 41.56
COGEN SPECIALIST I	515	76696.62 6391.39 2949.87 36.89	80548.26 6712.36 3098.01 38.71	84563.70 7046.98 3252.45 40.66	88802.22 7400.19 3415.47 42.69	93233.14 7769.43 3585.89 44.83	97913.40 8159.45 3765.90 47.08	100361.30 8363.44 3860.05 48.25	105379.56 8781.63 4053.06 50.67
COGEN SPECIALIST II	516	84563.70 7046.98 3252.45 40.66	88802.22 7400.19 3415.47 42.69	93233.14 7769.43 3585.89 44.83	97913.40 8159.45 3765.90 47.08	102787.88 8565.66 3953.38 49.41	107939.52 8994.96 4151.52 51.89	110638.32 9219.86 4255.32 53.19	116169.82 9680.82 4468.07 55.85
CONTRACTS ADMINISTRATOR	520	75235.94 6269.66 2893.69 36.17	78997.36 6583.11 3038.36 37.98	82947.54 6912.30 3190.29 39.88	87094.54 7257.88 3349.79 41.87	91449.80 7620.82 3517.30 43.97	96021.90 8001.83 3693.15 46.16	98422.74 8201.90 3785.49 47.32	103343.76 8611.98 3974.76 49.68
CUSTOMER SERVICE REP I	525	60106.02 5008.84 2311.77 28.94	63098.88 5258.24 2426.88 30.33	66254.50 5521.21 2548.25 31.89	69578.34 5798.20 2676.09 33.45	73068.84 6089.07 2810.34 35.14	76696.62 6391.39 2949.87 36.89	78613.60 6551.13 3023.60 37.83	82545.32 6878.78 3174.82 39.71

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	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTOMER SERVICE REP II	526	66254.50	69578.34	73068.84	76696.62	80548.26	84563.70	86677.50	91011.70
		5521.21	5798.20	6089.07	6391.39	6712.36	7046.98	7223.13	7584.31
		2548.25	2676.09	2810.34	2949.87	3098.01	3252.45	3333.75	3500.45
		31.89	33.45	35.14	36.89	38.71	40.65	41.68	43.75
DISTRIBUTION MECH I	530	72341.88	75958.74	79756.56	83744.44	87931.48	92328.08	94636.36	99368.10
		6028.49	6329.90	6646.38	6978.70	7327.62	7694.01	7886.36	8280.68
		2782.38	2921.49	3067.56	3220.94	3381.98	3551.08	3639.86	3821.85
		34.78	36.52	38.35	40.27	42.28	44.40	45.50	47.78
DISTRIBUTION MECH II	531	79756.56	83744.44	87931.48	92328.08	96944.38	101791.56	104336.96	109553.34
		6646.38	6978.70	7327.62	7694.01	8078.70	8482.63	8694.75	9129.45
		3067.56	3220.94	3381.98	3551.08	3728.63	3915.06	4012.96	4213.59
		38.35	40.27	42.28	44.40	46.62	48.96	50.16	52.68
ELECTRICIAN	535	73068.84	76696.62	80548.26	84563.70	88802.22	93233.14	95563.78	100341.80
		6089.07	6391.39	6712.36	7046.98	7400.19	7769.43	7963.65	8361.82
		2810.34	2949.87	3098.01	3252.45	3415.47	3585.89	3675.53	3859.30
		35.14	36.89	38.71	40.65	42.70	44.81	45.95	48.23
ELEC/INSTRUMENTATION TECH I	538	76696.62	80548.26	84563.70	88802.22	93233.14	97913.40	100361.30	105379.56
		6391.39	6712.36	7046.98	7400.19	7769.43	8159.45	8363.44	8781.63
		2949.87	3098.01	3252.45	3415.47	3585.89	3765.90	3860.05	4053.06
		36.89	38.71	40.65	42.75	44.81	47.03	48.22	50.64
ELEC/INSTRUMENTATION TECH II	539	84563.70	88802.22	93233.14	97913.40	102787.88	107939.52	110638.32	116169.82
		7046.98	7400.19	7769.43	8159.45	8565.66	8994.96	9219.86	9680.82
		3252.45	3415.47	3585.89	3765.90	3953.38	4151.52	4255.32	4468.07
		40.65	42.75	44.81	47.03	49.41	51.90	53.20	55.84
ENGINEERING TECHNICIAN - CONSTRUCTION INSPECTOR		85410.00	89675.04	94152.24	98869.68	103805.52	109003.44	111738.12	117324.48
		7117.50	7472.92	7846.02	8239.14	8650.46	9083.62	9311.51	9777.04
		3285.00	3449.04	3621.24	3802.68	3992.52	4192.44	4297.62	4512.48
		41.06	43.11	45.27	47.53	49.91	52.41	53.72	56.41
GROUNDSKEEPER	543	48151.48	50559.34	53087.06	55741.40	58528.86	61454.64	62991.50	66140.62
		4012.62	4213.28	4423.92	4645.12	4877.41	5121.22	5249.29	5511.72
		1851.98	1944.59	2041.81	2143.90	2251.11	2363.64	2422.75	2543.87
		23.14	24.33	25.54	26.82	28.15	29.55	30.30	31.80
INFO TECHNOLOGY TECH I	546	78671.32	82604.86	86734.96	91072.02	95625.14	100406.28	102916.58	108062.24
		6555.94	6883.74	7227.91	7589.34	7968.76	8367.19	8576.38	9005.19
		3025.82	3177.11	3335.96	3502.77	3677.89	3861.78	3958.33	4156.24
		37.83	39.71	41.70	43.78	45.98	48.27	49.49	51.97
INFO TECHNOLOGY TECH II	547	86734.96	91071.50	95624.88	100406.54	105426.88	110697.86	113465.30	119138.50
		7227.91	7589.29	7968.74	8367.21	8785.57	9224.82	9455.44	9928.21
		3335.96	3502.75	3677.88	3861.79	4054.88	4257.61	4364.05	4582.25
		41.70	43.78	45.98	48.27	50.69	53.22	54.55	57.27
LABORATORY ASSISTANT	553	58644.82	61577.10	64655.76	67888.60	71268.86	74841.78	76712.74	80548.52
		4887.07	5131.43	5387.98	5657.38	5939.07	6236.82	6392.73	6712.38
		2255.57	2368.35	2486.76	2611.10	2741.11	2878.53	2950.49	3098.02
		28.20	29.60	31.09	32.64	34.28	35.98	36.88	38.72
LABORATORY TECH	555	67888.60	71268.86	74841.78	78579.28	82513.60	86639.80	88805.86	93246.66
		5657.38	5939.07	6236.82	6548.27	6876.13	7219.98	7400.49	7770.56
		2611.10	2741.11	2878.53	3022.28	3173.60	3332.30	3415.61	3586.41
		32.64	34.28	35.98	37.83	39.66	41.66	42.70	44.82

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LABORATORY ANALYST I	558	78579.28	82513.60	86639.80	90961.00	95503.46	100295.78	102803.22	107943.68
		6548.27	6876.13	7219.98	7580.08	7958.62	8357.98	8566.94	8995.31
		3022.28	3173.60	3332.30	3498.50	3673.21	3857.53	3953.97	4151.68
		37.83	39.66	41.66	43.73	45.94	48.23	49.42	51.91
LABORATORY ANALYST II	559	86639.80	90961.00	95503.46	100295.78	105308.84	110571.50	113336.08	119003.30
		7219.98	7580.08	7958.62	8357.98	8775.74	9214.29	9444.67	9916.94
		3332.30	3498.50	3673.21	3857.53	4050.34	4252.75	4359.08	4577.05
		41.66	43.73	45.94	48.23	50.66	53.18	54.49	57.21
MAINTENANCE MECHANIC I	562	72341.88	75958.74	79756.56	83744.44	87931.48	92328.08	94636.36	99368.10
		6028.49	6329.90	6646.38	6978.70	7327.62	7694.01	7886.36	8280.68
		2782.38	2921.49	3067.56	3220.94	3381.98	3551.08	3639.86	3821.85
		34.78	36.52	38.35	40.27	42.28	44.40	45.50	47.78
MAINTENANCE MECHANIC II	563	79756.56	83744.44	87931.48	92328.08	96944.38	101791.56	104336.96	109553.34
		6646.38	6978.70	7327.62	7694.01	8078.70	8482.63	8694.75	9129.45
		3067.56	3220.94	3381.98	3551.08	3728.63	3915.06	4012.96	4213.59
		38.35	40.27	42.28	44.40	46.62	48.96	50.16	52.68
OPERATIONS MAINT TRAINEE	567	53508.00	56183.40	58992.70	61942.40	65039.52	68291.60	69999.02	73498.88
		4459.00	4681.95	4916.06	5161.87	5419.96	5690.97	5833.25	6124.91
		2058.00	2160.90	2268.95	2382.40	2501.52	2626.60	2692.27	2826.88
		25.73	27.02	28.37	29.79	31.28	32.84	33.61	35.29
PAINT INSPECTOR	568	76696.62	80548.26	84563.70	88802.22	93233.14	97913.40	100361.30	105379.56
		6391.39	6712.36	7046.98	7400.19	7769.43	8159.45	8363.44	8781.63
		2949.87	3098.01	3252.45	3415.47	3585.89	3765.90	3860.05	4053.06
		36.88	38.72	40.66	42.69	44.83	47.08	48.25	50.67
PROCUREMENT SPECIALIST	570	67302.56	70667.74	74201.14	77911.08	81806.40	85896.98	88044.32	92446.38
		5608.55	5888.98	6183.43	6492.59	6817.20	7158.08	7337.03	7703.87
		2588.56	2717.99	2853.89	2996.58	3146.40	3303.73	3386.32	3555.63
		32.36	33.98	35.68	37.47	39.34	41.30	42.32	44.44
PM COORDINATOR	575	93233.14	97913.40	102787.88	107939.52	113340.76	118992.64	121966.78	128065.34
		7769.43	8159.45	8565.66	8994.96	9445.06	9916.05	10163.90	10672.11
		3585.89	3765.90	3953.38	4151.52	4359.26	4576.64	4691.03	4925.59
		44.81	47.03	49.41	51.90	54.50	57.22	58.64	61.60
PM MECHANIC	578	62491.52	65615.68	68896.36	72341.88	75958.74	79756.56	81750.24	85837.70
		5207.63	5467.97	5741.36	6028.49	6329.90	6646.38	6812.52	7153.14
		2403.52	2523.68	2649.86	2782.38	2921.49	3067.56	3144.24	3301.45
		30.05	31.55	33.12	34.78	36.52	38.35	39.31	41.27
PUBLIC OUTREACH COORD	579	92806.74	97446.70	102319.36	107434.60	112806.98	118447.16	121408.30	127478.52
		7733.90	8120.56	8526.61	8952.88	9400.58	9870.60	10117.36	10623.21
		3569.49	3747.95	3935.36	4132.10	4338.73	4555.66	4669.55	4903.02
		44.62	46.85	49.19	51.65	54.23	56.95	58.37	61.30
SCADA ANALYST	523	93233.14	97913.40	102787.88	107939.52	113340.76	118992.64	121966.78	128065.34
		7769.43	8159.45	8565.66	8994.96	9445.06	9916.05	10163.90	10672.11
		3585.89	3765.90	3953.38	4151.52	4359.26	4576.64	4691.03	4925.59
		44.81	47.03	49.41	51.90	54.50	57.22	58.64	61.60
SOLIDS HANDLING OPERATOR	735	53508.00	56183.40	58992.70	61942.40	65039.52	68291.60	69999.02	73498.88
		4459.00	4681.95	4916.06	5161.87	5419.96	5690.97	5833.25	6124.91
		2058.00	2160.90	2268.95	2382.40	2501.52	2626.60	2692.27	2826.88
		25.73	27.02	28.37	29.79	31.28	32.84	33.61	35.29

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SOURCE CTRL INSPECTOR I	592	76477.96	80301.78	84317.22	88532.86	92959.36	97607.12	100047.48	105049.88
		6373.16	6691.82	7026.44	7377.74	7746.61	8133.93	8337.29	8754.16
		2941.46	3088.53	3242.97	3405.11	3575.36	3754.12	3847.98	4040.38
		36.77	38.61	40.54	42.57	44.70	46.92	48.11	50.50
SOURCE CTRL INSPECTOR II	593	84317.22	88532.86	92959.36	97607.12	102487.58	107612.18	110302.40	115817.26
		7026.44	7377.74	7746.61	8133.93	8540.63	8967.68	9191.87	9651.44
		3242.97	3405.11	3575.36	3754.12	3941.83	4138.93	4242.40	4454.51
		40.54	42.57	44.70	46.92	49.28	51.74	53.02	55.69
SR. COGEN SPECIALIST	517	88801.44	93233.14	97913.40	102787.88	107939.52	113327.76	116151.36	116169.82
		7400.12	7769.43	8159.45	8565.66	8994.96	9443.98	9679.28	4690.56
		3415.44	3585.89	3765.90	3953.38	4151.52	4358.76	4467.36	4468.07
		42.69	44.83	47.07	49.42	51.89	54.49	55.85	58.64
SR. CUSTOMER SVC REP	580	69578.34	73068.84	76696.62	80548.26	84563.70	88802.22	91022.10	95573.40
		5798.20	6089.07	6391.39	6712.36	7046.98	7400.19	7585.18	7964.45
		2676.09	2810.34	2949.87	3098.01	3252.45	3415.47	3500.85	3675.90
		33.45	35.14	36.89	38.71	40.65	42.75	43.81	45.99
SR. DISTRIBUTION MECHANIC	582	83744.44	87931.48	92328.08	96944.38	101791.56	106881.32	109553.34	115031.28
		6978.70	7327.62	7694.01	8078.70	8482.63	8906.78	9129.45	9585.94
		3220.94	3381.98	3551.08	3728.63	3915.06	4110.82	4213.59	4424.28
		40.27	42.28	44.40	46.62	48.96	51.41	52.68	55.31
SR. ELECT/INST TECH	585	88802.22	93233.14	97913.40	102787.88	107939.52	113340.76	116173.98	114182.90
		7400.19	7769.43	8159.45	8565.66	8994.96	9445.06	9681.17	9515.24
		3415.47	3585.89	3765.90	3953.38	4151.52	4359.26	4468.23	4391.65
		42.75	44.81	47.03	49.41	51.90	54.50	55.88	58.64
SR. LABORATORY ANALYST	588	90961.00	95503.46	100295.78	105308.84	110571.50	116111.58	119014.74	124965.36
		7580.08	7958.62	8357.98	8775.74	9214.29	9675.97	9917.90	10413.78
		3498.50	3673.21	3857.53	4050.34	4252.75	4465.83	4577.49	4806.36
		43.73	45.94	48.23	50.66	53.18	55.88	57.25	60.11
SR. FIELD MAINTENANCE MECH.	590	83744.44	87931.48	92328.08	96944.38	101791.56	106881.32	109553.34	115031.28
		6978.70	7327.62	7694.01	8078.70	8482.63	8906.78	9129.45	9585.94
		3220.94	3381.98	3551.08	3728.63	3915.06	4110.82	4213.59	4424.28
		40.27	42.28	44.40	46.62	48.96	51.41	52.68	55.31
SR. SOURCE CONTROL INSPEC.	591	88532.60	92959.10	97607.12	102487.58	107612.18	112992.62	115817.26	121608.24
		7377.72	7746.59	8133.93	8540.63	8967.68	9416.05	9651.44	10134.02
		3405.10	3575.35	3754.12	3941.83	4138.93	4345.87	4454.51	4677.24
		42.57	44.70	46.93	49.28	51.74	54.32	55.68	58.47
STOREROOM CLERK	596	62118.94	65224.90	68486.34	71910.54	75506.08	79281.28	81263.26	85326.28
		5176.58	5435.41	5707.20	5992.55	6292.17	6606.77	6771.94	7110.52
		2389.19	2508.65	2634.09	2765.79	2904.08	3049.28	3125.51	3281.78
		29.86	31.35	32.92	34.56	36.29	38.10	39.07	41.03