

EXHIBIT A

**Monterey One Water
Classifications/Salary Relationship Plan
Management Confidential/Executive Groups
Fiscal Year 2018/19**

ANNUAL SALARY	xxxxx.xx
MONTHLY SALARY	xxxx.xx
BI-WEEKLY SALARY	xxxx.xx
HOURLY SALARY	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
INFO SYS MANAGER	845	103811.50	108994.60	114452.00	120174.60	126183.46	132492.62	135805.02	142595.18
		8650.96	9082.88	9537.67	10014.55	10515.29	11041.05	11317.09	11882.93
		3992.75	4192.10	4402.00	4622.10	4853.21	5095.87	5223.27	5484.43
		49.91	52.41	55.03	57.78	60.67	63.71	65.29	68.55
FIELD O&M MANAGER	866	122925.66	129071.80	135525.26	142301.64	149416.54	156887.38	160809.74	168850.24
		10243.81	10755.98	11293.77	11858.47	12451.38	13073.95	13400.81	14070.85
		4727.91	4964.30	5212.51	5473.14	5746.79	6034.13	6184.99	6494.24
		59.10	62.05	65.16	68.42	71.84	75.43	77.31	81.17
PLANT O&M MANAGER	867	123451.12	129623.52	136104.80	142910.04	150055.62	157558.70	161497.44	169572.26
		10287.59	10801.96	11342.07	11909.17	12504.64	13129.89	13458.12	14131.02
		4748.12	4985.52	5234.80	5496.54	5771.37	6059.95	6211.44	6522.01
		59.35	62.32	65.44	68.71	72.14	75.75	77.64	81.53
ENG MANAGER	871	144627.08	151858.46	159451.50	167424.14	175795.36	184585.18	189199.66	198659.76
		12052.26	12654.87	13287.63	13952.01	14649.61	15382.10	15766.64	16554.98
		5562.58	5840.71	6132.75	6439.39	6761.36	7099.43	7276.91	7640.76
		69.53	73.01	76.60	80.50	84.52	88.75	90.96	95.51
EXECUTIVE GROUP									
GENERAL MGR	GM01	250000.00							
		20833.33							
		9615.38							
		120.19							
ASSISTANT GM	AGM01	207000.00							
		17250.00							
		7961.54							
		99.52							
BUSINESS SERVICES MANAGER/CFO	CFO1	202000.00							
		16833.33							
		7769.23							
		97.12							
DIRECTOR OF EMPLOYEE SERVICES	DSE01	158000.00							
		13166.67							
		6076.92							
		75.96							