

EXHIBIT A
Monterey One Water
Classifications/Salary Relationship Plan
Mid-Management Employees/Confidential Employees
Fiscal Year 2018/19

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 SUPERVISOR	959	97456.58 8121.38 3748.33 46.86	102329.76 8527.48 3935.76 49.21	107446.30 8953.86 4132.55 51.67	112818.68 9401.56 4339.18 54.24	118459.12 9871.59 4556.12 56.96	124382.18 10365.18 4783.93 59.80	127492.04 10624.34 4903.54 61.30	133866.72 11155.56 5148.72 64.36
ADMIN SUPPORT SPEC I (CONFIDENTIAL)	938	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
ASSOCIATE ENGINEER	966	119019.42 9918.29 4577.67 57.22	124975.24 10414.60 4806.74 60.06	131233.70 10936.14 5047.45 63.09	137795.32 11482.94 5299.82 66.25	144685.32 12057.11 5564.82 69.56	151919.30 12659.94 5843.05 73.05	155723.36 12976.95 5989.36 74.87	163509.32 13625.78 6288.82 78.61
CUSTOMER SERVICE SUPERVISOR	954	92806.74 7733.90 3569.49 44.62	97446.70 8120.56 3747.95 46.85	102319.36 8526.61 3935.36 49.19	107434.60 8952.88 4132.10 51.65	112806.98 9400.58 4338.73 54.23	118447.16 9870.60 4555.66 56.95	121408.30 10117.36 4669.55 58.37	127478.52 10623.21 4903.02 61.30
EXECUTIVE ASSISTANT	953	86785.40 7232.12 3337.90 41.73	91125.06 7593.76 3504.81 43.82	95680.78 7973.40 3680.03 46.00	100465.04 8372.09 3864.04 48.30	105488.24 8790.69 4057.24 50.72	110762.86 9230.24 4260.11 53.24	113531.60 9460.97 4366.60 54.58	119208.44 9934.04 4584.94 57.31
FIELD O&M SUPERVISOR	963	105391.78 8782.65 4053.53 50.68	110655.22 9221.27 4255.97 53.22	116194.00 9682.83 4469.00 55.90	122010.72 10167.56 4692.72 58.68	128104.60 10675.38 4927.10 61.61	134504.24 11208.69 5173.24 64.69	137866.82 11488.90 5302.57 66.30	144759.94 12063.33 5567.69 69.62
HUMAN RESOURCES TECHNICIAN	940	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
LABORATORY SUPERVISOR	961	105391.78 8782.65 4053.53 50.68	110655.22 9221.27 4255.97 53.22	116194.00 9682.83 4469.00 55.90	122010.72 10167.56 4692.72 58.68	128104.60 10675.38 4927.10 61.61	134504.24 11208.69 5173.24 64.69	137866.82 11488.90 5302.57 66.30	144759.94 12063.33 5567.69 69.62
OPERATIONS SUPERVISOR	957	101922.86 8493.57 3920.11 49.00	107019.12 8918.26 4116.12 51.45	112370.18 9364.18 4321.93 54.02	117988.78 9832.40 4538.03 56.73	123888.44 10324.04 4764.94 59.56	130082.68 10840.22 5003.18 62.53	133334.50 11111.21 5128.25 64.11	140001.16 11666.76 5384.66 67.32
PLANT SUPERVISOR	962	105391.78 8782.65 4053.53 50.68	110655.22 9221.27 4255.97 53.22	116194.00 9682.83 4469.00 55.90	122010.72 10167.56 4692.72 58.68	128104.60 10675.38 4927.10 61.61	134504.24 11208.69 5173.24 64.69	137866.82 11488.90 5302.57 66.30	144759.94 12063.33 5567.69 69.62
PRINCIPAL ENGINEER	968	131233.70 10936.14 5047.45 63.09	137795.32 11482.94 5299.82 66.25	144685.32 12057.11 5564.82 69.56	151919.30 12659.94 5843.05 73.05	159515.46 13292.96 6135.21 76.69	167490.96 13957.58 6441.96 80.53	171678.52 14306.54 6603.02 82.54	180262.42 15021.87 6933.17 86.66
SAFETY OFFICER	958	103078.30 8589.86 3964.55 49.56	108232.28 9019.36 4162.78 52.04	113643.66 9470.31 4370.91 54.64	119325.96 9943.83 4589.46 57.38	125292.44 10441.04 4818.94 60.25	131557.14 10963.10 5059.89 63.26	134846.14 11237.18 5186.39 64.83	141588.46 11799.04 5445.71 68.07

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SOURCE CONTROL SUPERVISOR	960	106838.68	112180.64	117789.36	123678.62	129862.98	136355.96	139765.08	146753.10
		8903.22	9348.39	9815.78	10306.55	10821.92	11363.00	11647.09	12229.43
		4109.18	4314.64	4530.36	4756.87	4994.73	5244.46	5375.58	5644.35
		51.36	53.93	56.64	59.47	62.44	65.56	67.19	70.56
UTILITIES SUPERVISOR	964	105391.78	110655.22	116194.00	122010.72	128104.60	134504.24	137866.82	144759.94
		8782.65	9221.27	9682.83	10167.56	10675.38	11208.69	11488.90	12063.33
		4053.53	4255.97	4469.00	4692.72	4927.10	5173.24	5302.57	5567.69
		50.68	53.22	55.90	58.68	61.61	64.69	66.30	69.62