

EXHIBIT A
Monterey One Water
Classifications/Salary Relationship Plan
OEBG 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
OPERATOR-IN-TRAINING	742	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
OPERATOR I	746	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
OPERATOR II	750	80548.26	84563.70	88802.22	93233.14	97913.40	102787.88	105357.98	110625.84
		6712.36	7046.98	7400.19	7769.43	8159.45	8565.66	8779.83	9218.82
		3098.01	3252.45	3415.47	3585.89	3765.90	3953.38	4052.23	4254.84
		38.71	40.65	42.69	44.83	47.08	49.41	50.65	53.19
OPERATOR III	752	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
OPR III -SH SUPV-WKND DAYS	753	84039.80	90961.00	95503.46	100295.78	105308.84	110571.50	113336.08	119003.30
		7003.32	7580.08	7958.62	8357.98	8775.74	9214.29	9444.67	9916.94
		3232.30	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
OPR III-SH SUPV-SW/SPLIT	754	88802.22	93233.14	97913.40	102787.88	107939.52	113340.76	116173.98	121982.90
		7400.19	7769.43	8159.45	8565.66	8994.96	9445.06	9681.17	10165.24
		3415.47	3585.89	3765.90	3953.38	4151.52	4359.26	4468.23	4691.65
		42.75	44.81	47.03	49.41	51.90	54.50	55.88	58.64
OPR III-SH SUPV-GRVYD	755	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
SENIOR OPERATOR	756	88802.22	93233.14	97913.40	102787.88	107939.52	113340.76	116173.98	121983.06
		7400.19	7769.43	8159.45	8565.66	8994.96	9445.06	9681.17	10165.25
		3415.47	3585.89	3765.90	3953.38	4151.52	4359.26	4468.23	4691.66
		42.75	44.81	47.03	49.41	51.90	54.50	55.88	58.64

