

**EXHIBIT A**  
**Monterey One Water**  
**Classifications/Salary Relationship Plan**  
**General Employees**  
**Fiscal Year 2023/2024**  
**Effective June 25, 2023**

HOURLY	xx.xx
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	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
ACCOUNTING ASSISTANT I	500	\$33.82	\$35.43	\$37.25	\$39.09	\$41.07	\$43.10
ACCOUNTING ASSISTANT II	501	\$37.25	\$39.09	\$41.07	\$43.10	\$45.23	\$47.48
ACCOUNTANT	506	\$47.62	\$49.98	\$52.48	\$55.11	\$57.87	\$60.76
ADMIN SUPPORT SPEC I	509	\$32.89	\$34.55	\$36.24	\$38.09	\$39.93	\$41.95
ADMIN SUPPORT SPEC II	510	\$35.34	\$37.15	\$38.97	\$40.92	\$42.97	\$45.12
COGEN SPECIALIST I	515	\$43.10	\$45.23	\$47.49	\$49.87	\$52.38	\$55.01
COGEN SPECIALIST II	516	\$47.49	\$49.87	\$52.38	\$55.01	\$57.73	\$60.61
COMPLIANCE ANALYST	511	\$39.89	\$41.88	\$43.97	\$46.18	\$48.48	\$50.91
CONTROLS SYSTEMS TECHNICIAN	541	\$52.36	\$54.97	\$57.72	\$60.61	\$63.63	\$66.82
CONTROLS SYSTEMS PROGRAMMER		\$57.60	\$60.47	\$63.50	\$66.67	\$70.00	\$73.50
CUSTOMER SERVICE REP I	525	\$33.82	\$35.43	\$37.25	\$39.09	\$41.07	\$43.10
CUSTOMER SERVICE REP II	526	\$37.25	\$39.09	\$41.07	\$43.10	\$45.23	\$47.48
DISTRIBUTION MECH I	530	\$40.63	\$42.66	\$44.81	\$47.05	\$49.41	\$51.87
DISTRIBUTION MECH II	531	\$44.81	\$47.05	\$49.41	\$51.87	\$54.48	\$57.21
ELEC/INSTRUMENTATION TECH I	538	\$43.10	\$45.23	\$47.48	\$49.93	\$52.36	\$54.94
ELEC/INSTRUMENTATION TECH II	539	\$47.48	\$49.93	\$52.36	\$54.94	\$57.73	\$60.66
ENGINEERING TECH/CONST INSP	594	\$47.98	\$50.37	\$52.89	\$55.54	\$58.32	\$61.22
ENVIRONMENTAL COMPLIANCE INSP I	592	\$42.96	\$45.11	\$47.37	\$49.75	\$52.22	\$54.83
ENVIRONMENTAL COMPLIANCE INSP II	593	\$47.37	\$49.75	\$52.22	\$54.83	\$57.58	\$60.45
ENVIRONMENTAL COMPLIANCE TECH		\$25.00	\$26.25	\$27.56	\$28.94	\$30.39	\$31.91
INFO SYSTEMS ANALYST I	564	\$45.31	\$47.58	\$49.96	\$52.46	\$55.08	\$57.84
INFO SYSTEMS ANALYST II	565	\$49.95	\$52.45	\$55.07	\$57.82	\$60.72	\$63.76
LABORATORY TECH I	554	\$36.33	\$38.14	\$40.06	\$42.03	\$44.20	\$46.33
LABORATORY TECH II	555	\$38.14	\$40.06	\$42.03	\$44.20	\$46.33	\$48.68
LABORATORY ANALYST I	558	\$44.20	\$46.33	\$48.69	\$51.10	\$53.67	\$56.35
LABORATORY ANALYST II	559	\$48.69	\$51.10	\$53.67	\$56.35	\$59.18	\$62.14
MAINTENANCE MECHANIC I	562	\$40.63	\$42.66	\$44.81	\$47.05	\$49.41	\$51.87
MAINTENANCE MECHANIC II	563	\$44.81	\$47.05	\$49.41	\$51.87	\$54.48	\$57.21
MAINTENANCE WORKER I	527	\$29.83	\$31.32	\$32.89	\$34.54	\$36.27	\$38.08

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MAINTENANCE WORKER II	528	\$31.32	\$32.89	\$34.54	\$36.27	\$38.08	\$39.99
NETWORK ANALYST	524	\$57.60	\$60.47	\$63.50	\$66.67	\$70.00	\$73.50
PM COORDINATOR	575	\$52.36	\$54.94	\$57.73	\$60.66	\$63.68	\$66.86
PROCUREMENT SPECIALIST I	504	\$34.96	\$36.71	\$38.55	\$40.48	\$42.50	\$44.63
PROCUREMENT SPECIALIST II	505	\$38.55	\$40.48	\$42.50	\$44.63	\$46.86	\$49.20
QA/QC LAB ANALYST	589	\$51.10	\$53.67	\$56.35	\$59.18	\$62.14	\$65.29
SR. COGEN SPECIALIST	517	\$49.87	\$52.38	\$55.00	\$57.74	\$60.61	\$63.66
SR. CUSTOMER SVC REP	580	\$39.09	\$41.07	\$43.10	\$45.23	\$47.48	\$49.93
SR. DISTRIBUTION MECHANIC	582	\$47.05	\$49.41	\$51.87	\$54.48	\$57.21	\$60.07
SR. ELECT/INST TECH	585	\$49.93	\$52.36	\$54.94	\$57.73	\$60.66	\$63.68
SR. INFO SYSTEMS ANALYST	586	\$57.69	\$60.57	\$63.60	\$66.79	\$70.12	\$73.62
SR. FIELD MAINTENANCE MECH.	590	\$47.05	\$49.41	\$51.87	\$54.48	\$57.21	\$60.07
SR. LAB ANALYST	588	\$51.10	\$53.67	\$56.35	\$59.18	\$62.14	\$65.29
STOREROOM CLERK	596	\$34.90	\$36.64	\$38.47	\$40.39	\$42.40	\$44.52