

**"Exhibit A"**  
**FY 2020-21**

**Effective: August 1, 2020**  
**Revised: September 25, 2020**

**PEBBLE BEACH COMMUNITY SERVICES DISTRICT**  
**PAY AND CLASSIFICATION PLAN**

<b>No. of Positions</b>	<b>Classification</b>	<b>Range</b>	<b>Salary</b>
1.0	General Manager	Flat	\$236,000/yr
1.0	Deputy General Manager/CFO	67	15,332/mo - 18,636/mo
2.0	Senior Accountant	46	9,130/mo - 11,097/mo
	Accountant	40	7,872/mo - 9,569/mo
	Accounting Technician	31	6,304/mo - 7,663/mo
1.0	Finance and Information Systems Coordinator	31	6,304/mo - 7,663/mo
1.0	Administrative Assistant	32	6,462/mo - 7,854/mo
1.0	District Engineer	62	13,551/mo - 16,471/mo
	Senior Engineer	54	11,124/mo - 13,521/mo
	Associate Engineer	47	9,358/mo - 11,375/mo
1.0	Assistant Engineer	40	7,872/mo - 9,569/mo
1.0	Field Maintenance Supervisor	45	8,906/mo - 10,826/mo
1.0	Field Operations Supervisor	42	8,270/mo - 10,053/mo
4.0	Maintenance:		
	Maintenance Worker I	22	5,048/mo - 6,135/mo
	Maintenance Worker II	30	6,150/mo - 7,476/mo
	Maintenance Technician	38	7,493/mo - 9,108/mo
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<u>14.0</u>			