

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

Effective: Jul 1, 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	\$242,000/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
	Associate Engineer	46	9,130/mo - 11,097/mo
	Assistant Engineer	36	7,132/mo - 8,669/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
<u>13.0</u>			