

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Recommended Salary Ranges per Compensation Study
July 1, 2016

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Manager of Technical Services*	\$10,367	\$10,782	\$11,197	\$11,611	\$12,027	\$12,441
Principal Project Manager	\$9,425	\$9,802	\$10,179	\$10,556	\$10,933	\$11,310
Senior Project Manager	\$7,924	\$8,242	\$8,557	\$8,875	\$9,192	\$9,509
Associate Project Manager	\$6,261	\$6,512	\$6,764	\$7,015	\$7,266	\$7,517
Finance & Administrative Services Manager	\$6,299	\$6,551	\$6,802	\$7,052	\$7,306	\$7,558
Executive Assistant	\$4,318	\$4,489	\$4,664	\$4,837	\$5,010	\$5,184
Project Research Assistant	\$4,225	\$4,393	\$4,563	\$4,731	\$4,901	\$5,070

There is no range for the Executive Director position. The Executive Director's compensation is \$17,256 per month.

- * Manager of Technical Services set at 10% above Principal Project Manager. Will be re-assessed at next compensation survey.
- * 2% increase given on July 1, 2016 for employees to continue paying their portion of PERS retirement.

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2016 ranges include COLA per November 2015 CPI Index of 0.1%)