

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Recommended Salary Ranges per Compensation Study
July 1, 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Manager of Technical Services*	\$10,754	\$11,185	\$11,615	\$12,045	\$12,476	\$12,906
Principal Project Manager	\$9,777	\$10,168	\$10,559	\$10,950	\$11,341	\$11,732
Senior Project Manager	\$8,220	\$8,550	\$8,877	\$9,206	\$9,535	\$9,864
Associate Project Manager	\$6,495	\$6,755	\$7,017	\$7,277	\$7,537	\$7,798
Finance & Administrative Services Manager	\$6,534	\$6,796	\$7,056	\$7,315	\$7,579	\$7,840
Executive Assistant	\$4,479	\$4,657	\$4,838	\$5,018	\$5,197	\$5,378
Project Research Assistant	\$4,383	\$4,557	\$4,733	\$4,908	\$5,084	\$5,259

There is no range for the Executive Director position. The Executive Director's compensation is \$18,438 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, 2017 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. (2017 ranges include COLA per November 2016 CPI Index of 1.7%)