

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Recommended Salary Ranges per Compensation Study
January 1, 2018

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Manager of Technical Services	\$12,275	\$12,766	\$13,257	\$13,747	\$14,238	\$14,729
Principal Project Manager	\$10,041	\$10,443	\$10,844	\$11,246	\$11,647	\$12,049
Senior Project Manager	\$8,442	\$8,781	\$9,117	\$9,455	\$9,792	\$10,130
Associate Project Manager	\$5,990	\$6,230	\$6,470	\$6,709	\$6,950	\$7,189
Finance & Administrative Services Manager I	\$7,516	\$7,816	\$8,117	\$8,417	\$8,718	\$9,019
Executive Assistant	\$5,030	\$5,232	\$5,433	\$5,634	\$5,835	\$6,037
Project Research Assistant	\$4,501	\$4,680	\$4,861	\$5,041	\$5,221	\$5,401

There is no range for the Executive Director position. The Executive Director's compensation is \$19,503 per month.

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2018 ranges include COLA per November 2017 CPI Index of 2.7%)