

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

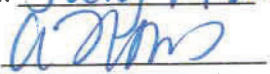
Effective January 1, 2021

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$16,631	-	-	-	-	<u>\$19,958</u>
Manager of Technical Services	\$13,179	-	-	-	-	\$15,815
Manager of Strategic Affairs	\$13,179	-	-	-	-	\$15,815
Principal Project Manager	\$10,781	\$11,212	\$11,644	\$12,075	\$12,505	\$12,937
Senior Project Manager	\$9,064	\$9,428	\$9,788	\$10,152	\$10,514	\$10,876
Associate Project Manager	\$6,432	\$6,689	\$6,947	\$7,203	\$7,462	\$7,719
Finance & Administrative Services Manager I	\$8,070	\$8,393	\$8,715	\$9,037	\$9,360	\$9,684
Executive Assistant	\$5,401	\$5,617	\$5,833	\$6,049	\$6,265	\$6,482
Project Research Assistant	\$4,833	\$5,025	\$5,217	\$5,412	\$5,606	\$5,799

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2021 ranges include COLA per November 2020 CPI Index of 1.6%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: July 11, 2024

Attest: 
Clerk of the Board