

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2022

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$17,779	-	-	-	-	\$21,335
Manager of Technical Services	\$14,088	-	-	-	-	\$16,906
Manager of Strategic Affairs	\$14,088	-	-	-	-	\$16,906
Principal Project Manager	\$11,525	\$11,986	\$12,446	\$12,907	\$13,368	\$13,829
Senior Project Manager	\$9,689	\$10,079	\$10,463	\$10,852	\$11,239	\$11,626
Associate Project Manager	\$6,876	\$7,151	\$7,426	\$7,700	\$7,977	\$8,252
Finance & Administrative Services Manager I	\$8,627	\$8,972	\$9,316	\$9,661	\$10,006	\$10,352
Executive Assistant	\$5,774	\$6,005	\$6,289	\$6,514	\$6,697	\$6,929
Project Research Assistant	\$5,166	\$5,372	\$5,578	\$5,785	\$5,993	\$6,199

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

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:

A. Now

Clerk of the Board