

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 8, 2024

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$19,650	-	-	-	-	\$23,580
Manager of Technical Services	\$15,843	-	-	-	-	\$19,013
Manager of Strategic Affairs	\$15,843	-	-	-	-	\$19,013
Manager of Government Relations	\$15,843	-	-	-	-	\$19,013
Principal Project Manager	\$13,203	\$13,659	\$14,124	\$14,670	\$15,234	\$15,843
Senior Project Manager	\$11,003	\$11,381	\$11,788	\$12,225	\$12,696	\$13,203
Associate Project Manager	\$7,867	\$8,138	\$8,428	\$8,740	\$9,077	\$9,440
Finance & Administrative Services Manager	\$11,029	\$11,409	\$11,817	\$12,254	\$12,726	\$13,235
Executive Assistant	\$6,382	\$6,637	\$6,951	\$7,199	\$7,402	\$7,658
Project Research Assistant II	\$6,566	\$6,828	\$7,090	\$7,353	\$7,617	\$7,879
Project Research Assistant I	\$5,710	\$5,938	\$6,165	\$6,394	\$6,623	\$6,851

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2024 ranges include COLA per November 2023 CPI Index of 3.1%)

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

Attest: [Signature]
Clerk of the Board