

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective July 1, 2023

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$19,059	-	-	-	-	\$22,871
Manager of Technical Services	\$15,367	-	-	-	-	\$18,441
Manager of Strategic Affairs	\$15,367	-	-	-	-	\$18,441
Manager of Government Relations	\$15,367	-	-	-	-	\$18,441
Principal Project Manager	\$12,806	\$13,248	\$13,699	\$14,229	\$14,776	\$15,367
Senior Project Manager	\$10,672	\$11,039	\$11,434	\$11,857	\$12,314	\$12,806
Associate Project Manager	\$7,630	\$7,893	\$8,175	\$8,477	\$8,804	\$9,156
Finance & Administrative Services Manager	\$10,697	\$11,066	\$11,462	\$11,886	\$12,343	\$12,837
Executive Assistant	\$6,190	\$6,437	\$6,742	\$6,983	\$7,179	\$7,428
Project Research Assistant II	\$6,369	\$6,623	\$6,877	\$7,132	\$7,388	\$7,642
Project Research Assistant I	\$5,538	\$5,759	\$5,980	\$6,202	\$6,424	\$6,645

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2023 ranges include COLA per November 2022 CPI Index of 7.2%)

Salaries for Executive Director, Manager of Technical Services, Manager of Strategic Affairs, and Manager of Government Relations 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: [Signature]
Clerk of the Board