

**EXHIBIT A  
RWA POLICY 400.2**

**MONTHLY SALARY SCHEDULE OF RWA POSITIONS**

Effective November 10, 2022

<b>Classification</b>	<b>Step 1 or Minimum</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6 or Maximum</b>
Executive Director	\$17,779	-	-	-	-	\$21,335
Manager of Technical Services	\$14,335	-	-	-	-	\$17,202
Manager of Strategic Affairs	\$14,335	-	-	-	-	\$17,202
Principal Project Manager	\$11,946	\$12,358	\$12,779	\$13,273	\$13,784	\$14,335
Senior Project Manager	\$9,955	\$10,298	\$10,666	\$11,061	\$11,487	\$11,946
Associate Project Manager	\$7,118	\$7,363	\$7,626	\$7,908	\$8,213	\$8,541
Finance & Administrative Services Manager I	\$9,979	\$10,323	\$10,692	\$11,088	\$11,514	\$11,975
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

Effective July 1, 2022, the Executive Director's compensation is \$19,601 per month.

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%)

Exhibit A modified mid-cycle to reflect board direction upon review of compensation survey.

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:

*[Signature]*

Clerk of the Board