

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS
Effective July 7, 2025

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$20,383	-	-	-	-	\$24,461
Manager of Technical Services	\$16,435	-	-	-	-	\$19,723
Manager of Strategic Affairs	\$16,435	-	-	-	-	\$19,723
Manager of Government Relations	\$16,435	-	-	-	-	\$19,723
Principal Project Manager	\$13,696	\$14,204	\$14,731	\$15,278	\$15,844	\$16,435
Senior Project Manager	\$11,414	\$11,837	\$12,277	\$12,732	\$13,204	\$13,696
Associate Project Manager	\$8,160	\$8,463	\$8,777	\$9,102	\$9,440	\$9,792
Board Clerk/Project Manager	\$8,160	\$8,463	\$8,777	\$9,102	\$9,440	\$9,792
Finance Director	\$14,302	\$14,833	\$15,383	\$15,954	\$16,545	\$17,161
Finance & Administrative Services Manager	\$11,441	\$11,865	\$12,306	\$12,762	\$13,236	\$13,729
Executive Assistant	\$6,620	\$6,866	\$7,120	\$7,384	\$7,658	\$7,944
Project Research Assistant II	\$6,811	\$7,064	\$7,326	\$7,598	\$7,879	\$8,174
Project Research Assistant I	\$5,923	\$6,143	\$6,371	\$6,607	\$6,852	\$7,107

Exhibit A will be updated annually based on the March Consumer Price Index and/or when a new salary survey is completed (2025 ranges include a COLA of 1.8% effective July 7, 2025).

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 10, 2025
 Attest: [Signature]
 Clerk of the Board