

**EXHIBIT A  
RWA POLICY 400.2**

**MONTHLY SALARY SCHEDULE OF RWA POSITIONS**

Effective July 4, 2026

| <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                        | \$20,954                 | -             | -             | -             | -             | \$25,146                 |
| Manager of Technical Services             | \$16,895                 | -             | -             | -             | -             | \$20,275                 |
| Manager of Strategic Affairs              | \$16,895                 | -             | -             | -             | -             | \$20,275                 |
| Manager of Government Relations           | \$16,895                 | -             | -             | -             | -             | \$20,275                 |
| Principal Project Manager                 | \$14,079                 | \$14,602      | \$15,143      | \$15,706      | \$16,288      | \$16,895                 |
| Senior Project Manager                    | \$11,734                 | \$12,168      | \$12,621      | \$13,088      | \$13,574      | \$14,079                 |
| Associate Project Manager                 | \$8,388                  | \$8,700       | \$9,023       | \$9,357       | \$9,704       | \$10,066                 |
| Board Clerk/Project Manager               | \$8,388                  | \$8,700       | \$9,023       | \$9,357       | \$9,704       | \$10,066                 |
| Finance Director                          | \$14,702                 | \$15,248      | \$15,814      | \$16,401      | \$17,008      | \$17,642                 |
| Finance & Administrative Services Manager | \$11,761                 | \$12,197      | \$12,651      | \$13,119      | \$13,607      | \$14,113                 |
| Executive Assistant                       | \$6,805                  | \$7,058       | \$7,319       | \$7,591       | \$7,872       | \$8,166                  |
| Project Research Assistant II             | \$7,002                  | \$7,262       | \$7,531       | \$7,811       | \$8,100       | \$8,403                  |
| Project Research Assistant I              | \$6,089                  | \$6,315       | \$6,549       | \$6,792       | \$7,044       | \$7,306                  |

Exhibit A will be updated annually based on the March Consumer Price Index and/or when a new salary survey is completed (2026 ranges include a COLA of 2.8% effective July 4, 2026).

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: 7/9/2026

Attest: Ashley Flores  
Clerk of the Board