

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Recommended Salary Ranges per Compensation Study
January 1, 2019

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Manager of Technical Services	\$12,655	\$13,161	\$13,667	\$14,174	\$14,680	\$15,186
Principal Project Manager	\$10,352	\$10,766	\$11,180	\$11,594	\$12,008	\$12,422
Senior Project Manager	\$8,704	\$9,053	\$9,399	\$9,748	\$10,096	\$10,444
Associate Project Manager	\$6,176	\$6,423	\$6,671	\$6,917	\$7,165	\$7,412
Finance & Administrative Services Manager I	\$7,749	\$8,059	\$8,369	\$8,678	\$8,988	\$9,299
Executive Assistant	\$5,186	\$5,394	\$5,601	\$5,809	\$6,016	\$6,224
Project Research Assistant	\$4,641	\$4,825	\$5,011	\$5,197	\$5,383	\$5,568

There is no range for the Executive Director position. The Executive Director's compensation is \$20,711 per month.

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2019 ranges include COLA per November 2018 CPI Index of 3.1%)

*Pursuant to the Administrative and Management Services Agreement between RWA and SGA, SGA employees are paid at the following rates adopted by the RWA Board.