

**EXHIBIT A  
SGA POLICY 100.3**

**MONTHLY SALARY SCHEDULE OF SGA POSITIONS**

Effective as of January 1, 2020

<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Manager of Technical Services	\$12,971	\$13,490	\$14,009	\$14,528	\$15,047	\$15,566
Principal Project Manager	\$10,611	\$11,035	\$11,460	\$11,884	\$12,308	\$12,733
Senior Project Manager	\$8,922	\$9,279	\$9,634	\$9,992	\$10,348	\$10,705
Associate Project Manager	\$6,330	\$6,584	\$6,838	\$7,090	\$7,344	\$7,597
Finance & Administrative Services Manager I	\$7,943	\$8,260	\$8,578	\$8,895	\$9,213	\$9,531
Executive Assistant	\$5,316	\$5,529	\$5,741	\$5,954	\$6,166	\$6,380
Project Research Assistant	\$4,757	\$4,946	\$5,136	\$5,327	\$5,518	\$5,707

Effective June 28, 2019, the Executive Director's compensation is \$16,932 per month.

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2020 ranges include COLA per November 2019 CPI Index of 2.5%)