

**EXHIBIT A
SGA POLICY 100.3**

MONTHLY SALARY SCHEDULE OF SGA POSITIONS

Effective as of January 1, 2021

| Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Manager of Technical Services | \$13,179 | \$13,706 | \$14,233 | \$14,761 | \$15,288 | \$15,815 |
| Manager of Strategic Affairs | \$13,179 | \$13,706 | \$14,233 | \$14,761 | \$15,288 | \$15,815 |
| Principal Project Manager | \$10,781 | \$11,212 | \$11,643 | \$12,074 | \$12,505 | \$12,936 |
| Senior Project Manager | \$9,064 | \$9,428 | \$9,788 | \$10,152 | \$10,514 | \$10,876 |
| Associate Project Manager | \$6,432 | \$6,689 | \$6,947 | \$7,203 | \$7,462 | \$7,719 |
| Finance & Administrative Services Manager I | \$8,070 | \$8,393 | \$8,715 | \$9,037 | \$9,360 | \$9,684 |
| Executive Assistant | \$5,401 | \$5,617 | \$5,833 | \$6,049 | \$6,265 | \$6,482 |
| Project Research Assistant | \$4,833 | \$5,025 | \$5,218 | \$5,412 | \$5,606 | \$5,799 |

Effective July 1, 2020, the Executive Director's compensation is \$17,779 per month.

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2021 ranges include COLA per November 2020 CPI Index of 1.6%)