

**EXHIBIT A
SGA POLICY 100.3**

MONTHLY SALARY SCHEDULE OF SGA POSITIONS

Effective July 6, 2024

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$20,023	-	-	-	-	\$24,028
Manager of Technical Services	\$16,144	-	-	-	-	\$19,374
Manager of Strategic Affairs	\$16,144	-	-	-	-	\$19,374
Manager of Government Relations	\$16,144	-	-	-	-	\$19,374
Principal Project Manager	\$13,454	\$13,919	\$14,392	\$14,949	\$15,523	\$16,144
Senior Project Manager	\$11,212	\$11,597	\$12,012	\$12,457	\$12,937	\$13,454
Associate Project Manager	\$8,016	\$8,293	\$8,588	\$8,906	\$9,249	\$9,619
Finance & Administrative Services Manager	\$11,239	\$11,626	\$12,042	\$12,487	\$12,968	\$13,486
Executive Assistant	\$6,503	\$6,763	\$7,083	\$7,336	\$7,543	\$7,804
Project Research Assistant II	\$6,691	\$6,958	\$7,225	\$7,493	\$7,762	\$8,029
Project Research Assistant I	\$5,818	\$6,051	\$6,282	\$6,515	\$6,749	\$6,981

Exhibit A will be updated annually based on the March Consumer Price Index and/or when a new salary survey is completed. (2024 ranges include a COLA of 1.9% effective July 6, 2024 and a COLA of 3.1% effective January 8, 2024. Two COLAs were awarded in 2024 due to the RWA revising its compensation policy to shift the COLA from January to July.)

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 SGA Board of Directors on: August 8, 2024

Attest: 
Clerk of the Board