

EXHIBIT A SGA POLICY 100.3

MONTHLY SALARY SCHEDULE OF SGA POSITIONS

Effective July 4, 2026

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
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 SGA Board of Directors on: June 11, 2026

Attest: Ashley Flores
Clerk of the Board