

**EXHIBIT "A"**

SOCWA  
EMPLOYEE MANUAL SALARY RANGE SUMMARY  
07/01/2024 - 06/30/2025

July 1, 2024	COLA @ 6%				1.060
Ranges	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary	
33.0	31.60	40.33	\$5,477.33	\$6,990.53	
33.5	32.39	41.31	\$5,614.27	\$7,160.40	
34.0	33.17	42.38	\$5,749.47	\$7,345.87	
34.5	33.99	43.43	\$5,891.60	\$7,527.87	
35.0	34.84	44.46	\$6,038.93	\$7,706.40	
35.5	35.70	45.57	\$6,188.00	\$7,898.80	
36.0	36.57	46.68	\$6,338.80	\$8,091.20	
36.5	37.48	47.83	\$6,496.53	\$8,290.53	
37.0	38.38	49.00	\$6,652.53	\$8,493.33	
37.5	39.36	49.95	\$6,822.40	\$8,658.00	
38.0	40.33	51.48	\$6,990.53	\$8,923.20	
38.5	41.31	52.77	\$7,160.40	\$9,146.80	
39.0	42.38	54.06	\$7,345.87	\$9,370.40	
39.5	43.43	55.43	\$7,527.87	\$9,607.87	
40.0	44.46	56.70	\$7,706.40	\$9,828.00	
40.5	45.57	58.16	\$7,898.80	\$10,081.07	
41.0	46.68	59.58	\$8,091.20	\$10,327.20	
41.5	47.83	61.07	\$8,290.53	\$10,585.47	
42.0	49.00	62.57	\$8,493.33	\$10,845.47	
42.5	50.24	64.12	\$8,708.27	\$11,114.13	
43.0	51.48	65.69	\$8,923.20	\$11,386.27	
43.5	52.77	67.33	\$9,146.80	\$11,670.53	
44.0	54.06	68.97	\$9,370.40	\$11,954.80	
44.5	55.44	70.70	\$9,609.60	\$12,254.67	
45.0	56.70	72.43	\$9,828.00	\$12,554.53	
45.5	58.16	74.22	\$10,081.07	\$12,864.80	
46.0	59.58	76.04	\$10,327.20	\$13,180.27	
46.5	61.07	77.95	\$10,585.47	\$13,511.33	
47.0	62.57	79.88	\$10,845.47	\$13,845.87	
47.5	64.12	81.82	\$11,114.13	\$14,182.13	
48.0	65.69	83.86	\$11,386.27	\$14,535.73	
48.5	67.33	85.92	\$11,670.53	\$14,892.80	
49.0	68.97	88.04	\$11,954.80	\$15,260.27	
49.5	70.70	90.25	\$12,254.67	\$15,643.33	
50.0	72.43	92.44	\$12,554.53	\$16,022.93	
50.5	74.22	94.76	\$12,864.80	\$16,425.07	
51.0	76.04	97.04	\$13,180.27	\$16,820.27	
51.5	77.94	99.47	\$13,509.60	\$17,241.47	
52.0	79.88	101.92	\$13,845.87	\$17,666.13	
52.5	81.82	104.45	\$14,182.13	\$18,104.67	
53.0	83.82	107.00	\$14,528.80	\$18,546.67	
53.5	85.98	109.69	\$14,903.20	\$19,012.93	
54.0	88.03	112.36	\$15,258.53	\$19,475.73	
54.5	90.24	115.14	\$15,641.60	\$19,957.60	
55.0	92.44	117.97	\$16,022.93	\$20,448.13	