

EXHIBIT "A"

**SOCWA
EMPLOYEE MANUAL SALARY RANGE SUMMARY
07/01/2025 - 06/30/2026**

Ranges	COLA @ 3%		1.030	
	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
30.00	28.07	35.78	\$4,865.47	\$6,201.87
30.50	28.77	36.68	\$4,986.80	\$6,357.87
31.00	29.49	37.60	\$5,111.60	\$6,517.33
31.50	30.23	38.54	\$5,239.87	\$6,680.27
32.00	30.98	39.50	\$5,369.87	\$6,846.67
32.50	31.75	40.49	\$5,503.33	\$7,018.27
33.0	32.55	41.54	\$5,642.00	\$7,200.27
33.5	33.36	42.55	\$5,782.40	\$7,375.33
34.0	34.17	43.65	\$5,922.80	\$7,566.00
34.5	35.01	44.73	\$6,068.40	\$7,753.20
35.0	35.89	45.79	\$6,220.93	\$7,936.93
35.5	36.77	46.94	\$6,373.47	\$8,136.27
36.0	37.67	48.08	\$6,529.47	\$8,333.87
36.5	38.60	49.26	\$6,690.67	\$8,538.40
37.0	39.53	50.47	\$6,851.87	\$8,748.13
37.5	40.54	51.45	\$7,026.93	\$8,918.00
38.0	41.54	53.02	\$7,200.27	\$9,190.13
38.5	42.55	54.35	\$7,375.33	\$9,420.67
39.0	43.65	55.68	\$7,566.00	\$9,651.20
39.5	44.73	57.09	\$7,753.20	\$9,895.60
40.0	45.79	58.40	\$7,936.93	\$10,122.67
40.5	46.94	59.90	\$8,136.27	\$10,382.67
41.0	48.08	61.37	\$8,333.87	\$10,637.47
41.5	49.26	62.90	\$8,538.40	\$10,902.67
42.0	50.47	64.45	\$8,748.13	\$11,171.33
42.5	51.75	66.04	\$8,970.00	\$11,446.93
43.0	53.02	67.66	\$9,190.13	\$11,727.73
43.5	54.35	69.35	\$9,420.67	\$12,020.67
44.0	55.68	71.04	\$9,651.20	\$12,313.60
44.5	57.10	72.82	\$9,897.33	\$12,622.13
45.0	58.40	74.60	\$10,122.67	\$12,930.67
45.5	59.90	76.45	\$10,382.67	\$13,251.33
46.0	61.37	78.32	\$10,637.47	\$13,575.47
46.5	62.90	80.29	\$10,902.67	\$13,916.93
47.0	64.45	82.28	\$11,171.33	\$14,261.87
47.5	66.04	84.27	\$11,446.93	\$14,606.80
48.0	67.66	86.38	\$11,727.73	\$14,972.53
48.5	69.35	88.50	\$12,020.67	\$15,340.00
49.0	71.04	90.68	\$12,313.60	\$15,717.87
49.5	72.82	92.96	\$12,622.13	\$16,113.07
50.0	74.60	95.21	\$12,930.67	\$16,503.07
50.5	76.45	97.60	\$13,251.33	\$16,917.33
51.0	78.32	99.95	\$13,575.47	\$17,324.67
51.5	80.28	102.45	\$13,915.20	\$17,758.00
52.0	82.28	104.98	\$14,261.87	\$18,196.53
52.5	84.27	107.58	\$14,606.80	\$18,647.20
53.0	86.33	110.21	\$14,963.87	\$19,103.07
53.5	88.56	112.98	\$15,350.40	\$19,583.20
54.0	90.67	115.73	\$15,716.13	\$20,059.87
54.5	92.95	118.59	\$16,111.33	\$20,555.60
55.0	95.21	121.51	\$16,503.07	\$21,061.73