

EXHIBIT B
CHARACTER, BASE SALARIES, PAY BANDS, HOURLY WAGE RATES,
AND MANAGEMENT INCENTIVE PAY OF MANAGEMENT AND
NON-REPRESENTED CLASSIFICATIONS

CHARACTER OF POSITION/PAYROLL
CLASSIFICATION TITLE

HOURLY WAGE RANGE

CLERICAL & HOURLY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
P/T RECEPTIONIST	\$40.16	\$41.90	\$43.52	\$45.17	\$46.87	\$47.52
PARALEGAL	\$47.81	\$49.88	\$51.80	\$53.78	\$55.80	\$56.57
P/T SURVEY TAKER (SINGLE RATE)	\$46.01					

NOTE: The clerical rates are effective 07/01/2026.

PROFESSIONAL/MANAGEMENT PAY BANDS

PAY BAND	MINIMUM	MIDPOINT	MAXIMUM
16	\$282,755	\$355,565	\$428,374
15	\$257,050	\$323,241	\$389,431
14	\$233,682	\$293,855	\$354,027
13	\$212,438	\$267,141	\$321,843
12	\$193,124	\$242,854	\$292,584
11	\$180,489	\$226,966	\$273,443
10	\$168,682	\$212,118	\$255,553
9	\$157,647	\$198,241	\$238,835
8	\$147,332	\$185,270	\$223,208
7	\$137,693	\$173,150	\$208,607
6	\$128,685	\$161,822	\$194,958
5	\$120,266	\$151,235	\$182,203
4	\$112,397	\$141,340	\$170,283
3	\$105,044	\$132,094	\$159,143
2	\$98,172	\$123,452	\$148,731
1	\$91,748	\$115,375	\$139,001

NOTE: Effective date 12/31/25.

MANAGEMENT INCENTIVE PAY (ANNUAL)	Amount
Assistant General Manager - Administration	\$4,800
Assistant General Manager - External Affairs	\$4,800
Assistant General Manager - Finance	\$4,800
Assistant General Manager - Office of Infrastructure Delivery	\$4,800
Assistant General Manager - Operations	\$4,800
Assistant General Manager - Performance & Budget	\$4,800
Assistant General Manager - Planning & Development	\$4,800
Assistant General Manager - Technology/CIO	\$4,800
Chief Financial Officer	\$4,800
Deputy General Manager	\$4,800
Managing Director - Capitol Corridor	\$4,800
Police Chief	\$4,800
Deputy Police Chief	10%

Due to the unique nature of these jobs as executive management employees, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (26 equal pay period installments of \$184.61).

Due to the unique nature of the job as first level management over Police Lieutenants, the Deputy Police Chief classification is eligible to receive Deputy Police Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.

BOARD APPOINTED OFFICERS' ANNUAL SALARIES		
	Base Salaries	Effective
DISTRICT SECRETARY	\$244,800	1/1/2026
GENERAL COUNSEL	\$367,885	1/1/2026
GENERAL MANAGER	\$475,303	1/1/2026
INDEPENDENT POLICE AUDITOR	\$240,000	9/2/2025
INSPECTOR GENERAL	\$260,000	1/1/2026

Note: No rate increases approved for Board Appointed Officers in FY27.