

**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	\$37.8464	\$39.4864	\$41.0065	\$42.5660	\$44.1661	\$44.7802
PARALEGAL	\$45.0505	\$47.0060	\$48.8168	\$50.6769	\$52.5852	\$53.3105
P/T SURVEY TAKER (SINGLE RATE)	\$43.3599					

NOTE: The clerical rates are effective 07/01/2024.

**PROFESSIONAL/MANAGEMENT PAY BANDS**

PAY BAND	MINIMUM	MIDPOINT	MAXIMUM
16	\$233,322	\$292,403	\$353,484
15	\$212,111	\$266,730	\$321,349
14	\$192,828	\$242,482	\$292,135
13	\$175,298	\$220,438	\$265,577
12	\$159,361	\$200,397	\$241,433
11	\$148,935	\$187,287	\$225,638
10	\$139,192	\$175,034	\$210,876
9	\$130,085	\$163,583	\$197,080
8	\$121,574	\$152,880	\$184,186
7	\$113,621	\$142,879	\$172,136
6	\$106,187	\$133,531	\$160,874
5	\$99,240	\$124,795	\$150,349
4	\$92,747	\$116,630	\$140,513
3	\$86,679	\$109,000	\$131,320
2	\$81,008	\$101,868	\$122,728
1	\$75,708	\$95,204	\$114,699

NOTE: The professional/management pay bands 1-15 were effective 07/01/2022 and pay band 16 was added 2/22/24

MANAGEMENT INCENTIVE PAY (ANNUAL)	Amount
Assistant General Manager - Operations	\$4,800
Assistant General Manager - External Affairs	\$4,800
Assistant General Manager - Administration	\$4,800
Assistant General Manager - Technology/CIO	\$4,800
Assistant General Manager - Office of Infrastructure Delivery	\$4,800
Assistant General Manager - Performance & Budget	\$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 reporting directly to the General Manager, 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	\$200,850.00	7/1/2023
GENERAL COUNSEL	\$340,000.00	3/14/2024
GENERAL MANAGER	\$422,379.70	7/1/2023
INDEPENDENT POLICE AUDITOR	\$224,649.23	7/1/2023
INSPECTOR GENERAL	\$226,600.00	7/1/2023

Note: No rate increases approved for Board Appointed Officers in FY25.