

**EXHIBIT B**

<b>Administrative/Management Analyst Series - Salary Survey Summary</b>				
	<b>Administrative Analyst 9530 (BU 15-PROF)</b>	<b>Senior Administrative Analyst 9540 (BU 15-PROF)</b>	<b>Administrative Services Manager 9571 (BU 10- MGMT)</b>	<b>Average % behind Market Average (All Levels)</b>
Current Monthly Minimum	\$5,720	\$6,935	\$8,252	<b>-8.13%</b>
Current Monthly Maximum	\$7,644	\$9,294	\$11,060	
Montly Average Market Maximum	\$8,374	\$9,476	\$12,486	
<b>Survey Findings (% behind Market Avg)</b>	<b>-9.54%</b>	<b>-1.96%</b>	<b>-12.90%</b>	
	<b>Management Analyst 8440 (BU 15-PROF)</b>	<b>Senior Management Analyst 8450 (BU 15-PROF)</b>	<b>Principal Management Analyst 8460 (BU 15-PROF)</b>	<b>Average % behind Market Average (All Levels)</b>
Current Monthly Minimum	\$5,720	\$6,935	\$8,252	<b>-9.86%</b>
Current Monthly Maximum	\$7,644	\$9,294	\$11,060	
Montly Average Market Maximum	\$8,655	\$9,992	\$12,040	
<b>Survey Findings (% behind Market Avg)</b>	<b>-13.22%</b>	<b>-7.51%</b>	<b>-8.86%</b>	

<b>Current HR Salaries for Reference/Comparison</b>			
	<b>HR Analyst 8440 (BU 15-PROF)</b>	<b>Senior HR Analyst 8420 (BU 15-PROF)</b>	<b>Principal HR Analyst 8732 (BU 15-PROF)</b>
Current Monthly Minimum	\$6,458	\$7,426	\$8,762
Current Monthly Maximum	\$8,654	\$9,951	\$11,742
<b>Difference between Current Salary Max (Admin/Mgmt Analyst series) and Current HR Analyst Max</b>	<b>-13.21%</b>	<b>-7.07%</b>	<b>-6.17%</b>

<b>Financial Analyst Series - Salary Survey Summary</b>			
	<b>Financial Analyst 8302 (BU 15-PROF)</b>	<b>Senior Financial Analyst 8303 (BU 15-PROF)</b>	<b>Assistant Controller 8319 (BU 10- MGMT)</b>
Current Monthly Minimum	\$6,164	\$6,809	\$10,342
Current Monthly Maximum	\$8,252	\$10,036	\$12,570
Montly Average Market Maximum	\$8,954	\$10,810	N/A
<b>Survey Findings (% behind Market Avg)</b>	<b>-8.51%</b>	<b>-7.71%</b>	will need a 2.75% adjustment due to compaction
			Note: Pr. Mgmt Analyst reports to the Assistant Controller, adjustment is 10% from proposed Pr. Mgmt Analyst Max. to avoid compaction.