

**Exhibit 6-B—Pay Rate Adjustment Tables**

**Position Level E (Maximum ES-2)**

Present Pay Rate:	1	2
Rating/Adjusted Pay Rate		
Outstanding	2	2
Exceptional	2	2
Fully Successful	2	2
Minimally Satisfactory	1	*
Unsatisfactory	1	1

**Position Level D (Maximum ES-3)**

Present Pay Rate:	1	2	3
Rating/Adjusted Pay Rate			
Outstanding	3	3	3
Exceptional	2	3	3
Fully Successful	2	3	3
Minimally Satisfactory	1	*	*
Unsatisfactory	1	1	2

**Position Level C (Maximum ES-4)**

Present Pay Rate:	1	2	3	4
Rating/Adjusted Pay Rate				
Outstanding	3	3	4	4
Exceptional	2	3	4	4
Fully Successful	2	3	4	4
Minimally Satisfactory	1	*	*	*
Unsatisfactory	1	1	2	3

**Position Level B (Maximum ES-5)**

Present Pay Rate:	1	2	3	4	5
Rating/Adjusted Pay Rate					
Outstanding	3	3	4	5	5
Exceptional	2	3	4	5	5
Fully Successful	2	3	4	5	5
Minimally Satisfactory	1	*	*	*	*
Unsatisfactory	1	1	2	3	4

**Position Level A (Maximum ES-6)**

Present Pay Rate:	1	2	3	4	5	6
Rating/Adjusted Pay Rate						
Outstanding	3	3	4	5	6	6
Exceptional	2	3	4	5	6	6
Fully Successful	2	3	4	5	6	6
Minimally Satisfactory	1	*	*	*	*	*
Unsatisfactory	1	1	2	3	4	5

Note: The pay rate adjustments shown on this chart do not exceed the maximum pay rates for the position level designators A, B, C, D, and E, as applicable. However, executives receiving outstanding ratings for 2 years in succession may be recommended for one rate above the maximum shown in position levels E, D and C.

\* See Paragraph S6-3.b.(3).