

Represented Salary Schedule
Effective January 1, 2023 - December 31, 2023

| Job Title | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-----------------------------------|--------------------|--------------|--------------|--------------|--------------|--------------|
| Accounting Specialist | Specialist | \$ 48,217.60 | \$ 50,628.47 | \$ 53,159.90 | \$ 55,817.89 | \$ 58,608.79 |
| Client Services Specialist | Specialist | \$ 51,132.68 | \$ 53,689.31 | \$ 56,373.78 | \$ 59,192.47 | \$ 62,152.10 |
| Custodian | Assistant/Clerical | \$ 38,655.60 | \$ 40,588.37 | \$ 42,617.80 | \$ 44,748.69 | \$ 46,986.13 |
| Housing Navigator | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Housing Quality Inspector | Specialist | \$ 51,132.68 | \$ 53,689.31 | \$ 56,373.78 | \$ 59,192.47 | \$ 62,152.10 |
| Housing Specialist | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |
| HQS Enforcement Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| HQS Inspections Scheduler | Assistant/Clerical | \$ 41,554.04 | \$ 43,631.74 | \$ 45,813.32 | \$ 48,103.99 | \$ 50,509.20 |
| Leasing Specialist | Specialist | \$ 51,132.68 | \$ 53,689.31 | \$ 56,373.78 | \$ 59,192.47 | \$ 62,152.10 |
| Maintenance Assistant | Assistant/Clerical | \$ 41,554.04 | \$ 43,631.74 | \$ 45,813.32 | \$ 48,103.99 | \$ 50,509.20 |
| Maintenance Lead | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Maintenance Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Maintenance Technician | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |
| Market Specialist | Specialist | \$ 51,132.68 | \$ 53,689.31 | \$ 56,373.78 | \$ 59,192.47 | \$ 62,152.10 |
| Office Assistant II - All | Assistant/Clerical | \$ 41,554.04 | \$ 43,631.74 | \$ 45,813.32 | \$ 48,103.99 | \$ 50,509.20 |
| Owner Services Specialist | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |
| Program Integrity Specialist | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |
| Property Assistant | Assistant/Clerical | \$ 41,554.04 | \$ 43,631.74 | \$ 45,813.32 | \$ 48,103.99 | \$ 50,509.20 |
| Property Specialist I | Specialist | \$ 46,363.07 | \$ 48,681.22 | \$ 51,115.28 | \$ 53,671.04 | \$ 56,354.60 |
| Property Specialist II | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |
| Quality Assurance Specialist | Specialist | \$ 46,363.07 | \$ 48,681.22 | \$ 51,115.28 | \$ 53,671.04 | \$ 56,354.60 |
| Receptionist | Assistant/Clerical | \$ 41,554.04 | \$ 43,631.74 | \$ 45,813.32 | \$ 48,103.99 | \$ 50,509.20 |
| Senior Client Services Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Senior Housing Quality Inspector | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Senior Housing Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Senior Leasing Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Senior Property Specialist | Senior Specialist | \$ 53,689.17 | \$ 56,373.63 | \$ 59,192.31 | \$ 62,151.93 | \$ 65,259.53 |
| Wait List Specialist | Specialist | \$ 48,698.26 | \$ 51,133.18 | \$ 53,689.83 | \$ 56,374.33 | \$ 59,193.05 |

Fresno Housing 2023 Salary Schedule

| <u>Position Title</u> | <u>Classification</u> | <u>Annual Minimum</u> | <u>Annual Maximum</u> |
|--|-----------------------|-----------------------|-----------------------|
| Chief Executive Officer | Chief | \$ 225,000 | \$ 298,000 |
| Deputy Executive Director | Chief | \$ 201,150 | \$ 268,200 |
| Chief Real Estate Officer | Chief | \$ 189,975 | \$ 253,300 |
| Chief Housing Choice Programs & Initiatives | Chief | \$ 145,500 | \$ 194,400 |
| Chief Inclusion & Empowerment Officer | Chief | \$ 145,500 | \$ 194,400 |
| Director of Real Estate Development | Director | \$ 151,980 | \$ 202,640 |
| Director of Finance & Accounting | Director | \$ 135,000 | \$ 180,000 |
| Director of Housing Choice | Director | \$ 126,000 | \$ 168,000 |
| Director of Property Management | Director | \$ 126,000 | \$ 168,000 |
| Director of Human Resources | Director | \$ 123,750 | \$ 165,000 |
| Assistant Director - Real Estate Development | Assistant Director | \$ 121,584 | \$ 162,112 |
| Assistant Director - Finance (Controller) | Assistant Director | \$ 108,000 | \$ 144,000 |
| Assistant Director - Housing Choice Voucher Program | Assistant Director | \$ 105,000 | \$ 140,000 |
| Assistant Director - Property Management | Assistant Director | \$ 105,000 | \$ 140,000 |
| Assistant Director - Resident Empowerment | Assistant Director | \$ 104,760 | \$ 139,680 |
| Senior Asset Manager | Senior Manager | \$ 109,426 | \$ 145,901 |
| Senior Manager - Real Estate Development | Senior Manager | \$ 109,426 | \$ 145,901 |
| Senior Manager - Information Technology/Systems | Senior Manager | \$ 101,250 | \$ 135,000 |
| Senior Manager - Human Resources | Senior Manager | \$ 99,000 | \$ 132,000 |
| Senior Manager - Housing Choice Voucher Program | Senior Manager | \$ 94,500 | \$ 126,000 |
| Senior Manager - Property Management | Senior Manager | \$ 94,500 | \$ 126,000 |
| Senior Manager - Strategic Initiatives & Partnerships | Senior Manager | \$ 94,284 | \$ 125,712 |
| Senior Manager - Resident Empowerment | Senior Manager | \$ 89,250 | \$ 119,000 |
| Construction Manager/Owners Representative | Manager II | \$ 98,483 | \$ 131,311 |
| Construction Operations Manager | Manager II | \$ 98,483 | \$ 131,311 |
| Development Finance Manager | Manager II | \$ 98,483 | \$ 131,311 |
| Real Estate Development Manager | Manager II | \$ 98,483 | \$ 131,311 |
| Information Technology & Systems Manager | Manager II | \$ 91,125 | \$ 121,500 |
| Accounting Manager | Manager II | \$ 86,400 | \$ 115,200 |
| Finance Manager | Manager II | \$ 86,400 | \$ 115,200 |
| District Manager | Manager II | \$ 85,050 | \$ 113,400 |
| Housing Programs Manager | Manager II | \$ 85,050 | \$ 113,400 |
| Human Resources Manager | Manager II | \$ 84,150 | \$ 112,200 |
| Communications Manager | Manager II | \$ 82,620 | \$ 110,160 |
| Asset Manager | Manager I | \$ 88,635 | \$ 118,180 |
| Area Manager | Manager I | \$ 76,545 | \$ 102,060 |
| Quality Assurance Manager | Manager I | \$ 75,600 | \$ 100,800 |
| Resident Empowerment Manager | Manager I | \$ 75,427 | \$ 100,570 |
| Senior Data Systems Administrator | Senior Analyst | \$ 82,013 | \$ 109,350 |
| Senior Systems & Security Administrator | Senior Analyst | \$ 82,013 | \$ 109,350 |
| Senior Construction Project Manager | Senior Analyst | \$ 79,771 | \$ 106,362 |
| Senior Analyst - Asset Management | Senior Analyst | \$ 79,771 | \$ 106,362 |
| Senior Analyst - Real Estate Development | Senior Analyst | \$ 79,771 | \$ 106,362 |
| Senior Development Analyst - Special Projects | Senior Analyst | \$ 79,771 | \$ 106,362 |
| Senior Project Manager | Senior Analyst | \$ 79,771 | \$ 106,362 |
| Senior Analyst - Human Resources | Senior Analyst | \$ 75,735 | \$ 100,980 |
| Senior Accountant | Senior Analyst | \$ 73,440 | \$ 97,920 |
| Senior Policy Analyst | Senior Analyst | \$ 70,500 | \$ 94,000 |
| Assistant Manager - Housing Choice Voucher Program | Senior Analyst | \$ 68,891 | \$ 91,854 |
| Senior Analyst - Property Operations | Senior Analyst | \$ 68,891 | \$ 91,854 |
| Senior Analyst - Quality Assurance (PMD) | Senior Analyst | \$ 68,891 | \$ 91,854 |
| Senior Analyst - Quality Assurance (HCV) | Senior Analyst | \$ 68,891 | \$ 91,854 |
| Senior Analyst - Supportive Housing Opportunities and Partner Engagement | Senior Analyst | \$ 67,884 | \$ 90,513 |
| Assistant Manager - Resident Empowerment | Senior Analyst | \$ 67,884 | \$ 90,513 |

**Fresno Housing
2023 Salary Schedule**

| <u>Position Title</u> | <u>Classification</u> | <u>Annual Minimum</u> | <u>Annual Maximum</u> |
|---|-----------------------|-----------------------|-----------------------|
| Database Administrator & Report Writer | Analyst | \$ 73,811 | \$ 98,415 |
| Systems Administrator | Analyst | \$ 73,811 | \$ 98,415 |
| Asset Management Analyst | Analyst | \$ 71,794 | \$ 95,726 |
| Community Development Analyst | Analyst | \$ 71,794 | \$ 95,726 |
| Community Planning Analyst | Analyst | \$ 71,794 | \$ 95,726 |
| Construction Compliance Analyst | Analyst | \$ 71,794 | \$ 95,726 |
| Construction Project Manager | Analyst | \$ 71,794 | \$ 95,726 |
| Project Manager | Analyst | \$ 71,794 | \$ 95,726 |
| Accountant | Analyst | \$ 66,096 | \$ 88,128 |
| Human Resources Analyst | Analyst | \$ 63,750 | \$ 85,000 |
| Training and Development Analyst | Analyst | \$ 63,750 | \$ 85,000 |
| Procurement Analyst | Analyst | \$ 63,450 | \$ 84,600 |
| Inspections Supervisor | Analyst | \$ 62,002 | \$ 82,669 |
| Intake, Leasing & Case Management Supervisor | Analyst | \$ 62,002 | \$ 82,669 |
| Owner Services Supervisor | Analyst | \$ 62,002 | \$ 82,669 |
| Maintenance Supervisor | Analyst | \$ 62,002 | \$ 82,669 |
| Property Manager | Analyst | \$ 62,002 | \$ 82,669 |
| Quality Assurance Analyst - HCV | Analyst | \$ 62,002 | \$ 82,669 |
| Quality Assurance Analyst - PMD | Analyst | \$ 62,002 | \$ 82,669 |
| Homeless Management Information Systems (HMIS) Analyst | Analyst | \$ 61,096 | \$ 81,461 |
| Inclusion Analyst | Analyst | \$ 61,096 | \$ 81,461 |
| Program Analyst | Analyst | \$ 61,096 | \$ 81,461 |
| Supportive Housing Opportunities & Partner Engagement Analyst | Analyst | \$ 61,096 | \$ 81,461 |
| Communications Project Manager | Analyst | \$ 60,230 | \$ 80,307 |
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| Data Systems Coordinator | Coordinator | \$ 59,049 | \$ 78,732 |
| Information Technology Help Desk Coordinator | Coordinator | \$ 59,049 | \$ 78,732 |
| Asset Management Coordinator | Coordinator | \$ 57,345 | \$ 76,580 |
| Assistant Project Manager | Coordinator | \$ 57,345 | \$ 76,580 |
| Community Development Coordinator | Coordinator | \$ 57,345 | \$ 76,580 |
| Construction Compliance Coordinator | Coordinator | \$ 57,345 | \$ 76,580 |
| Development Services Coordinator | Coordinator | \$ 57,345 | \$ 76,580 |
| Procurement Coordinator | Coordinator | \$ 57,105 | \$ 76,140 |
| Administrative Coordinator (Executive Office) | Coordinator | \$ 55,397 | \$ 73,862 |
| Fiscal Services Coordinator | Coordinator | \$ 52,877 | \$ 70,502 |
| Payroll Coordinator | Coordinator | \$ 52,877 | \$ 70,502 |
| Community Coordinator | Coordinator | \$ 52,701 | \$ 70,268 |
| Compliance & Relocation Coordinator | Coordinator | \$ 52,701 | \$ 70,268 |
| Compliance Coordinator | Coordinator | \$ 52,701 | \$ 70,268 |
| Administrative Coordinator (HCV) | Coordinator | \$ 52,701 | \$ 70,268 |
| Quality Assurance Coordinator (HCV) | Coordinator | \$ 52,701 | \$ 70,268 |
| Quality Assurance Coordinator (PMD) | Coordinator | \$ 52,701 | \$ 70,268 |
| Outreach & Communications Coordinator | Coordinator | \$ 51,195 | \$ 68,261 |
| Human Resources Coordinator | Coordinator | \$ 51,000 | \$ 68,000 |
| Administrative Program Coordinator | Coordinator | \$ 49,875 | \$ 66,500 |
| HMIS Data Quality Coordinator | Coordinator | \$ 49,875 | \$ 66,500 |
| HMIS Training Coordinator | Coordinator | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Family Self Sufficiency | Coordinator | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Housing Stability | Coordinator | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Resident Empowerment | Coordinator | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Strategic Initiatives | Coordinator | \$ 49,875 | \$ 66,500 |
| Voucher Incentive Coordinator | Coordinator | \$ 49,875 | \$ 66,500 |
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| Administrative Assistant - Real Estate Development | Clerical Assistant | \$ 45,948 | \$ 61,264 |
| Administrative Assistant - Outreach & Communications | Clerical Assistant | \$ 44,317 | \$ 59,090 |
| Administrative Assistant - Human Resources | Clerical Assistant | \$ 43,350 | \$ 57,800 |
| Accounting Assistant | Clerical Assistant | \$ 42,301 | \$ 56,402 |
| Administrative Assistant - Executive Office | Clerical Assistant | \$ 41,548 | \$ 55,397 |

**Fresno Housing
2023 Salary Schedule**

| Position Title | Classification | Annual Minimum | Annual Maximum |
|---|-----------------------|-----------------------|-----------------------|
| Accounting Intern | Intern | \$ 32,240 | \$ 40,300 |
| CCRH (California Coalition for Rural Housing) Intern | Intern | \$ 32,240 | \$ 40,300 |
| Communications/Marketing Intern | Intern | \$ 32,240 | \$ 40,300 |
| Construction Management Intern | Intern | \$ 32,240 | \$ 40,300 |
| Finance Intern | Intern | \$ 32,240 | \$ 40,300 |
| Fiscal Services Intern | Intern | \$ 32,240 | \$ 40,300 |
| HMIS (Homeless Management Information Systems) Intern | Intern | \$ 32,240 | \$ 40,300 |
| Human Resources Intern | Intern | \$ 32,240 | \$ 40,300 |
| IT Helpdesk Intern | Intern | \$ 32,240 | \$ 40,300 |
| Property Operations Intern | Intern | \$ 32,240 | \$ 40,300 |
| Research Data Analysis Intern | Intern | \$ 32,240 | \$ 40,300 |
| Resident Intern | Intern | \$ 32,240 | \$ 40,300 |
| Resident Empowerment Intern | Intern | \$ 32,240 | \$ 40,300 |