

Classification and Pay Plan

Effective July 1, 2004 (Start of Pay Period)

(Start of Pay Period in which the first day of the fiscal year begins)

"M" SCHEDULE

| Range | OC | OT/BU | Classification | Type | Minimum | Maximum |
|-------|------|-------------------------------|--|--------------|------------|------------|
| M 50 | A | Ex/M | President & Chief Executive Officer | Hrly. Rate | 53.03 | 79.11 |
| | | | | BiWk. Equiv. | 4,242.40 | 6,328.80 |
| | | | | Ann. Equiv. | 110,302.40 | 164,548.80 |
| M48 | A | Ex/M | Executive Vice President & Chief Operating Officer | Hrly. Rate | 47.86 | 67.62 |
| | | | | BiWk. Equiv. | 3,828.80 | 5,409.60 |
| | | | | Ann. Equiv. | 99,548.80 | 140,649.60 |
| M47 | -- | -- | -- | Hrly. Rate | 42.69 | 58.80 |
| | | | | BiWk. Equiv. | 3,415.20 | 4,704.00 |
| | | | | Ann. Equiv. | 88,795.20 | 122,304.00 |
| M44 | A | Ex/M | Director of Business Services | Hrly. Rate | 31.97 | 49.01 |
| | | | Director of Communication & Strategy | BiWk. Equiv. | 2,557.60 | 3,920.80 |
| | | | Director of Facilities | Ann. Equiv. | 66,497.60 | 101,940.80 |
| | | | Director of Financial Services | | | |
| | | | Director of Housing Finance & Development | | | |
| A | Ex/M | Director of Rental Assistance | | | | |
| M 39 | -- | -- | -- | Hrly. Rate | 26.39 | 32.11 |
| | | | | BiWk. Equiv. | 2,111.20 | 2,568.80 |
| | | | | Ann. Equiv. | 54,891.20 | 66,788.80 |
| M 34 | C | Ex/M | Secretary to the President & Chief Executive Officer | Hrly. Rate | 20.67 | 29.60 |
| | | | | BiWk. Equiv. | 1,653.60 | 2,368.00 |
| | | | | Ann. Equiv. | 42,993.60 | 61,568.00 |

"S" SCHEDULE

| Range | OC | OT/BU | Classification | Type | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-------|----|-------|---|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| S42 | B | Ex/S | Asst Director of Housing Programs * | Hrly. Rate | 30.55 | 32.07 | 33.69 | 34.53 | 35.38 | 36.28 | 37.18 |
| | | | | BiWk. Equiv. | 2,444.00 | 2,565.60 | 2,695.20 | 2,762.40 | 2,830.40 | 2,902.40 | 2,974.40 |
| | B | Ex/S | Budget Officer * | Ann. Equiv. | 63,544.00 | 66,705.60 | 70,075.20 | 71,822.40 | 73,590.40 | 75,462.40 | 77,334.40 |
| | B | Ex/S | Housing Construction Officer * | | | | | | | | |
| | B | Ex/S | Human Resources Officer * | | | | | | | | |
| | B | Ex/S | Information Technology Officer * | | | | | | | | |
| | B | Ex/S | Supervising Project Manager * | | | | | | | | |
| S41 | B | Ex/A | Financial Specialist * | Hrly. Rate | 29.10 | 30.55 | 32.07 | 32.88 | 33.70 | 34.54 | 35.40 |
| | B | Ex/A | Loan Management Supv. * | BiWk. Equiv. | 2,328.00 | 2,444.00 | 2,565.60 | 2,630.40 | 2,696.00 | 2,763.20 | 2,832.00 |
| | D | Ex/A | Policy Advisor to the President & CEO * | Ann. Equiv. | 60,528.00 | 63,544.00 | 66,705.60 | 68,390.40 | 70,096.00 | 71,843.20 | 73,632.00 |
| | | D | Ex/S | Project Manager * | | | | | | | |
| S40 | -- | -- | -- | Hrly. Rate | 27.71 | 29.09 | 30.55 | 31.31 | 32.09 | 32.90 | 33.72 |
| | | | | BiWk. Equiv. | 2,216.80 | 2,327.20 | 2,444.00 | 2,504.80 | 2,567.20 | 2,632.00 | 2,697.60 |
| | | | | Ann. Equiv. | 57,636.80 | 60,507.20 | 63,544.00 | 65,124.80 | 66,747.20 | 68,432.00 | 70,137.60 |
| S39 | B | Ex/S | Accounting Supervisor * | Hrly. Rate | 26.38 | 27.70 | 29.09 | 29.81 | 30.56 | 31.32 | 32.11 |
| | B | Ex/A | Associate Project Manager * | BiWk. Equiv. | 2,110.40 | 2,216.00 | 2,327.20 | 2,384.80 | 2,444.80 | 2,505.60 | 2,568.80 |
| | B | Ex/A | Community Liaison * | Ann. Equiv. | 54,870.40 | 57,616.00 | 60,507.20 | 62,004.80 | 63,564.80 | 65,145.60 | 66,788.80 |
| | B | Ex/A | Organizational Training Spec. * | | | | | | | | |
| | B | Ex/A | Principal Accountant * | | | | | | | | |
| | B | Ex/A | Principal HR Analyst * | | | | | | | | |
| | B | Ex/A | Senior Budget Analyst * | | | | | | | | |
| | B | Ex/A | Senior Program Analyst * | | | | | | | | |
| S38 | D | Pre/O | Housing Construction Spec. | Hrly. Rate | 25.13 | 26.39 | 27.70 | 28.40 | 29.11 | 29.83 | 30.58 |
| | B | Ex/A | Sr. HR Analyst * | BiWk. Equiv. | 2,010.40 | 2,111.20 | 2,216.00 | 2,272.00 | 2,328.80 | 2,386.40 | 2,446.40 |
| | T | Ex/A | Sr. Information Technology Analyst * | Ann. Equiv. | 52,270.40 | 54,891.20 | 57,616.00 | 59,072.00 | 60,548.80 | 62,046.40 | 63,606.40 |
| | | B | Ex/S | Supv. Resident Initiatives Coord. * | | | | | | | |
| S37 | B | Ex/A | Community Relations Spec. * | Hrly. Rate | 23.93 | 25.13 | 26.39 | 27.04 | 27.72 | 28.41 | 29.12 |
| | B | Ex/S | Housing Supervisor * | BiWk. Equiv. | 1,914.40 | 2,010.40 | 2,111.20 | 2,163.20 | 2,217.60 | 2,272.80 | 2,329.60 |
| | T | Ex/A | Information Technology Analyst * | Ann. Equiv. | 49,774.40 | 52,270.40 | 54,891.20 | 56,243.20 | 57,657.60 | 59,092.80 | 60,569.60 |
| | B | Ex/A | Senior Accountant * | | | | | | | | |
| | B | Ex/A | Sr. Resident Initiatives Coord. * | | | | | | | | |
| S36 | B | Ex/A | Contracts Analyst | Hrly. Rate | 22.79 | 23.93 | 25.13 | 25.75 | 26.40 | 27.06 | 27.74 |
| | B | Ex/A | Human Resources Analyst | BiWk. Equiv. | 1,823.20 | 1,914.40 | 2,010.40 | 2,060.00 | 2,112.00 | 2,164.80 | 2,219.20 |
| | B | Ex/A | Program Analyst | Ann. Equiv. | 47,403.20 | 49,774.40 | 52,270.40 | 53,560.00 | 54,912.00 | 56,284.80 | 57,699.20 |

| Range | OC | OT/BU | Classification | Type | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|-------|----|-------|---------------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| S35 | -- | -- | -- | Hrly. Rate | 21.71 | 22.80 | 23.94 | 24.53 | 25.15 | 25.78 | 26.42 | |
| | | | | BiWk. Equiv. | 1,736.80 | 1,824.00 | 1,915.20 | 1,962.40 | 2,012.00 | 2,062.40 | 2,113.60 | |
| | | | | Ann. Equiv. | 45,156.80 | 47,424.00 | 49,795.20 | 51,022.40 | 52,312.00 | 53,622.40 | 54,953.60 | |
| S34 | B | Ex/A | Accountant | Hrly. Rate | 20.68 | 21.71 | 22.80 | 23.37 | 23.95 | 24.55 | 25.16 | |
| | | | Budget Analyst | BiWk. Equiv. | 1,654.40 | 1,736.80 | 1,824.00 | 1,869.60 | 1,916.00 | 1,964.00 | 2,012.80 | |
| | | | Docket Coordinator | Ann. Equiv. | 43,014.40 | 45,156.80 | 47,424.00 | 48,609.60 | 49,816.00 | 51,064.00 | 52,332.80 | |
| | | | Fiscal Services Specialist | | | | | | | | | |
| | | | Loan Servicing Specialist | | | | | | | | | |
| | | | PIU Hearing Coordinator | | | | | | | | | |
| S33 | B | Ex/S | Asst. Hsg. Property Supv. | Hrly. Rate | 19.69 | 20.68 | 21.71 | 22.26 | 22.82 | 23.39 | 23.96 | |
| | | | Housing Specialist | BiWk. Equiv. | 1,575.20 | 1,654.40 | 1,736.80 | 1,780.80 | 1,825.60 | 1,871.20 | 1,916.80 | |
| | | | | Ann. Equiv. | 40,955.20 | 43,014.40 | 45,156.80 | 46,300.80 | 47,465.60 | 48,651.20 | 49,836.80 | |
| S32 | P | Pre/A | Contracts Compliance Asst. | Hrly. Rate | 18.77 | 19.70 | 20.69 | 21.20 | 21.73 | 22.28 | 22.83 | |
| | | | Housing Inspector | BiWk. Equiv. | 1,501.60 | 1,576.00 | 1,655.20 | 1,696.00 | 1,738.40 | 1,782.40 | 1,826.40 | |
| | | | Loan Production Specialist | Ann. Equiv. | 39,041.60 | 40,976.00 | 43,035.20 | 44,096.00 | 45,198.40 | 46,342.40 | 47,486.40 | |
| | | | Maintenance Supervisor | | | | | | | | | |
| | | | Resident Initiatives Coord. | | | | | | | | | |
| | | | Senior Administrative Assistant | | | | | | | | | |
| | | | Senior Human Resources Tech. | | | | | | | | | |
| S31 | C | Pre/O | Senior Accounting Technician | Hrly. Rate | 17.87 | 18.77 | 19.70 | 20.19 | 20.70 | 21.21 | 21.75 | |
| | | | Senior Housing Assistant | BiWk. Equiv. | 1,429.60 | 1,501.60 | 1,576.00 | 1,615.20 | 1,656.00 | 1,696.80 | 1,740.00 | |
| | | | Wage Services Technician | Ann. Equiv. | 37,169.60 | 39,041.60 | 40,976.00 | 41,995.20 | 43,056.00 | 44,116.80 | 45,240.00 | |
| S30 | C | Pre/M | Executive Secretary | Hrly. Rate | 17.01 | 17.86 | 18.76 | 19.22 | 19.70 | 20.20 | 20.70 | |
| | | | | BiWk. Equiv. | 1,360.80 | 1,428.80 | 1,500.80 | 1,537.60 | 1,576.00 | 1,616.00 | 1,656.00 | |
| | | | | Ann. Equiv. | 35,380.80 | 37,148.80 | 39,020.80 | 39,977.60 | 40,976.00 | 42,016.00 | 43,056.00 | |
| S29 | C | Pre/O | Administrative Assistant | Hrly. Rate | 16.21 | 17.02 | 17.86 | 18.32 | 18.78 | 19.24 | 19.72 | |
| | | | Housing Assistant II | BiWk. Equiv. | 1,296.80 | 1,361.60 | 1,428.80 | 1,465.60 | 1,502.40 | 1,539.20 | 1,577.60 | |
| | | | Human Resources Technician | Ann. Equiv. | 33,716.80 | 35,401.60 | 37,148.80 | 38,105.60 | 39,062.40 | 40,019.20 | 41,017.60 | |
| | | | Office Supervisor | | | | | | | | | |
| S28 | C | Pre/O | Accounting Technician | Hrly. Rate | 15.43 | 16.19 | 17.00 | 17.43 | 17.86 | 18.31 | 18.77 | |
| | | | Senior Maintenance Technician | BiWk. Equiv. | 1,234.40 | 1,295.20 | 1,360.00 | 1,394.40 | 1,428.80 | 1,464.80 | 1,501.60 | |
| | | | | Ann. Equiv. | 32,094.40 | 33,675.20 | 35,360.00 | 36,254.40 | 37,148.80 | 38,084.80 | 39,041.60 | |

| Range | OC | OT/BU | Classification | Type | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | |
|-------|----|-------|-----------------------------------|--------------|-----------|--------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Z27 | D | Pre/O | Maintenance Technician II | Hrly. Rate | 15.41 | 16.18 | 16.99 | 17.41 | 17.85 | 18.29 | 18.75 | | | |
| | | | | BiWk. Equiv. | 1,232.80 | 1,294.40 | 1,359.20 | 1,392.80 | 1,428.00 | 1,463.20 | 1,500.00 | | | |
| | | | | Ann. Equiv. | 32,052.80 | 33,654.40 | 35,339.20 | 36,212.80 | 37,128.00 | 38,043.20 | 39,000.00 | | | |
| S27 | C | Pre/O | Information Technology Technician | Hrly. Rate | 14.70 | 15.43 | 16.20 | 16.61 | 17.02 | 17.45 | 17.90 | | | |
| | | | | BiWk. Equiv. | 1,176.00 | 1,234.40 | 1,296.00 | 1,328.80 | 1,361.60 | 1,396.00 | 1,432.00 | | | |
| | D | Pre/O | Maintenance Technician II | Ann. Equiv. | 30,576.00 | 32,094.40 | 33,696.00 | 34,548.80 | 35,401.60 | 36,296.00 | 37,232.00 | | | |
| S26 | C | Pre/O | Senior Office Assistant | Hrly. Rate | 14.00 | 14.70 | 15.43 | 15.81 | 16.21 | 16.62 | 17.03 | | | |
| | | | | BiWk. Equiv. | 1,120.00 | 1,176.00 | 1,234.40 | 1,264.80 | 1,296.80 | 1,329.60 | 1,362.40 | | | |
| | | | | Ann. Equiv. | 29,120.00 | 30,576.00 | 32,094.40 | 32,884.80 | 33,716.80 | 34,569.60 | 35,422.40 | | | |
| Z25 | C | Pre/O | Accounting Assistant | Hrly. Rate | 13.99 | 14.68 | 15.42 | 15.80 | 16.20 | 16.61 | 17.02 | | | |
| | | | | BiWk. Equiv. | 1,119.20 | 1,174.40 | 1,233.60 | 1,264.00 | 1,296.00 | 1,328.80 | 1,361.60 | | | |
| | | | | Ann. Equiv. | 29,099.20 | 30,534.40 | 32,073.60 | 32,864.00 | 33,696.00 | 34,548.80 | 35,401.60 | | | |
| S25 | C | Pre/O | Accounting Assistant | Hrly. Rate | 13.33 | 14.00 | 14.70 | 15.06 | 15.44 | 15.82 | 16.23 | | | |
| | | | | T | Pre/O | Housing Assistant I | BiWk. Equiv. | 1,066.40 | 1,120.00 | 1,176.00 | 1,204.80 | 1,235.20 | 1,265.60 | 1,298.40 |
| | | | | C | Pre/O | Resident Manager II | Ann. Equiv. | 27,726.40 | 29,120.00 | 30,576.00 | 31,324.80 | 32,115.20 | 32,905.60 | 33,758.40 |
| S24 | C | Pre/O | Client Services Receptionist | Hrly. Rate | 12.69 | 13.33 | 13.99 | 14.34 | 14.70 | 15.06 | 15.44 | | | |
| | | | | C | Pre/O | Office Assistant II | BiWk. Equiv. | 1,015.20 | 1,066.40 | 1,119.20 | 1,147.20 | 1,176.00 | 1,204.80 | 1,235.20 |
| | | | | C | Pre/O | Storekeeper | Ann. Equiv. | 26,395.20 | 27,726.40 | 29,099.20 | 29,827.20 | 30,576.00 | 31,324.80 | 32,115.20 |
| S23 | C | Pre/O | Information Technology Assistant | Hrly. Rate | 12.09 | 12.70 | 13.33 | 13.66 | 14.00 | 14.35 | 14.71 | | | |
| | | | | D | Pre/O | Maintenance Technician I | BiWk. Equiv. | 967.20 | 1,016.00 | 1,066.40 | 1,092.80 | 1,120.00 | 1,148.00 | 1,176.80 |
| | | | | C | Pre/O | Office Assistant I | Ann. Equiv. | 25,147.20 | 26,416.00 | 27,726.40 | 28,412.80 | 29,120.00 | 29,848.00 | 30,596.80 |
| S22 | -- | -- | -- | Hrly. Rate | 11.51 | 12.09 | 12.69 | 13.01 | 13.34 | 13.67 | 14.01 | | | |
| | | | | BiWk. Equiv. | 920.80 | 967.20 | 1,015.20 | 1,040.80 | 1,067.20 | 1,093.60 | 1,120.80 | | | |
| | | | | Ann. Equiv. | 23,940.80 | 25,147.20 | 26,395.20 | 27,060.80 | 27,747.20 | 28,433.60 | 29,140.80 | | | |
| S21 | -- | -- | -- | Hrly. Rate | 10.97 | 11.52 | 12.09 | 12.39 | 12.71 | 13.02 | 13.35 | | | |
| | | | | BiWk. Equiv. | 877.60 | 921.60 | 967.20 | 991.20 | 1,016.80 | 1,041.60 | 1,068.00 | | | |
| | | | | Ann. Equiv. | 22,817.60 | 23,961.60 | 25,147.20 | 25,771.20 | 26,436.80 | 27,081.60 | 27,768.00 | | | |

| Range | OC | OT/BU | Classification | Type | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-------|----|-------|-----------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| S20 | C | Pre/O | Housing Aide II | Hrly. Rate | 9.69 | 10.18 | 10.70 | 10.95 | 11.24 | 11.51 | 11.81 |
| | | | | BiWk. Equiv. | 775.20 | 814.40 | 856.00 | 876.00 | 899.20 | 920.80 | 944.80 |
| | | | | Ann. Equiv. | 20,155.20 | 21,174.40 | 22,256.00 | 22,776.00 | 23,379.20 | 23,940.80 | 24,564.80 |
| S19 | -- | -- | -- | Hrly. Rate | 8.73 | 9.16 | 9.62 | 9.87 | 10.11 | 10.36 | 10.62 |
| | | | | BiWk. Equiv. | 698.40 | 732.80 | 769.60 | 789.60 | 808.80 | 828.80 | 849.60 |
| | | | | Ann. Equiv. | 18,158.40 | 19,052.80 | 20,009.60 | 20,529.60 | 21,028.80 | 21,548.80 | 22,089.60 |
| S18 | C | Pre/O | Housing Aide I | Hrly. Rate | 8.24 | 8.66 | 9.08 | 9.31 | 9.54 | 9.79 | 10.03 |
| | | | | BiWk. Equiv. | 659.20 | 692.80 | 726.40 | 744.80 | 763.20 | 783.20 | 802.40 |
| | | | | Ann. Equiv. | 17,139.20 | 18,012.80 | 18,886.40 | 19,364.80 | 19,843.20 | 20,363.20 | 20,862.40 |

MISCELLANEOUS TEMPORARY CLASSIFICATIONS & HOURLY PAY RATES

| Range | OC | OT/BU | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-------|----|-------|-----------------------|--------|--------|--------|--------|--------|--------|--------|
| TSR | B | Ex/T | Scholar in Residence | 23.81 | 25.00 | 26.25 | 26.91 | 27.58 | 28.27 | 28.98 |
| TSI | C | Pre/T | Student Intern (Paid) | 10.37 | 10.89 | 11.43 | 11.72 | 12.01 | 12.31 | 12.62 |
| THA | O | Pre/T | Housing Services Aide | 7.25 | 7.61 | 7.99 | 8.19 | 8.39 | 8.61 | 8.82 |
| TAT | O | Pre/T | Housing Aide Trainee | 7.25 | 7.61 | 7.99 | 8.19 | 8.39 | 8.61 | 8.82 |

Pay for the following classifications are based on HUD minimum wage requirements, or temporary and limited scope of duties, and/or specific terms and conditions of appointment:

Maintenance Technician Trainee: On the job training program for residents or Section 8 Program participants to qualify for Maintenance Technician I (or similar employment).

Contract Employee: Employment by contract agreement for professional services external to the merit process, budget, and classification and pay plan for specific scope of work and duration, and without employment rights or benefits other than those required by law or under terms of the contract.

Restricted Employee: Appointment to a Special Housing/Employment Program with requirements other than merit under which employees are selected and funded by State, Federal, or local agency; or to provide on the job training to public housing residents and Section 8 participants to enhance economic development and self sufficiency on a short term, on-call, or seasonal basis.

Site Contacts: Residents paid in accordance with HUD pay limitations as on-site residential contacts.

OC = Occupational Category:

A - Manager/Administrator
 B - Professional
 C - Clerical/Admin Support
 D - Crafts/Kindred
 P - Paraprofessional
 T - Technical

OT = Overtime Designation:

Pre - Premium Overtime Compensation
 Ex - Exempt from Overtime Compensation

BU = Bargaining Unit Designation:

M - Management or Confidential (nonunion - represented)
 S - Supervisory (nonunion - represented)
 A - Administrative/Professional (nonunion - represented)
 O - Office/Clerical/Technical (union - represented)
 T - Temporary Employee (nonunion - represented)

NOTES:

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| M Schedule | Salary ranges on Management (M) Schedule derived by adding the percent increase to each hourly minimum and maximum of the range. |
| S Schedule | Salary steps on Staff (S) Schedule derived by adding the percent increase to each hourly step. Annual salary equivalent is derived from hourly rate multiplied by 2,080 (number of work hours in a year). Biweekly rate is derived from annual salary divided by 26 paychecks. Amounts subject to rounding. |
| E Class | * Extended Range "E" Class designates appointments that may be made to the range directly above or below the designated classification range based on specific qualifications and duties assigned. |
| Z Range | Incumbents in the Maintenance Technician II and Accounting Assistant classifications as of September 30, 1998 shall be paid according to the Z range for the classification. Z range is defined as a special range for incumbents effective January 1, 1999 pursuant to negotiated Memorandum of Understanding. After September 30, 1998 newly hired or appointed incumbents to those classes will be paid according to the S range. |
| Trainee | A "Trainee" designation is paid at a rate of 15% below the entry level classification and advanced to Step 1 of the targeted classification upon meeting minimum requirements. |
| Reinstatement | The re-hire of an employee to a class satisfactorily held or to a comparable or lower class in which satisfactory service was rendered or to any comparable or lower class in the same occupational series provided the minimum requirements are met and the request is within one year of separation or voluntary demotion. |
| Retired Returnee | An employee retired from the SDHC Defined Contribution Pension Plan may be appointed to a position at the same or comparable level of pay, requiring special skills or knowledge without competition, for a period not to exceed 180 days in any fiscal year. |
| Volunteer | An individual designated to perform specific workplace tasks on a non-paid status. |
| Minimum Wage | Hourly rates will be adjusted up to meet Federal Minimum Wage requirements as minimum wage rates change. |
| Classification and Pay Plan Updates | Classification titles, new classes, and salary ranges may be updated pursuant to Personnel Policies and adopted Budget. |
| Furlough | Mandatory business closure without pay. There shall be a mandatory one-day work furlough on November 12, 2004, a four-day work furlough between December 26, 2004 and December 31, 2004, and an additional one-day work furlough on April 1, 2005. The 48 hours is pro-rated over 26 paychecks in the fiscal year in order to receive regular pay during furlough. The furlough deduction is adjusted if employment starts or ends mid-year. |