

VOLUME II

Appendix II

Market Base Salary, Benefit, and Total Compensation Findings

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

ACCOUNTING SUPERVISOR									
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE	
1	Centre City Development Corporation	Finance/Accounting Manager	\$8,500	7/1/2008	Unknown	Unknown	\$235.5	48	
2	LINC Housing Corporation	Accounting Manager	\$8,297	6/16/2008	6/16/09	Unknown	\$4.7	26	
3	Area Housing Authority of the County of Ventura	Accounting Supervisor ¹	\$8,252	8/1/2008	7/1/2009	3-5%	\$34.0	55	
4	Oakland Housing Authority	Accounting Officer III	\$8,043	7/1/2008	7/1/2009	3.5%	\$458.3	327	
5	County of San Diego Housing & Community Development Dept.	Principal Accountant	\$7,656	6/20/2008	Unknown	Unknown	\$35.9	102	
6	City of San Diego	Accountant IV	\$7,441	12/27/2008	Unknown	Unknown	\$3,000.1	10,729	
7	Los Angeles County Community Development Commission	Accountant IV	\$7,235	7/1/2008	7/1/2009	2.5%	\$439.6	656	
8	Southern California Housing Development Corporation	Accounts Payable Supervisor / Accounting Manager ²	\$7,147	10/1/2008	Unknown	Unknown	\$79.8	300	
9	San Diego Convention Center Corporation	Accounting Supervisor	\$7,147	7/1/2008	Unknown	Unknown	\$27.8	248	
10	Housing Authority of the City of Los Angeles	Accounting Supervisor / Finance Manager ²	\$7,079	7/1/2008	7/1/2009	2.5%	\$850.0	1,000	
11	Housing Authority of the County of Santa Clara	Accounting Supervisor	\$6,494	7/1/2008	Varies	~5%	\$29.1	230	
12	San Diego Housing Commission	Accounting Supervisor	\$6,053	7/1/2008	7/1/2009	2%			
13	Jamboree Housing Corporation ^a	Accounting Manager	\$5,933	1/1/2009	1/1/2010	Unknown	\$6.5	37	
14	Housing Authority of the County of Contra Costa	Accounting Manager	\$5,498	1/1/2008	Unknown	Unknown	\$94.3	97	
	City of Carlsbad	N/C ³							
	Community Housing Works	N/C							
	Wakeland Housing & Development Corporation	N/C							
Average of Comparators			\$7,286						
% San Diego Housing Commission Above/Below			-20.4%						
Median of Comparators			\$7,235						
% San Diego Housing Commission Above/Below			-19.5%						

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- Bachelor's degree is preferred.

2- San Diego Housing Commission's class is bracketed by two or more comparators.

3- Accounting Supervisor oversees clerical accounting staff only.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

ACCOUNTING TECHNICIAN								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Accounting Technician ⁵	\$5,154	7/1/2008	Varies	-5%	\$29.1	230
2	San Diego Convention Center Corporation	Accounting Representative ³	\$4,933	7/1/2008	Unknown	Unknown	\$27.8	248
3	Housing Authority of the City of Los Angeles	Accounting Clerk II	\$4,439	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
4	City of Carlsbad	Accounting Technician ⁴	\$4,335	12/29/2008	1/1/2010	3.2%	\$252.5	852
5	Los Angeles County Community Development Commission	Accounting Technician III	\$4,232	7/1/2008	7/1/2009	2.5%	\$439.6	656
6	Housing Authority of the County of Contra Costa	Senior Accounts Clerk	\$4,208	1/1/2008	Unknown	Unknown	\$94.3	97
7	Oakland Housing Authority	Account Clerk II	\$3,994	7/1/2008	7/1/2009	3.5%	\$458.3	327
8	Area Housing Authority of the County of Ventura	Accounts Payable Accounting Technician / Accounts Receivable Accounting Technician ¹	\$3,969	4/27/2007	10/1/2009	2.5%	\$34.0	55
9	City of San Diego	Senior Account Clerk	\$3,639	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
10	Southern California Housing Development Corporation	Accounts Payable Specialist ²	\$3,588	10/1/2008	Unknown	Unknown	\$79.8	300
11	San Diego Housing Commission	Accounting Technician	\$3,539	7/1/2008	7/1/2009	2%		
12	County of San Diego Housing & Community Development Dept. Centre City Development Corporation Community Housing Works Jamboree Housing Corporation LINC Housing Corporation Wakeland Housing & Development Corporation	Account Clerk Specialist N/C N/C N/C N/C N/C	\$3,311	6/20/2008	Unknown	Unknown	\$35.9	102
Average of Comparators			\$4,164					
% San Diego Housing Commission Above/Below			-17.6%					
Median of Comparators			\$4,208					
% San Diego Housing Commission Above/Below			-18.9%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- San Diego Housing Commission's class is bracketed by two or more comparators.
- 2- This class specializes in accounts payable duties.
- 3- Requires equivalent combination of education and training to 2 years of college level coursework and 4 years of experience.
- 4- Participates and/or provides lead direction to lower-level accounting clerical staff; requires any combination of education and experience equivalent to completion of the 12th grade supplemented by bookkeeping and accounting and 3 years of experience.
- 5- Requires any combination of education and experience equivalent to an Associate's degree and 4 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

ADMINISTRATIVE ASSISTANT								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Contra Costa	Secretary	\$4,766	1/1/2008	Unknown	Unknown	\$94.3	97
2	Housing Authority of the City of Los Angeles	Administrative Secretary	\$4,758	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
3	Centre City Development Corporation	Administrative Assistant	\$4,750	7/1/2008	Unknown	Unknown	\$235.5	48
4	Oakland Housing Authority	Administrative Assistant ¹	\$4,750	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	Housing Authority of the County of Santa Clara	Administrative Secretary	\$4,484	7/1/2008	Varies	~5%	\$29.1	230
6	San Diego Convention Center Corporation	Administrative Assistant	\$4,212	7/1/2008	Unknown	Unknown	\$27.8	248
7	County of San Diego Housing & Community Development Dept.	Administrative Secretary III	\$4,120	6/20/2008	Unknown	Unknown	\$35.9	102
8	Los Angeles County Community Development Commission	Administrative Assistant I	\$4,090	7/1/2008	7/1/2009	2.5%	\$439.6	656
9	City of Carlsbad	Secretary	\$4,084	12/29/2008	1/1/2010	3.2%	\$252.5	852
10	San Diego Housing Commission	Administrative Assistant	\$3,716	7/1/2008	7/1/2009	2%		
11	Southern California Housing Development Corporation	Administrative Assistant	\$3,588	10/1/2008	Unknown	Unknown	\$79.8	300
12	Jamboree Housing Corporation ^a	Development Assistant / Community Development Asst. ²	\$3,521	1/1/2009	1/1/2010	Unknown	\$6.5	37
13	LINC Housing Corporation	Administrative Assistant	\$3,519	6/16/2008	6/16/09	Unknown	\$4.7	26
14	Community Housing Works	Administrative Assistant ³	\$2,667	Unknown	Unknown	Unknown	\$5.5	56
	Area Housing Authority of the County of Ventura	N/C						
	City of San Diego	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$4,101					
% San Diego Housing Commission Above/Below			-10.3%					
Median of Comparators			\$4,120					
% San Diego Housing Commission Above/Below			-10.9%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- Requires any combination of education, training, and experience equivalent to graduation from high school and completion of 48 semester units from an accredited college/university and 2 years of experience.

2- San Diego Housing Commission's class is bracketed by two or more comparators.

3- Some assignments require an Associate's degree and 2 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

BUDGET ANALYST			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Centre City Development Corporation	Accountant/Financial Analyst	\$6,500	7/1/2008	Unknown	Unknown	\$235.5	48
2	Housing Authority of the City of Los Angeles	Budget Analyst	\$5,922	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
3	Los Angeles County Community Development Commission	Analyst II	\$5,883	7/1/2008	7/1/2009	2.5%	\$439.6	656
4	Oakland Housing Authority	Management Analyst ¹	\$5,645	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	City of San Diego	Associate Management Analyst	\$5,463	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
6	County of San Diego Housing & Community Development Dept.	Administrative Analyst II ²	\$5,413	6/20/2008	Unknown	Unknown	\$35.9	102
7	San Diego Housing Commission	Budget Analyst	\$5,231	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	City of Carlsbad	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C ³						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$5,804					
% San Diego Housing Commission Above/Below			-11.0%					
Median of Comparators			\$5,764					
% San Diego Housing Commission Above/Below			-10.2%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- This is a general class that is assigned to budget management duties.

2- General class that may be assigned to budget management.

3- Accountant performs budget analyst duties.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

BUDGET MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	City of San Diego	Financial Operations Manager ³	\$10,392	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
2	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	Housing Authority of the City of Los Angeles	Budget Manager	\$7,767	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
4	County of San Diego Housing & Community Development Dept.	Departmental Budget Manager	\$7,436	6/20/2008	Unknown	Unknown	\$35.9	102
5	San Diego Housing Commission	Budget Manager	\$7,010	7/1/2008	7/1/2009	2%		
6	Southern California Housing Development Corporation	Financial Analyst ²	\$6,909	10/1/2008	Unknown	Unknown	\$79.8	300
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C ⁴						
	City of Carlsbad	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C ⁵						
	Jamboree Housing Corporation	N/C ¹						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$8,350					
% San Diego Housing Commission Above/Below			-19.1%					
Median of Comparators			\$7,767					
% San Diego Housing Commission Above/Below			-10.8%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- Accounting Manager manages budget function.
- 2- This class does not supervise any other positions.
- 3- City of San Diego does not have a classification description, but match was made and verified by HR representative.
- 4- Finance/Accounting Manager manages the budget process.
- 5- Finance Manager is responsible for budget in addition to Housing Authority-wide financial management.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

CLIENT SERVICES RECEPTIONIST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Customer Service Representative	\$4,484	7/1/2008	Varies	~5%	\$29.1	230
2	Housing Authority of the County of Contra Costa	Office Assistant II	\$3,503	1/1/2008	Unknown	Unknown	\$94.3	97
3	Centre City Development Corporation	Receptionist	\$3,417	7/1/2008	Unknown	Unknown	\$235.5	48
4	Oakland Housing Authority	Clerk Typist II	\$3,279	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	San Diego Convention Center Corporation	Receptionist	\$3,267	7/1/2008	Unknown	Unknown	\$27.8	248
6	City of Carlsbad	Office Specialist II	\$3,248	12/29/2008	1/1/2010	3.2%	\$252.5	852
7	Housing Authority of the City of Los Angeles	PBX Operator/Receptionist / File Clerk ¹	\$3,066	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
8	Jamboree Housing Corporation ^a	Office Assistant	\$3,031	1/1/2009	1/1/2010	Unknown	\$6.5	37
9	City of San Diego	Clerical Assistant II	\$3,016	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
10	San Diego Housing Commission	Client Services Receptionist	\$2,910	7/1/2008	7/1/2009	2%		
11	Los Angeles County Community Development Commission	Office Assistant II	\$2,869	7/1/2008	7/1/2009	2.5%	\$439.6	656
12	County of San Diego Housing & Community Development Dept.	Office Assistant	\$2,780	6/20/2008	Unknown	Unknown	\$35.9	102
13	Southern California Housing Development Corporation	Receptionist	\$2,761	10/1/2008	Unknown	Unknown	\$79.8	300
14	Area Housing Authority of the County of Ventura	Receptionist	\$2,569	4/27/2007	10/1/2009	2.5%	\$34.0	55
	Community Housing Works	N/C						
	LINC Housing Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$3,176					
% San Diego Housing Commission Above/Below			-9.1%					
Median of Comparators			\$3,066					
% San Diego Housing Commission Above/Below			-5.4%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

COMMUNICATIONS MANAGER			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Housing Authority of the City of Los Angeles	Public Information Officer ⁴	\$9,879	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
2	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	San Diego Convention Center Corporation	Communications Director	\$8,349	7/1/2008	Unknown	Unknown	\$27.8	248
4	Area Housing Authority of the County of Ventura	Community Relations Manager ²	\$8,252	8/1/2008	7/1/2009	3-5%	\$34.0	55
5	Jamboree Housing Corporation ^a	Communications & Marketing Manager	\$7,735	1/1/2009	1/1/2010	Unknown	\$6.5	37
6	Centre City Development Corporation	Communications Manager	\$7,667	7/1/2008	Unknown	Unknown	\$235.5	48
7	City of Carlsbad	Public Information Officer	\$7,633	7/1/2008	Unknown	Unknown	\$252.5	852
8	County of San Diego Housing & Community Development Dept.	Media & Public Relations Manager, HHSA ¹	\$7,268	6/20/2008	Unknown	Unknown	\$35.9	102
9	San Diego Housing Commission	Communications Manager	\$7,010	7/1/2008	7/1/2009	2%		
10	City of San Diego	Supervising Public Information Officer	\$6,001	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C ³						
Average of Comparators			\$8,004					
% San Diego Housing Commission Above/Below			-14.2%					
Median of Comparators			\$7,735					
% San Diego Housing Commission Above/Below			-10.4%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- This class is specific to the Health and Human Services Agency, but performs duties similar to the Communications Manager at SDHC.

2- Reports to the Executive Director.

3- Communications Manager performs grant writing and management, website management, and public relations duties.

4- Reports to the Chief Executive Officer.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

COMMUNITY LIAISON			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Los Angeles County Community Development Commission	Analyst III	\$7,059	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	Southern California Housing Development Corporation	Community Relations and Internal Advocacy Coordinator	\$6,909	10/1/2008	Unknown	Unknown	\$79.8	300
3	San Diego Housing Commission	Community Liaison¹	\$6,053	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators					Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below					Insufficient Data for Analysis			
Median of Comparators					Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below					Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission								

N/C - Non Comparator

1- In our analysis we found professional public information, media relations, and general communications classifications; however these classifications did not focus on community relations and public outreach, thus we did not include these classifications as matches.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

DOCKET COORDINATOR								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	San Diego Housing Commission	Docket Coordinator	\$4,744	7/1/2008	7/1/2009	2%		
2	City of Carlsbad	Deputy City Clerk ¹	\$4,292	12/29/2008	1/1/2010	3.2%	\$252.5	852
3	City of San Diego	Deputy City Clerk II	\$3,828	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators			Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
		Median of Comparators			Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- Requires any combination of education and experience that requires equivalent to completion of the 12th grade supplemented by specialized business training and 4 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

EXECUTIVE ASSISTANT TO THE PRESIDENT & CEO			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Housing Authority of the City of Los Angeles	Senior Executive Assistant ³	\$7,767	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
2	Centre City Development Corporation	Executive Assistant	\$6,167	7/1/2008	Unknown	Unknown	\$235.5	48
3	City of Carlsbad	Secretary to the City Manager	\$6,050	7/1/2008	Unknown	Unknown	\$252.5	852
4	Los Angeles County Community Development Commission	Executive Assistant IV	\$5,956	7/1/2008	7/1/2009	2.5%	\$439.6	656
5	City of San Diego ^b	Confidential Secretary to COO ²	\$5,854	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
6	Housing Authority of the County of Santa Clara	Executive Assistant ⁴	\$5,824	7/1/2008	Varies	~5%	\$29.1	230
7	San Diego Housing Commission	Executive Assistant to the President & CEO	\$5,580	7/1/2008	7/1/2009	2%		
8	Southern California Housing Development Corporation	Special Assistant	\$5,316	10/1/2008	Unknown	Unknown	\$79.8	300
9	Area Housing Authority of the County of Ventura	Executive Assistant	\$5,167	8/1/2008	7/1/2009	3-5%	\$34.0	55
10	LINC Housing Corporation	Executive Assistant ³	\$5,152	6/16/2008	6/16/09	Unknown	\$4.7	26
11	County of San Diego Housing & Community Development Dept.	Administrative Assistant IV	\$4,437	6/20/2008	Unknown	Unknown	\$35.9	102
12	Jamboree Housing Corporation ^a	Executive Assistant	\$4,191	1/1/2009	1/1/2010	Unknown	\$6.5	37
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C ¹						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$5,625					
% San Diego Housing Commission Above/Below			-0.8%					
Median of Comparators			\$5,824					
% San Diego Housing Commission Above/Below			-4.4%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

b) City of San Diego salaries represent incumbent's actual salary.

1- Assistant to the President & CEO requires equivalent combination of education and experience to a Bachelor's degree and 5 years of experience; provides administrative support to the President, General Counsel, and Board of Directors.

2- City of San Diego does not have a classification description, but match was made and verified by HR representative.

3- Requires any combination of education and experience equivalent to a Bachelor's degree and 5 years of experience.

4- Requires any combination of experience and training equivalent to an Associate's degree and 5 years of experience.

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San Diego Housing Commission
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FINANCIAL ANALYST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
	San Diego Housing Commission	Financial Analyst	Proposed					
1	Centre City Development Corporation	Senior Financial Analyst	\$7,417	7/1/2008	Unknown	Unknown	\$235.5	48
2	Los Angeles County Community Development Commission	Analyst III	\$7,059	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	City of Carlsbad	Management Analyst	\$6,775	7/1/2008	Unknown	Unknown	\$252.5	852
4	Housing Authority of the City of Los Angeles	Financial Analyst	\$5,922	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
5	City of San Diego ^a	Associate Management Analyst	\$5,463	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
6	County of San Diego Housing & Community Development Dept.	Administrative Analyst II	\$5,413	6/20/2008	Unknown	Unknown	\$35.9	102
	Area Housing Authority of the County of Ventura	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$6,341					
% San Diego Housing Commission Above/Below								
Median of Comparators			\$6,348					
% San Diego Housing Commission Above/Below								

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) City of San Diego salaries represent incumbent's actual salary.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING ASSISTANT								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Housing Programs Specialist ⁴	\$5,154	7/1/2008	Varies	~5%	\$29.1	230
2	City of Carlsbad	Housing Specialist I ²	\$4,601	12/29/2008	1/1/2010	3.2%	\$252.5	852
3	Housing Authority of the City of Los Angeles	Eligibility Interviewer / Section Eight Advisor ³	\$4,198	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
4	Housing Authority of the County of Contra Costa	Housing Assistant	\$4,092	1/1/2008	Unknown	Unknown	\$94.3	97
5	Oakland Housing Authority	Housing Eligibility Technician ¹	\$4,089	7/1/2008	7/1/2009	3.5%	\$458.3	327
6	Area Housing Authority of the County of Ventura	Housing Assistant II	\$3,969	4/27/2007	10/1/2009	2.5%	\$34.0	55
7	San Diego Housing Commission	Housing Assistant	\$3,716	7/1/2008	7/1/2009	2%		
8	County of San Diego Housing & Community Development Dept.	Housing Aide	\$3,013	6/20/2008	Unknown	Unknown	\$35.9	102
	Centre City Development Corporation	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$4,159					
% San Diego Housing Commission Above/Below			-11.9%					
Median of Comparators			\$4,092					
% San Diego Housing Commission Above/Below			-10.1%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- Performs eligibility only.

2- Requires any combination of education and experience equivalent to completion of the 12th grade supplemented by specialized secretarial or business training and 1 year of experience.
Housing Specialist II is the advanced journey-level class that requires any combination of education and experience equivalent to completion of the 12th grade plus 2 years of college coursework or vocational training and 3 years of experience.

3- San Diego Housing Commission's class is bracketed by two or more comparators.

4- Requires an Associate's degree and 3 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING CONSTRUCTION MANAGER									
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE	
1	Centre City Development Corporation	Senior Project Manager	\$10,667	7/1/2008	Unknown	Unknown	\$235.5	48	
2	Southern California Housing Development Corporation	Construction Manager	\$10,236	10/1/2008	Unknown	Unknown	\$79.8	300	
3	Jamboree Housing Corporation ^a	Senior Project Construction Manager	\$9,704	1/1/2009	1/1/2010	Unknown	\$6.5	37	
4	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656	
5	Community Housing Works	Senior Project Manager	\$8,313	Unknown	Unknown	Unknown	\$5.5	56	
6	Oakland Housing Authority	Senior Construction Projects Manager	\$7,847	7/1/2008	7/1/2009	3.5%	\$458.3	327	
7	Housing Authority of the County of Santa Clara	Construction Manager	\$7,834	7/1/2008	Varies	~5%	\$29.1	230	
8	Housing Authority of the City of Los Angeles	Supervising Construction Project Manager	\$7,767	1/1/2009	7/1/2009	Unknown	\$850.0	1,000	
9	City of Carlsbad	Construction Manager	\$7,633	7/1/2008	Unknown	Unknown	\$252.5	852	
10	San Diego Housing Commission	Housing Construction Manager	\$7,010	7/1/2008	7/1/2009	2%			
11	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$7,006	6/20/2008	Unknown	Unknown	\$35.9	102	
12	Housing Authority of the County of Contra Costa	Housing Rehabilitation Officer	\$6,557	1/1/2008	Unknown	Unknown	\$94.3	97	
	Area Housing Authority of the County of Ventura	N/C							
	City of San Diego	N/C							
	LINC Housing Corporation	N/C							
	San Diego Convention Center Corporation	N/C							
	Wakeland Housing & Development Corporation	N/C							
Average of Comparators			\$8,437						
% San Diego Housing Commission Above/Below			-20.4%						
Median of Comparators			\$7,847						
% San Diego Housing Commission Above/Below			-11.9%						

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009

HOUSING CONSTRUCTION SPECIALIST								Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase			
1	City of San Diego	Project Assistant ³	\$5,830	12/27/2008	Unknown	Unknown	\$3,000.1	10,729	
2	San Diego Housing Commission	Housing Construction Specialist¹	\$5,765	7/1/2008	7/1/2009	2%			
3	Housing Authority of the City of Los Angeles	Construction Inspector / Construction Quality Control Monitor ^{3,4}	\$5,678	7/1/2008	7/1/2009	2.5%	\$850.0	1,000	
4	Los Angeles County Community Development Commission	Development Specialist II ²	\$5,143	7/1/2008	7/1/2009	2.5%	\$439.6	656	
	Area Housing Authority of the County of Ventura	N/C							
	Centre City Development Corporation	N/C							
	City of Carlsbad	N/C							
	Community Housing Works	N/C							
	County of San Diego Housing & Community Development Dept.	N/C							
	Housing Authority of the County of Contra Costa	N/C							
	Housing Authority of the County of Santa Clara	N/C ⁵							
	Jamboree Housing Corporation	N/C							
	LINC Housing Corporation	N/C							
	Oakland Housing Authority	N/C							
	San Diego Convention Center Corporation	N/C							
	Southern California Housing Development Corporation	N/C							
	Wakeland Housing & Development Corporation	N/C							
Average of Comparators									
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis				Insufficient Data for Analysis		
Median of Comparators									
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis				Insufficient Data for Analysis		

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- In our analysis we found classifications that performed construction inspection duties classifications; however these classifications did not perform oversight and implementation of rehabilitation and CIP projects, thus we did not include these classifications as matches. We also looked at possible "bracketed" matches with paraprofessional engineering technicians and building inspectors; however we did not feel that the bracketed matches met our 70% match criteria.

2- Requires any combination of education and experience equivalent to a Bachelor's degree and 1 year of experience.

3- Requires any combination of education and experience equivalent to a Bachelor's degree and 2 years of experience.

4- San Diego Housing Commission's class is bracketed by two or more comparators.

5- Construction Administrator performs specialist duties and requires any combination of education and experience equivalent to a Bachelor's degree and 7 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING DEVELOPMENT MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Jamboree Housing Corporation ^a	Senior Project Manager	\$9,704	1/1/2009	1/1/2010	Unknown	\$6.5	37
2	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	Oakland Housing Authority	Senior Development Program Manager	\$8,450	7/1/2008	7/1/2009	3.5%	\$458.3	327
4	Area Housing Authority of the County of Ventura	Special Projects Manager ¹	\$8,252	8/1/2008	7/1/2009	3-5%	\$34.0	55
5	Housing Authority of the County of Santa Clara	Housing Development Officer ²	\$8,169	7/1/2008	Varies	~5%	\$29.1	230
6	San Diego Housing Commission	Housing Development Manger	\$7,010	7/1/2008	7/1/2009	2%		
7	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$7,006	6/20/2008	Unknown	Unknown	\$35.9	102
8	Housing Authority of the County of Contra Costa	Housing Development Officer	\$6,557	1/1/2008	Unknown	Unknown	\$94.3	97
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$8,198					
% San Diego Housing Commission Above/Below			-17.0%					
Median of Comparators			\$8,252					
% San Diego Housing Commission Above/Below			-17.7%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- Bachelor's degree is preferred; 10 years of experience in construction project management field may be substituted for degree.

2- Requires a Master's degree and 5 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING INSPECTOR								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	City of San Diego	Housing Inspector II	\$5,301	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
2	Oakland Housing Authority	Housing Assistance Representative I ¹	\$4,518	7/1/2008	7/1/2009	3.5%	\$458.3	327
3	Los Angeles County Community Development Commission	Program Specialist II ³	\$4,368	7/1/2008	7/1/2009	2.5%	\$439.6	656
4	San Diego Housing Commission	Housing Inspector	\$4,306	7/1/2008	7/1/2009	2%		
5	Housing Authority of the City of Los Angeles	Housing Inspector	\$4,233	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
6	Area Housing Authority of the County of Ventura	Housing Quality Standards Inspector	\$3,969	4/27/2007	10/1/2009	2.5%	\$34.0	55
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C ²						
	Housing Authority of the County of Contra Costa	N/C ⁵						
	Housing Authority of the County of Santa Clara	N/C ⁴						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$4,478					
% San Diego Housing Commission Above/Below			-4.0%					
Median of Comparators			\$4,368					
% San Diego Housing Commission Above/Below			-1.4%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- Requires any combination of education, training, and experience equivalent to a Bachelor's degree and 2 years of experience.
- 2- Housing Aide performs housing inspection duties.
- 3- Requires any combination of education and experience equivalent to a Bachelor's degree and 1 year of experience.
- 4- Housing Programs Specialist performs housing inspection duties.
- 5- Housing Program Specialist performs inspection duties.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING PROGRAMS MANAGER			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	Southern California Housing Development Corporation	Regional Property Manager	\$7,876	10/1/2008	Unknown	Unknown	\$79.8	300
3	Housing Authority of the County of Santa Clara	Property Management Operations Manager ⁴	\$7,834	7/1/2008	Varies	~5%	\$29.1	230
4	LINC Housing Corporation	Asset Manager	\$7,543	6/16/2008	6/16/09	Unknown	\$4.7	26
5	Housing Authority of the City of Los Angeles	Manager IV ³	\$7,363	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
6	San Diego Housing Commission	Housing Programs Manager	\$7,010	7/1/2008	7/1/2009	2%		
7	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$7,006	6/20/2008	Unknown	Unknown	\$35.9	102
8	Wakeland Housing & Development Corporation	Senior Asset Manager / Resident Services Manager ²	\$6,042	6/1/2008	Unknown	Unknown	\$3.9	19
	Area Housing Authority of the County of Ventura	N/C ¹						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Jamboree Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
Average of Comparators			\$7,559					
% San Diego Housing Commission Above/Below			-7.8%					
Median of Comparators			\$7,543					
% San Diego Housing Commission Above/Below			-7.6%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- Housing Assets Supervisor oversees AHA-owned housing and associated programs; however, this is a lower-level classification.
- 2- San Diego Housing Commission's class is bracketed by two or more comparators.
- 3- Requires a Public Housing Manager or Voucher Housing Management certificate.
- 4- Requires a Real Estate Salesperson license.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING SPECIALIST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the City of Los Angeles	Program Compliance Specialist / Quality Control Specialist ¹	\$5,416	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
2	Oakland Housing Authority	Housing Assistance Representative II	\$5,121	7/1/2008	7/1/2009	3.5%	\$458.3	327
3	Housing Authority of the County of Contra Costa	Housing Program Specialist ³	\$4,789	1/1/2008	Unknown	Unknown	\$94.3	97
4	San Diego Housing Commission	Housing Specialist	\$4,517	7/1/2008	7/1/2009	2%		
5	County of San Diego Housing & Community Development Dept.	Housing Specialist II	\$4,420	6/20/2008	Unknown	Unknown	\$35.9	102
6	Los Angeles County Community Development Commission	Program Specialist II	\$4,368	7/1/2008	7/1/2009	2.5%	\$439.6	656
7	Area Housing Authority of the County of Ventura	Eligibility Specialist / Occupancy Specialist ^{1,2}	\$4,072	8/1/2008	10/1/2009	2.5%	\$34.0	55
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$4,698					
% San Diego Housing Commission Above/Below			-4.0%					
Median of Comparators			\$4,605					
% San Diego Housing Commission Above/Below			-1.9%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

2- Both classes do not require a Bachelor's degree; both classes require a Nan McKay Occupancy Processor certificate.

3- Associate's or Bachelor's degree is desirable.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HOUSING SUPERVISOR								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	City of Carlsbad	Housing Program Manager	\$7,633	7/1/2008	Unknown	Unknown	\$252.5	852
2	Oakland Housing Authority	Housing Assistance Manager	\$7,287	7/1/2008	7/1/2009	3.5%	\$458.3	327
3	Housing Authority of the City of Los Angeles	Manager III	\$6,869	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
4	Area Housing Authority of the County of Ventura	Section 8 Supervisor	\$6,460	8/1/2008	7/1/2009	3-5%	\$34.0	55
5	Los Angeles County Community Development Commission	Program Specialist IV	\$6,288	7/1/2008	7/1/2009	2.5%	\$439.6	656
6	Housing Authority of the County of Santa Clara	Affordable Housing Programs Supervisor	\$6,159	7/1/2008	Varies	~5%	\$29.1	230
7	Housing Authority of the County of Contra Costa	Housing Manager	\$5,498	1/1/2008	Unknown	Unknown	\$94.3	97
8	San Diego Housing Commission	Housing Supervisor	\$5,489	7/1/2008	7/1/2009	2%		
	Centre City Development Corporation	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	\$6,599					
		% San Diego Housing Commission Above/Below	-20.2%					
		Median of Comparators	\$6,460					
		% San Diego Housing Commission Above/Below	-17.7%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HUMAN RESOURCES ANALYST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	County of San Diego Housing & Community Development Dept.	Human Resources Analyst	\$6,250	6/20/2008	Unknown	Unknown	\$35.9	102
2	San Diego Convention Center Corporation	Human Resources Specialist	\$6,148	7/1/2008	Unknown	Unknown	\$27.8	248
3	City of Carlsbad	Associate Management Analyst / Benefits Administrator ¹	\$8,050	7/1/2008	Unknown	Unknown	\$252.5	852
4	Los Angeles County Community Development Commission	Analyst II	\$5,883	7/1/2008	7/1/2009	2.5%	\$439.6	656
5	Housing Authority of the City of Los Angeles	Human Resources Analyst II	\$5,669	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
6	Oakland Housing Authority	Human Resources Analyst	\$5,645	7/1/2008	7/1/2009	3.5%	\$458.3	327
7	San Diego Housing Commission	Human Resources Analyst	\$5,231	7/1/2008	7/1/2009	2%		
8	City of San Diego	Assistant Personnel Analyst	\$4,506	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$5,736					
% San Diego Housing Commission Above/Below			-9.6%					
Median of Comparators			\$5,883					
% San Diego Housing Commission Above/Below			-12.5%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

HUMAN RESOURCES MANAGER			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	City of Carlsbad	Human Resources Manager	\$9,250	7/1/2008	Unknown	Unknown	\$252.5	852
2	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	Southern California Housing Development Corporation	Human Resources Manager	\$8,979	10/1/2008	Unknown	Unknown	\$79.8	300
4	Housing Authority of the City of Los Angeles	Human Resources Manager	\$8,332	1/1/2009	7/1/2009	Unknown	\$850.0	1,000
5	San Diego Convention Center Corporation	Human Resources Director / Human Resources Supervisor ¹	\$8,258	7/1/2008	Unknown	Unknown	\$27.8	248
6	Area Housing Authority of the County of Ventura	Human Resources Manager	\$8,252	8/1/2008	7/1/2009	3-5%	\$34.0	55
7	Centre City Development Corporation	Human Resources Manager	\$8,083	7/1/2008	Unknown	Unknown	\$235.5	48
8	Oakland Housing Authority	Director of Human Resources / Sr. Human Resources Analyst ¹	\$8,057	7/1/2008	7/1/2009	3.5%	\$458.3	327
9	Jamboree Housing Corporation ^a	Human Resources Director ²	\$7,740	1/1/2009	1/1/2010	Unknown	\$6.5	37
10	County of San Diego Housing & Community Development Dept.	Senior Departmental Human Resources Officer	\$7,436	6/20/2008	Unknown	Unknown	\$35.9	102
11	Housing Authority of the County of Contra Costa	Human Resources and Training Officer	\$7,050	1/1/2008	Unknown	Unknown	\$94.3	97
12	San Diego Housing Commission	Human Resources Manager	\$7,010	7/1/2008	7/1/2009	2%		
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	LINC Housing Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$8,244					
% San Diego Housing Commission Above/Below			-17.6%					
Median of Comparators			\$8,252					
% San Diego Housing Commission Above/Below			-17.7%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- San Diego Housing Commission's class is bracketed by two or more comparators.

2- Reports to the Chief Financial Officer and does not supervise any staff.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY ANALYST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	San Diego Convention Center Corporation	Software Developer	\$9,391	7/1/2008	Unknown	Unknown	\$27.8	248
2	Los Angeles County Community Development Commission	Information Technology Specialist IV	\$8,022	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	City of Carlsbad	Applications Analyst	\$7,419	12/29/2008	1/1/2010	3.2%	\$252.5	852
4	Southern California Housing Development Corporation	Network Administrator	\$6,909	10/1/2008	Unknown	Unknown	\$79.8	300
5	Housing Authority of the County of Santa Clara	Computer Systems Analyst - Database / Computer Systems Analyst - Network ^{1,2}	\$6,829	7/1/2008	Varies	-5%	\$29.1	230
6	Oakland Housing Authority	Systems Analyst/Programmer	\$5,645	7/1/2008	7/1/2009	3.5%	\$458.3	327
7	San Diego Housing Commission	Information Technology Analyst	\$5,489	7/1/2008	7/1/2009	2%		
8	City of San Diego	Information Systems Analyst II	\$5,463	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$7,097					
% San Diego Housing Commission Above/Below			-29.3%					
Median of Comparators			\$6,909					
% San Diego Housing Commission Above/Below			-25.9%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

2- Computer Systems Analyst – Network requires an Associate's degree and 2 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	City of Carlsbad	Information Technology Manager	\$10,692	7/1/2008	Unknown	Unknown	\$252.5	852
2	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	Oakland Housing Authority	Senior Systems Analyst/Programmer / Director of Information Technology ¹	\$8,580	7/1/2008	7/1/2009	3.5%	\$458.3	327
4	City of San Diego	Information Systems Manager	\$8,550	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
5	Centre City Development Corporation	Information Technology Manager	\$8,167	7/1/2008	Unknown	Unknown	\$235.5	48
6	San Diego Housing Commission	Information Technology Manager	\$7,010	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	\$9,047					
		% San Diego Housing Commission Above/Below	-29.1%					
		Median of Comparators	\$8,580					
		% San Diego Housing Commission Above/Below	-22.4%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY TECHNICIAN								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Computer Systems Technician ⁴	\$6,159	7/1/2008	Varies	~5%	\$29.1	230
2	City of Carlsbad	Network Associate ⁴	\$5,843	12/29/2008	1/1/2010	3.2%	\$252.5	852
3	County of San Diego Housing & Community Development Dept.	Department Technology Systems Technician ²	\$5,413	6/20/2008	Unknown	Unknown	\$35.9	102
4	Oakland Housing Authority	Network Technician ¹	\$5,377	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	San Diego Convention Center Corporation	Computer Systems Analyst ³	\$5,255	7/1/2008	Unknown	Unknown	\$27.8	248
6	Centre City Development Corporation	Computer Information Specialist	\$5,083	7/1/2008	Unknown	Unknown	\$235.5	48
7	Southern California Housing Development Corporation	LAN Technician	\$4,663	10/1/2008	Unknown	Unknown	\$79.8	300
8	Area Housing Authority of the County of Ventura	Information Systems Technician	\$4,441	4/27/2007	10/1/2009	2.5%	\$34.0	55
9	City of San Diego	Information Systems Technician	\$4,293	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
10	Housing Authority of the County of Contra Costa	Computer Support Specialist ⁵	\$4,108	1/1/2008	Unknown	Unknown	\$94.3	97
11	San Diego Housing Commission	Information Technology Technician	\$3,375	7/1/2008	7/1/2009	2%		
	Community Housing Works	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$5,064					
% San Diego Housing Commission Above/Below			-50.0%					
Median of Comparators			\$5,169					
% San Diego Housing Commission Above/Below			-53.2%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- Requires any combination of education, training, and experience equivalent to an Associate's degree or 24 semester units in computer science or information systems.
- 2- Requires education, training, and/or experience equivalent to an Associate's degree and 1 year of experience or certification as an OCP, MCP, or MCSE.
- 3- Requires equivalent combination of education and experience to an Associate's degree or equivalent from 2-year college or technical school and 3 years of experience.
- 4- Requires an Associate's degree and 2 years of experience.
- 5- Requires any combination of education and experience equivalent to an Associate's degree and 2 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

INSPECTION COORDINATOR			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	City of San Diego	Senior Housing Inspector	\$6,093	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
2	Oakland Housing Authority	Lead Housing Assistance Representative ¹	\$5,792	7/1/2008	7/1/2009	3.5%	\$458.3	327
3	Housing Authority of the County of Santa Clara	Special Program Coordinator ³	\$5,489	7/1/2008	Varies	~5%	\$29.1	230
4	Los Angeles County Community Development Commission	Program Specialist III ²	\$5,241	7/1/2008	7/1/2009	2.5%	\$439.6	656
5	Housing Authority of the City of Los Angeles	Housing Inspection Supervisor ⁴	\$5,079	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
6	San Diego Housing Commission	Inspection Coordinator	\$4,980	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	\$5,539					
		% San Diego Housing Commission Above/Below	-11.2%					
		Median of Comparators	\$5,489					
		% San Diego Housing Commission Above/Below	-10.2%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

- 1- Requires any combination of education, training, and experience equivalent to a Bachelor's degree and 4 years of experience or 48 college semester units and 5 years of experience.
- 2- Requires any combination of education and experience equivalent to a Bachelor's degree and 3 years of experience.
- 3- May be assigned to coordinate inspections; requires an Associate's degree and 3 years of experience.
- 4- The next lower-level class is the Housing Inspector; this class serves as a working supervisor classification.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

LOAN SERVICES MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (In Millions)	Total # of EE
1	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	San Diego Housing Commission	Loan Services Manager	\$7,010	7/1/2008	7/1/2009	2%		
3	Community Housing Works	Assistant Vice President of Lending & Home Ownership	\$6,667	Unknown	Unknown	Unknown	\$5.5	56
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			Insufficient Data for Analysis					
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis					
Median of Comparators			Insufficient Data for Analysis					
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

LOAN SERVICING SPECIALIST								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	San Diego Housing Commission	Loan Servicing Specialist	\$4,744	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators						
		% San Diego Housing Commission Above/Below						
		Median of Comparators						
		% San Diego Housing Commission Above/Below						
NOTE: All calculations exclude San Diego Housing Commission								

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

LOAN UNDERWRITING SPECIALIST			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Oakland Housing Authority	Home Ownership Coordinator ¹	\$5,121	7/1/2008	7/1/2009	3.5%	\$458.3	327
2	San Diego Housing Commission	Loan Underwriting Specialist	\$4,306	7/1/2008	7/1/2009	2%		
3	Community Housing Works	Loan Coordinator ²	\$3,356	Unknown	Unknown	Unknown	\$5.5	56
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	Insufficient Data for Analysis					
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis					
		Median of Comparators	Insufficient Data for Analysis					
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- Requires any combination of education, training, and experience equivalent to 48 college semester units and 3 years of experience.

2- Requires a Bachelor's degree and 2 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

MAINTENANCE TECHNICIAN							Total Budget	Total
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	(in Millions)	# of EE
1	Oakland Housing Authority	Maintenance Mechanic	\$4,512	7/1/2008	7/1/2009	3.5%	\$458.3	327
2	Housing Authority of the County of Santa Clara	Utility Worker / Maintenance Technician ¹	\$4,484	7/1/2008	Varies	~5%	\$29.1	230
3	Housing Authority of the County of Contra Costa	Maintenance Mechanic	\$4,440	1/1/2008	Unknown	Unknown	\$94.3	97
4	City of Carlsbad	Building Maintenance Worker II	\$4,378	12/29/2008	1/1/2010	3.2%	\$252.5	852
5	Area Housing Authority of the County of Ventura	Maintenance Worker	\$4,072	4/27/2007	10/1/2009	2.5%	\$34.0	55
6	Los Angeles County Community Development Commission	Maintenance Worker II	\$3,886	7/1/2008	7/1/2009	2.5%	\$439.6	656
7	San Diego Housing Commission	Maintenance Technician	\$3,536	7/1/2008	7/1/2009	2%		
8	Housing Authority of the City of Los Angeles	Building Repairer	\$3,463	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
9	City of San Diego	Building Service Technician	\$3,317	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
10	Southern California Housing Development Corporation	Maintenance Ii	\$2,422	10/1/2008	Unknown	Unknown	\$79.8	300
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$3,886					
% San Diego Housing Commission Above/Below			-9.9%					
Median of Comparators			\$4,072					
% San Diego Housing Commission Above/Below			-15.1%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

MANAGEMENT ANALYST			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Los Angeles County Community Development Commission	Analyst III	\$7,059	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	Housing Authority of the City of Los Angeles	Administrative Analyst II	\$6,500	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
3	City of Carlsbad	Associate Management Analyst	\$6,050	7/1/2008	Unknown	Unknown	\$252.5	852
4	Oakland Housing Authority	Management Analyst	\$5,645	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	City of San Diego	Associate Management Analyst	\$5,463	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
6	County of San Diego Housing & Community Development Dept.	Administrative Analyst II	\$5,413	6/20/2008	Unknown	Unknown	\$35.9	102
7	San Diego Housing Commission	Management Analyst	\$5,231	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	\$6,022					
		% San Diego Housing Commission Above/Below	-15.1%					
		Median of Comparators	\$5,848					
		% San Diego Housing Commission Above/Below	-11.8%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009

OFFICE ASSISTANT			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Housing Authority of the County of Santa Clara	Administrative Clerk	\$4,149	7/1/2008	Varies	~5%	\$29.1	230
2	San Diego Convention Center Corporation	Department/Division Assistant	\$3,806	7/1/2008	Unknown	Unknown	\$27.8	248
3	Housing Authority of the County of Contra Costa	Office Assistant II	\$3,503	1/1/2008	Unknown	Unknown	\$94.3	97
4	Oakland Housing Authority	Clerk Typist II	\$3,279	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	Centre City Development Corporation	Administrative Clerical Assistant	\$3,250	7/1/2008	Unknown	Unknown	\$235.5	48
6	City of Carlsbad	Office Specialist II	\$3,248	12/29/2008	1/1/2010	3.2%	\$252.5	852
7	City of San Diego	Clerical Assistant II	\$3,016	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
8	Housing Authority of the City of Los Angeles	File Clerk	\$2,964	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
9	San Diego Housing Commission	Office Assistant	\$2,910	7/1/2008	7/1/2009	2%		
10	Los Angeles County Community Development Commission	Office Assistant II	\$2,869	7/1/2008	7/1/2009	2.5%	\$439.6	656
11	County of San Diego Housing & Community Development Dept.	Office Assistant	\$2,780	6/20/2008	Unknown	Unknown	\$35.9	102
	Area Housing Authority of the County of Ventura	N/C						
	Community Housing Works	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$3,287					
% San Diego Housing Commission Above/Below			-12.9%					
Median of Comparators			\$3,249					
% San Diego Housing Commission Above/Below			-11.6%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

ON-SITE PROPERTY MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the City of Los Angeles	Manager II ²	\$6,328	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
2	Oakland Housing Authority	Property Administrator	\$6,283	7/1/2008	7/1/2009	3.5%	\$458.3	327
3	Southern California Housing Development Corporation	Senior Community Manager	\$4,663	10/1/2008	Unknown	Unknown	\$79.8	300
4	Area Housing Authority of the County of Ventura	Resident Site Manager / Site Manager ¹	\$4,072	8/1/2008	10/1/2009	2.5%	\$34.0	55
5	San Diego Housing Commission	On-Site Property Manager	\$3,061	7/1/2008	7/1/2009	2%		
6	Los Angeles County Community Development Commission	Resident Manager II	\$2,921	7/1/2008	7/1/2009	2.5%	\$439.6	656
7	Wakeland Housing & Development Corporation	Regional Manager	\$2,917	6/1/2008	Unknown	Unknown	\$3.9	19
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C ³						
	San Diego Convention Center Corporation	N/C						
Average of Comparators			\$4,531					
% San Diego Housing Commission Above/Below			-48.0%					
Median of Comparators			\$4,367					
% San Diego Housing Commission Above/Below			-42.7%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

2- Requires a Bachelor's degree and 2 years of experience.

3- Property management function is outsourced.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

PROGRAM ANALYST									
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE	
1	Los Angeles County Community Development Commission	Consultant I / Analyst III ¹	\$7,626	7/1/2008	7/1/2009	2.5%	\$439.6	656	
2	City of Carlsbad	Staff Management Analyst	\$6,775	7/1/2008	Unknown	Unknown	\$252.5	852	
3	Housing Authority of the County of Contra Costa	Program Analyst	\$6,557	1/1/2008	Unknown	Unknown	\$94.3	97	
4	Housing Authority of the City of Los Angeles	Administrative Analyst II	\$6,500	7/1/2008	7/1/2009	2.5%	\$850.0	1,000	
5	Housing Authority of the County of Santa Clara	Housing Program Analyst	\$6,159	7/1/2008	Varies	~5%	\$29.1	230	
6	County of San Diego Housing & Community Development Dept.	Housing Program Analyst II	\$5,997	6/20/2008	Unknown	Unknown	\$35.9	102	
7	City of San Diego	Associate Management Analyst	\$5,463	12/27/2008	Unknown	Unknown	\$3,000.1	10,729	
8	San Diego Housing Commission	Program Analyst	\$5,231	7/1/2008	7/1/2009	2%			
	Area Housing Authority of the County of Ventura	N/C							
	Centre City Development Corporation	N/C							
	Community Housing Works	N/C							
	Jamboree Housing Corporation	N/C							
	LINC Housing Corporation	N/C							
	Oakland Housing Authority	N/C							
	San Diego Convention Center Corporation	N/C							
	Southern California Housing Development Corporation	N/C							
	Wakeland Housing & Development Corporation	N/C							
Average of Comparators			\$6,440						
% San Diego Housing Commission Above/Below			-23.1%						
Median of Comparators			\$6,500						
% San Diego Housing Commission Above/Below			-24.3%						

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

PROGRAM INTEGRITY COORDINATOR			Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
Rank	Comparator Agency	Class Title						
1	Los Angeles County Community Development Commission	Analyst III	\$7,059	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	Housing Authority of the City of Los Angeles	Fraud Investigator	\$6,982	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
3	San Diego Housing Commission	Program Integrity Coordinator	\$4,744	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators			Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
		Median of Comparators			Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission								

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

PROJECT MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Wakeland Housing & Development Corporation	Project Manager	\$8,333	6/1/2008	Unknown	Unknown	\$3.9	19
2	LINC Housing Corporation	Project Manager	\$8,297	6/16/2008	6/16/09	Unknown	\$4.7	26
3	Southern California Housing Development Corporation	Project Manager	\$7,876	10/1/2008	Unknown	Unknown	\$79.8	300
4	Los Angeles County Community Development Commission	Architect/Engineering Specialist III (Project Manager)	\$7,799	7/1/2008	7/1/2009	2.5%	\$439.6	656
5	City of San Diego	Project Officer II	\$7,764	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
6	Centre City Development Corporation	Associate Project Manager	\$6,917	7/1/2008	Unknown	Unknown	\$235.5	48
7	Oakland Housing Authority	Construction Projects Manager	\$6,884	7/1/2008	7/1/2009	3.5%	\$458.3	327
8	Jamboree Housing Corporation ^a	Project Manager II	\$6,875	1/1/2009	1/1/2010	Unknown	\$6.5	37
9	Housing Authority of the City of Los Angeles	Construction Project Manager	\$6,869	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
10	San Diego Housing Commission	Project Manager	\$6,675	7/1/2008	7/1/2009	2%		
11	Housing Authority of the County of Contra Costa	Housing Technical Officer	\$6,444	1/1/2008	Unknown	Unknown	\$94.3	97
12	County of San Diego Housing & Community Development Dept.	Housing Program Analyst III	\$6,429	6/20/2008	Unknown	Unknown	\$35.9	102
13	Housing Authority of the County of Santa Clara	Construction Project Coordinator	\$6,159	7/1/2008	Varies	~5%	\$29.1	230
14	Community Housing Works	Associate Project Manager	\$3,900	Unknown	Unknown	Unknown	\$5.5	56
	Area Housing Authority of the County of Ventura	N/C						
	City of Carlsbad	N/C						
	San Diego Convention Center Corporation	N/C						
Average of Comparators			\$6,965					
% San Diego Housing Commission Above/Below			-4.3%					
Median of Comparators			\$6,884					
% San Diego Housing Commission Above/Below			-3.1%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

PURCHASING TECHNICIAN								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Purchasing Specialist / Stock Clerk ¹	\$4,316	7/1/2008	Varies	~5%	\$29.1	230
2	City of San Diego	Storekeeper II / Buyers Aide II ¹	\$3,961	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
3	City of Carlsbad	Storekeeper	\$3,483	12/29/2008	1/1/2010	3.2%	\$252.5	852
4	County of San Diego Housing & Community Development Dept.	Storekeeper / Assistant Procurement Specialist ¹	\$3,476	6/20/2008	Unknown	Unknown	\$35.9	102
5	San Diego Housing Commission	Purchasing Technician	\$3,375	7/1/2008	7/1/2009	2%		
6	San Diego Convention Center Corporation	Storekeeper	\$2,186	7/1/2008	Unknown	Unknown	\$27.8	248
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Los Angeles County Community Development Commission	N/C						
	Oakland Housing Authority	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$3,484					
% San Diego Housing Commission Above/Below			-3.2%					
Median of Comparators			\$3,483					
% San Diego Housing Commission Above/Below			-3.2%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- San Diego Housing Commission's class is bracketed by two or more comparators.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

RESIDENT INITIATIVES COORDINATOR								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the City of Los Angeles	Resident Leadership Training Coordinator	\$5,827	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
2	Housing Authority of the County of Contra Costa	Resident and Community Services Coordinator	\$5,662	1/1/2008	Unknown	Unknown	\$94.3	97
3	Area Housing Authority of the County of Ventura	Resident Services Administrator	\$5,167	6/1/2007	7/1/2009	3-5%	\$34.0	55
4	Oakland Housing Authority	Resident & Community Services Coordinator I	\$5,121	7/1/2008	7/1/2009	3.5%	\$458.3	327
5	LINC Housing Corporation	Resident Services Resource Developer	\$4,684	6/16/2008	6/16/09	Unknown	\$4.7	26
6	Southern California Housing Development Corporation	Community Partnership Manager / Service Coordinator ¹	\$4,604	10/1/2008	Unknown	Unknown	\$79.8	300
7	Los Angeles County Community Development Commission	Program Specialist II	\$4,368	7/1/2008	7/1/2009	2.5%	\$439.6	656
8	San Diego Housing Commission	Resident Initiatives Coordinator	\$4,306	7/1/2008	7/1/2009	2%		
9	Jamboree Housing Corporation ^a	Resident Services Coordinator	\$3,058	1/1/2009	1/1/2010	Unknown	\$6.5	37
10	Community Housing Works	Resident Services Coordinator ²	\$2,947	Unknown	Unknown	Unknown	\$5.5	56
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$4,604					
% San Diego Housing Commission Above/Below			-6.9%					
Median of Comparators			\$4,684					
% San Diego Housing Commission Above/Below			-8.8%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- San Diego Housing Commission's class is bracketed by two or more comparators.

2- Requires an Associate's degree and 2 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

SENIOR VICE PRESIDENT OF REAL ESTATE								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	LINC Housing Corporation	Vice President, Director of Housing Development	\$16,169	6/16/2008	6/16/09	Unknown	\$4.7	26
2	Jamboree Housing Corporation ^a	Housing Development Director	\$14,622	1/1/2009	1/1/2010	Unknown	\$6.5	37
3	Centre City Development Corporation	Vice President - Real Estate Operations	\$14,417	7/1/2008	Unknown	Unknown	\$235.5	48
4	Southern California Housing Development Corporation	Vice President of Project Development	\$13,302	10/1/2008	Unknown	Unknown	\$79.8	300
5	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
6	Oakland Housing Authority	Deputy Executive Director for Real Estate Development	\$12,544	7/1/2008	7/1/2009	3.5%	\$458.3	327
7	San Diego Housing Commission	Senior Vice President of Real Estate	\$12,500	7/1/2008	7/1/2009	2%		
8	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$10,747	6/20/2008	Unknown	Unknown	\$35.9	102
9	Community Housing Works	Housing & Real Estate Development Director	\$10,417	Unknown	Unknown	Unknown	\$5.5	56
10	Area Housing Authority of the County of Ventura	Director of Development	\$10,208	8/1/2008	7/1/2009	3-5%	\$34.0	55
11	Housing Authority of the City of Los Angeles	Director of Asset Development	\$9,879	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
12	Wakeland Housing & Development Corporation	Director of Project Development	\$9,167	6/1/2008	Unknown	Unknown	\$3.9	19
13	Housing Authority of the County of Contra Costa	Director of Development	\$7,628	1/1/2008	Unknown	Unknown	\$94.3	97
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	San Diego Convention Center Corporation	N/C						
Average of Comparators			\$11,820					
% San Diego Housing Commission Above/Below			5.4%					
Median of Comparators			\$11,645					
% San Diego Housing Commission Above/Below			6.8%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

VICE PRESIDENT OF ASSET MANAGEMENT								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Southern California Housing Development Corporation	Senior Vice President of Property Management	\$15,165	10/1/2008	Unknown	Unknown	\$79.8	300
2	Centre City Development Corporation	Vice President - Real Estate Operations	\$14,417	7/1/2008	Unknown	Unknown	\$235.5	48
3	Jamboree Housing Corporation ^a	Chief Operating Officer	\$13,458	1/1/2009	1/1/2010	Unknown	\$6.5	37
4	Housing Authority of the County of Santa Clara	Director of Real Estate Services ³	\$13,361	7/1/2008	Varies	~5%	\$29.1	230
5	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
6	Oakland Housing Authority	Deputy Executive Director for Property Operations	\$12,544	7/1/2008	7/1/2009	3.5%	\$458.3	327
7	LINC Housing Corporation	Director of Asset Management	\$11,043	6/16/2008	6/16/09	Unknown	\$4.7	26
8	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$10,747	6/20/2008	Unknown	Unknown	\$35.9	102
9	Housing Authority of the City of Los Angeles	Director of Housing Management	\$10,702	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
10	Area Housing Authority of the County of Ventura	Housing Assets Director ¹	\$10,208	8/1/2008	7/1/2009	3-5%	\$34.0	55
11	San Diego Housing Commission	Vice President of Asset Management	\$9,240	7/1/2008	7/1/2009	2%		
12	Wakeland Housing & Development Corporation	Director of Operations ²	\$9,167	6/1/2008	Unknown	Unknown	\$3.9	19
13	Community Housing Works	Asset Management Director	\$8,333	Unknown	Unknown	Unknown	\$5.5	56
14	Housing Authority of the County of Contra Costa	Director of Development	\$7,628	1/1/2008	Unknown	Unknown	\$94.3	97
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	San Diego Convention Center Corporation	N/C						
Average of Comparators			\$11,501					
% San Diego Housing Commission Above/Below			-24.5%					
Median of Comparators			\$11,043					
% San Diego Housing Commission Above/Below			-19.5%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

1- Bachelor's degree is preferred.

2- Public Housing Manager certification is not required.

3- Requires a Master's degree and 9 years of experience; requires a Real Estate Broker's license; Public Housing Manager certification is not required.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

VICE PRESIDENT OF BUSINESS SERVICES								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Southern California Housing Development Corporation	Vice President of Human Resources and Operations	\$13,302	10/1/2008	Unknown	Unknown	\$79.8	300
2	City of Carlsbad	Human Resources Director / Information Technology Dir. ^{2,4}	\$12,883	7/1/2008	Unknown	Unknown	\$252.5	852
3	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
4	City of San Diego ^a	Deputy Personnel Director / Deputy IT Director ^{2,3}	\$9,973	12/27/2008	Unknown	Unknown	\$3,000.1	10,729
5	San Diego Housing Commission	Vice President of Business Services	\$9,240	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the City of Los Angeles	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C ¹						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$12,225					
% San Diego Housing Commission Above/Below			-32.3%					
Median of Comparators			\$12,812					
% San Diego Housing Commission Above/Below			-38.6%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) City of San Diego salaries represent incumbent's actual salary and incumbents' average salaries.

1- Director of Human Resources oversees HR function and Deputy Executive Director of Finance and Program Administration oversees IT and purchasing, as well as leased housing and finance.

2- San Diego Housing Commission's class is bracketed by two or more comparators.

3- City of San Diego does not have a classification description, but match was made and verified by HR representative.

4- Does not oversee procurement function.

Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009

VICE PRESIDENT OF COMMUNITY RELATIONS								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	San Diego Convention Center Corporation	Vice President, Public Affairs	\$13,968	7/1/2008	Unknown	Unknown	\$27.8	248
2	Southern California Housing Development Corporation	Vice President of External Affairs	\$13,302	10/1/2008	Unknown	Unknown	\$79.8	300
3	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
4	Centre City Development Corporation	Vice President - Marketing & Communications	\$11,250	7/1/2008	Unknown	Unknown	\$235.5	48
5	LINC Housing Corporation	Vice President, Director of Corporate Development & Communications	\$11,042	6/16/2008	6/16/09	Unknown	\$4.7	26
6	Housing Authority of the City of Los Angeles	Director of Intergovernmental & Community Relations	\$9,879	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
7	San Diego Housing Commission	Vice President of Community Relations	\$9,240	7/1/2008	7/1/2009	2%		
	Area Housing Authority of the County of Ventura	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators	\$12,030					
		% San Diego Housing Commission Above/Below	-30.2%					
		Median of Comparators	\$11,995					
		% San Diego Housing Commission Above/Below	-29.8%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

VICE PRESIDENT OF FINANCIAL SERVICES								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	San Diego Convention Center Corporation	Vice President, Finance	\$20,090	7/1/2008	Unknown	Unknown	\$27.8	248
2	Centre City Development Corporation	Vice President & Chief Financial Officer	\$15,167	7/1/2008	Unknown	Unknown	\$235.5	48
3	Housing Authority of the County of Santa Clara	Director of Finance ⁶	\$13,361	7/1/2008	Varies	~5%	\$29.1	230
4	City of Carlsbad	Finance Director	\$12,883	7/1/2008	Unknown	Unknown	\$252.5	852
5	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
6	Community Housing Works	Chief Financial Officer ⁴	\$12,500	Unknown	Unknown	Unknown	\$5.5	56
7	Jamboree Housing Corporation ^a	Chief Financial Officer ²	\$12,091	1/1/2009	1/1/2010	Unknown	\$6.5	37
8	Southern California Housing Development Corporation	Corporate Controller	\$11,669	10/1/2008	Unknown	Unknown	\$79.8	300
9	LINC Housing Corporation	Controller	\$11,043	6/16/2008	6/16/09	Unknown	\$4.7	26
10	Housing Authority of the City of Los Angeles	Finance Officer ⁵	\$10,422	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
11	San Diego Housing Commission	Vice President of Financial Services	\$9,240	7/1/2008	7/1/2009	2%		
12	Wakeland Housing & Development Corporation	Director of Finance	\$9,167	6/1/2008	Unknown	Unknown	\$3.9	19
13	Housing Authority of the County of Contra Costa	Director of Finance	\$8,335	1/1/2008	Unknown	Unknown	\$94.3	97
	Area Housing Authority of the County of Ventura	N/C ³						
	City of San Diego	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Oakland Housing Authority	N/C ¹						
Average of Comparators			\$12,456					
% San Diego Housing Commission Above/Below			-34.8%					
Median of Comparators			\$12,296					
% San Diego Housing Commission Above/Below			-33.1%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

- 1- Deputy Executive Director of Finance and Program Administration oversees finance, as well as, IT and leased housing.
- 2- Also oversees Human Resources.
- 3- Finance/Section 8 Director oversees finance and rental assistance programs.
- 4- Oversees finance, information technology, and portions of human resources.
- 5- Reports to Chief Financial Officer who oversees finance, general services, and information technology functions.
- 6- Requires any combination of education and experience equivalent to a Master's degree and 9 years of experience.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

VICE PRESIDENT OF RENTAL ASSISTANCE PROGRAMS								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Housing Authority of the County of Santa Clara	Director of Housing Programs	\$13,361	7/1/2008	Varies	~5%	\$29.1	230
2	Los Angeles County Community Development Commission	Director	\$12,740	7/1/2008	7/1/2009	2.5%	\$439.6	656
3	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$10,747	6/20/2008	Unknown	Unknown	\$35.9	102
4	Housing Authority of the City of Los Angeles	Director of Section 8	\$10,702	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
5	City of Carlsbad	Housing & Redevelopment Director	\$10,692	7/1/2008	Unknown	Unknown	\$252.5	852
6	San Diego Housing Commission	Vice President of Rental Assistance Programs	\$9,240	7/1/2008	7/1/2009	2%		
7	Housing Authority of the County of Contra Costa	Director of Assisted Housing Programs	\$7,402	1/1/2008	Unknown	Unknown	\$94.3	97
	Area Housing Authority of the County of Ventura	N/C ²						
	Centre City Development Corporation	N/C						
	City of San Diego	N/C						
	Community Housing Works	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C ¹						
	San Diego Convention Center Corporation	N/C						
	Southern California Housing Development Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$10,941					
% San Diego Housing Commission Above/Below			-18.4%					
Median of Comparators			\$10,724					
% San Diego Housing Commission Above/Below			-16.1%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

1- Deputy Executive Director of Finance and Program Administration oversees leased housing, as well as, finance and IT.

2- Finance/Section 8 Director oversees finance and rental assistance programs.

**Appendix IIa
San Diego Housing Commission
Base Salary Data
Data Gathered By June 2009**

WORKFORCE & ECONOMIC DEVELOPMENT MANAGER								
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	Total Budget (in Millions)	Total # of EE
1	Los Angeles County Community Development Commission	Manager I	\$9,248	7/1/2008	7/1/2009	2.5%	\$439.6	656
2	Southern California Housing Development Corporation	Director of Community Assessment	\$8,979	10/1/2008	Unknown	Unknown	\$79.8	300
3	Housing Authority of the County of Santa Clara	Community Services Manager	\$7,499	7/1/2008	Varies	~5%	\$29.1	230
4	Housing Authority of the City of Los Angeles	Resident Services Manger	\$7,363	7/1/2008	7/1/2009	2.5%	\$850.0	1,000
5	Jamboree Housing Corporation ^a	Resident Services Manger	\$7,176	1/1/2009	1/1/2010	Unknown	\$6.5	37
6	San Diego Housing Commission	Workforce & Economic Development Manager	\$7,010	7/1/2008	7/1/2009	2%		
7	Community Housing Works	Program Director, Community Building	\$5,350	Unknown	Unknown	Unknown	\$5.5	56
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	City of San Diego	N/C						
	County of San Diego Housing & Community Development Dept.	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
Average of Comparators			\$7,602					
% San Diego Housing Commission Above/Below			-8.5%					
Median of Comparators			\$7,431					
% San Diego Housing Commission Above/Below			-6.0%					

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

a) Jamboree Housing Corporation salary data point represents the 75th percentile of classification's salary range.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

ACCOUNTANT																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Accountant	N/C	Accountant/ Business Mgr	Accountant	Accountant II	Accountant	Associate Accountant	Senior Accountant	N/C	Accountant	Accountant	Staff Accountant	Accountant II	Accounting Officer II	Accounting Specialist	Staff Accountant	Staff Accountant
Top Monthly Salary	\$4,744		\$6,083	\$5,728	\$5,463	\$8,125	\$4,968	\$5,079		\$8,159	\$4,329	\$4,258	\$5,116	\$5,792	\$5,264	\$4,663	\$5,417
Employee Retirement																	
PERS				\$401	\$295		\$348	\$203		\$185			\$230	\$405			
Enhanced PERS Formula				\$518	\$208			\$343									
Last Year Spiked				\$69	\$66			\$61					\$61	\$70			
12 Month Highest Salary																	
Retirement Benefit	\$664		\$487		\$331	\$406	\$308	\$315		\$382	\$268	\$213	\$264	\$359	\$526	\$233	\$217
Social Security						\$504									\$326	\$289	\$336
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465		\$739	\$750					\$903				
Health			\$2,015			\$594				\$1,200	\$862	\$899		\$1,322	\$814	\$1,025	\$504
Dental			\$170			\$45				\$113	\$26	\$50		\$91	\$84	\$45	\$47
Vision			\$19			\$8				\$20	\$17	\$19		\$18			\$10
EAP	\$3		\$3	\$3	\$2		\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$11		\$21	\$32	\$4	\$3	\$1			\$10	\$18	\$12	\$1	\$24	\$11	\$8	\$5
LTD ¹	\$22		\$66	\$28		\$12				\$25	\$26	\$23	\$23		\$14	\$19	
STD/SDI												\$12	\$26				\$12
Other																	
Leave																	
Vacation	\$401		\$363	\$330	\$462	\$625	\$287	\$293		\$379	\$333	\$164	\$197	\$334	\$466	\$269	\$542
Holidays	\$219		\$257	\$286	\$231	\$344	\$248	\$254		\$332	\$200	\$164	\$236	\$301	\$202	\$179	\$250
Administrative																	
Auto Allowance																	
Deferred Compensation			\$973										\$153				
Other ²			\$250														
Benefit Cost	\$1,917	N/C	\$4,624	\$2,806	\$2,063	\$2,543	\$1,932	\$2,221	N/C	\$2,648	\$1,753	\$1,820	\$1,833	\$2,927	\$2,444	\$2,070	\$1,922
Total Monthly Comp.	\$8,661	N/C	\$10,707	\$8,533	\$7,526	\$10,668	\$6,900	\$7,300	N/C	\$8,806	\$6,083	\$6,077	\$6,949	\$8,719	\$7,709	\$6,733	\$7,338

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

ACCOUNTING SUPERVISOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Accounting Supervisor	Accounting Supervisor	Finance/Accounting Mgr	N/C	Accountant IV	N/C	Principal Accountant	Acctg Supv / Finance Mgr	Accounting Manager	Accounting Supervisor	Accounting Manager	Accounting Manager	Accountant IV	Accounting Officer III	Accounting Supervisor	AP Supv / Acctg Mgr	N/C
Top Monthly Salary	\$6,053	\$8,252	\$8,500		\$7,441		\$7,656	\$7,079	\$5,498	\$6,494	\$5,933	\$8,297	\$7,235	\$8,043	\$7,147	\$7,147	
Employee Retirement																	
PERS					\$402		\$536	\$283		\$195			\$326	\$563			
Enhanced PERS Formula					\$283			\$478									
Last Year Spiked					\$89			\$85					\$87	\$87			
12 Month Highest Salary Retirement Benefit	\$847	\$1,131	\$680		\$450		\$475	\$439	\$179	\$341	\$403	\$368	\$415	\$514	\$499	\$715	\$357
Social Security		\$512													\$443	\$443	
Other																	
Insurance																	
Cafeteria	\$721				\$465		\$739	\$750	\$980				\$1,230				
Health		\$550	\$2,015							\$1,200	\$862	\$899		\$1,322	\$814	\$1,025	
Dental		\$40	\$170							\$113	\$26	\$50		\$91	\$64	\$45	
Vision		\$10	\$19							\$20	\$17	\$19		\$18			
EAP	\$3		\$3		\$2		\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$14	\$2	\$21		\$4		\$7		\$20	\$10	\$18	\$12	\$1	\$24	\$15	\$13	
LTD	\$28		\$92				\$19		\$44	\$27	\$26	\$23	\$32	\$19	\$19	\$29	
STD/SDI												\$12	\$37				
Other																	
Leave																	
Vacation	\$512	\$477	\$507		\$630		\$501	\$409	\$317	\$400	\$456	\$319	\$276	\$464	\$632	\$412	
Holidays	\$279	\$349	\$360		\$315		\$383	\$354	\$254	\$350	\$274	\$319	\$334	\$418	\$275	\$275	
Administrative		\$79							\$159								
Auto Allowance																	
Deferred Compensation			\$1,360					\$60					\$217				
Other ¹			\$250														
Benefit Cost	\$2,405	\$3,150	\$5,476	N/C	\$2,640	N/C	\$2,661	\$2,800	\$2,353	\$2,718	\$2,050	\$2,583	\$2,543	\$3,498	\$2,997	\$2,602	N/C
Total Monthly Comp.	\$8,458	\$11,403	\$13,976	N/C	\$10,081	N/C	\$10,317	\$9,879	\$7,851	\$9,212	\$7,983	\$10,880	\$9,778	\$11,541	\$10,144	\$9,749	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

ACCOUNTING TECHNICIAN																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Accounting Technician	AP Acctg Tech / AR Acctg Tech	N/C	Accounting Technician	Senior Account Clerk	N/C	Account Clerk Specialist	Accounting Clerk II	Sr Accounts Clerk	Accounting Technician	N/C	N/C	Accounting Technician III	Account Clerk II	Accounting Representative	AP Specialist	N/C
Top Monthly Salary	\$3,539	\$3,969		\$4,335	\$3,639		\$3,311	\$4,439	\$4,208	\$5,154			\$4,232	\$3,994	\$4,933	\$3,588	
Employee Retirement																	
PERS				\$303	\$197		\$232	\$178		\$155			\$190	\$280			
Enhanced PERS Formula				\$392	\$138			\$300									
Last Year Spiked																	
12 Month Highest Salary				\$52	\$44			\$53					\$51	\$48			
Retirement Benefit	\$496	\$544			\$220			\$137	\$137	\$261	\$320				\$493	\$179	
Social Security		\$246					\$205	\$275	\$261					\$248	\$306	\$222	
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465		\$739	\$750	\$980				\$903				
Health		\$550								\$1,200				\$1,322	\$814	\$1,025	
Dental		\$40								\$113				\$91	\$84	\$45	
Vision		\$10								\$20				\$18			
EAP	\$3			\$3	\$2		\$2	\$2		\$2			\$2	\$3		\$2	
Life	\$8	\$2		\$24	\$4		\$1	\$2	\$7	\$10			\$1	\$23	\$11	\$6	
LTD	\$17			\$21					\$34	\$21			\$19	\$13	\$13	\$14	
STD/SDI													\$22				
Other																	
Leave																	
Vacation	\$298	\$229		\$250	\$308		\$191	\$256	\$243	\$317			\$163	\$230	\$436	\$207	
Holidays	\$163	\$168		\$217	\$154		\$166	\$222	\$194	\$278			\$195	\$207	\$190	\$138	
Administrative																	
Auto Allowance																	
Deferred Compensation													\$127				
Other																	
Benefit Cost	\$1,582	\$1,790	N/C	\$2,401	\$1,532	N/C	\$1,535	\$2,036	\$1,856	\$2,435	N/C	N/C	\$1,673	\$2,470	\$2,347	\$1,840	N/C
Total Monthly Comp.	\$5,122	\$5,759	N/C	\$6,736	\$5,171	N/C	\$4,846	\$6,475	\$6,064	\$7,589	N/C	N/C	\$5,905	\$6,464	\$7,280	\$5,428	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

ADMINISTRATIVE ASSISTANT																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Administrative Assistant	N/C	Administrative Assistant	Secretary	N/C	Administrative Assistant	Administrative Secretary III	Administrative Secretary	Secretary	Administrative Secretary	Dev Asst / Comm Dev Asst	Administrative Assistant	Administrative Assistant I	Administrative Assistant	Administrative Assistant	Administrative Assistant	N/C
Top Monthly Salary	\$3,716		\$4,750	\$4,084		\$2,667	\$4,120	\$4,758	\$4,766	\$4,484	\$3,521	\$3,519	\$4,090	\$4,750	\$4,212	\$3,588	
Employee Retirement																	
PERS				\$286			\$288	\$190		\$135			\$184	\$333			
Enhanced PERS Formula				\$370				\$321									
Last Year Spiked					\$49			\$57					\$49	\$57			
12 Month Highest Salary																	
Retirement Benefit	\$520		\$380			\$133		\$155	\$155	\$278		\$176		\$421	\$178		
Social Security						\$165	\$255	\$295	\$295			\$218		\$261	\$222		
Other																	
Insurance																	
Cafeteria	\$596			\$1,138			\$739	\$750	\$980				\$903				
Health			\$2,015			\$594								\$1,322	\$814	\$1,025	
Dental			\$170			\$45				\$1,200	\$862	\$899		\$91	\$84	\$45	
Vision			\$19			\$8				\$113	\$26	\$50					
EAP	\$3		\$3	\$3			\$2	\$2		\$20	\$17	\$19		\$3		\$2	
Life	\$8		\$21	\$23		\$3	\$1		\$7	\$2	\$18	\$12	\$1	\$24	\$9	\$6	
LTD ¹	\$17		\$51	\$20		\$12			\$38	\$18	\$26	\$23	\$18	\$11	\$14		
STD/SDI												\$12	\$21				
Other																	
Leave																	
Vacation	\$314		\$283	\$236		\$205	\$238	\$275	\$275	\$276	\$271	\$135	\$157	\$274	\$373	\$207	
Holidays	\$172		\$201	\$204		\$113	\$206	\$238	\$220	\$241	\$163	\$135	\$189	\$247	\$162	\$138	
Administrative								\$275									
Auto Allowance																	
Deferred Compensation			\$760										\$123				
Other ²			\$25														
Benefit Cost	\$1,631	N/C	\$3,928	\$2,328	N/C	\$1,280	\$1,729	\$2,403	\$1,971	\$2,293	\$1,604	\$1,680	\$1,647	\$2,662	\$2,135	\$1,840	N/C
Total Monthly Comp.	\$5,348	N/C	\$8,678	\$6,412	N/C	\$3,947	\$5,849	\$7,161	\$6,737	\$6,777	\$5,125	\$5,199	\$5,737	\$7,412	\$6,347	\$5,428	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

BUDGET ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Budget Analyst	N/C	Accountant/ Financial Analyst	N/C	Associate Management Analyst	N/C	Administrative Analyst II	Budget Analyst	N/C	N/C	N/C	N/C	Analyst II	Management Analyst	N/C	N/C	N/C
Top Monthly Salary	\$5,231		\$6,500		\$5,463		\$5,413	\$5,922					\$5,883	\$5,645			
Employee Retirement																	
PERS					\$76		\$379	\$237					\$265	\$395			
Enhanced PERS Formula					\$208			\$400									
Last Year Spiked																	
12 Month Highest Salary					\$66			\$71					\$71	\$68			
Retirement Benefit	\$732		\$520		\$331												
Social Security							\$336	\$367						\$350			
Other																	
Insurance																	
Cafeteria	\$596				\$506		\$739	\$750					\$1,000				
Health			\$2,015											\$1,322			
Dental			\$170											\$91			
Vision			\$19											\$18			
EAP	\$3		\$3		\$2		\$2	\$2					\$2	\$3			
Life	\$12		\$21		\$4		\$5						\$1	\$24			
LTD	\$25		\$70				\$14						\$26				
STD/SDI													\$30				
Other																	
Leave																	
Vacation	\$443		\$388		\$462		\$354	\$342					\$226	\$326			
Holidays	\$241		\$275		\$231		\$271	\$296					\$272	\$293			
Administrative								\$342									
Auto Allowance																	
Deferred Compensation			\$1,040										\$176				
Other ¹			\$25														
Benefit Cost	\$2,052	N/C	\$4,546	N/C	\$1,886	N/C	\$2,099	\$2,807	N/C	N/C	N/C	N/C	\$2,069	\$2,889	N/C	N/C	N/C
Total Monthly Comp.	\$7,283	N/C	\$11,046	N/C	\$7,349	N/C	\$7,512	\$8,728	N/C	N/C	N/C	N/C	\$7,952	\$8,534	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

BUDGET MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Budget Manager	N/C	N/C	N/C	Financial Operations Manager	N/C	Departmental Budget Manager	Budget Manager	N/C	N/C	N/C	N/C	Manager I	N/C	N/C	Financial Analyst	N/C
Top Monthly Salary	\$7,010				\$10,392		\$7,436	\$7,767					\$9,248			\$6,909	
Employee Retirement																	
PERS					\$353		\$521	\$311					\$416				
Enhanced PERS Formula					\$395			\$524									
Last Year Spiked																	
12 Month Highest Salary					\$125			\$93					\$111				
Retirement Benefit	\$981				\$829											\$345	
Social Security							\$461	\$482								\$428	
Other																	
Insurance																	
Cafeteria	\$721				\$1,025		\$739	\$750					\$1,572				
Health																\$1,025	
Dental																\$45	
Vision																	
EAP	\$3				\$2		\$2	\$2					\$2			\$2	
Life	\$16				\$4		\$7						\$1			\$12	
LTD	\$33						\$19						\$41			\$28	
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593				\$879		\$486	\$448					\$356			\$399	
Holidays	\$324				\$440		\$372	\$388					\$427			\$266	
Administrative								\$448					\$178				
Auto Allowance																	
Deferred Compensation													\$277				
Other																	
Benefit Cost	\$2,671	N/C	N/C	N/C	\$3,852	N/C	\$2,606	\$3,447	N/C	N/C	N/C	N/C	\$3,428	N/C	N/C	\$2,551	N/C
Total Monthly Comp.	\$9,581	N/C	N/C	N/C	\$14,244	N/C	\$10,042	\$11,214	N/C	N/C	N/C	N/C	\$12,676	N/C	N/C	\$9,459	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

CLIENT SERVICES RECEPTIONIST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Client Services Receptionist	Receptionist	Receptionist	Office Specialist II	Clerical Assistant II	N/C	Office Assistant	PBX Op/Rec / File Clerk	Office Assistant II	Customer Service Rep	Office Assistant	N/C	Office Assistant II	Clerk Typist II	Receptionist	Receptionist	N/C
Top Monthly Salary	\$2,910	\$2,569	\$3,417	\$3,248	\$3,016		\$2,780	\$3,066	\$3,503	\$4,484	\$3,031		\$2,869	\$3,279	\$3,267	\$2,761	
Employee Retirement PERS				\$227	\$163		\$195	\$123		\$135			\$129	\$230			
Enhanced PERS Formula Last Year Spiked				\$294	\$115			\$207									
12 Month Highest Salary Retirement Benefit	\$407	\$352	\$273	\$39	\$36			\$37					\$34	\$39			
Social Security		\$159			\$182		\$172	\$190	\$114	\$217	\$278	\$188		\$203	\$327	\$138	\$171
Other															\$203	\$171	
Insurance																	
Cafeteria	\$596			\$1,138	\$465		\$739	\$750	\$980				\$903				
Health		\$550	\$2,015							\$1,200	\$662			\$1,322	\$814	\$1,025	
Dental		\$40	\$170							\$113	\$26			\$91	\$84	\$45	
Vision		\$10	\$19							\$20	\$17			\$18			
EAP	\$3		\$3	\$3	\$2		\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$7	\$2	\$21	\$18	\$4		\$1		\$7	\$10	\$18		\$1	\$19	\$7	\$5	
LTD	\$14		\$37	\$16					\$28	\$18	\$26		\$13	\$9	\$9	\$11	
STD/SDI													\$15				
Other																	
Leave																	
Vacation	\$246	\$148	\$204	\$187	\$255		\$160	\$177	\$202	\$276	\$233		\$110	\$189	\$289	\$159	
Holidays	\$134	\$109	\$145	\$162	\$128		\$139	\$153	\$162	\$241	\$140		\$132	\$170	\$126	\$106	
Administrative																	
Auto Allowance																	
Deferred Compensation			\$547										\$86				
Other ¹			\$25														
Benefit Cost	\$1,407	\$1,371	\$3,458	\$2,085	\$1,350	N/C	\$1,408	\$1,639	\$1,710	\$2,293	\$1,513	N/C	\$1,426	\$2,284	\$1,858	\$1,663	N/C
Total Monthly Comp.	\$4,318	\$3,940	\$6,875	\$5,333	\$4,366	N/C	\$4,188	\$4,705	\$5,213	\$6,777	\$4,544	N/C	\$4,295	\$5,563	\$5,125	\$4,424	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

COMMUNICATIONS MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Communications Manager	Community Relations Manager	Communications Manager	Public Information Officer	Supervising Public Information Officer	N/C	Media & Public Relations Manager, HHSA	Public Information Officer	N/C	N/C	Communications & Marketing Manager	N/C	Manager I	N/C	Communication Director	N/C	N/C
Top Monthly Salary	\$7,010	\$8,252	\$7,667	\$7,633	\$6,001		\$7,266	\$9,879			\$7,735		\$9,248		\$8,349		
Employee Retirement																	
PERS				\$534	\$84		\$509	\$395					\$416				
Enhanced PERS Formula				\$691	\$228			\$667									
Last Year Spiked																	
12 Month Highest Salary				\$92	\$72			\$119					\$111				
Retirement Benefit	\$981	\$1,131	\$613		\$363										\$835		
Social Security		\$512					\$451	\$552			\$480				\$518		
Other																	
Insurance																	
Cafeteria	\$721			\$1,226	\$506		\$739	\$750					\$1,572				
Health		\$550	\$2,015								\$862				\$814		
Dental		\$40	\$170								\$26				\$84		
Vision		\$10	\$19								\$17						
EAP	\$3		\$3	\$3	\$2		\$2	\$2			\$2		\$2				
Life	\$16	\$2	\$21	\$84	\$4		\$7	\$7			\$18		\$1		\$18		
LTD	\$33		\$83	\$37			\$18				\$26		\$41		\$23		
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593	\$477	\$457	\$440	\$508		\$475	\$570			\$595		\$356		\$739		
Holidays	\$324	\$349	\$324	\$352	\$254		\$363	\$494			\$357		\$427		\$321		
Administrative		\$79		\$206				\$570					\$178				
Auto Allowance																	
Deferred Compensation			\$1,227										\$277				
Other ¹			\$250														
Benefit Cost	\$2,671	\$3,150	\$5,182	\$3,666	\$2,022	N/C	\$2,564	\$4,119	N/C	N/C	\$2,384	N/C	\$3,428	N/C	\$3,351	N/C	N/C
Total Monthly Comp.	\$9,681	\$11,403	\$12,849	\$11,299	\$8,023	N/C	\$9,832	\$13,998	N/C	N/C	\$10,119	N/C	\$12,676	N/C	\$11,700	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

COMMUNITY LIAISON																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Community Liaison	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Analyst III	N/C	N/C	Comm Ret & Internal Advocacy Coord	N/C
Top Monthly Salary	\$6,053												\$7,059			\$8,909	
Employee Retirement													\$318				
PERS																	
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary													\$85				
Retirement Benefit	\$847															\$345	
Social Security																\$428	
Other																	
Insurance																	
Cafeteria	\$596												\$1,200				
Health																\$1,025	
Dental																\$45	
Vision																	
EAP	\$3												\$2			\$2	
Life	\$14												\$1			\$12	
LTD	\$28												\$31			\$28	
STD/SDI													\$36				
Other																	
Leave																	
Vacation	\$512												\$272				\$399
Holidays	\$279												\$326				\$266
Administrative																	
Auto Allowance																	
Deferred Compensation													\$212				
Other																	
Benefit Cost	\$2,280	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$2,482	N/C	N/C	\$2,551	N/C
Total Monthly Comp.	\$8,333	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$9,541	N/C	N/C	\$9,459	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009

DOCKET COORDINATOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Docket Coordinator	N/C	N/C	Deputy City Clerk	Deputy City Clerk II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$4,744			\$4,292	\$3,828												
Employee Retirement																	
PERS				\$300	\$207												
Enhanced PERS Formula				\$388	\$145												
Last Year Spiked																	
12 Month Highest Salary				\$52	\$46												
Retirement Benefit	\$664				\$232												
Social Security																	
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465												
Health																	
Dental																	
Vision																	
EAP	\$3			\$3	\$2												
Life	\$11			\$24	\$4												
LTD	\$22			\$21													
STD/SDI																	
Other																	
Leave																	
Vacation	\$401			\$248	\$324												
Holidays	\$219			\$215	\$162												
Administrative																	
Auto Allowance																	
Deferred Compensation																	
Other																	
Benefit Cost	\$1,917	N/C	N/C	\$2,388	\$1,587	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$6,661	N/C	N/C	\$6,680	\$5,415	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

EXECUTIVE ASSISTANT TO THE PRESIDENT & CEO																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Executive Assistant to the President & CEO	Executive Assistant	Executive Assistant	Secretary to the City Manager	Confidential Secretary to COO	N/C	Administrative Assistant IV	Senior Executive Assistant	N/C	Executive Assistant	Executive Assistant	Executive Assistant	Executive Assistant IV	N/C	N/C	Special Assistant	N/C
Top Monthly Salary	\$5,580	\$5,167	\$6,167	\$6,050	\$5,854		\$4,437	\$7,767		\$5,824	\$4,191	\$5,152	\$5,956			\$5,316	
Employee Retirement PERS				\$424	\$199		\$311	\$311		\$175			\$268				
Enhanced PERS Formula Last Year Spiked				\$548	\$222			\$524									
12 Month Highest Salary Retirement Benefit	\$781	\$708	\$493	\$73	\$70			\$93					\$71				
Social Security		\$320			\$354		\$275	\$462		\$361	\$260	\$258	\$319			\$266	\$330
Other																	
Insurance																	
Cafeteria	\$721			\$1,226	\$1,025		\$739	\$750					\$1,013				
Health		\$550	\$2,015							\$1,200	\$862	\$899				\$1,025	
Dental		\$40	\$170							\$113	\$26	\$50				\$45	
Vision		\$10	\$19							\$20	\$17	\$19					
EAP	\$3		\$3	\$3	\$2		\$2	\$2		\$2	\$2		\$2			\$2	
Life	\$13	\$2	\$21	\$67	\$4		\$1			\$10	\$18	\$12	\$1			\$10	
LTD	\$26		\$67	\$30						\$24	\$26	\$23	\$26			\$21	
STD/SDI												\$12	\$30				
Other																	
Leave																	
Vacation	\$601	\$298	\$368	\$349	\$495		\$256	\$446		\$358	\$322	\$198	\$229			\$307	
Holidays	\$258	\$219	\$261	\$279	\$248		\$222	\$388		\$314	\$193	\$198	\$276			\$204	
Administrative		\$50		\$163				\$446									
Auto Allowance																	
Deferred Compensation			\$987										\$179				
Other ¹			\$25														
Benefit Cost	\$2,403	\$2,198	\$4,428	\$3,160	\$2,620	N/C	\$1,805	\$3,447	N/C	\$2,577	\$1,728	\$1,988	\$2,094	N/C	N/C	\$2,210	N/C
Total Monthly Comp.	\$7,982	\$7,365	\$10,595	\$9,210	\$8,474	N/C	\$6,243	\$11,214	N/C	\$8,400	\$5,918	\$7,140	\$8,050	N/C	N/C	\$7,526	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

FINANCIAL ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Financial Analyst	N/C	Senior Financial Analyst	Management Analyst	Associate Management Analyst	N/C	Administrative Analyst II	Financial Analyst	N/C	N/C	N/C	N/C	Analyst III	N/C	N/C	N/C	N/C
Top Monthly Salary	Proposed		\$7,417	\$6,775	\$5,463		\$5,413	\$5,922					\$7,059				
Employee Retirement																	
PERS				\$474	\$76		\$379	\$237					\$318				
Enhanced PERS Formula				\$613	\$208			\$400									
Last Year Spiked																	
12 Month Highest Salary				\$81	\$66			\$71					\$85				
Retirement Benefit			\$593		\$331												
Social Security							\$336	\$367									
Other																	
Insurance																	
Cafeteria				\$1,226	\$506		\$739	\$750					\$1,200				
Health			\$2,015														
Dental			\$170														
Vision			\$19														
EAP			\$3	\$3	\$2		\$2	\$2					\$2				
Life			\$21	\$75	\$4		\$5						\$1				
LTD			\$80	\$33			\$14						\$31				
STD/SDI													\$36				
Other																	
Leave																	
Vacation			\$442	\$391	\$462		\$354	\$342					\$272				
Holidays			\$314	\$313	\$231		\$271	\$296					\$326				
Administrative				\$182				\$342									
Auto Allowance																	
Deferred Compensation			\$1,187										\$212				
Other ¹			\$25														
Benefit Cost	Proposed	N/C	\$4,869	\$3,392	\$1,886	N/C	\$2,099	\$2,807	N/C	N/C	N/C	N/C	\$2,482	N/C	N/C	N/C	N/C
Total Monthly Comp.	Proposed	N/C	\$12,286	\$10,187	\$7,349	N/C	\$7,512	\$8,728	N/C	N/C	N/C	N/C	\$9,541	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING ASSISTANT																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Assistant	Housing Assistant II	N/C	Housing Specialist I	N/C	N/C	Housing Aide	Elig Interv / Section 8 Advisor	Housing Assistant	Housing Programs Specialist	N/C	N/C	N/C	Housing Eligibility Tech	N/C	N/C	N/C
Top Monthly Salary	\$3,716	\$3,969		\$4,601			\$3,013	\$4,198	\$4,092	\$5,154				\$4,089			
Employee Retirement PERS				\$322			\$211	\$168		\$155				\$286			
Enhanced PERS Formula				\$416				\$283									
Last Year Spiked																	
12 Month Highest Salary				\$55				\$50						\$49			
Retirement Benefit	\$520	\$544							\$133								
Social Security		\$246					\$187	\$260	\$254	\$320				\$254			
Other																	
Insurance																	
Cafeteria	\$596			\$1,138					\$980								
Health		\$550					\$739	\$750		\$1,200				\$1,322			
Dental		\$40								\$113				\$81			
Vision		\$10								\$20				\$18			
EAP	\$3			\$3			\$2	\$2		\$2				\$3			
Life	\$8	\$2		\$25			\$1		\$7	\$10				\$24			
LTD	\$17			\$23					\$33	\$21							
STD/SDI																	
Other																	
Leave																	
Vacation	\$314	\$229		\$265			\$174	\$242	\$236	\$317				\$236			
Holidays	\$172	\$168		\$230			\$151	\$210	\$189	\$278				\$212			
Administrative																	
Auto Allowance																	
Deferred Compensation																	
Other																	
Benefit Cost	\$1,631	\$1,790	N/C	\$2,478	N/C	N/C	\$1,464	\$1,966	\$1,832	\$2,435	N/C	N/C	N/C	\$2,494	N/C	N/C	N/C
Total Monthly Comp.	\$5,348	\$5,759	N/C	\$7,080	N/C	N/C	\$4,476	\$6,165	\$5,924	\$7,589	N/C	N/C	N/C	\$6,583	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING CONSTRUCTION MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Construction Manager	N/C	Senior Project Manager	Construction Manager	N/C	Senior Project Manager	Housing Program Analyst IV	Supv Construction Project Mgr	Housing Rehabilitation Officer	Construction Manager	Senior Project Construction Manager	N/C	Manager I	Sr Construction Projects Manager	N/C	Construction Manager	N/C
Top Monthly Salary	\$7,010		\$10,667	\$7,633		\$8,313	\$7,006	\$7,767	\$8,557	\$7,834	\$9,704		\$9,248	\$7,847		\$10,236	
Employee Retirement																	
PERS				\$534			\$490	\$311		\$235			\$416	\$549			
Enhanced PERS Formula				\$691				\$524									
Last Year Spiked																	
12 Month Highest Salary				\$92				\$93					\$111	\$94			
Retirement Benefit	\$981		\$853			\$416		\$213								\$512	
Social Security						\$515	\$434	\$482	\$407	\$486	\$552			\$487		\$552	
Other																	
Insurance																	
Cafeteria	\$721			\$1,226			\$739	\$750	\$890				\$1,572				
Health			\$2,015			\$594				\$1,200	\$862			\$1,322		\$1,025	
Dental			\$170			\$45				\$113	\$26			\$91		\$45	
Vision			\$19			\$8				\$20	\$17			\$18			
EAP	\$3		\$3	\$3			\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$16		\$21	\$84		\$3	\$1		\$20	\$10	\$18		\$1	\$24		\$18	
LTD ¹	\$33		\$115	\$37		\$12			\$52	\$32	\$26		\$41			\$41	
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593		\$836	\$440		\$640	\$404	\$448	\$378	\$482	\$748		\$356	\$453		\$591	
Holidays	\$324		\$451	\$352		\$352	\$350	\$388	\$303	\$422	\$448		\$427	\$407		\$394	
Administrative				\$208				\$448	\$189				\$178	\$151			
Auto Allowance										\$300							
Deferred Compensation			\$1,375						\$60				\$277				
Other ²			\$250														
Benefit Cost	\$2,671	N/C	\$5,909	\$3,666	N/C	\$2,586	\$2,421	\$3,447	\$2,602	\$3,302	\$2,698	N/C	\$3,428	\$3,599	N/C	\$3,179	N/C
Total Monthly Comp.	\$9,681	N/C	\$16,575	\$11,299	N/C	\$10,899	\$9,427	\$11,214	\$9,159	\$11,135	\$12,402	N/C	\$12,676	\$11,446	N/C	\$13,415	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING CONSTRUCTION SPECIALIST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Construction Specialist	N/C	N/C	N/C	Project Assistant	N/C	N/C	Const Insp / Const QC Monitor	N/C	N/C	N/C	N/C	Development Specialist II	N/C	N/C	N/C	N/C
Top Monthly Salary	\$5,765				\$5,830			\$5,678					\$5,143				
Employee Retirement																	
PERS					\$315			\$227					\$231				
Enhanced PERS Formula					\$222			\$383									
Last Year Spiked																	
12 Month Highest Salary					\$70			\$68					\$62				
Retirement Benefit	\$807				\$353												
Social Security								\$352									
Other																	
Insurance																	
Cafeteria	\$596				\$465			\$750					\$903				
Health																	
Dental																	
Vision																	
EAP	\$3				\$2			\$2					\$2				
Life	\$13				\$4								\$1				
LTD	\$27												\$23				
STD/SDI													\$26				
Other																	
Leave																	
Vacation	\$488				\$493			\$328					\$198				
Holidays	\$266				\$247			\$284					\$237				
Administrative																	
Auto Allowance																	
Deferred Compensation													\$154				
Other																	
Benefit Cost	\$2,200	N/C	N/C	N/C	\$2,170	N/C	N/C	\$2,395	N/C	N/C	N/C	N/C	\$1,838	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$7,965	N/C	N/C	N/C	\$8,000	N/C	N/C	\$8,073	N/C	N/C	N/C	N/C	\$6,981	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING DEVELOPMENT MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Development Manager	Special Projects Manager	N/C	N/C	N/C	N/C	Housing Program Analyst IV	N/C	Housing Development Officer	Housing Development Officer	Senior Project Manager	N/C	Manager I	Sr Development Program Manager	N/C	N/C	N/C
Top Monthly Salary	\$7,010	\$8,252					\$7,006		\$6,557	\$8,169	\$9,704		\$9,248	\$8,450			
Employee Retirement																	
PERS							\$490			\$245			\$416	\$592			
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary													\$111	\$101			
Retirement Benefit	\$981	\$1,131							\$213								
Social Security		\$512					\$434		\$407	\$506	\$552			\$524			
Other																	
Insurance																	
Cafeteria	\$721																
Health		\$550					\$739		\$980				\$1,572				
Dental		\$40								\$1,200	\$862			\$1,322			
Vision		\$10								\$113	\$26			\$91			
EAP	\$3									\$20	\$17			\$18			
Life	\$16	\$2					\$2			\$2	\$2		\$2	\$3			
LTD	\$33						\$1		\$20	\$10	\$18		\$1	\$24			
STD/SDI									\$52	\$33	\$26		\$41				
Other													\$47				
Leave																	
Vacation	\$593	\$477					\$404		\$378	\$503	\$746		\$356	\$488			
Holidays	\$324	\$349					\$350		\$303	\$440	\$448		\$427	\$439			
Administrative		\$79							\$189				\$178	\$163			
Auto Allowance										\$300							
Deferred Compensation									\$60				\$277				
Other ¹																	
Benefit Cost	\$2,671	\$3,150	N/C	N/C	N/C	N/C	\$2,421	N/C	\$2,602	\$3,373	\$2,698	N/C	\$3,428	\$3,763	N/C	N/C	N/C
Total Monthly Comp.	\$9,681	\$11,403	N/C	N/C	N/C	N/C	\$9,427	N/C	\$9,159	\$11,541	\$12,402	N/C	\$12,676	\$12,213	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING INSPECTOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Inspector	Housing Quality Standards Inspector	N/C	N/C	Housing Inspector II	N/C	N/C	Housing Inspector	N/C	N/C	N/C	N/C	Program Specialist II	Housing Assistance Representative I	N/C	N/C	N/C
Top Monthly Salary	\$4,306	\$3,969			\$5,301			\$4,233					\$4,368	\$4,518			
Employee Retirement																	
PERS					\$286			\$169					\$197	\$316			
Enhanced PERS Formula					\$201			\$286									
Last Year Spiked																	
12 Month Highest Salary					\$64			\$51					\$52	\$54			
Retirement Benefit	\$603	\$544			\$321												
Social Security		\$246						\$262						\$260			
Other																	
Insurance																	
Cafeteria	\$696				\$465			\$750					\$903				
Health		\$550												\$1,322			
Dental		\$40												\$91			
Vision		\$10												\$18			
EAP	\$3				\$2			\$2					\$2	\$3			
Life	\$10	\$2			\$4								\$1	\$24			
LTD	\$20												\$19				
STD/SDI													\$22				
Other																	
Leave																	
Vacation	\$364	\$229			\$449			\$244					\$168	\$261			
Holidays	\$199	\$168			\$224			\$212					\$202	\$235			
Administrative																	
Auto Allowance																	
Deferred Compensation													\$131				
Other																	
Benefit Cost	\$1,795	\$1,790	N/C	N/C	\$2,016	N/C	N/C	\$1,976	N/C	N/C	N/C	N/C	\$1,697	\$2,604	N/C	N/C	N/C
Total Monthly Comp.	\$6,101	\$5,759	N/C	N/C	\$7,317	N/C	N/C	\$6,209	N/C	N/C	N/C	N/C	\$6,065	\$7,122	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING PROGRAMS MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Programs Manager	N/C	N/C	N/C	N/C	N/C	Housing Program Analyst IV	Manager IV	N/C	Property Management Ops Mgr	N/C	Asset Manager	Manager I	N/C	N/C	Regional Property Manager	Sr Asset Mgr / Resident Svcs Mgr
Top Monthly Salary	\$7,010						\$7,006	\$7,363		\$7,834		\$7,543	\$9,248			\$7,876	\$6,042
Employee Retirement PERS							\$490	\$295		\$235			\$416				
Enhanced PERS Formula								\$497									
Last Year Spiked																	
12 Month Highest Salary																	
Retirement Benefit	\$981							\$88					\$111			\$394	\$242
Social Security							\$434	\$457		\$486		\$377				\$488	\$375
Other												\$468					
Insurance																	
Cafeteria	\$721						\$739	\$750					\$1,572				
Health										\$1,200		\$899				\$1,025	\$504
Dental										\$113		\$50				\$45	\$47
Vision										\$20		\$19					\$10
EAP	\$3						\$2	\$2		\$2			\$2			\$2	
Life	\$16						\$1			\$10		\$12	\$1			\$14	\$5
LTD	\$33									\$32		\$23	\$41			\$32	
STD/SDI												\$12	\$47				\$12
Other																	
Leave																	
Vacation	\$593						\$404	\$425		\$482		\$290	\$356			\$454	\$604
Holidays	\$324						\$350	\$368		\$422		\$290	\$427			\$303	\$279
Administrative													\$178				
Auto Allowance										\$300							
Deferred Compensation													\$277				
Other																	
Benefit Cost	\$2,671	N/C	N/C	N/C	N/C	N/C	\$2,421	\$2,882	N/C	\$3,302	N/C	\$2,440	\$3,428	N/C	N/C	\$2,757	\$2,077
Total Monthly Comp.	\$9,681	N/C	N/C	N/C	N/C	N/C	\$9,427	\$10,245	N/C	\$11,135	N/C	\$9,983	\$12,676	N/C	N/C	\$10,633	\$8,119

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING SPECIALIST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Specialist	Eligibility Spec / Occup Spec	N/C	N/C	N/C	N/C	Housing Specialist II	Prog Comp Spec / QC Spec	Housing Program Specialist	N/C	N/C	N/C	Program Specialist II	Housing Asst Rep II	N/C	N/C	N/C
Top Monthly Salary	\$4,517	\$4,072					\$4,420	\$5,416	\$4,789				\$4,368	\$5,121			
Employee Retirement							\$309	\$217					\$197	\$358			
PERS								\$366									
Enhanced PERS Formula								\$65					\$52	\$61			
Last Year Spiked																	
12 Month Highest Salary																	
Retirement Benefit	\$632	\$558							\$156								
Social Security		\$252					\$274	\$336	\$297					\$318			
Other																	
Insurance																	
Cafeteria	\$596						\$739	\$750	\$980				\$903				
Health		\$550												\$1,322			
Dental		\$40												\$91			
Vision		\$10												\$18			
EAP	\$3						\$2	\$2					\$2	\$3			
Life	\$10						\$1		\$7				\$1	\$24			
LTD	\$21	\$2							\$38				\$19				
STD/SDI													\$22				
Other																	
Leave																	
Vacation	\$382	\$235					\$255	\$313	\$276				\$168	\$295			
Holidays	\$208	\$172					\$221	\$271	\$221				\$202	\$266			
Administrative								\$312									
Auto Allowance																	
Deferred Compensation													\$131				
Other																	
Benefit Cost	\$1,854	\$1,820	N/C	N/C	N/C	N/C	\$1,801	\$2,631	\$1,976	N/C	N/C	N/C	\$1,697	\$2,757	N/C	N/C	N/C
Total Monthly Comp.	\$6,371	\$5,892	N/C	N/C	N/C	N/C	\$6,221	\$8,048	\$6,765	N/C	N/C	N/C	\$6,066	\$7,878	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HOUSING SUPERVISOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Housing Supervisor	Section 8 Supervisor	N/C	Housing Program Manager	N/C	N/C	N/C	Manager III	Housing Manager	Affordable Hsg Prog Supv	N/C	N/C	Program Specialist IV	Housing Assistance Manager	N/C	N/C	N/C
Top Monthly Salary	\$5,489	\$6,460		\$7,633				\$6,869	\$5,498	\$6,159			\$6,288	\$7,287			
Employee Retirement																	
PERS				\$534				\$275		\$185			\$283	\$510			
Enhanced PERS Formula				\$691				\$464									
Last Year Spiked																	
12 Month Highest Salary				\$92				\$82					\$75	\$87			
Retirement Benefit	\$769	\$885						\$179									
Social Security		\$401						\$426	\$341	\$382				\$452			
Other																	
Insurance																	
Cafeteria	\$721			\$1,226				\$750	\$980				\$1,069				
Health		\$550								\$1,200				\$1,322			
Dental		\$40								\$113				\$91			
Vision		\$10								\$20				\$18			
EAP	\$3			\$3				\$2		\$2			\$2	\$3			
Life	\$13	\$2		\$84				\$20	\$20	\$10			\$1	\$24			
LTD	\$26			\$37				\$44	\$44	\$25			\$28				
STD/SDI													\$32				
Other																	
Leave																	
Vacation	\$464	\$373		\$440				\$397	\$317	\$379			\$242	\$420			
Holidays	\$253	\$273		\$352				\$343	\$254	\$332			\$290	\$378			
Administrative		\$62		\$206					\$159					\$140			
Auto Allowance																	
Deferred Compensation									\$60				\$189				
Other																	
Benefit Cost	\$2,249	\$2,597	N/C	\$3,666	N/C	N/C	N/C	\$2,739	\$2,353	\$2,648	N/C	N/C	\$2,211	\$3,446	N/C	N/C	N/C
Total Monthly Comp.	\$7,738	\$9,067	N/C	\$11,299	N/C	N/C	N/C	\$9,608	\$7,851	\$8,806	N/C	N/C	\$8,499	\$10,733	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HUMAN RESOURCES ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Human Resources Analyst	N/C	N/C	Associate Mgmt Analyst / Benefits Administrator	Assistant Personnel Analyst	N/C	Human Resources Analyst	Human Resources Analyst II	N/C	N/C	N/C	N/C	Analyst II	Human Resources Analyst	Human Resources Specialist	N/C	N/C
Top Monthly Salary	\$5,231			\$6,050	\$4,506		\$6,250	\$5,669					\$5,883	\$5,645	\$6,148		
Employee Retirement																	
PERS				\$424	\$153		\$438	\$227					\$265	\$395			
Enhanced PERS Formula				\$548	\$171			\$383									
Last Year Spiked																	
12 Month Highest Salary				\$73	\$54			\$68					\$71	\$68			
Retirement Benefit	\$732				\$273										\$615		
Social Security							\$388	\$351						\$350	\$381		
Other																	
Insurance																	
Cafeteria	\$596			\$1,226	\$1,025		\$739	\$750					\$1,000				
Health														\$1,322	\$814		
Dental														\$91	\$84		
Vision														\$18			
EAP	\$3			\$3	\$2		\$2	\$2					\$2	\$3			
Life	\$12			\$67	\$4		\$6						\$1	\$24	\$13		
LTD	\$25			\$30			\$16						\$26		\$17		
STD/SDI													\$30				
Other																	
Leave																	
Vacation	\$443			\$349	\$381		\$409	\$327						\$226	\$326	\$544	
Holidays	\$241			\$279	\$191		\$313	\$283						\$272	\$293	\$236	
Administrative				\$163				\$327									
Auto Allowance																	
Deferred Compensation													\$176				
Other																	
Benefit Cost	\$2,052	N/C	N/C	\$3,160	\$2,254	N/C	\$2,309	\$2,719	N/C	N/C	N/C	N/C	\$2,069	\$2,889	\$2,704	N/C	N/C
Total Monthly Comp.	\$7,283	N/C	N/C	\$9,210	\$6,760	N/C	\$8,559	\$8,388	N/C	N/C	N/C	N/C	\$7,952	\$8,534	\$8,853	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

HUMAN RESOURCES MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Human Resources Manager	Human Resources Manager	Human Resources Manager	Human Resources Manager	N/C	N/C	Sr Departmental Human Resources Officer	Human Resources Manager	HR and Training Officer	N/C	Human Resources Director	N/C	Manager I	Dir of HR / Sr HR Analyst	HR Director / HR Supervisor	Human Resources Manager	N/C
Top Monthly Salary	\$7,010	\$8,252	\$8,083	\$9,250			\$7,436	\$8,332	\$7,050		\$7,740		\$9,248	\$8,057	\$8,258	\$8,979	
Employee Retirement PERS				\$648			\$521	\$333					\$416	\$564			
Enhanced PERS Formula				\$837				\$562									
Last Year Spiked																	
12 Month Highest Salary				\$111				\$100					\$111	\$97			
Retirement Benefit	\$981	\$1,131	\$647						\$229						\$826	\$449	
Social Security		\$512					\$461	\$517	\$437		\$480			\$500	\$552	\$552	
Other																	
Insurance																	
Cafeteria	\$721			\$1,226			\$739	\$750	\$980				\$1,572				
Health		\$550	\$2,015								\$862			\$1,322	\$814	\$1,025	
Dental		\$40	\$170								\$26			\$91	\$84	\$45	
Vision		\$10	\$19								\$17			\$18			
EAP	\$3		\$3	\$3			\$2	\$2			\$2		\$2	\$3		\$2	
Life	\$16	\$2	\$21	\$102			\$7	\$20	\$20		\$18		\$1	\$24	\$18	\$16	
LTD	\$33		\$87	\$45			\$19	\$56	\$56		\$26		\$41	\$22	\$22	\$36	
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593	\$477	\$482	\$534			\$486	\$481	\$407		\$595		\$356	\$465	\$730	\$518	
Holidays	\$324	\$349	\$342	\$427			\$372	\$417	\$325		\$357		\$427	\$418	\$318	\$345	
Administrative		\$79		\$249				\$481	\$203				\$178	\$155			
Auto Allowance														\$400			
Deferred Compensation			\$1,283						\$60				\$277				
Other ¹			\$250														
Benefit Cost	\$2,671	\$3,150	\$5,329	\$4,182	N/C	N/C	\$2,606	\$3,643	\$2,718	N/C	\$2,385	N/C	\$3,428	\$4,056	\$3,364	\$2,988	N/C
Total Monthly Comp.	\$9,681	\$11,403	\$13,412	\$13,432	N/C	N/C	\$10,042	\$11,974	\$9,768	N/C	\$10,124	N/C	\$12,676	\$12,113	\$11,621	\$11,967	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

INFORMATION TECHNOLOGY ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Information Technology Analyst	N/C	N/C	Applications Analyst	Information Systems Analyst II	N/C	N/C	N/C	N/C	Comp Sys Analyst - DB / Comp Sys Analyst - Net	N/C	N/C	Information Technology Specialist IV	Systems Analyst / Programmer	Software Developer	Network Administrator	N/C
Top Monthly Salary	\$5,489			\$7,419	\$5,463					\$6,829			\$8,022	\$5,645	\$9,391	\$6,909	
Employee Retirement																	
PERS				\$519	\$295					\$205			\$361	\$395			
Enhanced PERS Formula				\$671	\$208												
Last Year Spiked																	
12 Month Highest Salary				\$89	\$68								\$96	\$68			
Retirement Benefit	\$769				\$331										\$939	\$345	
Social Security										\$423				\$350	\$552	\$428	
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465								\$1,364				
Health										\$1,200				\$1,322	\$814	\$1,025	
Dental										\$113				\$91	\$84	\$45	
Vision										\$20				\$18			
EAP	\$3			\$3	\$2					\$2			\$2	\$3		\$2	
Life	\$13			\$41	\$4					\$10			\$1	\$24	\$20	\$12	
LTD	\$26			\$36						\$28			\$35		\$25	\$28	
STD/SDI													\$41				
Other																	
Leave																	
Vacation	\$464			\$428	\$462					\$420			\$309	\$326	\$831	\$399	
Holidays	\$253			\$371	\$231					\$368			\$370	\$293	\$361	\$266	
Administrative																	
Auto Allowance																	
Deferred Compensation													\$241				
Other																	
Benefit Cost	\$2,124	N/C	N/C	\$3,297	\$2,063	N/C	N/C	N/C	N/C	\$2,789	N/C	N/C	\$2,820	\$2,889	\$3,626	\$2,551	N/C
Total Monthly Comp.	\$7,613	N/C	N/C	\$10,716	\$7,526	N/C	N/C	N/C	N/C	\$9,618	N/C	N/C	\$10,842	\$8,534	\$13,017	\$9,459	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

INFORMATION TECHNOLOGY MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Information Technology Manager	N/C	Information Technology Manager	Information Technology Manager	Information Systems Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Manager I	Sr Systems Analyst/Prog / Dir of IT	N/C	N/C	N/C
Top Monthly Salary	\$7,010		\$8,167	\$10,692	\$8,550								\$9,248	\$8,580			
Employee Retirement																	
PERS				\$748	\$291								\$416	\$601			
Enhanced PERS Formula				\$968	\$325												
Last Year Spiked																	
12 Month Highest Salary				\$128	\$103								\$111	\$103			
Retirement Benefit	\$981		\$653		\$517												
Social Security																	
Other																	
Insurance																	
Cafeteria	\$721			\$1,226	\$1,025								\$1,572				
Health			\$2,015											\$1,322			
Dental			\$170											\$91			
Vision			\$19											\$18			
EAP	\$3		\$3	\$3	\$2								\$2	\$3			
Life	\$16		\$21	\$118	\$4								\$1	\$24			
LTD	\$33		\$88	\$52									\$41				
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593		\$487	\$617	\$723								\$356	\$495			
Holidays	\$324		\$346	\$493	\$362								\$427	\$446			
Administrative				\$288									\$178	\$165			
Auto Allowance																	\$400
Deferred Compensation			\$1,307										\$277				
Other ¹			\$250														
Benefit Cost	\$2,671	N/C	\$5,358	\$4,642	\$3,352	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$3,428	\$4,199	N/C	N/C	N/C
Total Monthly Comp.	\$9,681	N/C	\$13,525	\$15,334	\$11,902	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$12,676	\$12,779	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

INFORMATION TECHNOLOGY TECHNICIAN																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Information Technology Technician	Information Systems Technician	Computer Information Specialist	Network Associate	Information Systems Technician	N/C	Department Technology System Tech	N/C	Computer Support Specialist	Computer Systems Technician	N/C	N/C	N/C	Network Technician	Computer Systems Analyst	LAN Technician	N/C
Top Monthly Salary	\$3,375	\$4,441	\$5,083	\$5,843	\$4,293		\$5,413		\$4,108	\$6,159				\$5,377	\$5,255	\$4,663	
Employee Retirement PERS				\$409	\$232		\$379			\$185				\$376			
Enhanced PERS Formula Last Year Spiked				\$529	\$163												
12 Month Highest Salary Retirement Benefit	\$472	\$608	\$407	\$70	\$52				\$134					\$65	\$526	\$233	
Social Security		\$275			\$260		\$336		\$255	\$382				\$333	\$326	\$289	
Other																	
Insurance																	
Cafeteria	\$596			\$1,136	\$465		\$739		\$980								
Health		\$550	\$2,015							\$1,200				\$1,322	\$814	\$1,025	
Dental		\$40	\$170							\$113				\$91	\$84	\$45	
Vision		\$10	\$19							\$20				\$18			
EAP	\$3		\$3	\$3	\$2		\$2			\$2				\$3		\$2	
Life	\$8	\$2	\$21	\$32	\$4		\$5		\$20	\$10				\$24	\$11	\$8	
LTD	\$16		\$55	\$29			\$14		\$33	\$25					\$14	\$19	
STD/SDI																	
Other																	
Leave																	
Vacation	\$286	\$256	\$303	\$337	\$363		\$354		\$237	\$379				\$310	\$465	\$269	
Holidays	\$156	\$188	\$215	\$292	\$182		\$271		\$190	\$332				\$279	\$202	\$179	
Administrative									\$119								
Auto Allowance																	
Deferred Compensation			\$813						\$60								
Other ¹			\$25														
Benefit Cost	\$1,536	\$1,931	\$4,046	\$2,839	\$1,722	N/C	\$2,099	N/C	\$2,026	\$2,648	N/C	N/C	N/C	\$2,821	\$2,442	\$2,070	N/C
Total Monthly Comp.	\$4,911	\$6,372	\$9,129	\$8,682	\$6,015	N/C	\$7,512	N/C	\$6,134	\$8,806	N/C	N/C	N/C	\$8,198	\$7,697	\$6,733	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

INSPECTION COORDINATOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Inspection Coordinator	N/C	N/C	N/C	Senior Housing Inspector	N/C	N/C	Housing Inspection Supervisor	N/C	Special Program Coordinator	N/C	N/C	Program Specialist III	Lead Housing Assistance Representative	N/C	N/C	N/C
Top Monthly Salary	\$4,980				\$6,093			\$5,079		\$5,489			\$5,241	\$5,792			
Employee Retirement																	
PERS					\$329			\$203		\$165			\$236	\$405			
Enhanced PERS Formula					\$232			\$343									
Last Year Spiked																	
12 Month Highest Salary					\$73			\$61					\$63	\$70			
Retirement Benefit	\$697				\$369												
Social Security								\$315		\$340				\$359			
Other																	
Insurance																	
Cafeteria	\$596				\$465			\$750					\$903				
Health										\$1,200				\$1,322			
Dental										\$113				\$91			
Vision										\$20				\$18			
EAP	\$3				\$2			\$2		\$2			\$2	\$3			
Life	\$11				\$4					\$10			\$1	\$24			
LTD	\$23									\$23			\$23				
STD/SDI													\$27				
Other																	
Leave																	
Vacation	\$421				\$516			\$293		\$338			\$202	\$334			
Holidays	\$230				\$268			\$254		\$296			\$242	\$301			
Administrative																	
Auto Allowance																	
Deferred Compensation													\$157				
Other																	
Benefit Cost	\$1,982	N/C	N/C	N/C	\$2,247	N/C	N/C	\$2,221	N/C	\$2,506	N/C	N/C	\$1,855	\$2,927	N/C	N/C	N/C
Total Monthly Comp.	\$6,962	N/C	N/C	N/C	\$6,340	N/C	N/C	\$7,300	N/C	\$7,995	N/C	N/C	\$7,096	\$8,719	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

LOAN SERVICES MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Loan Services Manager	N/C	N/C	N/C	N/C	Assistant VP of Lending & Home Ownership	N/C	N/C	N/C	N/C	N/C	N/C	Manager I	N/C	N/C	N/C	N/C
Top Monthly Salary	\$7,010					\$6,667							\$9,248				
Employee Retirement																	
PERS													\$416				
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary													\$111				
Retirement Benefit	\$981					\$333											
Social Security						\$413											
Other																	
Insurance																	
Cafeteria	\$596												\$1,572				
Health						\$594											
Dental						\$45											
Vision						\$8											
EAP	\$3												\$2				
Life	\$16					\$3							\$1				
LTD ¹	\$33					\$12							\$41				
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593					\$513							\$356				
Holidays	\$324					\$282							\$427				
Administrative													\$178				
Auto Allowance																	
Deferred Compensation													\$277				
Other																	
Benefit Cost	\$2,546	N/C	N/C	N/C	N/C	\$2,205	N/C	N/C	N/C	N/C	N/C	N/C	\$3,428	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$9,556	N/C	N/C	N/C	N/C	\$8,872	N/C	N/C	N/C	N/C	N/C	N/C	\$12,676	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Community Housing Works LTD includes Short-term Disability.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

LOAN SERVICING SPECIALIST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Loan Servicing Specialist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$4,744																
Employee Retirement																	
PERS																	
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary																	
Retirement Benefit	\$664																
Social Security																	
Other																	
Insurance																	
Cafeteria	\$596																
Health																	
Dental																	
Vision																	
EAP	\$3																
Life	\$11																
LTD	\$22																
STD/SDI																	
Other																	
Leave																	
Vacation	\$401																
Holidays	\$219																
Administrative																	
Auto Allowance																	
Deferred Compensation																	
Other																	
Benefit Cost	\$1,917	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$6,661	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

LOAN UNDERWRITING SPECIALIST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Loan Underwriting Specialist	N/C	N/C	N/C	N/C	Loan Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Home Ownership Coordinator	N/C	N/C	N/C
Top Monthly Salary	\$4,306					\$3,356								\$5,121			
Employee Retirement																	
PERS														\$358			
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary														\$61			
Retirement Benefit	\$603					\$168											
Social Security						\$208								\$318			
Other																	
Insurance																	
Cafeteria	\$596																
Health						\$594								\$1,322			
Dental						\$45								\$91			
Vision						\$8								\$18			
EAP	\$3													\$3			
Life	\$10					\$3								\$24			
LTD ¹	\$20					\$12											
STD/SDI																	
Other																	
Leave																	
Vacation	\$364					\$258								\$295			
Holidays	\$199					\$142								\$266			
Administrative																	
Auto Allowance																	
Deferred Compensation																	
Other																	
Benefit Cost	\$1,795	N/C	N/C	N/C	N/C	\$1,440	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$2,757	N/C	N/C	N/C
Total Monthly Comp.	\$6,101	N/C	N/C	N/C	N/C	\$4,796	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$7,878	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Community Housing Works LTD includes Short-term Disability.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

MAINTENANCE TECHNICIAN																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Maintenance Technician	Maintenance Worker	N/C	Building Maintenance Worker II	Building Service Technician	N/C	N/C	Building Repairer	Maintenance Mechanic	Utility Worker / Maintenance Technician	N/C	N/C	Maintenance Worker II	Maintenance Mechanic	N/C	Maintenance II	N/C
Top Monthly Salary	\$3,636	\$4,072		\$4,378	\$3,317			\$3,463	\$4,440	\$4,484			\$3,886	\$4,512		\$2,422	
Employee Retirement																	
PERS				\$306	\$179			\$139		\$135			\$175	\$316			
Enhanced PERS Formula				\$396	\$126			\$234									
Last Year Spiked				\$53	\$40			\$42					\$47	\$54			
12 Month Highest Salary	\$495	\$558			\$201				\$144							\$121	
Retirement Benefit		\$252						\$215	\$275	\$278				\$280		\$150	
Social Security																	
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465			\$750	\$980				\$903				
Health		\$550								\$1,200				\$1,322		\$1,025	
Dental		\$40								\$113				\$91		\$45	
Vision		\$10								\$20				\$18			
EAP	\$3			\$3	\$2			\$2		\$2			\$2	\$3		\$2	
Life	\$8	\$2		\$24	\$4				\$7	\$10			\$1	\$24		\$4	
LTD	\$17			\$21					\$36	\$18			\$17			\$10	
STD/SDI													\$20				
Other																	
Leave																	
Vacation	\$299	\$235		\$253	\$281			\$200	\$256	\$276			\$149	\$280		\$140	
Holidays	\$163	\$172		\$219	\$140			\$173	\$205	\$241			\$179	\$234		\$93	
Administrative																	
Auto Allowance																	
Deferred Compensation													\$117				
Other																	
Benefit Cost	\$1,581	\$1,820	N/C	\$2,414	\$1,438	N/C	N/C	\$1,754	\$1,904	\$2,293	N/C	N/C	\$1,610	\$2,602	N/C	\$1,591	N/C
Total Monthly Comp.	\$5,117	\$5,892	N/C	\$6,792	\$4,755	N/C	N/C	\$5,217	\$6,344	\$6,777	N/C	N/C	\$6,496	\$7,114	N/C	\$4,012	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

MANAGEMENT ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Management Analyst	N/C	N/C	Associate Management Analyst	Associate Management Analyst	N/C	Administrative Analyst II	Administrative Analyst II	N/C	N/C	N/C	N/C	Analyst III	Management Analyst	N/C	N/C	N/C
Top Monthly Salary	\$5,231			\$6,050	\$5,463		\$5,413	\$6,500					\$7,059	\$5,645			
Employee Retirement																	
PERS				\$424	\$76		\$379	\$260					\$318	\$395			
Enhanced PERS Formula				\$548	\$208			\$439									
Last Year Spiked																	
12 Month Highest Salary				\$73	\$66			\$78					\$85	\$68			
Retirement Benefit	\$732				\$331												
Social Security							\$336	\$403						\$350			
Other																	
Insurance																	
Cafeteria	\$596			\$1,226	\$506		\$739	\$750					\$1,200				
Health														\$1,322			
Dental														\$91			
Vision														\$18			
EAP	\$3			\$3	\$2		\$2	\$2					\$2	\$3			
Life	\$12			\$67	\$4		\$5						\$1	\$24			
LTD	\$25			\$30			\$14						\$31				
STD/SDI													\$36				
Other																	
Leave																	
Vacation	\$443			\$349	\$462		\$354	\$375					\$272	\$326			
Holidays	\$241			\$279	\$231		\$271	\$325					\$326	\$293			
Administrative				\$163													
Auto Allowance																	
Deferred Compensation													\$212				
Other																	
Benefit Cost	\$2,062	N/C	N/C	\$3,160	\$1,886	N/C	\$2,099	\$2,632	N/C	N/C	N/C	N/C	\$2,482	\$2,889	N/C	N/C	N/C
Total Monthly Comp.	\$7,283	N/C	N/C	\$9,210	\$7,349	N/C	\$7,512	\$9,132	N/C	N/C	N/C	N/C	\$9,541	\$8,534	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

OFFICE ASSISTANT																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Office Assistant	N/C	Administrative Clerical Assistant	Office Specialist II	Clerical Assistant II	N/C	Office Assistant	File Clerk	Office Assistant II	Administrative Clerk	N/C	N/C	Office Assistant II	Clerk Typist II	Department/Division Assistant	N/C	N/C
Top Monthly Salary	\$2,910		\$3,250	\$3,248	\$3,016		\$2,780	\$2,964	\$3,503	\$4,149			\$2,869	\$3,279	\$3,806		
Employee Retirement PERS				\$227	\$163		\$195	\$119		\$124			\$129	\$230			
Enhanced PERS Formula				\$294	\$115			\$200									
Last Year Spiked																	
12 Month Highest Salary				\$39	\$36			\$36					\$34	\$39			
Retirement Benefit	\$407		\$260		\$182				\$114						\$381		
Social Security							\$172	\$184	\$217	\$257				\$203	\$236		
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465		\$739	\$750	\$980				\$903				
Health			\$2,015							\$1,200				\$1,322	\$814		
Dental			\$170							\$113				\$91	\$84		
Vision			\$19							\$20				\$18			
EAP	\$3		\$3	\$3	\$2		\$2	\$2		\$2			\$2	\$3			
Life	\$7		\$21	\$18	\$4		\$1		\$7	\$10			\$1	\$19	\$8		
LTD	\$14		\$35	\$16					\$28	\$17			\$13		\$10		
STD/SDI													\$15				
Other																	
Leave																	
Vacation	\$246		\$194	\$187	\$255		\$160	\$171	\$202	\$255			\$110	\$189	\$337		
Holidays	\$134		\$138	\$162	\$128		\$139	\$148	\$162	\$223			\$132	\$170	\$146		
Administrative																	
Auto Allowance																	
Deferred Compensation			\$520										\$86				
Other ¹			\$25														
Benefit Cost	\$1,407	N/C	\$3,399	\$2,085	\$1,350	N/C	\$1,408	\$1,610	\$1,710	\$2,222	N/C	N/C	\$1,426	\$2,284	\$2,016	N/C	N/C
Total Monthly Comp.	\$4,318	N/C	\$6,649	\$5,333	\$4,366	N/C	\$4,188	\$4,574	\$5,213	\$6,371	N/C	N/C	\$4,295	\$5,563	\$5,822	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

ON-SITE PROPERTY MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	On-Site Property Manager	Resident Site Manager / Site Manager	N/C	N/C	N/C	N/C	N/C	Manager II	N/C	N/C	N/C	N/C	Resident Manager II	Property Administrator	N/C	Senior Community Manager	Regional Manager
Top Monthly Salary	\$3,061	\$4,072						\$6,328					\$2,921	\$6,283		\$4,663	\$2,917
Employee Retirement								\$253					\$131	\$440			
PERS								\$427									
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary								\$76					\$35	\$75			
Retirement Benefit	\$429	\$558														\$233	\$117
Social Security		\$252						\$392						\$390		\$289	\$181
Other																	
Insurance								\$750					\$553				
Cafeteria	\$596																
Health		\$550												\$1,322		\$1,025	\$504
Dental		\$40												\$91		\$45	\$47
Vision		\$10												\$18		\$10	\$10
EAP	\$3																
Life	\$7	\$2						\$2					\$2	\$3		\$2	\$5
LTD	\$14													\$24		\$19	\$12
STD/SDI																	
Other																	
Leave																	
Vacation	\$259	\$235						\$365					\$112	\$362		\$269	\$292
Holidays	\$141	\$172						\$316					\$135	\$326		\$179	\$135
Administrative														\$121			
Auto Allowance																	
Deferred Compensation													\$88				
Housing Cost	\$1,361	\$1,050											\$195			\$671	
Other																	
Benefit Cost	\$2,810	\$2,871	N/C	N/C	N/C	N/C	N/C	\$2,583	N/C	N/C	N/C	N/C	\$1,251	\$3,172	N/C	\$2,741	\$1,301
Total Monthly Comp.	\$5,871	\$6,942	N/C	N/C	N/C	N/C	N/C	\$8,911	N/C	N/C	N/C	N/C	\$4,172	\$9,455	N/C	\$7,404	\$4,218

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

PROGRAM ANALYST																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Program Analyst	N/C	N/C	Staff Management Analyst	Associate Management Analyst	N/C	Housing Program Analyst II	Administrative Analyst II	Program Analyst	Housing Program Analyst	N/C	N/C	Consultant I / Analyst III	N/C	N/C	N/C	N/C
Top Monthly Salary	\$5,231			\$6,775	\$5,463		\$5,997	\$6,500	\$6,557	\$6,159			\$7,626				
Employee Retirement																	
PERS				\$474	\$76		\$420	\$260		\$185			\$343				
Enhanced PERS Formula				\$613	\$208			\$439									
Last Year Spiked																	
12 Month Highest Salary				\$81	\$66			\$78					\$92				
Retirement Benefit	\$732				\$331				\$213								
Social Security							\$372	\$403	\$407	\$382							
Other																	
Insurance																	
Cafeteria	\$596			\$1,226	\$506		\$739	\$750	\$980				\$1,296				
Health										\$1,200							
Dental										\$113							
Vision										\$20							
EAP	\$3			\$3	\$2		\$2	\$2		\$2			\$2				
Life	\$12			\$75	\$4		\$1		\$20	\$10			\$1				
LTD	\$25			\$33					\$52	\$25			\$34				
STD/SDI													\$39				
Other																	
Leave																	
Vacation	\$443			\$391	\$462		\$346	\$375	\$375	\$379			\$293				
Holidays	\$241			\$313	\$231		\$300	\$325	\$303	\$332			\$352				
Administrative				\$182					\$189								
Auto Allowance																	
Deferred Compensation									\$60				\$229				
Other																	
Benefit Cost	\$2,052	N/C	N/C	\$3,392	\$1,886	N/C	\$2,179	\$2,632	\$2,602	\$2,648	N/C	N/C	\$2,681	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$7,283	N/C	N/C	\$10,167	\$7,349	N/C	\$8,176	\$9,132	\$9,159	\$8,806	N/C	N/C	\$10,306	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix 11b
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

PROGRAM INTEGRITY COORDINATOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Program Integrity Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	Fraud Investigator	N/C	N/C	N/C	N/C	Analyst III	N/C	N/C	N/C	N/C
Top Monthly Salary	\$4,744							\$6,982					\$7,059				
Employee Retirement																	
PERS								\$279					\$318				
Enhanced PERS Formula								\$471									
Last Year Spiked																	
12 Month Highest Salary								\$84					\$85				
Retirement Benefit	\$664																
Social Security								\$433									
Other																	
Insurance																	
Cafeteria	\$596							\$750					\$1,200				
Health																	
Dental																	
Vision																	
EAP	\$3							\$2					\$2				
Life	\$11												\$1				
LTD	\$22												\$31				
STD/SDI													\$36				
Other																	
Leave																	
Vacation	\$401							\$403					\$272				
Holidays	\$219							\$349					\$326				
Administrative								\$403									
Auto Allowance																	
Deferred Compensation													\$212				
Other																	
Benefit Cost	\$1,917	N/C	N/C	N/C	N/C	N/C	N/C	\$3,174	N/C	N/C	N/C	N/C	\$2,482	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$6,661	N/C	N/C	N/C	N/C	N/C	N/C	\$10,156	N/C	N/C	N/C	N/C	\$9,541	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

PROJECT MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Project Manager	N/C	Associate Project Manager	N/C	Project Officer II	Associate Project Manager	Housing Program Analyst III	Construction Project Manager	Housing Technical Officer	Construction Project Coordinator	Project Manager II	Project Manager	Arch/Eng Specialist III	Construction Projects Manager	N/C	Project Manager	Project Manager
Top Monthly Salary	\$6,675		\$6,917		\$7,764	\$3,900	\$6,429	\$6,869	\$6,444	\$8,159	\$6,875	\$8,297	\$7,799	\$6,884		\$7,876	\$8,333
Employee Retirement PERS					\$109		\$450	\$275		\$185			\$351	\$482			
Enhanced PERS Formula					\$295			\$464									
Last Year Spiked					\$93			\$82					\$94	\$83			
12 Month Highest Salary					\$470	\$195	\$399	\$426	\$400	\$382	\$426	\$415	\$514	\$427		\$394	\$333
Retirement Benefit	\$935		\$553			\$242										\$488	\$517
Social Security																	
Other																	
Insurance																	
Cafeteria	\$721				\$506		\$739	\$750	\$980				\$1,326				
Health			\$2,015			\$594				\$1,200	\$862	\$899		\$1,322		\$1,025	\$504
Dental			\$170			\$45				\$113	\$26	\$50		\$91		\$45	\$47
Vision			\$19			\$8				\$20	\$17	\$19		\$18			\$10
EAP	\$3		\$3		\$2		\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$15		\$21		\$4	\$3	\$1		\$20	\$10	\$18	\$12	\$1	\$24		\$14	\$5
LTD ¹	\$31		\$75			\$12			\$52	\$25	\$26	\$23	\$34			\$32	
STD/SDI												\$12	\$40				\$12
Other																	
Leave																	
Vacation	\$565		\$412		\$657	\$300	\$371	\$397	\$372	\$379	\$529	\$319	\$300	\$397		\$454	\$833
Holidays	\$308		\$293		\$328	\$165	\$321	\$343	\$297	\$332	\$317	\$319	\$360	\$357		\$303	\$385
Administrative									\$186								
Auto Allowance																	
Deferred Compensation			\$1,107						\$60				\$234				
Other ²			\$250														
Benefit Cost	\$2,578	N/C	\$4,917	N/C	\$2,465	\$1,566	\$2,283	\$2,739	\$2,575	\$2,648	\$2,224	\$2,583	\$2,741	\$3,204	N/C	\$2,757	\$2,646
Total Monthly Comp.	\$9,263	N/C	\$11,834	N/C	\$10,229	\$5,466	\$8,711	\$9,608	\$9,019	\$8,806	\$9,099	\$10,880	\$10,540	\$10,088	N/C	\$10,633	\$10,979

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

PURCHASING TECHNICIAN																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Purchasing Technician	N/C	N/C	Storekeeper	Storekeeper II / Buyers Aide II	N/C	Storekeeper / Asst Proc Spec	N/C	N/C	Purchasing Spec / Stock Clerk	N/C	N/C	N/C	N/C	Storekeeper	N/C	N/C
Top Monthly Salary	\$3,375			\$3,483	\$3,961		\$3,476			\$4,316					\$2,186		
Employee Retirement																	
PERS				\$244	\$214		\$243			\$129							
Enhanced PERS Formula				\$315	\$151												
Last Year Spiked																	
12 Month Highest Salary				\$42	\$48												
Retirement Benefit	\$472				\$240										\$219		
Social Security							\$216			\$268					\$136		
Other																	
Insurance																	
Cafeteria	\$596			\$1,138	\$465		\$739										
Health										\$1,200					\$614		
Dental										\$113					\$84		
Vision										\$20							
EAP	\$3			\$3	\$2		\$2			\$2							
Life	\$8			\$19	\$4		\$1			\$10					\$5		
LTD	\$16			\$17						\$18					\$6		
STD/SDI																	
Other																	
Leave																	
Vacation	\$286			\$201	\$335		\$201			\$266					\$193		
Holidays	\$156			\$174	\$168		\$174			\$232					\$84		
Administrative																	
Auto Allowance																	
Deferred Compensation																	
Other																	
Benefit Cost	\$1,536	N/C	N/C	\$2,153	\$1,625	N/C	\$1,575	N/C	N/C	\$2,268	N/C	N/C	N/C	N/C	\$1,540	N/C	N/C
Total Monthly Comp.	\$4,911	N/C	N/C	\$5,636	\$5,586	N/C	\$5,051	N/C	N/C	\$6,574	N/C	N/C	N/C	N/C	\$3,726	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

RESIDENT INITIATIVES COORDINATOR																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Resident Initiatives Coordinator	Resident Services Administrator	N/C	N/C	N/C	Resident Services Coordinator	N/C	Res Leadership Trng Coord	Resident & Comm Svcs Coord	N/C	Resident Services Coordinator	Resident Serv Resource Developer	Program Specialist II	Resident & Community Services Coord	N/C	Comm Partnership Mgr / Service Coord	N/C
Top Monthly Salary	\$4,306	\$5,167				\$2,947		\$5,827	\$5,662		\$3,058	\$4,684	\$4,368	\$5,121		\$4,604	
Employee Retirement																	
PERS								\$233					\$197	\$358			
Enhanced PERS Formula								\$393									
Last Year Spiked								\$70					\$52	\$61			
12 Month Highest Salary								\$184									
Retirement Benefit	\$603	\$708				\$147		\$361	\$351			\$234		\$318		\$230	
Social Security		\$320				\$163					\$190	\$290				\$285	
Other																	
Insurance																	
Cafeteria	\$596							\$750	\$980				\$903				
Health		\$550				\$594					\$862	\$899		\$1,322		\$1,025	
Dental		\$40				\$45					\$26	\$50		\$91		\$45	
Vision		\$10				\$8					\$17	\$19		\$18			
EAP	\$3							\$2			\$2	\$2		\$3		\$2	
Life	\$10	\$2				\$3			\$20		\$18	\$12		\$1		\$8	
LTD ¹	\$20					\$12			\$45		\$26	\$23		\$19		\$18	
STD/SDI												\$12		\$22			
Other																	
Leave																	
Vacation	\$364	\$298				\$227		\$336	\$327		\$235	\$180	\$168	\$295		\$266	
Holidays	\$199	\$219				\$125		\$291	\$261		\$141	\$180	\$202	\$266		\$177	
Administrative		\$50							\$163								
Auto Allowance																	
Deferred Compensation									\$60				\$131				
Other																	
Benefit Cost	\$1,795	\$2,198	N/C	N/C	N/C	\$1,345	N/C	\$2,438	\$2,391	N/C	\$1,518	\$1,900	\$1,697	\$2,757	N/C	\$2,057	N/C
Total Monthly Comp.	\$6,101	\$7,365	N/C	N/C	N/C	\$4,292	N/C	\$8,265	\$8,053	N/C	\$4,576	\$6,584	\$6,065	\$7,878	N/C	\$6,661	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Community Housing Works LTD includes Short-term Disability.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

SENIOR VICE PRESIDENT OF REAL ESTATE																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Sr VP of Real Estate	Director of Development	Vice President - Real Estate Operations	N/C	N/C	Housing & Real Estate Dev Director	Chief, Housing & Community Development	Director of Asset Development	Director of Development	N/C	Housing Development Director	VP, Director of Housing Development	Director	Deputy ED for Real Estate Development	N/C	Vice President of Project Development	Director of Project Development
Top Monthly Salary	\$12,500	\$10,208	\$14,417			\$10,417	\$10,747	\$9,879	\$7,628		\$14,622	\$16,169	\$12,740	\$12,544		\$13,302	\$9,167
Employee Retirement PERS							\$1,021	\$395					\$573	\$878			
Enhanced PERS Formula Last Year Spiked								\$867									
12 Month Highest Salary Retirement Benefit	\$1,750	\$1,399	\$1,153			\$521		\$119					\$153	\$151		\$665	\$367
Social Security		\$552				\$552	\$552	\$552	\$473					\$552		\$552	\$552
Other																	
Insurance																	
Cafeteria	\$763						\$777	\$750	\$980				\$2,166				
Health		\$550	\$2,015			\$584					\$862	\$899		\$1,322		\$1,025	\$504
Dental		\$40	\$170			\$45					\$26	\$50		\$91		\$45	\$47
Vision		\$10	\$19			\$8					\$17	\$19		\$18			\$10
EAP	\$3		\$3				\$2	\$2			\$2		\$2	\$3		\$2	
Life	\$29	\$2	\$21			\$3	\$21	\$21	\$20		\$18	\$12	\$1	\$24		\$23	\$10
LTD ¹	\$59		\$156			\$12	\$27		\$61		\$26	\$23	\$56		\$53		
STD/SDI												\$12	\$65				\$12
Other																	
Leave																	
Vacation	\$1,346	\$590	\$859			\$802	\$827	\$570	\$440		\$1,125	\$622	\$490	\$724		\$767	\$917
Holidays	\$877	\$432	\$610			\$441	\$537	\$494	\$352		\$675	\$622	\$588	\$651		\$512	\$423
Administrative		\$98						\$570	\$220				\$245	\$241			
Auto Allowance								\$450				\$400	\$450	\$400			
Deferred Compensation			\$1,375						\$60				\$382				
Other ²			\$250														
Benefit Cost	\$4,526	\$3,673	\$6,631	N/C	N/C	\$2,979	\$3,763	\$4,569	\$2,854	N/C	\$3,303	\$4,019	\$5,171	\$5,054	N/C	\$3,644	\$2,841
Total Monthly Comp.	\$17,026	\$13,881	\$21,048	N/C	N/C	\$13,395	\$14,510	\$14,448	\$10,482	N/C	\$17,925	\$20,188	\$17,911	\$17,598	N/C	\$16,946	\$12,008

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIB
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

VICE PRESIDENT OF ASSET MANAGEMENT																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	VP of Asset Management	Housing Assets Director	Vice President - Real Estate Operations	N/C	N/C	Asset Management Director	Chief, Housing & Community Development	Director of Housing Management	Director of Development	Director of Real Estate Services	Chief Operating Officer	Director of Asset Management	Director	Deputy ED for Property Operations	N/C	Senior VP of Property Management	Director of Operations
Top Monthly Salary	\$9,240	\$10,208	\$14,417			\$8,333	\$10,747	\$10,702	\$7,628	\$13,361	\$13,458	\$11,043	\$12,740	\$12,544		\$15,165	\$9,167
Employee Retirement PERS							\$1,021	\$428		\$401			\$573	\$878			
Enhanced PERS Formula Last Year Spiked								\$722									
12 Month Highest Salary Retirement Benefit	\$1,294	\$1,399	\$1,153			\$417		\$128					\$153	\$151		\$756	\$367
Social Security		\$552				\$517	\$552	\$552	\$473	\$552	\$552	\$552		\$552		\$552	\$552
Other																	
Insurance																	
Cafeteria	\$763						\$777	\$750	\$980				\$2,166				
Health		\$550	\$2,015			\$594				\$1,200	\$862	\$899		\$1,322		\$1,025	\$504
Dental		\$40	\$170			\$45				\$113	\$26	\$50		\$91		\$45	\$47
Vision		\$10	\$19			\$8				\$20	\$17	\$19		\$18			\$10
EAP	\$3		\$3				\$2	\$2		\$2	\$2		\$2	\$3		\$2	
Life	\$21	\$2	\$21			\$3	\$21	\$21	\$20	\$10	\$18	\$12	\$1	\$24		\$23	\$10
LTD ¹	\$43		\$156			\$12	\$27		\$61	\$55	\$26	\$23	\$56		\$61		\$12
STD/SDI												\$12	\$65				
Other																	
Leave																	
Vacation	\$995	\$590	\$859			\$641	\$827	\$618	\$440	\$822	\$1,035	\$425	\$490	\$724		\$875	\$917
Holidays	\$426	\$432	\$610			\$353	\$537	\$535	\$352	\$719	\$621	\$425	\$588	\$651		\$583	\$423
Administrative		\$98						\$617	\$220				\$245	\$241			
Auto Allowance								\$450		\$450			\$450	\$400			
Deferred Compensation			\$1,375						\$60				\$382				
Other ²			\$250														
Benefit Cost	\$3,545	\$3,673	\$6,631	N/C	N/C	\$2,591	\$3,763	\$4,803	\$2,854	\$4,344	\$3,160	\$2,969	\$5,171	\$5,054	N/C	\$3,924	\$2,841
Total Monthly Comp.	\$12,786	\$13,881	\$21,048	N/C	N/C	\$10,924	\$14,510	\$15,505	\$10,482	\$17,705	\$16,618	\$14,012	\$17,911	\$17,598	N/C	\$19,088	\$12,008

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

VICE PRESIDENT OF BUSINESS SERVICES																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	VP of Business Services	N/C	N/C	HR Director / IT Director	Deputy Personnel Director / Deputy IT Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director	N/C	N/C	VP of Human Resources and Operations	N/C
Top Monthly Salary	\$9,240			\$12,863	\$9,973								\$12,740			\$13,302	
Employee Retirement													\$573				
PERS					\$902		\$339										
Enhanced PERS Formula					\$1,166		\$379										
Last Year Spiked					\$155		\$120						\$153				
12 Month Highest Salary							\$603										
Retirement Benefit	\$1,294																
Social Security																\$665	
Other																\$552	
Insurance													\$2,166				
Cafeteria	\$763			\$1,226	\$1,025												
Health																\$1,025	
Dental																\$45	
Vision																	
EAP	\$3			\$3	\$2								\$2				\$2
Life	\$21			\$142	\$21								\$1				\$23
LTD	\$43			\$63									\$56				\$53
STD/SDI													\$65				
Other																	
Leave																	
Vacation	\$995			\$743	\$844												
Holidays	\$426			\$595	\$422												
Administrative				\$347													
Auto Allowance													\$450				
Deferred Compensation													\$382				
Other																	
Benefit Cost	\$3,545	N/C	N/C	\$5,342	\$3,755	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$5,171	N/C	N/C	\$3,644	N/C
Total Monthly Comp.	\$12,786	N/C	N/C	\$18,225	\$13,728	N/C	N/C	N/C	N/C	N/C	N/C	N/C	\$17,911	N/C	N/C	\$16,946	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

VICE PRESIDENT OF COMMUNITY RELATIONS																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	VP of Community Relations	N/C	Vice President - Marketing & Communications	N/C	N/C	N/C	N/C	Dir of Intgov & Comm Relations	N/C	N/C	N/C	Vice President, Director of Corporate	Director	N/C	Vice President, Public Affairs	Vice President of External Affairs	N/C
Top Monthly Salary	\$9,240		\$11,250					\$9,879				\$11,042	\$12,740		\$13,968	\$13,302	
Employee Retirement								\$395					\$573				
PERS								\$667									
Enhanced PERS Formula																	
Last Year Spiked								\$119					\$153				
12 Month Highest Salary	\$1,294		\$900									\$552		\$1,397	\$665		
Retirement Benefit								\$552				\$552		\$552	\$552		
Social Security																	
Other																	
Insurance								\$750					\$2,166				
Cafeteria	\$763											\$899		\$814	\$1,025		
Health			\$2,015									\$50		\$84	\$45		
Dental			\$170									\$19					
Vision			\$19										\$2		\$2		
EAP	\$3		\$3					\$2				\$12	\$1	\$30	\$23		
Life	\$21		\$21									\$23	\$56	\$38	\$53		
LTD	\$43		\$122									\$12	\$65				
STD/SDI																	
Other																	
Leave								\$570				\$425	\$490		\$1,236	\$767	
Vacation	\$995		\$671					\$494			\$425	\$588		\$537	\$512		
Holidays	\$426		\$476					\$570				\$245					
Administrative																	
Auto Allowance								\$450				\$400	\$450				
Deferred Compensation			\$1,375										\$382				
Other ¹			\$250														
Benefit Cost	\$3,545	N/C	\$6,021	N/C	N/C	N/C	N/C	\$4,589	N/C	N/C	N/C	\$3,368	\$5,171	N/C	\$4,687	\$3,644	N/C
Total Monthly Comp.	\$12,786	N/C	\$17,271	N/C	N/C	N/C	N/C	\$14,448	N/C	N/C	N/C	\$14,411	\$17,911	N/C	\$18,655	\$16,946	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

VICE PRESIDENT OF FINANCIAL SERVICES																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	VP of Financial Services	N/C	Vice President & Chief Financial Officer	Finance Director	N/C	Chief Financial Officer	N/C	Finance Officer	Director of Finance	Director of Finance	Chief Financial Officer	Controller	Director	N/C	Vice President, Finance	Corporate Controller	Director of Finance
Top Monthly Salary	\$9,240		\$15,167	\$12,883		\$12,500		\$10,422	\$8,335	\$13,361	\$12,091	\$11,043	\$12,740		\$20,090	\$11,669	\$9,167
Employee Retirement																	
PERS				\$902				\$417		\$401			\$573				
Enhanced PERS Formula				\$1,166				\$704									
Last Year Spiked																	
12 Month Highest Salary								\$125					\$153				
Retirement Benefit	\$1,294		\$1,213			\$625		\$271				\$552			\$2,009	\$583	\$367
Social Security						\$552		\$552	\$517	\$552	\$652	\$552			\$552	\$552	\$552
Other																	
Insurance																	
Cafeteria	\$763			\$1,226				\$750	\$980				\$2,166				
Health			\$2,015			\$594				\$1,200	\$862	\$899			\$814	\$1,025	\$504
Dental			\$170			\$45				\$113	\$26	\$50			\$84	\$45	\$47
Vision			\$19			\$8				\$20	\$17	\$19					\$10
EAP	\$3		\$3	\$3				\$2		\$2	\$2		\$2			\$2	
Life	\$21		\$21	\$142		\$3		\$20	\$10	\$18	\$12	\$12	\$1		\$43	\$21	\$10
LTD ¹	\$43		\$164	\$63		\$12		\$67	\$55	\$26	\$23	\$23	\$56		\$54	\$47	
STD/SDI												\$12	\$65				\$12
Other																	
Leave																	
Vacation	\$995		\$904	\$743		\$962		\$802	\$481	\$822	\$930	\$425	\$490		\$1,777	\$673	\$917
Holidays	\$426		\$642	\$595		\$529		\$521	\$385	\$719	\$558	\$425	\$588		\$773	\$449	\$423
Administrative				\$347				\$601	\$240				\$245				
Auto Allowance										\$450			\$450				
Deferred Compensation			\$1,375					\$60					\$382				
Other ²			\$250														
Benefit Cost	\$3,545	N/C	\$9,776	\$5,342	N/C	\$3,331	N/C	\$4,274	\$3,020	\$4,344	\$2,992	\$2,969	\$5,171	N/C	\$6,106	\$3,397	\$2,841
Total Monthly Comp.	\$12,786	N/C	\$21,942	\$18,225	N/C	\$15,831	N/C	\$14,696	\$11,355	\$17,705	\$15,083	\$14,012	\$17,911	N/C	\$26,196	\$15,066	\$12,008

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- Community Housing Works LTD includes Short-term Disability.
- 2- Centre City Development Corporation provides a Benefit Credit.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

VICE PRESIDENT OF RENTAL ASSISTANCE PROGRAMS																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	VP of Rental Assistance Programs	N/C	N/C	Housing & Redevelopment Director	N/C	N/C	Chief, Housing & Community Development	Director of Section 8	Dir of Assisted Housing Programs	Director of Housing Programs	N/C	N/C	Director	N/C	N/C	N/C	N/C
Top Monthly Salary	\$9,240			\$10,692			\$10,747	\$10,702	\$7,402	\$13,361			\$12,740				
Employee Retirement																	
PERS				\$748			\$1,021	\$428		\$401			\$573				
Enhanced PERS Formula				\$968				\$722									
Last Year Spiked																	
12 Month Highest Salary				\$128				\$128					\$153				
Retirement Benefit	\$1,294								\$241								
Social Security							\$552	\$552	\$459	\$552							
Other																	
Insurance																	
Cafeteria	\$763			\$1,226			\$777	\$750	\$980				\$2,166				
Health										\$1,200							
Dental										\$113							
Vision										\$20							
EAP	\$3			\$3			\$2	\$2		\$2			\$2				
Life	\$21			\$118			\$21		\$20	\$10			\$1				
LTD	\$43			\$52			\$27		\$59	\$55			\$56				
STD/SDI													\$65				
Other																	
Leave																	
Vacation	\$995			\$617			\$827	\$618	\$427	\$822			\$490				
Holidays	\$426			\$493			\$537	\$535	\$342	\$719			\$588				
Administrative				\$288				\$617	\$214				\$245				
Auto Allowance								\$450		\$450			\$450				
Deferred Compensation									\$60				\$382				
Other																	
Benefit Cost	\$3,545	N/C	N/C	\$4,642	N/C	N/C	\$3,763	\$4,803	\$2,800	\$4,344	N/C	N/C	\$5,171	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$12,786	N/C	N/C	\$15,334	N/C	N/C	\$14,510	\$15,505	\$10,202	\$17,705	N/C	N/C	\$17,911	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix IIb
San Diego Housing Commission
Benefits Detail
Data Gathered By June 2009**

WORKFORCE & ECONOMIC DEVELOPMENT MANAGER																	
Agency	San Diego Housing Commission	Area Housing Authority of the County of Ventura	Centre City Development Corporation	City of Carlsbad	City of San Diego	Community Housing Works	County of San Diego Housing & Community Dev. Dept.	Housing Authority of the City of LA	Housing Authority of County of Contra Costa	Housing Authority of County of Santa Clara	Jamboree Housing Corporation	LINC Housing Corporation	LA County Community Development Commission	Oakland Housing Authority	San Diego Convention Center Corp.	Southern Calif. Housing Development Corp.	Wakeland Housing & Development Corp.
Class Title	Workforce & Economic Dev Manager	N/C	N/C	N/C	N/C	Prog Dir, Comm Bldg	N/C	Resident Services Manger	N/C	Community Services Manager	Resident Services Manger	N/C	Manager I	N/C	N/C	Director of Community Assessment	N/C
Top Monthly Salary	\$7,010					\$5,350		\$7,363		\$7,499	\$7,176		\$9,248			\$8,979	
Employee Retirement								\$295		\$225			\$416				
PERS								\$497									
Enhanced PERS Formula																	
Last Year Spiked																	
12 Month Highest Salary								\$88					\$111				
Retirement Benefit	\$981					\$268										\$449	
Social Security						\$332		\$457		\$465	\$445					\$552	
Other																	
Insurance																	
Cafeteria	\$721							\$750					\$1,572				
Health						\$694				\$1,200	\$862					\$1,025	
Dental						\$45				\$113	\$26					\$45	
Vision						\$8				\$20	\$17						
EAP	\$3							\$2		\$2	\$2		\$2			\$2	
Life	\$16					\$3				\$10	\$18		\$1			\$16	
LTD¹	\$33					\$12				\$31	\$26		\$41			\$36	
STD/SDI													\$47				
Other																	
Leave																	
Vacation	\$593					\$412		\$425		\$461	\$552		\$356			\$518	
Holidays	\$324					\$226		\$368		\$404	\$331		\$427			\$345	
Administrative													\$178				
Auto Allowance										\$300							
Deferred Compensation													\$277				
Other																	
Benefit Cost	\$2,671	N/C	N/C	N/C	N/C	\$1,901	N/C	\$2,882	N/C	\$3,231	\$2,280	N/C	\$3,428	N/C	N/C	\$2,988	N/C
Total Monthly Comp.	\$9,681	N/C	N/C	N/C	N/C	\$7,251	N/C	\$10,245	N/C	\$10,730	\$9,466	N/C	\$12,676	N/C	N/C	\$11,967	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- Community Housing Works LTD includes Short-term Disability.

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

ACCOUNTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Accountant/Business Manager	\$10,707	7/1/2008	Unknown	Unknown
2	Community Housing Works	Accountant	\$10,668	Unknown	Unknown	Unknown
3	Housing Authority of the County of Santa Clara	Accountant	\$8,806	7/1/2008	Varies	~5%
4	Oakland Housing Authority	Accounting Officer II	\$8,719	7/1/2008	7/1/2009	3.5%
5	City of Carlsbad	Accountant	\$8,533	12/29/2008	1/1/2010	3.2%
6	San Diego Convention Center Corporation	Accounting Specialist	\$7,709	7/1/2008	Unknown	Unknown
7	City of San Diego	Accountant II	\$7,526	12/27/2008	Unknown	Unknown
8	Wakeland Housing & Development Corporation	Staff Accountant	\$7,338	6/1/2008	Unknown	Unknown
9	Housing Authority of the City of Los Angeles	Senior Accountant	\$7,300	7/1/2008	7/1/2009	2.5%
10	Los Angeles County Community Development Commission	Accountant II	\$6,949	7/1/2008	7/1/2009	2.5%
11	County of San Diego Housing & Community Development Dept.	Associate Accountant	\$6,900	6/20/2008	Unknown	Unknown
12	Southern California Housing Development Corporation	Staff Accountant	\$6,733	10/1/2008	Unknown	Unknown
13	San Diego Housing Commission	Accountant	\$6,661	7/1/2008	7/1/2009	2%
14	Jamboree Housing Corporation	Accountant	\$6,083	1/1/2009	1/1/2010	Unknown
15	LINC Housing Corporation	Staff Accountant	\$6,077	6/16/2008	6/16/09	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Housing Authority of the County of Contra Costa	N/C				
Average of Comparators			\$7,861			
% San Diego Housing Commission Above/Below			-18.0%			
Median of Comparators			\$7,432			
% San Diego Housing Commission Above/Below			-11.6%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009

ACCOUNTING SUPERVISOR			Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency	Class Title				
1	Centre City Development Corporation	Finance/Accounting Manager	\$13,976	7/1/2008	Unknown	Unknown
2	Oakland Housing Authority	Accounting Officer III	\$11,541	7/1/2008	7/1/2009	3.5%
3	Area Housing Authority of the County of Ventura	Accounting Supervisor	\$11,403	8/1/2008	7/1/2009	3-5%
4	LINC Housing Corporation	Accounting Manager	\$10,880	6/16/2008	6/16/09	Unknown
5	County of San Diego Housing & Community Development Dept.	Principal Accountant	\$10,317	6/20/2008	Unknown	Unknown
6	San Diego Convention Center Corporation	Accounting Supervisor	\$10,144	7/1/2008	Unknown	Unknown
7	City of San Diego	Accountant IV	\$10,081	12/27/2008	Unknown	Unknown
8	Housing Authority of the City of Los Angeles	Accounting Supervisor / Finance Manager	\$9,879	7/1/2008	7/1/2009	2.5%
9	Los Angeles County Community Development Commission	Accountant IV	\$9,778	7/1/2008	7/1/2009	2.5%
10	Southern California Housing Development Corporation	Accounts Payable Supervisor / Accounting Manager	\$9,749	10/1/2008	Unknown	Unknown
11	Housing Authority of the County of Santa Clara	Accounting Supervisor	\$9,212	7/1/2008	Varies	~5%
12	San Diego Housing Commission	Accounting Supervisor	\$8,458	7/1/2008	7/1/2009	2%
13	Jamboree Housing Corporation	Accounting Manager	\$7,983	1/1/2009	1/1/2010	Unknown
14	Housing Authority of the County of Contra Costa	Accounting Manager	\$7,851	1/1/2008	Unknown	Unknown
	City of Carlsbad	N/C				
	Community Housing Works	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$10,215			
% San Diego Housing Commission Above/Below			-20.8%			
Median of Comparators			\$10,081			
% San Diego Housing Commission Above/Below			-19.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

ACCOUNTING TECHNICIAN						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the County of Santa Clara	Accounting Technician	\$7,589	7/1/2008	Varies	-5%
2	San Diego Convention Center Corporation	Accounting Representative	\$7,280	7/1/2008	Unknown	Unknown
3	City of Carlsbad	Accounting Technician	\$6,736	12/29/2008	1/1/2010	3.2%
4	Housing Authority of the City of Los Angeles	Accounting Clerk II	\$6,475	7/1/2008	7/1/2009	2.5%
5	Oakland Housing Authority	Account Clerk II	\$6,464	7/1/2008	7/1/2009	3.5%
6	Housing Authority of the County of Contra Costa	Senior Accounts Clerk	\$6,064	1/1/2008	Unknown	Unknown
7	Los Angeles County Community Development Commission	Accounting Technician III	\$5,905	7/1/2008	7/1/2009	2.5%
	Area Housing Authority of the County of Ventura	Accounts Payable Accounting Technician / Accounts Receivable Accounting Technician	\$5,759	4/27/2007	10/1/2009	2.5%
8						
9	Southern California Housing Development Corporation	Accounts Payable Specialist	\$5,428	10/1/2008	Unknown	Unknown
10	City of San Diego	Senior Account Clerk	\$5,171	12/27/2008	Unknown	Unknown
11	San Diego Housing Commission	Accounting Technician	\$5,122	7/1/2008	7/1/2009	2%
12	County of San Diego Housing & Community Development Dept.	Account Clerk Specialist	\$4,846	6/20/2008	Unknown	Unknown
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$6,156			
% San Diego Housing Commission Above/Below			-20.2%			
Median of Comparators			\$6,064			
% San Diego Housing Commission Above/Below			-18.4%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

ADMINISTRATIVE ASSISTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Administrative Assistant	\$8,678	7/1/2008	Unknown	Unknown
2	Oakland Housing Authority	Administrative Assistant	\$7,412	7/1/2008	7/1/2009	3.5%
3	Housing Authority of the City of Los Angeles	Administrative Secretary	\$7,161	1/1/2009	7/1/2009	Unknown
4	Housing Authority of the County of Santa Clara	Administrative Secretary	\$6,777	7/1/2008	Varies	~5%
5	Housing Authority of the County of Contra Costa	Secretary	\$6,737	1/1/2008	Unknown	Unknown
6	City of Carlsbad	Secretary	\$6,412	12/29/2008	1/1/2010	3.2%
7	San Diego Convention Center Corporation	Administrative Assistant	\$6,347	7/1/2008	Unknown	Unknown
8	County of San Diego Housing & Community Development Dept.	Administrative Secretary III	\$5,849	6/20/2008	Unknown	Unknown
9	Los Angeles County Community Development Commission	Administrative Assistant I	\$5,737	7/1/2008	7/1/2009	2.5%
10	Southern California Housing Development Corporation	Administrative Assistant	\$5,428	10/1/2008	Unknown	Unknown
11	San Diego Housing Commission	Administrative Assistant	\$5,348	7/1/2008	7/1/2009	2%
12	LINC Housing Corporation	Administrative Assistant	\$5,199	6/16/2008	6/16/09	Unknown
13	Jamboree Housing Corporation	Development Assistant / Community Development Asst.	\$5,125	1/1/2009	1/1/2010	Unknown
14	Community Housing Works	Administrative Assistant	\$3,947	Unknown	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	City of San Diego	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$6,216			
% San Diego Housing Commission Above/Below			-16.2%			
Median of Comparators			\$6,347			
% San Diego Housing Commission Above/Below			-18.7%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

BUDGET ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Accountant/Financial Analyst	\$11,046	7/1/2008	Unknown	Unknown
2	Housing Authority of the City of Los Angeles	Budget Analyst	\$8,728	1/1/2009	7/1/2009	Unknown
3	Oakland Housing Authority	Management Analyst	\$8,534	7/1/2008	7/1/2009	3.5%
4	Los Angeles County Community Development Commission	Analyst II	\$7,952	7/1/2008	7/1/2009	2.5%
5	County of San Diego Housing & Community Development Dept.	Administrative Analyst II	\$7,512	6/20/2008	Unknown	Unknown
6	City of San Diego	Associate Management Analyst	\$7,349	12/27/2008	Unknown	Unknown
7	San Diego Housing Commission	Budget Analyst	\$7,283	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	City of Carlsbad	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$8,520			
% San Diego Housing Commission Above/Below			-17.0%			
Median of Comparators			\$8,243			
% San Diego Housing Commission Above/Below			-13.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

BUDGET MANAGER					Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency	Class Title						
1	City of San Diego	Financial Operations Manager			\$14,244	12/27/2008	Unknown	Unknown
2	Los Angeles County Community Development Commission	Manager I			\$12,676	7/1/2008	7/1/2009	2.5%
3	Housing Authority of the City of Los Angeles	Budget Manager			\$11,214	1/1/2009	7/1/2009	Unknown
4	County of San Diego Housing & Community Development Dept.	Departmental Budget Manager			\$10,042	6/20/2008	Unknown	Unknown
5	San Diego Housing Commission	Budget Manager			\$9,681	7/1/2008	7/1/2009	2%
6	Southern California Housing Development Corporation	Financial Analyst			\$9,459	10/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C						
	Centre City Development Corporation	N/C						
	City of Carlsbad	N/C						
	Community Housing Works	N/C						
	Housing Authority of the County of Contra Costa	N/C						
	Housing Authority of the County of Santa Clara	N/C						
	Jamboree Housing Corporation	N/C						
	LINC Housing Corporation	N/C						
	Oakland Housing Authority	N/C						
	San Diego Convention Center Corporation	N/C						
	Wakeland Housing & Development Corporation	N/C						
		Average of Comparators			\$11,527			
		% San Diego Housing Commission Above/Below			-19.1%			
		Median of Comparators			\$11,214			
		% San Diego Housing Commission Above/Below			-15.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

CLIENT SERVICES RECEPTIONIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Receptionist	\$6,875	7/1/2008	Unknown	Unknown
2	Housing Authority of the County of Santa Clara	Customer Service Representative	\$6,777	7/1/2008	Varies	~5%
3	Oakland Housing Authority	Clerk Typist II	\$5,563	7/1/2008	7/1/2009	3.5%
4	City of Carlsbad	Office Specialist II	\$5,333	12/29/2008	1/1/2010	3.2%
5	Housing Authority of the County of Contra Costa	Office Assistant II	\$5,213	1/1/2008	Unknown	Unknown
6	San Diego Convention Center Corporation	Receptionist	\$5,125	7/1/2008	Unknown	Unknown
7	Housing Authority of the City of Los Angeles	PBX Operator/Receptionist / File Clerk	\$4,705	7/1/2008	7/1/2009	2.5%
8	Jamboree Housing Corporation	Office Assistant	\$4,544	1/1/2009	1/1/2010	Unknown
9	Southern California Housing Development Corporation	Receptionist	\$4,424	10/1/2008	Unknown	Unknown
10	City of San Diego	Clerical Assistant II	\$4,366	12/27/2008	Unknown	Unknown
11	San Diego Housing Commission	Client Services Receptionist	\$4,318	7/1/2008	7/1/2009	2%
12	Los Angeles County Community Development Commission	Office Assistant II	\$4,295	7/1/2008	7/1/2009	2.5%
13	County of San Diego Housing & Community Development Dept.	Office Assistant	\$4,188	6/20/2008	Unknown	Unknown
14	Area Housing Authority of the County of Ventura	Receptionist	\$3,940	4/27/2007	10/1/2009	2.5%
	Community Housing Works	N/C				
	LINC Housing Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$5,027			
% San Diego Housing Commission Above/Below			-16.4%			
Median of Comparators			\$4,705			
% San Diego Housing Commission Above/Below			-9.0%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

COMMUNICATIONS MANAGER							
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase	
1	Housing Authority of the City of Los Angeles	Public Information Officer	\$13,998	1/1/2009	7/1/2009	Unknown	
2	Centre City Development Corporation	Communications Manager	\$12,849	7/1/2008	Unknown	Unknown	
3	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%	
4	San Diego Convention Center Corporation	Communications Director	\$11,700	7/1/2008	Unknown	Unknown	
5	Area Housing Authority of the County of Ventura	Community Relations Manager	\$11,403	8/1/2008	7/1/2009	3-5%	
6	City of Carlsbad	Public Information Officer	\$11,299	7/1/2008	Unknown	Unknown	
7	Jamboree Housing Corporation	Communications & Marketing Manager	\$10,119	1/1/2009	1/1/2010	Unknown	
8	County of San Diego Housing & Community Development Dept.	Media & Public Relations Manager, HHSA	\$9,832	6/20/2008	Unknown	Unknown	
9	San Diego Housing Commission	Communications Manager	\$9,681	7/1/2008	7/1/2009	2%	
10	City of San Diego	Supervising Public Information Officer	\$8,023	12/27/2008	Unknown	Unknown	
	Community Housing Works	N/C					
	Housing Authority of the County of Contra Costa	N/C					
	Housing Authority of the County of Santa Clara	N/C					
	LINC Housing Corporation	N/C					
	Oakland Housing Authority	N/C					
	Southern California Housing Development Corporation	N/C					
	Wakeland Housing & Development Corporation	N/C					
Average of Comparators			\$11,322				
% San Diego Housing Commission Above/Below			-17.0%				
Median of Comparators			\$11,403				
% San Diego Housing Commission Above/Below			-17.8%				

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

COMMUNITY LIAISON						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Analyst III	\$9,541	7/1/2008	7/1/2009	2.5%
2	Southern California Housing Development Corporation	Community Relations and Internal Advocacy Coordinator	\$9,459	10/1/2008	Unknown	Unknown
3	San Diego Housing Commission	Community Liaison	\$8,333	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
		Median of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

DOCKET COORDINATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Deputy City Clerk	\$6,680	12/29/2008	1/1/2010	3.2%
2	San Diego Housing Commission	Docket Coordinator	\$6,661	7/1/2008	7/1/2009	2%
3	City of San Diego	Deputy City Clerk II	\$5,415	12/27/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
		Median of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

EXECUTIVE ASSISTANT TO THE PRESIDENT & CEO						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the City of Los Angeles	Senior Executive Assistant	\$11,214	1/1/2009	7/1/2009	Unknown
2	Centre City Development Corporation	Executive Assistant	\$10,595	7/1/2008	Unknown	Unknown
3	City of Carlsbad	Secretary to the City Manager	\$9,210	7/1/2008	Unknown	Unknown
4	City of San Diego	Confidential Secretary to COO	\$8,474	12/27/2008	Unknown	Unknown
5	Housing Authority of the County of Santa Clara	Executive Assistant	\$8,400	7/1/2008	Varies	~5%
6	Los Angeles County Community Development Commission	Executive Assistant IV	\$8,050	7/1/2008	7/1/2009	2.5%
7	San Diego Housing Commission	Executive Assistant to the President & CEO	\$7,982	7/1/2008	7/1/2009	2%
8	Southern California Housing Development Corporation	Special Assistant	\$7,526	10/1/2008	Unknown	Unknown
9	Area Housing Authority of the County of Ventura	Executive Assistant	\$7,365	8/1/2008	7/1/2009	3-5%
10	LINC Housing Corporation	Executive Assistant	\$7,140	6/16/2008	6/16/09	Unknown
11	County of San Diego Housing & Community Development Dept.	Administrative Assistant IV	\$6,243	6/20/2008	Unknown	Unknown
12	Jamboree Housing Corporation	Executive Assistant	\$5,918	1/1/2009	1/1/2010	Unknown
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$8,194			
% San Diego Housing Commission Above/Below			-2.7%			
Median of Comparators			\$8,050			
% San Diego Housing Commission Above/Below			-0.9%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

FINANCIAL ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
	San Diego Housing Commission	Financial Analyst	Proposed			
1	Centre City Development Corporation	Senior Financial Analyst	\$12,286	7/1/2008	Unknown	Unknown
2	City of Carlsbad	Management Analyst	\$10,167	7/1/2008	Unknown	Unknown
3	Los Angeles County Community Development Commission	Analyst III	\$9,541	7/1/2008	7/1/2009	2.5%
4	Housing Authority of the City of Los Angeles	Financial Analyst	\$8,728	1/1/2009	7/1/2009	Unknown
5	County of San Diego Housing & Community Development Dept.	Administrative Analyst II	\$7,512	6/20/2008	Unknown	Unknown
6	City of San Diego	Associate Management Analyst	\$7,349	12/27/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$9,264			
		% San Diego Housing Commission Above/Below				
		Median of Comparators	\$9,135			
		% San Diego Housing Commission Above/Below				

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING ASSISTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the County of Santa Clara	Housing Programs Specialist	\$7,589	7/1/2008	Varies	~5%
2	City of Carlsbad	Housing Specialist I	\$7,080	12/29/2008	1/1/2010	3.2%
3	Oakland Housing Authority	Housing Eligibility Technician	\$6,583	7/1/2008	7/1/2009	3.5%
4	Housing Authority of the City of Los Angeles	Eligibility Interviewer / Section Eight Advisor	\$6,165	7/1/2008	7/1/2009	2.5%
5	Housing Authority of the County of Contra Costa	Housing Assistant	\$5,924	1/1/2008	Unknown	Unknown
6	Area Housing Authority of the County of Ventura	Housing Assistant II	\$5,759	4/27/2007	10/1/2009	2.5%
7	San Diego Housing Commission	Housing Assistant	\$5,348	7/1/2008	7/1/2009	2%
8	County of San Diego Housing & Community Development Dept.	Housing Aide	\$4,476	6/20/2008	Unknown	Unknown
	Centre City Development Corporation	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$6,225			
% San Diego Housing Commission Above/Below			-16.4%			
Median of Comparators			\$6,165			
% San Diego Housing Commission Above/Below			-15.3%			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING CONSTRUCTION MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Senior Project Manager	\$16,575	7/1/2008	Unknown	Unknown
2	Southern California Housing Development Corporation	Construction Manager	\$13,415	10/1/2008	Unknown	Unknown
3	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
4	Jamboree Housing Corporation	Senior Project Construction Manager	\$12,402	1/1/2009	1/1/2010	Unknown
5	Oakland Housing Authority	Senior Construction Projects Manager	\$11,446	7/1/2008	7/1/2009	3.5%
6	City of Carlsbad	Construction Manager	\$11,299	7/1/2008	Unknown	Unknown
7	Housing Authority of the City of Los Angeles	Supervising Construction Project Manager	\$11,214	1/1/2009	7/1/2009	Unknown
8	Housing Authority of the County of Santa Clara	Construction Manager	\$11,135	7/1/2008	Varies	-5%
9	Community Housing Works	Senior Project Manager	\$10,899	Unknown	Unknown	Unknown
10	San Diego Housing Commission	Housing Construction Manager	\$9,681	7/1/2008	7/1/2009	2%
11	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$9,427	6/20/2008	Unknown	Unknown
12	Housing Authority of the County of Contra Costa	Housing Rehabilitation Officer	\$9,159	1/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	City of San Diego	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$11,786			
% San Diego Housing Commission Above/Below			-21.7%			
Median of Comparators			\$11,299			
% San Diego Housing Commission Above/Below			-16.7%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING CONSTRUCTION SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the City of Los Angeles	Construction Inspector / Construction Quality Control Monitor	\$8,073	7/1/2008	7/1/2009	2.5%
2	City of San Diego	Project Assistant	\$8,000	12/27/2008	Unknown	Unknown
3	San Diego Housing Commission	Housing Construction Specialist	\$7,965	7/1/2008	7/1/2009	2%
4	Los Angeles County Community Development Commission	Development Specialist II	\$6,981	7/1/2008	7/1/2009	2.5%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
Median of Comparators			Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING DEVELOPMENT MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
2	Jamboree Housing Corporation	Senior Project Manager	\$12,402	1/1/2009	1/1/2010	Unknown
3	Oakland Housing Authority	Senior Development Program Manager	\$12,213	7/1/2008	7/1/2009	3.5%
4	Housing Authority of the County of Santa Clara	Housing Development Officer	\$11,541	7/1/2008	Varies	~5%
5	Area Housing Authority of the County of Ventura	Special Projects Manager	\$11,403	8/1/2008	7/1/2009	3-5%
6	San Diego Housing Commission	Housing Development Manger	\$9,681	7/1/2008	7/1/2009	2%
7	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$9,427	6/20/2008	Unknown	Unknown
8	Housing Authority of the County of Contra Costa	Housing Development Officer	\$9,159	1/1/2008	Unknown	Unknown
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$11,260			
		% San Diego Housing Commission Above/Below	-16.3%			
		Median of Comparators	\$11,541			
		% San Diego Housing Commission Above/Below	-19.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009

HOUSING INSPECTOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Diego	Housing Inspector II	\$7,317	12/27/2008	Unknown	Unknown
2	Oakland Housing Authority	Housing Assistance Representative I	\$7,122	7/1/2008	7/1/2009	3.5%
3	Housing Authority of the City of Los Angeles	Housing Inspector	\$6,209	7/1/2008	7/1/2009	2.5%
4	San Diego Housing Commission	Housing Inspector	\$6,101	7/1/2008	7/1/2009	2%
5	Los Angeles County Community Development Commission	Program Specialist II	\$6,065	7/1/2008	7/1/2009	2.5%
6	Area Housing Authority of the County of Ventura	Housing Quality Standards Inspector	\$5,759	4/27/2007	10/1/2009	2.5%
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$6,494			
% San Diego Housing Commission Above/Below			-6.5%			
Median of Comparators			\$6,209			
% San Diego Housing Commission Above/Below			-1.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING PROGRAMS MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
2	Housing Authority of the County of Santa Clara	Property Management Operations Manager	\$11,135	7/1/2008	Varies	~5%
3	Southern California Housing Development Corporation	Regional Property Manager	\$10,633	10/1/2008	Unknown	Unknown
4	Housing Authority of the City of Los Angeles	Manager IV	\$10,245	7/1/2008	7/1/2009	2.5%
5	LINC Housing Corporation	Asset Manager	\$9,983	6/16/2008	6/16/09	Unknown
6	San Diego Housing Commission	Housing Programs Manager	\$9,681	7/1/2008	7/1/2009	2%
7	County of San Diego Housing & Community Development Dept.	Housing Program Analyst IV	\$9,427	6/20/2008	Unknown	Unknown
8	Wakeland Housing & Development Corporation	Senior Asset Manager / Resident Services Manager	\$8,119	6/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Jamboree Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
Average of Comparators			\$10,317			
% San Diego Housing Commission Above/Below			-6.6%			
Median of Comparators			\$10,245			
% San Diego Housing Commission Above/Below			-5.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the City of Los Angeles	Program Compliance Specialist / Quality Control Specialist	\$8,048	7/1/2008	7/1/2009	2.5%
2	Oakland Housing Authority	Housing Assistance Representative II	\$7,878	7/1/2008	7/1/2009	3.5%
3	Housing Authority of the County of Contra Costa	Housing Program Specialist	\$6,765	1/1/2008	Unknown	Unknown
4	San Diego Housing Commission	Housing Specialist	\$6,371	7/1/2008	7/1/2009	2%
5	County of San Diego Housing & Community Development Dept.	Housing Specialist II	\$6,221	6/20/2008	Unknown	Unknown
6	Los Angeles County Community Development Commission	Program Specialist II	\$6,065	7/1/2008	7/1/2009	2.5%
7	Area Housing Authority of the County of Ventura	Eligibility Specialist / Occupancy Specialist	\$5,892	8/1/2008	10/1/2009	2.5%
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$6,811			
% San Diego Housing Commission Above/Below			-6.9%			
Median of Comparators			\$6,493			
% San Diego Housing Commission Above/Below			-1.9%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HOUSING SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Housing Program Manager	\$11,299	7/1/2008	Unknown	Unknown
2	Oakland Housing Authority	Housing Assistance Manager	\$10,733	7/1/2008	7/1/2009	3.5%
3	Housing Authority of the City of Los Angeles	Manager III	\$9,608	7/1/2008	7/1/2009	2.5%
4	Area Housing Authority of the County of Ventura	Section 8 Supervisor	\$9,057	8/1/2008	7/1/2009	3-5%
5	Housing Authority of the County of Santa Clara	Affordable Housing Programs Supervisor	\$8,806	7/1/2008	Varies	~5%
6	Los Angeles County Community Development Commission	Program Specialist IV	\$8,499	7/1/2008	7/1/2009	2.5%
7	Housing Authority of the County of Contra Costa	Housing Manager	\$7,851	1/1/2008	Unknown	Unknown
8	San Diego Housing Commission	Housing Supervisor	\$7,738	7/1/2008	7/1/2009	2%
	Centre City Development Corporation	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$9,408			
% San Diego Housing Commission Above/Below			-21.6%			
Median of Comparators			\$9,057			
% San Diego Housing Commission Above/Below			-17.0%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HUMAN RESOURCES ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Associate Management Analyst / Benefits Administrator	\$9,210	7/1/2008	Unknown	Unknown
2	San Diego Convention Center Corporation	Human Resources Specialist	\$8,853	7/1/2008	Unknown	Unknown
3	County of San Diego Housing & Community Development Dept.	Human Resources Analyst	\$8,559	6/20/2008	Unknown	Unknown
4	Oakland Housing Authority	Human Resources Analyst	\$8,534	7/1/2008	7/1/2009	3.5%
5	Housing Authority of the City of Los Angeles	Human Resources Analyst II	\$8,388	1/1/2009	7/1/2009	Unknown
6	Los Angeles County Community Development Commission	Analyst II	\$7,952	7/1/2008	7/1/2009	2.5%
7	San Diego Housing Commission	Human Resources Analyst	\$7,283	7/1/2008	7/1/2009	2%
8	City of San Diego	Assistant Personnel Analyst	\$6,760	12/27/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$8,322			
		% San Diego Housing Commission Above/Below	-14.3%			
		Median of Comparators	\$8,534			
		% San Diego Housing Commission Above/Below	-17.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

HUMAN RESOURCES MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Human Resources Manager	\$13,432	7/1/2008	Unknown	Unknown
2	Centre City Development Corporation	Human Resources Manager	\$13,412	7/1/2008	Unknown	Unknown
3	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
4	Oakland Housing Authority	Director of Human Resources / Sr. Human Resources Analyst	\$12,113	7/1/2008	7/1/2009	3.5%
5	Housing Authority of the City of Los Angeles	Human Resources Manager	\$11,974	1/1/2009	7/1/2009	Unknown
6	Southern California Housing Development Corporation	Human Resources Manager	\$11,967	10/1/2008	Unknown	Unknown
7	San Diego Convention Center Corporation	Human Resources Director / Human Resources Supervisor	\$11,621	7/1/2008	Unknown	Unknown
8	Area Housing Authority of the County of Ventura	Human Resources Manager	\$11,403	8/1/2008	7/1/2009	3-5%
9	Jamboree Housing Corporation	Human Resources Director	\$10,124	1/1/2009	1/1/2010	Unknown
10	County of San Diego Housing & Community Development Dept.	Senior Departmental Human Resources Officer	\$10,042	6/20/2008	Unknown	Unknown
11	Housing Authority of the County of Contra Costa	Human Resources and Training Officer	\$9,768	1/1/2008	Unknown	Unknown
12	San Diego Housing Commission	Human Resources Manager	\$9,681	7/1/2008	7/1/2009	2%
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	LINC Housing Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$11,685			
% San Diego Housing Commission Above/Below			-20.7%			
Median of Comparators			\$11,967			
% San Diego Housing Commission Above/Below			-23.6%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Convention Center Corporation	Software Developer	\$13,017	7/1/2008	Unknown	Unknown
2	Los Angeles County Community Development Commission	Information Technology Specialist IV	\$10,842	7/1/2008	7/1/2009	2.5%
3	City of Carlsbad	Applications Analyst	\$10,716	12/29/2008	1/1/2010	3.2%
4	Housing Authority of the County of Santa Clara	Computer Systems Analyst - Database / Computer Systems Analyst - Network	\$9,618	7/1/2008	Varies	~5%
5	Southern California Housing Development Corporation	Network Administrator	\$9,459	10/1/2008	Unknown	Unknown
6	Oakland Housing Authority	Systems Analyst/Programmer	\$8,534	7/1/2008	7/1/2009	3.5%
7	San Diego Housing Commission	Information Technology Analyst	\$7,613	7/1/2008	7/1/2009	2%
8	City of San Diego	Information Systems Analyst II	\$7,526	12/27/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$9,959			
% San Diego Housing Commission Above/Below			-30.8%			
Median of Comparators			\$9,618			
% San Diego Housing Commission Above/Below			-26.3%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Information Technology Manager	\$15,334	7/1/2008	Unknown	Unknown
2	Centre City Development Corporation	Information Technology Manager	\$13,525	7/1/2008	Unknown	Unknown
3	Oakland Housing Authority	Senior Systems Analyst/Programmer / Director of Information Technology	\$12,779	7/1/2008	7/1/2009	3.5%
4	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
5	City of San Diego	Information Systems Manager	\$11,902	12/27/2008	Unknown	Unknown
6	San Diego Housing Commission	Information Technology Manager	\$9,681	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$13,243			
% San Diego Housing Commission Above/Below			-36.8%			
Median of Comparators			\$12,779			
% San Diego Housing Commission Above/Below			-32.0%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

INFORMATION TECHNOLOGY TECHNICIAN						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Computer Information Specialist	\$9,129	7/1/2008	Unknown	Unknown
2	Housing Authority of the County of Santa Clara	Computer Systems Technician	\$8,806	7/1/2008	Varies	~5%
3	City of Carlsbad	Network Associate	\$8,682	12/29/2008	1/1/2010	3.2%
4	Oakland Housing Authority	Network Technician	\$8,198	7/1/2008	7/1/2009	3.5%
5	San Diego Convention Center Corporation	Computer Systems Analyst	\$7,697	7/1/2008	Unknown	Unknown
6	County of San Diego Housing & Community Development Dept.	Department Technology Systems Technician	\$7,512	6/20/2008	Unknown	Unknown
7	Southern California Housing Development Corporation	LAN Technician	\$6,733	10/1/2008	Unknown	Unknown
8	Area Housing Authority of the County of Ventura	Information Systems Technician	\$6,372	4/27/2007	10/1/2009	2.5%
9	Housing Authority of the County of Contra Costa	Computer Support Specialist	\$6,134	1/1/2008	Unknown	Unknown
10	City of San Diego	Information Systems Technician	\$6,015	12/27/2008	Unknown	Unknown
11	San Diego Housing Commission	Information Technology Technician	\$4,911	7/1/2008	7/1/2009	2%
	Community Housing Works	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$7,528			
% San Diego Housing Commission Above/Below			-53.3%			
Median of Comparators			\$7,605			
% San Diego Housing Commission Above/Below			-54.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

INSPECTION COORDINATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oakland Housing Authority	Lead Housing Assistance Representative	\$8,719	7/1/2008	7/1/2009	3.5%
2	City of San Diego	Senior Housing Inspector	\$8,340	12/27/2008	Unknown	Unknown
3	Housing Authority of the County of Santa Clara	Special Program Coordinator	\$7,995	7/1/2008	Varies	~5%
4	Housing Authority of the City of Los Angeles	Housing Inspection Supervisor	\$7,300	7/1/2008	7/1/2009	2.5%
5	Los Angeles County Community Development Commission	Program Specialist III	\$7,096	7/1/2008	7/1/2009	2.5%
6	San Diego Housing Commission	Inspection Coordinator	\$6,962	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$7,890			
		% San Diego Housing Commission Above/Below	-13.3%			
		Median of Comparators	\$7,995			
		% San Diego Housing Commission Above/Below	-14.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

LOAN SERVICES MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
2	San Diego Housing Commission	Loan Services Manager	\$9,556	7/1/2008	7/1/2009	2%
3	Community Housing Works	Assistant Vice President of Lending & Home Ownership	\$8,872	Unknown	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
Median of Comparators			Insufficient Data for Analysis			
% San Diego Housing Commission Above/Below			Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009

LOAN SERVICING SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Housing Commission	Loan Servicing Specialist	\$6,661	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators			Insufficient Data for Analysis	
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis	
		Median of Comparators			Insufficient Data for Analysis	
		% San Diego Housing Commission Above/Below			Insufficient Data for Analysis	
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009

LOAN UNDERWRITING SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oakland Housing Authority	Home Ownership Coordinator	\$7,878	7/1/2008	7/1/2009	3.5%
2	San Diego Housing Commission	Loan Underwriting Specialist	\$6,101	7/1/2008	7/1/2009	2%
3	Community Housing Works	Loan Coordinator	\$4,796	Unknown	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
		Median of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

MAINTENANCE TECHNICIAN						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oakland Housing Authority	Maintenance Mechanic	\$7,114	7/1/2008	7/1/2009	3.5%
2	City of Carlsbad	Building Maintenance Worker II	\$6,792	12/29/2008	1/1/2010	3.2%
3	Housing Authority of the County of Santa Clara	Utility Worker / Maintenance Technician	\$6,777	7/1/2008	Varies	~5%
4	Housing Authority of the County of Contra Costa	Maintenance Mechanic	\$6,344	1/1/2008	Unknown	Unknown
5	Area Housing Authority of the County of Ventura	Maintenance Worker	\$5,892	4/27/2007	10/1/2009	2.5%
6	Los Angeles County Community Development Commission	Maintenance Worker II	\$5,496	7/1/2008	7/1/2009	2.5%
7	Housing Authority of the City of Los Angeles	Building Repairer	\$5,217	7/1/2008	7/1/2009	2.5%
8	San Diego Housing Commission	Maintenance Technician	\$5,117	7/1/2008	7/1/2009	2%
9	City of San Diego	Building Service Technician	\$4,755	12/27/2008	Unknown	Unknown
10	Southern California Housing Development Corporation	Maintenance II	\$4,012	10/1/2008	Unknown	Unknown
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$5,822			
		% San Diego Housing Commission Above/Below	-13.8%			
		Median of Comparators	\$5,892			
		% San Diego Housing Commission Above/Below	-15.1%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

MANAGEMENT ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Analyst III	\$9,541	7/1/2008	7/1/2009	2.5%
2	City of Carlsbad	Associate Management Analyst	\$9,210	7/1/2008	Unknown	Unknown
3	Housing Authority of the City of Los Angeles	Administrative Analyst II	\$9,132	7/1/2008	7/1/2009	2.5%
4	Oakland Housing Authority	Management Analyst	\$8,534	7/1/2008	7/1/2009	3.5%
5	County of San Diego Housing & Community Development Dept.	Administrative Analyst II	\$7,512	6/20/2008	Unknown	Unknown
6	City of San Diego	Associate Management Analyst	\$7,349	12/27/2008	Unknown	Unknown
7	San Diego Housing Commission	Management Analyst	\$7,283	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$8,546			
		% San Diego Housing Commission Above/Below	-17.3%			
		Median of Comparators	\$8,833			
		% San Diego Housing Commission Above/Below	-21.3%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

OFFICE ASSISTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Administrative Clerical Assistant	\$6,649	7/1/2008	Unknown	Unknown
2	Housing Authority of the County of Santa Clara	Administrative Clerk	\$6,371	7/1/2008	Varies	~5%
3	San Diego Convention Center Corporation	Department/Division Assistant	\$5,822	7/1/2008	Unknown	Unknown
4	Oakland Housing Authority	Clerk Typist II	\$5,563	7/1/2008	7/1/2009	3.5%
5	City of Carlsbad	Office Specialist II	\$5,333	12/29/2008	1/1/2010	3.2%
6	Housing Authority of the County of Contra Costa	Office Assistant II	\$5,213	1/1/2008	Unknown	Unknown
7	Housing Authority of the City of Los Angeles	File Clerk	\$4,574	7/1/2008	7/1/2009	2.5%
8	City of San Diego	Clerical Assistant II	\$4,366	12/27/2008	Unknown	Unknown
9	San Diego Housing Commission	Office Assistant	\$4,318	7/1/2008	7/1/2009	2%
10	Los Angeles County Community Development Commission	Office Assistant II	\$4,295	7/1/2008	7/1/2009	2.5%
11	County of San Diego Housing & Community Development Dept.	Office Assistant	\$4,188	6/20/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Community Housing Works	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$5,238			
% San Diego Housing Commission Above/Below			-21.3%			
Median of Comparators			\$5,273			
% San Diego Housing Commission Above/Below			-22.1%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

ON-SITE PROPERTY MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oakland Housing Authority	Property Administrator	\$9,455	7/1/2008	7/1/2009	3.5%
2	Housing Authority of the City of Los Angeles	Manager II	\$8,911	7/1/2008	7/1/2009	2.5%
3	Southern California Housing Development Corporation	Senior Community Manager	\$7,404	10/1/2008	Unknown	Unknown
4	Area Housing Authority of the County of Ventura	Resident Site Manager / Site Manager	\$6,942	8/1/2008	10/1/2009	2.5%
5	San Diego Housing Commission	On-Site Property Manager	\$5,871	7/1/2008	7/1/2009	2%
6	Wakeland Housing & Development Corporation	Regional Manager	\$4,218	6/1/2008	Unknown	Unknown
7	Los Angeles County Community Development Commission	Resident Manager II	\$4,172	7/1/2008	7/1/2009	2.5%
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	San Diego Convention Center Corporation	N/C				
Average of Comparators			\$6,850			
% San Diego Housing Commission Above/Below			-16.7%			
Median of Comparators			\$7,173			
% San Diego Housing Commission Above/Below			-22.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

PROGRAM ANALYST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Consultant I / Analyst III	\$10,306	7/1/2008	7/1/2009	2.5%
2	City of Carlsbad	Staff Management Analyst	\$10,167	7/1/2008	Unknown	Unknown
3	Housing Authority of the County of Contra Costa	Program Analyst	\$9,159	1/1/2008	Unknown	Unknown
4	Housing Authority of the City of Los Angeles	Administrative Analyst II	\$9,132	7/1/2008	7/1/2009	2.5%
5	Housing Authority of the County of Santa Clara	Housing Program Analyst	\$8,806	7/1/2008	Varies	~5%
6	County of San Diego Housing & Community Development Dept.	Housing Program Analyst II	\$8,176	6/20/2008	Unknown	Unknown
7	City of San Diego	Associate Management Analyst	\$7,349	12/27/2008	Unknown	Unknown
8	San Diego Housing Commission	Program Analyst	\$7,283	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$9,014			
% San Diego Housing Commission Above/Below			-23.8%			
Median of Comparators			\$9,132			
% San Diego Housing Commission Above/Below			-25.4%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

PROGRAM INTEGRITY COORDINATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the City of Los Angeles	Fraud Investigator	\$10,156	7/1/2008	7/1/2009	2.5%
2	Los Angeles County Community Development Commission	Analyst III	\$9,541	7/1/2008	7/1/2009	2.5%
3	San Diego Housing Commission	Program Integrity Coordinator	\$6,661	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
		Median of Comparators	Insufficient Data for Analysis			
		% San Diego Housing Commission Above/Below	Insufficient Data for Analysis			
NOTE: All calculations exclude San Diego Housing Commission						

N/C - Non Comparator

Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009

PROJECT MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Associate Project Manager	\$11,834	7/1/2008	Unknown	Unknown
2	Wakeland Housing & Development Corporation	Project Manager	\$10,979	6/1/2008	Unknown	Unknown
3	LINC Housing Corporation	Project Manager	\$10,880	6/16/2008	6/16/09	Unknown
4	Southern California Housing Development Corporation	Project Manager	\$10,633	10/1/2008	Unknown	Unknown
5	Los Angeles County Community Development Commission	Architect/Engineering Specialist III (Project Manger)	\$10,540	7/1/2008	7/1/2009	2.5%
6	City of San Diego	Project Officer II	\$10,229	12/27/2008	Unknown	Unknown
7	Oakland Housing Authority	Construction Projects Manager	\$10,088	7/1/2008	7/1/2009	3.5%
8	Housing Authority of the City of Los Angeles	Construction Project Manager	\$9,608	7/1/2008	7/1/2009	2.5%
9	San Diego Housing Commission	Project Manager	\$9,253	7/1/2008	7/1/2009	2%
10	Jamboree Housing Corporation	Project Manager II	\$9,099	1/1/2009	1/1/2010	Unknown
11	Housing Authority of the County of Contra Costa	Housing Technical Officer	\$9,019	1/1/2008	Unknown	Unknown
12	Housing Authority of the County of Santa Clara	Construction Project Coordinator	\$8,806	7/1/2008	Varies	~5%
13	County of San Diego Housing & Community Development Dept.	Housing Program Analyst III	\$8,711	6/20/2008	Unknown	Unknown
14	Community Housing Works	Associate Project Manager	\$5,466	Unknown	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	City of Carlsbad	N/C				
	San Diego Convention Center Corporation	N/C				
Average of Comparators			\$9,684			
% San Diego Housing Commission Above/Below						-4.7%
Median of Comparators			\$10,088			
% San Diego Housing Commission Above/Below						-9.0%

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

PURCHASING TECHNICIAN						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the County of Santa Clara	Purchasing Specialist / Stock Clerk	\$6,574	7/1/2008	Varies	~5%
2	City of Carlsbad	Storekeeper	\$5,636	12/29/2008	1/1/2010	3.2%
3	City of San Diego	Storekeeper II / Buyers Aide II	\$5,586	12/27/2008	Unknown	Unknown
4	County of San Diego Housing & Community Development Dept.	Storekeeper / Assistant Procurement Specialist	\$5,051	6/20/2008	Unknown	Unknown
5	San Diego Housing Commission	Purchasing Technician	\$4,911	7/1/2008	7/1/2009	2%
6	San Diego Convention Center Corporation	Storekeeper	\$3,726	7/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Los Angeles County Community Development Commission	N/C				
	Oakland Housing Authority	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$5,315			
% San Diego Housing Commission Above/Below			-8.2%			
Median of Comparators			\$5,586			
% San Diego Housing Commission Above/Below			-13.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
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RESIDENT INITIATIVES COORDINATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Housing Authority of the City of Los Angeles	Resident Leadership Training Coordinator	\$8,265	7/1/2008	7/1/2009	2.5%
2	Housing Authority of the County of Contra Costa	Resident and Community Services Coordinator	\$8,053	1/1/2008	Unknown	Unknown
3	Oakland Housing Authority	Resident & Community Services Coordinator I	\$7,878	7/1/2008	7/1/2009	3.5%
4	Area Housing Authority of the County of Ventura	Resident Services Administrator	\$7,365	6/1/2007	7/1/2009	3-5%
5	Southern California Housing Development Corporation	Community Partnership Manager / Service Coordinator	\$6,661	10/1/2008	Unknown	Unknown
6	LINC Housing Corporation	Resident Services Resource Developer	\$6,584	6/16/2008	6/16/09	Unknown
7	San Diego Housing Commission	Resident Initiatives Coordinator	\$6,101	7/1/2008	7/1/2009	2%
8	Los Angeles County Community Development Commission	Program Specialist II	\$6,065	7/1/2008	7/1/2009	2.5%
9	Jamboree Housing Corporation	Resident Services Coordinator	\$4,576	1/1/2009	1/1/2010	Unknown
10	Community Housing Works	Resident Services Coordinator	\$4,292	Unknown	Unknown	Unknown
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
		Average of Comparators	\$6,638			
		% San Diego Housing Commission Above/Below	-8.8%			
		Median of Comparators	\$6,661			
		% San Diego Housing Commission Above/Below	-9.2%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
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SENIOR VICE PRESIDENT OF REAL ESTATE						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Vice President - Real Estate Operations	\$21,048	7/1/2008	Unknown	Unknown
2	LINC Housing Corporation	Vice President, Director of Housing Development	\$20,188	6/16/2008	6/16/09	Unknown
3	Jamboree Housing Corporation	Housing Development Director	\$17,925	1/1/2009	1/1/2010	Unknown
4	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	2.5%
5	Oakland Housing Authority	Deputy Executive Director for Real Estate Development	\$17,598	7/1/2008	7/1/2009	3.5%
6	San Diego Housing Commission	Senior Vice President of Real Estate	\$17,026	7/1/2008	7/1/2009	2%
7	Southern California Housing Development Corporation	Vice President of Project Development	\$16,946	10/1/2008	Unknown	Unknown
8	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$14,510	6/20/2008	Unknown	Unknown
9	Housing Authority of the City of Los Angeles	Director of Asset Development	\$14,448	7/1/2008	7/1/2009	2.5%
10	Area Housing Authority of the County of Ventura	Director of Development	\$13,881	8/1/2008	7/1/2009	3-5%
11	Community Housing Works	Housing & Real Estate Development Director	\$13,395	Unknown	Unknown	Unknown
12	Wakeland Housing & Development Corporation	Director of Project Development	\$12,008	6/1/2008	Unknown	Unknown
13	Housing Authority of the County of Contra Costa	Director of Development	\$10,482	1/1/2008	Unknown	Unknown
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	San Diego Convention Center Corporation	N/C				
Average of Comparators			\$15,862			
% San Diego Housing Commission Above/Below			6.8%			
Median of Comparators			\$15,728			
% San Diego Housing Commission Above/Below			7.6%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

VICE PRESIDENT OF ASSET MANAGEMENT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Centre City Development Corporation	Vice President - Real Estate Operations	\$21,048	7/1/2008	Unknown	Unknown
2	Southern California Housing Development Corporation	Senior Vice President of Property Management	\$19,088	10/1/2008	Unknown	Unknown
3	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	2.5%
4	Housing Authority of the County of Santa Clara	Director of Real Estate Services	\$17,705	7/1/2008	Varies	~5%
5	Oakland Housing Authority	Deputy Executive Director for Property Operations	\$17,598	7/1/2008	7/1/2009	3.5%
6	Jamboree Housing Corporation	Chief Operating Officer	\$16,618	1/1/2009	1/1/2010	Unknown
7	Housing Authority of the City of Los Angeles	Director of Housing Management	\$15,505	7/1/2008	7/1/2009	2.5%
8	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$14,510	6/20/2008	Unknown	Unknown
9	LINC Housing Corporation	Director of Asset Management	\$14,012	6/16/2008	6/16/09	Unknown
10	Area Housing Authority of the County of Ventura	Housing Assets Director	\$13,881	8/1/2008	7/1/2009	3-5%
11	San Diego Housing Commission	Vice President of Asset Management	\$12,786	7/1/2008	7/1/2009	2%
12	Wakeland Housing & Development Corporation	Director of Operations	\$12,008	6/1/2008	Unknown	Unknown
13	Community Housing Works	Asset Management Director	\$10,924	Unknown	Unknown	Unknown
14	Housing Authority of the County of Contra Costa	Director of Development	\$10,482	1/1/2008	Unknown	Unknown
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	San Diego Convention Center Corporation	N/C				
Average of Comparators			\$15,484			
% San Diego Housing Commission Above/Below			-21.1%			
Median of Comparators			\$15,505			
% San Diego Housing Commission Above/Below			-21.3%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
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VICE PRESIDENT OF BUSINESS SERVICES						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Human Resources Director / Information Technology Dir.	\$18,225	7/1/2008	Unknown	Unknown
2	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	2.5%
3	Southern California Housing Development Corporation	Vice President of Human Resources and Operations	\$16,946	10/1/2008	Unknown	Unknown
4	City of San Diego	Deputy Personnel Director / Deputy IT Director	\$13,728	12/27/2008	Unknown	Unknown
5	San Diego Housing Commission	Vice President of Business Services	\$12,786	7/1/2008	7/1/2009	2%
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the City of Los Angeles	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$16,703			
% San Diego Housing Commission Above/Below			-30.6%			
Median of Comparators			\$17,429			
% San Diego Housing Commission Above/Below			-36.3%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
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VICE PRESIDENT OF COMMUNITY RELATIONS						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Convention Center Corporation	Vice President, Public Affairs	\$18,655	7/1/2008	Unknown	2%
2	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	
3	Centre City Development Corporation	Vice President - Marketing & Communications	\$17,271	7/1/2008	Unknown	Unknown
4	Southern California Housing Development Corporation	Vice President of External Affairs	\$16,946	10/1/2008	Unknown	
5	Housing Authority of the City of Los Angeles	Director of Intergovernmental & Community Relations	\$14,448	7/1/2008	7/1/2009	
6	LINC Housing Corporation	Vice President, Director of Corporate Development & Communications	\$14,411	6/16/2008	6/16/09	
7	San Diego Housing Commission	Vice President of Community Relations	\$12,786	7/1/2008	7/1/2009	
	Area Housing Authority of the County of Ventura	N/C				2.5%
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				Unknown
	Housing Authority of the County of Contra Costa	N/C				2.5%
	Housing Authority of the County of Santa Clara	N/C				
	Jamboree Housing Corporation	N/C				Unknown
	Oakland Housing Authority	N/C				Unknown
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$16,607			
% San Diego Housing Commission Above/Below			-29.9%			
Median of Comparators			\$17,109			
% San Diego Housing Commission Above/Below			-33.8%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
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VICE PRESIDENT OF FINANCIAL SERVICES						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	San Diego Convention Center Corporation	Vice President, Finance	\$26,196	7/1/2008	Unknown	Unknown
2	Centre City Development Corporation	Vice President & Chief Financial Officer	\$21,942	7/1/2008	Unknown	Unknown
3	City of Carlsbad	Finance Director	\$18,225	7/1/2008	Unknown	Unknown
4	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	2.5%
5	Housing Authority of the County of Santa Clara	Director of Finance	\$17,705	7/1/2008	Varies	~5%
6	Community Housing Works	Chief Financial Officer	\$15,831	Unknown	Unknown	Unknown
7	Jamboree Housing Corporation	Chief Financial Officer	\$15,083	1/1/2009	1/1/2010	Unknown
8	Southern California Housing Development Corporation	Corporate Controller	\$15,066	10/1/2008	Unknown	Unknown
9	Housing Authority of the City of Los Angeles	Finance Officer	\$14,696	7/1/2008	7/1/2009	2.5%
10	LINC Housing Corporation	Controller	\$14,012	6/16/2008	6/16/09	Unknown
11	San Diego Housing Commission	Vice President of Financial Services	\$12,786	7/1/2008	7/1/2009	2%
12	Wakeland Housing & Development Corporation	Director of Finance	\$12,008	6/1/2008	Unknown	Unknown
13	Housing Authority of the County of Contra Costa	Director of Finance	\$11,355	1/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	City of San Diego	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Oakland Housing Authority	N/C				
Average of Comparators			\$16,669			
% San Diego Housing Commission Above/Below			-30.4%			
Median of Comparators			\$15,457			
% San Diego Housing Commission Above/Below			-20.9%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

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San Diego Housing Commission
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VICE PRESIDENT OF RENTAL ASSISTANCE PROGRAMS						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Director	\$17,911	7/1/2008	7/1/2009	2.5%
2	Housing Authority of the County of Santa Clara	Director of Housing Programs	\$17,705	7/1/2008	Varies	~5%
3	Housing Authority of the City of Los Angeles	Director of Section 8	\$15,505	7/1/2008	7/1/2009	2.5%
4	City of Carlsbad	Housing & Redevelopment Director	\$15,334	7/1/2008	Unknown	Unknown
5	County of San Diego Housing & Community Development Dept.	Chief, Housing & Community Development	\$14,510	6/20/2008	Unknown	Unknown
6	San Diego Housing Commission	Vice President of Rental Assistance Programs	\$12,786	7/1/2008	7/1/2009	2%
7	Housing Authority of the County of Contra Costa	Director of Assisted Housing Programs	\$10,202	1/1/2008	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of San Diego	N/C				
	Community Housing Works	N/C				
	Jamboree Housing Corporation	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Southern California Housing Development Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$15,195			
% San Diego Housing Commission Above/Below			-18.8%			
Median of Comparators			\$15,419			
% San Diego Housing Commission Above/Below			-20.6%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

**Appendix IIc
San Diego Housing Commission
Total Compensation Data
Data Gathered By June 2009**

WORKFORCE & ECONOMIC DEVELOPMENT MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Community Development Commission	Manager I	\$12,676	7/1/2008	7/1/2009	2.5%
2	Southern California Housing Development Corporation	Director of Community Assessment	\$11,967	10/1/2008	Unknown	Unknown
3	Housing Authority of the County of Santa Clara	Community Services Manager	\$10,730	7/1/2008	Varies	~5%
4	Housing Authority of the City of Los Angeles	Resident Services Manger	\$10,245	7/1/2008	7/1/2009	2.5%
5	San Diego Housing Commission	Workforce & Economic Development Manager	\$9,681	7/1/2008	7/1/2009	2%
6	Jamboree Housing Corporation	Resident Services Manger	\$9,456	1/1/2009	1/1/2010	Unknown
7	Community Housing Works	Program Director, Community Building	\$7,251	Unknown	Unknown	Unknown
	Area Housing Authority of the County of Ventura	N/C				
	Centre City Development Corporation	N/C				
	City of Carlsbad	N/C				
	City of San Diego	N/C				
	County of San Diego Housing & Community Development Dept.	N/C				
	Housing Authority of the County of Contra Costa	N/C				
	LINC Housing Corporation	N/C				
	Oakland Housing Authority	N/C				
	San Diego Convention Center Corporation	N/C				
	Wakeland Housing & Development Corporation	N/C				
Average of Comparators			\$10,388			
% San Diego Housing Commission Above/Below			-7.3%			
Median of Comparators			\$10,487			
% San Diego Housing Commission Above/Below			-8.3%			

NOTE: All calculations exclude San Diego Housing Commission

N/C - Non Comparator

VOLUME II

Appendix III

Proposed Salary Range Schedule

Appendix III
San Diego Housing Commission
Proposed Salary Schedule
Developed July 2009

Unrepresented

Range #	Monthly Salary Range		
	Min	Mid	Max
UR1	\$2,346	\$2,815	\$3,285
UR2	\$2,405	\$2,886	\$3,367
UR3	\$2,465	\$2,958	\$3,451
UR4	\$2,527	\$3,032	\$3,537
UR5	\$2,590	\$3,108	\$3,626
UR6	\$2,654	\$3,185	\$3,716
UR7	\$2,721	\$3,265	\$3,809
UR8	\$2,789	\$3,347	\$3,904
UR9	\$2,859	\$3,430	\$4,002
UR10	\$2,930	\$3,516	\$4,102
UR11	\$3,003	\$3,604	\$4,205
UR12	\$3,078	\$3,694	\$4,310
UR13	\$3,155	\$3,786	\$4,417
UR14	\$3,234	\$3,881	\$4,528
UR15	\$3,315	\$3,978	\$4,641
UR16	\$3,398	\$4,078	\$4,757
UR17	\$3,483	\$4,179	\$4,876
UR18	\$3,570	\$4,284	\$4,998
UR19	\$3,659	\$4,391	\$5,123
UR20	\$3,751	\$4,501	\$5,251
UR21	\$3,844	\$4,613	\$5,382
UR22	\$3,941	\$4,729	\$5,517
UR23	\$4,039	\$4,847	\$5,655
UR24	\$4,140	\$4,968	\$5,796
UR25	\$4,244	\$5,092	\$5,941
UR26	\$4,350	\$5,220	\$6,090
UR27	\$4,458	\$5,350	\$6,242
UR28	\$4,570	\$5,484	\$6,398
UR29	\$4,684	\$5,621	\$6,558
UR30	\$4,801	\$5,761	\$6,722
UR31	\$4,921	\$5,906	\$6,890
UR32	\$5,044	\$6,053	\$7,062
UR33	\$5,170	\$6,204	\$7,239
UR34	\$5,300	\$6,360	\$7,420
UR35	\$5,432	\$6,519	\$7,605
UR36	\$5,568	\$6,682	\$7,795
UR37	\$5,707	\$6,849	\$7,990
UR38	\$5,850	\$7,020	\$8,190
UR39	\$5,996	\$7,195	\$8,394
UR40	\$6,146	\$7,375	\$8,604
UR41	\$6,300	\$7,560	\$8,819
UR42	\$6,457	\$7,749	\$9,040
UR43	\$6,619	\$7,942	\$9,266
UR44	\$6,784	\$8,141	\$9,498

Appendix III
San Diego Housing Commission
Proposed Salary Schedule
Developed July 2009

Range #	Monthly Salary Range		
	Min	Mid	Max
UR45	\$6,954	\$8,344	\$9,735
UR46	\$7,127	\$8,553	\$9,978
UR47	\$7,306	\$8,767	\$10,228
UR48	\$7,488	\$8,986	\$10,484
UR49	\$7,675	\$9,211	\$10,746
UR50	\$7,867	\$9,441	\$11,014
UR51	\$8,064	\$9,677	\$11,290
UR52	\$8,266	\$9,919	\$11,572
UR53	\$8,472	\$10,167	\$11,861
UR54	\$8,684	\$10,421	\$12,158
UR55	\$8,901	\$10,681	\$12,462
UR56	\$9,124	\$10,948	\$12,773
UR57	\$9,352	\$11,222	\$13,093
UR58	\$9,586	\$11,503	\$13,420
UR59	\$9,825	\$11,790	\$13,755
UR60	\$10,071	\$12,085	\$14,099
UR61	\$10,323	\$12,387	\$14,452
UR62	\$10,581	\$12,697	\$14,813
UR63	\$10,845	\$13,014	\$15,183
UR64	\$11,116	\$13,340	\$15,563
UR65	\$11,394	\$13,673	\$15,952
UR66	\$11,679	\$14,015	\$16,351
UR67	\$11,971	\$14,365	\$16,760

Appendix III
San Diego Housing Commission
Proposed Salary Schedule
Developed July 2009

Represented

Range #	Monthly Salary Range									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
R1	\$1,576	\$1,616	\$1,656	\$1,698	\$1,740	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969
R2	\$1,616	\$1,656	\$1,698	\$1,740	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018
R3	\$1,656	\$1,698	\$1,740	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068
R4	\$1,698	\$1,740	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120
R5	\$1,740	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173
R6	\$1,783	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227
R7	\$1,828	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283
R8	\$1,874	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340
R9	\$1,921	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399
R10	\$1,969	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459
R11	\$2,018	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520
R12	\$2,068	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583
R13	\$2,120	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648
R14	\$2,173	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714
R15	\$2,227	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782
R16	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851
R17	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922
R18	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996
R19	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070
R20	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147
R21	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226
R22	\$2,648	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306
R23	\$2,714	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389
R24	\$2,782	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474
R25	\$2,851	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561
R26	\$2,922	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650
R27	\$2,996	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741
R28	\$3,070	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835
R29	\$3,147	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930
R30	\$3,226	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029
R31	\$3,306	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129

Appendix III
San Diego Housing Commission
Proposed Salary Schedule
Developed July 2009

Range #	Monthly Salary Range									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
R32	\$3,389	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233
R33	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338
R34	\$3,561	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447
R35	\$3,650	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558
R36	\$3,741	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672
R37	\$3,835	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789
R38	\$3,930	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908
R39	\$4,029	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031
R40	\$4,129	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157
R41	\$4,233	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286
R42	\$4,338	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418
R43	\$4,447	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554
R44	\$4,558	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692
R45	\$4,672	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835
R46	\$4,789	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981
R47	\$4,908	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130
R48	\$5,031	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283
R49	\$5,157	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440
R50	\$5,286	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601
R51	\$5,418	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766
R52	\$5,554	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936
R53	\$5,692	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109
R54	\$5,835	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287
R55	\$5,981	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469
R56	\$6,130	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469	\$7,656
R57	\$6,283	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469	\$7,656	\$7,847
R58	\$6,440	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469	\$7,656	\$7,847	\$8,043
R59	\$6,601	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469	\$7,656	\$7,847	\$8,043	\$8,244
R60	\$6,766	\$6,936	\$7,109	\$7,287	\$7,469	\$7,656	\$7,847	\$8,043	\$8,244	\$8,450

VOLUME II

Appendix IV

Proposed Salary Range Placements

Appendix IV
San Diego Housing Commission
Proposed Range Placement Recommendations
Based on Data Gathered by June 2009

Class Title	Current Max. Monthly Salary	Market Placement	Proposed Salary Range	Proposed Max. Monthly Salary	Percent Difference	Rationale
Executive Vice President and Chief Operating Officer	\$12,749	N/A	UR63	\$15,183	19.10%	Internal alignment: 15% above Senior Vice President of Real Estate and about 20% below market placement of President & CEO.
Senior Vice President of Real Estate	\$12,500	\$11,645	UR57	\$13,093	4.74%	Internal alignment: 10% above Vice Presidents.
Vice President of Asset Management	\$9,240	\$11,043	UR53	\$11,861	28.36%	Internal alignment: anchor to other Vice Presidents.
Vice President of Business Services	\$9,240	\$12,812	UR53	\$11,861	28.36%	Internal alignment: anchor to other Vice Presidents.
Vice President of Community Relations and Communications	\$9,240	\$11,995	UR53	\$11,861	28.36%	Internal alignment: anchor to other Vice Presidents.
Vice President of Financial Services	\$9,240	\$12,296	UR53	\$11,861	28.36%	Internal alignment: anchor to other Vice Presidents.
Vice President of Rental Assistance Programs	\$9,240	\$10,724	UR53	\$11,861	28.36%	Internal alignment: anchor to other Vice Presidents.
Vice President of Special Housing Initiatives	\$9,240	N/A	UR53	\$11,861	28.37%	Internal alignment: anchor to other Vice Presidents.
Assistant Vice President of Real Estate	Proposed	N/A	UR47	\$10,228	Proposed	Internal alignment: 15% below Vice Presidents.
Director of Real Estate	Proposed	N/A	UR41	\$8,819	Proposed	Internal alignment: 10% above Housing Development Manager.
Budget Manager	\$7,010	\$7,767	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Communications Manager	\$7,010	\$7,735	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Housing Construction Manager	\$7,010	\$7,847	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Housing Development Manager	\$7,010	\$8,252	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Housing Programs Manager	\$7,010	\$7,543	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Human Resources Manager	\$7,010	\$8,252	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Information Technology Manager	\$7,010	\$8,580	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Loan Services Manager	\$7,010	Insufficient Data	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Quality Assurance Manager	Proposed	N/A	UR37	\$7,990	Proposed	Internal alignment: anchor to other Managers.
Workforce and Economic Development Manager	\$7,010	\$7,431	UR37	\$7,990	13.99%	Internal alignment: anchor to other Managers.
Financial Services Supervisor	\$6,053	N/A	UR35	\$7,605	25.64%	Internal alignment: 5% above Accounting Supervisor.
Accounting Supervisor	\$6,053	\$7,235	UR33	\$7,239	19.59%	Market and range placement.
Housing Construction Supervisor	\$6,358	N/A	UR33	\$7,239	13.85%	Internal alignment: 10% below Housing Construction Manager.
Principal Information Technology Analyst	Proposed	N/A	UR33	\$7,239	Proposed	Internal alignment: 7.5% above Senior IT Analyst and 10% below IT Manager.
Principal Program Analyst	Proposed	N/A	UR33	\$7,239	Proposed	Internal alignment: 7.5% above Sr. Program Analyst and 10% below Managers.
Program Manager - Board and Executive	\$6,053	N/A	UR33	\$7,239	19.59%	Internal alignment: anchor to Principal Program Analyst.
Program Manager - Business Services	\$6,675	N/A	UR33	\$7,239	8.44%	Internal alignment: anchor to Principal Program Analyst.
Senior Housing Supervisor	Proposed	N/A	UR32	\$7,062	Proposed	Internal alignment: 10% above Housing Supervisor.

Appendix IV
San Diego Housing Commission
Proposed Range Placement Recommendations
Based on Data Gathered by June 2009

Class Title	Current Max. Monthly Salary	Market Placement	Proposed Salary Range	Proposed Max. Monthly Salary	Percent Difference	Rationale
Real Estate Manager	Proposed	N/A	UR31	\$6,890	Proposed	Market and range placement.
Senior Information Technology Analyst	\$5,765	N/A	UR30	\$6,722	16.59%	Internal alignment: 7.5% below Principal Information Technology Analyst.
Senior Program Analyst	\$6,053	N/A	UR30	\$6,722	11.05%	Internal alignment: 7.5% below Principal Program Analyst.
Community Liaison	\$6,053	Insufficient Data	UR30	\$6,722	11.05%	Internal alignment: anchor to Senior Program Analyst.
Housing Construction Specialist	\$5,765	Insufficient Data	R50	\$6,601	14.51%	Internal alignment: 10% below Housing Construction Supervisor.
Senior Budget Analyst	\$6,053	N/A	UR29	\$6,558	8.34%	Internal alignment: 10% above Budget Analyst.
Senior Human Resources Analyst	\$5,765	N/A	UR29	\$6,558	13.75%	Internal alignment: 10% above Human Resources Analyst.
Housing Supervisor	\$5,489	\$6,460	UR28	\$6,398	16.55%	Market and range placement.
Communications Writer and Website Coordinator	\$5,489	N/A	UR27	\$6,242	13.70%	Internal alignment: 25% below Communications Manager.
Financial Analyst	Proposed	\$6,348	UR27	\$6,242	Proposed	Internal alignment: anchor to Information Technology Analyst and Program Analyst.
Information Technology Analyst	\$5,489	\$6,909	UR27	\$6,242	13.70%	Internal alignment: 7.5% below Senior Information Technology Analyst.
Program Analyst	\$5,231	\$6,500	UR27	\$6,242	19.32%	Internal alignment: 7.5% below Senior Program Analyst.
Procurement/Contracts Analyst	\$5,231	N/A	UR27	\$6,242	19.32%	Internal alignment: anchor to Program Analyst.
Senior Accountant	\$5,489	N/A	UR27	\$6,242	13.70%	Internal alignment: 15% above Accountant.
Supervising Resident Initiatives Coordinator	\$5,765	N/A	UR27	\$6,242	8.27%	Internal alignment: 10% above Senior Resident Initiatives Coordinator.
Budget Analyst	\$5,231	\$5,764	UR25	\$5,941	13.57%	Internal alignment: anchor to Human Resources Analyst.
Human Resources Analyst	\$5,231	\$5,863	UR25	\$5,941	13.57%	Market and range placement.
Management Analyst	\$5,231	\$5,848	UR25	\$5,941	13.57%	Internal alignment: anchor to Human Resources Analyst.
Executive Assistant to the President and Chief Executive Officer	\$5,580	\$5,824	UR24	\$5,796	3.88%	Market and range placement.
Program Integrity Coordinator	\$4,744	Insufficient Data	UR24	\$5,796	22.17%	Internal alignment: 10% above Housing Specialist.
Senior Resident Initiatives Coordinator	\$5,489	N/A	UR23	\$5,655	3.01%	Internal alignment: 20% above Resident Initiatives Coordinator.
Inspection Coordinator	\$4,980	\$5,489	UR22	\$5,517	10.78%	Market and range placement.
Accountant	\$4,744	\$5,341	UR21	\$5,382	13.45%	Market and range placement.
Payroll Specialist	\$4,744	N/A	UR21	\$5,382	13.45%	Internal alignment: anchor to Accountant.
Docket Coordinator	\$4,744	Insufficient Data	UR20	\$5,251	10.68%	Internal alignment: 10% below Executive Assistant to the President & CEO and 10% above Senior Administrative Assistant.
Compliance Monitoring Specialist	\$4,517	N/A	UR20	\$5,251	16.25%	Internal alignment: anchor to Housing Specialist.
Housing Specialist	\$4,517	\$4,605	UR20	\$5,251	16.25%	Internal alignment: 10% above Senior Housing Assistant.
Loan Servicing Specialist	\$4,744	Insufficient Data	R41	\$5,286	11.42%	Internal alignment: anchor to Housing Specialist.

Appendix IV
San Diego Housing Commission
Proposed Range Placement Recommendations
Based on Data Gathered by June 2009

Class Title	Current Max. Monthly Salary	Market Placement	Proposed Salary Range	Proposed Max. Monthly Salary	Percent Difference	Rationale
Loan Underwriting Specialist	\$4,306	Insufficient Data	R41	\$5,286	22.77%	Internal alignment: anchor to Housing Specialist.
Senior Accounting Technician	\$4,103	N/A	R38	\$4,908	19.64%	Internal alignment: 15% above Accounting Technician.
Senior Administrative Assistant	\$4,306	N/A	UR16	\$4,757	10.49%	Internal alignment: 15% above Administrative Assistant.
Information Technology Technician	\$3,375	\$5,169	R39	\$5,031	49.08%	Internal alignment: 25% below Information Technology Analyst.
Resident Initiatives Coordinator	\$4,306	\$4,684	R36	\$4,672	8.51%	Market and range placement.
Senior Housing Assistant	\$4,103	N/A	R37	\$4,789	16.72%	Internal alignment: 15% above Housing Assistant.
Compliance Monitoring Assistant	\$3,716	N/A	R37	\$4,789	28.86%	Internal alignment: anchor to Senior Housing Assistant.
Human Resources Technician	\$3,716	N/A	UR15	\$4,641	24.89%	Internal alignment: 25% below Human Resources Analyst.
Housing Inspector	\$4,306	\$4,368	R33	\$4,338	0.76%	Market and range placement.
Senior Information Technology Assistant	Proposed	N/A	R35	\$4,558	Proposed	Internal alignment: 10% below information Technology Technician.
Accounting Technician	\$3,539	\$4,208	R32	\$4,233	19.56%	Market and range placement.
Administrative Assistant	\$3,716	\$4,120	R31	\$4,129	11.12%	Market and range placement.
Housing Assistant	\$3,716	\$4,092	R31	\$4,129	11.12%	Market and range placement.
Information Technology Assistant	\$2,773	N/A	R31	\$4,129	48.89%	Internal alignment: 10% below Senior Information Technology Assistant.
Maintenance Technician	\$3,536	\$4,072	R30	\$4,029	13.93%	Market and range placement.
Accounting Assistant	\$3,208	N/A	R28	\$3,835	19.51%	Internal alignment: 10% below Accounting Technician.
On-site Property Manager	\$3,061	\$3,741	R27	\$3,741	22.21%	Market and range placement.
Senior Office Assistant	\$3,210	N/A	R27	\$3,741	16.54%	Internal alignment: 15% above Office Assistant.
Purchasing Technician	\$3,375	\$3,483	R24	\$3,474	2.94%	Market and range placement.
Client Services Receptionist	\$2,910	\$3,066	R21	\$3,226	10.84%	Internal alignment: anchor to Office Assistant.
Office Assistant	\$2,910	\$3,249	R21	\$3,226	10.84%	Market and range placement.
Housing Aide	\$2,227	N/A	R15	\$2,782	24.89%	Internal alignment: 15% below Office Assistant.

Legend for columns:

- Column 1 - New classification title proposed by consultant.
- Column 2 - Housing Commission's current monthly maximum salaries.
- Column 3 - Market placement shows the market median dollar values derived from the market survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 6 - This percentage expresses the difference between the Housing Commission's current salaries and the consultant's proposed salaries.
- Column 7 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



JERRY SANDERS
MAYOR

November 9, 2009

Richard Gentry
President & CEO
San Diego Housing Commission
1122 Broadway, Suite 300
San Diego, CA 92101

Re: Implementation of a new salary structure for the San Diego Housing Commission

Dear Mr. Gentry:

I write to express my opposition to the restructured salary increases contained within the Final Report of the Classification and Total Compensation Study conducted by Koff & Associates, Inc., which may be heard on November 24, 2009, at the next Housing Authority Meeting. Increasing salaries or any compensation at a time when many people are having their salaries and benefits cut – if not losing their jobs entirely – makes no sense.

I do not believe the fiscal impacts beyond FY2010 are sufficiently explained or understood. Since the Housing Commission is self supported and can only pay salaries out of Housing Commission revenue sources, it is only prudent to thoroughly analyze the consequences of such a change, which may include more serious budget crises in the future.

Over recent years, the City of San Diego has taken numerous steps unpopular with its workforce to balance its budget. These steps included negotiating and imposing a six percent (6%) compensation reduction for every City employee, including public safety department employees. These reductions have been achieved through a combination of wage reductions, decreases in employee health care covered by the City, retirement benefit reductions, and other employment benefits. These reductions in retirement benefits will also yield millions of dollars in savings to taxpayers and rate payers by reducing retiree health care obligations. In the past four (4) years, the City has eliminated 875 positions from the City's workforce. These compensation concessions and streamlining efforts will benefit the City long after I leave office.

I believe these kinds of reductions will be a trend followed by more and more public agencies as the long-term financial impacts of the current economy are fully realized.

Again, this is not an appropriate time to provide salary increases to employees and I am opposed to the proposed compensation program that will be considered by the Housing Authority.

Sincerely,

A handwritten signature in black ink, appearing to read 'JERRY SANDERS', with a stylized flourish extending to the right.

JERRY SANDERS
Mayor

cc: San Diego Housing Authority Board
San Diego Housing Commission Board