

FIVE STEP SALARY STRUCTURE - ALL GRADES

PAY GRADE	JOB TITLE	GRADE MIN STEP A	*STEP B	*STEP C	*STEP D	*STEP E	
1	Porter	\$ 1,542.67	\$ 1,620.67	\$ 1,702.13	\$ 1,787.07	\$ 1,877.20	Monthly
	Custodian	\$ 18,512.00	\$ 19,448.00	\$ 20,425.60	\$ 21,444.80	\$ 22,526.40	Annual
		\$ 8.90	\$ 9.35	\$ 9.82	\$ 10.31	\$ 10.83	Hourly
2	Porter, Senior	\$ 1,664.00	\$ 1,747.20	\$ 1,833.87	\$ 1,925.73	\$ 2,022.80	Monthly
	Custodian, Lead	\$ 19,968.00	\$ 20,966.40	\$ 22,006.40	\$ 23,108.80	\$ 24,273.60	Annual
	Customer Service Representative	\$ 9.60	\$ 10.08	\$ 10.58	\$ 11.11	\$ 11.67	Hourly
	Warehouse Assistant						
3	Administrative Specialist I	\$ 1,802.67	\$ 1,892.80	\$ 1,988.13	\$ 2,086.93	\$ 2,190.93	Monthly
	Financial Technician I	\$ 21,632.00	\$ 22,713.60	\$ 23,857.60	\$ 25,043.20	\$ 26,291.20	Annual
	Maintenance Technician	\$ 10.40	\$ 10.92	\$ 11.47	\$ 12.04	\$ 12.64	Hourly
	Refuse Collection Operator						
4	Financial Technician II	\$ 1,941.33	\$ 2,038.40	\$ 2,140.67	\$ 2,248.13	\$ 2,360.80	Monthly
	Purchasing Technician	\$ 23,296.00	\$ 24,460.80	\$ 25,688.00	\$ 26,977.60	\$ 28,329.60	Annual
		\$ 11.20	\$ 11.76	\$ 12.35	\$ 12.97	\$ 13.62	Hourly
5	Administrative Specialist II	\$ 2,010.67	\$ 2,111.20	\$ 2,216.93	\$ 2,327.87	\$ 2,444.00	Monthly
	Customer Service Representative, Lead	\$ 24,128.00	\$ 25,334.40	\$ 26,603.20	\$ 27,934.40	\$ 29,328.00	Annual
	Painter	\$ 11.60	\$ 12.18	\$ 12.79	\$ 13.43	\$ 14.10	Hourly
6	Administrative Specialist, Senior	\$ 2,166.67	\$ 2,275.87	\$ 2,390.27	\$ 2,509.87	\$ 2,634.67	Monthly
	Housing Assistance Specialist I	\$ 26,000.00	\$ 27,310.40	\$ 28,683.20	\$ 30,118.40	\$ 31,616.00	Annual
	Housing Quality Inspector	\$ 12.50	\$ 13.13	\$ 13.79	\$ 14.48	\$ 15.20	Hourly
	Security Officer (Uniform)						
	Senior Maintenance Technician						
7	Assistant Property Manager	\$ 2,340.00	\$ 2,457.87	\$ 2,580.93	\$ 2,709.20	\$ 2,844.40	Monthly
	Buyer	\$ 28,080.00	\$ 29,494.40	\$ 30,971.20	\$ 32,510.40	\$ 34,132.80	Annual
	Carpenter	\$ 13.50	\$ 14.18	\$ 14.89	\$ 15.63	\$ 16.41	Hourly
	Corporate Relations Coordinator						
	Housing Assistance Specialist II						
	Housing Quality Inspector, Lead						
	Welder						

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8	Boiler Mechanic	\$ 2,530.67	\$ 2,657.20	\$ 2,790.67	\$ 2,931.07	\$ 3,078.40	Monthly
	Buyer, Senior	\$ 30,368.00	\$ 31,886.40	\$ 33,488.00	\$ 35,172.80	\$ 36,940.80	Annual
	Capital Improvements Support Coordinator	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.91	\$ 17.76	Hourly
	Carpenter, Senior						
	Construction Inspector						
	Electrician						
	Fraud Investigator						
	Home Ownership Coordinator						
	Housing Assistance Specialist, Senior						
	HVAC Mechanic						
	PC Maintenance Technician I						
	Plumber						
	Quality Control Specialist						
Telephone/PC Support/WAN Tech I							
9	Accountant I	\$ 2,738.67	\$ 2,875.60	\$ 3,019.47	\$ 3,170.27	\$ 3,328.00	Monthly
	Corporate Communications Specialist	\$ 32,864.00	\$ 34,507.20	\$ 36,233.60	\$ 38,043.20	\$ 39,936.00	Annual
	Customer Service Supervisor	\$ 15.80	\$ 16.59	\$ 17.42	\$ 18.29	\$ 19.20	Hourly
	Human Resources Representative I						
	Investigative Unit Investigator						
	Paralegal						
	PC Maintenance Technician II						
	Property Manager I						
	Risk Specialist						
Telephone/PC Support/WAN Technician II							
10	Carpenter Supervisor	\$ 2,946.67	\$ 3,094.00	\$ 3,248.27	\$ 3,411.20	\$ 3,581.07	Monthly
	Housing Assistance Supervisor	\$ 35,360.00	\$ 37,128.00	\$ 38,979.20	\$ 40,934.40	\$ 42,972.80	Annual
	Housing Quality Inspections Manager	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	Hourly
	Investigative Unit Supervisor						
	Maintenance Supervisor						
	Management Analyst						
	Network Administrator						
	Police Department Liaison						
	Web Administrator/Graphic Designer						
	Welding Supervisor						

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11	Accountant II	\$ 3,189.33	\$ 3,348.80	\$ 3,516.93	\$ 3,692.00	\$ 3,877.47	Monthly
	Electrician Supervisor	\$ 38,272.00	\$ 40,185.60	\$ 42,203.20	\$ 44,304.00	\$ 46,529.60	Annual
	Human Resources Representative II	\$ 18.40	\$ 19.32	\$ 20.29	\$ 21.30	\$ 22.37	Hourly
	HVAC Mechanic Supervisor						
	Legacy System Administrator						
	PC Support Manager						
	Plumber Supervisor						
	Property Manager II Real Estate Specialist						
12	Admissions Manager	\$ 3,449.33	\$ 3,622.67	\$ 3,804.67	\$ 3,995.33	\$ 4,194.67	Monthly
	Analyst I	\$ 41,392.00	\$ 43,472.00	\$ 45,656.00	\$ 47,944.00	\$ 50,336.00	Annual
	Audit Manager	\$ 19.90	\$ 20.90	\$ 21.95	\$ 23.05	\$ 24.20	Hourly
13	Accounting Supervisor, Transactions	\$ 3,726.67	\$ 3,913.87	\$ 4,109.73	\$ 4,316.00	\$ 4,532.67	Monthly
	Chief of Security	\$ 44,720.00	\$ 46,966.40	\$ 49,316.80	\$ 51,792.00	\$ 54,392.00	Annual
	Program Manager						
	Property Manager III	\$ 21.50	\$ 22.58	\$ 23.71	\$ 24.90	\$ 26.15	Hourly
14	Accounting Supervisor	\$ 4,021.33	\$ 4,222.40	\$ 4,433.87	\$ 4,655.73	\$ 4,888.00	Monthly
	Analyst II	\$ 48,256.00	\$ 50,668.80	\$ 53,206.40	\$ 55,868.80	\$ 58,656.00	Annual
	dotNet Programmer	\$ 23.20	\$ 24.36	\$ 25.58	\$ 26.86	\$ 28.20	Hourly
	Intergovernmental Relations Manager						
	LAN Administrator						
	Project Manager I						
	WAN/Telephone Administrator						
15	Accounting Supervisor, Senior	\$ 4,333.33	\$ 4,550.00	\$ 4,777.07	\$ 5,016.27	\$ 5,267.60	Monthly
	Assistant Human Resources Director	\$ 52,000.00	\$ 54,600.00	\$ 57,324.80	\$ 60,195.20	\$ 63,211.20	Annual
	Assistant Regional Manager	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39	Hourly
	Director of Partnerships & Resource Development						
	Project Manager II						
	Trades Superintendent						
16	Emergency Preparedness Manager	\$ 4,680.00	\$ 4,914.00	\$ 5,160.13	\$ 5,418.40	\$ 5,688.80	Monthly
	Network Manager	\$ 56,160.00	\$ 58,968.00	\$ 61,921.60	\$ 65,020.80	\$ 68,265.60	Annual
		\$ 27.00	\$ 28.35	\$ 29.77	\$ 31.26	\$ 32.82	Hourly

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17	Accounting Manager	\$ 5,061.33	\$ 5,314.40	\$ 5,579.60	\$ 5,858.67	\$ 6,151.60	Monthly
	Asset Manager	\$ 60,736.00	\$ 63,772.80	\$ 66,955.20	\$ 70,304.00	\$ 73,819.20	Annual
	Regional Manager	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	Hourly
	Risk Manager						
18	Assistant Director of Assisted Housing Programs	\$ 5,460.00	\$ 5,733.87	\$ 6,019.87	\$ 6,321.47	\$ 6,636.93	Monthly
	Assistant Director of Real Estate Services	\$ 65,520.00	\$ 68,806.40	\$ 72,238.40	\$ 75,857.60	\$ 79,643.20	Annual
	Director Procurement & Facilities	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	Hourly
	JDE CNC Administrator						
19	Software Systems Manager	\$ 5,910.67	\$ 6,207.07	\$ 6,517.33	\$ 6,843.20	\$ 7,184.67	Monthly
		\$ 70,928.00	\$ 74,484.80	\$ 78,208.00	\$ 82,118.40	\$ 86,216.00	Annual
		\$ 34.10	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.45	Hourly
20	Assistant VP Finance & Accounting	\$ 6,378.67	\$ 6,697.60	\$ 7,032.13	\$ 7,384.00	\$ 7,753.20	Monthly
	Attorney	\$ 76,544.00	\$ 80,371.20	\$ 84,385.60	\$ 88,608.00	\$ 93,038.40	Annual
	Director Property Management & Maintenance	\$ 36.80	\$ 38.64	\$ 40.57	\$ 42.60	\$ 44.73	Hourly
	ITS Manager						
21	Director Human Resources	\$ 6,881.33	\$ 7,226.27	\$ 7,586.80	\$ 7,966.40	\$ 8,365.07	Monthly
	VP Corporate Relations	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	Annual
		\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	Hourly
22	No position Assigned	\$ 7,436.00	\$ 7,808.67	\$ 8,198.67	\$ 8,609.47	\$ 9,039.33	Monthly
		\$ 89,232.00	\$ 93,704.00	\$ 98,384.00	\$ 103,313.60	\$ 108,472.00	Annual
		\$ 42.90	\$ 45.05	\$ 47.30	\$ 49.67	\$ 52.15	Hourly
23	VP Technology & Communication	\$ 8,042.67	\$ 8,444.80	\$ 8,867.73	\$ 9,311.47	\$ 9,777.73	Monthly
		\$ 96,512.00	\$ 101,337.60	\$ 106,412.80	\$ 111,737.60	\$ 117,332.80	Annual
		\$ 46.40	\$ 48.72	\$ 51.16	\$ 53.72	\$ 56.41	Hourly
24	VP Finance and Accounting	\$ 8,684.00	\$ 9,119.07	\$ 9,574.93	\$ 10,053.33	\$ 10,556.00	Monthly
	VP Housing Programs & Real Estate	\$ 104,208.00	\$ 109,428.80	\$ 114,899.20	\$ 120,640.00	\$ 126,672.00	Annual
	VP Property Management & Maintenance	\$ 50.10	\$ 52.61	\$ 55.24	\$ 58.00	\$ 60.90	Hourly
25	Chief Legal Officer	\$ 9,377.33	\$ 9,847.07	\$ 10,339.33	\$ 10,855.87	\$ 11,398.40	Monthly
	Senior VP Administration - Vacant	\$ 112,528.00	\$ 118,164.80	\$ 124,072.00	\$ 130,270.40	\$ 136,780.80	Annual
	Senior VP Operations - Vacant	\$ 54.10	\$ 56.81	\$ 59.65	\$ 62.63	\$ 65.76	Hourly
26	Chief of Staff - Vacant	\$ 10,122.67	\$ 10,628.80	\$ 11,160.93	\$ 11,719.07	\$ 12,304.93	Monthly
		\$ 121,472.00	\$ 127,545.60	\$ 133,931.20	\$ 140,628.80	\$ 147,659.20	Annual
		\$ 58.40	\$ 61.32	\$ 64.39	\$ 67.61	\$ 70.99	Hourly

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27	No position Assigned	\$ 10,937.33	\$ 11,485.07	\$ 12,058.80	\$ 12,662.00	\$ 13,294.67	Monthly
		\$ 131,248.00	\$ 137,820.80	\$ 144,705.60	\$ 151,944.00	\$ 159,536.00	Annual
		\$ 63.10	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	Hourly
28	No position Assigned	\$ 11,804.00	\$ 12,395.07	\$ 13,015.60	\$ 13,665.60	\$ 14,348.53	Monthly
		\$ 141,648.00	\$ 148,740.80	\$ 156,187.20	\$ 163,987.20	\$ 172,182.40	Annual
		\$ 68.10	\$ 71.51	\$ 75.09	\$ 78.84	\$ 82.78	Hourly
29	No position Assigned	\$ 12,740.00	\$ 13,377.87	\$ 14,046.93	\$ 14,748.93	\$ 15,485.60	Monthly
		\$ 152,880.00	\$ 160,534.40	\$ 168,563.20	\$ 176,987.20	\$ 185,827.20	Annual
		\$ 73.50	\$ 77.18	\$ 81.04	\$ 85.09	\$ 89.34	Hourly
30	President & Chief Executive Officer	\$ 13,762.67	\$ 14,450.80	\$ 15,173.60	\$ 15,932.80	\$ 16,730.13	Monthly
		\$ 165,152.00	\$ 173,409.60	\$ 182,083.20	\$ 191,193.60	\$ 200,761.60	Annual
		\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.52	Hourly

* ASSUMES 5% SPREAD BETWEEN STEPS OR 20% SPREAD BETWEEN MINIMUM AND STEP E