



**Sacramento
Housing &
Redevelopment
Agency**

**REPORT TO CITY COUNCIL
HOUSING AUTHORITY AND
REDEVELOPMENT AGENCY
City of Sacramento**

**915 I Street, Sacramento, CA 95814-2671
www.CityofSacramento.org**

Consent
July 24, 2007

**Honorable Mayor and Members of the City Council
Chair and Members of the Housing Authority and Redevelopment Agency**

Title: Amended Agreement with the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA)

Location/Council District: Citywide

Recommendation: 1) Adopt a **City Resolution** approving the amended agreement with the Sacramento Housing and Redevelopment Agency Employees Association; 2) adopt a **Housing Authority Resolution** approving the amended agreement with the Sacramento Housing and Redevelopment Agency Employees Association; and 3) adopt a **Redevelopment Agency Resolution** approving the amended agreement with the Sacramento Housing and Redevelopment Agency Employees Association.

Contact: Anne M. Moore, Executive Director, 440-1319, James Shields, Director of Administration, 440-1308

Presenters: Not Applicable

Department: Sacramento Housing and Redevelopment Agency

Description/Analysis

Issue: This report recommends the adoption of the amended agreement with the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA). The proposed amendments to the current agreement have been ratified by the association membership and include the following:

1. Article 5.1d of the SHRAEA Agreement is changed to read: Effective pay period beginning July 7, 2007, salary ranges in terms of bi-weekly rates shall be adjusted by 3.7 percent (Exhibit A).
2. Salary Range changes for designated SHRAEA Classifications (Exhibit A) effective August 4, 2007.

Amended Agreement with the Sacramento Housing and Redevelopment
Agency Employees Association (SHRAEA)

3. Employees in the classifications receiving range changes designated in Exhibit B that have been at Step 5 of their current classification for more than 12 months as of August 4, 2007 will receive an automatic 5 percent salary step increase when placed into the new salary ranges effective pay period beginning August 4, 2007. Salary anniversary dates for employees in the above classifications receiving the automatic increase will be adjusted to August 4, 2007 and will be eligible for subsequent merit reviews on their new anniversary dates.
4. All other employees in classifications receiving range changes will not receive an automatic increase due to the range change. Employees will be placed in the new salary ranges at the salary step which results in no increase in pay. For these employees, their existing salary anniversary dates will be utilized for any subsequent merit reviews and advancement to succeeding steps of the assigned salary range.
5. Consistent with Agency's Compensation Plan, if current salaries of individual employees fall below the new salary range minimum, their salaries will be adjusted to equal the minimum.

Policy Considerations: The recommended action in this report is consistent with Agency policy and has been reviewed by the City Labor Relations Director.

Environmental Considerations: There are no environmental considerations associated with the recommended actions.

Rationale for Recommendation: The Current agreement with SHRAEA was negotiated in 2005 and implemented on February 7, 2006; and the contract expires on December 19, 2008. Article 5 authorizes a cost-of-living adjustment (COLA) of 3.5 percent effective December 22, 2007, and also contains language to re-open negotiations related to salaries effective July 1, 2007. In January 2007, the Agency and SHRAEA mutually agreed to re-open these negotiations early. The proposed amendment outlined in the attached resolutions and exhibit is the result of the agreed-to contract re-opener negotiations. The result of the negotiations was to set the COLA at 3.7 percent and move the effective date from December 22, 2007 to July 7, 2007.

Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by SHRAEA. The proposed salary range changes for the specific classifications listed in this report are based on the survey findings and internal benchmark positions within the Agency.

Financial Considerations: The additional cost for the salary increases and specified range changes is estimated at a total of \$130,000 for calendar year 2007. All salary and benefit costs for the proposed increases will be covered by salary savings through attrition and vacant positions and are contained in the approved 2007 Budget.

July 24, 2007

Amended Agreement with the Sacramento Housing and Redevelopment
Agency Employees Association (SHRAEA)

M/WBE Considerations: The items discussed in this report have no M/WBE impact;
therefore M/WBE consideration does not apply.

Respectfully Submitted by: _____



ANNE M. MOORE
Executive Director

Recommendation Approved:

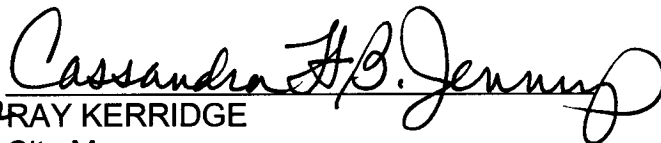

for RAY KERRIDGE
City Manager

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RESOLUTION NO. 2007 -

Adopted by the City Council of Sacramento

on date of

AMENDED AGREEMENT WITH THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

- A. The current agreement with the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was negotiated in 2005 and implemented on February 7, 2006 and the contract expires in December 19, 2008. Article 5 authorizes a cost-of-living adjustment (COLA) of 3.5 percent effective December 22, 2007 and also contains language to re-open negotiations in July 2007 related to salaries.
- B. In January 2007, the Agency and the SHRAEA mutually agreed to re-open salary negotiations early. The proposed amendment outlined in the attached resolution and exhibit is the result of the negotiations and has been ratified by the SHRAEA Membership.
- C. Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by SHRAEA. The proposed salary range changes for the specific classifications listed in the attached exhibit are based on the survey findings and internal benchmark positions within the Agency.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

Section 1. The Agency is authorized to adopt the approved salary schedule for SHRAEA which includes the COLA set at 3.7 percent and salary range changes for designated classifications as attached to this resolution and incorporated herein as Exhibit A.

Table of Contents
Exhibit A

Sacramento Housing and Redevelopment Agency
 Salary Schedule for SHRAEA Represented Classifications - Effective July 7, 2007
 Designated Range Changes effective August 4, 2007

Classification	Current Range	New Range	1	2	3	4	5
Accountant	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Accountant Specialist	EE	No change	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457
Architectural CAD Operator	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Assistant Agency Clerk	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Buyer	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Community Development Analyst	HH	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Community Development Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Compliance Analyst	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Construction Engineer	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
Construction Technician	H	HH	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Development Services Analyst - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Development Services Analyst - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Development Services Analyst - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
Development Services Loan Assistant	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Finance Specialist - Payroll	E	No change	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293
Housing Authority Analyst	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Housing Authority Specialist	F	FF	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117
Housing Finance Analyst - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Housing Finance Analyst - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Housing Finance Analyst - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
IT Applications & Development Analyst	K	L	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717
IT Customer Support Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
IT Network/Midrange Specialist	L	M	\$ 77,747	\$ 81,635	\$ 85,717	\$ 90,002	\$ 94,503
Loan Administrator	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Loan Processing Analyst	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Loan Servicing Analyst	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Principal Accountant	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Principal Construction Architect	KK	L	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717
Principal Construction Technician	HH	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Principal Housing Authority Analyst - Admin	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Housing Authority Analyst-HCV	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Principal Housing Authority Analyst-Community Planning	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917

Sacramento Housing and Redevelopment Agency
 Salary Schedule for SHRAEA Represented Classifications - Effective July 7, 2007
 Designated Range Changes effective August 4, 2007

Principal IT Customer Support Specialist	H	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Principal Loan Processing Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Procurement Services Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Public Housing Agent	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Regulatory Compliance Analyst	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
Program Technician	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Public Housing Agent	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Program Operations Analyst - Portfolio Mgmt	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Real Estate Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Real Estate Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Redevelopment Planner - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Redevelopment Planner - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Redevelopment Planner - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
Redevelopment Specialist	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Regulatory Compliance Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Regulatory Compliance Specialist	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Resident Services Specialist	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Strategic Planning Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917

RESOLUTION NO. 2007 -

Adopted by the Housing Authority of the City of Sacramento

on date of

AMENDED AGREEMENT WITH THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

- A. The current agreement with the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was negotiated in 2005 and implemented on February 7, 2006 and the contract expires in December 19, 2008. Article 5 authorizes a cost-of-living adjustment (COLA) of 3.5 percent effective December 22, 2007 and also contains language to re-open negotiations in July 2007 related to salaries.
- B. In January 2007, the Agency and the SHRAEA mutually agreed to re-open salary negotiations early. The proposed amendment outlined in the attached resolution and exhibit is the result of the negotiations and has been ratified by the SHRAEA Membership.
- C. Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by SHRAEA. The proposed salary range changes for the specific classifications listed in the attached exhibit are based on the survey findings and internal benchmark positions within the Agency.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE HOUSING AUTHORITY OF THE CITY RESOLVES AS FOLLOWS:

Section 1. The Agency is authorized to adopt the approved salary schedule for SHRAEA which includes the COLA set at 3.7 percent and salary range changes for designated classifications as attached to this resolution and incorporated herein as Exhibit A.

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Exhibit A

Sacramento Housing and Redevelopment Agency
 Salary Schedule for SHRAEA Represented Classifications - Effective July 7, 2007
 Designated Range Changes effective August 4, 2007

Classification	Current Range	New Range	1	2	3	4	5
Accountant	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Accountant Specialist	EE	No change	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457
Architectural CAD Operator	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Assistant Agency Clerk	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Buyer	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Community Development Analyst	HH	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Community Development Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Compliance Analyst	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Construction Engineer	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
Construction Technician	H	HH	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Development Services Analyst - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Development Services Analyst - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Development Services Analyst - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
Development Services Loan Assistant	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Finance Specialist - Payroll	E	No change	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293
Housing Authority Analyst	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Housing Authority Specialist	F	FF	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117
Housing Finance Analyst - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Housing Finance Analyst - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Housing Finance Analyst - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
IT Applications & Development Analyst	K	L	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717
IT Customer Support Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
IT Network/Midrange Specialist	L	M	\$ 77,747	\$ 81,635	\$ 85,717	\$ 90,002	\$ 94,503
Loan Administrator	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Loan Processing Analyst	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Loan Servicing Analyst	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Principal Accountant	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Principal Construction Architect	KK	L	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717
Principal Construction Technician	HH	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Principal Housing Authority Analyst - Admin	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Housing Authority Analyst-HCV	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Principal Housing Authority Analyst-Community Planning	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917

Sacramento Housing and Redevelopment Agency
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Principal Loan Processing Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Procurement Services Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Public Housing Agent	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Regulatory Compliance Analyst	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
Program Technician	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Public Housing Agent	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Program Operations Analyst - Portfolio Mgmt	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Real Estate Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
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Resident Services Specialist	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Strategic Planning Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917

RESOLUTION NO. 2007 -

Adopted by the Redevelopment Agency of the City of Sacramento

on date of

AMENDED AGREEMENT WITH THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

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- C. Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by SHRAEA. The proposed salary range changes for the specific classifications listed in the attached exhibit are based on the survey findings and internal benchmark positions within the Agency.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE REDEVELOPMENT AGENCY RESOLVES AS FOLLOWS:

Section 1. The Agency is authorized to adopt the approved salary schedule for SHRAEA which includes the COLA set at 3.7 percent and salary range changes for designated classifications as attached to this resolution and incorporated herein as Exhibit A.

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Assistant Agency Clerk	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Buyer	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Community Development Analyst	HH	I	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963
Community Development Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Compliance Analyst	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Construction Engineer	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
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Housing Authority Analyst	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
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Loan Administrator	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
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Principal Accountant	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Principal Construction Architect	KK	L	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717
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Principal Housing Authority Analyst - Admin	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
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Sacramento Housing and Redevelopment Agency
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Principal Loan Processing Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Procurement Services Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Public Housing Agent	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Principal Regulatory Compliance Analyst	J	No change	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161	\$ 70,519
Program Technician	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Public Housing Agent	H	No change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Program Operations Analyst - Portfolio Mgmt	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Real Estate Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Real Estate Specialist	G	GG	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Redevelopment Planner - Range 1	G	H	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Redevelopment Planner - Range 2	HH	II	\$ 55,254	\$ 58,016	\$ 60,917	\$ 63,963	\$ 67,161
Redevelopment Planner - Range 3	J	K	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747
Redevelopment Specialist	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Regulatory Compliance Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917
Regulatory Compliance Specialist	G	No change	\$ 43,293	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623
Resident Services Specialist	F	No change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Strategic Planning Analyst	HH	No change	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016	\$ 60,917