| Pay Schedule as of $1214 / 12023$ |  | Admin Pay Schedule 2023-2024 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | STEP 1 |  |  | STEP 2 |  |  | STEP 3 |  |  | STEP 4 |  |  | STEP 5 |  |  | STEP 6 |  |  | STEP 7 |  |  | STEP 8 |  |  |
| Position Title | Type | BW | мо | AN | BW | мо | AN | BW | мо | AN | BW | мо | AN | BW | мо | AN | BW | мо | AN | BW | мо | AN | BW | мо | AN |
| ACCOUNTING ADMINSTRATOR | UNREP | \$3,957 | \$8,573 | \$102,874 | \$4,155 | \$9,001 | \$108,018 | \$4,362 | \$9,452 | \$113,419 | \$4,580 | \$9,924 | \$119,090 | \$4,809 | \$10,420 | \$125,044 | \$5,050 | \$10,941 | \$131,296 | \$5,302 | \$11,488 | \$137,861 | \$5,567 | \$12,063 | \$144,754 |
| ACQUISITIONS SPECIALIST | UNREP | \$3,226 | \$6,990 | \$83,884 | \$3,388 | \$7,340 | \$88,078 | \$3,557 | \$7,707 | \$92,482 | \$3,735 | \$8,092 | \$97,106 | \$3,922 | \$8,497 | \$101,961 | \$4,118 | \$8,922 | \$107,059 | \$4,324 | \$9,368 | \$112,412 | \$4,540 | \$9,836 | \$118,033 |
| ASSIITANT DIRECTOR OF FINANCE | conf | \$4,248 | \$9,204 | \$110,453 | \$4,461 | \$9,665 | \$115,976 | \$4,684 | \$10,148 | \$121,775 | \$4,918 | \$10,655 | \$127,863 | \$5,164 | \$11,188 | \$134,257 | \$5,422 | \$11,747 | \$140,969 | \$5,693 | \$12,335 | \$148,018 | \$5,978 | \$12,952 | \$155,419 |
| ATTORNEY I | conf | \$3,256 | \$7,055 | \$84,656 | \$3,419 | \$7,407 | \$88,889 | \$3,590 | \$7,778 | \$93,333 | \$3,769 | \$8,167 | \$98,000 | \$3,958 | \$8,575 | \$102,900 | \$4,156 | \$9,004 | \$108,045 | \$4,363 | \$9,454 | \$113,447 | \$4,582 | \$9,927 | \$119,119 |
| ATTORNEY II | Conf | \$3,681 | \$7,975 | \$95,696 | \$3,865 | \$8,373 | \$100,480 | \$4,058 | \$8,792 | \$105,504 | \$4,261 | \$9,232 | \$110,780 | \$4,474 | \$9,693 | \$116,319 | \$4,697 | \$10,178 | \$122,135 | \$4,932 | \$10,687 | \$128,241 | \$5,179 | \$11,221 | \$134,653 |
| BUDGET MANAGER (PRINCIPAL PLANNING ANALYST) | UNREP | \$3,957 | \$8,573 | \$102,874 | \$4,155 | \$9,001 | \$108,018 | \$4,362 | \$9,452 | \$113,419 | \$4,580 | \$9,924 | \$119,090 | \$4,809 | \$10,420 | \$125,044 | \$5,050 | \$10,941 | \$131,296 | \$5,302 | \$11,488 | \$137,861 | \$5,567 | \$12,063 | \$144,754 |
| CHIEF EXECUTIVE OFFICER | conf | \$8,513 | \$18,446 | \$221,350 | \$8,939 | \$19,368 | \$232,417 | \$9,386 | \$20,337 | \$244,038 | \$9,855 | \$21,353 | \$256,240 | \$10,348 | \$22,421 | \$269,052 | \$10,866 | \$23,542 | \$282,505 | \$11,409 | \$24,719 | \$296,630 | \$11,979 | \$25,955 | \$311,461 |
| CHIEF OPERATING OfFICER | conf | \$6,125 | \$13,270 | \$159,241 | \$6,431 | \$13,934 | \$167,203 | \$6,752 | \$14,630 | \$175,563 | \$7,090 | \$15,362 | \$184,341 | \$7,445 | \$16,130 | \$193,558 | \$7,817 | \$16,936 | \$203,236 | \$8,208 | \$17,783 | \$213,398 | \$8,618 | \$18,672 | \$224,068 |
| COMMUNICATIONS OFFICER | conf | \$5,139 | \$11,135 | \$133,619 | \$5,396 | \$11,692 | \$140,300 | \$5,666 | \$12,276 | \$147,315 | \$5,949 | \$12,890 | \$154,681 | \$6,247 | \$13,535 | \$162,415 | \$6,559 | \$14,211 | \$170,536 | \$6,887 | \$14,922 | \$179,063 | \$7,231 | \$15,668 | \$188,016 |
| CONTROLLER | conf | \$5,319 | \$11,523 | \$138,281 | \$5,584 | \$12,100 | \$145,195 | \$5,864 | \$12,705 | \$152,455 | \$6,157 | \$13,340 | \$160,078 | \$6,465 | \$14,007 | \$168,081 | \$6,788 | \$14,707 | \$176,485 | \$7,127 | \$15,442 | \$185,310 | \$7,484 | \$16,215 | \$194,575 |
| CUSTOMER SERVICE COORDINATOR | UNREP | \$3,080 | \$6,673 | \$80,071 | \$3,234 | \$7,006 | \$84,074 | \$3,395 | \$7,357 | \$88,278 | \$3,565 | \$7,724 | \$92,692 | \$3,743 | \$8,111 | \$97,327 | \$3,931 | \$8,516 | \$102,193 | \$4,127 | \$8,942 | \$107,303 | \$4,333 | \$9,389 | \$112,668 |
| DEPARTMENT INTERN | UNREP | \$1,869 | \$4,049 | \$48,591 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| DIRECTOR OF FINANCE | CONF | \$5,319 | \$11,523 | \$138,281 | \$5,584 | \$12,100 | \$145,195 | \$5,864 | \$12,705 | \$152,455 | \$6,157 | \$13,340 | \$160,078 | \$6,465 | \$14,007 | \$168,081 | \$6,788 | \$14,707 | \$176,485 | \$7,127 | \$15,442 | \$185,310 | \$7,484 | \$16,215 | \$194,575 |
| director of mgmt info systems | conf | \$5,319 | \$11,523 | \$138,281 | \$5,584 | \$12,100 | \$145,195 | \$5,864 | \$12,705 | \$152,455 | \$6,157 | \$13,340 | \$160,078 | \$6,465 | \$14,007 | \$168,081 | \$6,788 | \$14,707 | \$176,485 | \$7,127 | \$15,442 | \$185,310 | \$7,484 | \$16,215 | \$194,575 |
| EXECUTIVE ASSIITANT | conf | \$3,005 | \$6,511 | \$78,135 | \$3,155 | \$6,837 | \$82,042 | \$3,313 | \$7,179 | \$86,144 | \$3,479 | \$7,538 | \$90,451 | \$3,653 | \$7,914 | \$94,974 | \$3,835 | \$8,310 | \$99,723 | \$4,027 | \$8,726 | \$104,709 | \$4,229 | \$9,162 | \$109,944 |
| FINANCIAL ANALYST | UNREP | \$2,641 | \$5,722 | \$68,669 | \$2,773 | \$6,009 | \$72,102 | \$2,912 | \$6,309 | \$75,707 | \$3,057 | \$6,624 | \$79,492 | \$3,210 | \$6,956 | \$83,467 | \$3,371 | \$7,303 | \$87,640 | \$3,539 | \$7,669 | \$92,022 | \$3,716 | \$8,052 | \$96,624 |
| GENERAL COUNSEL | conf | \$6,091 | \$13,197 | \$158,358 | \$6,395 | \$13,856 | \$166,276 | \$6,715 | \$14,549 | \$174,590 | \$7,051 | \$15,277 | \$183,319 | \$7,403 | \$16,040 | \$192,485 | \$7,773 | \$16,842 | \$202,110 | \$8,162 | \$17,685 | \$212,215 | \$8,570 | \$18,569 | \$222,826 |
| HCV FINANCIAL ANALYST | UNREP | \$2,641 | \$5,722 | \$68,669 | \$2,773 | \$6,009 | \$72,102 | \$2,912 | \$6,309 | \$75,707 | \$3,057 | \$6,624 | \$79,492 | \$3,210 | \$6,956 | \$83,467 | \$3,371 | \$7,303 | \$87,640 | \$3,539 | \$7,669 | \$92,022 | \$3,716 | \$8,052 | \$96,624 |
| housing operations analyst | UNREP | \$3,005 | \$6,511 | \$78,135 | \$3,155 | \$6,837 | \$82,042 | \$3,313 | \$7,179 | \$86,144 | \$3,479 | \$7,538 | \$90,451 | \$3,653 | \$7,914 | \$94,974 | \$3,835 | \$8,310 | \$99,723 | \$4,027 | \$8,726 | \$104,709 | \$4,229 | \$9,162 | \$109,944 |
| HOUSING OPERATIONS DIRECTOR | conf | \$5,139 | \$11,135 | \$133,619 | \$5,396 | \$11,692 | \$140,300 | \$5,666 | \$12,276 | \$147,315 | \$5,949 | \$12,890 | \$154,681 | \$6,247 | \$13,535 | \$162,415 | \$6,559 | \$14,211 | \$170,536 | \$6,887 | \$14,922 | \$179,063 | \$7,231 | \$15,668 | \$188,016 |
| HUMAN RESOURCES ANALYST | conf | \$3,040 | \$6,588 | \$79,050 | \$3,192 | \$6,917 | \$83,003 | \$3,352 | \$7,263 | \$87,153 | \$3,520 | \$7,626 | \$91,511 | \$3,696 | \$8,007 | \$96,086 | \$3,880 | \$8,408 | \$100,891 | \$4,074 | \$8,828 | \$105,935 | \$4,278 | \$9,269 | \$111,232 |
| HUMAN RESOURCES ASSISTANT | conf | \$2,199 | \$4,764 | \$57,166 | \$2,309 | \$5,002 | \$60,025 | \$2,424 | \$5,252 | \$63,026 | \$2,545 | \$5,515 | \$66,177 | \$2,673 | \$5,790 | \$69,486 | \$2,806 | \$6,080 | \$72,960 | \$2,946 | \$6,384 | \$76,608 | \$3,094 | \$6,703 | \$80,439 |
| HUMAN RESOURCES MANAGER | conf | \$3,736 | \$8,994 | \$97,126 | \$3,922 | \$8,498 | \$101,982 | \$4,118 | \$8,923 | \$107,081 | \$4,324 | \$9,370 | \$112,435 | \$4,541 | \$9,838 | \$118,057 | \$4,768 | \$10,330 | \$123,960 | \$5,006 | \$10,846 | \$130,158 | \$5,256 | \$11,38 | \$136,66 |
| IT INTERN | UNREP | \$1,869 | \$4,049 | \$48,591 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| IT SPECIALIST I | UNREP | \$2,641 | \$5,722 | \$68,669 | \$2,773 | \$6,009 | \$72,102 | \$2,912 | ${ }^{\$ 6,309}$ | $\$ 75,707$ $\$ 85055$ | ${ }^{\$ 3,057}$ | \$6,624 | \$79,492 | \$3,210 | \$6,956 | \$83,467 | \$3,371 | \$7,303 | \$87,640 | ${ }_{\text {\$, }}{ }^{51,539}$ | \$7,669 | \$92,022 | \$3,716 | \$8,052 | \$96,624 <br> \$109 703 |
| NETWORK ENGINEER PARALEGAL | UNREP | \$2,999 $\$ 2.700$ | $\$ 6,497$ $\$ 5.849$ | $\$ 77.964$ S70,188 | $\$ 3,149$ $\$ 2.835$ | $\$ 6,822$ $\$ 6,141$ | \$81,862 $\$ 73,698$ | $\$ 3,306$ $\$ 2.976$ | $\$ 7,163$ $\$ 6.449$ | $\$ 85,955$ $\$ 77383$ | $\$ 3,471$ $\$ 3.125$ | $\$ 7,521$ $\$ 6771$ | $\$ 90,253$ $\$ 81252$ | $\$ 3,645$ $\$ 3,281$ | $\$ 7.897$ $\$ 7110$ | $\$ 94,765$ $\$ 85,314$ | $\$ 3,827$ $\$ 3.445$ | $\$ 8,292$ $\$ 7.465$ | $\$ 99,504$ $\$ 89,580$ | $\$ 4,018$ $\$ 3.618$ | $\$ 8.707$ $\$ 7.838$ | \$104,479 $\$ 94,059$ | \$4,219 $\$ 3,799$ | $\$ 9,142$ $\$ 8.230$ | $\$ 109,703$ $\$ 988762$ |
| PARALEGAL PERFORMANCE ANALYST | UNREP | \$2,700 $\$ 3,005$ | ${ }_{\text {\$5,849 }}^{\$ 6,511}$ | $\$ 77,188$ $\$ 78,135$ | \$2,835 $\$ 3,155$ | ${ }_{\text {¢ }}^{\$ 6,837}$ | \$132,098 $\$ 821$ | ${ }_{\text {\$3,313 }}$ | \$87,179 | ${ }_{\text {S }}^{\text {S86,144 }}$ | ${ }_{\text {¢ }} 93,479$ | ${ }_{\text {¢ }} 96,738$ | ${ }_{\text {S }}^{\$ 880,251}$ | ${ }_{\text {\$3, } 653}$ | \$7,914 | ${ }_{\text {S }} 9854,974$ | ${ }_{\text {\$3,835 }}$ | \$8,310 | \$999,583 | ${ }_{\$ 4,027}^{\$ 3,618}$ | \$7,838 $\$ 8,726$ | \$94,059 $\$ 104,709$ | \$3,229 | $\xrightarrow{\$ 8,230}$ |  |
| PRINCIPAL OPERATIONS ANALYST | UNREP | \$3,827 | \$8,292 | \$99,499 | \$4,018 | \$8,706 | \$104,474 | \$4,219 | \$9,142 | \$109,698 | \$4,430 | \$9,599 | \$115,183 | \$4,652 | \$10,079 | \$120,942 | \$4,884 | \$10,582 | \$126,989 | ${ }_{\text {\$5, } 128}$ | \$11,112 | \$133,339 | \$5,385 | \$11,667 | \$140,006 |
| PRINCIPAL PERFORMANCE ANALYST | UNREP | \$4,388 | \$9,507 | \$114,085 | \$4,607 | \$9,982 | \$119,790 | \$4,838 | \$10,482 | \$125,779 | \$5,080 | \$11,006 | \$132,068 | \$5,334 | \$11,556 | \$138,672 | \$5,600 | \$12,134 | \$145,605 | \$5,880 | \$12,740 | \$152,885 | \$6,174 | \$13,377 | \$160,530 |
| PROCUREMENT ANALYST | UNREP | \$3,034 | \$6,573 | \$78,879 | \$3,185 | \$6,902 | ${ }^{\$ 82,823}$ | \$3,345 | \$7,247 | \$88,964 | \$3,512 | \$7,609 | \$91,312 | \$3,688 | \$7,990 | \$95,878 | \$3,872 | \$8,389 | \$100,672 | ${ }^{\$ 4,066}$ | ${ }^{\$ 8,809}$ | \$105,705 $\$ 11347$ | \$4,269 | \$9,249 | \$110,990 |
| PROJECT ADMINISTRATOR | conf | \$3,256 | \$7,055 | \$84,656 | \$3,419 | \$7,407 | \$88,889 | \$3,590 | \$7,778 | ${ }_{\text {¢93,333 }}$ | \$3,769 | \$8,167 | \$98,000 | \$3,958 | \$8,575 | \$102,900 | \$4,156 | \$9,004 | \$108,045 | ${ }_{\text {\$4,363 }}$ | \$9,454 | \$113,447 | \$4,582 | \$9,927 | \$119,119 |
| RECEPTIONIST | UNREP | \$2,269 | \$4,916 | \$58,995 | \$2,383 | \$5,162 | \$61,945 | \$2,502 | \$5,420 | \$65,042 | \$2,627 | \$5,691 | \$68,294 | \$2,758 | \$5,976 | \$71,709 | \$2,896 | \$6,275 | \$75,295 | \$3,041 | \$6,588 | \$79,059 | \$3,193 | \$6,918 | \$83,012 |
| SENIOR HUMAN RESOURCES ANALYST | conf | \$3,539 | \$7,667 | \$92,006 | \$3,716 | \$8,051 | \$96,607 | \$3,901 | \$8,453 | \$101,437 | \$4,096 | \$8,876 | \$106,509 | \$4,301 | \$9,320 | \$111,834 | \$4,516 | \$9,785 | \$117,426 | \$4,742 | \$10,275 | \$123,297 | \$4,979 | \$10,788 | \$129,462 |
| SENIOR PERFORMANCE ANALYST | UNREP | \$3,681 | \$7,975 | \$95,696 | \$3,865 | \$8,373 | \$100,480 | \$4,058 | \$8,792 | \$105,504 | \$4,261 | \$9,232 | \$110,780 | \$4,474 | \$9,693 | \$116,319 | \$4,697 | \$10,178 | \$122,135 | \$4,932 | \$10,687 | \$128,241 | \$5,179 | \$11,221 | \$134,653 |
| SENIOR PLANNING ANALYST | UNREP | \$3,005 | \$6,511 | \$78,135 | \$3,155 | \$6,837 | \$82,042 | \$3,313 | \$7,179 | \$86,144 | \$3,479 | \$7,538 | \$90,451 | \$3,653 | \$7,914 | \$94,974 | \$3,835 | \$8,310 | \$99,723 | \$4,027 | \$8,726 | \$104,709 | \$4,229 | \$9,162 | \$109,944 |
| SUSTAINABLITY \& FACILITY DIRECTOR | UNREP | \$4,717 | \$10,219 | \$122,632 | \$4,952 | \$10,730 | \$128,763 | \$5,200 | \$11,267 | \$135,201 | \$5,460 | \$11,830 | \$141,961 | \$5,733 | \$12,422 | \$149,059 | \$6,020 | \$13,043 | \$156,512 | \$6,321 | \$13,695 | \$164,338 | \$6,637 | \$14,380 | \$172,555 |
| SUSTAINABILTY \& FACILTY MANAGER | UNREP | \$3,263 | \$7,071 | \$884,888 | \$3,427 $\$ 3,149$ | \$7,424 | \$89,091 | ${ }_{\text {¢ }} \$ 3,5398$ | \$77795 | ${ }_{\text {¢ }}^{\$ 93,545}$ | \$3,778 | ${ }_{\text {\$ }} \$ 8.185$ | \$998,223 | ${ }_{\text {¢ }}^{\$ 3,967}$ | \$88.594 | \$103,134 | \$4,165 | \$9,024 | \$108,290 | ${ }_{\text {\$4,373 }}$ | \$9,475 | $\$ 113,705$ $\$ 104779$ | \$4,592 | \$9,949 | \$119,390 |
| VIRTUALIZATION ADMINISTRATOR |  | \$2,999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

