

HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON

RESOLUTION/ORDER NO.

96-10-8-1H

)RESOLUTION/ORDER/In the Matter of
)Adopting and Ratifying a Three Percent (3%)
)Cost of Living Adjustment (COLA) for all
)Eligible HACSA Bargaining Unit Personnel and
)a Modification Adding Exempt Classifications
)to the AFSCME Local 2831-A Collective
)Bargaining Agreement and Approving a Three
)Percent (3%) COLA for all HACSA Excluded
)Personnel

WHEREAS, a collective bargaining agreement between the Housing Authority and Community Services Agency of Lane County, and the American Federation of State, County and Municipal Employees, Local 2831-A, has been negotiated for the period October 1, 1994 through December 31, 1998; and

WHEREAS, this agreement requires a continuing process of negotiations under the Interest Based Bargaining Model; and

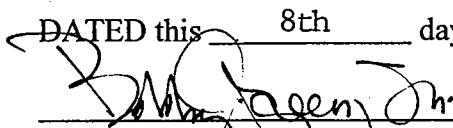
WHEREAS, certain modifications to the Agreement were negotiated under the Interest Based Bargaining Model; and

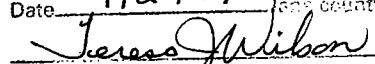
WHEREAS, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

WHEREAS, it is desirable to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW THEREFORE IT IS HEREBY**

RESOLVED AND ORDERED, that EFFECTIVE October 1, 1996, the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by three percent (3%) and that the attached Collective Bargaining Agreement Modification, adding exempt classifications (Exhibit A), between the Housing Authority and Community Services Agency of Lane County, and the American Federation of State, County, and Municipal Employees, Local 2831-A be adopted and ratified; and

IT IS HEREBY FURTHER ORDERED that EFFECTIVE October 1, 1996, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 8th day of October, 1996

Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM
Date 9/27/96 Lane County

OFFICE OF LEGAL COUNSEL

In the Matter of Adopting and Ratifying a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit Personnel and a Modification Adding Exempt Classifications to the AFSCME Local 2831-A Collective Bargaining Agreement and Approving a Three Percent (3%) COLA for all HACSA Excluded Personnel

Modification to the Agreement
October 1996

This Memorandum of Agreement shall modify the ratified Collective Bargaining Agreement between the Housing Authority And Community Services Agency Of Lane County, Oregon, hereinafter, AGENCY, And Local 2831-A, American Federation Of State, County, and Municipal Employees, Council 75, AFL-CIO, hereinafter, UNION, effective October 1, 1996, as follows:

I. Recognition

Within 30 days of the effective date of the modification to this Agreement, employees who were in the previously excluded classifications (ASA-2, ASA-3, & Resident Resource Coordinator) shall have the choice to join the Union. The classifications or successor classifications will be considered in the bargaining unit (See Appendix II). However, the position shall not become a bargaining unit position until the employee joins the Union or the position is vacated, refilled, and/or modified.

(I)3. Definitions

b. Exempt Employee: An employee who is exempt from the Fair Labor Standards Act. The Agency shall determine exempt status of positions and provide written notification to the Union of such proposed determinations in the future. The current exempt classifications are listed in Appendix III.

III WAGES AND SALARIES

2.

e. Upon the effective date of this modification to the Agreement, previously excluded employees whose classifications are placed in the bargaining unit and who join the Union shall continue to be paid at their previous scale. The salary schedule for ASA 3 shall be increased as reflected in the revised Compensation Plan (Schedule A). However, a bargaining unit employee who is currently an ASA 3 shall not receive the increase until the employee receives his/her next satisfactory merit evaluation according to Article III, Section 10 of this Agreement.

(III) 4. Overtime.

a. Rate. Non-Exempt - Time and one-half (1-1/2) the employee's regular hourly rate of pay shall be compensated by cash payments for work under any of the following conditions:

Exempt - Overtime worked shall be compensated at the rate of one hour of compensatory time off for one hour of overtime worked under any of the following conditions:

VII EMPLOYEE TIME MANAGEMENT PROGRAM

2. Earned Leave.

a. Rate of Earned Leave Accrual Employees shall accumulate earned leave, based on a full-time status, at the following rates:

Leave	<u>Months of Service</u>	<u>Earned Leave</u>	<u>Monthly Earned Accumulation</u>
	0- 48 mos. (to 4 yrs)	26.0 days/yr	17.334 hrs/pay period
	49-108 mos. (4- 9 yrs)	28.5 days/yr	19.000 hrs/pay period
	109-168 mos. (9-14 yrs)	31.0 days/yr	20.667 hrs/pay period
	169-228 mos. (14-19 yrs)	33.5 days/yr	22.334 hrs/pay period
	229 mos/over (19 yrs +)	36.0 days/yr	24.000 hrs/pay period

Note: Exempt employees shall earn two (2) additional days per year or 1.333 hours per pay period for each of the rates scheduled above. Upon approval of this agreement those exempt employees who become bargaining unit members according to Article I, RECOGNITION, shall maintain their previous rate of accrual in relation to their years of service.

XVII SENIORITY AND RECALL

1. Seniority

d. Previously excluded employees, who are placed in the bargaining unit and join the Union within 30 days of the effective date of this modification to the agreement, will be credited with one half their nonbargaining unit service up to five (5) years plus any seniority accumulated while in the bargaining unit.

Executive Director, HACSA

President AFSCME Local 2831-A

Date

Date

APPENDIX 1

OCTOBER 1, 1996

EXECUTIVE DIRECTOR

DEPUTY DIRECTOR

HOUSING DIRECTOR

SECTION 8 DIVISION DIRECTOR

DEVELOPMENT DIRECTOR

SECTION 8 PROGRAM MANAGER

MODERNIZATION ARCHITECT

CONVENTIONAL OCCUPANCY SUPERVISOR

ACCOUNTING SUPERVISOR

SECTION 8 SUPERVISOR

INTAKE SUPERVISOR

WEATHERIZATION SUPERVISOR

MAINTENANCE SUPERVISOR

COMPUTER COORDINATOR

DEVELOPMENT OCCUPANCY COORDINATOR

COMPLIANCE OFFICER

ASA-3

EXECUTIVE SECRETARY

AGENCY CLIENTS / RESIDENTS

APPENDIX II

GROUP I

ASA-3
COMPUTER SPECIALIST
ASA-2
ENERGY AUDITOR
INTAKE COORDINATOR
ASA-1
INCOME ANALYST
ACCOUNTING TECH
APPLICATIONS SPECIALIST
SECRETARY
DATA ENTRY-SPANISH
OFFICE ASSISTANT

GROUP II

RESIDENT RESOURCE COORDINATOR
RESIDENT VOLUNTEER SPECIALIST
FAMILY SELF SUFFICIENCY COORD
HOUSING REPRESENTATIVE
INTAKE COORDINATOR
INCOME ANALYST
APPLICATIONS SPECIALIST

GROUP III

INSPECTOR MAINT. SPECIALIST
ENERGY AUDITOR
MAINTENANCE MECHANIC
PAINTER
RESIDENT MANAGER
LABORER - JANITOR

ANY UNCOVERED CLASSIFICATION SHALL BE ASSIGNED TO A GROUP BEFORE
BEING FILLED BY UNION AND MANAGEMENT AGREEMENT

APPENDIX III

CURRENT EXEMPT CLASSIFICATIONS

ASA-3

ASA-2

RESIDENT RESOURCE COORDINATOR

Effective October 1, 1996

COMPENSATION PLAN (SCHEDULE A) EFFECTIVE 10/01/96

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Laborer/Janitor	\$7.92 \$1,373.17	\$8.37 \$1,451.44	\$8.85 \$1,534.17	\$9.36 \$1,621.62	\$9.89 \$1,714.05	\$10.66 \$1,847.98		
Painter	\$9.97 \$1,727.64	\$10.54 \$1,826.12	\$11.14 \$1,930.21	\$11.77 \$2,040.23	\$12.44 \$2,156.52	\$13.41 \$2,325.03		
Resident Manager 150 units or more	\$10.46 \$1,813.49	\$11.06 \$1,916.86	\$11.92 \$2,066.64					
Resident Manager less than 150 units	\$9.36 \$1,623.18	\$9.90 \$1,715.70	\$10.67 \$1,849.76					
Maintenance Worker	\$9.97 \$1,727.64	\$10.54 \$1,826.12	\$11.14 \$1,930.21	\$11.77 \$2,040.23	\$12.44 \$2,156.52	\$13.41 \$2,325.03		
Maintenance Mech	\$12.00 \$2,079.29	\$12.68 \$2,197.81	\$13.40 \$2,323.08	\$14.17 \$2,455.50	\$15.27 \$2,647.37			
Inspect / Maint Spec	\$13.50 \$2,339.59	\$14.27 \$2,472.95	\$15.08 \$2,613.91	\$15.94 \$2,762.90	\$16.85 \$2,920.38	\$18.17 \$3,148.58		
Computer Specialist	\$12.21 \$2,116.59	\$12.91 \$2,237.24	\$13.64 \$2,364.76	\$14.42 \$2,499.55	\$15.24 \$2,642.02	\$16.43 \$2,848.47		
Energy Auditor	\$11.63 \$2,015.79	\$12.29 \$2,130.70	\$12.99 \$2,252.14	\$13.73 \$2,380.52	\$14.52 \$2,516.21	\$15.65 \$2,712.82		
Income Analyst *	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.64 \$2,191.40	\$13.63 \$2,362.64	
Applications Spec	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.90 \$2,235.23		
Office Assistant	\$8.12 \$1,406.97	\$8.58 \$1,487.16	\$9.07 \$1,571.93	\$9.59 \$1,661.53	\$10.13 \$1,756.24	\$10.71 \$1,856.34	\$11.32 \$1,962.16	\$12.20 \$2,115.48
Data Entry / Spanish Interpreter	\$8.58 \$1,487.16	\$9.07 \$1,571.93	\$9.59 \$1,661.53	\$10.13 \$1,756.24	\$10.71 \$1,856.34	\$11.32 \$1,962.15	\$12.20 \$2,115.48	
Secretary	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.90 \$2,235.23		
Accounting Tech	\$9.05 \$1,568.06	\$9.56 \$1,657.44	\$10.11 \$1,751.92	\$10.68 \$1,851.78	\$11.29 \$1,957.33	\$11.94 \$2,068.90	\$12.62 \$2,186.82	\$13.60 \$2,357.70

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Resident Vol Spec	\$10.97	\$11.59	\$12.25	\$12.95	\$13.69	\$14.76		
Intake Coordinator	\$1,901.13	\$2,009.50	\$2,124.04	\$2,245.11	\$2,373.08	\$2,558.51		
Lead Housing Rep	\$12.07	\$12.75	\$13.48	\$14.25	\$15.06	\$16.24		
	\$2,091.25	\$2,210.45	\$2,336.44	\$2,469.62	\$2,610.39	\$2,814.36		
Housing Rep	\$10.97	\$11.59	\$12.25	\$12.95	\$13.69	\$14.76		
	\$1,901.13	\$2,009.50	\$2,124.04	\$2,245.11	\$2,373.08	\$2,558.51		
Intake Coordinator	\$10.86	\$11.14	\$11.78	\$12.45	\$13.16	\$14.19		
	\$1,881.81	\$1,931.14	\$2,041.22	\$2,157.57	\$2,280.55	\$2,458.75		
ASA-3	\$13.50	\$14.27	\$15.08	\$15.94	\$16.85	\$17.81	\$18.78	
	\$2,339.59	\$2,472.95	\$2,613.91	\$2,762.90	\$2,920.38	\$3,086.85	\$3,255.86	
ASA-2	\$12.08	\$12.77	\$13.50	\$14.27	\$15.08	\$16.26		
	\$2,094.07	\$2,213.43	\$2,339.60	\$2,472.95	\$2,613.91	\$2,818.16		
ASA-1	\$10.43	\$11.02	\$11.65	\$12.31	\$13.01	\$14.03		
	\$1,807.13	\$1,910.13	\$2,019.01	\$2,134.09	\$2,255.74	\$2,432.00		
LIEAP Intake Spec	\$8.50	\$8.99	\$9.50	\$10.04	\$10.61	\$11.44		
	\$1,473.56	\$1,557.55	\$1,646.33	\$1,740.17	\$1,839.36	\$1,983.09		
Super	\$5.97	\$6.31	\$6.67	\$7.19				
	\$1,034.13	\$1,093.08	\$1,155.38	\$1,245.67				
Asst. Cooks	\$7.76	\$8.36						
	\$1,344.75	\$1,449.83						
Cooks	\$8.35	\$8.82	\$9.33	\$10.06				
	\$1,447.04	\$1,529.52	\$1,616.70	\$1,743.03				
Site Monitor	\$8.05	\$8.68						
	\$1,395.89	\$1,504.96						

* The top step of the Income Specialist is not available until serving two years in the previous step.

SCHEDULE B

COMPENSATION PLAN FOR EXCLUDED PERSONNEL

OCTOBER 1, 1996

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$4,696.39	\$6,292.52
DEPUTY DIRECTOR	\$3,582.39	\$4,806.10
HOUSING DIRECTOR	\$3,267.71	\$4,379.58
SECTION 8 DIVISION DIRECTOR	\$3,267.71	\$4,379.58
DEVELOPMENT DIRECTOR	\$3,265.45	\$4,116.29
SECTION 8 PROGRAM MANAGER	\$2,841.48	\$3,808.32
MODERNIZATION ARCHITECT	\$2,748.61	\$3,647.19
CONVENTIONAL OCCUPANCY SUPERVISOR	\$2,654.44	\$3,486.07
ACCOUNTING SUPERVISOR	\$2,654.44	\$3,486.07
SECTION 8 SUPERVISOR	\$2,654.44	\$3,486.07
INTAKE SUPERVISOR	\$2,654.44	\$3,486.07
WEATHERIZATION SUPERVISOR	\$2,654.44	\$3,486.07
MAINTENANCE SUPERVISOR	\$2,654.44	\$3,486.07
COMPUTER COORDINATOR	\$2,654.44	\$3,486.07
RESIDENT RESOURCES COORDINATOR	\$2,654.44	\$3,486.07
DEVELOPMENT OCCUPANCY COORDINATOR	\$2,654.44	\$3,486.07
COMPLIANCE OFFICER	\$2,524.17	\$3,365.56
ASA-3	\$2,404.98	\$3,255.86
EXECUTIVE SECRETARY	\$2,271.24	\$3,028.31

RESOLUTION/ORDER NO.
96-10-8-1H

)RESOLUTION/ORDER/In the Matter of
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)to the AFSCME Local 2831-A Collective
)Bargaining Agreement and Approving a Three
)Percent (3%) COLA for all HACSA Excluded
)Personnel

FILED

OCT 10 1996

COUNTY CLERK
BY Pam DeWalt

WHEREAS, a collective bargaining agreement between the Housing Authority and Community Services Agency of Lane County, and the American Federation of State, County and Municipal Employees, Local 2831-A, has been negotiated for the period October 1, 1994 through December 31, 1998; and

WHEREAS, this agreement requires a continuing process of negotiations under the Interest Based Bargaining Model; and

WHEREAS, certain modifications to the Agreement were negotiated under the Interest Based Bargaining Model; and

WHEREAS, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

WHEREAS, it is desirable to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW THEREFORE IT IS HEREBY**

RESOLVED AND ORDERED, that, EFFECTIVE October 1, 1996, the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by three percent (3%) and that the attached Collective Bargaining Agreement Modification, adding exempt classifications (Exhibit A), between the Housing Authority and Community Services Agency of Lane County, and the American Federation of State, County, and Municipal Employees, Local 2831-A be adopted and ratified; and

IT IS HEREBY FURTHER ORDERED that EFFECTIVE October 1, 1996, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 8th day of October, 1996
[Signature]
Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM
Date 9/27/96 Lane County
[Signature]
OFFICE OF LEGAL COUNSEL

In the Matter of Adopting and Ratifying a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit Personnel and a Modification Adding Exempt Classifications to the AFSCME Local 2831-A Collective Bargaining Agreement and Approving a Three Percent (3%) COLA for all HACSA Excluded Personnel

Modification to the Agreement
October 1996

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I. Recognition

Within 30 days of the effective date of the modification to this Agreement, employees who were in the previously excluded classifications (ASA-2, ASA-3, & Resident Resource Coordinator) shall have the choice to join the Union. The classifications or successor classifications will be considered in the bargaining unit (See Appendix II). However, the position shall not become a bargaining unit position until the employee joins the Union or the position is vacated, refilled, and/or modified.

(I)3. Definitions

b. Exempt Employee: An employee who is exempt from the Fair Labor Standards Act. The Agency shall determine exempt status of positions and provide written notification to the Union of such proposed determinations in the future. The current exempt classifications are listed in Appendix III.

III WAGES AND SALARIES

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e. Upon the effective date of this modification to the Agreement, previously excluded employees whose classifications are placed in the bargaining unit and who join the Union shall continue to be paid at their previous scale. The salary schedule for ASA 3 shall be increased as reflected in the revised Compensation Plan (Schedule A). However, a bargaining unit employee who is currently an ASA 3 shall not receive the increase until the employee receives his/her next satisfactory merit evaluation according to Article III, Section 10 of this Agreement.

(III) 4. Overtime.

a. **Rate. Non-Exempt -** Time and one-half (1-1/2) the employee's regular hourly rate of pay shall be compensated by cash payments for work under any of the following conditions:

Exempt - Overtime worked shall be compensated at the rate of one hour of compensatory time off for one hour of overtime worked under any of the following conditions:

VII EMPLOYEE TIME MANAGEMENT PROGRAM

2. Earned Leave.

a. Rate of Earned Leave Accrual Employees shall accumulate earned leave, based on a full-time status, at the following rates:

Leave	Months of Service	Earned Leave	Monthly Earned Accumulation
	0- 48 mos. (to 4 yrs)	26.0 days/yr	17.334 hrs/pay period
	49-108 mos. (4- 9 yrs)	28.5 days/yr	19.000 hrs/pay period
	109-168 mos. (9-14 yrs)	31.0 days/yr	20.667 hrs/pay period
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	229 mos/over (19 yrs +)	36.0 days/yr	24.000 hrs/pay period

Note: Exempt employees shall earn two (2) additional days per year or 1.333 hours per pay period for each of the rates scheduled above. Upon approval of this agreement those exempt employees who become bargaining unit members according to Article I, RECOGNITION, shall maintain their previous rate of accrual in relation to their years of service.

XVII SENIORITY AND RECALL

1. Seniority

d. Previously excluded employees, who are placed in the bargaining unit and join the Union within 30 days of the effective date of this modification to the agreement, will be credited with one half their nonbargaining unit service up to five (5) years plus any seniority accumulated while in the bargaining unit.

Executive Director, HACSA

President AFSCME Local 2831-A

Date

Date

APPENDIX 1

OCTOBER 1, 1996

EXECUTIVE DIRECTOR

DEPUTY DIRECTOR

HOUSING DIRECTOR

SECTION 8 DIVISION DIRECTOR

DEVELOPMENT DIRECTOR

SECTION 8 PROGRAM MANAGER

MODERNIZATION ARCHITECT

CONVENTIONAL OCCUPANCY SUPERVISOR

ACCOUNTING SUPERVISOR

SECTION 8 SUPERVISOR

INTAKE SUPERVISOR

WEATHERIZATION SUPERVISOR

MAINTENANCE SUPERVISOR

COMPUTER COORDINATOR

DEVELOPMENT OCCUPANCY COORDINATOR

COMPLIANCE OFFICER

ASA-3

EXECUTIVE SECRETARY

AGENCY CLIENTS / RESIDENTS

GROUP I

ASA-3
COMPUTER SPECIALIST
ASA-2
ENERGY AUDITOR
INTAKE COORDINATOR
ASA-1
INCOME ANALYST
ACCOUNTING TECH
APPLICATIONS SPECIALIST
SECRETARY
DATA ENTRY-SPANISH
OFFICE ASSISTANT

GROUP II

RESIDENT RESOURCE COORDINATOR
RESIDENT VOLUNTEER SPECIALIST
FAMILY SELF SUFFICIENCY COORD
HOUSING REPRESENTATIVE
INTAKE COORDINATOR
INCOME ANALYST
APPLICATIONS SPECIALIST

GROUP III

INSPECTOR MAINT. SPECIALIST
ENERGY AUDITOR
MAINTENANCE MECHANIC
PAINTER
RESIDENT MANAGER
LABORER - JANITOR

ANY UNCOVERED CLASSIFICATION SHALL BE ASSIGNED TO A GROUP BEFORE
BEING FILLED BY UNION AND MANAGEMENT AGREEMENT

APPENDIX III

CURRENT EXEMPT CLASSIFICATIONS

ASA-3

ASA-2

RESIDENT RESOURCE COORDINATOR

Effective October 1, 1996

COMPENSATION PLAN (SCHEDULE A) EFFECTIVE 10/01/96

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Laborer/Janitor	\$7.92 \$1,373.17	\$8.37 \$1,451.44	\$8.85 \$1,534.17	\$9.36 \$1,621.62	\$9.89 \$1,714.05	\$10.66 \$1,847.98		
Painter	\$9.97 \$1,727.64	\$10.54 \$1,826.12	\$11.14 \$1,930.21	\$11.77 \$2,040.23	\$12.44 \$2,156.52	\$13.41 \$2,325.03		
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Resident Manager less than 150 units	\$9.36 \$1,623.18	\$9.90 \$1,715.70	\$10.67 \$1,849.76					
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Income Analyst *	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.64 \$2,191.40	\$13.63 \$2,362.64	
Applications Spec	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.90 \$2,235.23		
Office Assistant	\$8.12 \$1,406.97	\$8.58 \$1,487.16	\$9.07 \$1,571.93	\$9.59 \$1,661.53	\$10.13 \$1,756.24	\$10.71 \$1,856.34	\$11.32 \$1,962.16	\$12.20 \$2,115.48
Data Entry / Spanish Interpreter	\$8.58 \$1,487.16	\$9.07 \$1,571.93	\$9.59 \$1,661.53	\$10.13 \$1,756.24	\$10.71 \$1,856.34	\$11.32 \$1,962.15	\$12.20 \$2,115.48	
Secretary	\$9.58 \$1,660.91	\$10.13 \$1,755.59	\$10.71 \$1,855.65	\$11.32 \$1,961.43	\$11.96 \$2,073.23	\$12.90 \$2,235.23		
Accounting Tech	\$9.05 \$1,568.06	\$9.56 \$1,657.44	\$10.11 \$1,751.92	\$10.68 \$1,851.78	\$11.29 \$1,957.33	\$11.94 \$2,068.90	\$12.62 \$2,186.82	\$13.60 \$2,357.70

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Ident Vol Spec	\$10.97	\$11.59	\$12.25	\$12.95	\$13.69	\$14.76		
Income Specialist Coordinator	\$1,901.13	\$2,009.50	\$2,124.04	\$2,245.11	\$2,373.08	\$2,558.51		
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Intake Coordinator	\$10.86	\$11.14	\$11.78	\$12.45	\$13.16	\$14.19		
	\$1,881.81	\$1,931.14	\$2,041.22	\$2,157.57	\$2,280.55	\$2,458.75		
ASA-3	\$13.50	\$14.27	\$15.08	\$15.94	\$16.85	\$17.81	\$18.78	
	\$2,339.59	\$2,472.95	\$2,613.91	\$2,762.90	\$2,920.38	\$3,086.85	\$3,255.86	
ASA-2	\$12.08	\$12.77	\$13.50	\$14.27	\$15.08	\$16.26		
	\$2,094.07	\$2,213.43	\$2,339.60	\$2,472.95	\$2,613.91	\$2,818.16		
ASA-1	\$10.43	\$11.02	\$11.65	\$12.31	\$13.01	\$14.03		
	\$1,807.13	\$1,910.13	\$2,019.01	\$2,134.09	\$2,255.74	\$2,432.00		
LIEAP Intake Spec	\$8.50	\$8.99	\$9.50	\$10.04	\$10.61	\$11.44		
	\$1,473.56	\$1,557.55	\$1,646.33	\$1,740.17	\$1,839.36	\$1,983.09		
Income Specialist Super	\$5.97	\$6.31	\$6.67	\$7.19				
	\$1,034.13	\$1,093.08	\$1,155.38	\$1,245.67				
Asst. Cooks	\$7.76	\$8.36						
	\$1,344.75	\$1,449.83						
Cooks	\$8.35	\$8.82	\$9.33	\$10.06				
	\$1,447.04	\$1,529.52	\$1,616.70	\$1,743.03				
Site Monitor	\$8.05	\$8.68						
	\$1,395.89	\$1,504.96						

* The top step of the Income Specialist is not available until serving two years in the previous step.

SCHEDULE B

COMPENSATION PLAN FOR EXCLUDED PERSONNEL

OCTOBER 1, 1996

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$4,696.39	\$6,292.52
DEPUTY DIRECTOR	\$3,582.39	\$4,806.10
HOUSING DIRECTOR	\$3,267.71	\$4,379.58
SECTION 8 DIVISION DIRECTOR	\$3,267.71	\$4,379.58
DEVELOPMENT DIRECTOR	\$3,265.45	\$4,116.29
SECTION 8 PROGRAM MANAGER	\$2,841.48	\$3,808.32
MODERNIZATION ARCHITECT	\$2,748.61	\$3,647.19
CONVENTIONAL OCCUPANCY SUPERVISOR	\$2,654.44	\$3,486.07
ACCOUNTING SUPERVISOR	\$2,654.44	\$3,486.07
SECTION 8 SUPERVISOR	\$2,654.44	\$3,486.07
INTAKE SUPERVISOR	\$2,654.44	\$3,486.07
WEATHERIZATION SUPERVISOR	\$2,654.44	\$3,486.07
MAINTENANCE SUPERVISOR	\$2,654.44	\$3,486.07
COMPUTER COORDINATOR	\$2,654.44	\$3,486.07
RESIDENT RESOURCES COORDINATOR	\$2,654.44	\$3,486.07
DEVELOPMENT OCCUPANCY COORDINATOR	\$2,654.44	\$3,486.07
COMPLIANCE OFFICER	\$2,524.17	\$3,365.56
ASA-3	\$2,404.98	\$3,255.86
EXECUTIVE SECRETARY	\$2,271.24	\$3,028.31