

Represented Salary Schedule
January 1, 2026 - December 31, 2026

| Job Title | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-----------------------------------|-------------------|--------------|--------------|--------------|--------------|--------------|
| Accounting Specialist | Specialist | \$ 51,154.05 | \$ 53,711.75 | \$ 56,397.34 | \$ 59,217.20 | \$ 62,178.07 |
| Client Services Specialist | Specialist | \$ 54,246.66 | \$ 56,958.99 | \$ 59,806.94 | \$ 62,797.29 | \$ 65,937.16 |
| Compliance Assistant | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Custodian | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Customer Service Assistant | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Housing Navigator | Senior Specialist | \$ 56,958.84 | \$ 59,806.79 | \$ 62,797.12 | \$ 65,936.98 | \$ 69,233.83 |
| Housing Quality Inspector | Specialist | \$ 54,246.66 | \$ 56,958.99 | \$ 59,806.94 | \$ 62,797.29 | \$ 65,937.16 |
| Housing Specialist | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |
| HQS Inspections Scheduler | Specialist | \$ 49,186.58 | \$ 51,645.91 | \$ 54,228.20 | \$ 56,939.61 | \$ 59,786.60 |
| Leasing Specialist | Specialist | \$ 54,246.66 | \$ 56,958.99 | \$ 59,806.94 | \$ 62,797.29 | \$ 65,937.16 |
| Maintenance Assistant | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Maintenance Specialist | Senior Specialist | \$ 56,958.84 | \$ 59,806.79 | \$ 62,797.12 | \$ 65,936.98 | \$ 69,233.83 |
| Maintenance Technician | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |
| Market Specialist | Specialist | \$ 54,246.66 | \$ 56,958.99 | \$ 59,806.94 | \$ 62,797.29 | \$ 65,937.16 |
| Office Assistant | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Owner Services Specialist | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |
| Program Integrity Specialist | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |
| Property Specialist I | Specialist | \$ 49,186.58 | \$ 51,645.91 | \$ 54,228.20 | \$ 56,939.61 | \$ 59,786.60 |
| Property Specialist II | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |
| Quality Assurance Specialist | Specialist | \$ 49,186.58 | \$ 51,645.91 | \$ 54,228.20 | \$ 56,939.61 | \$ 59,786.60 |
| Receptionist | Assistant | \$ 44,084.68 | \$ 46,288.91 | \$ 48,603.35 | \$ 51,033.53 | \$ 53,585.21 |
| Senior Client Services Specialist | Senior Specialist | \$ 56,958.84 | \$ 59,806.79 | \$ 62,797.12 | \$ 65,936.98 | \$ 69,233.83 |
| Senior Property Specialist | Senior Specialist | \$ 56,958.84 | \$ 59,806.79 | \$ 62,797.12 | \$ 65,936.98 | \$ 69,233.83 |
| Waitlist Specialist | Specialist | \$ 51,663.99 | \$ 54,247.19 | \$ 56,959.54 | \$ 59,807.53 | \$ 62,797.91 |

Unrepresented Salary Schedule
January 1, 2026 - December 31, 2026

| Position Title | Classification | Annual Minimum | Annual Maximum |
|--|-----------------------|-----------------------|-----------------------|
| Chief Executive Officer | Chief | \$ 262,500 | \$ 342,800 |
| Deputy Executive Director | | \$ 201,150 | \$ 268,200 |
| Chief Real Estate Officer | | \$ 189,975 | \$ 253,300 |
| Chief of Housing Programs | | \$ 154,548 | \$ 206,064 |
| Chief Impact & Initiatives Officer | | \$ 154,548 | \$ 206,064 |
| Director of Real Estate Development | Director | \$ 151,980 | \$ 202,640 |
| Director of Finance & Accounting | | \$ 135,000 | \$ 180,000 |
| Director of Human Resources | | \$ 131,250 | \$ 175,000 |
| Director of Housing Choice Programs | | \$ 126,000 | \$ 168,000 |
| Director of Property Management | | \$ 126,000 | \$ 168,000 |
| Assistant Director - Real Estate Development | Assistant Director | \$ 121,584 | \$ 162,112 |
| Assistant Director - Finance & Accounting (Controller) | | \$ 108,000 | \$ 144,000 |
| Assistant Director - Housing Choice Programs | | \$ 105,000 | \$ 140,000 |
| Assistant Director - Property Management | | \$ 105,000 | \$ 140,000 |
| Assistant Director - Resident Empowerment | | \$ 104,760 | \$ 139,680 |
| Senior Asset Manager | Senior Manager | \$ 109,426 | \$ 145,901 |
| Senior Manager - Real Estate Development | | \$ 109,426 | \$ 145,901 |
| Senior Manager - Innovation & Technology | | \$ 101,250 | \$ 135,000 |
| Senior Manager - Human Resources | | \$ 99,000 | \$ 132,000 |
| Senior Manager - Communications | | \$ 97,200 | \$ 129,600 |
| Senior Finance Manager | | \$ 97,200 | \$ 129,600 |
| Senior Manager - Housing Choice Voucher Program | | \$ 94,500 | \$ 126,000 |
| Senior Manager - Property Management | | \$ 94,500 | \$ 126,000 |
| Senior Manager - Strategic Initiatives & Partnerships | | \$ 94,284 | \$ 125,712 |
| Senior Manager - Resident Empowerment | | \$ 89,250 | \$ 119,000 |
| Construction Manager | Manager | \$ 98,483 | \$ 131,311 |
| Real Estate Development Manager | | \$ 98,483 | \$ 131,311 |
| Information Technology & Systems Manager | | \$ 91,125 | \$ 121,500 |
| Accounting Manager | | \$ 91,125 | \$ 121,500 |
| Finance Manager | | \$ 91,125 | \$ 121,500 |
| Asset Manager | | \$ 88,635 | \$ 118,180 |
| Communications Manager | | \$ 86,400 | \$ 115,200 |
| Senior Regional Manager | | \$ 85,050 | \$ 113,400 |
| Maintenance & Capital Improvements Manager | | \$ 85,050 | \$ 113,400 |
| Housing Programs Manager | | \$ 85,050 | \$ 113,400 |
| Human Resources Manager | | \$ 84,150 | \$ 112,200 |
| Regional Manager | | \$ 76,545 | \$ 102,060 |
| Compliance Manager | | \$ 75,600 | \$ 100,800 |
| Quality Assurance Manager | | \$ 75,600 | \$ 100,800 |
| Resident Empowerment Manager | | \$ 75,427 | \$ 100,570 |
| Senior Data Systems Administrator | Senior Analyst | \$ 82,013 | \$ 109,350 |
| Senior Systems & Security Administrator | | \$ 82,013 | \$ 109,350 |
| Senior Construction Project Manager (RED) | | \$ 79,771 | \$ 106,362 |
| Senior Analyst - Asset Management | | \$ 79,771 | \$ 106,362 |
| Senior Analyst - Real Estate Development | | \$ 79,771 | \$ 106,362 |
| Senior Development Analyst - Special Projects | | \$ 79,771 | \$ 106,362 |
| Senior Project Manager | | \$ 79,771 | \$ 106,362 |
| Learning & Development Manager | | \$ 75,735 | \$ 100,980 |
| Senior Analyst - Human Resources | | \$ 75,735 | \$ 100,980 |
| Senior Accountant | | \$ 73,440 | \$ 97,920 |

| <div> <div> FRESNO VIBRANT QUALITY HOUSING COMMUNITIES ENGAGED RESIDENTS </div> <div> Unrepresented Salary Schedule January 1, 2026 - December 31, 2026 </div> </div> | | | |
|---|---------------------------|----------------|----------------|
| Position Title | Classification | Annual Minimum | Annual Maximum |
| Assistant Manager - HCV | Senior Analyst (Cont.) | \$ 68,891 | \$ 91,854 |
| Senior Analyst - PBV | | \$ 68,891 | \$ 91,854 |
| Senior Analyst - Property Management | | \$ 68,891 | \$ 91,854 |
| Senior Analyst - QA | | \$ 68,891 | \$ 91,854 |
| Senior Compliance Analyst | | \$ 68,891 | \$ 91,854 |
| Senior Construction Project Manager (PMD) | | \$ 68,891 | \$ 91,854 |
| Senior Analyst - HMIS | | \$ 67,884 | \$ 90,513 |
| Senior Analyst - Resident Empowerment | | \$ 67,884 | \$ 90,513 |
| Senior Analyst - SHOPE | | \$ 67,884 | \$ 90,513 |
| Data Systems Administrator | Analyst | \$ 73,811 | \$ 98,415 |
| Network Security Administrator | | \$ 73,811 | \$ 98,415 |
| Systems Administrator | | \$ 73,811 | \$ 98,415 |
| Asset Management Analyst | | \$ 71,794 | \$ 95,726 |
| Community Development Analyst | | \$ 71,794 | \$ 95,726 |
| Community Planning Analyst | | \$ 71,794 | \$ 95,726 |
| Construction Compliance Analyst | | \$ 71,794 | \$ 95,726 |
| Construction Project Manager (RED) | | \$ 71,794 | \$ 95,726 |
| Project Manager | | \$ 71,794 | \$ 95,726 |
| Finance & Procurement Analyst | | \$ 66,096 | \$ 88,128 |
| Accountant | | \$ 66,096 | \$ 88,128 |
| Human Resources Analyst | | \$ 63,750 | \$ 85,000 |
| Training & Development Analyst | | \$ 63,750 | \$ 85,000 |
| Procurement Analyst | | \$ 63,450 | \$ 84,600 |
| Inspections Supervisor | | \$ 62,002 | \$ 82,669 |
| Intake, Leasing & Case Management Supervisor | | \$ 62,002 | \$ 82,669 |
| Owner Services Supervisor | | \$ 62,002 | \$ 82,669 |
| Maintenance Supervisor | | \$ 62,002 | \$ 82,669 |
| Maintenance & Constuction Project Manager | | \$ 62,002 | \$ 82,669 |
| Community Manager | | \$ 62,002 | \$ 82,669 |
| Quality Assurance Analyst (HCV) | | \$ 62,002 | \$ 82,669 |
| Compliance Analyst (PMD) | | \$ 62,002 | \$ 82,669 |
| Information Management Systems (HMIS) Analyst | | \$ 61,096 | \$ 81,461 |
| Program Analyst | | \$ 61,096 | \$ 81,461 |
| Communications Project Manager | | \$ 60,230 | \$ 80,307 |
| Data Systems Coordinator | Coordinator | \$ 59,049 | \$ 78,732 |
| Information Technology Help Desk Coordinator | | \$ 59,049 | \$ 78,732 |
| Asset Management Coordinator | | \$ 57,435 | \$ 76,580 |
| Assistant Project Manager | | \$ 57,435 | \$ 76,580 |
| Assistant Construction Project Manager | | \$ 57,435 | \$ 76,580 |
| Community Development Coordinator | | \$ 57,435 | \$ 76,580 |
| Construction Compliance Coordinator | | \$ 57,435 | \$ 76,580 |
| Procurement Coordinator | | \$ 57,105 | \$ 76,140 |
| Assistant to the CEO | | \$ 55,397 | \$ 73,862 |
| Fiscal Services Coordinator | | \$ 52,877 | \$ 70,502 |
| Payroll Coordinator | | \$ 52,877 | \$ 70,502 |
| Community Coordinator | | \$ 52,701 | \$ 70,268 |
| Assistant Project Manager (PMD) | | \$ 52,701 | \$ 70,268 |
| Relocation Coordinator (PMD) | | \$ 52,701 | \$ 70,268 |
| Administrative Coordinator (HCV) | | \$ 52,701 | \$ 70,268 |
| Quality Assurance Coordinator | | \$ 52,701 | \$ 70,268 |
| Compliance Coordinator | | \$ 52,701 | \$ 70,268 |
| Outreach & Communications Coordinator | | \$ 51,195 | \$ 68,261 |
| Human Resources Coordinator | | \$ 51,000 | \$ 68,000 |

| <div> <div> FRESNO QUALITY HOUSING </div> <div> VIBRANT COMMUNITIES HOUSING </div> <div> ENGAGED RESIDENTS </div> </div> <div> Unrepresented Salary Schedule January 1, 2026 - December 31, 2026 </div> | | | |
|--|------------------------|-----------------------|-----------------------|
| <u>Position Title</u> | <u>Classification</u> | <u>Annual Minimum</u> | <u>Annual Maximum</u> |
| Administrative Coordinator - Special Projects | Coordinator (Cont.) | \$ 49,875 | \$ 66,500 |
| HMIS Data Quality Coordinator | | \$ 49,875 | \$ 66,500 |
| HMIS Training Coordinator | | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Self Sufficiency | | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Housing Stability | | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Resident Empowerment | | \$ 49,875 | \$ 66,500 |
| Program Coordinator - Strategic Initiatives | | \$ 49,875 | \$ 66,500 |
| Voucher Incentive Coordinator | | \$ 49,875 | \$ 66,500 |
| Administrative Assistant - Real Estate Development | Clerical | \$ 45,948 | \$ 61,264 |
| Administrative Assistant - Outreach & Communications | | \$ 44,317 | \$ 59,090 |
| Administrative Assistant - Human Resources | | \$ 43,350 | \$ 57,800 |
| Accounting Assistant | | \$ 42,301 | \$ 56,402 |
| Administrative Assistant - Executive Office | | \$ 41,548 | \$ 55,397 |
| Intern | Intern (PT/Hourly) | \$ 16.90 | \$ 21.13 |