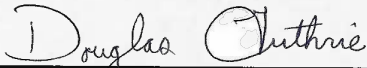


Report of the President &amp; CEO

January 28, 2021

**RESOLUTION APPROVING AND ADOPTING THE HOUSING AUTHORITY OF THE CITY OF LOS ANGELES' PAY SCHEDULES FOR CALENDAR YEAR 2021**



Douglas Guthrie  
President & Chief Executive Officer



Annie Markarian  
Director, Labor & Employee Relations

**Purpose:** The purpose of this item is to comply with California Code of Regulations Title 2, section 570.5, which requires that a public entity's pay schedule be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meeting laws.

**Regarding:** In April 2019, pursuant to Resolution 9502, the Board of Commissioners approved the Housing Authority of the City of Los Angeles' pay schedules for calendar years 2019, 2020 and 2021. In June 2019, pursuant to Resolution 9510, the Board approved and adopted the Fiscal Year 2019 Consolidated Operating and Capital Projects Midyear Budget Modification ("2019 Mid-Year Budget Modification"). In December 2019, pursuant to Resolution 9553, the Board of Commissioners approved and adopted the Consolidated 2020 Operating and Capital Projects Budget ("2020 Budget"). In January 2020, pursuant to Resolution 9569, the Board of Commissioners approved the Housing Authority of the City of Los Angeles' pay schedules for calendar years 2020 and 2021. Thereafter, in August 2020, pursuant to Resolution 9621, the Board approved and adopted the Fiscal Year 2020 Consolidated Mid-Year Operating Budget Modification ("2020 Mid-Year Budget Modification"). The proposed pay schedule is intended to incorporate the additional positions which were approved/converted in the 2020 Mid-Year Budget Modification and 2021 Budget, and makes other non-substantive and clerical changes.

**Issues:** As a public entity who contracts with the California Public Employees Retirement System ("CalPERS"), the Housing Authority of the City of Los Angeles (the "Authority") is required to comply with California Code of Regulations Title 2, section 570.5, which provides that the Board of Commissioners must approve and adopt the Authority's pay schedule in a public meeting.

The proposed pay schedule is for calendar year 2021, and incorporates the following positions that were approved/converted in the 2020 Mid-Year Budget Modification and 2021 Budget:

- Asset Management Project Manager
- Assistant Project Manager
- Customer Support Representatives
- Facilities Coordinator
- Innovation and Fund Development Manager
- IT Business Analyst
- Labor Compliance Specialist

Purchasing Manager  
Quality Control & Customer Relations Supervisor  
Section 3 Development Coordinator  
Strategic Initiatives Project Manager (Grant Based)  
Strategic Initiatives Senior Project Manager (Grant Based)  
Workforce Development Life Coach

**Vision Plan:** Although the approval and adoption of the pay schedule is administrative in nature and required to comply with regulatory requirements, the additional positions are expected to support key agency initiatives set forth in the Vision Plan.

**Funding:** The Chief Administrative Officer confirms that funding for salaries is set forth in HACLA's 2021 Budget and will be included in the operating budget for subsequent years. Notably, the source of funds is dependent on position and department assignment.

**Environmental Review:** Not Applicable

**Section 3:** Not Applicable

**Attachments:**

1. Proposed Pay Schedule – 2021
2. Resolution







CHP A	Minimum Annual Salary Range	Maximum Annual Salary Range	1/1/2021 Step 1 Hourly	1/1/2021 Step 1 Monthly	1/1/2021 Step 2 Hourly	1/1/2021 Step 2 Monthly	1/1/2021 Step 3 Hourly	1/1/2021 Step 3 Monthly	1/1/2021 Step 4 Hourly	1/1/2021 Step 4 Monthly	1/1/2021 Step 5 Hourly	1/1/2021 Step 5 Monthly	1/1/2021 Step 6 Hourly	1/1/2021 Step 6 Monthly	1/1/2021 Step 7 Hourly	1/1/2021 Step 7 Monthly	1/1/2021 Step 8 Hourly	1/1/2021 Step 8 Monthly
Accounting Supervisor	\$ 82,888.00	\$ 114,441.60	\$ 39.85	\$ 6,907.33	\$ 41.85	\$ 7,254.00	\$ 43.94	\$ 7,616.27	\$ 46.13	\$ 7,995.87	\$ 48.45	\$ 8,398.00	\$ 50.87	\$ 8,817.47	\$ 53.42	\$ 9,259.47	\$ 55.02	\$ 9,536.80
Administrative Analyst I	\$ 68,452.80	\$ 94,494.40	\$ 32.91	\$ 5,704.40	\$ 34.57	\$ 5,992.13	\$ 36.30	\$ 6,292.00	\$ 38.11	\$ 6,605.73	\$ 40.01	\$ 6,935.07	\$ 42.00	\$ 7,280.00	\$ 44.10	\$ 7,644.00	\$ 45.43	\$ 7,874.53
Administrative Analyst II	\$ 78,478.40	\$ 108,284.80	\$ 37.73	\$ 6,539.87	\$ 39.60	\$ 6,864.00	\$ 41.58	\$ 7,207.20	\$ 43.66	\$ 7,567.73	\$ 45.85	\$ 7,947.33	\$ 48.13	\$ 8,342.53	\$ 50.54	\$ 8,760.27	\$ 52.06	\$ 9,023.73
Administrative Assistant	\$ 61,276.80	\$ 84,593.60	\$ 29.46	\$ 5,106.40	\$ 30.93	\$ 5,361.20	\$ 32.49	\$ 5,631.60	\$ 34.10	\$ 5,910.67	\$ 35.80	\$ 6,205.33	\$ 37.60	\$ 6,517.33	\$ 39.48	\$ 6,843.20	\$ 40.67	\$ 7,049.47
Assistant Housing Manager	\$ 68,057.60	\$ 93,932.80	\$ 32.72	\$ 5,671.47	\$ 34.35	\$ 5,954.00	\$ 36.06	\$ 6,250.40	\$ 37.86	\$ 6,562.40	\$ 39.75	\$ 6,890.00	\$ 41.75	\$ 7,236.67	\$ 43.85	\$ 7,600.67	\$ 45.16	\$ 7,827.73
Buyer	\$ 59,612.80	\$ 82,284.80	\$ 28.66	\$ 4,967.73	\$ 30.10	\$ 5,217.33	\$ 31.60	\$ 5,477.33	\$ 33.18	\$ 5,751.20	\$ 34.84	\$ 6,038.93	\$ 36.57	\$ 6,338.80	\$ 38.41	\$ 6,657.73	\$ 39.56	\$ 6,857.07
Computer Education Training Spec.	\$ 53,393.60	\$ 73,673.60	\$ 25.67	\$ 4,449.47	\$ 26.96	\$ 4,673.07	\$ 28.30	\$ 4,905.33	\$ 29.72	\$ 5,151.47	\$ 31.20	\$ 5,408.00	\$ 32.76	\$ 5,678.40	\$ 34.39	\$ 5,960.93	\$ 35.42	\$ 6,139.47
Construction Project Assistant	\$ 69,139.20	\$ 97,260.80	\$ 33.24	\$ 5,761.60	\$ 34.90	\$ 6,049.33	\$ 36.64	\$ 6,350.93	\$ 38.47	\$ 6,668.13	\$ 40.40	\$ 7,002.67	\$ 42.42	\$ 7,352.80	\$ 44.54	\$ 7,720.27	\$ 46.76	\$ 8,105.07
Construction Project Manager	\$ 82,888.00	\$ 114,441.60	\$ 39.85	\$ 6,907.33	\$ 41.85	\$ 7,254.00	\$ 43.94	\$ 7,616.27	\$ 46.13	\$ 7,995.87	\$ 48.45	\$ 8,398.00	\$ 50.87	\$ 8,817.47	\$ 53.42	\$ 9,259.47	\$ 55.02	\$ 9,536.80
Department Automation Coordinator	\$ 76,377.60	\$ 105,414.40	\$ 36.72	\$ 6,364.80	\$ 38.55	\$ 6,682.00	\$ 40.48	\$ 7,016.53	\$ 42.51	\$ 7,368.40	\$ 44.63	\$ 7,735.87	\$ 46.87	\$ 8,124.13	\$ 49.20	\$ 8,528.00	\$ 50.68	\$ 8,784.53
Environmental Coordinator	\$ 82,888.00	\$ 114,441.60	\$ 39.85	\$ 6,907.33	\$ 41.85	\$ 7,254.00	\$ 43.94	\$ 7,616.27	\$ 46.13	\$ 7,995.87	\$ 48.45	\$ 8,398.00	\$ 50.87	\$ 8,817.47	\$ 53.42	\$ 9,259.47	\$ 55.02	\$ 9,536.80
Housing Inspector-Supervisor	\$ 64,812.80	\$ 89,440.00	\$ 31.16	\$ 5,401.07	\$ 32.72	\$ 5,671.47	\$ 34.34	\$ 5,952.27	\$ 36.06	\$ 6,250.40	\$ 37.86	\$ 6,562.40	\$ 39.76	\$ 6,891.73	\$ 41.76	\$ 7,238.40	\$ 43.00	\$ 7,453.33
Job Developer	\$ 58,864.00	\$ 81,244.80	\$ 28.30	\$ 4,905.33	\$ 29.73	\$ 5,153.20	\$ 31.21	\$ 5,409.73	\$ 32.77	\$ 5,680.13	\$ 34.40	\$ 5,962.67	\$ 36.12	\$ 6,260.80	\$ 37.92	\$ 6,572.80	\$ 39.06	\$ 6,770.40
Language Services Coordinator	\$ 70,324.80	\$ 97,052.80	\$ 33.81	\$ 5,860.40	\$ 35.48	\$ 6,149.87	\$ 37.27	\$ 6,460.13	\$ 39.13	\$ 6,782.53	\$ 41.10	\$ 7,124.00	\$ 43.15	\$ 7,479.33	\$ 45.30	\$ 7,852.00	\$ 46.66	\$ 8,087.73
Network Technician	\$ 58,864.00	\$ 81,244.80	\$ 28.30	\$ 4,905.33	\$ 29.73	\$ 5,153.20	\$ 31.21	\$ 5,409.73	\$ 32.77	\$ 5,680.13	\$ 34.40	\$ 5,962.67	\$ 36.12	\$ 6,260.80	\$ 37.92	\$ 6,572.80	\$ 39.06	\$ 6,770.40
Ombudsperson	\$ 73,798.40	\$ 101,940.80	\$ 35.48	\$ 6,149.87	\$ 37.27	\$ 6,460.13	\$ 39.13	\$ 6,782.53	\$ 41.09	\$ 7,122.27	\$ 43.14	\$ 7,477.60	\$ 45.30	\$ 7,852.00	\$ 47.58	\$ 8,247.20	\$ 49.01	\$ 8,495.07
Quality Control and Customer Relations Supervisor	\$ 64,334.40	\$ 88,816.00	\$ 30.93	\$ 5,361.20	\$ 32.48	\$ 5,629.87	\$ 34.11	\$ 5,912.40	\$ 35.81	\$ 6,207.07	\$ 37.60	\$ 6,517.33	\$ 39.48	\$ 6,843.20	\$ 41.46	\$ 7,186.40	\$ 42.70	\$ 7,401.33
Quality Control Assistant	\$ 61,276.80	\$ 84,593.60	\$ 29.46	\$ 5,106.40	\$ 30.93	\$ 5,361.20	\$ 32.49	\$ 5,631.60	\$ 34.10	\$ 5,910.67	\$ 35.80	\$ 6,205.33	\$ 37.60	\$ 6,517.33	\$ 39.48	\$ 6,843.20	\$ 40.67	\$ 7,049.47
Security Supervisor	\$ 53,393.60	\$ 73,673.60	\$ 25.67	\$ 4,449.47	\$ 26.96	\$ 4,673.07	\$ 28.30	\$ 4,905.33	\$ 29.72	\$ 5,151.47	\$ 31.20	\$ 5,408.00	\$ 32.76	\$ 5,678.40	\$ 34.39	\$ 5,960.93	\$ 35.42	\$ 6,139.47
Senior Accountant	\$ 70,491.20	\$ 97,281.60	\$ 33.89	\$ 5,874.27	\$ 35.58	\$ 6,167.20	\$ 37.36	\$ 6,475.73	\$ 39.22	\$ 6,798.13	\$ 41.17	\$ 7,136.13	\$ 43.24	\$ 7,494.93	\$ 45.39	\$ 7,867.60	\$ 46.77	\$ 8,106.80
Senior Community Case Manager	\$ 58,864.00	\$ 81,244.80	\$ 28.30	\$ 4,905.33	\$ 29.73	\$ 5,153.20	\$ 31.21	\$ 5,409.73	\$ 32.77	\$ 5,680.13	\$ 34.40	\$ 5,962.67	\$ 36.12	\$ 6,260.80	\$ 37.92	\$ 6,572.80	\$ 39.06	\$ 6,770.40
Support Services Supervisor	\$ 64,812.80	\$ 89,440.00	\$ 31.16	\$ 5,401.07	\$ 32.72	\$ 5,671.47	\$ 34.34	\$ 5,952.27	\$ 36.06	\$ 6,250.40	\$ 37.86	\$ 6,562.40	\$ 39.76	\$ 6,891.73	\$ 41.76	\$ 7,238.40	\$ 43.00	\$ 7,453.33

Building & Trades	01/01/2021 Hourly	01/01/2021 Monthly	01/01/2021 Annual	2.5% Step 8 Equivalent (8 years of service or more) Hourly	Equivalent (8 years of service or more) Monthly	Step 8 Equivalent (8 years of service or more) Annual
Building Repairer	\$ 27.55	\$ 4,775.33	\$ 57,304.00	\$ 28.24	\$ 4,894.93	\$ 58,739.20
Carpenter	\$ 38.35	\$ 6,647.33	\$ 79,768.00	\$ 39.31	\$ 6,813.73	\$ 81,764.80
Carpenter Crew Chief	\$ 39.74	\$ 6,888.27	\$ 82,659.20	\$ 40.73	\$ 7,059.87	\$ 84,718.40
Cement Finisher	\$ 36.64	\$ 6,350.93	\$ 76,211.20	\$ 37.56	\$ 6,510.40	\$ 78,124.80
Cement Finisher Crew Chief	\$ 38.03	\$ 6,591.87	\$ 79,102.40	\$ 38.98	\$ 6,756.53	\$ 81,078.40
Electrician	\$ 41.63	\$ 7,215.87	\$ 86,590.40	\$ 42.67	\$ 7,396.13	\$ 88,753.60
Electrician Crew Chief	\$ 43.06	\$ 7,463.73	\$ 89,564.80	\$ 44.14	\$ 7,650.93	\$ 91,811.20
Equipment Services Worker	\$ 27.54	\$ 4,773.60	\$ 57,283.20	\$ 28.23	\$ 4,893.20	\$ 58,718.40
Gardener Caretaker	\$ 25.84	\$ 4,478.93	\$ 53,747.20	\$ 26.49	\$ 4,591.60	\$ 55,099.20
Glazier	\$ 38.44	\$ 6,662.93	\$ 79,955.20	\$ 39.40	\$ 6,829.33	\$ 81,952.00
Heavy Equipment Operator	\$ 31.02	\$ 5,376.80	\$ 64,521.60	\$ 31.80	\$ 5,512.00	\$ 66,144.00
Irrigation & Lawn Sprinkler	\$ 36.54	\$ 6,333.60	\$ 76,003.20	\$ 37.45	\$ 6,491.33	\$ 77,896.00
Laborer	\$ 35.93	\$ 6,227.87	\$ 74,734.40	\$ 36.83	\$ 6,383.87	\$ 76,606.40
Laborer Crew Chief	\$ 37.30	\$ 6,465.33	\$ 77,584.00	\$ 38.23	\$ 6,626.53	\$ 79,518.40
Linoleum and Soft Tile Layer	\$ 37.99	\$ 6,584.93	\$ 79,019.20	\$ 38.94	\$ 6,749.60	\$ 80,995.20
Locksmith	\$ 38.35	\$ 6,647.33	\$ 79,768.00	\$ 39.31	\$ 6,813.73	\$ 81,764.80
Maintenance Worker	\$ 16.81	\$ 2,913.73	\$ 34,964.80	\$ 17.23	\$ 2,986.53	\$ 35,838.40
Maintenance Worker, 6 mos	\$ 17.65	\$ 3,059.33	\$ 36,712.00	\$ 18.09	\$ 3,135.60	\$ 37,627.20
Painter	\$ 36.87	\$ 6,390.80	\$ 76,689.60	\$ 37.79	\$ 6,550.27	\$ 78,603.20
Painter Crew Chief	\$ 38.27	\$ 6,633.47	\$ 79,601.60	\$ 39.23	\$ 6,799.87	\$ 81,598.40
Pest Control Crew Chief	\$ 32.42	\$ 5,619.47	\$ 67,433.60	\$ 33.23	\$ 5,759.87	\$ 69,118.40
Pest Control Operator	\$ 31.02	\$ 5,376.80	\$ 64,521.60	\$ 31.80	\$ 5,512.00	\$ 66,144.00
Plasterer	\$ 35.77	\$ 6,200.13	\$ 74,401.60	\$ 36.66	\$ 6,354.40	\$ 76,252.80
Plasterer Crew Chief	\$ 37.21	\$ 6,449.73	\$ 77,396.80	\$ 38.14	\$ 6,610.93	\$ 79,331.20
Plumber	\$ 44.22	\$ 7,664.80	\$ 91,977.60	\$ 45.33	\$ 7,857.20	\$ 94,286.40
Plumber Crew Chief	\$ 45.64	\$ 7,910.93	\$ 94,931.20	\$ 46.78	\$ 8,108.53	\$ 97,302.40
Pruning Crew Chief	\$ 30.97	\$ 5,368.13	\$ 64,417.60	\$ 31.74	\$ 5,501.60	\$ 66,019.20
Regional Senior Gardener II	\$ 31.02	\$ 5,376.80	\$ 64,521.60	\$ 31.80	\$ 5,512.00	\$ 66,144.00
Residence Cleaner	\$ 21.00	\$ 3,640.00	\$ 43,680.00	\$ 21.53	\$ 3,731.87	\$ 44,782.40
Senior Equipment Mechanic	\$ 34.09	\$ 5,908.93	\$ 70,907.20	\$ 34.94	\$ 6,056.27	\$ 72,675.20
Senior Gardener	\$ 27.70	\$ 4,801.33	\$ 57,616.00	\$ 28.39	\$ 4,920.93	\$ 59,051.20
Senior Gardener II	\$ 27.86	\$ 4,829.07	\$ 57,948.80	\$ 28.56	\$ 4,950.40	\$ 59,404.80
Senior Mower Repairer	\$ 34.09	\$ 5,908.93	\$ 70,907.20	\$ 34.94	\$ 6,056.27	\$ 72,675.20
Senior Pest Control Operator	\$ 31.71	\$ 5,496.40	\$ 65,956.80	\$ 32.50	\$ 5,633.33	\$ 67,600.00
Spray Painter	\$ 37.78	\$ 6,548.53	\$ 78,582.40	\$ 38.72	\$ 6,711.47	\$ 80,537.60
Tile Setter	\$ 38.48	\$ 6,669.87	\$ 80,038.40	\$ 39.44	\$ 6,836.27	\$ 82,035.20
Truck Operator	\$ 29.54	\$ 5,120.27	\$ 61,443.20	\$ 30.28	\$ 5,248.53	\$ 62,982.40
Welder	\$ 40.54	\$ 7,026.93	\$ 84,323.20	\$ 41.55	\$ 7,202.00	\$ 86,424.00

**COMPACTION PAY\* @ 2%**

\* Any individual who is routinely assigned to supervise subordinate staff shall have a base salary that is at least 2% higher than the salary of those he/she

	Minimum Annual Salary Range	Maximum Annual Salary Range
Maint. Sup.	\$ 71,710.08	\$ 109,180.00
Field Superintendant	\$ 96,995.55	\$ 109,180.00
Manager I	\$ 82,254.63	\$ 109,180.00
Manager II	\$ 89,298.14	\$ 109,180.00
Manager III	\$ 96,999.60	\$ 109,180.00
Manager IV	\$ 104,000.83	\$ 117,420.00
Manager IV Split	\$ 109,198.75	\$ 117,420.00
Special Program Coordinator	\$ 82,254.43	\$ 112,270.00
Administrative Assistant	\$ 62,502.34	\$ 63,860.00

Assistant Housing Manager	\$ 69,418.76	\$ 84,460.00
Senior Accountant	\$ 71,901.02	\$ 83,430.00



**RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION APPROVING AND ADOPTING THE HOUSING AUTHORITY OF THE CITY OF LOS ANGELES' PAY SCHEDULES FOR CALENDAR YEAR 2021**

**WHEREAS**, the Housing Authority of the City of Los Angeles (the "Authority") is a public entity who contracts with the California Public Employees Retirement System ("CalPERS"); and

**WHEREAS**, as a public entity with a CalPERS contract, the Authority is required to comply with California Code of Regulations Title 2, section 570.5, which provides that the Board of Commissioners must approve and adopt the Authority's pay schedule in a public meeting.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Commissioners hereby approves and adopts the Authority's proposed pay schedules for calendar year 2021.

**BE IT FURTHER RESOLVED** that this Resolution shall take effect immediately.

**HOUSING AUTHORITY OF THE  
CITY OF LOS ANGELES**

By: \_\_\_\_\_  
Chairperson

**APPROVED AS TO FORM:**

BY: \_\_\_\_\_  
General Counsel

**DATE ADOPTED:** \_\_\_\_\_