

EXHIBIT B

SURVEY CITY	COMPARABLE TITLE	ANNUAL TOP STEP	REPORTS TO	EDUCATION/EXPERIENCE	SCOPE
Napa	Housing Manager	\$135,084.00	Community Development Director	Four years of increasingly responsible experience of a supervisory or administrative nature in housing or community development which included the operation of federally funded housing assistance programs, coupled with a Bachelor's degree with major coursework in public administration, finance, social work or a related field. Experience in the administration of Section 8 programs is preferred; a Master's degree in public administration is desired.	Reporting to the Community Development Director and serves as the City Manager (Executive Director, Housing Authority) as the Assistant Executive Director of the Housing Authority. This position is responsible for the overall management of the City's Housing Division and the Housing Authority (which provides housing services countywide). This includes responsibility for the day-to-day operations of numerous affordable housing programs, managing funding, policy, and programmatic recommendations to the City Manager and Council for the development of affordable housing. This position also takes a lead role representing the City in the community's homeless services system design.
Fairfield	Housing Division Manager	\$125,538.40	Community Development Director	Five (5) years of increasingly responsible experience in affordable housing administration, including two years of supervisory experience are required. Education equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration, planning, economics, civil engineering, social services or related field is required.	Plans, organizes, and directs multiple programs and activities in the areas of affordable housing, housing rehabilitation, or neighborhood revitalization in the Community Development department. Plans, organizes, and manages assigned programs and activities in the areas of affordable housing, neighborhood revitalization, Housing Authority, land management, and housing rehabilitation; develops and administers programs' budgets; assists in the development of goals and objectives; oversees staff work projects.
Sonoma County	Assistant Executive Director, CDC	\$156,116.59	Executive Director of Community Development Commission	Education: Any combination of education and/or training which would provide an opportunity to acquire the knowledge and abilities listed. Normally, possession of a baccalaureate degree from an accredited college of university with academic course work in planning, public administration, business administration, economics, or closely related courses would provide such an opportunity. Any combination of training and experience which would provide an opportunity to acquire the knowledge and abilities listed. Normally five years of full-time, professional, in community development, finance, realty. Housing authority, redevelopment, planning or closely related experience, including at least one year in an administrative, management, or supervisory capacity. Ability to evaluate and monitor housing programs. Analyze housing finance alternatives in order to evaluate program effectiveness and cost benefits. Understand and interpret statutes and regulations relating to housing and community development programs. Plan and direct the work of others. Establish effective working relationships with the public, other employees and other governmental agencies. Make oral and written presentations to groups and organizations of various sizes.	The Assistant Community Development Commission Director is responsible for the supervision and coordination of day-to-day office functions. The incumbent assists the Community Development Commission Director in planning the overall operation of the office and consults the Executive Director with regard to the establishment of office policy. In the absence of the Executive Director, the incumbent assumes and discharges the duties and responsibilities of the Executive Director
Napa County	Director of Housing and Homelessness	\$168,480.00	CEO	Six years of increasingly responsible experience in housing, community development, real estate development, housing or homeless services, including four years of administrative and supervisory responsibility, preferably in a government organization. Education: Bachelor's degree from an accredited college or university with major course work in public or business administration, planning, social work, or a related field is required. An advanced degree is desirable. License or Certificate: Real Estate license preferred.	The Director is an at-will employee and reports directly to the County CEO. The Director is responsible for the management of a new division within the CEO's office with an example of some of the key duties and responsibilities that include: Managing, participating, monitoring, and evaluating the development and implementation of goals, objectives, policies, and priorities for the County's housing, farmworker housing, and homeless services programs; recommending and administering policies and procedures; planning, directing, coordinating, and reviewing the work plan for staff overseeing real property transactions, housing and homeless services program implementation, and loan program implementation and compliance to create affordable housing; reviewing and evaluating work products, methods, and procedures; Overseeing and participating in the development and administration of the Division's annual budget and the Affordable Housing Fund; participating in the forecast of funds needed for staffing, equipment, materials, and supplies; monitoring and approving expenditures; implementing adjustments; Functioning as the Executive Director of the Napa County Housing Authority per the directive of the County Executive Officer; Overseeing the development and implementation of affordable housing projects, recommending development projects and financing options for the Housing Fund to increase and improve the supply of affordable housing; recommending acquisition or rehabilitation of real property within policy and budget limitations; assisting in planning, implementing, and coordinating projects to address housing needs set forth in the Housing element of the County's General Plan.
Livermore	Housing and Human Services Manager	\$162,085.56	Community Development Director	Six years of progressively responsible professional level experience in program management relating to housing and community development block grant programs including at least two years of administrative and supervisory experience. Experience in new construction, affordable residential housing, special needs housing or related programs, non-profit organizations, Americans with Disabilities Act-Title II, and Section 504 compliance is highly desirable. Equivalent to a Bachelor's Degree from a recognized college or university in a related field. A Master's Degree is desirable.	Under general direction of the Community Development Director, plans, organizes, and directs the activities and programs of the housing and human services division such as the City's affordable housing programs, the City's Community Development Block Grant (CDBG) Program, the Americans with Disability Act (ADA) Title II, and the Section 504 of the Rehabilitation Act of 1973 Self-Evaluation Plan provides staff liaison to housing and human services committees; works with non-profit and for profit housing developers and agencies; and performs other duties as assigned. The incumbent is responsible for formulating policy, developing goals and objectives, supervising staff, and developing and administering the division's budget.

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Stockton	Housing Director	\$156,120.96	City Manager	Possession of a Bachelor's degree from an accredited four (4) year college or university with major course work in business, public administration, urban planning or a closely related field, and four (4) years of supervisory or administrative experience which has included responsibility for housing, economic and redevelopment programs and staff; program planning, development and administration. Experience in working with citizen organizations and federally funded programs is desirable.	Under administrative direction, plans, organizes, coordinates, and directs the programs and activities of the City's Housing Department; provides expert professional assistance to City management staff on community-wide housing matters; performs related work as assigned. This single position class has department level responsibility for overall policy development, program planning, fiscal management, administration and operation of the Housing Department. The incumbent is responsible for accomplishing departmental goals and objectives, supervising staff, administering the annual Housing budget and directing the day-to-day operations and activities of the Housing Department. Assignments allow for a high degree of administrative independence in their execution.
Fremont	Housing Manager	\$151,753.00	Deputy Director of Community Development	Any combination of education and/or experience that has provided the knowledge and skills necessary to satisfactory job performance would be qualifying. A typical way to obtain the required knowledge and skills would be: Graduation from a four year college with a degree in urban planning, urban studies, economics, public/business administration, or a related field, and five (5) years of progressively responsible administrative or analytical experience in housing, including at least one (1) year as a supervisor or lead team member. A Master's degree may be substituted for one year's experience.	Under general direction, plans, develops, organizes, negotiates and manages Housing activities; manages the work program of the Housing Division; recommends policy and serves as project manager for affordable housing developments funded by the City; creates and implements affordable housing programs; supervises and mentors staff; engages City and other public agencies in the implementation of housing activities and programs; supports and teams with other City staff working on related issues and performs related duties as required. This is an advanced journey level professional classification reporting to the Deputy Director of Community Development responsible for affordable housing programs. This classification involves supervision of professional or administrative staff.

Median **\$156,118.78**
Average **\$153,349.09**
Difference **-15.57%**

Other cities with housing programs that were reviewed, but considered not to be an appropriate match due to variance in scope include:
Concord, Vallejo, Pleasanton, Pleasant Hill, Vacaville and Walnut Creek.