
Louisiana Housing Finance Agency



Human Resources
Terry R. Holden, Director

May 13, 2009

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MEMORANDUM

To: Commissioner Tyron Wilson
Commissioner Allison Jones
Commissioner Walter Guillory
Commissioner Jerome Boykin

From: Terry R. Holden, Director of Human Resources

Date: May 6, 2009

Re: Human Resources Committee

Please be advised a regular meeting of the Human Resources Committee will be held on Wednesday, May 13, 2009, at 11:00 a.m., Louisiana Housing Finance Agency, Committee Room 1, 2415 Quail Drive, Baton Rouge, LA 70808 by order of the Chairman.

If you have any questions or concerns, please contact us.

May 6, 2009

HUMAN RESOURCES COMMITTEE MEETING

Notice is hereby given of a regular meeting of the Human Resources Committee will be held on **Wednesday, May 13, 2009, at 11:00 AM**, Louisiana Housing Finance Agency, Committee Room 1, located at 2415 Quail Drive, Baton Rouge LA, by order of the Chairperson.

Final Agenda

1. Call to order, roll call and introduction of guests
2. Update: Vice President Search
3. President's Annual Appraisal
4. Review and Approval of Staffing Plan
3. Other Business
4. Adjournment

Milton J. Bailey, President

Pursuant to the provisions of LSA-R.S. 42:6.1, upon two-thirds vote of the members present, the Board of Commissioners of the Louisiana Housing Finance Agency may choose to enter Executive Session, and by this notice, the Agency reserves its right to go into Executive Session as provided by law

LHFA
STAFFING PLAN FY 09-10'

<u>POSITION</u>	<u>PROGRAM/OPERATIONS AREA</u>	<u>PAY LEVEL</u>
50396656-ADMIN ASSISTANT 5	50025981-ADMINISTRATION / LHFA	AS-613
50398300-POLICY DIRECTOR	50025981-ADMINISTRATION / LHFA	UC
50361437-RELIEF COORDINATOR	50025981-ADMINISTRATION / LHFA	UC
50396655-HOUSING FINANCE ADMINISTRATOR	50025981-ADMINISTRATION / LHFA	AS-624
50371184-HOUSING FINANCE DEPUTY ADMINISTRATOR	50025981-ADMINISTRATION / LHFA	AS-622
50308497-HOUSING FINANCE DEPUTY ADMINISTRATOR	50025981-ADMINISTRATION / LHFA	AS-622
50356788-ADMIN ASSISTANT 5	50025981-ADMINISTRATION / LHFA	AS-613
50308469-EXEC DIRECTOR	50025981-ADMINISTRATION / LHFA	UC
50376137-ADMIN ASSISTANT 4	50025981-ADMINISTRATION / LHFA	AS-611
50398303-HOUS FIN DEPUTY ADMIN	50025981-ADMINISTRATION / LHFA	AS-622
50308494-HOUS FIN SPEC 2	50025981-ADMINISTRATION / LHFA	AS-613
50361435-RELIEF COORDINATOR	50025981-ADMINISTRATION / LHFA	UC
50356962-ADMIN ASSISTANT 4	50025981-ADMINISTRATION / LHFA	AS-611
50308467-ASST DIRECTOR	50025981-ADMINISTRATION / LHFA	UC
50308482-ADMIN ASSISTANT 4	50025981-ADMINISTRATION / LHFA	AS-611
50308573-ACCOUNANT TECH	50025982-FISCAL / ADMIN	AS-611
50351604-ACCOUNANT MANAGER 1	50025982-FISCAL / ADMIN	AS-618
50351602-ACCOUNANT 2	50025982-FISCAL / ADMIN	AS-613
50333387-ACCOUNANT 3	50025982-FISCAL / ADMIN	AS-615
50336264-ACCOUNANT MANAGER 3	50025982-FISCAL / ADMIN	AS-621
50336262-ACCOUNANT MANAGER 1	50025982-FISCAL / ADMIN	AS-618
50308566-ADMIN ASSISTANT 5	50025982-FISCAL / ADMIN	AS-613
50336263-ACCOUNANT MANAGER 1	50025982-FISCAL / ADMIN	AS-618
50351603-ACCOUNANT 1	50025982-FISCAL / ADMIN	AS-612
50333386-ACCOUNANT 3	50025982-FISCAL / ADMIN	AS-615
50336261-ACCOUNANT ADMIN 4	50025982-FISCAL / ADMIN	AS-623
50312133-ACCOUNANT 2	50025982-FISCAL / ADMIN	AS-613
50308478-ACCOUNANT 3	50025982-FISCAL / ADMIN	AS-615
50308476-ACCOUNANT 3	50025982-FISCAL / ADMIN	AS-615
50308569-ACCOUNANT TECH	50025982-FISCAL / ADMIN	AS-611
50364151-ACCOUNANT 2	50025982-FISCAL / ADMIN	AS-613
50371471-MAINTENANCE REPAIRER 2	50025983-HUMAN RESOURCES / ADMIN	WS-212
50387559-ADMIN PROGRAM MANAGER 1	50025983-HUMAN RESOURCES / ADMIN	AS-614

LHFA
STAFFING PLAN FY 09-10'

<u>POSITION</u>	<u>PROGRAM/OPERATIONS AREA</u>	<u>PAY LEVEL</u>
50308471-ADMIN COORDINATOR 3	50025983-HUMAN RESOURCES / ADMIN	AS-609
50357858-HUMAN RES ANALYST C	50025983-HUMAN RESOURCES / ADMIN	AS-615
50379211-LABORER	50025983-HUMAN RESOURCES / ADMIN	UC
50368908-HUMAN RES ANALYST A	50025983-HUMAN RESOURCES / ADMIN	AS-612
50308603-ADMIN COORDINATOR 3	50025983-HUMAN RESOURCES / ADMIN	AS-609
50329957-GUARD	50025983-HUMAN RESOURCES / ADMIN	PS-103
50355606-HUMAN RES SUPERVISOR	50025983-HUMAN RESOURCES / ADMIN	AS-618
50308483-HR DIRECTOR A	50025983-HUMAN RESOURCES / ADMIN	AS-619
50389775-IT TECH SUPPORT AN 1	50025984-INFO SERVICES / ADMIN	TS-307
50383813-IT TECH SUPPORT SUPV	50025984-INFO SERVICES / ADMIN	TS-315
50308485-IT DIRECTOR 1	50025984-INFO SERVICES / ADMIN	TS-316
50310712-IT TECH SUPP SPEC 2	50025984-INFO SERVICES / ADMIN	TS-312
50331890-IT TECH SUPP SPECS	50025984-INFO SERVICES / ADMIN	TS-313
50383814-IT APPL PROJECT LEADER	50025984-INFO SERVICES / ADMIN	TS-314
50308484-IT TECH SUPP SPEC 2	50025984-INFO SERVICES / ADMIN	TS-312
50372523-IT APPL PROG/ANALYST 2	50025984-INFO SERVICES / ADMIN	TS-312
50360421-HOUS FIN SPEC 1	50025985-PROGRAM COMPLIANCE	AS-612
50308619-HOUS FIN SPEC 3	50025985-PROGRAM COMPLIANCE	AS-615
50308495-HOUS FIN SPEC 2	50025985-PROGRAM COMPLIANCE	AS-613
50308486-HOUS FIN MGR	50025985-PROGRAM COMPLIANCE	AS-619
50308487-HOUS FIN SPEC 2	50025985-PROGRAM COMPLIANCE	AS-613
50371506-HOUSING FINANCE SUPERVISOR	50025985-PROGRAM COMPLIANCE	AS-617
50308618-HOUS FIN SPEC 3	50025985-PROGRAM COMPLIANCE	AS-615
50308601-HOUS FIN SPEC 2	50025985-PROGRAM COMPLIANCE	AS-613
50371505-HOUSING FINANCE SUPERVISOR	50025985-PROGRAM COMPLIANCE	AS-613
50308475-ACCOUNTANT 3	50025986-SINGLE FAMILY PROGRAM	AS-615
50308506-HOUS FIN SPEC 2	50025986-SINGLE FAMILY PROGRAM	AS-613
50371864-HOUS FIN SPEC 2	50025986-SINGLE FAMILY PROGRAM	AS-613
50368791-ADMIN COORDINATOR 3	50025986-SINGLE FAMILY PROGRAM	AS-609
50308489-HOUS FIN SPEC 1	50025986-SINGLE FAMILY PROGRAM	AS-612
50308501-HOUSING FINANCE MANAGER	50025986-SINGLE FAMILY PROGRAM	AS-619
50372176-HOUSING FINANCE SUPERVISOR	50025986-SINGLE FAMILY PROGRAM	AS-617
50372150-HOUSING FINANCE SUPERVISOR	50025986-SINGLE FAMILY PROGRAM	AS-617

LHFA
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<u>POSITION</u>	<u>PROGRAM/OPERATIONS AREA</u>	<u>PAY LEVEL</u>
50361691-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
50361692-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
50368789-ADMIN COORDINATOR 3	50025987-MULTI-FAMILY - TAX	AS-609
50308571-HOUSING FINANCE MANAGER	50025987-MULTI-FAMILY - TAX	AS-619
50361693-HOUS FIN SPEC 1	50025987-MULTI-FAMILY - TAX	AS-612
50308496-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
50361690-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
50371473-HOUSING FINANCE SUPERVISOR	50025987-MULTI-FAMILY - TAX	AS-617
50308504-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
50361689-HOUS FIN SPEC 1	50025987-MULTI-FAMILY - TAX	AS-612
50308498-HOUS FIN SPEC 3	50025987-MULTI-FAMILY - TAX	AS-615
00069072-HOUS FIN SPEC 2	50025988-FEDERAL PROGRAM-ENERGY	AS-613
50308499-HOUS FIN SPEC 3	50025988-FEDERAL PROGRAM-ENERGY	AS-615
00180454-HOUSING FINANCE MANAGER	50025988-FEDERAL PROGRAM-ENERGY	AS-619
50340126-HOUS FIN SPEC 3	50025988-FEDERAL PROGRAM-ENERGY	AS-615
50383514-POLICY PLANNER 3	50025988-FEDERAL PROGRAM-ENERGY	AS-617
50371501-HOUSING FINANCE SUPERVISOR	50025988-FEDERAL PROGRAM-ENERGY	AS-617
50340127-HOUS FIN SPEC 3	50315717-CONTRACT ADMINISTRATION	AS-615
50315797-HOUS FIN SPEC 3	50315717-CONTRACT ADMINISTRATION	AS-615
50315795-HOUS FIN SPEC 3	50315717-CONTRACT ADMINISTRATION	AS-615
50315799-HOUS FIN SPEC 2	50315717-CONTRACT ADMINISTRATION	AS-613
50315796-HOUS FIN SPEC 3	50315717-CONTRACT ADMINISTRATION	AS-615
50315790-ADMIN COORDINATOR 3	50315717-CONTRACT ADMINISTRATION	AS-609
50371502-HOUSING FINANCE SUPERVISOR	50315717-CONTRACT ADMINISTRATION	AS-617
50315792-HOUS FIN SPEC 2	50315717-CONTRACT ADMINISTRATION	AS-613
50319906-HOUS FIN SPEC 2	50315717-CONTRACT ADMINISTRATION	AS-613
50315800-HOUS FIN SPEC 3	50315717-CONTRACT ADMINISTRATION	AS-615
50315798-HOUS FIN SPEC 2	50315717-CONTRACT ADMINISTRATION	AS-613
50315789-HOUSING FINANCE MANAGER	50315717-CONTRACT ADMINISTRATION	AS-619
50371503-HOUSING FINANCE SUPERVISOR	50315717-CONTRACT ADMINISTRATION	AS-617
50308559-HOUS FIN SPEC 3	50355945-SPECIAL PROGRAMS	AS-615
50344829-HOUS FIN MGR	50355945-SPECIAL PROGRAMS	AS-619
00076703-HOUS FIN SPEC 1	50355945-SPECIAL PROGRAMS	AS-612

LHFA
STAFFING PLAN FY 09-10'

<u>POSITION</u>	<u>PROGRAM/OPERATIONS AREA</u>	<u>PAY LEVEL</u>
50371504-HOUSING FINANCE SUPERVISOR	50356077-MULTI FAMILY HOME	AS-617
50319908-HOUS FIN SPEC 3	50356077-MULTI FAMILY HOME	AS-615
50316410-HOUS FIN SPEC 3	50356077-MULTI FAMILY HOME	AS-615
50308602-HOUS FIN SPEC 2	50356077-MULTI FAMILY HOME	AS-613
50308505-HOUS FIN SPEC 3	50356077-MULTI FAMILY HOME	AS-615
50308491-HOUSING FINANCE MANAGER	50356077-MULTI FAMILY HOME	AS-619
50308493-HOUS FIN SPEC 2	50356077-MULTI FAMILY HOME	AS-613
50347181-ADMIN COORDINATOR 3	50356077-MULTI FAMILY HOME	AS-609
50368542-ATTORNEY 3	50378205-LEGAL	AS-620
50365060-ATTORNEY 3	50378205-LEGAL	AS-620
50372452-ATTORNEY 3	50378205-LEGAL	AS-620
50308470-ADMIN COORDINATOR 4	50378205-LEGAL	AS-611
50355589-ATTORNEY-GEN COUNS 1	50378205-LEGAL	AS-622
50361438-RELIEF COORDINATOR	50378206-INTERNAL AUDIT	UC
50370933-AUDIT DIRECTOR 1	50378206-INTERNAL AUDIT	AS-622
50333384-AUDITOR 3	50378206-INTERNAL AUDIT	AS-617
50378204-HOUS FIN SPEC 3	50378206-INTERNAL AUDIT	AS-615
50361436-RELIEF COORDINATOR	50378206-INTERNAL AUDIT	UC
50332441-AUDITOR SUPERVISOR	50378207-PUBLIC INFORMATION	AS-619
50368552-PUBLIC INFORMATION OFFICER 1	50378207-PUBLIC INFORMATION	AS-611
50370935-PUBLIC INFORMATION DIRECTOR 1	50378207-PUBLIC INFORMATION	AS-618
50382582-BUILDING PLANS EXAMINER 1	50378208-CONSTRUCTION	TS-307
503886927-BUILDING PLANS EXAMINER 2	50378208-CONSTRUCTION	TS-308
50346234-HOUS FIN SPEC 3	50378208-CONSTRUCTION	AS-615
50371475-HOUSING FINANCE SUPERVISOR	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-617
50308503-HOUS FIN SPEC 3	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-615
50308490-HOUS FIN SPEC3	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-615
50315791-HOUS FIN SPEC 2	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-613
50308502-HOUS FIN SPEC 3	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-615
50331298-ADMIN COORDINATOR 3	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-609
50397851-HOUSING FINANCE MANAGER	50397617-NEIGHBORHOOD STABILIZATION PROGRAM	AS-619

TO = 130 (124 INCUMBENTS + 6 VACANCIES)

Louisiana Department of State Civil Service
 Scientific Technical Schedule

July 2, 2007

TS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
301	8.93	11.15	13.37	15.59	17.81	74.40	892.00	1,069.60	1,247.20	1,424.80	1,548.00	1,933.00	2,318.00	2,703.00	3,087.00	18,574.00	23,192.00	27,810.00	32,428.00	37,045.00
302	9.56	11.94	14.31	16.69	19.06	764.80	954.80	1,144.80	1,334.80	1,524.80	1,657.00	2,059.00	2,481.00	2,893.00	3,304.00	19,885.00	24,825.00	29,765.00	34,705.00	39,645.00
303	10.23	12.77	15.31	17.85	20.39	818.40	1,021.60	1,224.80	1,428.00	1,631.20	1,773.00	2,214.00	2,654.00	3,094.00	3,534.00	21,278.00	26,562.00	31,845.00	37,128.00	42,411.00
304	10.95	13.67	16.39	19.11	21.82	876.00	1,093.40	1,310.80	1,528.20	1,745.60	1,898.00	2,369.00	2,840.00	3,311.00	3,782.00	22,776.00	28,429.00	34,081.00	39,734.00	45,386.00
305	11.72	14.63	17.54	20.45	23.35	937.60	1,170.20	1,402.80	1,635.40	1,868.00	2,032.00	2,536.00	3,040.00	3,544.00	4,047.00	24,378.00	30,426.00	36,473.00	42,521.00	48,568.00
306	12.54	15.65	18.76	21.87	24.98	1,003.20	1,252.00	1,500.80	1,749.60	1,998.40	2,174.00	2,713.00	3,252.00	3,791.00	4,330.00	26,083.00	32,562.00	39,021.00	45,490.00	51,958.00
307	13.42	16.75	20.08	23.41	26.73	1,073.60	1,339.80	1,606.00	1,872.20	2,138.40	2,326.00	2,903.00	3,480.00	4,057.00	4,633.00	27,914.00	34,835.00	41,756.00	48,677.00	55,598.00
308	14.36	17.92	21.48	25.04	28.60	1,148.80	1,433.60	1,718.40	2,003.20	2,288.00	2,489.00	3,106.00	3,723.00	4,340.00	4,957.00	29,869.00	37,274.00	44,679.00	52,084.00	59,488.00
309	15.37	19.18	22.99	26.80	30.60	1,229.60	1,534.20	1,838.80	2,143.40	2,448.00	2,664.00	3,324.00	3,984.00	4,644.00	5,304.00	31,970.00	39,890.00	47,809.00	55,729.00	63,648.00
310	16.45	20.53	24.60	28.67	32.74	1,316.00	1,641.80	1,967.60	2,293.40	2,619.20	2,851.00	3,557.00	4,263.00	4,969.00	5,675.00	34,216.00	42,687.00	51,158.00	59,629.00	68,099.00
311	17.60	21.96	26.32	30.68	35.03	1,408.00	1,756.60	2,105.20	2,453.80	2,802.40	3,051.00	3,807.00	4,562.00	5,317.00	6,072.00	36,608.00	45,672.00	54,735.00	63,799.00	72,862.00
312	18.83	23.50	28.16	32.82	37.48	1,506.40	1,879.40	2,252.40	2,625.40	2,998.40	3,264.00	4,073.00	4,881.00	5,689.00	6,497.00	39,166.00	48,864.00	58,562.00	68,260.00	77,958.00
313	20.15	25.14	30.13	35.12	40.10	1,612.00	2,011.00	2,410.00	2,809.00	3,208.00	3,493.00	4,358.00	5,222.00	6,087.00	6,951.00	41,912.00	52,286.00	62,660.00	73,034.00	83,408.00
314	21.56	26.90	32.24	37.58	42.91	1,724.80	2,151.80	2,578.80	3,005.80	3,432.80	3,737.00	4,663.00	5,588.00	6,513.00	7,438.00	44,845.00	55,947.00	67,049.00	78,151.00	89,253.00
315	23.07	28.78	34.49	40.20	45.91	1,845.60	2,302.40	2,759.20	3,216.00	3,672.80	3,999.00	4,989.00	5,979.00	6,969.00	7,958.00	47,986.00	59,863.00	71,740.00	83,617.00	95,493.00
316	24.68	30.79	36.90	43.01	49.12	1,974.40	2,463.20	2,952.00	3,440.80	3,929.60	4,278.00	5,337.00	6,396.00	7,455.00	8,514.00	51,334.00	64,043.00	76,752.00	89,461.00	102,170.00
317	26.41	32.95	39.49	46.03	52.56	2,112.80	2,635.80	3,158.80	3,681.80	4,204.80	4,578.00	5,711.00	6,844.00	7,977.00	9,110.00	54,933.00	68,531.00	82,129.00	95,727.00	109,325.00
318	28.26	35.26	42.25	49.25	56.24	2,260.80	2,820.40	3,380.00	3,939.60	4,499.20	4,898.00	6,111.00	7,323.00	8,536.00	9,748.00	58,781.00	73,331.00	87,880.00	102,430.00	116,979.00
319	30.24	37.73	45.21	52.70	60.18	2,419.20	3,018.00	3,616.80	4,215.60	4,814.40	5,242.00	6,540.00	7,837.00	9,134.00	10,431.00	62,899.00	78,468.00	94,037.00	109,606.00	125,174.00
320	32.36	40.37	48.38	56.39	64.39	2,588.80	3,229.40	3,870.00	4,510.60	5,151.20	5,609.00	6,997.00	8,385.00	9,773.00	11,161.00	67,309.00	83,965.00	100,620.00	117,276.00	133,931.00
321	34.63	43.20	51.77	60.34	68.90	2,770.40	3,455.80	4,141.20	4,826.60	5,512.00	6,003.00	7,488.00	8,973.00	10,458.00	11,943.00	72,030.00	89,851.00	107,671.00	125,492.00	143,312.00
322	37.05	46.22	55.39	64.56	73.72	2,964.00	3,697.40	4,430.80	5,164.20	5,897.60	6,422.00	8,011.00	9,600.00	11,189.00	12,778.00	77,064.00	96,133.00	115,201.00	134,270.00	153,336.00
323	39.64	49.45	59.26	69.07	78.88	3,171.20	3,956.00	4,740.80	5,525.60	6,310.40	6,871.00	8,572.00	10,272.00	11,973.00	13,673.00	82,451.00	102,856.00	123,261.00	143,666.00	164,070.00

Louisiana Department of State Civil Service
Administrative Schedule

July 2, 2007

AS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Mid point	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum	Min	1st Quartile	Midpoint	3rd Quartile	Maximum
601	6.15	7.72	9.29	10.86	12.42	492.00	617.40	742.80	866.20	993.60	1,066.00	1,338.00	1,610.00	1,882.00	2,153.00	12,792.00	16,053.00	19,313.00	22,574.00	26,834.00
602	6.33	8.07	9.81	11.55	13.29	506.40	645.60	784.80	924.00	1,063.20	1,097.00	1,399.00	1,701.00	2,003.00	2,304.00	13,166.00	16,786.00	20,405.00	24,024.00	27,643.00
603	6.77	8.64	10.50	12.36	14.22	541.60	690.60	839.60	988.60	1,137.60	1,174.00	1,497.00	1,820.00	2,143.00	2,465.00	14,082.00	17,956.00	21,830.00	25,704.00	29,578.00
604	7.24	9.24	11.23	13.23	15.22	579.20	738.80	898.40	1,058.00	1,217.60	1,255.00	1,601.00	1,947.00	2,293.00	2,638.00	15,059.00	19,209.00	23,359.00	27,509.00	31,658.00
605	7.75	9.89	12.02	14.16	16.29	620.00	790.80	961.60	1,132.40	1,303.20	1,343.00	1,714.00	2,084.00	2,454.00	2,824.00	16,120.00	20,561.00	25,002.00	29,443.00	33,883.00
606	8.29	10.58	12.86	15.15	17.43	663.20	846.00	1,028.80	1,211.60	1,394.40	1,437.00	1,833.00	2,229.00	2,625.00	3,021.00	17,243.00	21,996.00	26,749.00	31,502.00	36,254.00
607	8.87	11.32	13.76	16.21	18.65	709.60	905.20	1,100.80	1,296.40	1,492.00	1,538.00	1,962.00	2,386.00	2,810.00	3,233.00	18,450.00	23,636.00	28,621.00	33,707.00	38,792.00
608	9.49	12.11	14.73	17.35	19.96	759.20	968.60	1,178.00	1,387.40	1,596.80	1,645.00	2,099.00	2,553.00	3,007.00	3,460.00	19,739.00	25,184.00	30,628.00	36,073.00	41,517.00
609	10.15	12.96	15.76	18.56	21.36	812.00	1,036.20	1,260.40	1,484.60	1,708.80	1,759.00	2,245.00	2,731.00	3,217.00	3,702.00	21,112.00	26,942.00	32,771.00	38,600.00	44,429.00
610	10.86	13.86	16.86	19.86	22.86	868.80	1,108.80	1,348.80	1,588.80	1,828.80	1,882.00	2,402.00	2,922.00	3,442.00	3,962.00	22,589.00	28,829.00	35,069.00	41,309.00	47,549.00
611	11.62	14.83	18.04	21.25	24.46	929.60	1,186.40	1,443.20	1,700.00	1,956.80	2,014.00	2,571.00	3,127.00	3,684.00	4,240.00	24,170.00	30,847.00	37,524.00	44,201.00	50,877.00
612	12.43	15.87	19.30	22.74	26.17	994.40	1,269.20	1,544.00	1,818.80	2,093.60	2,155.00	2,751.00	3,346.00	3,941.00	4,536.00	25,854.00	32,999.00	40,144.00	47,289.00	54,434.00
613	13.30	16.98	20.65	24.33	28.00	1,064.00	1,358.00	1,652.00	1,946.00	2,240.00	2,305.00	2,942.00	3,579.00	4,216.00	4,853.00	27,664.00	35,308.00	42,952.00	50,596.00	58,240.00
614	14.23	18.17	22.10	26.03	29.96	1,138.40	1,453.00	1,767.60	2,082.20	2,396.80	2,467.00	3,149.00	3,830.00	4,512.00	5,193.00	29,598.00	37,778.00	45,958.00	54,138.00	62,317.00
615	15.23	19.44	23.65	27.86	32.06	1,218.40	1,555.00	1,891.60	2,228.20	2,564.80	2,640.00	3,370.00	4,099.00	4,828.00	5,557.00	31,678.00	40,430.00	49,182.00	57,934.00	66,685.00
616	16.30	20.80	25.30	29.80	34.30	1,304.00	1,664.00	2,024.00	2,384.00	2,744.00	2,825.00	3,605.00	4,385.00	5,165.00	5,945.00	33,904.00	43,284.00	52,624.00	61,984.00	71,344.00
617	17.44	22.26	27.07	31.89	36.70	1,395.20	1,780.40	2,165.60	2,550.80	2,936.00	3,023.00	3,858.00	4,692.00	5,527.00	6,361.00	36,275.00	46,291.00	56,306.00	66,321.00	76,336.00
618	18.66	23.82	28.97	34.12	39.27	1,492.80	1,905.00	2,317.20	2,729.40	3,141.60	3,234.00	4,128.00	5,021.00	5,914.00	6,807.00	38,813.00	49,531.00	60,248.00	70,965.00	81,682.00
619	19.97	25.49	31.00	36.51	42.02	1,597.60	2,038.60	2,479.60	2,920.60	3,361.60	3,462.00	4,418.00	5,373.00	6,329.00	7,284.00	41,538.00	53,004.00	64,470.00	75,936.00	87,402.00
620	21.37	27.27	33.17	39.07	44.96	1,709.60	2,181.40	2,653.20	3,125.00	3,596.80	3,704.00	4,727.00	5,749.00	6,771.00	7,793.00	44,460.00	56,717.00	68,984.00	81,251.00	93,517.00
621	22.87	29.18	35.49	41.80	48.11	1,829.60	2,334.40	2,839.20	3,344.00	3,848.80	3,964.00	5,058.00	6,152.00	7,246.00	8,339.00	47,570.00	60,695.00	73,820.00	86,945.00	100,069.00
622	24.47	31.23	37.98	44.73	51.48	1,957.60	2,497.80	3,038.00	3,578.20	4,118.40	4,242.00	5,413.00	6,583.00	7,753.00	8,923.00	50,896.00	64,943.00	78,988.00	93,033.00	107,078.00
623	26.18	33.41	40.63	47.86	55.08	2,094.40	2,672.40	3,250.40	3,828.40	4,406.40	4,538.00	5,791.00	7,043.00	8,295.00	9,547.00	54,454.00	69,482.00	84,510.00	99,538.00	114,566.00
624	28.01	35.75	43.48	51.21	58.94	2,240.80	2,859.40	3,478.00	4,096.60	4,715.20	4,855.00	6,196.00	7,536.00	8,876.00	10,216.00	58,261.00	74,345.00	90,428.00	106,512.00	122,595.00
625	29.97	38.25	46.52	54.80	63.07	2,397.60	3,059.60	3,721.60	4,383.60	5,045.60	5,195.00	6,630.00	8,064.00	9,498.00	10,932.00	62,338.00	79,550.00	96,762.00	113,974.00	131,186.00
626	32.07	40.93	49.78	58.63	67.48	2,565.60	3,273.80	3,982.00	4,690.20	5,396.40	5,559.00	7,094.00	8,628.00	10,163.00	11,697.00	66,706.00	85,119.00	103,532.00	121,945.00	140,558.00
627	34.31	43.79	53.26	62.73	72.20	2,744.80	3,502.60	4,260.40	5,018.20	5,776.00	5,947.00	7,589.00	9,231.00	10,873.00	12,515.00	71,365.00	91,068.00	110,771.00	130,474.00	150,176.00
628	36.71	46.85	56.98	67.12	77.25	2,936.80	3,747.60	4,558.40	5,369.20	6,180.00	6,363.00	8,120.00	9,877.00	11,634.00	13,390.00	76,357.00	97,438.00	118,519.00	139,600.00	160,690.00
629	39.28	50.13	60.97	71.82	82.66	3,142.40	4,010.00	4,877.60	5,745.20	6,612.80	6,809.00	8,689.00	10,569.00	12,449.00	14,328.00	81,702.00	104,260.00	126,818.00	149,376.00	171,933.00

LOUISIANA HOUSING FINANCE AGENCY

The following resolution was offered by _____ and seconded by _____ :

RESOLUTION

Adopting the Louisiana Housing Finance Agency Staffing Plan for the Fiscal Year Ending June 30, 2010 (attached Exhibit A, entitled "Louisiana Housing Finance Agency Staffing Plan 2009/2010") and delegating the LHFA President the powers of appointing authority such as are contemplated by the Rules of the State Civil Service Commission.

WHEREAS, the Louisiana Housing Finance Agency (the "Agency"), as authorized by the State of Louisiana, shall have the powers necessary or convenient to carry out and effectuate the purposes and provisions of its enabling statutes:

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Louisiana Housing Finance Agency (the "Board"), acting as the governing authority of said Agency:

SECTION 1. The Agency adopts the Staffing Plan for the Fiscal Year Ending June 30, 2010 (attached Exhibit A, entitled "Louisiana Housing Finance Agency Staffing Plan 2009/2010".)

SECTION 2. The LHFA President, is hereby delegated the powers of appointing authority as such are contemplated by the Rules of the State Civil Service Commission, such that he has full power and authority to manage all employees of the LHFA, with the exception of the Vice-President, which power includes the authority to hire, promote, reassign, and discipline the employees of the LHFA.

SECTION 3. The LHFA President is hereby granted the power and authority to transfer any position within the table of permanent organization within the total positions and pay scales consistent with Exhibit A. The LHFA President may add restricted appointments, job appointments, and student positions (non-permanent positions) as

necessary to meet the needs of the Agency within the budgeted authority for salaries and benefits.

SECTION 4. The LHFA President is hereby authorized, at his discretion, to delegate his powers of appointing authority via authentic act to a member of the LHFA's executive management team for the purpose of executing and processing disciplinary actions, as authorized by the Civil Service Rules, in his absence.

SECTION 5. The Chairman of the Agency Board of Commissioners is hereby directed to execute an authentic act evidencing this delegation of appointing authority status to the LHFA President in his capacity as President of the Agency.

SECTION 6. The Chairman, Counsel and staff are hereby authorized, empowered, and directed to execute any forms and/or documents required to be executed on behalf of and in the name of the Agency the terms of which are to be consistent with the provisions of this resolution.

This resolution having been submitted to a vote, the vote thereon was as follows:

YEAS:

NAYS:

ABSENT:

And the resolution was declared adopted on this, the 13th day of May, 2009.

Chairman

Secretary

STATE OF LOUISIANA

PARISH OF EAST BATON ROUGE

I, the undersigned Secretary of the Board of Commissioners of the Louisiana Housing Finance Agency (the "Board of Commissioners"), do hereby certify that the foregoing two (2) pages constitutes a true and correct copy of a resolution adopted by said Board of Commissioners on May 13, 2009 entitled "Adopting the Louisiana Housing Finance Agency Staffing Plan for the Fiscal Year Ending June 30, 2010 (attached Exhibit A, entitled "Louisiana Housing Finance Agency Staffing Plan 2009/2010") and delegating the LHFA President the powers of appointing authority such as are contemplated by the Rules of the State Civil Service Commission."

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of the Agency on this, the 13th day of May, 2009.

Secretary