



## ZUNI HOUSING AUTHORITY

P.O. Box 710 ~ 104 D Avenue  
Zuni, New Mexico 87327-0710  
[www.pozha.org](http://www.pozha.org)

☎ (505) 782-4550 or 4564  
☎ (505) 782-4563

April 18, 2018

Dear SWTHA Member and Participant:

The Zuni Housing Authority through the Southwest Tribal Housing Alliance (SWTHA) is conducting a salary comparability study involving all Indian Housing Authorities and Tribal Housing Departments in Region 8. Last December to early part this year, a notice was sent to all housing authorities in Region 8.

To date, we have only received four responses. That is not enough to conduct a viable study. We hope to collect more data from your organizations so that this study can move forward.

The goal of this study is to compare pay rates among the IHAs within our region and ultimately establish fair and equal pay rates and comparable position titles. Also, having set pay rates that are comparable within the region will offer organizations guidance when establishing new positions and related pay rates. You will know with assurance that your organization is competitive and fair in its employment practices.

We are requesting for the following information:

1. Salary and Compensation Scales
2. Current Job Descriptions
3. Organizational Charts
4. Number of Full Time Employees
5. Number of Part Time Employees

In order to provide privacy and confidentiality, please do not provide employee names. The data collected will be used to produce a collective report. Organizational anonymity will be respected.

Please send your information to the following:

Zuni Housing Authority  
Attention: Virginia Kallestewa, PHR  
P. O. Box 710  
104 D Avenue  
Zuni, New Mexico 87327

An online survey will follow to collect data on employee benefits. We encourage all organizations to participate. Thank You in Advance, and we will keep all organizations updated on our progress through SWTHA.

Sincerely;

Virginia E. Kallestewa, PHR  
Human Resources Manager