



WAGE SCALE

SALARY GRADE	CLASSIFICATION	JOB TITLE	Salary Range													
			STEPS													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
21	CEO	Chief Executive Officer	\$152,327	\$156,135	\$160,039	\$164,040	\$168,141	\$172,344	\$176,653	\$181,069	\$185,596	\$190,236	\$194,991	\$199,866	\$204,863	\$209,984
			\$73.23	\$75.06	\$76.94	\$78.87	\$80.84	\$82.86	\$84.93	\$87.05	\$89.23	\$91.46	\$93.75	\$96.09	\$98.49	\$100.95
20	--	--	\$132,459	\$135,770	\$139,165	\$142,644	\$146,210	\$149,865	\$153,612	\$157,452	\$161,388	\$165,423	\$169,559	\$173,798	\$178,143	\$182,596
			\$63.68	\$65.27	\$66.91	\$68.58	\$70.29	\$72.05	\$73.85	\$75.70	\$77.59	\$79.53	\$81.52	\$83.56	\$85.65	\$87.79
19	Chief Officer	Chief Human Resources Officer	\$115,181	\$118,061	\$121,012	\$124,037	\$127,138	\$130,317	\$133,575	\$136,914	\$140,337	\$143,845	\$147,441	\$151,127	\$154,906	\$158,778
		Chief Information Officer	\$55.38	\$56.76	\$58.18	\$59.63	\$61.12	\$62.65	\$64.22	\$65.82	\$67.47	\$69.16	\$70.89	\$72.66	\$74.47	\$76.34
		Chief Operating Officer														
18	Executive Director	Executive Director, Access & Crisis Services	\$100,157	\$102,661	\$105,227	\$107,858	\$110,555	\$113,318	\$116,151	\$119,055	\$122,032	\$125,082	\$128,209	\$131,415	\$134,700	\$138,068
		Executive Director, Administrative Services	\$48.15	\$49.36	\$50.59	\$51.85	\$53.15	\$54.48	\$55.84	\$57.24	\$58.67	\$60.14	\$61.64	\$63.18	\$64.76	\$66.38
		Executive Director, Finance														
		Executive Director, Information Technology														
		Executive Director, Integrated Health & Outpatient Services														
		Executive Director, Quality Management														
17	Specialized Medical Professional	Nurse Practitioner	\$93,169	\$95,498	\$97,886	\$100,333	\$102,841	\$105,412	\$108,047	\$110,749	\$113,517	\$116,355	\$119,264	\$122,246	\$125,302	\$128,434
			\$44.79	\$45.91	\$47.06	\$48.24	\$49.44	\$50.68	\$51.95	\$53.24	\$54.58	\$55.94	\$57.34	\$58.77	\$60.24	\$61.75
16	Specialized Professional	Special Assistant to the CEO	\$86,669	\$88,836	\$91,057	\$93,333	\$95,666	\$98,058	\$100,509	\$103,022	\$105,598	\$108,238	\$110,944	\$113,717	\$116,560	\$119,474
			\$41.67	\$42.71	\$43.78	\$44.87	\$45.99	\$47.14	\$48.32	\$49.53	\$50.77	\$52.04	\$53.34	\$54.67	\$56.04	\$57.44
15	Director	Director, Access and Crisis Services	\$80,623	\$82,639	\$84,705	\$86,822	\$88,993	\$91,218	\$93,498	\$95,835	\$98,231	\$100,687	\$103,204	\$105,784	\$108,429	\$111,140
		Director, Clinic-Based Services	\$38.76	\$39.73	\$40.72	\$41.74	\$42.78	\$43.85	\$44.95	\$46.07	\$47.23	\$48.41	\$49.62	\$50.86	\$52.13	\$53.43
		Director, Community-Based Services														
		Director, Communications														
		Director, Emergency Management														
		Director, Finance														
		Director, People & Culture														
		Director, Quality Management														
		Director, Utilization Management														
		Corporate Compliance Officer														
		Special Programs														
14	Assistant Director	Assistant Director, Electronic Medical Record Systems	\$74,998	\$76,873	\$78,795	\$80,765	\$82,784	\$84,853	\$86,975	\$89,149	\$91,378	\$93,662	\$96,004	\$98,404	\$100,864	\$103,386

SALARY GRADE	CLASSIFICATION	JOB TITLE	Salary Range													
			STEPS													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Assistant Director, People & Culture	\$36.06	\$36.96	\$37.88	\$38.83	\$39.80	\$40.79	\$41.81	\$42.86	\$43.93	\$45.03	\$46.16	\$47.31	\$48.49	\$49.70
13	Supervisor	2-1-1 Supervisor	\$69,766	\$71,510	\$73,298	\$75,130	\$77,009	\$78,934	\$80,907	\$82,930	\$85,003	\$87,128	\$89,306	\$91,539	\$93,828	\$96,173
		Supervisor, Access	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24
		Supervisor, Billing Services														
		Supervisor, Case Management														
		Supervisor, Case Management Children's Services														
		Supervisor, Clinical Training														
		Supervisor, Community Health & Wellness														
		Supervisor, Community Based Services														
		Supervisor, Crisis Residential Unit														
		Supervisor, Crisis Services														
		Supervisor, Customer Service														
		Supervisor, Contracts Procurement														
		Supervisor, Engagement Team														
		Supervisor, Integrated Health Clinic Services														
		Supervisor, Medical Services														
		Supervisor, OBRA														
		Supervisor, Outpatient Services														
		Supervisor, Outpatient SUD Services														
		Supervisor, People & Culture														
		Supervisor, Quality Improvement														
		Supervisor, Substance Use Disorder														
		CCBHC Project Director														
		Supervisor, Network Performance														
		Recipient Rights Officer														
12	Professional V	Acute Care Clinician III	\$64,899	\$66,521	\$68,185	\$69,889	\$71,636	\$73,427	\$75,263	\$77,145	\$79,073	\$81,050	\$83,076	\$85,153	\$87,282	\$89,464
		Clinician III	\$31.20	\$31.98	\$32.78	\$33.60	\$34.44	\$35.30	\$36.18	\$37.09	\$38.02	\$38.97	\$39.94	\$40.94	\$41.96	\$43.01
		Clinical Training Specialist III														
		EMR Systems Administrator														
		Jail Clinician III														
		Lead Clinician														
		Nursing Care Manager														
		Occupational Therapist II														
		Psychologist III														
		RN III														
		Systems Engineer II														
		Telecommunications Manager														
		Therapist III														
11	Professional IV	Acute Care Clinician II	\$60,371	\$61,880	\$63,427	\$65,013	\$66,638	\$68,304	\$70,012	\$71,762	\$73,556	\$75,395	\$77,280	\$79,212	\$81,192	\$83,222
		Children's Community Based Therapist II	\$29.02	\$29.75	\$30.49	\$31.26	\$32.04	\$32.84	\$33.66	\$34.50	\$35.36	\$36.25	\$37.15	\$38.08	\$39.03	\$40.01

SALARY GRADE	CLASSIFICATION	JOB TITLE	Salary Range															
			STEPS															
			1	2	3	4	5	6	7	8	9	10	11	12	13	14		
		Clinician II Clinical Training Specialist II Human Resources Generalist Jail Clinician II Public Relations Strategist Quality Improvement Specialist II Occupational Therapist I Psychologist II RN II Therapist II Utilization Manager II																
10	Professional III	Acute Care Clinician I Assistant Compliance Officer Children's Community Based Therapist I Clinical Training Specialist I Clinician I Crisis Clinician II Crisis Specialist III Evaluator I Hospital Utilization Manager Jail Clinician I Nursing Home Mental Health Coordinator Paralegal Psychologist I Quality Improvement Specialist I RN I Therapist I Utilization Manager I	\$56,159	\$57,563	\$59,002	\$60,477	\$61,989	\$63,539	\$65,127	\$66,755	\$68,424	\$70,135	\$71,888	\$73,685	\$75,528	\$77,416		
			\$27.00	\$27.67	\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.09	\$32.90	\$33.72	\$34.56	\$35.43	\$36.31	\$37.22		
9	Professional II	BSW Clinician Case Manager II Case Manager - Medical II Claims Analyst Contract Manager Corporate Compliance Specialist Crisis Specialist II EMR Systems Analyst Executive Coordinator, Lead Forensic Case Manager Medical Records Specialist II Nursing Home Mental Health Coordinator Provider Liaison	\$52,241	\$53,547	\$54,886	\$56,258	\$57,664	\$59,106	\$60,584	\$62,098	\$63,651	\$65,242	\$66,873	\$68,545	\$70,258	\$72,015		
			\$25.12	\$25.74	\$26.39	\$27.05	\$27.72	\$28.42	\$29.13	\$29.85	\$30.60	\$31.37	\$32.15	\$32.95	\$33.78	\$34.62		

SALARY GRADE	CLASSIFICATION	JOB TITLE	Salary Range													
			STEPS													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Provider Credentialing Administrator Provider Analyst - Rate Setting Provider Analyst Provisional Jail Clinician Provisional Therapist Rate Setting/Provider Analyst Self-Directed Services Analyst Screener WRAP Facilitator II														
8	Professional I	Accountant Care Coordinator Case Manager I Case Manager - Medical I Community Training Specialist Coordinator, Public Relations Credentialing Coordinator Credentialing/Paneling Specialist Crisis Specialist I Executive Coordinator Integration Health Care Manager Medical Records Specialist I Safety Coordinator Prevention Specialist Recipient Rights Specialist Referral Coordinator WRAP Facilitator I Wellness Coach	\$48,596 \$23.36	\$49,811 \$23.95	\$51,056 \$24.55	\$52,333 \$25.16	\$53,641 \$25.79	\$54,982 \$26.43	\$56,356 \$27.09	\$57,765 \$27.77	\$59,210 \$28.47	\$60,690 \$29.18	\$62,207 \$29.91	\$63,762 \$30.65	\$65,356 \$31.42	\$66,990 \$32.21
7	Specialized II	Accounts Payable Specialist Coordinator, People & Culture Coordinator, Recipient Rights Medical Coding & Billing Network Benefits Specialist PC & User Support Technician Provisional Medical Records Specialist Quality Management Coordinator	\$45,205 \$21.73	\$46,335 \$22.28	\$47,494 \$22.83	\$48,681 \$23.40	\$49,898 \$23.99	\$51,145 \$24.59	\$52,424 \$25.20	\$53,735 \$25.83	\$55,078 \$26.48	\$56,455 \$27.14	\$57,866 \$27.82	\$59,313 \$28.52	\$60,796 \$29.23	\$62,316 \$29.96
6	Specialized I	Administrative Assistant II Office Services Support Team Lead Safety & Facilities Assistant	\$42,051 \$20.22	\$43,102 \$20.72	\$44,180 \$21.24	\$45,284 \$21.77	\$46,416 \$22.32	\$47,577 \$22.87	\$48,766 \$23.45	\$49,985 \$24.03	\$51,235 \$24.63	\$52,516 \$25.25	\$53,829 \$25.88	\$55,175 \$26.53	\$56,554 \$27.19	\$57,968 \$27.87
5	--	--	\$39,118	\$40,096	\$41,098	\$42,126	\$43,179	\$44,258	\$45,365	\$46,499	\$47,661	\$48,853	\$50,074	\$51,326	\$52,609	\$53,925

SALARY GRADE	CLASSIFICATION	JOB TITLE	Salary Range													
			STEPS													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
			\$18.81	\$19.28	\$19.76	\$20.25	\$20.76	\$21.28	\$21.81	\$22.36	\$22.91	\$23.49	\$24.07	\$24.68	\$25.29	\$25.93
4	--	--	\$36,388	\$37,298	\$38,230	\$39,186	\$40,166	\$41,170	\$42,199	\$43,254	\$44,335	\$45,444	\$46,580	\$47,744	\$48,938	\$50,161
			\$17.49	\$17.93	\$18.38	\$18.84	\$19.31	\$19.79	\$20.29	\$20.80	\$21.32	\$21.85	\$22.39	\$22.95	\$23.53	\$24.12
3	Support Services II	2-1-1 Community Navigation Specialist	\$33,850	\$34,696	\$35,564	\$36,453	\$37,364	\$38,298	\$39,256	\$40,237	\$41,243	\$42,274	\$43,331	\$44,414	\$45,524	\$46,663
		Administrative Assistant I	\$16.27	\$16.68	\$17.10	\$17.53	\$17.96	\$18.41	\$18.87	\$19.34	\$19.83	\$20.32	\$20.83	\$21.35	\$21.89	\$22.43
		Centralized Scheduler														
		Community Health Worker														
		Customer Service Specialist														
		Information & Outreach Specialist														
		Information & Referral Specialist														
		Medical Assistant														
		Office Services Support														
		Quality Assurance & Reporting Specialist														
		Recovery Coach/Peer Support Specialist														
		Resource Specialist														
2	Support Services I	Direct Care Worker	\$31,488	\$32,275	\$33,082	\$33,909	\$34,757	\$35,626	\$36,516	\$37,429	\$38,365	\$39,324	\$40,307	\$41,315	\$42,348	\$43,407
		Lead Transport Associate	\$15.14	\$15.52	\$15.90	\$16.30	\$16.71	\$17.13	\$17.56	\$17.99	\$18.44	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87
		Mobile Crisis Aide														
		Transport Associate														
1	--	--	\$29,291	\$30,023	\$30,774	\$31,543	\$32,332	\$33,140	\$33,969	\$34,818	\$35,688	\$36,580	\$37,495	\$38,432	\$39,393	\$40,378
			\$14.08	\$14.43	\$14.80	\$15.17	\$15.54	\$15.93	\$16.33	\$16.74	\$17.16	\$17.59	\$18.03	\$18.48	\$18.94	\$19.41
Shift Pick Up Rates:		<p>DCW Shift Pick Up - <i>Hourly Staff</i> picking up shift(s) will be paid at time and one half for all hours worked over 40 hours.  <i>Salary Staff</i> picking up shift(s) will be paid a rate of \$25 per hour.</p> <p><b>B.A. Shift Pick Up</b> - positions requiring a B.A will be paid at \$40 per hour.  <b>M.A. Shift Pick Up</b> - positions requiring a M.A. will be paid at \$50 per hour.  <b>R.N. Shift Pick Up</b> - R.N.'s picking up shifts will be paid at \$50 per hour.</p>														