

Health Center OPEIU Wage Scale
Effective June 7, 2020 through March 27, 2021

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant I	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Admin Assistant II	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Art Therapist (BA)	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Art Therapist (MA)	17.68	18.03	18.39	18.76	19.14	19.52	19.91	20.31
BCHP	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Biller Trainee	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Billing Reimbursement Analyst	22.00	22.44	22.89	23.35	23.82	24.30	24.79	25.29
Billing Specialist I	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Billing Specialist II	17.62	17.97	18.33	18.70	19.07	19.45	19.84	20.24
Billing Specialist III	19.70	20.09	20.50	20.91	21.33	21.76	22.20	22.64
Call Center Specialist	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Care Coordinator I (Med Asst)	19.81	20.21	20.62	21.03	21.45	21.88	22.32	22.77
Care Coordinator II (Bachelors or LPN)	20.50	20.91	21.33	21.76	22.20	22.64	23.09	23.55
Case Manager (Care Management)	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Case Manager (Chemical Dependency)	18.40	18.77	19.14	19.53	19.92	20.32	20.73	21.14
Case Manager (Homeless)	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Case Manager (Mental Health)	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Case Manager (PACT)	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Case Manager (Housing)	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Case Manager (BH Housing)	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32
CDP II*	22.73	23.19	23.65	24.12	24.60	25.09	25.59	26.10
CDP II Salary*	47,278.40	48,235.20	49,192.00	50,169.60	51,168.00	52,187.20	53,227.20	54,291.74
CDP III	23.81	24.29	24.78	25.27	25.78	26.30	26.83	27.37
CDP III Salary*	49,524.80	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,922.53
Childcare Driver	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Childcare Teacher	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Childcare Teacher II/ECEAP	17.68	18.03	18.39	18.76	19.13	19.51	19.90	20.30
Citizenship ESL Instructor I	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.39
Citizenship ESL Instructor II	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25
Client Advocate	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Client Advocate PCAP	19.25	19.63	20.02	20.43	20.83	21.25	21.68	22.11
Community Health Worker	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Community Health Worker - Pathways	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Community Resource Navigator	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Cook	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Customer Service Rep	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Dental Assistant Trainee	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Dental Asst I	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Dental Asst II	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Dental Asst III	18.40	18.77	19.15	19.53	19.92	20.32	20.73	21.14
Education Specialist	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25
Employment Specialist (PACT)	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32
Employment Specialist (FEP)	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32
Family Support Specialist	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Financial Specialist	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Group Life Counselor I	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Group Life Counselor II	16.83	17.17	17.51	17.86	18.22	18.58	18.95	19.33
Group Life Counselor III	18.40	18.77	19.14	19.53	19.92	20.32	20.73	21.14
Group Life Counselor IV	18.40	18.77	19.14	19.53	19.92	20.32	20.73	21.14
Health Care Advocate	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Health Care Assistant	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Health Educator I (BA)*	20.50	20.91	21.33	21.75	22.19	22.63	23.08	23.54
Health Educator I (BA) Salary*	42,644.16	43,492.80	44,362.66	45,249.91	46,155.20	47,070.40	48,006.40	48,966.53
Health Educator II (RN/MA)*	22.64	23.09	23.56	24.03	24.51	25.00	25.50	26.01
Health Educator II (RN/MA) Salary*	47,099.52	48,033.02	49,004.80	49,984.90	50,980.80	52,000.00	53,040.00	54,100.80
Health Information Management Clerk	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Home Health Aide	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Infant Case Manager	19.82	20.21	20.61	21.02	21.44	21.87	22.31	22.76
Integration Specialist - BH*	19.82	20.21	20.61	21.02	21.44	21.87	22.31	22.76
Integration Specialist - BH Salary*	41,225.60	42,036.80	42,868.80	43,726.18	44,595.20	45,489.60	46,404.80	47,340.80
Integration Specialist (BA)*	19.82	20.21	20.61	21.02	21.44	21.87	22.31	22.76
Integration Specialist (BA) Salary*	41,225.60	42,036.80	42,868.80	43,726.18	44,595.20	45,489.60	46,404.80	47,332.90
Integration Specialist I (Masters/Associate License)*	22.64	23.09	23.56	24.03	24.51	25.00	25.50	26.01
Integration Specialist I (Masters/Associate License) Salary*	47,091.20	48,027.20	49,004.80	49,984.90	50,980.80	52,000.00	53,040.00	54,100.80
Integration Specialist II (Masters/Fully Licensed or RN)*	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25
Integration Specialist II (Masters/Fully Licensed or RN) Salary*	52,977.60	54,038.40	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,847.49
LEAP Program Coordinator	23.41	23.88	24.36	24.85	25.35	25.86	26.38	26.91
LPN	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.39
Maintenance/Housekeeping II	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Maintenance/Housekeeping III	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94
Maintenance/Construction III	21.18	21.61	22.04	22.48	22.93	23.39	23.86	24.34
Maintenance/Construction IV	24.11	24.59	25.08	25.58	26.09	26.62	27.15	27.69
Med Laboratory Tech	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.39
Med Technologist	24.04	24.52	25.01	25.51	26.02	26.54	27.07	27.61
Medical Assistant Certified	20.19	20.60	21.01	21.43	21.86	22.30	22.75	23.21

Health Center OPEIU Wage Scale
Effective June 7, 2020 through March 27, 2021

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Medical Assistant Registered	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89
Mental Health Therapist II (MA)*	23.81	24.29	24.78	25.27	25.78	26.30	26.83	27.37
Mental Health Therapist II (MA) Salary*	49,524.80	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,922.53
Mental Health Therapist III (MA+)*	27.06	27.60	28.15	28.72	29.29	29.88	30.48	31.09
Mental Health Therapist III (MA+) Salary*	56,284.80	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,666.37
Mental Health Therapist Licensed*	29.23	29.81	30.41	31.01	31.63	32.26	32.91	33.57
Mental Health Therapist Licensed Salary*	60,798.40	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,821.86
MH + CDP Dual License*	29.23	29.81	30.41	31.01	31.63	32.26	32.91	33.57
MH + CDP Dual License Salary*	60,798.40	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,821.86
Integrated Mental Health Therapist II (MA)*	23.81	24.29	24.78	25.27	25.78	26.30	26.83	27.37
Integrated Mental Health Therapist II (MA) Salary*	49,524.80	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,922.53
Integrated Mental Health Therapist III (MA+)*	27.06	27.60	28.15	28.72	29.29	29.88	30.48	31.09
Integrated Mental Health Therapist III (MA+) Salary*	56,284.80	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,666.37
Integrated Mental Health Therapist Licensed*	29.23	29.81	30.41	31.01	31.63	32.26	32.91	33.57
Integrated Mental Health Therapist Licensed Salary*	60,798.40	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,821.86
Child and Family Clinical Therapist Licensed*	29.23	29.81	30.41	31.01	31.63	32.26	32.91	33.57
Child and Family Clinical Therapist Licensed Salary*	60,798.40	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,821.86
Child and Family Clinical Therapist*	27.06	27.60	28.15	28.72	29.29	29.88	30.48	31.09
Child and Family Clinical Therapist Salary*	56,284.80	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,666.37
MSS Social Services Specialist*	21.23	21.65	22.08	22.53	22.98	23.44	23.91	24.39
MSS Social Services Specialist Salary*	44,158.40	45,032.00	45,926.40	46,862.40	47,798.40	48,755.20	49,732.80	50,727.46
Nursing Assistant Certified	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Nutritionist RD*	27.60	28.15	28.72	29.29	29.88	30.48	31.09	31.71
Nutritionist RD Salary*	57,412.20	58,560.45	59,731.65	60,926.29	62,150.40	63,398.40	64,667.20	65,960.54
OB Coordinator/Community Health Worker	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Outreach Worker	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Peer Counselor	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Pharmacy Assistant	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Pharmacy Technician	20.20	20.60	21.01	21.43	21.86	22.30	22.74	23.19
Phlebotomist	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Phlebotomist/X-ray Tech	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
PT Aide	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
Psychiatric Provider Aide	17.34	17.69	18.04	18.40	18.77	19.15	19.53	19.92
Receptionist	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Referral Tracking Specialist	16.98	17.32	17.66	18.01	18.37	18.74	19.11	19.49
RN I Care Management*	27.30	27.85	28.41	28.98	29.55	30.14	30.74	31.35
RN I Care Management Salary*	56,784.00	57,919.68	59,086.56	60,268.29	61,464.00	62,691.20	63,939.20	65,217.98
RN I MSS*	27.30	27.85	28.41	28.98	29.55	30.14	30.74	31.35
RN I MSS Salary*	56,784.00	57,919.68	59,086.56	60,268.29	61,464.00	62,691.20	63,939.20	65,217.98
RN I*	24.75	25.25	25.75	26.27	26.79	27.33	27.88	28.44
RN I Salary*	51,480.00	52,509.60	53,560.00	54,631.20	55,723.20	56,846.40	57,990.40	59,150.21
RN II Care Management*	29.99	30.59	31.20	31.83	32.46	33.11	33.77	34.45
RN II Care Management Salary*	62,375.04	63,626.78	64,899.74	66,197.74	67,516.80	68,868.80	70,241.60	71,646.43
RN II MSS*	29.99	30.59	31.20	31.83	32.46	33.11	33.77	34.45
RN II MSS Salary*	62,375.04	63,626.78	64,899.74	66,197.74	67,516.80	68,868.80	70,241.60	71,646.43
RN II*	26.16	26.68	27.21	27.76	28.31	28.88	29.46	30.05
RN II Salary*	54,412.80	55,501.06	56,604.29	57,736.37	58,884.80	60,070.40	61,276.80	62,502.34
RN/Per Diem*	24.75	25.25	25.75	26.27	26.79	27.33	27.88	28.44
RN/Per Diem Salary*	51,480.00	52,509.60	53,560.00	54,631.20	55,723.20	56,846.40	57,990.40	59,150.21
RN - Transitions of Care	31.62	32.25	32.90	33.56	34.23	34.91	35.61	36.32
RN - Transitions of Care Salary*	65,769.60	67,080.00	68,432.00	69,804.80	71,198.40	72,612.80	74,068.80	75,550.18
Senior Advocate	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Social Worker I*	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25
Social Worker I Salary*	52,977.60	54,038.40	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,847.49
Social Worker II*	27.06	27.60	28.15	28.72	29.29	29.88	30.48	31.09
Social Worker II Salary*	56,284.80	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,666.37
Teacher - Special Ed/Inpatient	23.28	23.75	24.22	24.70	25.20	25.70	26.21	26.73
Teacher Certified/Inpatient	19.41	19.80	20.20	20.60	21.01	21.43	21.86	22.30
Treatment Attendant	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
Utilization Coordinator (RN)	24.75	25.25	25.75	26.27	26.79	27.33	27.88	28.44
WIC Breastfeeding Peer Counselor	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
WIC Clerk	16.72	17.05	17.39	17.74	18.10	18.46	18.83	19.20
WIC Nutri Asst Certifier I	16.98	17.32	17.67	18.02	18.38	18.75	19.13	19.51
WIC Nutri Asst Certifier II (BA)	19.82	20.22	20.62	21.03	21.45	21.88	22.32	22.77
X-Ray Technician	19.41	19.80	20.20	20.60	21.01	21.43	21.86	22.30
X-Ray Technician II	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
Youth Guidance Specialist	19.81	20.21	20.62	21.03	21.45	21.88	22.32	22.77
Youth Re-Engagement Specialist	19.81	20.21	20.62	21.03	21.45	21.88	22.32	22.77

*Highlighted positions are exempt, salaried positions. Payroll authorizations for these employees should reflect the annual salary amount, and new employees starting in these positions accrue 27 days PTO.
All other positions are non-exempt, hourly positions. Payroll authorizations for these employees should reflect the hourly rate, and new employee starting in these positions accrue 24 days PTO.
Employees at or beyond the top step of the wage scale receive a 2% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale
Effective March 28, 2021 through March 26, 2022

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Admin Assistant II	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Art Therapist (BA)	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Art Therapist (MA)	18.03	18.39	18.76	19.14	19.52	19.91	20.31	20.71
BCHP	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Biller Trainee	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Billing Reimbursement Analyst	22.44	22.89	23.35	23.82	24.30	24.79	25.29	25.79
Billing Specialist I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Billing Specialist II	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64
Billing Specialist III	20.09	20.50	20.91	21.33	21.76	22.20	22.64	23.10
Call Center Specialist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Care Coordinator I (Med Asst)	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22
Care Coordinator II (Bachelors or LPN)	20.91	21.33	21.76	22.20	22.64	23.09	23.55	24.02
Case Manager (Care Management)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (Chemical Dependency)	18.77	19.14	19.53	19.92	20.32	20.73	21.14	21.57
Case Manager (Homeless)	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Case Manager (Mental Health)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (PACT)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (Housing)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (BH Housing)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
CDP II*	23.19	23.65	24.12	24.60	25.09	25.59	24.10	26.62
CDP II Salary*	48,235.20	49,192.00	50,169.60	51,168.00	52,187.20	53,227.20	50,128.00	55,369.60
CDP III	24.29	24.78	25.27	25.78	26.30	26.83	27.37	27.91
CDP III Salary*	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,052.80
Childcare Driver	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Childcare Teacher	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Childcare Teacher II/ECEAP	18.03	18.39	18.76	19.13	19.51	19.90	20.30	20.70
Citizenship ESL Instructor I	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Citizenship ESL Instructor II	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Client Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Client Advocate PCAP	19.63	20.02	20.43	20.83	21.25	21.68	22.11	22.56
Community Health Worker	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Community Health Worker - Pathways	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Community Resource Navigator	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Cook	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Customer Service Rep	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Dental Assistant Trainee	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Dental Asst I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Dental Asst II	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Dental Asst III	18.77	19.15	19.53	19.92	20.32	20.73	21.14	21.57
Education Specialist	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Employment Specialist (PACT)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
Employment Specialist (FEP)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
Family Support Specialist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Financial Specialist	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Group Life Counselor I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Group Life Counselor II	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72
Group Life Counselor III	18.77	19.14	19.53	19.92	20.32	20.73	21.14	21.57
Group Life Counselor IV	18.77	19.14	19.53	19.92	20.32	20.73	21.14	21.57
Health Care Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Health Care Assistant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Health Educator I (BA)*	20.91	21.33	21.75	22.19	22.63	23.08	23.54	24.01
Health Educator I (BA) Salary*	43,492.80	44,366.40	45,240.00	46,155.20	47,070.40	48,006.40	48,963.20	49,945.86
Health Educator II (RN/MA)*	23.09	23.56	24.03	24.51	25.00	25.50	26.01	26.53
Health Educator II (RN/MA) Salary*	48,027.20	49,004.80	49,982.40	50,980.80	52,000.00	53,040.00	54,100.80	55,182.82
Health Information Management Clerk	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Home Health Aide	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Infant Case Manager	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist - BH*	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist - BH Salary*	42,036.80	42,868.80	43,721.60	44,595.20	45,489.60	46,404.80	47,340.80	48,287.62
Integration Specialist (BA)*	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist (BA) Salary*	42,036.80	42,868.80	43,721.60	44,595.20	45,489.60	46,404.80	47,340.80	48,279.56
Integration Specialist I (Masters/Associate License)*	23.09	23.56	24.03	24.51	25.00	25.50	26.01	26.53
Integration Specialist I (Masters/Associate License) Salary*	48,027.20	49,004.80	49,982.40	50,980.80	52,000.00	53,040.00	54,100.80	55,182.82
Integration Specialist II (Masters/Fully Licensed or RN)*	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Integration Specialist II (Masters/Fully Licensed or RN) Salary*	54,038.40	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,840.00	62,064.44
LEAP Program Coordinator	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45
LPN	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Maintenance/Housekeeping II	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Maintenance/Housekeeping III	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38
Maintenance/Construction III	21.61	22.04	22.48	22.93	23.39	23.86	24.34	24.82
Maintenance/Construction IV	24.59	25.08	25.58	26.09	26.62	27.15	27.69	28.25
Med Laboratory Tech	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Med Technologist	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16
Medical Assistant Certified	20.60	21.01	21.43	21.86	22.30	22.75	23.21	23.67

Health Center OPEIU Wage Scale
Effective March 28, 2021 through March 26, 2022

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Medical Assistant Registered	19.44	19.83	20.23	20.63	21.04	21.46	21.89	22.33
Mental Health Therapist II (MA)*	24.29	24.78	25.27	25.78	26.30	26.83	27.37	27.91
Mental Health Therapist II (MA) Salary*	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,060.98
Mental Health Therapist III (MA+)*	27.60	28.15	28.72	29.29	29.88	30.48	31.09	31.71
Mental Health Therapist III (MA+) Salary*	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70
Mental Health Therapist Licensed*	29.81	30.41	31.01	31.63	32.26	32.91	33.57	34.24
Mental Health Therapist Licensed Salary*	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30
MH + CDP Dual License*	29.81	30.41	31.01	31.63	32.26	32.91	33.57	34.24
MH + CDP Dual License Salary*	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30
Integrated Mental Health Therapist II (MA)*	24.29	24.78	25.27	25.78	26.30	26.83	27.37	27.91
Integrated Mental Health Therapist II (MA) Salary*	50,523.20	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,060.98
Integrated Mental Health Therapist III (MA+)*	27.60	28.15	28.72	29.29	29.88	30.48	31.09	31.71
Integrated Mental Health Therapist III (MA+) Salary*	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70
Integrated Mental Health Therapist Licensed*	29.81	30.41	31.01	31.63	32.26	32.91	33.57	34.24
Integrated Mental Health Therapist Licensed Salary*	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30
Child and Family Clinical Therapist Licensed*	29.81	30.41	31.01	31.63	32.26	32.91	33.57	34.24
Child and Family Clinical Therapist Licensed Salary*	62,004.80	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30
Child and Family Clinical Therapist*	27.60	28.15	28.72	29.29	29.88	30.48	31.09	31.71
Child and Family Clinical Therapist Salary*	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70
MSS Social Services Specialist*	21.65	22.08	22.53	22.98	23.44	23.91	24.39	24.88
MSS Social Services Specialist Salary*	45,032.00	45,926.40	46,862.40	47,798.40	48,755.20	49,732.80	50,731.20	51,742.01
Nursing Assistant Certified	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Nutritionist RD*	28.15	28.72	29.29	29.88	30.48	31.09	31.71	32.35
Nutritionist RD Salary*	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,956.80	67,279.75
OB Coordinator/Community Health Worker	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Outreach Worker	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Peer Counselor	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Pharmacy Assistant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Pharmacy Technician	20.60	21.01	21.43	21.86	22.30	22.74	23.19	23.66
Phlebotomist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Phlebotomist/X-ray Tech	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
PT Aide	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Psychiatric Provider Aide	17.69	18.04	18.40	18.77	19.15	19.53	19.92	20.32
Receptionist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Referral Tracking Specialist	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
RN I Care Management*	27.85	28.41	28.98	29.55	30.14	30.74	31.35	31.98
RN I Care Management Salary*	57,928.00	59,092.80	60,278.40	61,464.00	62,691.20	63,939.20	65,208.00	66,522.34
RN I MSS*	27.85	28.41	28.98	29.55	30.14	30.74	31.35	31.98
RN I MSS Salary*	57,928.00	59,092.80	60,278.40	61,464.00	62,691.20	63,939.20	65,208.00	66,522.34
RN I*	25.25	25.75	26.27	26.79	27.33	27.88	28.44	29.01
RN I Salary*	52,520.00	53,560.00	54,641.60	55,723.20	56,846.40	57,990.40	59,155.20	60,333.21
RN II Care Management*	30.59	31.20	31.83	32.46	33.11	33.77	34.45	35.13
RN II Care Management Salary*	63,627.20	64,896.00	66,206.40	67,516.80	68,868.80	70,241.60	71,656.00	73,079.36
RN II MSS*	30.59	31.20	31.83	32.46	33.11	33.77	34.45	35.13
RN II MSS Salary*	63,627.20	64,896.00	66,206.40	67,516.80	68,868.80	70,241.60	71,656.00	73,079.36
RN II*	26.68	27.21	27.76	28.31	28.88	29.46	30.05	30.65
RN II Salary*	55,494.40	56,596.80	57,740.80	58,884.80	60,070.40	61,276.80	62,504.00	63,752.39
RN/Per Diem*	25.25	25.75	26.27	26.79	27.33	27.88	28.44	29.01
RN/Per Diem Salary*	52,520.00	53,560.00	54,641.60	55,723.20	56,846.40	57,990.40	59,155.20	60,333.21
RN - Transitions of Care	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05
RN - Transitions of Care Salary*	67,080.00	68,432.00	69,804.80	71,198.40	72,612.80	74,068.80	75,545.60	77,061.18
Senior Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Social Worker I*	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Social Worker I Salary*	54,038.40	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,840.00	62,064.44
Social Worker II*	27.60	28.15	28.72	29.29	29.88	30.48	31.09	31.71
Social Worker II Salary*	57,408.00	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70
Teacher - Special Ed/Inpatient	23.75	24.22	24.70	25.20	25.70	26.21	26.73	27.27
Teacher Certified/Inpatient	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.74
Treatment Attendant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Utilization Coordinator (RN)	25.25	25.75	26.27	26.79	27.33	27.88	28.44	29.01
WIC Breastfeeding Peer Counselor	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
WIC Clerk	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
WIC Nutri Asst Certifier I	17.32	17.67	18.02	18.38	18.75	19.13	19.51	19.90
WIC Nutri Asst Certifier II (BA)	20.22	20.62	21.03	21.45	21.88	22.32	22.77	23.22
X-Ray Technician	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.74
X-Ray Technician II	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.89
Youth Guidance Specialist	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22
Youth Re-Engagement Specialist	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22

*Highlighted positions are exempt, salaried positions. Payroll authorizations for these employees should reflect the annual salary amount, and new employees starting in these positions accrue 27 days PTO. All other positions are non-exempt, hourly positions. Payroll authorizations for these employees should reflect the hourly rate, and new employee starting in these positions accrue 24 days PTO. Employees at or beyond the top step of the wage scale receive a 2% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale
Effective March 27, 2022 through March 31, 2023

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant I	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Admin Assistant II	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Art Therapist (BA)	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Art Therapist (MA)	18.39	18.76	19.14	19.52	19.91	20.31	20.71	21.12
BCHP	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Biller Trainee	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Billing Reimbursement Analyst	22.89	23.35	23.82	24.30	24.79	25.29	25.79	26.31
Billing Specialist I	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Billing Specialist II	18.33	18.70	19.07	19.45	19.84	20.24	20.64	21.05
Billing Specialist III	20.50	20.91	21.33	21.76	22.20	22.64	23.10	23.56
Call Center Specialist	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Care Coordinator I (Med Asst)	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.68
Care Coordinator II (Bachelors or LPN)	21.33	21.76	22.20	22.64	23.09	23.55	24.02	24.50
Case Manager (Care Management)	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Case Manager (Chemical Dependency)	19.14	19.53	19.92	20.32	20.73	21.14	21.57	22.00
Case Manager (Homeless)	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Case Manager (Mental Health)	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Case Manager (PACT)	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Case Manager (Housing)	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Case Manager (BH Housing)	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.13
CDP II*	23.65	24.12	24.60	25.09	25.59	24.10	26.62	27.15
CDP II Salary*	49,192.00	50,169.60	51,168.00	52,187.20	53,227.20	50,128.00	55,369.60	56,472.00
CDP III	24.78	25.27	25.78	26.30	26.83	27.37	27.91	28.47
CDP III Salary*	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,052.80	59,217.60
Childcare Driver	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Childcare Teacher	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Childcare Teacher II/ECEAP	18.39	18.76	19.13	19.51	19.90	20.30	20.70	21.11
Citizenship ESL Instructor I	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
Citizenship ESL Instructor II	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44
Client Advocate	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Client Advocate PCAP	20.02	20.43	20.83	21.25	21.68	22.11	22.56	23.01
Community Health Worker	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Community Health Worker - Pathways	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Community Resource Navigator	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Cook	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Customer Service Rep	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Dental Assistant Trainee	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Dental Asst I	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Dental Asst II	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Dental Asst III	19.15	19.53	19.92	20.32	20.73	21.14	21.57	22.00
Education Specialist	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44
Employment Specialist (PACT)	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.13
Employment Specialist (FEP)	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.13
Family Support Specialist	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Financial Specialist	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Group Life Counselor I	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Group Life Counselor II	17.51	17.86	18.22	18.58	18.95	19.33	19.72	20.11
Group Life Counselor III	19.14	19.53	19.92	20.32	20.73	21.14	21.57	22.00
Group Life Counselor IV	19.14	19.53	19.92	20.32	20.73	21.14	21.57	22.00
Health Care Advocate	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Health Care Assistant	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Health Educator I (BA)*	21.33	21.75	22.19	22.63	23.08	23.54	24.01	24.49
Health Educator I (BA) Salary*	44,366.40	45,240.00	46,155.20	47,070.40	48,006.40	48,963.20	49,945.86	50,939.20
Health Educator II (RN/MA)*	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.06
Health Educator II (RN/MA) Salary*	49,004.80	49,982.40	50,980.80	52,000.00	53,040.00	54,100.80	55,182.82	56,284.80
Health Information Management Clerk	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Home Health Aide	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Infant Case Manager	20.61	21.02	21.44	21.87	22.31	22.76	23.21	23.67
Integration Specialist - BH*	20.61	21.02	21.44	21.87	22.31	22.76	23.21	23.67
Integration Specialist - BH Salary*	42,868.80	43,721.60	44,595.20	45,489.60	46,404.80	47,340.80	48,287.62	49,233.60
Integration Specialist (BA)*	20.61	21.02	21.44	21.87	22.31	22.76	23.21	23.67
Integration Specialist (BA) Salary*	42,868.80	43,721.60	44,595.20	45,489.60	46,404.80	47,340.80	48,279.56	49,233.60
Integration Specialist I (Masters/Associate License)*	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.06
Integration Specialist I (Masters/Associate License) Salary*	49,004.80	49,982.40	50,980.80	52,000.00	53,040.00	54,100.80	55,182.82	56,284.80
Integration Specialist II (Masters/Fully Licensed or RN)*	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44
Integration Specialist II (Masters/Fully Licensed or RN) Salary*	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,840.00	62,064.44	63,315.20
LEAP Program Coordinator	24.36	24.85	25.35	25.86	26.38	26.91	27.45	28.00
LPN	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
Maintenance/Housekeeping II	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Maintenance/Housekeeping III	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83
Maintenance/Construction III	22.04	22.48	22.93	23.39	23.86	24.34	24.82	25.32
Maintenance/Construction IV	25.08	25.58	26.09	26.62	27.15	27.69	28.25	28.80
Med Laboratory Tech	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
Med Technologist	25.01	25.51	26.02	26.54	27.07	27.61	28.16	28.72
Medical Assistant Certified	21.01	21.43	21.86	22.30	22.75	23.21	23.67	24.14

Health Center OPEIU Wage Scale
Effective March 27, 2022 through March 31, 2023

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Medical Assistant Registered	19.83	20.23	20.63	21.04	21.46	21.89	22.33	22.78
Mental Health Therapist II (MA)*	24.78	25.27	25.78	26.30	26.83	27.37	27.91	28.47
Mental Health Therapist II (MA) Salary*	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,060.98	59,217.60
Mental Health Therapist III (MA+)*	28.15	28.72	29.29	29.88	30.48	31.09	31.71	32.34
Mental Health Therapist III (MA+) Salary*	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70	67,267.20
Mental Health Therapist Licensed*	30.41	31.01	31.63	32.26	32.91	33.57	34.24	34.92
Mental Health Therapist Licensed Salary*	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30	72,633.60
MH + CDP Dual License*	30.41	31.01	31.63	32.26	32.91	33.57	34.24	34.92
MH + CDP Dual License Salary*	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30	72,633.60
Integrated Mental Health Therapist II (MA)*	24.78	25.27	25.78	26.30	26.83	27.37	27.91	28.47
Integrated Mental Health Therapist II (MA) Salary*	51,542.40	52,561.60	53,622.40	54,704.00	55,806.40	56,929.60	58,060.98	59,217.60
Integrated Mental Health Therapist III (MA+)*	28.15	28.72	29.29	29.88	30.48	31.09	31.71	32.34
Integrated Mental Health Therapist III (MA+) Salary*	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70	67,267.20
Integrated Mental Health Therapist Licensed*	30.41	31.01	31.63	32.26	32.91	33.57	34.24	34.92
Integrated Mental Health Therapist Licensed Salary*	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30	72,633.60
Child and Family Clinical Therapist Licensed*	30.41	31.01	31.63	32.26	32.91	33.57	34.24	34.92
Child and Family Clinical Therapist Licensed Salary*	63,252.80	64,500.80	65,790.40	67,100.80	68,452.80	69,825.60	71,218.30	72,633.60
Child and Family Clinical Therapist*	28.15	28.72	29.29	29.88	30.48	31.09	31.71	32.34
Child and Family Clinical Therapist Salary*	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70	67,267.20
MSS Social Services Specialist*	22.08	22.53	22.98	23.44	23.91	24.39	24.88	25.38
MSS Social Services Specialist Salary*	45,926.40	46,862.40	47,798.40	48,755.20	49,732.80	50,731.20	51,742.01	52,790.40
Nursing Assistant Certified	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Nutritionist RD*	28.72	29.29	29.88	30.48	31.09	31.71	32.35	33.00
Nutritionist RD Salary*	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,956.80	67,279.75	68,640.00
OB Coordinator/Community Health Worker	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Outreach Worker	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Peer Counselor	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Pharmacy Assistant	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Pharmacy Technician	21.01	21.43	21.86	22.30	22.74	23.19	23.66	24.13
Phlebotomist	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Phlebotomist/X-ray Tech	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
PT Aide	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
Psychiatric Provider Aide	18.04	18.40	18.77	19.15	19.53	19.92	20.32	20.73
Receptionist	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Referral Tracking Specialist	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28
RN I Care Management*	28.41	28.98	29.55	30.14	30.74	31.35	31.98	32.62
RN I Care Management Salary*	59,092.80	60,278.40	61,464.00	62,691.20	63,939.20	65,208.00	66,522.34	67,849.60
RN I MSS*	28.41	28.98	29.55	30.14	30.74	31.35	31.98	32.62
RN I MSS Salary*	59,092.80	60,278.40	61,464.00	62,691.20	63,939.20	65,208.00	66,522.34	67,849.60
RN I*	25.75	26.27	26.79	27.33	27.88	28.44	29.01	29.59
RN I Salary*	53,560.00	54,641.60	55,723.20	56,846.40	57,990.40	59,155.20	60,333.21	61,547.20
RN II Care Management*	31.20	31.83	32.46	33.11	33.77	34.45	35.13	35.83
RN II Care Management Salary*	64,896.00	66,206.40	67,516.80	68,868.80	70,241.60	71,656.00	73,079.36	74,526.40
RN II MSS*	31.20	31.83	32.46	33.11	33.77	34.45	35.13	35.83
RN II MSS Salary*	64,896.00	66,206.40	67,516.80	68,868.80	70,241.60	71,656.00	73,079.36	74,526.40
RN II*	27.21	27.76	28.31	28.88	29.46	30.05	30.65	31.26
RN II Salary*	56,596.80	57,740.80	58,884.80	60,070.40	61,276.80	62,504.00	63,752.39	65,020.80
RN/Per Diem*	25.75	26.27	26.79	27.33	27.88	28.44	29.01	29.59
RN/Per Diem Salary*	53,560.00	54,641.60	55,723.20	56,846.40	57,990.40	59,155.20	60,333.21	61,547.20
RN - Transitions of Care	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79
RN - Transitions of Care Salary*	68,432.00	69,804.80	71,198.40	72,612.80	74,068.80	75,545.60	77,061.18	78,603.20
Senior Advocate	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Social Worker I*	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44
Social Worker I Salary*	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,840.00	62,064.44	63,315.20
Social Worker II*	28.15	28.72	29.29	29.88	30.48	31.09	31.71	32.34
Social Worker II Salary*	58,552.00	59,737.60	60,923.20	62,150.40	63,398.40	64,667.20	65,959.70	67,267.20
Teacher - Special Ed/Inpatient	24.22	24.70	25.20	25.70	26.21	26.73	27.27	27.82
Teacher Certified/Inpatient	20.20	20.60	21.01	21.43	21.86	22.30	22.74	23.19
Treatment Attendant	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
Utilization Coordinator (RN)	25.75	26.27	26.79	27.33	27.88	28.44	29.01	29.59
WIC Breastfeeding Peer Counselor	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
WIC Clerk	17.39	17.74	18.10	18.46	18.83	19.20	19.58	19.97
WIC Nutri Asst Certifier I	17.67	18.02	18.38	18.75	19.13	19.51	19.90	20.30
WIC Nutri Asst Certifier II (BA)	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.68
X-Ray Technician	20.20	20.60	21.01	21.43	21.86	22.30	22.74	23.19
X-Ray Technician II	22.98	23.44	23.91	24.39	24.88	25.38	25.89	26.41
Youth Guidance Specialist	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.68
Youth Re-Engagement Specialist	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.68

*Highlighted positions are exempt, salaried positions. Payroll authorizations for these employees should reflect the annual salary amount, and new employees starting in these positions accrue 27 days PTO. All other positions are non-exempt, hourly positions. Payroll authorizations for these employees should reflect the hourly rate, and new employee starting in these positions accrue 24 days PTO. Employees at or beyond the top step of the wage scale receive a 2% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale
 Effective August 16, 2021 through March 26, 2022
 Version as of 8/16/21

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Admin Assistant II	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Art Therapist (BA)	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Art Therapist (MA)	18.03	18.39	18.76	19.14	19.52	19.91	20.31	20.71
BCHP	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Biller Trainee	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Billing Reimbursement Analyst	22.44	22.89	23.35	23.82	24.30	24.79	25.29	25.79
Billing Specialist I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Billing Specialist II	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64
Billing Specialist III	20.09	20.50	20.91	21.33	21.76	22.20	22.64	23.10
Call Center Specialist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Care Coordinator I (Med Asst)	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22
Care Coordinator II (Bachelors or LPN)	20.91	21.33	21.76	22.20	22.64	23.09	23.55	24.02
Case Manager (Care Management)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (Chemical Dependency)	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97
Case Manager (Homeless)	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Case Manager (Mental Health)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (PACT)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (Housing)	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Case Manager (BH Housing)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
Childcare Driver	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Childcare Teacher	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Childcare Teacher II/ECEAP	18.03	18.39	18.76	19.13	19.51	19.90	20.30	20.70
Citizenship ESL Instructor I	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Citizenship ESL Instructor II	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Client Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Client Advocate PCAP	22.00	22.44	22.89	23.35	23.81	24.29	24.78	25.27
Community Health Worker	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Community Health Worker - Pathways	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Community Resource Navigator	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Cook	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Crisis Integration Specialist I (BA) (GRACE/CSNW Programs Only)	22.26	22.71	23.16	23.62	24.09	24.57	25.06	25.56
Crisis Integration Specialist II (Masters) (GRACE/CSNW Programs Only)	25.65	26.16	26.68	27.22	27.76	28.32	28.88	29.46
Crisis MHT II (GRACE/CSNW Programs Only)	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44
Crisis MHT II (GRACE/CSNW Programs Only)	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,860.80	62,067.20	63,315.20
Crisis MHT III (GRACE/CSNW Programs Only)	29.81	30.41	31.02	31.64	32.27	32.92	33.58	34.25
Crisis MHT III (GRACE/CSNW Programs Only)	62,004.80	63,252.80	64,521.60	65,811.20	67,121.60	68,473.60	69,846.40	71,240.00
Crisis MHT Licensed (GRACE/CSNW Programs Only)	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.53
Crisis MHT Licensed (GRACE/CSNW Programs Only)	67,953.60	69,305.60	70,699.20	72,113.60	73,548.80	75,025.60	76,523.20	78,062.40
Crisis RN I (GRACE/CSNW Programs Only)	27.85	28.41	28.98	29.55	30.14	30.74	31.35	31.98
Crisis RN I (GRACE/CSNW Programs Only)	57,928.00	59,092.80	60,278.40	61,464.00	62,691.20	63,939.20	65,208.00	66,512.16
Crisis RN II (GRACE/CSNW Programs Only)	30.59	31.20	31.83	32.46	33.11	33.77	34.45	35.14
Crisis RN II (GRACE/CSNW Programs Only)	63,627.20	64,896.00	66,206.40	67,516.80	68,868.80	70,241.60	71,656.00	73,089.12
Customer Service Rep	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Dental Assistant Trainee	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68
Dental Asst I	20.05	20.45	20.86	21.28	21.70	22.14	22.58	23.03
Dental Asst II	20.32	20.73	21.14	21.56	22.00	22.43	22.88	23.34
Dental Asst III	21.77	22.21	22.65	23.10	23.56	24.04	24.52	25.01
Education Specialist	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
Employment Specialist (PACT)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
Employment Specialist (FEP)	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72
Family Support Specialist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Financial Specialist	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Geropsych Social Worker MSW/Discharge Planner	27.06	27.60	28.15	28.72	29.29	29.88	30.48	31.09
Geropsych Mental Health Technician BA	21.98	22.42	22.87	23.33	23.79	24.27	24.75	25.25
Geropsych Nursing Assistant Certified	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53
Geropsych Certified Mental Health Inpatient Peer Counselor	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.14
Geropsych Cook	16.72	17.05	17.40	17.74	18.10	18.46	18.83	19.21
Geropsych Housekeeping/Laundry Aide	16.69	17.02	17.36	17.71	18.07	18.43	18.80	19.17
Geropsych Mental Health Therapist II	23.81	24.29	24.77	25.27	25.77	26.29	26.81	27.35
Group Life Counselor I	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Group Life Counselor II	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72
Group Life Counselor III	18.77	19.14	19.53	19.92	20.32	20.73	21.14	21.57
Group Life Counselor IV	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97
Health Care Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Health Care Assistant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Health Educator I (BA)*	24.04	24.52	25.01	25.51	26.02	26.54	27.07	27.61
Health Educator I (BA) Salary*	50,003.20	51,001.60	52,020.80	53,060.80	54,121.60	55,203.20	56,305.60	57,428.80
Health Educator II (RN/MA)*	26.44	26.97	27.51	28.06	28.62	29.19	29.78	30.37
Health Educator II (RN/MA) Salary*	54,995.20	56,097.60	57,220.80	58,364.80	59,529.60	60,715.20	61,942.40	63,169.60
Health Information Management Clerk	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Home Health Aide	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Infant Case Manager	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist - BH	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist (BA)	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.21
Integration Specialist I (Masters/Associate License)	23.09	23.56	24.03	24.51	25.00	25.50	26.01	26.53
Integration Specialist II (Masters/Fully Licensed or RN)	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84
LEAP Program Coordinator	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45
LPN	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Housekeeping II	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Maintenance/Housekeeping III	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38
Maintenance/Construction III	21.61	22.04	22.48	22.93	23.39	23.86	24.34	24.82
Maintenance/Construction IV	24.59	25.08	25.58	26.09	26.62	27.15	27.69	28.25
Med Laboratory Tech	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Med Technologist	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16
Medical Assistant Certified	21.62	22.05	22.49	22.94	23.40	23.87	24.35	24.83
Medical Assistant Registered	20.46	20.87	21.29	21.71	22.15	22.59	23.04	23.50
Mental Health Therapist II (MA)*	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44
Mental Health Therapist II (MA) Salary*	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,860.80	62,067.20	63,315.20
Mental Health Therapist III (MA+)*	29.81	30.41	31.02	31.64	32.27	32.92	33.58	34.25
Mental Health Therapist III (MA+) Salary*	62,004.80	63,252.80	64,521.60	65,811.20	67,121.60	68,473.60	69,846.40	71,240.00
Mental Health Therapist Licensed*	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.53
Mental Health Therapist Licensed Salary*	67,953.60	69,305.60	70,699.20	72,113.60	73,548.80	75,025.60	76,523.20	78,062.40
MH + SUDP Dual License*	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.53
MH + SUDP Dual License Salary*	67,953.60	69,305.60	70,699.20	72,113.60	73,548.80	75,025.60	76,523.20	78,062.40
Integrated Mental Health Therapist II (MA)*	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44
Integrated Mental Health Therapist II (MA) Salary*	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,860.80	62,067.20	63,315.20
Integrated Mental Health Therapist III (MA+)*	29.81	30.41	31.02	31.64	32.27	32.92	33.58	34.25
Integrated Mental Health Therapist III (MA+) Salary*	62,004.80	63,252.80	64,521.60	65,811.20	67,121.60	68,473.60	69,846.40	71,240.00
Integrated Mental Health Therapist Licensed*	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.53
Integrated Mental Health Therapist Licensed Salary*	67,953.60	69,305.60	70,699.20	72,113.60	73,548.80	75,025.60	76,523.20	78,062.40
Child and Family Clinical Therapist Licensed*	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.53
Child and Family Clinical Therapist Licensed Salary*	67,953.60	69,305.60	70,699.20	72,113.60	73,548.80	75,025.60	76,523.20	78,062.40
Child and Family Clinical Therapist*	29.81	30.41	31.02	31.64	32.27	32.92	33.58	34.25
Child and Family Clinical Therapist Salary*	62,004.80	63,252.80	64,521.60	65,811.20	67,121.60	68,473.60	69,846.40	71,240.00
MSS Social Services Specialist*	23.96	24.44	24.61	25.10	25.60	26.11	26.63	27.17
MSS Social Services Specialist Salary*	49,836.80	50,835.20	51,188.80	52,208.00	53,248.00	54,308.80	55,390.40	56,513.60
MSS Social Services Specialist II (Masters)*	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84
MSS Social Services Specialist II (Masters) Salary*	54,038.40	55,120.00	56,222.40	57,345.60	58,489.60	59,654.40	60,860.80	62,067.20
Nursing Assistant Certified	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Nutritionist RD*	30.50	31.11	31.73	32.37	33.01	33.67	34.35	35.03
Nutritionist RD Salary*	63,440.00	64,708.80	65,998.40	67,329.60	68,660.80	70,033.60	71,448.00	72,907.20
OB Coordinator/Community Health Worker	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Outreach Worker	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Peer Counselor	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Pharmacy Assistant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Pharmacy Technician	20.60	21.01	21.43	21.86	22.30	22.74	23.19	23.66
Phlebotomist	18.50	18.87	19.25	19.63	20.02	20.43	20.83	21.25
Phlebotomist/X-ray Tech	18.80	19.18	19.56	19.95	20.35	20.76	21.17	21.60
PT Aide	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Psychiatric Provider Aide	17.69	18.04	18.40	18.77	19.15	19.53	19.92	20.32
Receptionist	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Referral Tracking Specialist	17.32	17.66	18.01	18.37	18.74	19.11	19.49	19.88
Reproductive Cancer Patient Navigator	20.21	20.61	21.03	21.45	21.88	22.31	22.76	23.21
RN I (ADN)*	32.00	32.64	33.29	33.96	34.64	35.33	36.04	36.76
RN I (ADN) Salary*	66,560.00	67,891.20	69,243.20	70,636.80	72,051.20	73,486.40	74,963.20	76,460.80
RN II (BSN)*	36.71	37.44	38.19	38.96	39.74	40.53	41.34	42.17
RN II (BSN) Salary*	76,356.80	77,875.20	79,435.20	81,036.80	82,659.20	84,302.40	85,987.20	87,713.60
Senior Advocate	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Social Worker I*	27.40	27.95	28.51	29.08	29.66	30.25	30.86	31.47
Social Worker I Salary*	56,992.00	58,136.00	59,300.80	60,486.40	61,692.80	62,920.00	64,188.80	65,464.44
Social Worker II*	29.02	29.60	30.19	30.80	31.41	32.04	32.68	33.33
Social Worker II Salary*	60,361.60	61,568.00	62,795.20	64,064.00	65,332.80	66,643.20	67,974.40	69,359.70
SUDP II*	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72
SUDP II Salary*	52,000.00	53,040.00	54,100.80	55,182.40	56,284.80	57,408.00	58,552.00	59,737.60
SUDP III*	27.00	27.54	28.09	28.65	29.23	29.81	30.41	31.01
SUDP III Salary*	56,160.00	57,283.20	58,427.20	59,592.00	60,798.40	62,004.80	63,252.80	64,500.80
Teacher - Special Ed/Inpatient	23.75	24.22	24.70	25.20	25.70	26.21	26.73	27.27
Teacher Certified/Inpatient	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.74
Treatment Attendant	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
Utilization Coordinator (RN)	25.25	25.75	26.27	26.79	27.33	27.88	28.44	29.01
WIC Breastfeeding Peer Counselor	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
WIC Clerk	17.05	17.39	17.74	18.10	18.46	18.83	19.20	19.58
WIC Nutri Asst Certifier I	17.32	17.67	18.02	18.38	18.75	19.13	19.51	19.90
WIC Nutri Asst Certifier II (BA)	20.22	20.62	21.03	21.45	21.88	22.32	22.77	23.22
X-Ray Technician	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.74
X-Ray Technician II	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.89
Youth Guidance Specialist	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22
Youth Re-Engagement Specialist	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22

Wage scale effective 8/16/21 incorporates market rate adjustments for affected positions.

*Highlighted positions are exempt, salaried positions. Payroll authorizations for these employees should reflect the annual salary amount, and new employees starting in these positions accrue 27 days PTO.

All other positions are non-exempt, hourly positions. Payroll authorizations for these employees should reflect the hourly rate, and new employee starting in these positions accrue 24 days PTO.

Employees at or beyond the top step of the wage scale receive a 2% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale

Effective Date: 8/16/2021

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Dental Assistant Trainee	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68
Dental Asst I	20.05	20.45	20.86	21.28	21.70	22.14	22.58	23.03
Dental Asst II	20.32	20.73	21.14	21.56	22.00	22.43	22.88	23.34
Dental Asst III	21.77	22.21	22.65	23.10	23.56	24.04	24.52	25.01
Health Educator I (BA)	24.04	24.52	25.01	25.51	26.02	26.54	27.07	27.61
Health Educator II (RN/MA)	26.44	26.97	27.51	28.06	28.62	29.19	29.78	30.37
Medical Assistant Certified	21.62	22.05	22.49	22.94	23.40	23.87	24.35	24.83
Medical Assistant Registered	20.46	20.87	21.29	21.71	22.15	22.59	23.04	23.50
Phlebotomist	18.50	18.87	19.25	19.63	20.02	20.43	20.83	21.25
Phlebotomist/X-ray Tech	18.80	19.18	19.56	19.95	20.35	20.76	21.17	21.60
LPN	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72
MSS Social Services Specialist	23.65	24.12	24.61	25.10	25.60	26.11	26.63	27.17
Nutritionist RD*	30.50	31.11	31.73	32.37	33.01	33.67	34.35	35.03
RN I* (ADN)	32.00	32.64	33.29	33.96	34.64	35.33	36.04	36.76
RN II* (BSN)	36.71	37.44	38.19	38.96	39.74	40.53	41.34	42.17
Social Worker I*	27.40	27.95	28.51	29.08	29.66	30.25	30.86	31.47
Social Worker II*	29.02	29.60	30.19	30.80	31.41	32.04	32.68	33.33