

Health Center OPEIU Wage Scale

March 26, 2023 to March 23, 2024

Version as of 4/28/23

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Art Therapist	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
BCHP	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Biller Trainee	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Billing Reimbursement Analyst	23.58	24.05	24.53	25.02	25.52	26.03	26.55	27.08
Billing Specialist II	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Billing Specialist III	21.12	21.54	21.97	22.41	22.86	23.31	23.78	24.25
Call Center Specialist	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Care Coordinator I (Med Asst)	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40
Care Coordinator II (Bachelors or LPN)	21.97	22.41	22.86	23.31	23.78	24.26	24.74	25.24
Case Manager (Care Management)	21.12	21.54	21.97	22.41	22.86	23.31	23.78	24.25
Case Manager (Chemical Dependency)	24.72	25.21	25.72	26.23	26.76	27.29	27.84	28.40
Case Manager (Homeless)	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Case Manager (Mental Health)	20.60	21.01	21.43	21.86	22.30	22.74	23.20	23.66
Case Manager (PACT)	20.60	21.01	21.43	21.86	22.30	22.74	23.20	23.66
Case Manager (Housing)	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Case Manager (BH Housing)	21.53	21.96	22.40	22.84	23.30	23.77	24.24	24.73
Certified Coding Specialist I	23.49	23.96	24.44	24.93	25.43	25.94	26.46	26.99
Certified Coding Specialist II	24.46	24.95	25.45	25.96	26.48	27.01	27.55	28.10
Certified Coding Specialist III	25.99	26.51	27.04	27.58	28.13	28.69	29.27	29.85
Certified Diabetes Care Education Specialist (CDCES)*	34.10	34.79	35.48	36.19	36.91	37.65	38.41	39.17
Certified Diabetes Care Education Specialist (CDCES) Salary*	70,928.00	72,363.20	73,798.40	75,275.20	76,772.80	78,312.00	79,892.80	81,473.60
Childcare Driver	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Childcare Teacher	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Childcare Teacher II/ECEAP	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Citizenship ESL Instructor I	22.75	23.21	23.67	24.15	24.63	25.12	25.62	26.14
Citizenship ESL Instructor II	27.30	27.84	28.40	28.97	29.54	30.14	30.74	31.35
Client Advocate	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Client Advocate PCAP	23.11	23.58	24.05	24.53	25.02	25.52	26.03	26.55
Clinical Care Gap Support Specialist	24.76	25.26	25.76	26.28	26.80	27.34	27.89	28.44
Community Health Worker	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Community Health Worker - Pathways/MSS	21.12	21.54	21.97	22.41	22.86	23.31	23.78	24.25
Community Health Worker - Early Relational Development (MSS Only)	30.95	31.57	32.20	32.85	33.50	34.17	34.86	35.55
Community Resource Navigator	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Cook	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Crisis Intervention Specialist (CSNW Programs Only)	23.39	23.86	24.34	24.82	25.32	25.83	26.34	26.87
Crisis MHT II (CSNW Programs Only)	27.84	28.40	28.97	29.54	30.14	30.74	31.35	31.98
Crisis MHT III (CSNW Programs Only)	31.32	31.95	32.59	33.24	33.90	34.58	35.27	35.98
Crisis MHT Licensed (CSNW Programs Only)*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
Crisis MHT Licensed (CSNW Programs Only) Salary*	71,385.60	72,820.80	74,276.80	75,753.60	77,272.00	78,811.20	80,392.00	81,993.60
Customer Service Rep	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Dental Assistant Trainee	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Dental Asst I	21.06	21.48	21.91	22.35	22.80	23.26	23.72	24.20
Dental Asst II	21.35	21.78	22.21	22.65	23.11	23.57	24.04	24.52
Dental Asst III	22.88	23.33	23.80	24.28	24.76	25.26	25.76	26.28
Designated Crisis Responder I (CSNW)*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
Designated Crisis Responder I (CSNW) Salary*	71,385.60	72,820.80	74,276.80	75,753.60	77,272.00	78,811.20	80,392.00	81,993.60
Designated Crisis Responder II (CSNW)*	36.33	37.05	37.80	38.55	39.32	40.11	40.91	41.73
Designated Crisis Responder II (CSNW) Salary*	75,566.40	77,064.00	78,624.00	80,184.00	81,785.60	83,428.80	85,092.80	86,798.40
Education Specialist	27.30	27.84	28.40	28.97	29.54	30.14	30.74	31.35
Employment Specialist (PACT)	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Employment Specialist (FEP)	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Family Support Specialist	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Financial Specialist	20.60	21.01	21.43	21.86	22.30	22.74	23.20	23.66
Geropsych Social Worker MSW/Discharge Planner	28.43	29.00	29.58	30.17	30.77	31.39	32.01	32.65
Geropsych Mental Health Technician BA	23.09	23.55	24.03	24.51	25.00	25.50	26.01	26.53
Geropsych Nursing Assistant Certified	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Geropsych Certified Mental Health Inpatient Peer Counselor	19.33	19.72	20.11	20.52	20.93	21.35	21.77	22.21
Geropsych Cook	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Geropsych Housekeeping/Laundry Aide	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Geropsych Mental Health Therapist II	25.02	25.52	26.03	26.55	27.08	27.62	28.18	28.74
Group Life Counselor I	19.46	19.85	20.24	20.65	21.06	21.48	21.91	22.35
Group Life Counselor II	20.24	20.64	21.06	21.48	21.91	22.35	22.79	23.25
Group Life Counselor III	22.30	22.75	23.20	23.66	24.14	24.62	25.11	25.62
Group Life Counselor IV	24.36	24.85	25.34	25.85	26.37	26.89	27.43	27.98
Health Care Advocate	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Health Care Assistant	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Health Educator I (BA)	26.12	26.64	27.18	27.75	28.27	28.84	29.42	30.00
Health Educator II (RN/MA)	27.78	28.33	28.90	29.48	30.07	30.67	31.28	31.91
Health Information Management Clerk	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Home Health Aide	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Infant Case Manager	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.38
Integration Specialist I (BA)	25.75	26.27	26.79	27.33	27.87	28.43	29.00	29.58
Integration Specialist II (Masters)	27.81	28.37	28.93	29.51	30.10	30.70	31.32	31.94
LEAP Program Coordinator	25.75	26.27	26.79	27.33	27.87	28.43	29.00	29.58
LPN	30.70	31.32	31.94	32.58	33.24	33.90	34.58	35.27
Maintenance/Housekeeping II	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Housekeeping III	20.47	20.88	21.29	21.72	22.15	22.60	23.05	23.51
Maintenance/Construction III	22.70	23.16	23.62	24.09	24.57	25.06	25.57	26.08
Maintenance/Construction IV	25.83	26.35	26.88	27.41	27.96	28.52	29.09	29.67
Med Laboratory Tech	22.75	23.21	23.67	24.15	24.63	25.12	25.62	26.14
Med Technologist	25.76	26.28	26.80	27.34	27.88	28.44	29.01	29.59
Medical Assistant Certified	22.71	23.17	23.63	24.10	24.58	25.08	25.58	26.09
Medical Assistant Registered	21.50	21.93	22.36	22.81	23.27	23.73	24.21	24.69
Mental Health Therapist II (MA)	27.84	28.40	28.97	29.54	30.14	30.74	31.35	31.98
Mental Health Therapist III (MA+)	31.32	31.95	32.59	33.24	33.90	34.58	35.27	35.98
Mental Health Therapist Licensed*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
Mental Health Therapist Licensed Salary*	71,384.77	72,812.46	74,268.71	75,754.09	77,269.17	78,814.55	80,390.84	81,998.66
MH + SUDP Dual License*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
MH + SUDP Dual License Salary*	71,384.77	72,812.46	74,268.71	75,754.09	77,269.17	78,814.55	80,390.84	81,998.66
Integrated Mental Health Therapist II (MA)	27.84	28.40	28.97	29.54	30.14	30.74	31.35	31.98
Integrated Mental Health Therapist III (MA+)	31.32	31.95	32.59	33.24	33.90	34.58	35.27	35.98
Integrated Mental Health Therapist Licensed*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
Integrated Mental Health Therapist Licensed Salary*	71,384.77	72,812.46	74,268.71	75,754.09	77,269.17	78,814.55	80,390.84	81,998.66
Child and Family Clinical Therapist Licensed*	34.32	35.01	35.71	36.42	37.15	37.89	38.65	39.42
Child and Family Clinical Therapist Licensed Salary*	71,384.77	72,812.46	74,268.71	75,754.09	77,269.17	78,814.55	80,390.84	81,998.66
Child and Family Clinical Therapist	31.32	31.95	32.59	33.24	33.90	34.58	35.27	35.98
MSS Social Services Specialist	26.12	26.64	27.18	27.72	28.27	28.84	29.42	30.00
MSS Social Services Specialist II (Masters)	27.30	27.84	28.40	28.97	29.54	30.14	30.74	31.35
Nursing Assistant Certified	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Nutritionist RD*	32.42	33.07	33.73	34.41	35.10	35.80	36.52	37.25
Nutritionist RD Salary*	67,442.75	68,791.61	70,167.44	71,570.79	73,002.20	74,462.25	75,951.49	77,470.52
OB Coordinator/Community Health Worker	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Outreach Worker	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Peer Counselor	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Pharmacy Assistant	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Pharmacy Technician	21.64	22.07	22.51	22.96	23.42	23.89	24.37	24.86
Phlebotomist	19.44	19.82	20.22	20.63	21.04	21.46	21.89	22.33
Phlebotomist/X-ray Tech	19.76	20.15	20.55	20.96	21.38	21.81	22.25	22.69
PT Aide	21.50	21.93	22.36	22.81	23.27	23.73	24.21	24.69
Psychiatric Provider Aide	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Receptionist	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Referral Tracking Specialist	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Reproductive Cancer Patient Navigator	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.38
RN I (ADN)*	33.62	34.29	34.98	35.68	36.39	37.12	37.86	38.62
RN I (ADN) Salary*	69,927.94	71,326.49	72,753.02	74,208.09	75,692.25	77,206.09	78,750.21	80,325.22
RN II (BSN)*	38.56	39.33	40.12	40.92	41.74	42.58	43.43	44.30
RN II (BSN) Salary*	80,211.46	81,815.69	83,452.00	85,121.04	86,823.46	88,559.93	90,331.13	92,137.75
Senior Advocate	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Social Worker I	28.79	29.36	29.95	30.55	31.16	31.78	32.42	33.07
Social Worker II	30.49	31.10	31.72	32.35	33.00	33.66	34.33	35.02
SUDP II	26.27	26.79	27.33	27.87	28.43	29.00	29.58	30.17
SUDP III	28.37	28.93	29.51	30.10	30.70	31.32	31.94	32.58
Teacher - Special Ed/Inpatient	24.95	25.45	25.95	26.47	27.00	27.54	28.09	28.66
Teacher Certified/Inpatient	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90
Treatment Attendant	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
Utilization Coordinator (RN)	26.52	27.05	27.59	28.15	28.71	29.28	29.87	30.47
Vaccine Confidence Coordinator	24.72	25.21	25.72	26.23	26.76	27.29	27.84	28.40
WIC Breastfeeding Peer Counselor	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
WIC Clerk	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11
WIC Nutri Asst Certifier I	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97
WIC Nutri Asst Certifier II (BA)	22.27	22.71	23.17	23.63	24.10	24.59	25.08	25.58
X-Ray Technician	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90
X-Ray Technician II	23.67	24.14	24.63	25.12	25.62	26.13	26.66	27.19
Youth Guidance Specialist	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40
Youth Re-Engagement Specialist	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40

*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 3% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale

March 24, 2024 to March 22, 2025

Version as of 4/28/23

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Art Therapist	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
BCHP	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Biller Trainee	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Billing Reimbursement Analyst	24.29	24.77	25.27	25.77	26.29	26.82	27.35	27.90
Billing Specialist II	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Billing Specialist III	21.75	22.19	22.63	23.09	23.55	24.02	24.50	24.99
Call Center Specialist	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Care Coordinator I (Med Asst)	21.88	22.31	22.76	23.22	23.68	24.15	24.64	25.13
Care Coordinator II (Bachelors or LPN)	22.63	23.08	23.54	24.01	24.49	24.98	25.48	25.99
Case Manager (Care Management)	21.75	22.19	22.63	23.09	23.55	24.02	24.50	24.99
Case Manager (Chemical Dependency)	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.25
Case Manager (Homeless)	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Case Manager (Mental Health)	21.22	21.64	22.08	22.52	22.97	23.43	23.89	24.37
Case Manager (PACT)	21.22	21.64	22.08	22.52	22.97	23.43	23.89	24.37
Case Manager (Housing)	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Case Manager (BH Housing)	22.18	22.62	23.07	23.53	24.00	24.48	24.97	25.47
Certified Coding Specialist I	24.19	24.68	25.17	25.68	26.19	26.71	27.25	27.79
Certified Coding Specialist II	25.19	25.70	26.21	26.74	27.27	27.82	28.37	28.94
Certified Coding Specialist III	26.77	27.31	27.85	28.41	28.98	29.56	30.15	30.75
Certified Diabetes Care Education Specialist (CDCES)*	35.12	35.83	36.54	37.27	38.02	38.78	39.55	40.35
Certified Diabetes Care Education Specialist (CDCES) Salary*	73,055.84	74,516.96	76,007.30	77,527.44	79,077.99	80,659.55	82,272.74	83,918.20
Childcare Driver	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Childcare Teacher	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Childcare Teacher II/ECEAP	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Citizenship ESL Instructor I	23.43	23.90	24.38	24.87	25.36	25.87	26.39	26.92
Citizenship ESL Instructor II	28.12	28.68	29.26	29.84	30.44	31.05	31.67	32.30
Client Advocate	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Client Advocate PCAP	23.80	24.28	24.76	25.26	25.77	26.28	26.81	27.34
Clinical Care Gap Support Specialist	25.50	26.01	26.53	27.06	27.61	28.16	28.72	29.29
Community Health Worker	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Community Health Worker - Pathways/MSS	21.75	22.19	22.63	23.09	23.55	24.02	24.50	24.99
Community Health Worker - Early Relational Development (MSS Only)	31.88	32.52	33.17	33.83	34.51	35.20	35.90	36.62
Community Resource Navigator	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Cook	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Crisis Intervention Specialist (CSNW Programs Only)	24.09	24.57	25.07	25.57	26.08	26.60	27.13	27.67
Crisis MHT II (CSNW Programs Only)	28.68	29.25	29.83	30.43	31.04	31.66	32.29	32.94
Crisis MHT III (CSNW Programs Only)	32.26	32.90	33.56	34.23	34.92	35.62	36.33	37.06
Crisis MHT Licensed (CSNW Programs Only)*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
Crisis MHT Licensed (CSNW Programs Only) Salary*	73,527.17	74,997.71	76,497.67	78,027.62	79,588.17	81,179.93	82,803.53	84,459.60
Customer Service Rep	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Dental Assistant Trainee	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Dental Asst I	21.69	22.13	22.57	23.02	23.48	23.95	24.43	24.92
Dental Asst II	21.99	22.43	22.88	23.34	23.80	24.28	24.76	25.26
Dental Asst III	23.57	24.04	24.52	25.01	25.51	26.02	26.54	27.07
Designated Crisis Responder I (CSNW)*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
Designated Crisis Responder I (CSNW) Salary*	73,527.17	74,997.71	76,497.67	78,027.62	79,588.17	81,179.93	82,803.53	84,459.60
Designated Crisis Responder II (CSNW)*	37.42	38.17	38.93	39.71	40.50	41.31	42.14	42.98
Designated Crisis Responder II (CSNW) Salary*	77,833.39	79,390.06	80,977.86	82,597.42	84,249.37	85,934.35	87,653.04	89,406.10
Education Specialist	28.12	28.68	29.26	29.84	30.44	31.05	31.67	32.30
Employment Specialist (PACT)	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Employment Specialist (FEP)	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Family Support Specialist	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Financial Specialist	21.22	21.64	22.08	22.52	22.97	23.43	23.89	24.37
Geropsych Social Worker MSW/Discharge Planner	29.28	29.87	30.47	31.08	31.70	32.33	32.98	33.64
Geropsych Mental Health Technician BA	23.78	24.26	24.74	25.24	25.74	26.26	26.78	27.32
Geropsych Nursing Assistant Certified	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Geropsych Certified Mental Health Inpatient Peer Counselor	19.91	20.31	20.71	21.13	21.55	21.98	22.42	22.87
Geropsych Cook	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Geropsych Housekeeping/Laundry Aide	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Geropsych Mental Health Therapist II	25.77	26.29	26.81	27.35	27.89	28.45	29.02	29.60
Group Life Counselor I	20.04	20.44	20.85	21.27	21.70	22.13	22.57	23.02
Group Life Counselor II	20.85	21.26	21.69	22.12	22.57	23.02	23.48	23.95
Group Life Counselor III	22.97	23.43	23.90	24.37	24.86	25.36	25.87	26.38
Group Life Counselor IV	25.09	25.59	26.10	26.63	27.16	27.70	28.26	28.82
Health Care Advocate	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Health Care Assistant	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Health Educator I (BA)	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90
Health Educator II (RN/MA)	28.61	29.19	29.77	30.36	30.97	31.59	32.22	32.87
Health Information Management Clerk	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Home Health Aide	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Infant Case Manager	21.87	22.30	22.75	23.20	23.67	24.14	24.62	25.12
Integration Specialist I (BA)	26.52	27.05	27.59	28.15	28.71	29.28	29.87	30.47
Integration Specialist II (Masters)	28.64	29.22	29.80	30.40	31.01	31.63	32.26	32.90
LEAP Program Coordinator	26.52	27.05	27.59	28.15	28.71	29.28	29.87	30.47
LPN	31.63	32.26	32.90	33.56	34.23	34.92	35.62	36.33
Maintenance/Housekeeping II	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Housekeeping III	21.08	21.50	21.93	22.37	22.82	23.27	23.74	24.21
Maintenance/Construction III	23.38	23.85	24.33	24.81	25.31	25.82	26.33	26.86
Maintenance/Construction IV	26.61	27.14	27.68	28.24	28.80	29.38	29.96	30.56
Med Laboratory Tech	23.44	23.90	24.38	24.87	25.37	25.87	26.39	26.92
Med Technologist	26.53	27.06	27.61	28.16	28.72	29.29	29.88	30.48
Medical Assistant Certified	23.39	23.86	24.34	24.82	25.32	25.83	26.34	26.87
Medical Assistant Registered	22.14	22.58	23.04	23.50	23.97	24.45	24.93	25.43
Mental Health Therapist II (MA)	28.68	29.25	29.83	30.43	31.04	31.66	32.29	32.94
Mental Health Therapist III (MA+)	32.26	32.91	33.57	34.24	34.92	35.62	36.33	37.06
Mental Health Therapist Licensed*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
Mental Health Therapist Licensed Salary*	73,526.31	74,996.84	76,496.77	78,026.71	79,587.24	81,178.99	82,802.57	84,458.62
MH + SUDP Dual License*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
MH + SUDP Dual License Salary*	73,526.31	74,996.84	76,496.77	78,026.71	79,587.24	81,178.99	82,802.57	84,458.62
Integrated Mental Health Therapist II (MA)	28.68	29.25	29.83	30.43	31.04	31.66	32.29	32.94
Integrated Mental Health Therapist III (MA+)	32.26	32.91	33.57	34.24	34.92	35.62	36.33	37.06
Integrated Mental Health Therapist Licensed*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
Integrated Mental Health Therapist Licensed Salary*	73,526.31	74,996.84	76,496.77	78,026.71	79,587.24	81,178.99	82,802.57	84,458.62
Child and Family Clinical Therapist Licensed*	35.35	36.06	36.78	37.51	38.26	39.03	39.81	40.61
Child and Family Clinical Therapist Licensed Salary*	73,526.31	74,996.84	76,496.77	78,026.71	79,587.24	81,178.99	82,802.57	84,458.62
Child and Family Clinical Therapist	32.26	32.91	33.57	34.24	34.92	35.62	36.33	37.06
MSS Social Services Specialist	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90
MSS Social Services Specialist II (Masters)	28.11	28.68	29.25	29.83	30.43	31.04	31.66	32.29
Nursing Assistant Certified	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Nutritionist RD*	33.40	34.07	34.75	35.44	36.15	36.87	37.61	38.36
Nutritionist RD Salary*	69,466.03	70,855.36	72,272.46	73,717.91	75,192.27	76,696.12	78,230.04	79,794.64
OB Coordinator/Community Health Worker	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Outreach Worker	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Peer Counselor	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Pharmacy Assistant	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Pharmacy Technician	22.29	22.74	23.19	23.65	24.13	24.61	25.10	25.60
Phlebotomist	20.02	20.42	20.83	21.24	21.67	22.10	22.54	23.00
Phlebotomist/X-ray Tech	20.35	20.76	21.17	21.59	22.03	22.47	22.92	23.37
PT Aide	22.14	22.58	23.04	23.50	23.97	24.45	24.93	25.43
Psychiatric Provider Aide	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Receptionist	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Referral Tracking Specialist	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Reproductive Cancer Patient Navigator	21.87	22.30	22.75	23.20	23.67	24.14	24.62	25.12
RN I (ADN)*	34.63	35.32	36.03	36.75	37.48	38.23	39.00	39.78
RN I (ADN) Salary*	72,025.77	73,466.29	74,935.62	76,434.33	77,963.01	79,522.27	81,112.72	82,734.97
RN II (BSN)*	39.72	40.51	41.32	42.15	42.99	43.85	44.73	45.63
RN II (BSN) Salary*	82,617.80	84,270.16	85,955.56	87,674.67	89,428.16	91,216.73	93,041.06	94,901.88
Senior Advocate	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Social Worker I	29.65	30.25	30.85	31.47	32.10	32.74	33.39	34.06
Social Worker II	31.40	32.03	32.67	33.32	33.99	34.67	35.36	36.07
SUDP II	27.05	27.59	28.15	28.71	29.28	29.87	30.47	31.08
SUDP III	29.22	29.80	30.40	31.01	31.63	32.26	32.90	33.56
Teacher - Special Ed/Inpatient	25.69	26.21	26.73	27.27	27.81	28.37	28.94	29.52
Teacher Certified/Inpatient	21.43	21.86	22.30	22.74	23.20	23.66	24.13	24.62
Treatment Attendant	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
Utilization Coordinator (RN)	27.32	27.86	28.42	28.99	29.57	30.16	30.76	31.38
Vaccine Confidence Coordinator	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.25
WIC Breastfeeding Peer Counselor	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
WIC Clerk	19.83	20.22	20.63	21.04	21.46	21.89	22.33	22.78
WIC Nutri Asst Certifier I	20.60	21.01	21.43	21.86	22.30	22.74	23.20	23.66
WIC Nutri Asst Certifier II (BA)	22.94	23.40	23.86	24.34	24.83	25.32	25.83	26.35
X-Ray Technician	21.43	21.86	22.30	22.74	23.20	23.66	24.13	24.62
X-Ray Technician II	24.38	24.87	25.36	25.87	26.39	26.92	27.46	28.00
Youth Guidance Specialist	21.88	22.31	22.76	23.21	23.68	24.15	24.64	25.13
Youth Re-Engagement Specialist	21.88	22.31	22.76	23.21	23.68	24.15	24.64	25.13

*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 3% COLA and a 2% anniversary at the same time as COLA increases.

Health Center OPEIU Wage Scale - Original

March 23, 2025 to March 31, 2026

Version as of 4/28/23

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Art Therapist	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
BCHP	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Biller Trainee	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Billing Reimbursement Analyst	25.02	25.52	26.03	26.55	27.08	27.62	28.17	28.74
Billing Specialist II	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Billing Specialist III	22.41	22.85	23.31	23.78	24.25	24.74	25.23	25.74
Call Center Specialist	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Care Coordinator I (Med Asst)	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.88
Care Coordinator II (Bachelors or LPN)	23.31	23.77	24.25	24.73	25.23	25.73	26.25	26.77
Case Manager (Care Management)	22.41	22.85	23.31	23.78	24.25	24.74	25.23	25.74
Case Manager (Chemical Dependency)	26.23	26.75	27.28	27.83	28.39	28.96	29.53	30.12
Case Manager (Homeless)	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Case Manager (Mental Health)	21.85	22.29	22.74	23.19	23.66	24.13	24.61	25.10
Case Manager (PACT)	21.85	22.29	22.74	23.19	23.66	24.13	24.61	25.10
Case Manager (Housing)	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Case Manager (BH Housing)	22.84	23.30	23.76	24.24	24.72	25.22	25.72	26.24
Certified Coding Specialist I	24.92	25.42	25.93	26.45	26.97	27.51	28.06	28.63
Certified Coding Specialist II	25.95	26.47	27.00	27.54	28.09	28.65	29.22	29.81
Certified Coding Specialist III	27.57	28.12	28.69	29.26	29.85	30.44	31.05	31.67
Certified Diabetes Care Education Specialist (CDCES)*	36.18	36.90	37.64	38.39	39.16	39.94	40.74	41.56
Certified Diabetes Care Education Specialist (CDCES) Salary*	75,247.52	76,752.47	78,287.51	79,853.27	81,450.33	83,079.34	84,740.92	86,435.74
Childcare Driver	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Childcare Teacher	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Childcare Teacher II/ECEAP	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Citizenship ESL Instructor I	24.14	24.62	25.11	25.61	26.13	26.65	27.18	27.72
Citizenship ESL Instructor II	28.96	29.54	30.13	30.74	31.35	31.98	32.62	33.27
Client Advocate	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Client Advocate PCAP	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16
Clinical Care Gap Support Specialist	26.27	26.79	27.33	27.88	28.43	29.00	29.58	30.17
Community Health Worker	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Community Health Worker - Pathways/MSS	22.41	22.85	23.31	23.78	24.25	24.74	25.23	25.74
Community Health Worker - Early Relational Development (MSS Only)	32.83	33.49	34.16	34.84	35.54	36.25	36.98	37.72
Community Resource Navigator	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Cook	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Crisis Intervention Specialist (CSNW Programs Only)	24.81	25.31	25.82	26.33	26.86	27.40	27.95	28.50
Crisis MHT II (CSNW Programs Only)	29.54	30.13	30.73	31.34	31.97	32.61	33.26	33.93
Crisis MHT III (CSNW Programs Only)	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17
Crisis MHT Licensed (CSNW Programs Only)*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Crisis MHT Licensed (CSNW Programs Only) Salary*	75,732.98	77,247.64	78,792.60	80,368.45	81,975.82	83,615.33	85,287.64	86,993.39
Customer Service Rep	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Dental Assistant Trainee	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Dental Asst I	22.34	22.79	23.25	23.71	24.18	24.67	25.16	25.66
Dental Asst II	22.65	23.10	23.57	24.04	24.52	25.01	25.51	26.02
Dental Asst III	24.27	24.76	25.25	25.76	26.27	26.80	27.34	27.88
Designated Crisis Responder I (CSNW)*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Designated Crisis Responder I (CSNW) Salary*	75,732.98	77,247.64	78,792.60	80,368.45	81,975.82	83,615.33	85,287.64	86,993.39
Designated Crisis Responder II (CSNW)*	38.54	39.31	40.10	40.90	41.72	42.55	43.41	44.27
Designated Crisis Responder II (CSNW) Salary*	80,168.39	81,771.76	83,407.20	85,075.34	86,776.85	88,512.38	90,282.63	92,088.28
Education Specialist	28.96	29.54	30.13	30.74	31.35	31.98	32.62	33.27
Employment Specialist (PACT)	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Employment Specialist (FEP)	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Family Support Specialist	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Financial Specialist	21.85	22.29	22.74	23.19	23.66	24.13	24.61	25.10
Geropsych Social Worker MSW/Discharge Planner	30.16	30.76	31.38	32.01	32.65	33.30	33.97	34.65
Geropsych Mental Health Technician BA	24.50	24.99	25.49	26.00	26.52	27.05	27.59	28.14
Geropsych Nursing Assistant Certified	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Geropsych Certified Mental Health Inpatient Peer Counselor	20.51	20.92	21.34	21.76	22.20	22.64	23.09	23.56
Geropsych Cook	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Geropsych Housekeeping/Laundry Aide	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Geropsych Mental Health Therapist II	26.54	27.07	27.62	28.17	28.73	29.31	29.89	30.49
Group Life Counselor I	20.65	21.06	21.48	21.91	22.35	22.79	23.25	23.71
Group Life Counselor II	21.47	21.90	22.34	22.79	23.24	23.71	24.18	24.67
Group Life Counselor III	23.66	24.13	24.61	25.11	25.61	26.12	26.64	27.18
Group Life Counselor IV	25.84	26.36	26.89	27.43	27.97	28.53	29.10	29.69
Health Care Advocate	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Health Care Assistant	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Health Educator I (BA)	27.71	28.26	28.83	29.41	29.99	30.59	31.21	31.83
Health Educator II (RN/MA)	29.47	30.06	30.66	31.28	31.90	32.54	33.19	33.85
Health Information Management Clerk	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Home Health Aide	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Infant Case Manager	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87
Integration Specialist I (BA)	27.32	27.86	28.42	28.99	29.57	30.16	30.76	31.38
Integration Specialist II (Masters)	29.50	30.09	30.70	31.31	31.94	32.57	33.23	33.89
LEAP Program Coordinator	27.32	27.86	28.42	28.99	29.57	30.16	30.76	31.38
LPN	32.57	33.23	33.89	34.57	35.26	35.96	36.68	37.42
Maintenance/Housekeeping II	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Housekeeping III	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94
Maintenance/Construction III	24.08	24.57	25.06	25.56	26.07	26.59	27.12	27.66
Maintenance/Construction IV	27.41	27.95	28.51	29.08	29.66	30.26	30.86	31.48
Med Laboratory Tech	24.14	24.62	25.11	25.62	26.13	26.65	27.18	27.73
Med Technologist	27.33	27.88	28.43	29.00	29.58	30.17	30.78	31.39
Medical Assistant Certified	24.09	24.58	25.07	25.57	26.08	26.60	27.13	27.68
Medical Assistant Registered	22.81	23.26	23.73	24.20	24.69	25.18	25.68	26.20
Mental Health Therapist II (MA)	29.54	30.13	30.73	31.34	31.97	32.61	33.26	33.93
Mental Health Therapist III (MA+)	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17
Mental Health Therapist Licensed*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Mental Health Therapist Licensed Salary*	75,732.10	77,246.74	78,791.68	80,367.51	81,974.86	83,614.36	85,286.65	86,992.38
MH + SUDP Dual License*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
MH + SUDP Dual License Salary*	75,732.10	77,246.74	78,791.68	80,367.51	81,974.86	83,614.36	85,286.65	86,992.38
Integrated Mental Health Therapist II (MA)	29.54	30.13	30.73	31.34	31.97	32.61	33.26	33.93
Integrated Mental Health Therapist III (MA+)	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17
Integrated Mental Health Therapist Licensed*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Integrated Mental Health Therapist Licensed Salary*	75,732.10	77,246.74	78,791.68	80,367.51	81,974.86	83,614.36	85,286.65	86,992.38
Child and Family Clinical Therapist Licensed*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Child and Family Clinical Therapist Licensed Salary*	75,732.10	77,246.74	78,791.68	80,367.51	81,974.86	83,614.36	85,286.65	86,992.38
Child and Family Clinical Therapist	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17
MSS Social Services Specialist	27.71	28.27	28.83	29.41	30.00	30.60	31.21	31.83
MSS Social Services Specialist II (Masters)	28.96	29.54	30.13	30.73	31.34	31.97	32.61	33.26
Nursing Assistant Certified	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Nutritionist RD*	34.40	35.09	35.79	36.50	37.23	37.98	38.74	39.51
Nutritionist RD Salary*	71,550.02	72,981.02	74,440.64	75,929.45	77,448.04	78,997.00	80,576.94	82,188.48
OB Coordinator/Community Health Worker	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Outreach Worker	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Peer Counselor	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Pharmacy Assistant	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Pharmacy Technician	22.96	23.42	23.89	24.36	24.85	25.35	25.85	26.37
Phlebotomist	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.69
Phlebotomist/X-ray Tech	20.96	21.38	21.81	22.24	22.69	23.14	23.60	24.07
PT Aide	22.81	23.26	23.73	24.20	24.69	25.18	25.68	26.20
Psychiatric Provider Aide	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Receptionist	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Referral Tracking Specialist	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Reproductive Cancer Patient Navigator	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87
RN I (ADN)*	35.67	36.38	37.11	37.85	38.61	39.38	40.17	40.97
RN I (ADN) Salary*	74,186.55	75,670.28	77,183.68	78,727.36	80,301.90	81,907.94	83,546.10	85,217.02
RN II (BSN)*	40.91	41.73	42.56	43.42	44.28	45.17	46.07	46.99
RN II (BSN) Salary*	85,096.33	86,798.26	88,534.23	90,304.91	92,111.01	93,953.23	95,832.29	97,748.94
Senior Advocate	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Social Worker I	30.54	31.15	31.78	32.41	33.06	33.72	34.39	35.08
Social Worker II	32.34	32.99	33.65	34.32	35.01	35.71	36.43	37.15
SUDP II	27.86	28.42	28.99	29.57	30.16	30.76	31.38	32.01
SUDP III	30.09	30.70	31.31	31.94	32.57	33.23	33.89	34.57
Teacher - Special Ed/Inpatient	26.47	27.00	27.54	28.09	28.65	29.22	29.80	30.40
Teacher Certified/Inpatient	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.36
Treatment Attendant	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
Utilization Coordinator (RN)	28.14	28.70	29.27	29.86	30.46	31.07	31.69	32.32
Vaccine Confidence Coordinator	26.23	26.75	27.28	27.83	28.39	28.96	29.53	30.12
WIC Breastfeeding Peer Counselor	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
WIC Clerk	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46
WIC Nutri Asst Certifier I	21.22	21.64	22.08	22.52	22.97	23.43	23.89	24.37
WIC Nutri Asst Certifier II (BA)	23.62	24.10	24.58	25.07	25.57	26.08	26.61	27.14
X-Ray Technician	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.36
X-Ray Technician II	25.11	25.61	26.13	26.65	27.18	27.72	28.28	28.84
Youth Guidance Specialist	22.53	22.98	23.44	23.91	24.39	24.88	25.37	25.88
Youth Re-Engagement Specialist	22.53	22.98	23.44	23.91	24.39	24.88	25.37	25.88

*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 3% COLA and a 2% anniversary at the same time as COLA increases.