

Health Center OPEIU Wage Scale
 January 1, 2025 through March 22, 2025
 Version as of 02/05/25

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Art Therapist	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Behavioral Health Specialist	21.22	21.64	22.07	22.51	22.96	23.42	23.89	24.37
BH Technician	22.18	22.62	23.08	23.54	24.01	24.49	24.98	25.48
BCHP	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Biller Trainee	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Billing Reimbursement Analyst	24.29	24.78	25.28	25.79	26.31	26.84	27.38	27.93
Billing Specialist II	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Billing Specialist III	21.75	22.19	22.63	23.08	23.54	24.01	24.49	24.98
Call Center Specialist	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Care Coordinator I (Med Asst)	21.88	22.31	22.76	23.22	23.68	24.15	24.63	25.12
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	23.08	23.54	24.01	24.49	24.98
Case Manager (Homeless)	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Case Manager High Intensity Programs (FEP/PACT)	21.22	21.64	22.07	22.51	22.96	23.42	23.89	24.37
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	24.67	25.16	25.66	26.17	26.69	27.22	27.76
Certified Coding Specialist II	25.19	25.69	26.20	26.72	27.25	27.80	28.36	28.93
Certified Coding Specialist III	26.77	27.31	27.86	28.42	28.99	29.57	30.16	30.76
Certified Diabetes Care Education Specialist (CDCES)*	35.12	35.32	36.54	37.27	38.02	38.78	39.56	40.35
Certified Diabetes Care Education Specialist (CDCES) Salary*	Hourly	Hourly	Hourly	Hourly	79,081.60	80,662.40	82,284.80	83,928.00
Childcare Driver	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Childcare Teacher	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Childcare Teacher II/ECEAP	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Citizenship ESL Instructor I	23.43	23.90	24.38	24.87	25.37	25.88	26.40	26.93
Citizenship ESL Instructor II	28.12	28.68	29.25	29.84	30.44	31.05	31.67	32.30
Client Advocate	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Client Advocate PCAP	23.80	24.28	24.77	25.27	25.78	26.30	26.83	27.37
Clinical Care Gap Support Specialist	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28
Community Health Worker	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Community Health Worker - Pathways/MSS	21.75	22.19	22.63	23.08	23.54	24.01	24.49	24.98
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	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Cook	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Crisis Intervention Specialist (CSNW Programs Only)	24.09	24.57	25.06	25.56	26.07	26.59	27.12	27.66
Crisis MHT II (CSNW Programs Only)	28.68	29.25	29.84	30.44	31.05	31.67	32.30	32.95
Crisis MHT III (CSNW Programs Only)	32.26	32.91	33.57	34.24	34.92	35.62	36.33	37.06
Crisis MHT Licensed (CSNW Programs Only)*	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62
Crisis MHT Licensed (CSNW Programs Only) Salary*	Hourly	Hourly	Hourly	78,041.60	79,601.60	81,203.20	82,825.60	84,489.60
Customer Service Rep	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Dental Assistant Trainee	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Dental Asst I	21.69	22.12	22.56	23.01	23.47	23.94	24.42	24.91
Dental Asst II	21.99	22.43	22.88	23.34	23.81	24.29	24.78	25.28
Dental Asst III	23.57	24.04	24.52	25.01	25.51	26.02	26.54	27.07
Designated Crisis Responder (DCR) (CSNW)*	40.00	40.80	41.62	42.45	43.30	44.16	45.05	45.95
Designated Crisis Responder (DCR) (CSNW) Salary*	83,200.00	84,864.00	86,569.60	88,296.00	90,064.00	91,852.80	93,704.00	95,576.00
Designated Crisis Responder (DCR) Weekend (CSNW)*	42.00	42.84	43.70	44.57	45.46	46.37	47.30	48.24
Designated Crisis Responder (DCR) Weekend (CSNW) Salary*	87,360.00	89,107.20	90,896.00	92,705.60	94,556.80	96,449.60	98,384.00	100,339.20
Designated Crisis Responder (DCR) Overnight (CSNW)*	45.00	45.90	46.82	47.75	48.71	49.68	50.68	51.69
Designated Crisis Responder (DCR) Overnight (CSNW) Salary*	93,600.00	95,472.00	97,385.60	99,320.00	101,316.80	103,334.40	105,414.40	107,515.20
Education Specialist	28.12	28.68	29.25	29.84	30.44	31.05	31.67	32.30
Employment Specialist (PACT)	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Employment Specialist (FEP)	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Family Support Specialist	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Financial Specialist	21.22	21.64	22.07	22.51	22.96	23.42	23.89	24.37
Geropsychic Social Worker MSW/Discharge Planner	29.28	29.87	30.47	31.08	31.70	32.33	32.98	33.64
Geropsychic Mental Health Technician BA	23.78	24.26	24.75	25.25	25.76	26.28	26.81	27.35
Geropsychic Certified Nursing Assistant	20.76	21.01	21.43	21.86	22.30	22.75	23.21	23.67
Geropsychic Certified Mental Health Inpatient Peer Counselor	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Geropsychic Cook	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Geropsychic Housekeeping/Laundry Aide	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Geropsychic Mental Health Therapist II	25.77	26.29	26.82	27.36	27.91	28.47	29.04	29.62
Group Life Counselor I	20.80	20.80	20.85	21.27	21.70	22.13	22.57	23.02
Group Life Counselor II	20.85	21.27	21.70	22.13	22.57	23.02	23.48	23.95
Group Life Counselor III	22.97	23.43	23.90	24.38	24.87	25.37	25.88	26.40
Group Life Counselor IV	25.09	25.59	26.10	26.62	27.15	27.69	28.24	28.80
Health Care Advocate	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Health Care Assistant	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Health Educator I (BA)	26.90	27.44	27.99	28.55	29.12	29.70	30.29	30.90
Health Educator II (RN/MA)	28.61	29.18	29.76	30.36	30.97	31.59	32.22	32.86
Health Information Management Clerk	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Home Health Aide	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Housing Placement Specialist (BH)	23.18	23.64	24.11	24.59	25.08	25.58	26.09	26.61
Infant Case Manager	21.87	22.31	22.76	23.22	23.68	24.15	24.63	25.12
Integration Specialist (BA)	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46
Integration Specialist I (Masters)	28.64	29.21	29.79	30.39	31.00	31.62	32.25	32.90
LEAP Program Coordinator	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46
LPN	31.63	32.26	32.91	33.57	34.24	34.93	35.63	36.34
Maintenance/Housekeeping II	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Maintenance/Housekeeping III	21.08	21.50	21.93	22.37	22.82	23.28	23.75	24.23

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Construction III	23.38	23.85	24.33	24.82	25.32	25.83	26.35	26.88
Maintenance/Construction IV	26.61	27.14	27.68	28.23	28.79	29.37	29.96	30.56
Med Laboratory Tech	23.44	23.91	24.39	24.88	25.38	25.89	26.41	26.94
Med Technologist	26.53	27.06	27.60	28.15	28.71	29.28	29.87	30.47
Medical Assistant Certified	23.39	23.86	24.34	24.83	25.33	25.84	26.36	26.89
Medical Assistant Registered	22.14	22.58	23.03	23.49	23.96	24.44	24.93	25.43
Mental Health Therapist II (MA)	28.68	29.25	29.84	30.44	31.05	31.67	32.30	32.95
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	37.52	38.27	39.04	39.82	40.62
Mental Health Therapist Licensed Salary*	Hourly	Hourly	Hourly	78,041.60	79,601.60	81,203.20	82,825.60	84,489.60
MH + SUDP Dual License*	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62
MH + SUDP Dual License Salary*	Hourly	Hourly	Hourly	78,041.60	79,601.60	81,203.20	82,825.60	84,489.60
Integrated Mental Health Therapist II (MA)	28.68	29.25	29.84	30.44	31.05	31.67	32.30	32.95
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	37.52	38.27	39.04	39.82	40.62
Integrated Mental Health Therapist Licensed Salary*	Hourly	Hourly	Hourly	78,041.60	79,601.60	81,203.20	82,825.60	84,489.60
Child and Family Therapist Licensed*	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62
Child and Family Therapist Licensed Salary*	Hourly	Hourly	Hourly	78,041.60	79,601.60	81,203.20	82,825.60	84,489.60
Child and Family 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	30.29	30.90
MSS Social Services Specialist II (Masters)	28.11	28.67	29.25	29.84	30.44	31.05	31.67	32.30
Nursing Assistant Certified	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Nutritionist RD*	33.40	34.07	34.75	35.45	36.16	36.88	37.62	38.37
Nutritionist RD Salary*	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	78,249.60	79,809.60
OB Coordinator/Community Health Worker	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Outreach Worker	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Peer Counselor	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Pharmacy Assistant	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Pharmacy Technician	23.64	24.11	24.60	25.09	25.59	26.10	26.62	27.15
Phlebotomist	20.78	20.78	20.83	21.24	21.67	22.10	22.54	23.00
Phlebotomist/X-ray Tech	20.96	20.96	21.18	21.60	22.03	22.47	22.92	23.38
PT Aide	22.14	22.58	23.03	23.49	23.96	24.44	24.93	25.43
Psychiatric Provider Aide	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Receptionist	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Referral Tracking Specialist	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Reproductive Cancer Patient Navigator	21.87	22.31	22.76	23.22	23.68	24.15	24.63	25.12
RN I (ADN)*	34.63	35.32	36.03	36.75	37.49	38.24	39.00	39.78
RN I (ADN) Salary*	Hourly	Hourly	Hourly	Hourly	77,979.20	79,539.20	81,120.00	82,742.40
RN II (BSN)*	39.72	40.51	41.32	42.15	42.99	43.85	44.73	45.62
RN II (BSN) Salary*	82,617.60	84,260.80	85,945.60	87,672.00	89,419.20	91,208.00	93,038.40	94,889.60
Senior Advocate	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Social Worker I	29.65	30.24	30.84	31.46	32.09	32.73	33.38	34.05
Social Worker II	31.40	32.03	32.67	33.32	33.99	34.67	35.36	36.07
Substance Use Disorder Trainee	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.24
SUDP II	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
SUDP III	29.22	29.80	30.40	31.01	31.63	32.26	32.91	33.57
Teacher - Special Ed/Inpatient	25.69	26.20	26.72	27.25	27.80	28.36	28.93	29.51
Teacher Certified/Inpatient	21.43	21.86	22.30	22.75	23.21	23.67	24.14	24.62
Treatment Attendant	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
Utilization Coordinator (RN)	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39
Vaccine Confidence Coordinator	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.24
WIC Breastfeeding Peer Counselor	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
WIC Clerk	20.76	20.76	20.81	21.23	21.65	22.08	22.52	22.97
WIC Nutri Asst Certifier I	21.63	22.06	22.50	22.95	23.41	23.88	24.36	24.85
WIC Nutri Asst Certifier II (BA)	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54
X-Ray Technician	21.43	21.86	22.30	22.75	23.21	23.67	24.14	24.62
X-Ray Technician II	24.38	24.87	25.37	25.88	26.40	26.93	27.47	28.02
Youth Guidance Specialist	21.88	22.32	22.77	23.23	23.69	24.16	24.64	25.13
Youth Re-Engagement Specialist	26.29	26.82	27.36	27.91	28.47	29.04	29.62	30.21

*Highlighted positions are non-exempt, hourly employees until their rate meets or exceeds the minimum salary threshold of \$77,968, at which time they will change to exempt, salaried employees.

Eligible exempt/salaried Union employees receive three additional days of PTO added to their accrual rate, not to exceed 30 days accrual per year and prorated as appropriate based on FTE.

Employees at or beyond Step 7 on the wage scale receive a 5% COLA increase and no longer receive anniversary increases.

Health Center OPEIU Wage Scale
 March 23, 2025 through March 31, 2026
 Version as of 01/06/2025

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Admin Assistant	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Art Therapist	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Behavioral Health Specialist	21.86	22.29	22.74	23.19	23.66	24.13	24.61	25.11
BCHP	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Biller Trainee	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Billing Reimbursement Analyst	25.02	25.52	26.03	26.55	27.08	27.62	28.17	28.73
Billing Specialist II	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Billing Specialist III	22.41	22.86	23.32	23.79	24.27	24.76	25.26	25.77
Call Center Specialist	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Care Coordinator I (Med Asst)	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.90
Care Coordinator II (Bachelors or LPN)	23.31	23.78	24.26	24.75	25.25	25.76	26.28	26.81
Case Manager (Care Management)	22.40	22.85	23.31	23.78	24.26	24.75	25.25	25.76
Case Manager (Homeless)	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Case Manager High Intensity Programs (FEP/PACT)	21.86	22.30	22.75	23.21	23.67	24.14	24.62	25.11
Case Manager (BH Housing)	22.85	23.31	23.78	24.26	24.75	25.25	25.76	26.28
Certified Coding Specialist I	24.92	25.42	25.93	26.45	26.98	27.52	28.07	28.63
Certified Coding Specialist II	25.95	26.47	27.00	27.54	28.09	28.65	29.22	29.80
Certified Coding Specialist III	27.57	28.12	28.68	29.25	29.84	30.44	31.05	31.67
Certified Diabetes Care Education Specialist (CDCES)*	36.17	36.89	37.63	38.38	39.15	39.93	40.73	41.54
Certified Diabetes Care Education Specialist (CDCES) Salary*	Hourly	Hourly	78,270.40	79,830.40	81,432.00	83,054.40	84,718.40	86,403.20
Childcare Driver	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Childcare Teacher	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Childcare Teacher II/ECEAP	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Citizenship ESL Instructor I	24.13	24.61	25.10	25.60	26.11	26.63	27.16	27.70
Citizenship ESL Instructor II	28.96	29.54	30.13	30.73	31.34	31.97	32.61	33.26
Client Advocate	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Client Advocate PCAP	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.15
Clinical Care Gap Support Specialist	26.27	26.80	27.34	27.89	28.45	29.02	29.60	30.19
Community Health Worker	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Community Health Worker - Pathways/MSS	22.40	22.85	23.31	23.78	24.26	24.75	25.25	25.76
Community Health Worker - Early Relational Development (MSS Only)	32.84	33.50	34.17	34.85	35.55	36.26	36.99	37.73
Community Resource Navigator	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Cook	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Crisis Intervention Specialist (CSNW Programs Only)	24.81	25.31	25.82	26.34	26.87	27.41	27.96	28.52
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*	Hourly	Hourly	78,790.40	80,371.20	81,972.80	83,616.00	85,280.00	86,985.60
Customer Service Rep	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Dental Assistant Trainee	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Dental Asst I	22.34	22.79	23.25	23.72	24.19	24.67	25.16	25.66
Dental Asst II	22.65	23.10	23.56	24.03	24.51	25.00	25.50	26.01
Dental Asst III	24.28	24.77	25.27	25.78	26.30	26.83	27.37	27.92
Designated Crisis Responder (DCR) (CSNW)*	41.20	42.02	42.86	43.72	44.60	45.49	46.40	47.33
Designated Crisis Responder (DCR) (CSNW) Salary*	85,696.00	87,401.60	89,148.80	90,937.60	92,768.00	94,619.20	96,512.00	98,446.40
Designated Crisis Responder (DCR) Weekend (CSNW)*	43.26	44.13	45.01	45.91	46.83	47.76	48.72	49.69
Designated Crisis Responder (DCR) Weekend (CSNW) Salary*	89,980.80	91,790.40	93,620.80	95,492.80	97,406.40	99,340.80	101,337.60	103,355.20
Designated Crisis Responder (DCR) Overnight (CSNW)*	46.35	47.28	48.22	49.19	50.17	51.17	52.20	53.24
Designated Crisis Responder (DCR) Overnight (CSNW) Salary*	96,408.00	98,342.40	100,297.60	102,315.20	104,353.60	106,433.60	108,576.00	110,739.20
Education Specialist	28.96	29.54	30.13	30.73	31.34	31.97	32.61	33.26
Employment Specialist (PACT)	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Employment Specialist (FEP)	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Family Support Specialist	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Financial Specialist	21.86	22.30	22.75	23.21	23.67	24.14	24.62	25.11
Geropsychic Social Worker MSW/Discharge Planner	30.16	30.76	31.38	32.01	32.65	33.30	33.97	34.65
Geropsychic Mental Health Technician BA	24.49	24.98	25.48	25.99	26.51	27.04	27.58	28.13
Geropsychic Certified Nursing Assistant	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Geropsychic Certified Mental Health Inpatient Peer Counselor	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Geropsychic Cook	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Geropsychic Housekeeping/Laundry Aide	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Geropsychic Mental Health Therapist II	26.54	27.07	27.61	28.16	28.72	29.29	29.88	30.48
Group Life Counselor I	20.80	21.22	21.64	22.07	22.51	22.96	23.42	23.89
Group Life Counselor II	21.48	21.91	22.35	22.80	23.26	23.73	24.20	24.68
Group Life Counselor III	23.66	24.13	24.61	25.10	25.60	26.11	26.63	27.16
Group Life Counselor IV	25.84	26.36	26.89	27.43	27.98	28.54	29.11	29.69
Health Care Advocate	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Health Care Assistant	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Health Educator I (BA)	27.71	28.26	28.83	29.41	30.00	30.60	31.21	31.83
Health Educator II (RN/MA)	29.47	30.06	30.66	31.27	31.90	32.54	33.19	33.85
Health Information Management Clerk	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Home Health Aide	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Housing Placement Specialist (BH)	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45
Infant Case Manager	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.89
Integration Specialist (BA)	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39
Integration Specialist I (Masters)	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
LEAP Program Coordinator	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39
LPN	32.58	33.23	33.89	34.57	35.26	35.97	36.69	37.42
Maintenance/Housekeeping II	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Maintenance/Housekeeping III	21.71	22.14	22.58	23.03	23.49	23.96	24.44	24.93
Maintenance/Construction III	24.08	24.56	25.05	25.55	26.06	26.58	27.11	27.65

Classification	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Maintenance/Construction IV	27.41	27.96	28.52	29.09	29.67	30.26	30.87	31.49
Med Laboratory Tech	24.14	24.62	25.11	25.61	26.12	26.64	27.17	27.71
Med Technologist	27.33	27.88	28.44	29.01	29.59	30.18	30.78	31.40
Medical Assistant Certified	24.09	24.57	25.06	25.56	26.07	26.59	27.12	27.66
Medical Assistant Registered	22.80	23.26	23.73	24.20	24.68	25.17	25.67	26.18
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*	Hourly	Hourly	78,790.40	80,371.20	81,972.80	83,616.00	85,280.00	86,985.60
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*	Hourly	Hourly	78,790.40	80,371.20	81,972.80	83,616.00	85,280.00	86,985.60
Integrated Mental Health Therapist II (MA)	29.54	30.13	30.73	31.35	31.98	32.62	33.27	33.94
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*	Hourly	Hourly	78,790.40	80,371.20	81,972.80	83,616.00	85,280.00	86,985.60
Child and Family Therapist Licensed*	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82
Child and Family Therapist Licensed Salary*	Hourly	Hourly	78,790.40	80,371.20	81,972.80	83,616.00	85,280.00	86,985.60
Child and Family Therapist	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17
MSS Social Services Specialist	27.71	28.26	28.83	29.41	30.00	30.60	31.21	31.83
MSS Social Services Specialist II (Masters)	28.95	29.53	30.12	30.72	31.33	31.96	32.60	33.25
Nursing Assistant Certified	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Nutritionist RD*	34.40	35.09	35.79	36.51	37.24	37.98	38.74	39.51
Nutritionist RD Salary*	Hourly	Hourly	Hourly	Hourly	Hourly	78,998.40	80,579.20	82,180.80
OB Coordinator/Community Health Worker	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Outreach Worker	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Peer Counselor	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Pharmacy Assistant	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Pharmacy Technician	24.35	24.84	25.33	25.84	26.36	26.88	27.42	27.97
Phlebotomist	20.78	21.20	21.62	22.05	22.49	22.94	23.40	23.87
Phlebotomist/X-ray Tech	20.96	21.38	21.81	22.24	22.69	23.14	23.60	24.08
PT Aide	22.80	23.26	23.73	24.20	24.68	25.17	25.67	26.18
Psychiatric Provider Aide	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Receptionist	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Referral Tracking Specialist	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Reproductive Cancer Patient Navigator	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.89
RN I (ADN)*	35.67	36.38	37.11	37.85	38.61	39.38	40.17	40.97
RN I (ADN) Salary*	Hourly	Hourly	Hourly	78,728.00	80,308.80	81,910.40	83,553.60	85,217.60
RN II (BSN)*	40.91	41.73	42.56	43.41	44.28	45.17	46.07	46.99
RN II (BSN) Salary*	85,092.80	86,798.40	88,524.80	90,292.80	92,102.40	93,953.60	95,825.60	97,739.20
Senior Advocate	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Social Worker I	30.54	31.15	31.77	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	36.42	37.15
Substance Use Disorder Trainee	26.22	26.75	27.28	27.83	28.39	28.95	29.53	30.12
SUDP II	27.86	28.42	28.99	29.57	30.16	30.76	31.38	32.01
SUDP III	30.10	30.70	31.31	31.94	32.58	33.23	33.89	34.57
Teacher - Special Ed/Inpatient	26.46	26.99	27.53	28.08	28.64	29.21	29.79	30.39
Teacher Certified/Inpatient	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.36
Treatment Attendant	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
Utilization Coordinator (RN)	28.14	28.70	29.27	29.86	30.46	31.07	31.69	32.32
Vaccine Confidence Coordinator	26.22	26.75	27.28	27.83	28.39	28.95	29.53	30.12
WIC Breastfeeding Peer Counselor	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
WIC Clerk	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85
WIC Nutri Asst Certifier I	22.28	22.73	23.18	23.64	24.11	24.59	25.08	25.58
WIC Nutri Asst Certifier II (BA)	24.69	25.18	25.68	26.19	26.71	27.24	27.78	28.34
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	26.12	26.64	27.17	27.71	28.26	28.83
Youth Guidance Specialist	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.90
Youth Re-Engagement Specialist	27.08	27.62	28.17	28.73	29.30	29.89	30.49	31.10

*Highlighted positions are non-exempt, hourly employees until their rate meets or exceeds the minimum salary threshold of \$77,968, at which time they will change to exempt, salaried employees.

Eligible exempt/salaried Union employees receive three additional days of PTO added to their accrual rate, not to exceed 30 days accrual per year and prorated as appropriate based on FTE.

Employees at or beyond Step 7 on the wage scale receive a 5% COLA increase and no longer receive anniversary increases.