

Article 39

Wage Scale - Chapter 3385

2026

CLASSIFICATION	START	YEAR 1	YEAR 2	YEAR 3	YEAR 4
Grade 1*					
Clerk	\$ 21,456.00	\$ 22,998.00	\$ 24,032.00	\$ 25,114.00	\$ 26,239.00
Grade 2					
Custodian	\$ 32,609.00	\$ 33,893.00	\$ 34,766.00	\$ 35,662.00	\$ 36,589.00
Technician					
Grade 3					
Administrative Assistant	\$ 37,018.00	\$ 39,049.00	\$ 40,418.00	\$ 41,834.00	\$ 43,318.00
Technician					
Grade 3.5					
Mental Health Assistant - Direct Care Worker					
Mental Health Assistant - Peer Support Specialist	\$ 38,869.00	\$ 41,001.00	\$ 42,439.00	\$ 43,926.00	\$ 45,484.00
Peer Recovery Coach					
Grade 3.75**					
Mental Health Assistant (Previous Schedule I)	\$ 42,492.00	\$ 43,137.00	\$ 44,433.00	\$ 45,794.00	\$ 47,187.00
Grade 4					
Clerk					
Healthcare Navigator					
Integrated Healthcare Assistant	\$ 44,730.00	\$ 46,520.00	\$ 47,744.00	\$ 48,999.00	\$ 50,283.00
Technician					
Grade 5					
Prescriber Liaison	\$ 48,756.00	\$ 51,417.00	\$ 53,209.00	\$ 55,063.00	\$ 57,006.00
Technician					
Grade 6					
Board Certified Assistant Behavior Analyst					
Case Manager					
Health Mentor					
Hospital Liaison	\$ 55,001.00	\$ 57,860.00	\$ 59,794.00	\$ 61,795.00	\$ 63,858.00
Registered Dietitian Nutritionist					
Specialist					
Technician					

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CLASSIFICATION	START	YEAR 1	YEAR 2	YEAR 3	YEAR 4
Grade 7					
Analyst					
Coordinator					
Occupational Therapist	\$ 63,505.00	\$ 66,845.00	\$ 69,103.00	\$ 71,437.00	\$ 73,859.00
Specialist					
Technician					
Grade 7.5					
Clinician 1	\$ 65,255.00	\$ 68,790.00	\$ 71,118.00	\$ 73,568.00	\$ 76,193.00
Registered Nurse					
Grade 8					
Clinician 2***	\$ 67,763.00	\$ 71,492.00	\$ 73,892.00	\$ 76,457.00	\$ 79,284.00
Coordinator					
Grade 8.5					
Board Certified Behavior Analyst	\$ 68,177.00	\$ 73,039.00	\$ 77,899.00	\$ 82,761.00	\$ 87,620.00
Clinical Coordinator					

KEY

* In the event minimum wage is increased, the Grade 1 level will be adjusted to align the starting wage with minimum wage and each step in that grade level will be adjusted with an equivalent percentage increase.

** This grade level/position was closed to new hires effective 01/01/2025.

*** A Clinician 2 is a fully licensed master-level clinician.

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CLASSIFICATION	START	YEAR 1	YEAR 2	YEAR 3	YEAR 4
Grade 1*					
Clerk	\$ 22,100.00	\$ 23,688.00	\$ 24,753.00	\$ 25,868.00	\$ 27,027.00
Grade 2					
Custodian	\$ 33,588.00	\$ 34,910.00	\$ 35,809.00	\$ 36,732.00	\$ 37,687.00
Technician					
Grade 3					
Administrative Assistant	\$ 38,129.00	\$ 40,221.00	\$ 41,631.00	\$ 43,090.00	\$ 44,618.00
Technician					
Grade 3.5					
Mental Health Assistant - Direct Care Worker					
Mental Health Assistant - Peer Support Specialist	\$ 40,036.00	\$ 42,232.00	\$ 43,713.00	\$ 45,244.00	\$ 46,849.00
Peer Recovery Coach					
Grade 3.75**					
Mental Health Assistant (Previous Schedule I)	\$ 43,767.00	\$ 44,432.00	\$ 45,766.00	\$ 47,168.00	\$ 48,603.00
Grade 4					
Clerk					
Healthcare Navigator					
Integrated Healthcare Assistant	\$ 46,072.00	\$ 47,916.00	\$ 49,177.00	\$ 50,469.00	\$ 51,792.00
Technician					
Grade 5					
Prescriber Liaison					
Technician	\$ 50,219.00	\$ 52,960.00	\$ 54,806.00	\$ 56,715.00	\$ 58,717.00
Grade 6					
Board Certified Assistant Behavior Analyst					
Case Manager					
Health Mentor					
Hospital Liaison	\$ 56,652.00	\$ 59,596.00	\$ 61,588.00	\$ 63,649.00	\$ 65,774.00
Registered Dietitian Nutritionist					
Specialist					
Technician					

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Grade 7

Analyst							
Coordinator							
Occupational Therapist	\$ 65,411.00	\$ 68,851.00	\$ 71,177.00	\$ 73,581.00	\$ 76,075.00		
Specialist							
Technician							

Grade 7.5

Clinician 1	\$ 67,213.00	\$ 70,854.00	\$ 73,252.00	\$ 75,776.00	\$ 78,479.00		
Registered Nurse							

Grade 8

Clinician 2***	\$ 69,796.00	\$ 73,637.00	\$ 76,109.00	\$ 78,751.00	\$ 81,663.00		
Coordinator							

Grade 8.5

Board Certified Behavior Analyst	\$ 70,223.00	\$ 75,231.00	\$ 80,236.00	\$ 85,244.00	\$ 90,249.00		
Clinical Coordinator							

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