

Salary Structure - 12 Steps, 2.5% Between

Approved O3A Salary Range Effective Jan 1, 2026 w/ 3% COLA

Position Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Administrative Director	56	99,596.86	102,086.79	104,638.95	107,254.93	109,936.30	112,684.71	115,501.83	118,389.37	121,349.11	124,382.84	127,492.41	130,679.72
Case Management Director		8,299.74	8,507.23	8,719.91	8,937.91	9,161.36	9,390.39	9,625.15	9,865.78	10,112.43	10,365.24	10,624.37	10,889.98
Finance Director		47.88	49.08	50.31	51.56	52.85	54.18	55.53	56.92	58.34	59.80	61.29	62.83
Contracts Management Director	52	93,473.67	95,810.51	98,205.77	100,660.92	103,177.44	105,756.88	108,400.80	111,110.82	113,888.59	116,735.80	119,654.20	122,645.55
		7,789.47	7,984.21	8,183.81	8,388.41	8,598.12	8,813.07	9,033.40	9,259.23	9,490.72	9,727.98	9,971.18	10,220.46
		44.94	46.06	47.21	48.39	49.60	50.84	52.12	53.42	54.75	56.12	57.53	58.96
Information Technology Director	48	83,422.36	85,507.91	87,645.61	89,836.75	92,082.67	94,384.74	96,744.36	99,162.97	101,642.04	104,183.09	106,787.67	109,457.36
Client Services Manager		6,951.86	7,125.66	7,303.80	7,486.40	7,673.56	7,865.39	8,062.03	8,263.58	8,470.17	8,681.92	8,898.97	9,121.45
		40.11	41.11	42.14	43.19	44.27	45.38	46.51	47.67	48.87	50.09	51.34	52.62
Community Programs Manager	44	85,495.64	87,633.03	89,823.86	92,069.45	94,371.19	96,730.47	99,148.73	101,627.45	104,168.14	106,772.34	109,441.65	112,177.69
Dementia Program Manager		7,124.64	7,302.75	7,485.32	7,672.45	7,864.27	8,060.87	8,262.39	8,468.95	8,680.68	8,897.69	9,120.14	9,348.14
Planner/Program Development Manager		41.10	42.13	43.18	44.26	45.37	46.51	47.67	48.86	50.08	51.33	52.62	53.93
Case Management Supervisor	42	82,255.76	84,312.15	86,419.96	88,580.45	90,794.97	93,064.84	95,391.46	97,776.25	100,220.65	102,726.17	105,294.32	107,926.68
Human Resources Manager		6,854.65	7,026.01	7,201.66	7,381.70	7,566.25	7,755.40	7,949.29	8,148.02	8,351.72	8,560.51	8,774.53	8,993.89
		39.55	40.53	41.55	42.59	43.65	44.74	45.86	47.01	48.18	49.39	50.62	51.89
Pacific County Supervisor	41	80,718.27	82,736.22	84,804.63	86,924.75	89,097.86	91,325.31	93,608.44	95,948.65	98,347.37	100,806.05	103,326.21	105,909.36
		6,726.52	6,894.69	7,067.05	7,243.73	7,424.82	7,610.44	7,800.70	7,995.72	8,195.61	8,400.50	8,610.52	8,825.78
		38.81	39.78	40.77	41.79	42.84	43.91	45.00	46.13	47.28	48.46	49.68	50.92
Contracts Manager	40	76,874.54	78,796.40	80,766.31	82,785.47	84,855.11	86,976.49	89,150.90	91,379.67	93,664.16	96,005.77	98,405.91	100,866.06
Senior Accountant		6,406.21	6,566.37	6,730.53	6,898.79	7,071.26	7,248.04	7,429.24	7,614.97	7,805.35	8,000.48	8,200.49	8,405.50
		36.96	37.88	38.83	39.80	40.80	41.82	42.86	43.93	45.03	46.16	47.31	48.49
Case Manager	39	70,453.80	72,215.14	74,020.52	75,871.03	77,767.81	79,712.00	81,704.81	83,747.43	85,841.11	87,987.14	90,186.82	92,441.49
FCSP Coordinator/Mac TSOA Specialist		5,871.15	6,017.93	6,168.38	6,322.59	6,480.65	6,642.67	6,808.73	6,978.95	7,153.43	7,332.26	7,515.57	7,703.46
		33.87	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	43.36	44.44
Case Manager Trainee	38	67,098.85	68,776.33	70,495.73	72,258.13	74,064.58	75,916.20	77,814.10	79,759.45	81,753.44	83,797.27	85,892.21	88,039.51
Contract Specialist		5,591.57	5,731.36	5,874.64	6,021.51	6,172.05	6,326.35	6,484.51	6,646.62	6,812.79	6,983.11	7,157.68	7,336.63
Family Support Program Specialist		32.26	33.07	33.89	34.74	35.61	36.50	37.41	38.35	39.30	40.29	41.29	42.33
Kinship Navigator													
Regional LT Care Ombudsman													
Regional Specialist													
SHIBA Program Coordinator	36	60,305.31	61,812.95	63,358.27	64,942.23	66,565.78	68,229.93	69,935.68	71,684.07	73,476.17	75,313.07	77,195.90	79,125.80
		5,025.44	5,151.08	5,279.86	5,411.85	5,547.15	5,685.83	5,827.97	5,973.67	6,123.01	6,276.09	6,432.99	6,593.82
		28.99	29.72	30.46	31.22	32.00	32.80	33.62	34.46	35.33	36.21	37.11	38.04
Registered Nurse	32	76,151.05	78,054.83	80,006.20	82,006.35	84,056.51	86,157.93	88,311.87	90,519.67	92,782.66	95,102.23	97,479.79	99,916.78
		6,345.92	6,504.57	6,667.18	6,833.86	7,004.71	7,179.83	7,359.32	7,543.31	7,731.89	7,925.19	8,123.32	8,326.40
		36.61	37.53	38.46	39.43	40.41	41.42	42.46	43.52	44.61	45.72	46.87	48.04
ADRC Specialist	28	61,436.09	62,971.99	64,546.29	66,159.95	67,813.95	69,509.30	71,247.03	73,028.20	74,853.91	76,725.26	78,643.39	80,609.47
FCSP Coordinator		5,119.67	5,247.67	5,378.86	5,513.33	5,651.16	5,792.44	5,937.25	6,085.68	6,237.83	6,393.77	6,553.62	6,717.46
Health Homes Care Coordinator		29.54	30.27	31.03	31.81	32.60	33.42	34.25	35.11	35.99	36.89	37.81	38.75
Information Technology Specialist													
Payroll Accountant													
Data Systems Specialist	24	54,460.43	55,821.95	57,217.49	58,647.93	60,114.13	61,616.98	63,157.41	64,736.34	66,354.75	68,013.62	69,713.96	71,456.81
		4,538.37	4,651.83	4,768.12	4,887.33	5,009.51	5,134.75	5,263.12	5,394.70	5,529.56	5,667.80	5,809.50	5,954.73
		26.18	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70	33.52	34.35
Fiscal Support Specialist	20	52,264.60	53,571.21	54,910.49	56,283.25	57,690.34	59,132.59	60,610.91	62,126.18	63,679.34	65,271.32	66,903.10	68,575.68
SHIBA Volunteer Coordinator		4,355.38	4,464.27	4,575.87	4,690.27	4,807.53	4,927.72	5,050.91	5,177.18	5,306.61	5,439.28	5,575.26	5,714.64
		25.13	25.76	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.38	32.16	32.97
Case Aide	16	50,173.52	51,427.85	52,713.55	54,031.39	55,382.17	56,766.73	58,185.90	59,640.54	61,131.56	62,659.85	64,226.34	65,832.00
Contracts Assistant		4,181.13	4,285.65	4,392.80	4,502.62	4,615.18	4,730.56	4,848.82	4,970.05	5,094.30	5,221.65	5,352.20	5,486.00
I&A Specialist		24.12	24.72	25.34	25.98	26.63	27.29	27.97	28.67	29.39	30.12	30.88	31.65
Program Assistant III	12	50,767.29	52,036.47	53,337.38	54,670.81	56,037.58	57,438.52	58,874.49	60,346.35	61,855.01	63,401.38	64,986.42	66,611.08
		4,230.61	4,336.37	4,444.78	4,555.90	4,669.80	4,786.54	4,906.21	5,028.86	5,154.58	5,283.45	5,415.53	5,550.92
		24.41	25.02	25.64	26.28	26.94	27.61	28.31	29.01	29.74	30.48	31.24	32.02