



## Annual Base Salary Schedule - Revised: December 1, 2022

To be implemented: December 4, 2022

| Job Title                               | Pay Grade | Job Code | Min       | Mid       | Max       |
|---|-----------|----------|-----------|-----------|-----------|
| Accountant I                            | H         | 39       | \$59,000  | \$71,850  | \$84,700  |
| Accountant II                           | J         | 634      | \$65,000  | \$82,550  | \$100,100 |
| Accountant III                          | K         | 68       | \$70,000  | \$88,900  | \$107,800 |
| Accountant IV                           | M         | TBD      | \$85,000  | \$109,050 | \$133,100 |
| Accounting Clerk                        | D         | 334      | \$44,000  | \$53,900  | \$63,800  |
| Accounting Clerk Sr                     | E         | 680      | \$48,000  | \$58,100  | \$68,200  |
| Activity Coordinator (PACE)             | E         | 681      | \$48,000  | \$58,100  | \$68,200  |
| Actuarial Analyst                       | K         | 558      | \$70,000  | \$88,900  | \$107,800 |
| Actuarial Analyst Sr                    | L         | 559      | \$77,000  | \$98,450  | \$119,900 |
| Actuary                                 | O         | 357      | \$105,000 | \$134,450 | \$163,900 |
| Actuary Principal                       | Q         | 882      | \$130,000 | \$166,200 | \$202,400 |
| Actuary Sr                              | P         | 883      | \$117,000 | \$149,250 | \$181,500 |
| Administrative Assistant                | D         | 19       | \$44,000  | \$53,900  | \$63,800  |
| Administrative Fellow                   | J         | 902      | \$65,000  | \$82,550  | \$100,100 |
| Analyst                                 | H         | 562      | \$59,000  | \$71,850  | \$84,700  |
| Analyst Int                             | I         | 563      | \$61,000  | \$77,250  | \$93,500  |
| Analyst Sr                              | J         | 564      | \$65,000  | \$82,550  | \$100,100 |
| Applications Analyst                    | I         | 232      | \$61,000  | \$77,250  | \$93,500  |
| Applications Analyst Int                | J         | 233      | \$65,000  | \$82,550  | \$100,100 |
| Applications Analyst Sr                 | L         | 298      | \$77,000  | \$98,450  | \$119,900 |
| Associate Director I                    | P         | 884      | \$117,000 | \$149,250 | \$181,500 |
| Associate Director II                   | Q         | 885      | \$130,000 | \$166,200 | \$202,400 |
| Associate Director III                  | R         | 886      | \$144,000 | \$184,200 | \$224,400 |
| Associate Director IV                   | S         | 887      | \$154,000 | \$204,600 | \$255,200 |
| Auditor                                 | I         | 565      | \$61,000  | \$77,250  | \$93,500  |
| Auditor Sr                              | J         | 566      | \$65,000  | \$82,550  | \$100,100 |
| Batch Automation Analyst                | J         | TBD      | \$65,000  | \$82,550  | \$100,100 |
| Batch Automation Analyst Sr             | K         | TBD      | \$70,000  | \$88,900  | \$107,800 |
| Behavioral Health Manager               | M         | 383      | \$85,000  | \$109,050 | \$133,100 |
| Biostatistics Manager                   | M         | 418      | \$85,000  | \$109,050 | \$133,100 |
| Business Analyst                        | J         | 40       | \$65,000  | \$82,550  | \$100,100 |
| Business Analyst Sr                     | L         | 611      | \$77,000  | \$98,450  | \$119,900 |
| Business Systems Analyst Sr             | K         | 69       | \$70,000  | \$88,900  | \$107,800 |
| Buyer                                   | G         | 29       | \$55,000  | \$66,550  | \$78,100  |
| Buyer Int                               | I         | 49       | \$61,000  | \$77,250  | \$93,500  |
| Buyer Sr                                | L         | 67       | \$77,000  | \$98,450  | \$119,900 |
| Care Manager                            | K         | 657      | \$70,000  | \$88,900  | \$107,800 |
| Care Transition Intervention Coach (RN) | L         | 417      | \$77,000  | \$98,450  | \$119,900 |
| Certified Coder                         | H         | 399      | \$59,000  | \$71,850  | \$84,700  |
| Certified Coding Specialist             | H         | 639      | \$59,000  | \$71,850  | \$84,700  |
| Certified Coding Specialist Sr          | J         | 640      | \$65,000  | \$82,550  | \$100,100 |
| Change Control Administrator            | I         | 499      | \$61,000  | \$77,250  | \$93,500  |
| Change Control Administrator Int        | J         | 500      | \$65,000  | \$82,550  | \$100,100 |
| ** Chief Compliance Officer             | W         | 888      | \$313,000 | \$414,450 | \$515,900 |
| ** Chief Executive Officer              | Z         | 138      | \$560,000 | \$700,750 | \$841,500 |
| ** Chief Financial Officer              | X         | 134      | \$368,000 | \$487,600 | \$607,200 |
| ** Chief Health Equity Officer          | W         | 889      | \$313,000 | \$414,450 | \$515,900 |



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|--|-----------|----------|-----------|-----------|-----------|
| ** Chief Human Resources Officer       | W         | 890      | \$313,000 | \$414,450 | \$515,900 |
| ** Chief Information Officer           | W         | 131      | \$313,000 | \$414,450 | \$515,900 |
| ** Chief Medical Officer               | X         | 137      | \$368,000 | \$487,600 | \$607,200 |
| ** Chief of Staff                      | U         | 692      | \$226,000 | \$298,900 | \$371,800 |
| ** Chief Operating Officer             | Y         | 136      | \$433,000 | \$573,450 | \$713,900 |
| ** Chief Strategy Officer              | W         | TBD      | \$313,000 | \$414,450 | \$515,900 |
| Claims - Lead                          | G         | 574      | \$55,000  | \$66,550  | \$78,100  |
| Claims Examiner                        | C         | 9        | \$43,281  | \$50,790  | \$58,300  |
| Claims Examiner - Lead                 | F         | 236      | \$51,000  | \$62,350  | \$73,700  |
| Claims Examiner Sr                     | E         | 20       | \$48,000  | \$58,100  | \$68,200  |
| Claims QA Analyst                      | F         | 28       | \$51,000  | \$62,350  | \$73,700  |
| Claims QA Analyst Sr                   | G         | 540      | \$55,000  | \$66,550  | \$78,100  |
| Claims Recovery Specialist             | F         | 283      | \$51,000  | \$62,350  | \$73,700  |
| Claims Resolution Specialist           | F         | 262      | \$51,000  | \$62,350  | \$73,700  |
| Clerk of the Board                     | O         | 59       | \$105,000 | \$134,450 | \$163,900 |
| Clinical Auditor                       | L         | 567      | \$77,000  | \$98,450  | \$119,900 |
| Clinical Auditor Sr                    | M         | 568      | \$85,000  | \$109,050 | \$133,100 |
| Clinical Documentation Specialist (RN) | M         | 641      | \$85,000  | \$109,050 | \$133,100 |
| Clinical Pharmacist                    | P         | 297      | \$117,000 | \$149,250 | \$181,500 |
| Clinical Systems Administrator         | K         | 607      | \$70,000  | \$88,900  | \$107,800 |
| Clinical Trainer                       | M         | 903      | \$85,000  | \$109,050 | \$133,100 |
| Clinical Trainer (LVN)                 | L         | 904      | \$77,000  | \$98,450  | \$119,900 |
| Clinician (Behavioral Health)          | K         | 513      | \$70,000  | \$88,900  | \$107,800 |
| Cloud Engineer                         | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Cloud Engineer Sr                      | P         | TBD      | \$117,000 | \$149,250 | \$181,500 |
| Communications Specialist              | G         | 188      | \$55,000  | \$66,550  | \$78,100  |
| Communications Specialist - Lead       | J         | 707      | \$65,000  | \$82,550  | \$100,100 |
| Communications Specialist Sr           | H         | 708      | \$59,000  | \$71,850  | \$84,700  |
| Community Partner                      | G         | 575      | \$55,000  | \$66,550  | \$78,100  |
| Community Partner Sr                   | H         | 612      | \$59,000  | \$71,850  | \$84,700  |
| Community Relations Specialist         | G         | 288      | \$55,000  | \$66,550  | \$78,100  |
| Community Relations Specialist Sr      | I         | 646      | \$61,000  | \$77,250  | \$93,500  |
| Compliance Claims Auditor              | G         | 222      | \$55,000  | \$66,550  | \$78,100  |
| Compliance Claims Auditor Sr           | H         | 279      | \$59,000  | \$71,850  | \$84,700  |
| Contract Administrator                 | L         | 385      | \$77,000  | \$98,450  | \$119,900 |
| Contracts Manager                      | M         | 207      | \$85,000  | \$109,050 | \$133,100 |
| Contracts Manager Sr                   | N         | 683      | \$95,000  | \$120,650 | \$146,300 |
| Contracts Specialist                   | I         | 257      | \$61,000  | \$77,250  | \$93,500  |
| Contracts Specialist Int               | J         | 469      | \$65,000  | \$82,550  | \$100,100 |
| Contracts Specialist Sr                | K         | 331      | \$70,000  | \$88,900  | \$107,800 |
| * Controller                           | T         | 464      | \$182,000 | \$240,600 | \$299,200 |
| Credentialing Coordinator              | E         | 41       | \$48,000  | \$58,100  | \$68,200  |
| Credentialing Coordinator - Lead       | F         | 510      | \$51,000  | \$62,350  | \$73,700  |
| Customer Service Coordinator           | E         | 182      | \$48,000  | \$58,100  | \$68,200  |
| Customer Service Rep                   | C         | 5        | \$43,281  | \$50,790  | \$58,300  |
| Customer Service Rep - Lead            | G         | 482      | \$55,000  | \$66,550  | \$78,100  |
| Customer Service Rep Sr                | D         | 481      | \$44,000  | \$53,900  | \$63,800  |



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|--|-----------|----------|-----------|-----------|-----------|
| Cybersecurity Analyst                        | I         | TBD      | \$61,000  | \$77,250  | \$93,500  |
| Cybersecurity Engineer                       | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Cybersecurity Engineer Sr                    | Q         | TBD      | \$130,000 | \$166,200 | \$202,400 |
| Cybersecurity Principal                      | S         | TBD      | \$154,000 | \$204,600 | \$255,200 |
| Data Analyst                                 | J         | 337      | \$65,000  | \$82,550  | \$100,100 |
| Data Analyst Int                             | K         | 341      | \$70,000  | \$88,900  | \$107,800 |
| Data Analyst Sr                              | L         | 342      | \$77,000  | \$98,450  | \$119,900 |
| Data and Reporting Analyst - Lead            | M         | 654      | \$85,000  | \$109,050 | \$133,100 |
| Data Entry Tech                              | A         | 3        | \$41,600  | \$46,100  | \$50,600  |
| Data Warehouse Architect                     | N         | 363      | \$95,000  | \$120,650 | \$146,300 |
| Data Warehouse Programmer/Analyst            | N         | 364      | \$95,000  | \$120,650 | \$146,300 |
| Data Warehouse Reporting Analyst             | M         | 412      | \$85,000  | \$109,050 | \$133,100 |
| Data Warehouse Reporting Analyst Sr          | N         | 522      | \$95,000  | \$120,650 | \$146,300 |
| Database Administrator                       | L         | 90       | \$77,000  | \$98,450  | \$119,900 |
| Database Administrator Sr                    | N         | 179      | \$95,000  | \$120,650 | \$146,300 |
| ** Deputy Chief Medical Officer              | W         | 561      | \$313,000 | \$414,450 | \$515,900 |
| Designer                                     | K         | 387      | \$70,000  | \$88,900  | \$107,800 |
| Designer Sr                                  | L         | 901      | \$77,000  | \$98,450  | \$119,900 |
| * Director I                                 | Q         | 891      | \$130,000 | \$166,200 | \$202,400 |
| * Director II                                | R         | 892      | \$144,000 | \$184,200 | \$224,400 |
| * Director III                               | S         | 893      | \$154,000 | \$204,600 | \$255,200 |
| * Director IV                                | T         | 894      | \$182,000 | \$240,600 | \$299,200 |
| Enrollment Coordinator (PACE)                | F         | 441      | \$51,000  | \$62,350  | \$73,700  |
| Enterprise Analytics Manager                 | O         | 582      | \$105,000 | \$134,450 | \$163,900 |
| Executive Administrative Services Manager    | J         | 661      | \$65,000  | \$82,550  | \$100,100 |
| Executive Assistant                          | G         | 339      | \$55,000  | \$66,550  | \$78,100  |
| Executive Assistant to CEO                   | I         | 261      | \$61,000  | \$77,250  | \$93,500  |
| ** Executive Director                        | U         | 895      | \$226,000 | \$298,900 | \$371,800 |
| Facilities & Support Services Coord - Lead   | G         | 631      | \$55,000  | \$66,550  | \$78,100  |
| Facilities & Support Services Coordinator    | E         | 10       | \$48,000  | \$58,100  | \$68,200  |
| Facilities & Support Services Coordinator Sr | F         | 511      | \$51,000  | \$62,350  | \$73,700  |
| Facilities Coordinator                       | E         | 438      | \$48,000  | \$58,100  | \$68,200  |
| Financial Analyst I                          | J         | 51       | \$65,000  | \$82,550  | \$100,100 |
| Financial Analyst II                         | L         | 84       | \$77,000  | \$98,450  | \$119,900 |
| Financial Analyst III                        | M         | 905      | \$85,000  | \$109,050 | \$133,100 |
| Financial Analyst IV                         | N         | 906      | \$95,000  | \$120,650 | \$146,300 |
| Financial Reporting Analyst                  | I         | 475      | \$61,000  | \$77,250  | \$93,500  |
| Grievance & Appeals Nurse Specialist         | M         | 226      | \$85,000  | \$109,050 | \$133,100 |
| Grievance Resolution Specialist              | F         | 42       | \$51,000  | \$62,350  | \$73,700  |
| Grievance Resolution Specialist - Lead       | I         | 590      | \$61,000  | \$77,250  | \$93,500  |
| Grievance Resolution Specialist Sr           | H         | 589      | \$59,000  | \$71,850  | \$84,700  |
| Health Coach                                 | K         | 556      | \$70,000  | \$88,900  | \$107,800 |
| Health Educator                              | H         | 47       | \$59,000  | \$71,850  | \$84,700  |
| Health Educator Sr                           | I         | 355      | \$61,000  | \$77,250  | \$93,500  |
| Health Network Liaison Specialist (RN)       | L         | 524      | \$77,000  | \$98,450  | \$119,900 |
| Health Network Oversight Specialist          | K         | 323      | \$70,000  | \$88,900  | \$107,800 |
| HEDIS Case Manager                           | M         | 443      | \$85,000  | \$109,050 | \$133,100 |



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| Job Title                                   | Pay Grade | Job Code | Min       | Mid       | Max       |
|---|-----------|----------|-----------|-----------|-----------|
| Human Resources Assistant                   | D         | 181      | \$44,000  | \$53,900  | \$63,800  |
| Human Resources Business Partner            | M         | 584      | \$85,000  | \$109,050 | \$133,100 |
| Human Resources Coordinator                 | F         | 316      | \$51,000  | \$62,350  | \$73,700  |
| Human Resources Representative              | J         | 278      | \$65,000  | \$82,550  | \$100,100 |
| Human Resources Representative Sr           | L         | 350      | \$77,000  | \$98,450  | \$119,900 |
| Human Resources Specialist                  | G         | 505      | \$55,000  | \$66,550  | \$78,100  |
| Human Resources Specialist Sr               | H         | 608      | \$59,000  | \$71,850  | \$84,700  |
| Information Technology Services Coordinator | E         | 365      | \$48,000  | \$58,100  | \$68,200  |
| Inpatient Quality Coding Auditor            | I         | 642      | \$61,000  | \$77,250  | \$93,500  |
| Intern                                      | A         | 237      | \$41,600  | \$46,100  | \$50,600  |
| Investigator Sr                             | I         | 553      | \$61,000  | \$77,250  | \$93,500  |
| ITS Administrator                           | L         | 63       | \$77,000  | \$98,450  | \$119,900 |
| ITS Administrator Sr                        | M         | 89       | \$85,000  | \$109,050 | \$133,100 |
| ITS Analyst                                 | I         | TBD      | \$61,000  | \$77,250  | \$93,500  |
| ITS Analyst Int                             | L         | TBD      | \$77,000  | \$98,450  | \$119,900 |
| ITS Analyst Sr                              | N         | TBD      | \$95,000  | \$120,650 | \$146,300 |
| ITS Architect II                            | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| ITS Architect III                           | P         | TBD      | \$117,000 | \$149,250 | \$181,500 |
| ITS Architect IV                            | Q         | TBD      | \$130,000 | \$166,200 | \$202,400 |
| ITS Developer Advisor                       | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| ITS Product Manager                         | N         | TBD      | \$95,000  | \$120,650 | \$146,300 |
| ITS Product Manager Sr                      | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Kitchen Assistant                           | A         | 585      | \$41,600  | \$46,100  | \$50,600  |
| Licensed Clinical Social Worker             | J         | 598      | \$65,000  | \$82,550  | \$100,100 |
| Litigation Support Specialist               | K         | 588      | \$70,000  | \$88,900  | \$107,800 |
| LVN (PACE)                                  | K         | 533      | \$70,000  | \$88,900  | \$107,800 |
| LVN Specialist                              | K         | 686      | \$70,000  | \$88,900  | \$107,800 |
| Mailroom Clerk                              | A         | 1        | \$41,600  | \$46,100  | \$50,600  |
| Manager Accounting                          | O         | 98       | \$105,000 | \$134,450 | \$163,900 |
| Manager Actuary                             | R         | 453      | \$144,000 | \$184,200 | \$224,400 |
| Manager Audit & Oversight                   | O         | 539      | \$105,000 | \$134,450 | \$163,900 |
| Manager Behavioral Health                   | O         | 633      | \$105,000 | \$134,450 | \$163,900 |
| Manager Business Integration                | O         | 544      | \$105,000 | \$134,450 | \$163,900 |
| Manager Case Management                     | P         | 270      | \$117,000 | \$149,250 | \$181,500 |
| Manager Claims                              | O         | 92       | \$105,000 | \$134,450 | \$163,900 |
| Manager Clinic Operations                   | N         | 551      | \$95,000  | \$120,650 | \$146,300 |
| Manager Clinical Pharmacist                 | R         | 296      | \$144,000 | \$184,200 | \$224,400 |
| Manager Coding Quality                      | N         | 382      | \$95,000  | \$120,650 | \$146,300 |
| Manager Communications                      | N         | 398      | \$95,000  | \$120,650 | \$146,300 |
| Manager Community Relations                 | N         | 384      | \$95,000  | \$120,650 | \$146,300 |
| Manager Contracting                         | O         | 329      | \$105,000 | \$134,450 | \$163,900 |
| Manager Creative Branding                   | M         | 430      | \$85,000  | \$109,050 | \$133,100 |
| Manager Cultural & Linguistic               | M         | 349      | \$85,000  | \$109,050 | \$133,100 |
| Manager Customer Service                    | M         | 94       | \$85,000  | \$109,050 | \$133,100 |
| Manager Electronic Business                 | N         | 422      | \$95,000  | \$120,650 | \$146,300 |
| Manager Encounters                          | N         | 516      | \$95,000  | \$120,650 | \$146,300 |
| Manager Environmental Health & Safety       | N         | 495      | \$95,000  | \$120,650 | \$146,300 |



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|---|-----------|----------|-----------|-----------|-----------|
| Manager Finance                           | O         | 148      | \$105,000 | \$134,450 | \$163,900 |
| Manager Financial Analysis                | P         | 356      | \$117,000 | \$149,250 | \$181,500 |
| Manager Government Affairs                | N         | 437      | \$95,000  | \$120,650 | \$146,300 |
| Manager Grievance & Appeals               | O         | 426      | \$105,000 | \$134,450 | \$163,900 |
| Manager Human Resources                   | O         | 526      | \$105,000 | \$134,450 | \$163,900 |
| Manager Information Technology Services   | P         | 560      | \$117,000 | \$149,250 | \$181,500 |
| Manager Long Term Support Services        | O         | 200      | \$105,000 | \$134,450 | \$163,900 |
| Manager Marketing & Enrollment (PACE)     | N         | 414      | \$95,000  | \$120,650 | \$146,300 |
| Manager Marketing & Outreach              | M         | 687      | \$85,000  | \$109,050 | \$133,100 |
| Manager Member Liaison Program            | M         | 354      | \$85,000  | \$109,050 | \$133,100 |
| Manager Member Outreach & Education       | M         | 616      | \$85,000  | \$109,050 | \$133,100 |
| Manager MSSP                              | O         | 393      | \$105,000 | \$134,450 | \$163,900 |
| Manager OneCare Clinical                  | P         | 359      | \$117,000 | \$149,250 | \$181,500 |
| Manager OneCare Customer Service          | M         | 429      | \$85,000  | \$109,050 | \$133,100 |
| Manager Outreach & Enrollment             | M         | 477      | \$85,000  | \$109,050 | \$133,100 |
| Manager PACE Center                       | N         | 432      | \$95,000  | \$120,650 | \$146,300 |
| Manager Population Health Management      | N         | 674      | \$95,000  | \$120,650 | \$146,300 |
| Manager Process Excellence                | O         | 622      | \$105,000 | \$134,450 | \$163,900 |
| Manager Program Implementation            | N         | 488      | \$95,000  | \$120,650 | \$146,300 |
| Manager Provider Data Management Services | M         | 653      | \$85,000  | \$109,050 | \$133,100 |
| Manager Provider Network                  | O         | 191      | \$105,000 | \$134,450 | \$163,900 |
| Manager Provider Relations                | M         | 171      | \$85,000  | \$109,050 | \$133,100 |
| Manager Purchasing                        | O         | 275      | \$105,000 | \$134,450 | \$163,900 |
| Manager QI Initiatives                    | M         | 433      | \$85,000  | \$109,050 | \$133,100 |
| Manager Quality Analytics                 | N         | 617      | \$95,000  | \$120,650 | \$146,300 |
| Manager Quality Improvement               | N         | 104      | \$95,000  | \$120,650 | \$146,300 |
| Manager Regulatory Affairs and Compliance | O         | 626      | \$105,000 | \$134,450 | \$163,900 |
| Manager Reporting & Financial Compliance  | O         | 572      | \$105,000 | \$134,450 | \$163,900 |
| Manager Strategic Development             | O         | 603      | \$105,000 | \$134,450 | \$163,900 |
| Manager Utilization Management            | P         | 250      | \$117,000 | \$149,250 | \$181,500 |
| Marketing and Outreach Specialist         | F         | 496      | \$51,000  | \$62,350  | \$73,700  |
| Medical Assistant                         | C         | 535      | \$43,281  | \$50,790  | \$58,300  |
| Medical Authorization Asst                | C         | 11       | \$43,281  | \$50,790  | \$58,300  |
| Medical Case Manager                      | L         | 72       | \$77,000  | \$98,450  | \$119,900 |
| Medical Case Manager (LVN)                | K         | 444      | \$70,000  | \$88,900  | \$107,800 |
| * Medical Director                        | V         | 306      | \$266,000 | \$351,900 | \$437,800 |
| Medical Records & Health Plan Assistant   | B         | 548      | \$42,432  | \$48,716  | \$55,000  |
| Medical Records Clerk                     | B         | 523      | \$42,432  | \$48,716  | \$55,000  |
| Medical Services Case Manager             | G         | 54       | \$55,000  | \$66,550  | \$78,100  |
| Member Liaison Specialist                 | D         | 353      | \$44,000  | \$53,900  | \$63,800  |
| MMS Program Coordinator                   | G         | 360      | \$55,000  | \$66,550  | \$78,100  |
| Network Engineer                          | N         | TBD      | \$95,000  | \$120,650 | \$146,300 |
| Network Engineer Principal                | Q         | TBD      | \$130,000 | \$166,200 | \$202,400 |
| Network Engineer Sr                       | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Nurse Practitioner (PACE)                 | O         | 635      | \$105,000 | \$134,450 | \$163,900 |
| Occupational Therapist                    | L         | 531      | \$77,000  | \$98,450  | \$119,900 |
| Occupational Therapist Assistant          | H         | 623      | \$59,000  | \$71,850  | \$84,700  |



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|----------------------------------|-----------|----------|-----------|-----------|-----------|
| Office Clerk                     | A         | 335      | \$41,600  | \$46,100  | \$50,600  |
| OneCare Operations Manager       | N         | 461      | \$95,000  | \$120,650 | \$146,300 |
| OneCare Partner - Sales          | F         | 230      | \$51,000  | \$62,350  | \$73,700  |
| OneCare Partner - Sales (Lead)   | G         | 537      | \$55,000  | \$66,550  | \$78,100  |
| OneCare Partner - Service        | C         | 231      | \$43,281  | \$50,790  | \$58,300  |
| OneCare Partner (Inside Sales)   | E         | 371      | \$48,000  | \$58,100  | \$68,200  |
| Outreach Specialist              | C         | 218      | \$43,281  | \$50,790  | \$58,300  |
| Paralegal/Legal Secretary        | I         | 376      | \$61,000  | \$77,250  | \$93,500  |
| Payroll Specialist               | E         | 554      | \$48,000  | \$58,100  | \$68,200  |
| Payroll Specialist Sr            | G         | 688      | \$55,000  | \$66,550  | \$78,100  |
| Performance Analyst              | I         | 538      | \$61,000  | \$77,250  | \$93,500  |
| Personal Care Attendant          | A         | 485      | \$41,600  | \$46,100  | \$50,600  |
| Personal Care Attendant - Lead   | B         | 498      | \$42,432  | \$48,716  | \$55,000  |
| Personal Care Coordinator        | C         | 525      | \$43,281  | \$50,790  | \$58,300  |
| Personal Care Coordinator Sr     | D         | 689      | \$44,000  | \$53,900  | \$63,800  |
| Pharmacy Resident                | G         | 379      | \$55,000  | \$66,550  | \$78,100  |
| Pharmacy Services Specialist     | C         | 23       | \$43,281  | \$50,790  | \$58,300  |
| Pharmacy Services Specialist Int | D         | 35       | \$44,000  | \$53,900  | \$63,800  |
| Pharmacy Services Specialist Sr  | E         | 507      | \$48,000  | \$58,100  | \$68,200  |
| Physical Therapist               | L         | 530      | \$77,000  | \$98,450  | \$119,900 |
| Physical Therapist Assistant     | H         | 624      | \$59,000  | \$71,850  | \$84,700  |
| Policy Advisor Sr                | M         | 580      | \$85,000  | \$109,050 | \$133,100 |
| Principal Financial Analyst      | O         | 907      | \$105,000 | \$134,450 | \$163,900 |
| Privacy Manager                  | N         | 536      | \$95,000  | \$120,650 | \$146,300 |
| Privacy Officer                  | O         | 648      | \$105,000 | \$134,450 | \$163,900 |
| Process Excellence Manager I     | H         | TBD      | \$59,000  | \$71,850  | \$84,700  |
| Process Excellence Manager II    | J         | TBD      | \$65,000  | \$82,550  | \$100,100 |
| Process Excellence Manager III   | M         | TBD      | \$85,000  | \$109,050 | \$133,100 |
| Process Excellence Manager IV    | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Program Assistant                | C         | 24       | \$43,281  | \$50,790  | \$58,300  |
| Program Coordinator              | C         | 284      | \$43,281  | \$50,790  | \$58,300  |
| Program Development Analyst Sr   | K         | 492      | \$70,000  | \$88,900  | \$107,800 |
| Program Manager                  | L         | 421      | \$77,000  | \$98,450  | \$119,900 |
| Program Manager Sr               | M         | 594      | \$85,000  | \$109,050 | \$133,100 |
| Program Specialist               | E         | 36       | \$48,000  | \$58,100  | \$68,200  |
| Program Specialist Int           | G         | 61       | \$55,000  | \$66,550  | \$78,100  |
| Program Specialist Sr            | I         | 508      | \$61,000  | \$77,250  | \$93,500  |
| Program/Policy Analyst           | I         | 56       | \$61,000  | \$77,250  | \$93,500  |
| Program/Policy Analyst Sr        | K         | 85       | \$70,000  | \$88,900  | \$107,800 |
| Programmer                       | K         | 43       | \$70,000  | \$88,900  | \$107,800 |
| Programmer Int                   | M         | 74       | \$85,000  | \$109,050 | \$133,100 |
| Programmer Sr                    | N         | 80       | \$95,000  | \$120,650 | \$146,300 |
| Project Manager I                | I         | TBD      | \$61,000  | \$77,250  | \$93,500  |
| Project Manager II               | L         | TBD      | \$77,000  | \$98,450  | \$119,900 |
| Project Manager III              | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Project Manager IV               | P         | TBD      | \$117,000 | \$149,250 | \$181,500 |
| Project Specialist               | E         | 291      | \$48,000  | \$58,100  | \$68,200  |



## Annual Base Salary Schedule - Revised: December 1, 2022

To be implemented: December 4, 2022

| Job Title  | Pay Grade | Job Code | Min       | Mid       | Max       |
|--|-----------|----------|-----------|-----------|-----------|
| Provider Data Management Services Coordinator    | D         | 12       | \$44,000  | \$53,900  | \$63,800  |
| Provider Data Management Services Coordinator Sr | F         | 586      | \$51,000  | \$62,350  | \$73,700  |
| Provider Enrollment Manager                      | G         | 190      | \$55,000  | \$66,550  | \$78,100  |
| Provider Network Rep Sr                          | I         | 391      | \$61,000  | \$77,250  | \$93,500  |
| Provider Network Specialist                      | H         | 44       | \$59,000  | \$71,850  | \$84,700  |
| Provider Network Specialist Sr                   | J         | 595      | \$65,000  | \$82,550  | \$100,100 |
| Provider Office Education Manager                | I         | 300      | \$61,000  | \$77,250  | \$93,500  |
| Provider Relations Rep                           | G         | 205      | \$55,000  | \$66,550  | \$78,100  |
| Provider Relations Rep Sr                        | I         | 285      | \$61,000  | \$77,250  | \$93,500  |
| Publications Coordinator                         | G         | 293      | \$55,000  | \$66,550  | \$78,100  |
| QA Analyst                                       | I         | 486      | \$61,000  | \$77,250  | \$93,500  |
| QA Analyst Sr                                    | L         | 380      | \$77,000  | \$98,450  | \$119,900 |
| QA Test Automation Engineer                      | J         | TBD      | \$65,000  | \$82,550  | \$100,100 |
| QA Test Automation Engineer Advisor              | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| QA Test Automation Engineer Sr.                  | N         | TBD      | \$95,000  | \$120,650 | \$146,300 |
| QI Nurse Specialist                              | M         | 82       | \$85,000  | \$109,050 | \$133,100 |
| QI Nurse Specialist (LVN)                        | L         | 445      | \$77,000  | \$98,450  | \$119,900 |
| Receptionist                                     | B         | 140      | \$42,432  | \$48,716  | \$55,000  |
| Records Manager                                  | Q         | 778      | \$130,000 | \$166,200 | \$202,400 |
| Recreational Therapist                           | H         | 487      | \$59,000  | \$71,850  | \$84,700  |
| Registered Dietitian                             | I         | 57       | \$61,000  | \$77,250  | \$93,500  |
| Regulatory Affairs and Compliance - Lead         | L         | 630      | \$77,000  | \$98,450  | \$119,900 |
| Regulatory Affairs and Compliance Analyst        | I         | 628      | \$61,000  | \$77,250  | \$93,500  |
| Regulatory Affairs and Compliance Analyst Sr     | K         | 629      | \$70,000  | \$88,900  | \$107,800 |
| RN (PACE)  | M         | 480      | \$85,000  | \$109,050 | \$133,100 |
| Security Analyst Int                             | M         | 534      | \$85,000  | \$109,050 | \$133,100 |
| Security Analyst Sr                              | N         | 474      | \$95,000  | \$120,650 | \$146,300 |
| Security Officer                                 | B         | 311      | \$42,432  | \$48,716  | \$55,000  |
| Service Desk Technician                          | E         | 571      | \$48,000  | \$58,100  | \$68,200  |
| Service Desk Technician Sr                       | F         | 573      | \$51,000  | \$62,350  | \$73,700  |
| SharePoint Developer/Administrator Sr            | N         | 397      | \$95,000  | \$120,650 | \$146,300 |
| Social Worker                                    | J         | 463      | \$65,000  | \$82,550  | \$100,100 |
| Social Worker Sr                                 | K         | 690      | \$70,000  | \$88,900  | \$107,800 |
| Speech Therapist                                 | L         | TBD      | \$77,000  | \$98,450  | \$119,900 |
| * Sr Director                                    | T         | 896      | \$182,000 | \$240,600 | \$299,200 |
| Sr Manager I                                     | P         | 897      | \$117,000 | \$149,250 | \$181,500 |
| Sr Manager II                                    | Q         | 898      | \$130,000 | \$166,200 | \$202,400 |
| Sr Manager III                                   | R         | 899      | \$144,000 | \$184,200 | \$224,400 |
| Sr Manager IV                                    | S         | 900      | \$154,000 | \$204,600 | \$255,200 |
| Supervisor Accounting                            | N         | 434      | \$95,000  | \$120,650 | \$146,300 |
| Supervisor Audit and Oversight                   | M         | 618      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Behavioral Health                     | M         | 659      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Budgeting                             | N         | 466      | \$95,000  | \$120,650 | \$146,300 |
| Supervisor Case Management                       | M         | 86       | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Claims                                | J         | 219      | \$65,000  | \$82,550  | \$100,100 |
| Supervisor Coding Initiatives                    | M         | 502      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Credentialing                         | I         | 671      | \$61,000  | \$77,250  | \$93,500  |



**Annual Base Salary Schedule - Revised: December 1, 2022**

**To be implemented: December 4, 2022**

| Job Title                                    | Pay Grade | Job Code | Min       | Mid       | Max       |
|--|-----------|----------|-----------|-----------|-----------|
| Supervisor Customer Service                  | I         | 34       | \$61,000  | \$77,250  | \$93,500  |
| Supervisor Data Entry                        | H         | 192      | \$59,000  | \$71,850  | \$84,700  |
| Supervisor Day Center (PACE)                 | H         | 619      | \$59,000  | \$71,850  | \$84,700  |
| Supervisor Dietary Services (PACE)           | J         | 643      | \$65,000  | \$82,550  | \$100,100 |
| Supervisor Encounters                        | I         | 253      | \$61,000  | \$77,250  | \$93,500  |
| Supervisor Facilities                        | J         | 162      | \$65,000  | \$82,550  | \$100,100 |
| Supervisor Finance                           | N         | 419      | \$95,000  | \$120,650 | \$146,300 |
| Supervisor Grievance and Appeals             | L         | 620      | \$77,000  | \$98,450  | \$119,900 |
| Supervisor Information Technology Services   | N         | 457      | \$95,000  | \$120,650 | \$146,300 |
| Supervisor Long Term Support Services        | M         | 587      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Member Outreach and Education     | K         | 592      | \$70,000  | \$88,900  | \$107,800 |
| Supervisor MSSP                              | M         | 348      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Nursing Services (PACE)           | M         | 662      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor OneCare Customer Service          | I         | 408      | \$61,000  | \$77,250  | \$93,500  |
| Supervisor Payroll                           | M         | 517      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Pharmacist                        | Q         | 610      | \$130,000 | \$166,200 | \$202,400 |
| Supervisor Population Health Management      | M         | 673      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Provider Data Management Services | K         | 439      | \$70,000  | \$88,900  | \$107,800 |
| Supervisor Provider Relations                | L         | 652      | \$77,000  | \$98,450  | \$119,900 |
| Supervisor Quality Analytics                 | M         | 609      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Quality Improvement               | M         | 600      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Regulatory Affairs and Compliance | M         | 627      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Social Work (PACE)                | J         | 636      | \$65,000  | \$82,550  | \$100,100 |
| Supervisor Therapy Services (PACE)           | M         | 645      | \$85,000  | \$109,050 | \$133,100 |
| Supervisor Utilization Management            | M         | 637      | \$85,000  | \$109,050 | \$133,100 |
| Systems Operations Analyst                   | F         | 32       | \$51,000  | \$62,350  | \$73,700  |
| Systems Operations Analyst Int               | G         | 45       | \$55,000  | \$66,550  | \$78,100  |
| Technical Analyst Int                        | J         | 64       | \$65,000  | \$82,550  | \$100,100 |
| Technical Analyst Sr                         | L         | 75       | \$77,000  | \$98,450  | \$119,900 |
| Technical Support Specialist Sr              | I         | TBD      | \$61,000  | \$77,250  | \$93,500  |
| Telephony Engineer                           | N         | TBD      | \$95,000  | \$120,650 | \$146,300 |
| Telephony Engineer Sr                        | O         | TBD      | \$105,000 | \$134,450 | \$163,900 |
| Therapy Aide                                 | E         | 521      | \$48,000  | \$58,100  | \$68,200  |
| Training Administrator                       | I         | 621      | \$61,000  | \$77,250  | \$93,500  |
| Training Program Coordinator                 | H         | 471      | \$59,000  | \$71,850  | \$84,700  |
| Translation Specialist                       | B         | 241      | \$42,432  | \$48,716  | \$55,000  |
| Web Architect                                | N         | 366      | \$95,000  | \$120,650 | \$146,300 |

\* These positions are identified for the purposes of CalOptima Health Policy GA. 8042: Supplemental Compensation as Director level and above positions for which eligible employees may qualify for Employer-Paid Member Contribution.

\*\* These positions are identified for the purposes of CalOptima Health Policy GA. 8042: Supplemental Compensation as Director level and above positions for which eligible employees may qualify for Employer-Paid Member Contribution and are also Chief or Executive Director level positions.