

Effective 01/04/2015, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

2015

| Grade | Position | | Step1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------|---|----|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | Clerk | HR | | | | | | |
| | | BW | | | | | | |
| | | YR | | | | | | |
| 2 | Clerk II Peer Advocate Specialist | HR | | \$9.00 | \$9.33 | \$9.78 | \$10.29 | \$10.60 |
| | | BW | | \$720.00 | \$746.40 | \$782.40 | \$823.20 | \$848.00 |
| | | YR | | \$18,720.00 | \$19,406.40 | \$20,342.40 | \$21,403.20 | \$22,048.00 |
| 3 | Receptionist/Clerical Assistant Records Clerk | HR | \$ 11.63 | \$12.21 | \$12.83 | \$13.47 | \$14.14 | \$14.57 |
| | | BW | \$ 930.40 | \$976.80 | \$1,026.40 | \$1,077.60 | \$1,131.20 | \$1,165.60 |
| | | YR | \$ 24,190.40 | \$25,396.80 | \$26,686.40 | \$28,017.60 | \$29,411.20 | \$30,305.60 |
| 4 | Secretary III Peer Advocate Specialist II | HR | \$ 13.41 | \$14.08 | \$14.79 | \$15.51 | \$16.30 | \$16.78 |
| | | BW | \$ 1,072.80 | \$1,126.40 | \$1,183.20 | \$1,240.80 | \$1,304.00 | \$1,342.40 |
| | | YR | \$ 27,892.80 | \$29,286.40 | \$30,763.20 | \$32,260.80 | \$33,904.00 | \$34,902.40 |
| 5 | Community Services Associate | HR | \$ 14.91 | \$15.67 | \$16.44 | \$17.27 | \$18.13 | \$18.68 |
| | | BW | \$ 1,192.80 | \$1,253.60 | \$1,315.20 | \$1,381.60 | \$1,450.40 | \$1,494.40 |
| | | YR | \$ 31,012.80 | \$32,593.60 | \$34,195.20 | \$35,921.60 | \$37,710.40 | \$38,854.40 |
| 6 | Records Coordinator Fair Hearing Coordinator Accounting Assistant I | HR | \$ 15.83 | \$16.63 | \$17.43 | \$18.32 | \$19.25 | \$19.82 |
| | | BW | \$ 1,266.40 | \$1,330.40 | \$1,394.40 | \$1,465.60 | \$1,540.00 | \$1,585.60 |
| | | YR | \$ 32,926.40 | \$34,590.40 | \$36,254.40 | \$38,105.60 | \$40,040.00 | \$41,225.60 |
| 7 | Service Coordinator I | HR | \$ 16.24 | \$17.03 | \$17.90 | \$18.77 | \$19.72 | \$20.31 |
| | | BW | \$ 1,299.20 | \$1,362.40 | \$1,432.00 | \$1,501.60 | \$1,577.60 | \$1,624.80 |
| | | YR | \$ 33,779.20 | \$35,422.40 | \$37,232.00 | \$39,041.60 | \$41,017.60 | \$42,244.80 |
| 8 | Service Coordinator II (to grade 10) | HR | \$ 17.03 | \$17.90 | \$18.77 | \$19.72 | \$20.72 | Go to grade 10 |
| | | BW | \$ 1,362.40 | \$1,432.00 | \$1,501.60 | \$1,577.60 | \$1,657.60 | |
| | | YR | \$ 35,422.40 | \$37,232.00 | \$39,041.60 | \$41,017.60 | \$43,097.60 | |
| 9 | Applications Support Analyst Facilities/Purchasing Assistant | HR | \$ 17.77 | \$18.66 | \$19.57 | \$20.55 | \$21.59 | \$22.25 |
| | | BW | \$ 1,421.60 | \$1,492.80 | \$1,565.60 | \$1,644.00 | \$1,727.20 | \$1,780.00 |
| | | YR | \$ 36,961.60 | \$38,812.80 | \$40,705.60 | \$42,744.00 | \$44,907.20 | \$46,280.00 |
| 10 | Service Coordinator II w/MA Grant Financial Specialist IS Assistant Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II | HR | \$ 19.72 | \$20.72 | \$21.74 | \$22.82 | \$23.95 | \$24.66 |
| | | BW | \$ 1,577.60 | \$1,657.60 | \$1,739.20 | \$1,825.60 | \$1,916.00 | \$1,972.80 |
| | | YR | \$ 41,017.60 | \$43,097.60 | \$45,219.20 | \$47,465.60 | \$49,816.00 | \$51,292.80 |
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| 11 | Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator | HR | \$ 20.37 | \$21.40 | \$22.45 | \$23.58 | \$24.77 | go to grade 12 |
| | | BW | \$ 1,629.60 | \$1,712.00 | \$1,796.00 | \$1,886.40 | \$1,981.60 | |
| | | YR | \$ 42,369.60 | \$44,512.00 | \$46,696.00 | \$49,046.40 | \$51,521.60 | |
| | | | | | | | | |
| 12 | Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst | HR | \$ 21.40 | \$22.45 | \$23.58 | \$24.77 | \$26.01 | \$26.79 |
| | | BW | \$ 1,712.00 | \$ 1,796.00 | \$ 1,886.40 | \$ 1,981.60 | \$ 2,080.80 | \$ 2,143.20 |
| | | YR | \$ 44,512.00 | \$ 46,696.00 | \$ 49,046.40 | \$ 51,521.60 | \$ 54,100.80 | \$ 55,723.20 |
| | | | | | | | | |
| | | | | | | | | |
| 13 | Resource Development Coordinator | HR | \$ 22.47 | \$23.60 | \$24.77 | \$26.01 | \$27.32 | \$28.13 |
| | | BW | \$ 1,797.60 | \$ 1,888.00 | \$ 1,981.60 | \$ 2,080.80 | \$ 2,185.60 | \$ 2,250.40 |
| | | YR | \$ 46,737.60 | \$ 49,088.00 | \$ 51,521.60 | \$ 54,100.80 | \$ 56,825.60 | \$ 58,510.40 |
| 14 | Autism Services Coordinator Benefits Specialist | HR | \$ 23.14 | \$24.31 | \$25.51 | \$26.79 | \$28.13 | \$28.97 |
| | | BW | \$ 1,851.20 | \$ 1,944.80 | \$ 2,040.80 | \$ 2,143.20 | \$ 2,250.40 | \$ 2,317.60 |
| | | YR | \$ 48,131.20 | \$ 50,564.80 | \$ 53,060.80 | \$ 55,723.20 | \$ 58,510.40 | \$ 60,257.60 |
| 15 | CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist | HR | \$ 24.91 | \$26.14 | \$27.46 | \$28.83 | \$30.26 | \$31.16 |
| | | BW | \$ 1,992.80 | \$ 2,091.20 | \$ 2,196.80 | \$ 2,306.40 | \$ 2,420.80 | \$ 2,492.80 |
| | | YR | \$ 51,812.80 | \$ 54,371.20 | \$ 57,116.80 | \$ 59,966.40 | \$ 62,940.80 | \$ 64,812.80 |
| 16 | Psychologist I | HR | \$ 26.91 | \$28.26 | \$29.67 | \$31.17 | \$32.72 | \$33.72 |
| | | BW | \$ 2,152.80 | \$ 2,260.80 | \$ 2,373.60 | \$ 2,493.60 | \$ 2,617.60 | \$ 2,697.60 |
| | | YR | \$ 55,972.80 | \$ 58,780.80 | \$ 61,713.60 | \$ 64,833.60 | \$ 68,057.60 | \$ 70,137.60 |
| 17 | Psychologist II | HR | \$ 29.61 | \$31.09 | \$32.65 | \$34.29 | \$35.99 | \$37.09 |
| | | BW | \$ 2,368.80 | \$ 2,487.20 | \$ 2,612.00 | \$ 2,743.20 | \$ 2,879.20 | \$ 2,967.20 |
| | | YR | \$ 61,588.80 | \$ 64,667.20 | \$ 67,912.00 | \$ 71,323.20 | \$ 74,859.20 | \$ 77,147.20 |
| 18 | Psychopharmacologist | HR | \$ 48.41 | \$50.85 | \$53.39 | \$56.07 | \$58.86 | \$60.64 |
| | | BW | \$ 3,872.80 | \$ 4,068.00 | \$ 4,271.20 | \$ 4,485.60 | \$ 4,708.80 | \$ 4,851.20 |
| | | YR | \$ 100,692.80 | \$ 105,768.00 | \$ 111,051.20 | \$ 116,625.60 | \$ 122,428.80 | \$ 126,131.20 |
| 19 | Physican | HR | \$ 53.39 | \$56.07 | \$58.86 | \$61.81 | \$64.91 | \$66.85 |
| | | BW | \$ 4,271.20 | \$ 4,485.60 | \$ 4,708.80 | \$ 4,944.80 | \$ 5,192.80 | \$ 5,348.00 |
| | | YR | \$ 111,051.20 | \$ 116,625.60 | \$ 122,428.80 | \$ 128,564.80 | \$ 135,012.80 | \$ 139,048.00 |

Effective 07/03/2016, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

2016

| Grade | Position | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------|---|----|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | Clerk | HR | | | | | | |
| | | BW | | | | | | |
| | | YR | | | | | | |
| 2 | Clerk II | HR | | \$10.10 | \$10.46 | \$10.97 | \$11.54 | \$11.89 |
| | | BW | | \$807.98 | \$837.15 | \$877.81 | \$922.90 | \$951.18 |
| | | YR | | \$21,007.38 | \$21,765.85 | \$22,823.11 | \$23,995.30 | \$24,730.78 |
| 3 | Receptionist/Clerical Assistant | HR | \$ 13.04 | \$ 13.69 | \$ 14.39 | \$ 15.11 | \$ 15.86 | \$ 16.34 |
| | | BW | \$ 1,043.12 | \$ 1,095.28 | \$ 1,150.97 | \$ 1,208.43 | \$ 1,268.54 | \$ 1,307.44 |
| | | YR | \$ 27,121.12 | \$ 28,477.18 | \$ 29,925.17 | \$ 31,419.13 | \$ 32,982.04 | \$ 33,993.34 |
| 4 | Secretary III | HR | \$ 15.04 | \$ 15.79 | \$ 16.59 | \$ 17.39 | \$ 18.28 | \$ 18.82 |
| | | BW | \$ 1,203.12 | \$ 1,263.24 | \$ 1,326.88 | \$ 1,391.42 | \$ 1,462.14 | \$ 1,505.45 |
| | | YR | \$ 31,281.22 | \$ 32,844.14 | \$ 34,498.98 | \$ 36,176.82 | \$ 38,015.54 | \$ 39,141.75 |
| 5 | Community Services Associate | HR | \$ 16.72 | \$ 17.58 | \$ 18.44 | \$ 19.37 | \$ 20.33 | \$ 20.95 |
| | | BW | \$ 1,337.49 | \$ 1,406.44 | \$ 1,475.40 | \$ 1,549.65 | \$ 1,626.56 | \$ 1,676.06 |
| | | YR | \$ 34,774.79 | \$ 36,567.54 | \$ 38,360.30 | \$ 40,290.95 | \$ 42,290.56 | \$ 43,577.66 |
| 6 | Records Coordinator | HR | \$ 17.76 | \$ 18.65 | \$ 19.55 | \$ 20.54 | \$ 21.59 | \$ 22.23 |
| | | BW | \$ 1,420.59 | \$ 1,492.19 | \$ 1,563.80 | \$ 1,643.36 | \$ 1,727.34 | \$ 1,778.61 |
| | | YR | \$ 36,935.29 | \$ 38,796.99 | \$ 40,658.70 | \$ 42,727.26 | \$ 44,910.74 | \$ 46,243.81 |
| 7 | Service Coordinator I | HR | \$ 18.21 | \$ 19.11 | \$ 20.08 | \$ 21.05 | \$ 22.12 | \$ 22.77 |
| | | BW | \$ 1,456.83 | \$ 1,528.44 | \$ 1,606.23 | \$ 1,684.02 | \$ 1,769.77 | \$ 1,821.92 |
| | | YR | \$ 37,877.63 | \$ 39,739.34 | \$ 41,761.93 | \$ 43,784.52 | \$ 46,013.97 | \$ 47,370.02 |
| 8 | Service Coordinator II (to grade 10) | HR | \$ 19.11 | \$ 20.08 | \$ 21.05 | \$ 22.12 | \$ 23.24 | Go to grade 10 |
| | | BW | \$ 1,528.44 | \$ 1,606.23 | \$ 1,684.02 | \$ 1,769.77 | \$ 1,859.05 | |
| | | YR | \$ 39,739.34 | \$ 41,761.93 | \$ 43,784.52 | \$ 46,013.97 | \$ 48,335.35 | |
| 9 | Applications Support Analyst | HR | \$ 19.93 | \$ 20.93 | \$ 21.95 | \$ 23.05 | \$ 24.21 | \$ 24.95 |
| | | BW | \$ 1,594.74 | \$ 1,674.30 | \$ 1,755.62 | \$ 1,844.02 | \$ 1,936.84 | \$ 1,996.07 |
| | | YR | \$ 41,463.14 | \$ 43,531.70 | \$ 45,646.22 | \$ 47,944.62 | \$ 50,357.94 | \$ 51,897.87 |
| 10 | Service Coordinator II w/MA | HR | \$ 22.12 | \$ 23.24 | \$ 24.38 | \$ 25.59 | \$ 26.86 | \$ 27.66 |
| | | BW | \$ 1,769.77 | \$ 1,859.05 | \$ 1,950.10 | \$ 2,047.34 | \$ 2,149.00 | \$ 2,212.65 |
| | | YR | \$ 46,013.97 | \$ 48,335.35 | \$ 50,702.70 | \$ 53,230.94 | \$ 55,874.10 | \$ 57,528.95 |
| | Developmental Center Liason | | | | | | | |
| | Enhanced Case Manager | | | | | | | |
| | Community Development Coordinator | | | | | | | |
| | Accounting Assistant II | | | | | | | |
| | Facilities/Purchasing Assistant II | | | | | | | |
| 11 | Quality Assurance Specialist | HR | \$ 22.85 | \$ 24.00 | \$ 25.18 | \$ 26.44 | \$ 27.78 | go to grade 12 |
| | | BW | \$ 1,828.11 | \$ 1,920.05 | \$ 2,014.64 | \$ 2,115.41 | \$ 2,222.38 | |
| | | YR | \$ 47,530.91 | \$ 49,921.25 | \$ 52,380.54 | \$ 55,000.71 | \$ 57,781.78 | |
| | Resource Developer | | | | | | | |
| | Cost Assessment Specialist/Auditor | | | | | | | |
| | SIR Coordinator | | | | | | | |
| 12 | Quality Assurance Specialist w/ MA | HR | \$ 24.00 | \$ 25.18 | \$ 26.45 | \$ 27.78 | \$ 29.17 | \$ 30.04 |
| | | BW | \$ 1,920.05 | \$ 2,014.64 | \$ 2,116.30 | \$ 2,222.38 | \$ 2,333.76 | \$ 2,403.60 |
| | | YR | \$ 49,921.25 | \$ 52,380.54 | \$ 55,023.70 | \$ 57,781.78 | \$ 60,677.76 | \$ 62,493.50 |
| | Resource Developer w/MA | | | | | | | |
| | Information Systems Analyst | | | | | | | |
| | SIR Coordinator w/MA | | | | | | | |
| | Resource Development Analyst | | | | | | | |
| 13 | Resource Development Coordinator | HR | \$ 25.21 | \$ 26.46 | \$ 27.78 | \$ 29.17 | \$ 30.64 | \$ 31.55 |
| | | BW | \$ 2,016.40 | \$ 2,117.18 | \$ 2,222.38 | \$ 2,333.76 | \$ 2,451.33 | \$ 2,523.82 |
| | | YR | \$ 52,426.50 | \$ 55,046.68 | \$ 57,781.78 | \$ 60,677.76 | \$ 63,734.63 | \$ 65,619.32 |
| 14 | Autism Services Coordinator | HR | \$ 25.96 | \$ 27.26 | \$ 28.61 | \$ 30.04 | \$ 31.55 | \$ 32.49 |
| | | BW | \$ 2,076.52 | \$ 2,180.83 | \$ 2,288.68 | \$ 2,403.60 | \$ 2,523.82 | \$ 2,598.96 |
| | | YR | \$ 53,989.42 | \$ 56,701.53 | \$ 59,505.58 | \$ 62,493.50 | \$ 65,619.32 | \$ 67,572.96 |
| 15 | CPP Nurse Specialist | HR | \$ 27.93 | \$ 29.32 | \$ 30.80 | \$ 32.33 | \$ 33.93 | \$ 34.95 |
| | | BW | \$ 2,234.75 | \$ 2,345.25 | \$ 2,463.71 | \$ 2,586.58 | \$ 2,714.76 | \$ 2,796.09 |
| | | YR | \$ 58,103.55 | \$ 60,976.55 | \$ 64,056.41 | \$ 67,251.18 | \$ 70,583.86 | \$ 72,698.39 |
| | Database and Applications Support Analyst | | | | | | | |
| | Lead - Quality Assurance Specialist | | | | | | | |
| | Employment Coordinator | | | | | | | |
| 16 | Psychologist I | HR | \$ 33.80 | \$ 35.49 | \$ 37.28 | \$ 39.16 | \$ 41.10 | \$ 42.36 |
| | | BW | \$ 2,703.91 | \$ 2,839.55 | \$ 2,982.12 | \$ 3,132.61 | \$ 3,288.06 | \$ 3,389.04 |
| | | YR | \$ 70,301.62 | \$ 73,828.29 | \$ 77,535.14 | \$ 81,447.94 | \$ 85,489.45 | \$ 88,115.14 |
| 17 | Psychologist II | HR | \$ 37.19 | \$ 39.06 | \$ 41.01 | \$ 43.07 | \$ 45.21 | \$ 46.60 |
| | | BW | \$ 2,975.19 | \$ 3,124.69 | \$ 3,281.13 | \$ 3,445.48 | \$ 3,616.76 | \$ 3,727.65 |
| | | YR | \$ 77,354.95 | \$ 81,242.00 | \$ 85,309.25 | \$ 89,582.44 | \$ 94,035.82 | \$ 96,918.93 |
| 18 | Psychopharmacologist | HR | \$ 54.30 | \$ 57.03 | \$ 59.88 | \$ 62.89 | \$ 66.01 | \$ 68.01 |
| | | BW | \$ 4,343.98 | \$ 4,562.32 | \$ 4,790.40 | \$ 5,030.84 | \$ 5,281.02 | \$ 5,441.02 |
| | | YR | \$ 112,943.38 | \$ 118,620.42 | \$ 124,550.30 | \$ 130,801.94 | \$ 137,306.42 | \$ 141,466.52 |
| 19 | Physican | HR | \$ 59.88 | \$ 62.89 | \$ 66.01 | \$ 69.33 | \$ 72.80 | \$ 74.97 |
| | | BW | \$ 4,790.40 | \$ 5,030.84 | \$ 5,281.02 | \$ 5,546.22 | \$ 5,823.79 | \$ 5,997.94 |
| | | YR | \$ 124,550.30 | \$ 130,801.94 | \$ 137,306.42 | \$ 144,201.62 | \$ 151,418.59 | \$ 155,946.44 |

Effective 1/1/2017, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

2017

| Grade | Position | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------|--|----|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | Clerk | HR | | | | | | |
| | | BW | | | | | | |
| | | YR | | | | | | |
| 2 | Clerk II Peer Advocate Specialist | HR | | \$10.25 | \$10.62 | \$11.14 | \$11.71 | \$12.07 |
| | | BW | | \$820.10 | \$849.71 | \$890.98 | \$936.74 | \$965.45 |
| | | YR | | \$21,322.49 | \$22,092.34 | \$23,165.46 | \$24,355.23 | \$25,101.75 |
| 3 | Receptionist/Clerical Assistant Records Clerk | HR | \$ 13.23 | \$ 13.90 | \$ 14.60 | \$ 15.33 | \$ 16.09 | \$ 16.59 |
| | | BW | \$ 1,058.77 | \$ 1,111.71 | \$ 1,168.23 | \$ 1,226.55 | \$ 1,287.57 | \$ 1,327.05 |
| | | YR | \$ 27,527.94 | \$ 28,904.33 | \$ 30,374.05 | \$ 31,890.41 | \$ 33,476.77 | \$ 34,503.24 |
| 4 | Secretary III Peer Advocate Specialist II | HR | \$ 15.26 | \$ 16.03 | \$ 16.83 | \$ 17.65 | \$ 18.55 | \$ 19.10 |
| | | BW | \$ 1,221.17 | \$ 1,282.18 | \$ 1,346.79 | \$ 1,412.29 | \$ 1,484.07 | \$ 1,528.03 |
| | | YR | \$ 31,750.44 | \$ 33,336.80 | \$ 35,016.47 | \$ 36,719.47 | \$ 38,585.77 | \$ 39,728.88 |
| 5 | Community Services Associate | HR | \$ 16.97 | \$ 17.84 | \$ 18.72 | \$ 19.66 | \$ 20.64 | \$ 21.27 |
| | | BW | \$ 1,357.55 | \$ 1,427.54 | \$ 1,497.53 | \$ 1,572.90 | \$ 1,650.96 | \$ 1,701.20 |
| | | YR | \$ 35,296.41 | \$ 37,116.06 | \$ 38,935.70 | \$ 40,895.32 | \$ 42,924.92 | \$ 44,231.33 |
| 6 | Records Coordinator Fair Hearing Coordinator Accounting Assistant I | HR | \$ 18.02 | \$ 18.93 | \$ 19.84 | \$ 20.85 | \$ 21.92 | \$ 22.57 |
| | | BW | \$ 1,441.90 | \$ 1,514.57 | \$ 1,587.25 | \$ 1,668.01 | \$ 1,753.25 | \$ 1,805.29 |
| | | YR | \$ 37,489.32 | \$ 39,378.95 | \$ 41,268.58 | \$ 43,368.16 | \$ 45,584.40 | \$ 46,937.47 |
| 7 | Service Coordinator I | HR | \$ 18.48 | \$ 19.39 | \$ 20.38 | \$ 21.37 | \$ 22.45 | \$ 23.12 |
| | | BW | \$ 1,478.68 | \$ 1,551.36 | \$ 1,630.32 | \$ 1,709.28 | \$ 1,796.31 | \$ 1,849.25 |
| | | YR | \$ 38,445.80 | \$ 40,335.43 | \$ 42,388.36 | \$ 44,441.29 | \$ 46,704.18 | \$ 48,080.57 |
| 8 | Service Coordinator II (to grade 10) | HR | \$ 19.39 | \$ 20.38 | \$ 21.37 | \$ 22.45 | \$ 23.59 | Go to grade 10 |
| | | BW | \$ 1,551.36 | \$ 1,630.32 | \$ 1,709.28 | \$ 1,796.31 | \$ 1,886.94 | |
| | | YR | \$ 40,335.43 | \$ 42,388.36 | \$ 44,441.29 | \$ 46,704.18 | \$ 49,060.38 | |
| 9 | Applications Support Analyst Facilities/Purchasing Assistant I | HR | \$ 20.23 | \$ 21.24 | \$ 22.27 | \$ 23.40 | \$ 24.57 | \$ 25.33 |
| | | BW | \$ 1,618.66 | \$ 1,699.41 | \$ 1,781.96 | \$ 1,871.68 | \$ 1,965.90 | \$ 2,026.01 |
| | | YR | \$ 42,085.08 | \$ 44,184.67 | \$ 46,330.92 | \$ 48,663.79 | \$ 51,113.31 | \$ 52,676.34 |
| 10 | Service Coordinator II w/MA Grant Financial Specialist IS Assistant | HR | \$ 22.45 | \$ 23.59 | \$ 24.74 | \$ 25.98 | \$ 27.27 | \$ 28.07 |
| | | BW | \$ 1,796.31 | \$ 1,886.94 | \$ 1,979.36 | \$ 2,078.05 | \$ 2,181.24 | \$ 2,245.84 |
| | | YR | \$ 46,704.18 | \$ 49,060.38 | \$ 51,463.24 | \$ 54,029.41 | \$ 56,712.22 | \$ 58,391.89 |
| | Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II Facilities/Purchasing Assistant II | | | | | | | |
| 11 | Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator | HR | \$ 23.19 | \$ 24.36 | \$ 25.56 | \$ 26.84 | \$ 28.20 | go to grade 12 |
| | | BW | \$ 1,855.53 | \$ 1,948.85 | \$ 2,044.86 | \$ 2,147.14 | \$ 2,255.71 | |
| | | YR | \$ 48,243.88 | \$ 50,670.07 | \$ 53,166.24 | \$ 55,825.72 | \$ 58,648.50 | |
| 12 | Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst | HR | \$ 24.36 | \$ 25.56 | \$ 26.85 | \$ 28.20 | \$ 29.61 | \$ 30.50 |
| | | BW | \$ 1,948.85 | \$ 2,044.86 | \$ 2,148.04 | \$ 2,255.71 | \$ 2,368.77 | \$ 2,439.65 |
| | | YR | \$ 50,670.07 | \$ 53,166.24 | \$ 55,849.05 | \$ 58,648.50 | \$ 61,587.93 | \$ 63,430.90 |
| 13 | Resource Development Coordinator | HR | \$ 25.58 | \$ 26.86 | \$ 28.20 | \$ 29.61 | \$ 31.10 | \$ 32.02 |
| | | BW | \$ 2,046.65 | \$ 2,148.94 | \$ 2,255.71 | \$ 2,368.77 | \$ 2,488.10 | \$ 2,561.68 |
| | | YR | \$ 53,212.90 | \$ 55,872.38 | \$ 58,648.50 | \$ 61,587.93 | \$ 64,690.65 | \$ 66,603.61 |
| 14 | Autism Services Coordinator Benefits Specialist | HR | \$ 26.35 | \$ 27.67 | \$ 29.04 | \$ 30.50 | \$ 32.02 | \$ 32.97 |
| | | BW | \$ 2,107.66 | \$ 2,213.54 | \$ 2,323.01 | \$ 2,439.65 | \$ 2,561.68 | \$ 2,637.94 |
| | | YR | \$ 54,799.26 | \$ 57,552.05 | \$ 60,398.16 | \$ 63,430.90 | \$ 66,603.61 | \$ 68,586.55 |
| 15 | CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator | HR | \$ 28.35 | \$ 29.76 | \$ 31.26 | \$ 32.82 | \$ 34.44 | \$ 35.48 |
| | | BW | \$ 2,268.27 | \$ 2,380.43 | \$ 2,500.66 | \$ 2,625.38 | \$ 2,755.49 | \$ 2,838.03 |
| | | YR | \$ 58,975.11 | \$ 61,891.20 | \$ 65,017.25 | \$ 68,259.95 | \$ 71,642.62 | \$ 73,788.87 |
| 16 | Psychologist I | HR | \$ 34.31 | \$ 36.02 | \$ 37.84 | \$ 39.75 | \$ 41.72 | \$ 43.00 |
| | | BW | \$ 2,744.46 | \$ 2,881.79 | \$ 3,027.14 | \$ 3,179.79 | \$ 3,337.32 | \$ 3,439.63 |
| | | YR | \$ 71,358.56 | \$ 74,926.49 | \$ 78,705.54 | \$ 82,674.59 | \$ 86,770.32 | \$ 89,430.43 |
| 17 | Psychologist II | HR | \$ 37.75 | \$ 39.65 | \$ 41.63 | \$ 43.72 | \$ 45.89 | \$ 47.30 |
| | | BW | \$ 3,019.83 | \$ 3,171.67 | \$ 3,330.01 | \$ 3,497.28 | \$ 3,671.05 | \$ 3,783.92 |
| | | YR | \$ 78,515.53 | \$ 82,463.47 | \$ 86,580.31 | \$ 90,929.38 | \$ 95,447.35 | \$ 98,381.92 |
| 18 | Psychopharmacologist | HR | \$ 55.11 | \$ 57.88 | \$ 60.78 | \$ 63.83 | \$ 67.00 | \$ 69.03 |
| | | BW | \$ 4,409.14 | \$ 4,630.76 | \$ 4,862.25 | \$ 5,106.31 | \$ 5,360.23 | \$ 5,522.64 |
| | | YR | \$ 114,637.53 | \$ 120,399.73 | \$ 126,418.55 | \$ 132,763.97 | \$ 139,366.01 | \$ 143,588.52 |
| 19 | Physician | HR | \$ 60.78 | \$ 63.83 | \$ 67.00 | \$ 70.37 | \$ 73.89 | \$ 76.10 |
| | | BW | \$ 4,862.25 | \$ 5,106.31 | \$ 5,360.23 | \$ 5,629.41 | \$ 5,911.15 | \$ 6,087.91 |
| | | YR | \$ 126,418.55 | \$ 132,763.97 | \$ 139,366.01 | \$ 146,364.64 | \$ 153,689.87 | \$ 158,285.64 |

Effective 1/7/18, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

2018

| Grade | Position | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------|--|----|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | Clerk | HR | | | | | | |
| | | BW | | | | | | |
| | | YR | | | | | | |
| 2 | Clerk II Peer Advocate Specialist | HR | | \$10.46 | \$10.83 | \$11.36 | \$11.94 | \$12.31 |
| | | BW | | \$836.50 | \$866.70 | \$908.80 | \$955.47 | \$984.76 |
| | | YR | | \$21,748.94 | \$22,534.18 | \$23,628.77 | \$24,842.33 | \$25,603.78 |
| 3 | Receptionist/Clerical Assistant Records Clerk | HR | \$ 13.50 | \$ 14.17 | \$ 14.89 | \$ 15.64 | \$ 16.42 | \$ 16.92 |
| | | BW | \$ 1,079.94 | \$ 1,133.94 | \$ 1,191.60 | \$ 1,251.09 | \$ 1,313.32 | \$ 1,353.59 |
| | | YR | \$ 28,078.50 | \$ 29,482.42 | \$ 30,981.53 | \$ 32,528.22 | \$ 34,146.31 | \$ 35,193.30 |
| 4 | Secretary III Peer Advocate Specialist II | HR | \$ 15.57 | \$ 16.35 | \$ 17.17 | \$ 18.01 | \$ 18.92 | \$ 19.48 |
| | | BW | \$ 1,245.59 | \$ 1,307.83 | \$ 1,373.72 | \$ 1,440.53 | \$ 1,513.75 | \$ 1,558.59 |
| | | YR | \$ 32,385.45 | \$ 34,003.53 | \$ 35,716.80 | \$ 37,453.86 | \$ 39,357.48 | \$ 40,523.46 |
| 5 | Community Services Associate | HR | \$ 17.31 | \$ 18.20 | \$ 19.09 | \$ 20.05 | \$ 21.05 | \$ 21.69 |
| | | BW | \$ 1,384.71 | \$ 1,456.09 | \$ 1,527.48 | \$ 1,604.35 | \$ 1,683.98 | \$ 1,735.23 |
| | | YR | \$ 36,002.34 | \$ 37,858.38 | \$ 39,714.41 | \$ 41,713.22 | \$ 43,783.42 | \$ 45,115.96 |
| 6 | Records Coordinator Fair Hearing Coordinator Accounting Assistant I | HR | \$ 18.38 | \$ 19.31 | \$ 20.24 | \$ 21.27 | \$ 22.35 | \$ 23.02 |
| | | BW | \$ 1,470.73 | \$ 1,544.87 | \$ 1,619.00 | \$ 1,701.37 | \$ 1,788.31 | \$ 1,841.39 |
| | | YR | \$ 38,239.10 | \$ 40,166.53 | \$ 42,093.95 | \$ 44,235.53 | \$ 46,496.08 | \$ 47,876.21 |
| 7 | Service Coordinator I | HR | \$ 18.85 | \$ 19.78 | \$ 20.79 | \$ 21.79 | \$ 22.90 | \$ 23.58 |
| | | BW | \$ 1,508.26 | \$ 1,582.39 | \$ 1,662.93 | \$ 1,743.47 | \$ 1,832.24 | \$ 1,886.24 |
| | | YR | \$ 39,214.71 | \$ 41,142.13 | \$ 43,236.12 | \$ 45,330.11 | \$ 47,638.26 | \$ 49,042.19 |
| 8 | Service Coordinator II (to grade 10) | HR | \$ 19.78 | \$ 20.79 | \$ 21.79 | \$ 22.90 | \$ 24.06 | Go to grade 10 |
| | | BW | \$ 1,582.39 | \$ 1,662.93 | \$ 1,743.47 | \$ 1,832.24 | \$ 1,924.68 | |
| | | YR | \$ 41,142.13 | \$ 43,236.12 | \$ 45,330.11 | \$ 47,638.26 | \$ 50,041.59 | |
| 9 | Applications Support Analyst Facilities/Purchasing Assistant I | HR | \$ 20.64 | \$ 21.67 | \$ 22.72 | \$ 23.86 | \$ 25.07 | \$ 25.83 |
| | | BW | \$ 1,651.03 | \$ 1,733.40 | \$ 1,817.60 | \$ 1,909.12 | \$ 2,005.21 | \$ 2,066.53 |
| | | YR | \$ 42,926.78 | \$ 45,068.36 | \$ 47,257.54 | \$ 49,637.07 | \$ 52,135.58 | \$ 53,729.87 |
| 10 | Service Coordinator II w/MA Grant Financial Specialist IS Assistant | HR | \$ 22.90 | \$ 24.06 | \$ 25.24 | \$ 26.50 | \$ 27.81 | \$ 28.63 |
| | | BW | \$ 1,832.24 | \$ 1,924.68 | \$ 2,018.94 | \$ 2,119.62 | \$ 2,224.86 | \$ 2,290.76 |
| | | YR | \$ 47,638.26 | \$ 50,041.59 | \$ 52,492.51 | \$ 55,110.00 | \$ 57,846.46 | \$ 59,559.72 |
| | Developmental Center Liason | | | | | | | |
| | Enhanced Case Manager | | | | | | | |
| | Community Development Coordinator | | | | | | | |
| | Accounting Assistant II | | | | | | | |
| | Facilities/Purchasing Assistant II | | | | | | | |
| 11 | Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator | HR | \$ 23.66 | \$ 24.85 | \$ 26.07 | \$ 27.38 | \$ 28.76 | go to grade 12 |
| | | BW | \$ 1,892.64 | \$ 1,987.83 | \$ 2,085.75 | \$ 2,190.09 | \$ 2,300.83 | |
| | | YR | \$ 49,208.75 | \$ 51,683.47 | \$ 54,229.57 | \$ 56,942.24 | \$ 59,821.47 | |
| 12 | Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst | HR | \$ 24.85 | \$ 26.07 | \$ 27.39 | \$ 28.76 | \$ 30.20 | \$ 31.11 |
| | | BW | \$ 1,987.83 | \$ 2,085.75 | \$ 2,191.00 | \$ 2,300.83 | \$ 2,416.14 | \$ 2,488.44 |
| | | YR | \$ 51,683.47 | \$ 54,229.57 | \$ 56,966.03 | \$ 59,821.47 | \$ 62,819.68 | \$ 64,699.52 |
| 13 | Resource Development Coordinator | HR | \$ 26.09 | \$ 27.40 | \$ 28.76 | \$ 30.20 | \$ 31.72 | \$ 32.66 |
| | | BW | \$ 2,087.58 | \$ 2,191.92 | \$ 2,300.83 | \$ 2,416.14 | \$ 2,537.86 | \$ 2,612.91 |
| | | YR | \$ 54,277.16 | \$ 56,989.83 | \$ 59,821.47 | \$ 62,819.68 | \$ 65,984.46 | \$ 67,935.68 |
| 14 | Autism Services Coordinator Benefits Specialist | HR | \$ 26.87 | \$ 28.22 | \$ 29.62 | \$ 31.11 | \$ 32.66 | \$ 33.63 |
| | | BW | \$ 2,149.82 | \$ 2,257.81 | \$ 2,369.47 | \$ 2,488.44 | \$ 2,612.91 | \$ 2,690.70 |
| | | YR | \$ 55,895.24 | \$ 58,703.09 | \$ 61,606.12 | \$ 64,699.52 | \$ 67,935.68 | \$ 69,958.29 |
| 15 | CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator | HR | \$ 28.92 | \$ 30.35 | \$ 31.88 | \$ 33.47 | \$ 35.13 | \$ 36.18 |
| | | BW | \$ 2,313.64 | \$ 2,428.04 | \$ 2,550.68 | \$ 2,677.89 | \$ 2,810.60 | \$ 2,894.79 |
| | | YR | \$ 60,154.61 | \$ 63,129.02 | \$ 66,317.60 | \$ 69,625.15 | \$ 73,075.47 | \$ 75,264.65 |
| 16 | Psychologist I | HR | \$ 35.00 | \$ 36.74 | \$ 38.60 | \$ 40.55 | \$ 42.55 | \$ 43.86 |
| | | BW | \$ 2,799.70 | \$ 2,939.23 | \$ 3,087.74 | \$ 3,243.60 | \$ 3,404.35 | \$ 3,508.80 |
| | | YR | \$ 72,792.10 | \$ 76,420.03 | \$ 80,281.34 | \$ 84,333.60 | \$ 88,513.15 | \$ 91,228.80 |
| 17 | Psychologist II | HR | \$ 38.51 | \$ 40.44 | \$ 42.46 | \$ 44.59 | \$ 46.81 | \$ 48.25 |
| | | BW | \$ 3,080.40 | \$ 3,235.44 | \$ 3,397.01 | \$ 3,567.55 | \$ 3,744.62 | \$ 3,859.68 |
| | | YR | \$ 80,090.40 | \$ 84,121.44 | \$ 88,322.21 | \$ 92,756.35 | \$ 97,360.22 | \$ 100,351.68 |
| 18 | Psychopharmacologist | HR | \$ 56.22 | \$ 59.04 | \$ 61.99 | \$ 65.11 | \$ 68.34 | \$ 70.41 |
| | | BW | \$ 4,497.32 | \$ 4,723.37 | \$ 4,959.50 | \$ 5,208.43 | \$ 5,467.44 | \$ 5,633.09 |
| | | YR | \$ 116,930.28 | \$ 122,807.72 | \$ 128,946.92 | \$ 135,419.25 | \$ 142,153.33 | \$ 146,460.29 |
| 19 | Physican | HR | \$ 61.99 | \$ 65.11 | \$ 68.34 | \$ 71.77 | \$ 75.37 | \$ 77.62 |
| | | BW | \$ 4,959.50 | \$ 5,208.43 | \$ 5,467.44 | \$ 5,742.00 | \$ 6,029.37 | \$ 6,209.67 |
| | | YR | \$ 128,946.92 | \$ 135,419.25 | \$ 142,153.33 | \$ 149,291.93 | \$ 156,763.67 | \$ 161,451.35 |

Tri-Counties Regional Center - Pay Schedule
Non-Bargaining Unit - Confidential & Management
Effective July 3, 2016

| Grade | Position | Minimum Hourly Annual | Maximum Hourly Annual |
|----------------------|---|-----------------------------|-----------------------------|
| Non-Executive | | | |
| NE-1 | HR Receptionist | \$ 13.26 | \$ 19.55 |
| | | \$ 27,580.80 | \$ 40,664.00 |
| NE-2 | Benefits Coordinator | \$ 19.90 | \$ 31.06 |
| | HR Associate I | \$ 41,382.25 | \$ 64,609.30 |
| | Executive Assistant I | | |
| | Connection Site Associate | | |
| | Organizational Development Specialist | | |
| | HR Payroll Associate | | |
| | Supervisor, Support Services | | |
| | Federal Programs Support Staff | | |
| NE-3 | | | |
| NE-4 | HR Associate II | \$ 22.60 | \$ 35.59 |
| | Media & Publications Coordinator | \$ 47,017.75 | \$ 74,031.25 |
| | Training Coordinator | | |
| NE-5 | Person Centered Thinking Coordinator | \$ 28.33 | \$ 38.41 |
| | | \$ 58,929.65 | \$ 79,896.25 |
| NE-6 | Executive Assistant II | \$ 28.51 | \$ 41.09 |
| | | \$ 59,299.83 | \$ 85,473.75 |
| NE-7 | Confidential IS Analyst | \$ 28.69 | \$ 41.63 |
| | | \$ 59,670.00 | \$ 86,595.00 |
| Executive | | | |
| E-1 | Peer Advocate Supervisor | \$ 19.89 | \$ 30.87 |
| | Connection Site Supervisor (Rainbow) | \$ 41,371.20 | \$ 64,204.50 |
| E-2 | Senior Companion/Foster Grandparent Program Manager | \$ 20.62 | \$ 32.27 |
| | | \$ 42,896.10 | \$ 67,119.75 |
| E-3 | Federal Programs & Documentation Manager | \$ 29.93 | \$ 43.55 |
| | Services & Support Manager | \$ 62,244.65 | \$ 90,591.25 |
| | Community Placement Manager | | |
| | POS Manager | | |
| | Quality Assurance Manager | | |
| | Resource Development Manager | | |
| | Manager, Support Services | | |
| E-4 | Assistant Director, Services & Supports | \$ 39.07 | \$ 50.87 |
| | Assistant Director, Training & Organizational Development | \$ 81,272.75 | \$ 105,800.00 |
| | Assistant Director, Federal Programs | | |
| | Facilities & Purchasing Manager | | |
| E-5 | Director of Clinical Services | \$ 40.24 | \$ 58.69 |
| | Controller | \$ 83,703.75 | \$ 122,072.50 |
| E-6 | Director, Services & Supports | \$ 45.98 | \$ 68.06 |
| | Chief Information Officer | \$ 95,637.75 | \$ 141,565.00 |
| | Director, Community Development | | |
| | Director, Human Resources & Organizational Development | | |
| E-7 | Chief Financial Officer | \$ 54.19 | \$ 84.59 |
| | | \$ 112,710.00 | \$ 175,950.00 |
| E-8 | Executive Director | \$ 88.06 | \$ 125.80 |
| | | \$ 183,165.00 | \$ 261,663.00 |