

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

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		\$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
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 Employment Coordinator	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 01/03/2016, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

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					\$10.44	\$10.76
		BW					\$835.20	\$860.80
		YR					\$21,715.20	\$22,380.80
3	Receptionist/Clerical Assistant Records Clerk	HR	\$ 11.80	\$12.39	\$13.02	\$13.67	\$14.35	\$14.79
		BW	\$ 944.00	\$ 991.20	\$ 1,041.60	\$ 1,093.60	\$ 1,148.00	\$ 1,183.20
		YR	\$ 24,544.00	\$ 25,771.20	\$ 27,081.60	\$ 28,433.60	\$ 29,848.00	\$ 30,763.20
4	Secretary III Peer Advocate Specialist II	HR	\$ 13.61	\$14.29	\$15.01	\$15.74	\$16.54	\$17.03
		BW	\$ 1,088.80	\$ 1,143.20	\$ 1,200.80	\$ 1,259.20	\$ 1,323.20	\$ 1,362.40
		YR	\$ 28,308.80	\$ 29,723.20	\$ 31,220.80	\$ 32,739.20	\$ 34,403.20	\$ 35,422.40
5	Community Services Associate	HR	\$ 15.13	\$15.91	\$16.69	\$17.53	\$18.40	\$18.96
		BW	\$ 1,210.40	\$ 1,272.80	\$ 1,335.20	\$ 1,402.40	\$ 1,472.00	\$ 1,516.80
		YR	\$ 31,470.40	\$ 33,092.80	\$ 34,715.20	\$ 36,462.40	\$ 38,272.00	\$ 39,436.80
6	Records Coordinator Fair Hearing Coordinator Accounting Assistant I	HR	\$ 16.07	\$16.88	\$17.69	\$18.59	\$19.54	\$20.12
		BW	\$ 1,285.60	\$ 1,350.40	\$ 1,415.20	\$ 1,487.20	\$ 1,563.20	\$ 1,609.60
		YR	\$ 33,425.60	\$ 35,110.40	\$ 36,795.20	\$ 38,667.20	\$ 40,643.20	\$ 41,849.60
7	Service Coordinator I	HR	\$ 16.48	\$17.29	\$18.17	\$19.05	\$20.02	\$20.61
		BW	\$ 1,318.40	\$ 1,383.20	\$ 1,453.60	\$ 1,524.00	\$ 1,601.60	\$ 1,648.80
		YR	\$ 34,278.40	\$ 35,963.20	\$ 37,793.60	\$ 39,624.00	\$ 41,641.60	\$ 42,868.80
8	Service Coordinator II (to grade 10)	HR	\$ 17.29	\$18.17	\$19.05	\$20.02	\$21.03	Go to grade 10
		BW	\$ 1,383.20	\$ 1,453.60	\$ 1,524.00	\$ 1,601.60	\$ 1,682.40	
		YR	\$ 35,963.20	\$ 37,793.60	\$ 39,624.00	\$ 41,641.60	\$ 43,742.40	
9	Applications Support Analyst Facilities/Purchasing Assistant	HR	\$ 18.04	\$18.94	\$19.86	\$20.86	\$21.91	\$22.58
		BW	\$ 1,443.20	\$ 1,515.20	\$ 1,588.80	\$ 1,668.80	\$ 1,752.80	\$ 1,806.40
		YR	\$ 37,523.20	\$ 39,395.20	\$ 41,308.80	\$ 43,388.80	\$ 45,572.80	\$ 46,966.40
10	Service Coordinator II w/MA Grant Financial Specialist IS Assistant	HR	\$ 20.02	\$21.03	\$22.07	\$23.16	\$24.31	\$25.03
		BW	\$ 1,601.60	\$ 1,682.40	\$ 1,765.60	\$ 1,852.80	\$ 1,944.80	\$ 2,002.40
		YR	\$ 41,641.60	\$ 43,742.40	\$ 45,905.60	\$ 48,172.80	\$ 50,564.80	\$ 52,062.40
	Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II							
11	Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator	HR	\$ 20.68	\$21.72	\$22.79	\$23.93	\$25.14	go to grade 12
		BW	\$ 1,654.40	\$ 1,737.60	\$ 1,823.20	\$ 1,914.40	\$ 2,011.20	
		YR	\$ 43,014.40	\$ 45,177.60	\$ 47,403.20	\$ 49,774.40	\$ 52,291.20	
12	Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst	HR	\$ 21.72	\$22.79	\$23.93	\$25.14	\$26.40	\$27.19
		BW	\$ 1,737.60	\$ 1,823.20	\$ 1,914.40	\$ 2,011.20	\$ 2,112.00	\$ 2,175.20
		YR	\$ 45,177.60	\$ 47,403.20	\$ 49,774.40	\$ 52,291.20	\$ 54,912.00	\$ 56,555.20
13	Resource Development Coordinator	HR	\$ 22.81	\$23.95	\$25.14	\$26.40	\$27.73	\$28.55
		BW	\$ 1,824.80	\$ 1,916.00	\$ 2,011.20	\$ 2,112.00	\$ 2,218.40	\$ 2,284.00
		YR	\$ 47,444.80	\$ 49,816.00	\$ 52,291.20	\$ 54,912.00	\$ 57,678.40	\$ 59,384.00
14	Autism Services Coordinator Benefits Specialist	HR	\$ 23.49	\$24.67	\$25.89	\$27.19	\$28.55	\$29.40
		BW	\$ 1,879.20	\$ 1,973.60	\$ 2,071.20	\$ 2,175.20	\$ 2,284.00	\$ 2,352.00
		YR	\$ 48,859.20	\$ 51,313.60	\$ 53,851.20	\$ 56,555.20	\$ 59,384.00	\$ 61,152.00
15	CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator	HR	\$ 25.28	\$26.53	\$27.87	\$29.26	\$30.71	\$31.63
		BW	\$ 2,022.40	\$ 2,122.40	\$ 2,229.60	\$ 2,340.80	\$ 2,456.80	\$ 2,530.40
		YR	\$ 52,582.40	\$ 55,182.40	\$ 57,969.60	\$ 60,860.80	\$ 63,876.80	\$ 65,790.40
16	Psychologist I	HR	\$ 27.31	\$28.68	\$30.12	\$31.64	\$33.21	\$34.23
		BW	\$ 2,184.80	\$ 2,294.40	\$ 2,409.60	\$ 2,531.20	\$ 2,656.80	\$ 2,738.40
		YR	\$ 56,804.80	\$ 59,654.40	\$ 62,649.60	\$ 65,811.20	\$ 69,076.80	\$ 71,198.40
17	Psychologist II	HR	\$ 30.05	\$31.56	\$33.14	\$34.80	\$36.53	\$37.65
		BW	\$ 2,404.00	\$ 2,524.80	\$ 2,651.20	\$ 2,784.00	\$ 2,922.40	\$ 3,012.00
		YR	\$ 62,504.00	\$ 65,644.80	\$ 68,931.20	\$ 72,384.00	\$ 75,982.40	\$ 78,312.00
18	Psychopharmacologist	HR	\$ 49.14	\$51.61	\$54.19	\$56.91	\$59.74	\$61.55
		BW	\$ 3,931.20	\$ 4,128.80	\$ 4,335.20	\$ 4,552.80	\$ 4,779.20	\$ 4,924.00
		YR	\$ 102,211.20	\$ 107,348.80	\$ 112,715.20	\$ 118,372.80	\$ 124,259.20	\$ 128,024.00
19	Physican	HR	\$ 54.19	\$56.91	\$59.74	\$62.74	\$65.88	\$67.85
		BW	\$ 4,335.20	\$ 4,552.80	\$ 4,779.20	\$ 5,019.20	\$ 5,270.40	\$ 5,428.00
		YR	\$ 112,715.20	\$ 118,372.80	\$ 124,259.20	\$ 130,499.20	\$ 137,030.40	\$ 141,128.00

Effective 01/01/2017, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

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				\$10.08	\$10.60	\$10.92
		BW				\$806.40	\$848.00	\$873.60
		YR				\$20,966.40	\$22,048.00	\$22,713.60
3	Receptionist/Clerical Assistant Records Clerk	HR	\$ 11.98	\$12.58	\$13.22	\$13.88	\$14.57	\$15.01
		BW	\$ 958.40	\$ 1,006.40	\$ 1,057.60	\$ 1,110.40	\$ 1,165.60	\$ 1,200.80
		YR	\$ 24,918.40	\$ 26,166.40	\$ 27,497.60	\$ 28,870.40	\$ 30,305.60	\$ 31,220.80
4	Secretary III Peer Advocate Specialist II	HR	\$ 13.81	\$14.50	\$15.24	\$15.98	\$16.79	\$17.29
		BW	\$ 1,104.80	\$ 1,160.00	\$ 1,219.20	\$ 1,278.40	\$ 1,343.20	\$ 1,383.20
		YR	\$ 28,724.80	\$ 30,160.00	\$ 31,699.20	\$ 33,238.40	\$ 34,923.20	\$ 35,963.20
5	Community Services Associate	HR	\$ 15.36	\$16.15	\$16.94	\$17.79	\$18.68	\$19.24
		BW	\$ 1,228.80	\$ 1,292.00	\$ 1,355.20	\$ 1,423.20	\$ 1,494.40	\$ 1,539.20
		YR	\$ 31,948.80	\$ 33,592.00	\$ 35,235.20	\$ 37,003.20	\$ 38,854.40	\$ 40,019.20
6	Records Coordinator Fair Hearing Coordinator Accounting Assistant I	HR	\$ 16.31	\$17.13	\$17.96	\$18.87	\$19.83	\$20.42
		BW	\$ 1,304.80	\$ 1,370.40	\$ 1,436.80	\$ 1,509.60	\$ 1,586.40	\$ 1,633.60
		YR	\$ 33,924.80	\$ 35,630.40	\$ 37,356.80	\$ 39,249.60	\$ 41,246.40	\$ 42,473.60
7	Service Coordinator I	HR	\$ 16.73	\$17.55	\$18.44	\$19.34	\$20.32	\$20.92
		BW	\$ 1,338.40	\$ 1,404.00	\$ 1,475.20	\$ 1,547.20	\$ 1,625.60	\$ 1,673.60
		YR	\$ 34,798.40	\$ 36,504.00	\$ 38,355.20	\$ 40,227.20	\$ 42,265.60	\$ 43,513.60
8	Service Coordinator II (to grade 10)	HR	\$ 17.55	\$18.44	\$19.34	\$20.32	\$21.35	Go to grade 10
		BW	\$ 1,404.00	\$ 1,475.20	\$ 1,547.20	\$ 1,625.60	\$ 1,708.00	
		YR	\$ 36,504.00	\$ 38,355.20	\$ 40,227.20	\$ 42,265.60	\$ 44,408.00	
9	Applications Support Analyst Facilities/Purchasing Assistant	HR	\$ 18.31	\$19.22	\$20.16	\$21.17	\$22.24	\$22.92
		BW	\$ 1,464.80	\$ 1,537.60	\$ 1,612.80	\$ 1,693.60	\$ 1,779.20	\$ 1,833.60
		YR	\$ 38,084.80	\$ 39,977.60	\$ 41,932.80	\$ 44,033.60	\$ 46,259.20	\$ 47,673.60
10	Service Coordinator II w/MA Grant Financial Specialist IS Assistant Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II	HR	\$ 20.32	\$21.35	\$22.40	\$23.51	\$24.67	\$25.41
		BW	\$ 1,625.60	\$ 1,708.00	\$ 1,792.00	\$ 1,880.80	\$ 1,973.60	\$ 2,032.80
		YR	\$ 42,265.60	\$ 44,408.00	\$ 46,592.00	\$ 48,900.80	\$ 51,313.60	\$ 52,852.80
11	Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator	HR	\$ 20.99	\$22.05	\$23.13	\$24.29	\$25.52	Go to grade 10
		BW	\$ 1,679.20	\$ 1,764.00	\$ 1,850.40	\$ 1,943.20	\$ 2,041.60	
		YR	\$ 43,659.20	\$ 45,864.00	\$ 48,110.40	\$ 50,523.20	\$ 53,081.60	
12	Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst	HR	\$ 22.05	\$23.13	\$24.29	\$25.52	\$26.80	\$27.60
		BW	\$ 1,764.00	\$ 1,850.40	\$ 1,943.20	\$ 2,041.60	\$ 2,144.00	\$ 2,208.00
		YR	\$ 45,864.00	\$ 48,110.40	\$ 50,523.20	\$ 53,081.60	\$ 55,744.00	\$ 57,408.00
13	Resource Development Coordinator	HR	\$ 23.15	\$24.31	\$25.52	\$26.80	\$28.15	\$28.98
		BW	\$ 1,852.00	\$ 1,944.80	\$ 2,041.60	\$ 2,144.00	\$ 2,252.00	\$ 2,318.40
		YR	\$ 48,152.00	\$ 50,564.80	\$ 53,081.60	\$ 55,744.00	\$ 58,552.00	\$ 60,278.40
14	Autism Services Coordinator Benefits Specialist	HR	\$ 23.84	\$25.04	\$26.28	\$27.60	\$28.98	\$29.84
		BW	\$ 1,907.20	\$ 2,003.20	\$ 2,102.40	\$ 2,208.00	\$ 2,318.40	\$ 2,387.20
		YR	\$ 49,587.20	\$ 52,083.20	\$ 54,662.40	\$ 57,408.00	\$ 60,278.40	\$ 62,067.20
15	CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator	HR	\$ 25.66	\$26.93	\$28.29	\$29.70	\$31.17	\$32.10
		BW	\$ 2,052.80	\$ 2,154.40	\$ 2,263.20	\$ 2,376.00	\$ 2,493.60	\$ 2,568.00
		YR	\$ 53,372.80	\$ 56,014.40	\$ 58,843.20	\$ 61,776.00	\$ 64,833.60	\$ 66,768.00
16	Psychologist I	HR	\$ 27.72	\$29.11	\$30.57	\$32.11	\$33.71	\$34.74
		BW	\$ 2,217.60	\$ 2,328.80	\$ 2,445.60	\$ 2,568.80	\$ 2,696.80	\$ 2,779.20
		YR	\$ 57,657.60	\$ 60,548.80	\$ 63,585.60	\$ 66,788.80	\$ 70,116.80	\$ 72,259.20
17	Psychologist II	HR	\$ 30.50	\$32.03	\$33.64	\$35.32	\$37.08	\$38.21
		BW	\$ 2,440.00	\$ 2,562.40	\$ 2,691.20	\$ 2,825.60	\$ 2,966.40	\$ 3,056.80
		YR	\$ 63,440.00	\$ 66,622.40	\$ 69,971.20	\$ 73,465.60	\$ 77,126.40	\$ 79,476.80
18	Psychopharmacologist	HR	\$ 49.88	\$52.38	\$55.00	\$57.76	\$60.64	\$62.47
		BW	\$ 3,990.40	\$ 4,190.40	\$ 4,400.00	\$ 4,620.80	\$ 4,851.20	\$ 4,997.60
		YR	\$ 103,750.40	\$ 108,950.40	\$ 114,400.00	\$ 120,140.80	\$ 126,131.20	\$ 129,937.60
19	Physican	HR	\$ 55.00	\$57.76	\$60.64	\$63.68	\$66.87	\$68.87
		BW	\$ 4,400.00	\$ 4,620.80	\$ 4,851.20	\$ 5,094.40	\$ 5,349.60	\$ 5,509.60
		YR	\$ 114,400.00	\$ 120,140.80	\$ 126,131.20	\$ 132,454.40	\$ 139,089.60	\$ 143,249.60

Effective 01/07/2018, Tri-Counties Regional Center Bargaining Unit Pay Grades/Steps

Grade	Position							
1	Clerk	HR						
		BW						
		YR						
2	Clerk II Peer Advocate Specialist	HR			\$10.28	\$10.81	\$11.14	
		BW			\$822.40	\$864.80	\$891.20	
		YR			\$21,382.40	\$22,484.80	\$23,171.20	
3	Receptionist/Clerical Assistant Records Clerk	HR	\$ 12.22	\$12.83	\$13.48	\$14.16	\$14.86	\$15.31
		BW	\$ 977.60	\$ 1,026.40	\$ 1,078.40	\$ 1,132.80	\$ 1,188.80	\$ 1,224.80
		YR	\$ 25,417.60	\$ 26,686.40	\$ 28,038.40	\$ 29,452.80	\$ 30,908.80	\$ 31,844.80
4	Secretary III Peer Advocate Specialist II	HR	\$ 14.09	\$14.79	\$15.54	\$16.30	\$17.13	\$17.64
		BW	\$ 1,127.20	\$ 1,183.20	\$ 1,243.20	\$ 1,304.00	\$ 1,370.40	\$ 1,411.20
		YR	\$ 29,307.20	\$ 30,763.20	\$ 32,323.20	\$ 33,904.00	\$ 35,630.40	\$ 36,691.20
5	Community Services Associate	HR	\$ 15.67	\$16.47	\$17.28	\$18.15	\$19.05	\$19.62
		BW	\$ 1,253.60	\$ 1,317.60	\$ 1,382.40	\$ 1,452.00	\$ 1,524.00	\$ 1,569.60
		YR	\$ 32,593.60	\$ 34,257.60	\$ 35,942.40	\$ 37,752.00	\$ 39,624.00	\$ 40,809.60
6	Records Coordinator Fair Hearing Coordinator Accounting Assistant I	HR	\$ 16.64	\$17.47	\$18.32	\$19.25	\$20.23	\$20.83
		BW	\$ 1,331.20	\$ 1,397.60	\$ 1,465.60	\$ 1,540.00	\$ 1,618.40	\$ 1,666.40
		YR	\$ 34,611.20	\$ 36,337.60	\$ 38,105.60	\$ 40,040.00	\$ 42,078.40	\$ 43,326.40
7	Service Coordinator I	HR	\$ 17.06	\$17.90	\$18.81	\$19.73	\$20.73	\$21.34
		BW	\$ 1,364.80	\$ 1,432.00	\$ 1,504.80	\$ 1,578.40	\$ 1,658.40	\$ 1,707.20
		YR	\$ 35,484.80	\$ 37,232.00	\$ 39,124.80	\$ 41,038.40	\$ 43,118.40	\$ 44,387.20
8	Service Coordinator II (to grade 10)	HR	\$ 17.90	\$18.81	\$19.73	\$20.73	\$21.78	Go to grade 10
		BW	\$ 1,432.00	\$ 1,504.80	\$ 1,578.40	\$ 1,658.40	\$ 1,742.40	
		YR	\$ 37,232.00	\$ 39,124.80	\$ 41,038.40	\$ 43,118.40	\$ 45,302.40	
9	Applications Support Analyst Facilities/Purchasing Assistant	HR	\$ 18.68	\$19.60	\$20.56	\$21.59	\$22.68	\$23.38
		BW	\$ 1,494.40	\$ 1,568.00	\$ 1,644.80	\$ 1,727.20	\$ 1,814.40	\$ 1,870.40
		YR	\$ 38,854.40	\$ 40,768.00	\$ 42,764.80	\$ 44,907.20	\$ 47,174.40	\$ 48,630.40
10	Service Coordinator II w/MA Grant Financial Specialist IS Assistant	HR	\$ 20.73	\$21.78	\$22.85	\$23.98	\$25.16	\$25.92
		BW	\$ 1,658.40	\$ 1,742.40	\$ 1,828.00	\$ 1,918.40	\$ 2,012.80	\$ 2,073.60
		YR	\$ 43,118.40	\$ 45,302.40	\$ 47,528.00	\$ 49,878.40	\$ 52,332.80	\$ 53,913.60
	Developmental Center Liason							
	Enhanced Case Manager							
	Community Development Coordinator							
	Accounting Assistant II							
11	Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator	HR	\$ 21.41	\$22.49	\$23.59	\$24.78	\$26.03	Go to grade 12
		BW	\$ 1,712.80	\$ 1,799.20	\$ 1,887.20	\$ 1,982.40	\$ 2,082.40	
		YR	\$ 44,532.80	\$ 46,779.20	\$ 49,067.20	\$ 51,542.40	\$ 54,142.40	
12	Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst	HR	\$ 22.49	\$23.59	\$24.78	\$26.03	\$27.34	\$28.15
		BW	\$ 1,799.20	\$ 1,887.20	\$ 1,982.40	\$ 2,082.40	\$ 2,187.20	\$ 2,252.00
		YR	\$ 46,779.20	\$ 49,067.20	\$ 51,542.40	\$ 54,142.40	\$ 56,867.20	\$ 58,552.00
13	Resource Development Coordinator	HR	\$ 23.61	\$24.80	\$26.03	\$27.34	\$28.71	\$29.56
		BW	\$ 1,888.80	\$ 1,984.00	\$ 2,082.40	\$ 2,187.20	\$ 2,296.80	\$ 2,364.80
		YR	\$ 49,108.80	\$ 51,584.00	\$ 54,142.40	\$ 56,867.20	\$ 59,716.80	\$ 61,484.80
14	Autism Services Coordinator Benefits Specialist	HR	\$ 24.32	\$25.54	\$26.81	\$28.15	\$29.56	\$30.44
		BW	\$ 1,945.60	\$ 2,043.20	\$ 2,144.80	\$ 2,252.00	\$ 2,364.80	\$ 2,435.20
		YR	\$ 50,585.60	\$ 53,123.20	\$ 55,764.80	\$ 58,552.00	\$ 61,484.80	\$ 63,315.20
15	CPP Nurse Specialist Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator	HR	\$ 26.17	\$27.47	\$28.86	\$30.29	\$31.79	\$32.74
		BW	\$ 2,093.60	\$ 2,197.60	\$ 2,308.80	\$ 2,423.20	\$ 2,543.20	\$ 2,619.20
		YR	\$ 54,433.60	\$ 57,137.60	\$ 60,028.80	\$ 63,003.20	\$ 66,123.20	\$ 68,099.20
16	Psychologist I	HR	\$ 28.27	\$29.69	\$31.18	\$32.75	\$34.38	\$35.43
		BW	\$ 2,261.60	\$ 2,375.20	\$ 2,494.40	\$ 2,620.00	\$ 2,750.40	\$ 2,834.40
		YR	\$ 58,801.60	\$ 61,755.20	\$ 64,854.40	\$ 68,120.00	\$ 71,510.40	\$ 73,694.40
17	Psychologist II	HR	\$ 31.11	\$32.67	\$34.31	\$36.03	\$37.82	\$38.97
		BW	\$ 2,488.80	\$ 2,613.60	\$ 2,744.80	\$ 2,882.40	\$ 3,025.60	\$ 3,117.60
		YR	\$ 64,708.80	\$ 67,953.60	\$ 71,364.80	\$ 74,942.40	\$ 78,665.60	\$ 81,057.60
18	Psychopharmacologist	HR	\$ 50.88	\$53.43	\$56.10	\$58.92	\$61.85	\$63.72
		BW	\$ 4,070.40	\$ 4,274.40	\$ 4,488.00	\$ 4,713.60	\$ 4,948.00	\$ 5,097.60
		YR	\$ 105,830.40	\$ 111,134.40	\$ 116,688.00	\$ 122,553.60	\$ 128,648.00	\$ 132,537.60
19	Physican	HR	\$ 56.10	\$58.92	\$61.85	\$64.95	\$68.21	\$70.25
		BW	\$ 4,488.00	\$ 4,713.60	\$ 4,948.00	\$ 5,196.00	\$ 5,456.80	\$ 5,620.00
		YR	\$ 116,688.00	\$ 122,553.60	\$ 128,648.00	\$ 135,096.00	\$ 141,876.80	\$ 146,120.00

Tri-Counties Regional Center - Pay Schedule
Non-Bargaining Unit - Confidential & Management 2015-2018
 Effective January 4, 2015

Grade	Position	Min Hourly Annually	Max Hourly Annually
Non-Executive			
NE-1	HR Receptionist	\$ 12.00	\$ 17.00
		\$ 24,960.00	\$ 35,360.00
NE-2	Benefits Coordinator	\$ 18.00	\$ 27.01
	HR Associate I	\$ 37,450.00	\$ 56,182.00
	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	\$ 20.46	\$ 30.95
	Media & Publications Coordinator	\$ 42,550.00	\$ 64,375.00
	Training Coordinator		
NE-5	Person Centered Thinking Coordinator	\$ 25.64	\$ 33.40
		\$ 53,330.00	\$ 69,475.00
NE-6	Executive Assistant II	\$ 25.80	\$ 35.73
		\$ 53,665.00	\$ 74,325.00
NE-7	Confidential IS Analyst	\$ 25.96	\$ 36.20
		\$ 54,000.00	\$ 75,300.00
Executive			
E-1	Peer Advocate Supervisor	\$ 18.00	\$ 26.84
	Connection Site Supervisor (Rainbow)	\$ 37,440.00	\$ 55,830.00
E-2	Senior Companion/Foster Grandparent Program Manager	\$ 18.66	\$ 28.06
		\$ 38,820.00	\$ 58,365.00
E-3	Federal Programs & Documentation Manager	\$ 27.08	\$ 37.87
	Services & Support Manager	\$ 56,330.00	\$ 78,775.00
	Community Placement Manager		
	POS Manager		
	Quality Assurance Manager		
	Resource Development Manager		
	Manager, Support Services		
E-4	Assistant Director, Services & Supports	\$ 35.36	\$ 44.23
	Assistant Director, Training & Organizational Development	\$ 73,550.00	\$ 92,000.00
	Assistant Director, Federal Programs		
	Facilities & Purchasing Manager		
E-5	Director of Clinical Services	\$ 36.42	\$ 51.03
	Controller	\$ 75,750.00	\$ 106,150.00
E-6	Director, Services & Supports	\$ 41.61	\$ 59.18
	Chief Information Officer	\$ 86,550.00	\$ 123,100.00
	Director, Community Development		
	Director, Human Resources & Organizational Development		
E-7	Chief Financial Officer	\$ 49.04	\$ 73.56
		\$ 102,000.00	\$ 153,000.00
E-8	Executive Director	\$ 88.06	\$ 125.80
		\$ 183,165.00	\$ 261,663.00