

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	Physician	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 9/7/2016, 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		\$10.10	\$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 Records Clerk	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 Peer Advocate Specialist II	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 Fair Hearing Coordinator Accounting Assistant I	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 Facilities/Purchasing Assistant I	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 Grant Financial Specialist IS Assistant Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II Facilities/Purchasing Assistant II	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
11	Quality Assurance Specialist Resource Developer Cost Assessment Specialist/Auditor SIR Coordinator	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	
12	Quality Assurance Specialist w/ MA Resource Developer w/MA Information Systems Analyst SIR Coordinator w/MA Resource Development Analyst Cost Assessment Specialist/Auditor 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
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 Benefits Specialist CPP Placement Coordinator Multicultural Specialist	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 Database and Applications Support Analyst Lead - Quality Assurance Specialist Employment Coordinator	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	\$ 72,898.39
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	Physician	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

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	\$ 48,060.57
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 Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II Facilities/Purchasing Assistant II	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
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 Cost Assessment Specialist/Auditor w/MA	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 CPP Placement Coordinator Multicultural 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

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 Developmental Center Liason Enhanced Case Manager Community Development Coordinator Accounting Assistant II Facilities/Purchasing Assistant II	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
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 Cost Assessment Specialist/Auditor w/MA	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 CPP Placement Coordinator Multicultural 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	Physician	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 2015-2018**

Grade	Position	Min 10.5% Hourly Annual	Max 15% Hourly Annual
Non-Executive			
NE-1	HR Receptionist	\$ 13.26	\$ 19.55
		\$ 27,580.80	\$ 40,664.00
NE-2	Benefits Coordinator	\$ 19.89	\$ 31.06
	HR Associate I	\$ 41,382.25	\$ 64,609.30
	Executive Assistant I		
	Connection Site Associate		
	Organizational Development Specialist		
	HR Payroll Associate		
	Federal Programs Support Staff		
	OD and Finance Assistant		
NE-3			
NE-4	HR Associate II	\$ 22.61	\$ 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
	Supervisor, Support Services		
E-2	Senior Companion/Foster Grandparent Program Manager	\$ 20.62	\$ 32.27
		\$ 42,896.10	\$ 67,119.75
E-3	Federal Programs & Documentation Manager	\$ 29.92	\$ 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