

# **COLLECTIVE BARGAINING AGREEMENT**

**between**

**HealthRIGHT 360 and**



**Service Employees International Union  
Locals 221, 721 and 1021**



**January 1, 2024 – August 31, 2026**

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## **Article 1. Recognition**

On December 16, 2019, the Employer, HealthRIGHT 360, recognized the Union (SEIU Local 1021, SEIU Local 721 and SEIU Local 221) and agreed that a bargaining unit of all non-management, non-confidential employees (listed in Appendix A) was established under Section 9 (a) of the National Labor Relations Act (NLRA).

HealthRIGHT 360 recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit.

In the event HealthRIGHT 360 creates or establishes, opens, or acquires any new positions, programs, modalities, sites, or facilities, HealthRIGHT 360 will provide written notice to the Union within thirty (30) days, will add any non-management or non-confidential classifications and positions to the existing recognized statewide bargaining unit, and meet to negotiate the terms of this Agreement as they apply to the newly-covered workers.

HealthRIGHT 360 will provide written notice to the Union of new management or confidential classifications filled by separate report with each dues report provided under Article 5—Union Security.

## **Article 2. Term of Agreement**

This agreement covers the period of January 1, 2024 through August 31, 2026 by and between HealthRIGHT 360 (Employer) and the Service Employees International Union (SEIU) Joint Council, comprised of SEIU Local 1021, SEIU Local 721 and SEIU Local 221 (Union), jointly “the parties.”

In consideration of the mutual promises and agreements herein contained, the parties agree to the following:

## **Article 3. Management Rights**

- A. Management of HealthRIGHT 360 is vested in HealthRIGHT 360 management.
1. Determine, plan and direct the use of funding and resources to achieve HealthRIGHT 360's missions, programs, objectives, activities, and priorities;
  2. Determine and direct the means, programs, policies, processes, equipment, facilities, methods and manner by which HealthRIGHT 360's business, affairs, operations, programs, plans, and missions are to be provided, including through implementation, change, or cessation of any element thereof;
  3. Determine the size, composition, and qualifications of the workforce through the recruitment, hiring, development, training, evaluation, promotion, assignment, transfer, reclassification, layoff, demotion, discipline, and discharge of employees for cause;

4. Determine, modify, and enforce standards of qualification, performance, training, conduct, and safety, and to determine the process by which performance is evaluated;
5. Determine employee shifts, working assignments, and schedules;
6. Determine and maintain HealthRIGHT 360's Personnel Policies Handbook, subject to meet and confer obligations, if any;
7. Determine and take action on any matter in the event of an unforeseeable emergency; and
8. Determine and modify job classifications and job descriptions.

B. This Article is not a source of Union or employee rights, and therefore is not subject to the Grievance Procedure contained in Article 26 except to the extent that an exercise of such right is in conflict with another provision of this Agreement.

C. In the event of the exercise of a management right that materially affects the wages, hours or other terms and conditions of employment of the bargaining unit, the Employer shall provide the Union with fourteen (14) calendar days written notice and meet within fourteen (14) calendar days of the notice to bargain over the effects of the decision.

#### **Article 4. Union Rights**

##### **Union Officers and Stewards/Organizers**

The Union will notify the Employer of the names of the officers and stewards within 15 business days of the effective date of this agreement. Thereafter, the Union will notify the Employer of any changes to the names of officers and steward within 20 business days.

##### **Duties**

Upon advance approval by management, Stewards and Officers shall be allowed reasonable release time with pay to be documented in writing for union-related duties including, but not limited to, processing grievances, or to represent unit members in meetings which may result in disciplinary action consistent with Weingarten rights. If steward release time is denied in relationship to a disciplinary action the release time will be rescheduled. If the release time is to represent members in a disciplinary investigation who have invoked their Weingarten rights, the interview of the union member may be rescheduled within a reasonable time for the employee to ensure their representative is available.

##### **Bulletin Boards**

HealthRIGHT 360 will designate at least one bulletin board at each worksite that may be used by the Union, provided that the use is restricted to official Union business. The parties acknowledge that bulletin boards might not be available in worksites that are not controlled



by the Employer.

### Union Access

Union staff and stewards or chapter officers will have access to the facilities as follows:

- a. For non-residential sites, Union staff and Union-designated officers will have reasonable access to break rooms, and conference rooms in accordance with site-specific processes.
- b. For residential sites, the Employer and the Union shall meet within thirty (30) days of ratification of this contract to negotiate mutually-agreeable alternatives which include but are not limited to: allowing Union-designated staff and officers into the residential break room and/or an alternative location. The Employer will provide reasonable release time for Union-designated employees to facilitate this access.
- c. The Employer will also allow Union representatives after-hours access to mutually agreed upon locations to facilitate discussions with employees.
- d. Union staff will be issued a photo ID identifying them as representatives of the Union from the Employer to identify them when they access facilities.

### Joint Union/Management Training

Within six (6) months of the date of ratification of this Agreement and on a date to be mutually agreed by the parties, the designated officers, stewards/organizers, labor representatives, and managers to be selected by the Employer shall meet for a joint training on contract administration, general discussions on Employer-Employee relations and such other matters as may be mutually agreed by the parties. The Union officers, stewards/organizers shall attend such training on employer paid time.

### Union Leave

On twenty (20) business days written notice from the Union, the Employer will grant an employee a leave of absence without pay or benefits contributions for a maximum of ninety (90) days for purposes of doing non-HealthRIGHT360-related Union business. Approval of Union Leave may be subject to reasonable staffing needs. The leave can be extended by mutual agreement between the parties. An employee on Union Leave shall experience no loss of seniority or other break in service. An employee may not be approved for Union leave more than once every twenty-four (24) months and any approved leave may not be taken intermittently. Only one employee per Union local may be on Union Leave at a time.

During the term of this Agreement, the Employer agrees to negotiate with the Union upon request about changing union leave practices to allow Employees to remain in paid status with HealthRIGHT 360 while on leave.

**Article 5. Union Security, Dues Deduction, COPE & Indemnification**

A. Union Security

It shall be a condition of employment with the Employer that all employees subject to this Collective Bargaining Agreement (“Agreement”) who are members of the Union in good standing as of the later of its effective or execution date, shall remain members in good standing, by paying regular union dues, and those who are not members in good standing as of the latter of the effective or execution date, shall, after the thirtieth (30<sup>th</sup>) business day following the latter of the effective or execution date, become and remain members in good standing of the Union, or in lieu of union membership pay a financial core nonmember fee, as determined by the Union. It shall also be a condition of employment that all Employees covered by this Agreement who are hired on or after the later of its effective or execution date, shall, after the thirtieth (30<sup>th</sup>) business day following the beginning of such employment either become and remain members in good standing of the Union, or pay a financial core nonmember fee as determined by the Union.

Within a reasonable time, after receipt of written notice from the Union that an employee’s membership is not in good standing or that they are delinquent in paying the financial core nonmember fee, the employer agrees to terminate employment of said employee. However, if the employee has a legitimate religious reason for not paying dues or an agency fee, Employee shall pay the equivalent amount of the agency fee as determined by the Union to the following nonprofits: American Cancer Society, Doctors Without Borders or Habitat for Humanity. The Employer shall distribute the applicable fees for religious objectors to the nonprofits listed in this paragraph.

The Employer agrees to inform the Union, in writing, on a monthly basis from the date of employment hereunder, of the employee number, first name, middle initial, last name; residential address; work and personal email address (if available); work phone number; personal cell phone number (if available); employee hire date; employee job title; work status (ex: full time, part time, hourly, seasonal, etc.); compensation rate; and date of employment of any employee subject to this Agreement.

B. Dues Deduction

Each pay period, the Employer shall send to SEIU Local 1021, SEIU Local 721, and SEIU Local 221, a list of all employees in the bargaining unit as provided by payroll: first name, middle initial, last name; employee hire date; employee job title; work status (ex: full time, part time, hourly, seasonal, etc.); FTE; compensation rate; gross base pay; and date of employment, employee number, department, and worksite address and the breakdown of each amount remitted (i.e. Dues, COPE, Supplementary Benefits, etc.). This information shall be sent in Excel format to: [MembershipDepartment@seiu1021.org](mailto:MembershipDepartment@seiu1021.org), [dues@seiu721.org](mailto:dues@seiu721.org), and [membership@seiu221.org](mailto:membership@seiu221.org).

Each pay period, the Union shall provide the employer with an “authorized deduction

report” which includes bargaining unit members who have authorized the deduction of Union dues, COPE and other deductions and the deduction amounts.

The Employer shall make the dues and other applicable deductions from the employees’ paychecks and remit such itemized deductions to the Union via Automated Clearing House (ACH) or Electronic Funds Transfer (EFT) within five (5) business days of each payday.

C. Committee on Political Education (COPE)

Employees may make voluntary contributions to the Union’s political action committees. The employer shall make the deduction of the voluntary contributions in the same manner as the dues deduction process above.

Every pay period the Union will notify the employer with a list of employees and the appropriate deduction amount on the same “authorized deduction report” as above of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union and the Union shall transmit such notice of cancellation to the Employers by the next full pay period cycle.

D. Indemnification

The Union shall indemnify and hold the Employer, its officers, and employees, harmless from any and all claims, demands, suits, or any other action including all court or arbitration costs arising from the provisions herein.

Requests to authorize the start of or changes to dues or other deductions covered in this section, or to change status regarding such dues or other deductions, shall be directed to the Union designee rather than to HealthRIGHT 360. HealthRIGHT 360 shall not process any dues, COPE or other change requests that may come directly from an employee in the bargaining unit but agrees to forward such request to the Union designee.

**Article 6. No Strike/No Lockout**

**Protection of Rights (Employer and Union Responsibility)**

Responsibility

The Employer and the Union pledge to abide by all regulations mutually agreed upon and to give each other fullest cooperation in order that harmonious relations may be maintained in the interest of both the Employer and the employees.

Lockout

The Employer agrees not to engage in any lockout during the term of this Agreement.

## Strikes

The Union agrees not to engage in any strikes, or other economic action against the Employer during the term of this Agreement.

## **Article 7. New Employee Onboarding**

During the regular bi-monthly new employee onboarding process scheduled by the Employer, or on another mutually agreed upon time, representatives of the Union shall be permitted to make a presentation of up to thirty (30) minutes, via video conference/teleconference or in-person and present written materials, to orient new employees to the Union for which attendance by the new hires is mandatory, at a time designated by the Employer. The Union shall decide whether to attend the New Employee Onboarding in person or virtually, and will let the employer know in advance by at least 1 business day which option was chosen. No representative of management shall be present during the Union's presentation. Release time not to exceed three (3) hours per steward per onboarding shall be granted for one steward from Local 1021, one steward from Local 721 and one steward from Local 221 to conduct the new employee onboarding. "New hires" shall be defined to include any employee new to the Union, including, but not limited to, through accretion or promotion/demotion. If the newly hired employee is unable to attend the onboarding, they will attend the next scheduled onboarding.

HealthRIGHT 360 shall include in their new hire packet and distribute at the new employee onboarding: the current Union membership and COPE forms as provided by the Union, a copy of the link to the Collective Bargaining agreement and the contact information of the Union Representative.

## **Article 8. Probationary Period (Initial, Promotion or Transfer)**

A probationary period will be established for all employees who are newly hired, transferred, or promoted.

### Initial Probation

All newly hired employees shall be on probation during their first one hundred and twenty (120) calendar days of employment for new employees. New hires in the probationary period may be disciplined or discharged without being subject to the just cause provision of this Agreement and there shall be no access to the grievance procedure for discipline or discharge during the initial probation period. During probation, an employee accrues and can use paid time off (PTO).

Upon successful completion of the probationary period, the employee will be a regular employee with full benefits and rights provided for in this Agreement.

### Probation for Promotion or Transfer

Employees who promote or transfer voluntarily to classifications in this bargaining unit only

shall serve a probationary period, not to exceed thirty (30) calendar days from the date of promotion or transfer. Employees who do not successfully complete the probationary period shall return to their former bargaining unit position or to a position comparable to the one from which they were promoted or transferred. This Section shall not apply to non-probationary employees who are transferred involuntarily.

#### Extension of Probation

In limited cases where there is insufficient information to make a final determination on the probationary period, this probationary period may be extended for a period of up to thirty (30) days from the end of the initial probationary period upon mutual agreement by the Union, the employee, and the Employer.

### **Article 9. No Discrimination**

#### Discrimination Prohibited

HealthRIGHT 360 shall not discriminate against or harass employees on the basis of race, color, religion, marital status, national origin, ancestry, sex (including gender, pregnancy, child birth, medical conditions related to pregnancy and child birth, breastfeeding, and medical conditions related to breastfeeding), sexual orientation, gender expression, gender identity, physical or mental disability, medical condition (including cancer related or genetic characteristics), genetic information (including family medical history), HIV status, status as a covered military or veteran, as well as state military and naval service), political affiliation, age over 40, citizenship, or any other protected class under local, state, and federal law. This provision is intended to be consistent with the provisions of applicable local, state, and federal law.

#### No Discrimination on Account of Union Activity

Consistent with the law, neither HealthRIGHT 360 nor the Union shall interfere with, intimidate, restrain, coerce, or discriminate against employees because of the exercise of rights to engage in Union activity.

#### Whistleblowing/Retaliation

HealthRIGHT 360 will comply with all applicable federal, state and local legislation that protects employees who disclose information concerning any aspects of their employment, except where disclosure of information is contrary to the law such as, but not limited to HIPAA and 42 CFR Part 2.

#### Union Representation in Cases of Workplace Harassment.

In a meeting where management is investigating a formal complaint made by an employee over workplace harassment based on a category listed in this Article, the employee making the complaint has the right to have a shop steward or union representative present in the meeting.

## **Article 10. Seniority**

Seniority shall be defined as continuous length of service with the Employer based on the most recent date of hire except, however, if an employee separates from employment voluntarily and reinstates within in one hundred and eighty (180) calendar days from the first date of separation, seniority shall not be considered broken.

For the purposes of this Article, "Employer" shall be defined as HealthRIGHT 360 and any entity acquired by or merged in whole or part with HealthRIGHT 360, in which the entity's employees become employees of HealthRIGHT 360.

## **Article 11. Layoff, Recall, & Severance**

### **Order of Layoffs**

#### **In the Event of Contract Loss or Loss of Funding**

When the Employer loses a contract or a contract is terminated by a funder, or there is a loss in funding, layoff of employees in such program(s) and/or specific positions within the affected program shall occur as follows:

- A. At least thirty (30) calendar days prior to the layoff of employees, where practicable, the Employer shall provide a written notice to the affected employees and the Union regarding its intent to lay off employees, and shall, upon request of the Union, meet with the Union to bargain over the effects of such layoff on the bargaining unit.
- B. Employees will be afforded the opportunity to interview and transfer to other positions in the organization. In the event that two or more similarly qualified employees apply for the same position, the principle of seniority shall govern, provided that all applicants meet the minimum qualifications for the position.

#### **In the Event of Other Reductions in Force**

When the Employer decides to implement a reduction in positions within a program for any reason other than loss of funding or contract loss, layoff of employees in such program(s) and/or specific positions within the affected program shall occur as follows:

- A. At least thirty (30) calendar days prior to the layoff of employees, the Employer shall provide a written notice to the affected employees and the Union regarding its intent to lay off employees, and shall, upon request of the Union, meet with the Union to bargain over the effects of such layoff on the bargaining unit. The Employer shall consider alternatives to the layoff as may be proposed by the Union.

B. Prior to any layoffs within a designated program, other employees in the same program in the same affected positions shall be afforded the opportunity to volunteer for layoff first. Such volunteers will be accepted for layoff only if the Employer determines that the remaining employees include employees with sufficient experience, skills, and ability to perform the remaining work.

C. In the event of layoffs, the principle of seniority shall govern, therefore, the last employee hired into the bargaining unit classification affected by the layoff in the same program shall be the first employee laid off provided the remaining employees by virtue of prior training and experience can perform the work. An employee who is subject to layoff as the least senior person in the classification affected may, within five (5) business days upon receipt of the written layoff notice, on a one-time basis elect to move into a vacant position within the bargaining unit elsewhere in the Agency provided that the employee meets the minimum qualifications.

D. An employee who transfers into a lower paid classification will move to the closest step to the employee's current step range.

#### Reinstatement List

Employees who are laid off shall be placed on a reinstatement list, for a period of twelve (12) months from the date of layoff. Recall from layoff shall be in reverse order of layoff; that is, the last employee laid off that can perform the available work shall be the first recalled.

#### Recall

Employees who are being recalled to duty will be notified in writing and are required to respond to the Employer within five (5) business days of the date of notification. It is the employee's responsibility to notify the Employer of any change of address. Failure of an employee to respond within the time limits shall be considered a refusal of the offer and a forfeiture of the employee's recall rights.

#### Severance Pay

Severance pay shall be subject to meet and confer over impacts of a noticed layoff. Where the funding of a particular program allows for severance pay as determined by the Employer, severance pay will be offered.

### **Article 12. Personnel Files**

HealthRIGHT 360 shall maintain one official personnel file per employee. Employees shall have the right to inspect and review any documents in their official personnel files. The contents of such records shall be made available to the employee for inspection and review, during regular business by scheduling an appointment in advance with the Human Resources Department at least twenty-four (24) hours in advance, unless otherwise agreed to by the parties during the regular business hours. Copies of written reprimands or memoranda

pertaining to an employee's unsatisfactory performance which are to be placed in the employee's personnel file shall be given to the employee who shall have the right to respond in writing to said documents within twenty (20) business days of receipt of such documents.

Employees shall be provided an opportunity to respond in writing to any information that is in the employee's personnel file about which they disagree. Such response shall become a permanent part of the employee's personnel record. The employee shall be responsible for providing the written responses to be included as part of the employee's permanent personnel record, within twenty (20) business days of inclusion in the personnel file.

Employees may authorize, in writing, their Union representative to inspect, review and obtain copies of their personnel records in their official personnel file. Employees shall utilize the organization's Release of Information (ROI) form for the employer to provide the Union with the employee's record.

### **Article 13. Job Descriptions**

When hired, each Employee will receive a copy of their job description. HealthRIGHT 360 will maintain all job descriptions in a reasonably accessible online location.

### **Article 14. Vacancies & Position Posting**

It is the goal of HealthRIGHT 360 to support career development and encourage employees to seek new opportunities for growth and advancement within the agency.

All classifications covered by this Agreement that become vacant, or any newly created position that is to be covered by this Agreement, shall have internal candidates be given exclusive consideration for seven (7) calendar days except where there are no internal candidates that meet the minimum qualifications. All position postings shall include the title, department, location, rates of pay, work schedule, special qualifications required if any, and job description. All vacant positions shall be posted on the Employer's webpage for seven (7) calendar days.

Bargaining unit employees shall be given consideration in filling vacancies, if they are qualified in the sole judgment of the Employer, and provided, further, that such consideration does not conflict with the Employer's inclusion and equity commitment to reflect the communities that we serve, Equal Employment Opportunity Policy, and does not conflict with the requirements of the Employer's contracting agency.

All qualified internal applicants shall be given an interview. If an internal applicant is not given an opportunity to interview, the hiring manager shall provide timely notification in writing with the specific reasons for their lack of qualifications.

An employee who has promoted or transferred to a new bargaining unit position may elect to return to their prior position for thirty (30) days from the date of promotion or transfer.



Current managers may not prohibit staff from applying for transfers or promotions.

Employees who have been offered a transfer or promotion will transfer/promote after a full pay period has elapsed from the point of acceptance of offer, unless otherwise agreed to by mutual agreement of the employee and management.

### **Article 15. Performance Evaluations**

Annual Employee Performance Evaluations will be conducted each year. If the Employer does not complete the evaluation, the evaluation will be deemed satisfactory. The purpose of the evaluation is to review the previous year's work and provide employees with feedback on their strengths and value to the organization, and to provide an employee with feedback on possible areas of professional development or growth. Employees who disagree with their evaluation may choose to write a rebuttal that will be added to their personnel file. The annual employee performance evaluation will also include discussion of employee's career development goals, and an opportunity for employees to discuss support or training which will enhance the employee's career.

The annual employee evaluation is a tool for growth of the employee and the program. The annual evaluation meeting shall not to be used as a disciplinary meeting. Performance evaluations are not subject to the grievance process.

### **Article 16. Scheduling & Hours of Work**

For purposes of this Section, time worked includes any time in paid status.

#### **Meal & Rest Periods**

In accordance with State and Local law, non-exempt employees will be entitled to an unpaid 30-minute meal period for any shift longer than six hours, and a paid 15-minute rest period for every four-hour increment of their shift. Missed meal and rest breaks will be paid as hours worked in accordance with this Agreement. HealthRIGHT360 facilities may require a meal period longer than 30 minutes but not more than a maximum of 60 minutes.

Employees who do not receive an uninterrupted rest or meal period for which they are entitled will receive one hour of penalty pay for each missed meal or rest break paid at the straight time rate, up to a maximum of two per shift.

Employees must notify their supervisor by email if they have missed their meal and/or rest break by the end of the pay period in which they missed their meal and/or rest break. Employees who fail to report their missed meal and/or rest break in good faith within the required time frame will not be subject to discipline.

#### **Overtime Rate**

The overtime rate for non-exempt hourly employees shall be one and one-half (1½) times the straight-time rate for work performed in excess of eight (8) hours in the Employer defined 24-

hour workday for payroll purposes, or over forty (40) hours in a workweek, unless on an approved alternate schedule.

Non-exempt hourly employees will receive overtime pay for all hours worked on the seventh consecutive day in paid status.

### **Double-time Overtime Pay**

Non-exempt hourly employees will receive double time pay for work performed in excess of twelve hours per day. They will also receive double time overtime pay for hours worked beyond eight on the seventh consecutive day of the work week. Double time overtime pay is two times the employee's regular hourly rate of pay.

### **Assignment of Overtime**

Prior to assigning mandatory overtime, overtime hours must be offered to qualified employees who have volunteered to work the overtime in the program requiring overtime, upon written approval of management, except in cases where an unanticipated holdover occurs.

HealthRIGHT 360 will continue the current practice of soliciting employees to volunteer to work overtime at other worksites.

### **Work Schedules**

An employee's work schedule will not be changed without a two-weeks' notice except in cases of unforeseen emergencies. At the request of the employee, scheduling changes may be considered by the supervisor and changed by mutual agreement. Work schedules will be posted with two weeks' prior notice in two-week scheduling blocks.

If shifts/schedules become vacant at that worksite, they will be posted and awarded in seniority order among qualified employees at that worksite.

### **Alternative Work Schedules**

Employees interested in alternative work schedules such as 4/10, 9/80, or 3/12 can make a written request to Human Resources and such requests will be considered.

In the event that an alternative work schedule is adopted for any employees, Healthright360 will provide written notice to the union and an opportunity to bargain upon request.

### **Reporting Pay**

An Employee who is asked to report to work, or reports for their scheduled shift will be provided with a minimum of four hours work or pay.

### **Makeup Time**

Nonexempt employees may take up to 3 hours off in a workweek for personal obligations with their manager's permission. This time must be made up on another day within the same workweek by working the same number of hours the employee took off. There is no overtime pay for this makeup time. In order to take or use makeup time, the employee must make a written request to the manager in advance and must receive a response granting permission.

### **On-Call Employees Conversion to Regular Status**

Employees in an on-call or temporary status who work on average more than thirty (30) hours per week for twelve (12) consecutive months will automatically convert to a part-time or full-time status position.

## **Article 17. Family Care and Medical Leave/FMLA/CFRA**

Employees will be granted family care and medical leave in accordance with the California Family Rights Act ("CFRA") and the federal Family and Medical Leave Act of 1993 ("FMLA") and in accordance with applicable Employer policies.

### **Eligibility:**

To be eligible for family care and medical leave, an Employee must have worked for at least 12 months prior to the date on which the leave is to commence and have worked at least 1250 hours during the 12 months preceding the leave. The 12 months of employment do not have to be consecutive; time previously worked can be used to meet the 12-month requirement. Eligibility is calculated based on a rolling-year method to calculate each 12-month period. This means that the amount of family leave time that an employee has available at any given time depends on the amount of family leave time the employee has taken in the preceding 12-month period.

### **FMLA/CFRA Leaves:**

A covered employer must grant an eligible employee up to a total of 12 workweeks of unpaid, job-protected leave in a 12-month period for one or more of the following reasons:

- for the birth of a child, and to bond with the newborn child (if the family care leave is for the birth, adoption or foster care placement of a child, the employee must initiate the leave within one year of the birth, adoption, or placement);
- for the placement with the employee of a child for adoption or foster care, and to bond with that child;
- to care for an immediate family member (FMLA and CFRA: spouse, child, or parent; CFRA only: domestic partner, parent-in-law, grandparent, grandchild, sibling, or designated person) with a serious health condition;

- to take medical leave when the employee is unable to work because of a serious health condition; or
- for qualifying exigencies arising out of the fact that the employee's spouse, domestic partner (CFRA only), child, or parent is on covered active duty or call to covered active-duty status as a member of the National Guard, Reserves, or Regular Armed Forces ("Qualifying Exigency Leave"). FMLA also allows eligible employees to take up to 26 workweeks of unpaid, job-protected leave in a "single 12-month period" to care for a covered servicemember with a serious injury or illness ("Military Caregiver Leave").

If the need for leave (other than Qualifying Exigency Leave) is foreseeable, an employee who plans to take FMLA/CFRA leave must give HealthRIGHT 360 at least 30 days' notice of the start date and estimated duration of their leave. If the event requiring the leave becomes known to the employee less than 30 days prior to the leave requested date, the employee shall provide HealthRIGHT 360 with as much advance notice as possible. The employee should fill out a Request for LOA form, and submit any required documentation to Human Resources.

#### Continuation of Benefits

While an employee is on an approved FMLA/CFRA leave, HealthRIGHT 360 will maintain the employee's medical and dental benefit coverage and will continue to pay premiums for the comprehensive disability insurance, life insurance, and AD&D benefits. The employee is responsible for paying their share of their health insurance premiums. The employee will not accrue any additional contributions towards their 401(a) plan while the employee is out on an unpaid FMLA/CFRA leave. Any accrued contributions previously earned by the employee will be paid towards their 401(a) plan while the employee is out on an unpaid FMLA/CFRA leave when annual distributions are made.

#### Entitlement

Employees are also entitled to return to their same position or to an equivalent position at the end of their leave with equivalent pay, benefits, and other employment terms, to the extent required by law.

Except where otherwise prohibited by law, employees on leave must first use accrued PTO while on leave, but may leave up to 40 hours in their PTO bank for future use. PTO does not accrue while in unpaid status, and the employee will not be entitled to paid holidays while they are on FMLA/CFRA leave.

Employees may take Employee Medical, Family-care, and Military Caregiver on an intermittent or reduced work schedule basis if medically necessary. Intermittent leave is leave taken in separate blocks of time due to a single illness or injury, rather than for one continuous period, and may include leave periods from an hour or more to several weeks. If the intermittent leave is foreseeable, HealthRIGHT 360 may temporarily transfer the employee to an available alternative position with equivalent pay and benefits if the employee is qualified for the

position and the position better accommodates recurring periods of leave than their regular job. Reduced schedule leave entitles the employee to reduce their usual weekly or daily work schedule. Qualifying Exigency Leave also may be taken intermittently or on a reduced schedule. Birth/Placement leave must generally be taken in periods of at least two weeks' duration, except on two occasions an employee can request such leave for a period of less than two weeks' duration.

## **Pregnancy Disability Leave (PDL)**

### *Pregnancy Disability Leave Entitlement*

In accordance with applicable Employer policies, employees disabled by pregnancy, childbirth, or related medical conditions may take up to four work-months of job protected leave, which need not be taken in one continuous period of time. Employees also may be entitled to reasonable accommodation for conditions related to pregnancy, childbirth or related medical conditions upon request. A request for reasonable accommodation or transfer must be supported by the written certification of the employee's health care provider that such an accommodation or transfer is medically advisable.

The maximum amount of leave which may be taken under this policy is four (4) months from the date of disability. Multiple disability leaves for the same pregnancy will be combined for purposes of calculating the four (4) months.

If an employee requests pregnancy disability leave, the employee must give HealthRIGHT 360 written verification from their health care provider that they are or will be disabled. Employees will not be penalized in any respect for taking pregnancy disability leave. Under certain circumstances, the employee may be able to extend pregnancy disability leave or transfer for up to an additional two months.

An employee who plans to take pregnancy disability leave must give HealthRIGHT 360 at least 30 days' notice of the start date and estimated duration of their leave if possible, or as or as much notice as is practicable under the circumstances. The employee should fill out a Request for LOA form, and submit any required documentation to Human Resources.

Employees may elect to use accrued PTO as part of pregnancy disability leave.

### Transfer

An employee who is pregnant, or who has related medical conditions, may request a transfer to a less-strenuous/hazardous position and every effort to accommodate the request will be made.

### Integration with family care/medical leave

Pregnancy disability will be counted against the employee's federal family care/medical leave

entitlement. Pregnancy disability leave will not be counted against entitlement to leave under CFRA.

### Pay and Benefits

Pregnancy Disability Leaves generally are unpaid. You will be required to use any accrued sick leave and may elect to use any accrued PTO during a Pregnancy Disability Leave. PTO does not accrue while in unpaid status.

While an employee is on an approved Pregnancy Disability Leave, HealthRIGHT 360 will maintain the employee's medical and dental benefit coverage under the same conditions as if the employee had continued to be actively employed for a maximum of four months and will continue to pay premiums for the comprehensive disability insurance, life insurance, and AD&D benefits. The employee is responsible for paying their share of their health insurance premiums. The employee will not accrue any additional contributions towards their 401(a) plan while the employee is out on an unpaid leave. Any accrued contributions previously earned by the employee will be paid towards their 401(a) plan while the employee is out on an unpaid FMLA/CFRA leave when annual distributions are made.

### Return to Work

Employees will, to the extent required by law, be reinstated to their original job, pay rate, and FTE, or if that is not possible, to an equivalent position. However, employees have no greater rights to reinstatement or to other benefits and conditions of employment than if they had not taken the Pregnancy Disability Leave.

## **Article 18. Worker's Compensation Benefits and Leave**

Bargaining unit employees who have suffered a work-related illness or injury shall be eligible to receive worker's compensation benefits and leave in accordance with State law and this agreement. Employees on workers comp shall have the right to union representation by a union representative or steward during any meetings with Human Resources related to their leave. If an employee is injured on the job and must see a medical provider, they must see a preferred provider from the Medical Provider Network (MPN), unless they specify in writing, in advance, the name of an alternate physician/medical provider on the "Physician Pre-Designation" form.

Employees who are injured on the job will be granted a leave of absence upon certification by a medical provider for the duration of their work-related injury. Employees should notify their manager of any work-related illness or injury, no matter how minor, as soon as it occurs. To apply for a leave of absence due to a Workers' Compensation injury, the employee must request a "Leave of Absence Request" form from Human Resources.

Employees do not receive Workers' Compensation until they have been absent three days after treatment by a health care provider, or hospitalized, whichever comes first. Therefore,

employees would have to use accrued unused paid time off, if available, in order to be paid for the first three days of absence due to a job-related injury or illness. Exceptions to this rule, consistent with state law, if you are off work due to a COVID related work exposure, then the waiting period is waived until September 30, 2021, unless extended by the state.

Employees on worker's comp leave may elect to use accrued PTO to supplement worker's comp payments. Time off for a work-related injury will count towards the employee's FMLA/CFRA allotment, if the injury meets the definition of serious health conditions under FMLA/CFRA.

Workers' Compensation leave will terminate as soon as the employee's health care provider certifies that the employee is eligible to return to their position, with or without reasonable accommodation. At this time, the employee will be reinstated into their position or, if the return to work is with restrictions, to an "alternative position" for which the employee is qualified within the limitation of an established disability. If the employee is found to be unable to return to any position within HealthRIGHT 360, the employee may be eligible for vocational rehabilitation benefits or supplemental job displacements benefits (SJDB) vouchers.

In accordance with FMLA, Medical and Dental benefits continue for the first three months of the employee's Workers' Compensation leave. These benefits will terminate after the first three months of the leave, at which time the employee will be eligible to continue benefits under COBRA.

The employee will not accrue any additional contributions towards their 401(a) plan while the employee is out on an unpaid leave. Any accrued contributions previously earned by the employee will be paid towards their 401(a) plan while the employee is out on an unpaid FMLA/CFRA leave when annual distributions are made.

PTO will not accrue while the employee is on a Workers' Compensation leave of absence. The employee will not be entitled to paid holidays while on a leave of absence. The employee will be credited with service for the duration of the leave period.

### **Article 19. Other Leaves**

The following leaves will be administered in accordance with applicable Employer policies.

#### **Bereavement Leave**

Employees shall be granted up to five (5) workdays of paid, non-consecutive bereavement leave, in the event of the death of an immediate family member or cohabitant. For the purpose of bereavement leave "immediate family member" includes cohabitant, spouse, domestic partner, children, parents, siblings, grandparents, grandchildren, aunts, uncles, cousins, parents-in-law, sibling-in-law, and the parents and siblings of a domestic partner or

spouse. These relationships include not only biological relationships but also relationships resulting from adoption, step-relationships, and foster care relationships. Employees may also designate a person, which means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. Requests for additional time off will be approved on a case-by-case basis. Additional time off is unpaid; employees must use any available PTO hours for approved extensions of bereavement leave. Employees may be required to provide proof of the need for bereavement time as needed.

In the event of the death of a HealthRIGHT 360 client with whom the employee had a professional relationship with, employees may be granted up to one workday of paid bereavement leave, contingent upon program staffing. This is in addition to any time taken to attend a HealthRIGHT 360-organized memorial.

Employees may take up to three days of PTO in the event of the death of a pet. In the event that the Employee does not have any PTO left or an insufficient PTO balance, the Employee may take up to three (3) days of unpaid leave. The total leave time per pet will not exceed three (3) days.

#### Jury Duty/Witness

Jury Duty/Witness leave will be granted as required by law and in accordance with the following provisions. An employee who is called to jury duty or subpoenaed as a witness will notify their manager and provide a copy of their summons and/or subpoena. For regular, full-time employees who are called for jury duty, HealthRIGHT 360 will pay the employee their regular wages less the amount of jury pay they receive for five working days. Exempt employees will also be granted jury duty leave, which will be paid or unpaid depending upon the length of jury duty service. The salary of exempt employees will not be reduced for any week in which they perform any work and also serve on a jury. Employees are expected to be at work whenever the court does not require their presence. At the end of the employee's jury service, the employee must provide HealthRIGHT 360 with a jury slip.

#### Voting Time

Employees who are unable to vote outside of regular working hours to vote may take time off for this purpose, either at the beginning or the end of the work shifts. The employee must give their manager at least two working days' notice. No more than two hours of this time off will be paid.

#### School Visits

An employee who is the parent, guardian, stepparent, foster parent, or grandparent of, or who stands in loco parentis to, one or more children of the age to attend kindergarten or grades 1 through 12 or a licensed child care provider (collectively "parent(s)"), is entitled to take up to 40 hours each school year off from work, per child, to participate in the activities of the child's



school or licensed childcare provider. Such time off will be provided to (1) find, enroll, or reenroll the employee's child or grandchild in a school or with a licensed child care provider; (2) participate in activities of the school or licensed child care provider; and/or to (3) address a child care provider or school emergency. The employee must give reasonable notice of the planned time off to their manager. Time off for school visits is unpaid and employees may elect to use any accrued paid time-off for this purpose or take the time off without pay.

If both parents are employed by HealthRIGHT360, the parent who first gives reasonable notice to HealthRIGHT360 of the need for time off to participate in the child's school activities is entitled to take the time off. The other parent will be entitled to participate in the school activities at the same time subject to approval from HealthRIGHT360.

An employee who is a parent of a child may also take off additional time as may be necessary to attend their child's or grandchild's school in order to discuss their child's or grandchild's possible suspension or expulsion (not limited to 40 hours per year). The employee is entitled to take PTO or unpaid time off for this purpose. Employees will give the manager reasonable notice of the need for time off when possible. Employees may be required, after their school visit, to provide HealthRIGHT 360 with documentation of the date and time of the school visit(s).

#### Domestic Violence Witness Time

Any employee who is a victim or a covered family member of a victim of a crime may take time off to attend judicial proceedings related to the crime. "Covered family member" includes the employee's child, stepchild, spouse, registered domestic partner, parent, stepparent, parent-in-law, parent of employee's registered domestic partner, sibling, step-sibling, half-sibling, and any other individual whose close associate with the employee is equivalent of these family relationships.

Time off for this purpose is unpaid, unless otherwise required by law. Employees may but are not required to use accrued PTO for this leave.

#### Leave for Victims Of Domestic Violence, Sexual Assault, Stalking, And Other Crimes Or Abuses Leave

Any employee who is a victim of domestic violence, sexual assault, or stalking, or who is a victim of a crime that caused physical injury or that caused mental injury and a threat of physical injury, or whose immediate family member is deceased as the direct result of a crime may take time off to obtain judicial relief to help ensure the health, safety or welfare of the employee or their child.

An employee may also take time off for any of the following: (1) to seek medical attention for injuries caused by domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law; (2) to obtain services from a domestic violence shelter, program or

rape crisis center as a result of domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law; (3) to obtain psychological counseling related to an experience of domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law; or (4) to participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law.

If an employee needs time off on account of domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law, they should notify their supervisor as soon as possible so that arrangements to accommodate the absence may be made. If advance notice is not possible, the employee must provide appropriate written certification of the reason for the absence upon return to work.

HealthRIGHT 360 will make reasonable efforts to maintain the confidentiality of any employee requesting time off on account of domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law.

Time off on account of domestic violence, sexual assault, stalking, or other crimes or abuses as outlined under the law is unpaid. However, employees may elect to use any accrued sick time or PTO for the otherwise unpaid leave.

#### Time Off for Volunteer Fire Fighters, Reserve Peace Officers and Emergency Rescue Personnel

Employees may be granted time off to perform emergency duty as volunteer fire fighters, reserve peace officers and emergency rescue personnel. An employee who is a volunteer fire fighter, a reserve peace officer, or an emergency rescue personnel, should notify both Human Resources and their manager that they may require time off for emergency duty. If the employee needs to take time off for emergency duty, the employee will give the manager as much notice as possible. Time off is unpaid and employees may elect but will not be required to use PTO for this purpose. Employees may be required to provide proof of they need for this time off.

#### Religious Holidays

Unless it causes undue hardship, employees may be granted time off to observe religious holidays that do not require an unreasonable amount of time away from work. Time off for religious holidays is unpaid (accrued PTO may be used) and should be requested at least two weeks prior to the holiday. If several employees request the same days off for religious holidays, HealthRIGHT 360 reserves the right to grant only that number of requests that does not pose an undue hardship.

#### Military Leave of Absence

The Employer will comply with applicable State and Federal law related to military leave and

military families.

## **Article 20. Time Off**

### **Paid Time Off (PTO)**

The following policy is applicable to regular full-time and part-time employees, as well as on-call and temporary employees.

#### **Entitlement**

Paid time off (referred to as PTO) accrual and scheduling are based on anniversary years.

#### **Accrual**

Regular full-time employees accrue PTO hours per pay period according to the table below. Regular part-time employees accrue PTO on a pro rata basis, according to the employee's FTE, and may accrue a pro rata maximum amount of PTO. There is no waiting period; PTO hours begin to accrue during the first pay period of employment.

Employees rehired within twelve (12) months of the last date of employment will be credited for prior service to HealthRIGHT 360 for the purpose of determining accrual rates. If the time elapsed between employment period is twelve months or longer, the re-hired employee will accrue PTO hours as an employee with 0-24 months' service to HealthRIGHT360, according to the table below.

Accrued PTO may not exceed one and a half times the annual entitlement. Once this maximum is reached, all further PTO accruals will cease. PTO accruals will resume after the employee has taken enough time off to bring the PTO hours below the minimum. Employees may cash out PTO for hardship as provided for in the employee handbook.

### **Paid Time Off**

For the purposes of PTO accrual, any hours out on PTO, and/or on paid administrative leave will count as hours worked.

Months with HR360	Hours per pay period	Maximum Hours cap	Days per year	Maximum cap in days
0 through 24	5.667	204	17	25.5
25 through 48	6.667	240	20	30
49 through 72	7.667	276	23	34.5
73 through 96	9.000	324	27	40.5

On-call employees accrue one hour of PTO for every thirty (30) hours worked.

#### **Approval and Use**

Advance approval is necessary for all time off requests except for illness or other emergencies. Employees must submit time off requests in the timekeeping system with at least four weeks' notice. The employee's supervisor shall approve or deny requested PTO within ten (10) calendar days, or the request shall be granted as submitted. Employees may request PTO with less than four weeks' notice, and their supervisor may approve such requests based on operational needs.

Prescheduled vacation dates using PTO are granted on a first come first serve basis.

PTO pay is based on the regular wages for the employee's normal workweek. If a paid Holiday falls during time when the Employee is using PTO hours, it shall not be charged against the PTO leave.

Employees may use PTO for their own illnesses or medical appointments, or to provide care or assistance to a child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse or a registered domestic partner, including persons in these categories whose relationship results from adoption, step-relationships or foster care relationships. If the employee does not have a spouse or registered domestic partner, the Employee may designate one person as to whom they may use PTO to aid and care for.

HealthRIGHT360 may request reasonable documentation of use of PTO for sudden absences of three consecutive work days or longer.

Employees are only allowed to use accrued PTO earned through the previous pay period. The only PTO hours that are available for use are the hours reflected in the PTO balances as of the previous pay period.

**Protected Leave Pay Extension (PLPE) for Ten-Year Plus Employees**

HealthRIGHT 360 employees with ten or more years of service to the Agency will automatically be given 120 PLPE hours on their anniversary date.

These PLPE hours are to be used for the purpose of supplementing pay during what would otherwise be an unpaid portion of a job protected leave under the PTO caps above. These hours may only be used once an employee has exhausted their accrued PTO hours and is out on a protected leave of absence. Once an employee's PLPE hours have been exhausted, PLPE hours will accrue at a rate of 1 hour per pay period for a maximum accrual of 24 hours per year, not to exceed a total of 120 hours.

**Unpaid Time Off**

Employees may schedule up to ten (10) scheduled work days of unpaid time off per year, only after exhausting all available PTO or Float Time, to be used and scheduled in the same manner as regular PTO.

## **Paid Holidays**

Regular full-time or part-time employees, are entitled to 15 paid Holidays during the calendar year. Holidays will be paid at a maximum rate of eight (hours) per holiday. Part-time employees who do not work on a recognized holiday will be compensated for the day on a pro-rata basis. Regular full-time or part-time employees who are not scheduled to work on the holiday will be given the day off with pay at their regular rate of pay.

Bargaining unit employees who are scheduled to work on one of the holidays listed here will have the choice to be paid either double time for all time worked on the holiday or the substitution of a different day with pay. The substitute day off must be taken within the same pay period of the holiday. Managers must ensure that any employee who chooses to substitute their holiday is able to do so within the same pay period of the holiday.

Holidays will be observed on the legally designated day for employees in seven-day a week locations. For non-seven-day a week locations, holidays falling on Saturday will be observed on the preceding Friday and holidays falling on Sunday will be observed on the following Monday.

The 15 paid holidays are:

- 2 Floating Holidays
- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Cesar Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous People's Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day

## **Article 21. Compensation**

If the Employer is granted contract adjustments that are eligible to be used to improve salaries, including but not limited to cost of living adjustments, minimum compensation ordinances, contract-specific operating deficits, or minimum wage changes, the Employer will provide a plan with thirty (30) days written notice to the Union prior to the effective date of the increase and meet and confer over the implementation.

Effective January 1, 2024, rates of pay for bargaining unit positions will be increased by:

- For employees currently at \$20 per hour or less, 5% increase or an increase to \$20 per hour, whichever is greater;
- For employees currently at \$20.01 to \$25 per hour, 4% increase or an increase of \$1 per hour, whichever is greater; or
- For employees currently at \$25.01 per hour or greater, 3% increase or an increase of \$1 per hour, whichever is greater.

Effective July 1, 2024, all rates of pay for bargaining unit positions will be increased by 4%, and any positions below \$21/hour will be increased to \$21/hour.

Effective January 1, 2024, no bargaining unit position will be paid less than \$20/hour.

Effective July 1, 2024, no bargaining unit position will be paid less than \$21/hour.

Effective July 1, 2025, all rates of pay for bargaining unit positions will be increased by 5%.

Rates of pay for all covered positions will be listed in Appendix B.

Any positions or classifications that did not get classification adjustments during 2022-2023 will receive those adjustments retroactive to July 1, 2023.

### **On-Call Stipend**

Exempt LPHA employees who complete a two-week on-call shift will receive a one-hundred-dollar (\$100) stipend for every on-call shift completed. If employees are called back to the site during the on-call shift, they will also receive an additional one-hundred-dollar (\$100) stipend for every call back to the site during the on-call shift.

Exempt licensed medical providers who complete a two-week on-call shift will receive a one-thousand-dollar (\$1,000) stipend for every on-call shift completed, which is inclusive of all calls taken during that period.

Language Differential: In order to qualify for a language differential, employees must consistently use another language in the performance of their duties and pass a language test. The rate for bilingual pay will be as follows:

- For non-exempt, hourly staff, the rate will be an increase of \$.58/hour upon passing the test.
- For exempt salaried staff, the rate will be an additional twelve-hundred-dollars (\$1,200) annually added to the base salary upon passing the test. This amount is prorated for any exempt, salaried part-time staff.
- For bilingual medical providers, the rate will be an additional twenty-five-hundred-dollars (\$2,500) annually added to the base salary upon passing the test. This amount is prorated for any part-time medical providers.

In circumstances where a staff member with an existing language differential may receive an increase to their base rate of pay, their language differential will be added on top of their increased rate of pay. If a staff member with an existing language differential changes roles, but continues to consistently use another language in the performance of their duties, the language differential will be added on top of their new rate of pay.

### **Education Benefits**

All classifications may receive an educational reimbursement for the purpose of attendance at continuing education conference and travel/hotel, or any CME/CEU classes, tuition for classes for career advancement, license/certificate/registration renewal, and associated fees, not to exceed \$500 per year, per employee. The maximum annual allocation for this benefit will be \$40,000 per fiscal year cycle.

Medical providers, such as NPs/PAs, may receive up to \$1,500 in annual reimbursement for the purpose of attending continuing education conference and travel/hotel, or any continuing education classes, license/certificate/registration renewal, and associate fees.

Reimbursements will be given on a first-come, first-serve basis until the maximum annual allocation is reached.

### **Reimbursements**

The Employer will reimburse up to \$100 per year for cooks/kitchen staff to purchase non-slip shoes and cooking uniforms.

## **Article 22. Health, Dental and Vision Benefits**

### **Medical Benefit Plans**

All full-time and part-time bargaining unit employees who work at least sixteen (16) hours per week are eligible for employer-provided medical insurance. Bargaining unit employees are eligible for the group medical insurance for themselves and families including their dependents on the first day of the month following their date of hire for Northern California employees. Southern California employees and their dependents will be eligible on the first day of the month following 20 days of employment. Employees' hours will not be limited for the purpose of making them ineligible for health and other benefits.

Details regarding the programs, benefit provisions and plan documents are available from the Benefits Department.

### **Employer Contribution**

The parties agree that HealthRIGHT 360 will cover the full premium cost of the employee-only base plan and the premium share for dependent coverage of the base plan depending on

length of service as provided in the schedule below. Employees have the option to select an alternative plan offered by HealthRIGHT 360 and contribute towards the plan based on the schedule provided in the HealthRIGHT 360 Benefits Guide.

For the term of this agreement, the Employer agrees to make the following minimum contributions on behalf of employees towards medical insurance premiums:

<b>Under 2 years of Service:</b>	<b>Over 2 years of Service:</b>
Employee only base: 100%	Employee only base: 100%
Employee + family base (inclusive of spouse and/or dependent plan): 60%	Employee + family base (inclusive of spouse and/or dependent plan): 90%

Beginning the next plan cycle, bargaining unit employees may decline coverage to enroll in another health insurance plan (including enrolling in health insurance coverage through a health care exchange). Benefit-eligible employees who decline employer-provided health program coverage will receive one hundred and fifty dollars (\$150) per month as an opt-out benefit, provided that the employee provides proof of group coverage elsewhere.

### **Dental and Vision Plans**

All regular full-time employees, defined as employees working thirty-two (32) hours or more per week, are eligible to enroll in dental and vision coverage. The existing dental and vision coverage provided by the Employer, or comparable coverage, shall be maintained by the Employer for the term of this agreement.

### **Flexible Spending Accounts**

HealthRIGHT 360 allows employees to elect to spend a certain amount of money on health care, dependent care and eligible commute expenses on a pre-tax basis from a flexible spending account (FSA). All employees working sixteen (16) hours or more per week are eligible for this program. There is no waiting period. Details regarding this program are available from the Benefits Department.

## **Article 23. Retirement Plans**

HealthRIGHT 360 offers all regular full-time and part-time employees over the age of 21 two retirement plans.

### **401(a)**

A 401(a) is a tax deferred retirement savings plan. HealthRIGHT 360 contributes to this plan on a yearly basis.

All regular full time and part time employees over the age of 21 years who have completed 12 months of service and being credited with 1,000 hours of service at HealthRIGHT 360 are



eligible for this program. The 12-month eligibility period begins with the date of hire as a regular employee. If the employee has not attained 21 years of age or been credited with 1,000 hours of time work during their first 12 months as a regular employee, they may meet those requirements during any Plan Year following those first 12 months. Each Plan Year is the 12-month period beginning January 1 and ending December 31. Effective January 1, 2024, HealthRIGHT 360 will contribute 3% of an employee's annual salary. Details regarding this plan are available from the Benefits Department.

#### **403(b)**

This benefit allows employees to have a pre-tax deduction taken from their paycheck and deposited in a retirement savings plan. This plan is voluntary and there is no waiting period.

### **Article 24. Labor-Management Committee**

The Employer and the Union recognize that the holding of periodic meetings for the exchange of views and information may contribute to the effectiveness of the labor-management relationship. Therefore, the parties shall hold meetings of a Labor Management Committee, in accordance with the provisions of this Agreement for the purpose of discussing all matters of interest or concern on issues including but not limited to working conditions, patient care, training, or safety. The parties agree that the Labor Management Committee is not the forum to negotiate wages, hours, patient care, and working conditions, or to process grievances. Nothing in this article precludes the parties from meeting their meet and confer obligations under the law, or precludes the Employer from exercising their Management Rights as provided under this Agreement.

The Labor Management Committee shall meet at least monthly for at least two hours, or as otherwise agreed upon by the parties. Committee meetings shall be conducted by conference call or upon mutual agreement in person at HealthRIGHT 360. At least five (5) business days prior to the scheduled date of the meeting, the parties will exchange agenda items that will include a detailed description of each agenda item to be presented in writing. The parties must arrive prepared to discuss the items on the agenda and bring relevant personnel to the appropriate meeting and to follow up on outstanding items no later than the next meeting.

Up to a maximum of seven (7) management representatives and up to a maximum of seven (7) Union representatives (exclusive of union staff) shall participate in the labor management committee meetings for Northern California. Up to a maximum of seven (7) management representatives and up to a maximum of seven (7) Union representatives (exclusive of union staff) shall participate in the labor management committee meetings for Southern California. Union employee representatives will receive release time with pay when attending such meetings, for hours the union employee representative was scheduled to work on the day and time the labor management relations committee meets. No overtime, travel, mileage and/or hotel cost shall be paid by the Employer.

Upon at least five (5) business days' notice prior to the meeting the Employer and Union shall provide notice to the other that necessary additional consultants, subject matter experts, management and union staff will attend Committee meetings.

Meetings will be held during normal business working hours at a time mutually agreed upon by the Employer and the Union.

The parties agree to establish regional or department-specific Ad Hoc Labor Management Committees upon mutual agreement to address issues concerning employees covered by this Agreement.

### **Article 25. Just Cause and Discipline**

An employee who has successfully completed a probationary period will not be disciplined or discharged without just cause. Verbal or written counseling memos shall not be considered discipline. The principle of progressive discipline will govern to give the employee notice regarding problems with their conduct or performance and an opportunity to correct. However, progressive discipline may be bypassed depending upon individual circumstances and the nature of the violation (e.g., gross misconduct; physical abuse of staff and/or patients; fraud; destruction and/or theft of HealthRIGHT 360 property).

Written notices of discipline or discharge shall include the events or actions for which the notice is being issued. An employee shall receive such notices during the employee's regularly scheduled work schedule except in cases where issues of harassment and safety are at issue.

An employee may request the attendance of a union representative or a shop steward prior to or during an investigatory interview where the employee reasonably believes discipline may result from such investigatory interview or where disciplinary actions may be taken.

Disciplinary investigations will be started within ten business days of the Human Resources Department having knowledge of the issue that may give rise to discipline.

Employees may be placed on administrative leave during a disciplinary investigation and such administrative leave will be paid and will not last longer than six weeks and may be extended by mutual agreement.

Warning notices shall not be used as a basis for discipline after a period of 10 months.

### **Article 26. Grievance and Arbitration**

#### **Grievance Definition**

The purpose of the procedure set forth below is to provide the Employer and the Union an orderly means of resolving disputes that may arise between them. The Union agrees this procedure shall be the exclusive means for the resolution of employees' and Union grievances or claims against the Employer under this Agreement.

A grievance is a claim by an employee or the Union against HealthRIGHT360 concerning the interpretation or application of any provision of this Agreement, any personnel rules or regulations directly related to employees' working conditions. A grievance regarding

discipline, suspension or discharge must be filed within twenty-one (21) calendar days. All other grievances must be filed within thirty (30) calendar days of the date the employee reasonably should have been aware of the problem. All grievances shall be handled in accordance with the procedure that follows. All timelines under this Article may be extended by mutual written agreement.

### **Representation**

The employee shall have the right to a union steward representative at any step of the grievance procedure. The employee shall also have the right to representation by Union staff, officer, organizer, or designee at any step of the grievance procedure. Where practicable, the parties shall endeavor to provide at least three calendar days' advance notice of who will attend the grievance meetings. However, either party may ask for a continuance if it's not practicable to provide at least three calendar days' advanced notice.

### **Procedure**

#### **Step 1.**

All grievances must be filed in writing, and should include a summary of the incident at issue, any relevant facts, and the alleged contract violations giving rise to the grievance. The first step to address grievances is for the employee to contact their Program Manager/Director/Department Head (divisional director or above) with a statement of the grievance who will make every effort to arrive at a prompt resolution of the grievance by investigating the issue and responding within ten (10) calendar days of the receipt of the grievance. If the grievance directly involves the Program Manager/Director/Department Head (divisional director or above) and the employee believes they may not reasonably demonstrate objectivity in the situation, the employee may immediately proceed to Step 2.

#### **Step 2.**

Upon the completion of Step 1, defined as a response provided or failure to respond within the given time frame, if the grievance is not satisfactorily resolved in Step 1, the grievant, or their representative may appeal the decision in writing to the Human Resources Director or designee within seven (7) calendar days of receipt of the Step 1 answer. The Human Resources Director or designee shall schedule a meeting to hear the grievance within fourteen (14) calendar days of receipt of the grievance. The Human Resources Director or designee shall reply in writing to the grievance within seven (7) calendar days following such meeting.

Grievances over discharge or suspension may be filed directly at Step 2.

#### **Step 3—Mediation**

A grievance not resolved at Step 2 may proceed to mediation by written notice by the Union to the Employer within twenty-one (21) calendar days or within seven (7) calendar days for termination cases of the Step 2 response from the Employer. In such a case, the parties agree to use the Federal Mediation and Conciliation Service and its procedures. Once appointed, the

mediator and the parties shall mutually agree upon a date for mediation to be scheduled no later than forty-five (45) calendar days after the mediator's appointment and the parties will endeavor to resolve the grievance at that meeting. The Union has the right to select and request scheduling of an Arbitrator under Step 4 concurrently during the Step 3 process, provided that the mediation is held more than forty-five (45) days prior to the arbitration date selected.

#### Step 4—Arbitration

If the mediation is not successful, or the Union and the Employer mutually agree to waive mediation, within twenty-five (25) calendar days or fourteen (14) calendar days for suspensions and terminations of the Step 2 meeting, the Union may advance the grievance to arbitration. Only the Union (not an individual Bargaining Unit member) may move a grievance to arbitration.

A. Selection of Arbitrator. Within fourteen (14) calendar days of the notice to move the grievance to arbitration, the Union and the Employer shall notify an arbitrator from the following list that they have been selected, starting with the first arbitrator, and rotating through the list for each subsequent arbitration:

For NorCal grievances:	For SoCal grievances:
John LaRocco Katherine Thomson David Weinberg Paul Roose Najeeb Khoury	Sara Adler Barbara Miller Catherine Harris Juan Gonzalez Najeeb Khoury (221)

B. The first day of the arbitration hearing shall be scheduled no later than sixty (60) calendar days after the selection of the arbitrator. Written closing briefs (if any) shall be submitted to the arbitrator within fifteen (15) calendar days of the last day of the arbitration hearing and the arbitrator shall submit their findings to the parties in writing within thirty (30) calendar days of the receipt of the briefs or of the last day of the arbitration hearing if no written briefs were submitted.

C. Expenses. The costs, including expenses of the arbitrator, if any, shall be shared equally by the parties and the parties shall bear the cost of their own representation and witnesses. If the parties mutually agree to use a court reporter, the cost will be shared between the parties. If an employee gives testimony as a witness in connection with the grievance procedure during work hours, the employee will suffer no loss in pay for the day(s) they are required to attend the hearing. Other arbitration expenses shall be borne by the party that incurred them.

D. Authority of Arbitrator. The arbitrator selected shall not have the jurisdiction to add to, subtract from, change, alter or modify any of the terms of this contract. Decisions of the arbitrator on issues properly before them are final and binding on the parties.

### **Article 27. Savings Clause**

If any provision of this Agreement is declared to be illegal, void or invalid by any court of competent jurisdiction or any administrative agency that has jurisdiction, all of the other terms, conditions and provisions of this Agreement shall remain in full force and effect, to the same extent as if the invalid provision had never been part of the Agreement. In such event, upon thirty (30) days' notice from either side, the parties agree to re-negotiate any provision that has been invalidated.

### **Article 28. Successorship**

In the event that HealthRIGHT 360 decides to sell, transfer, enter a joint venture, the whole or part of any of its facilities, sites, services, or modalities, it will provide the Union with sixty (60) calendar days' written notice to bargain over the impacts of the decision except in cases of emergencies where such action must be taken sooner than sixty (60) calendar days. Emergencies for the purposes of this Article are actions not in control of the employer including but not limited to an unanticipated loss of a contract with another entity, an action by a regulatory body, sudden loss of a property lease, etc.

### **Article 29. Telecommuting**

#### **Position Eligibility**

Telecommuting allows employees to work at home for all or part of their workweek. HealthRIGHT 360 considers telecommuting to be a viable work option when both the employee, the job, and the specific work duties, are suited to such an arrangement. Positions in administrative departments, outpatient programs, certain medical clinic providers, and others may be eligible for telecommuting, as determined solely by the Employer. Such discretion shall not be used in an arbitrary and capricious manner, and the Union shall have the right to request to meet and confer for purposes of determining position eligibility. Residential positions are not eligible for telecommuting, as working in the residential milieu is an essential function of the role.

#### **Employee Eligibility**


Employees with a primary work assignment in client-facing Programs, after their first 90 calendar days of employment, may telecommute up to two days per week. Any telecommuting arrangement made will be on a trial basis for the first 90 calendar days, and will need to be renewed thereafter on a quarterly basis. Any telecommuting arrangements may be discontinued for an employee at will and at any time upon request by management, unless a position has been posted and filled as a permanent remote position. Managers will work with an employee to determine a consistent telecommuting schedule with the employee, consistent with the needs of the program and clients. The employee will receive no less than a 14-calendar day notice period for changes in telecommuting status, except as provided in this paragraph. Examples of exceptions to providing a 14-day notice period include, but are not limited to, emergency situations like COVID-19 where many staff may be required to

telecommute quickly, or where licensing, regulatory, or funder requirements no longer permit telecommuting.


**Contract Approval**

IN WITNESS HEREOF, the parties hereto have executed this agreement on this \_\_\_ day of \_\_\_\_\_, 2024:

**For HealthRIGHT 360:**

  
\_\_\_\_\_  
Vitka Eisen, President and CEO


\_\_\_\_\_  
Nilab Nawabi, Chief People Officer


  
\_\_\_\_\_  
Kamran Mirrafati, Seyfarth Shaw LLP

**For SEIU:**


\_\_\_\_\_  
Nato Green, SEIU Local 1021


\_\_\_\_\_  
Oumar Fall, SEIU Local 1021

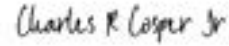
  
\_\_\_\_\_  
David Canham, SEIU Local 1021

  
\_\_\_\_\_  
Jody Klipple, SEIU Local 721

\_\_\_\_\_  
Liz Espinoza, SEIU Local 721

  
\_\_\_\_\_  
Roslyn Cassidy, SEIU Local 221

  
\_\_\_\_\_  
Gloria Bridget

  
\_\_\_\_\_  
Charles Cospers

  
\_\_\_\_\_  
Shawnica Lewis

\_\_\_\_\_  
Janelle Knudson

## **Appendix A**

### **Job Title Description:**

Access Coordinator Access Counselor  
Accounts Payable Specialist  
Administrative Assistant  
Administrative Coordinator  
Administrative Coordinator (n)  
Administrative Data Specialist  
Admissions Clinician  
Admissions Coordinator  
Admissions Coordinator - NCSH  
Adult Team Lead  
AOD Counselor  
AOD Counselor - FOTEP  
ARMS Data Entry Clerk  
Behavioral Health Clinical Trainer  
Behavioral Health Coordinator  
Billing Clerk  
Billing Coordinator  
Billing Specialist (h)  
Call Center Agent  
Care Coordinator  
Care Coordinator (Outpatient)  
Care Coordinator II  
Care Coordinator III  
Case Manager  
Case Manager II  
Case Manager III  
Case Manager/LVN  
CBT Facilitator  
Certified Substance Abuse Counselor  
Certified Substance Use Disorder  
Counselor Chef De Partee  
Child and Family Mental Health Clinician  
Child Care Assistant  
Child Care Parenting Specialist  
Child Care Specialist  
Child Care Worker  
Child Development Specialist  
Child Family Program Manager  
Child Welfare Services Care Coordinator  
Client Advocate  
Client Data Specialist  
Client Information Coordinator

Client Safety Navigator  
Client Services Assistant  
Clinic Data Architect  
Clinical Case Manager  
Clinical Case Manager II  
Clinical Lead Mental Health Therapist/LPHA  
Clinical Lead/Therapist  
Clinical Schedule Specialist  
Clinical Team Leader/Therapist  
Clinical Therapist I  
Clinical Therapist II  
Clinician I  
Clinician II  
Clinician III  
Clinician IV  
Community Facility Manager  
Community Organizer  
Community Outreach Worker  
Community Service Coordinator  
Compliance Coordinator  
Computer Lab Instructor  
Cook  
Counselor  
Counselor I  
Counselor/Case Manager  
CPMP Therapist  
Criminal Justice Care Coordinator  
Crisis Response Clinician  
Cultural Broker  
Data Assurance Coordinator  
Data Coordinator  
Data Entry and Admin Assistant  
Data Entry Clerk  
Dental Access Coordinator  
Dental Assistant  
Detox Coordinator  
Development Coordinator  
Diversion Navigator  
DMH Adult Case Manager  
DMH Compliance Coordinator  
Domestic Violence Case Manager  
Domestic Violence Case Navigator  
Driver  
Early Childhood Community Coordinator  
EHR Analyst  
EHR Billing Data Specialist



EHR Systems Optimization Specialist  
EHR Training and Support Analyst  
Employment Case Manager  
Employment Specialist  
Employment Team Lead  
EMR Trainer/Project Manager  
EMT  
Entry Level Counselor  
Entry Level Facilitator  
Executive Projects Assistant  
Facilitator  
Family Advocate  
Family Services Coordinator  
Field Operations Coordinator  
Food Service Coordinator  
Forensic Outreach Peer Advocate  
Grant Writer  
Group Counselor  
Group Facilitator  
Health and Wellness Administrator  
Health and Wellness Coordinator  
Health and Wellness Nurse  
Health Homes Care Coordinator  
Health Worker  
Hepatitis C Care Coordinator  
Homeless Outreach Worker  
Housing and Community Services Coordinator  
Housing Case Manager  
Housing Monitor  
Infectious Disease Program Coordinator  
Intake Assessor (E)  
Intake Coordinator  
Intake Counselor  
Intake Specialist  
Intake Specialist II  
Integrated Clinical Social Worker  
Intensive Case Manager  
Invoice Analyst  
IS Specialist I  
IT Specialist Data Control  
Job Developer  
Job Developer - FOTEP, El Monte  
Journey Level Caseworker  
Journey Level Counselor  
Journey Level Facilitator  
Junior Grant Writer

Junior Project Manager  
Kitchen Lead  
Lab Manager  
Lead Access Specialist  
Lead Call Center Agent  
Lead Case Manager  
Lead Child Specialist  
Lead Compliance Coordinator  
Lead Counselor  
Lead Hotline Navigator  
Lead Outreach Worker  
Lead Overnight Counselor  
Lead Parent Advocate  
Lead Parent Navigator  
Lead Prevention Specialist  
Licensed Clinician  
Licensed Vocational Nurse  
Licensing & Certification Coordinator  
Life Skills Manager  
Maintenance  
Maintenance Specialist  
Maintenance Worker  
Marriage Family Therapist  
Med Tech  
Medical Assistant  
Medical Receptionist  
Medical Records Specialist  
Medical Referral Coordinator  
Medical Services Coordinator Hourly  
Mental Health Case Manager  
Mental Health Clinician  
Mental Health Coordinator  
Mental Health Intake Assessor/Therapist  
Mental Health Provider  
Mental Health Therapist  
Monitor  
Monitor I  
NCSH - Overnight Monitor  
Nurse  
Nurse Practitioner  
Office Administrator  
Office Assistant  
Office Manager  
On Call Care Coordinator  
On Call Case Manager  
On Call LPHA

On Call Monitor  
On Call SUD Counselor  
On Call SUD Counselor I  
On Call SUD III  
On-Call Care Coordinator  
On-Call Cook  
On-Call Counselor  
On-Call EMT  
On-Call EMT - Rock Medicine  
On-Call Monitor  
On-Call Monitor 214  
On-Call Overnight Monitor  
On-Call Recovery Coach  
On-Call Residential Tech  
Operations Coordinator  
Orientation Care Coordinator  
Orientation Counselor  
Outpatient Administrative Assistant  
Outpatient Intake Assessor/Therapist  
Outpatient LVN  
Outreach and Enrollment Coordinator  
Outreach Case Manager  
Outreach Specialist  
Outreach Worker  
Outreach Worker - SVIP  
Overnight Counselor  
Overnight Crisis Response Clinician  
Overnight Monitor  
Overnight SUD Counselor I  
Overnight Therapist  
Parent Advocate/Case Navigator  
Parent Advocate/Navigator  
Parenting Case Manager  
Parenting Coordinator  
Parenting Counselor  
Patient Care Coordinator  
Patient Safety Navigator  
Peer Mentor  
Peer Readiness Coach  
Peer Recovery Specialist  
Physician Assistant  
Placement Coordinator  
PRCS - Employment Case Manager  
PRCS Case Manager  
PRCS System Navigator  
Prevention Project Assistant  
Procurement Manager

Program Clinician - MIST  
Program Coordinator  
Project Assistant  
Project Coordinator  
Project Manager  
Psychologist  
Quality Assurance Specialist  
Receptionist  
Recovery Coach  
Recovery Residence Program Intake Coordinator  
Registered Dental Assistant  
Registered Dental Hygienist  
Registered Dietitian  
Registered Nurse  
Registered Nurse (RN) - Floor and Admin  
Residential Tech/Overnight  
Residential Technician  
Resource Center Coordinator  
Safety Monitor  
Senior Clinician  
Senior Clinician - Prototypes, Pasadena CASC  
Senior Logistics Coordinator  
Service Coordinator  
Service Coordinator: Drop In-Lead  
Services Coordinator  
Sober Living Environment Monitor  
Software Developer  
SQL Developer  
Staff Clinician  
STOP Area 6 Case Manager  
STOP Area 6 Data Assurance Coordinator  
STOP Care Coordinator  
STOP Lead Care Coordinator  
Street Outreach Worker/ Crisis Responder  
Street Outreach Worker/ Crisis Responder II  
Street Outreach Worker/ Crisis Responder III  
Street Violence Prevention Services Coordinator  
Substance Abuse Assessor  
Substance Abuse Counselor  
Substance Abuse Counselor  
Substance Use Counselor  
Substance Use Counselor II  
Substance Use Counselor III  
Substance Use Disorders Counselor  
SUD Care Coordinator  
SUD Care Coordinator II

SUD Counselor  
SUD Counselor I  
SUD Counselor II  
SUD Counselor III  
SUD Navigator  
Supervising Case Manager  
Supervising Counselor  
Systems Navigator  
Therapist  
Therapist/LPHA  
Transitional Coordinator  
Transitional Counselor  
Transitional Housing Placement Coordinator  
Transportation Care Coordinator  
Transportation Coordinator  
Transportation Lead CSC SASCA  
Transportation Spec CASC  
Transportation Specialist  
Volunteer Coordinator  
Warehouse Coordinator Ex  
Warehouse Worker  
Weekend Coordinator (H)  
Weekend Staff  
Workforce Coordinator  
Youth Prevention Specialist

## **Appendix B**



Compensation Scale –Costa County  
 Contra Costa – Administrative Coordinator  
 Market match/lead, effective July 1, 2023

Job Roles Covered (Union Eligible):

- Administrative Coordinator
- Lead Administrative Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Administrative Coordinator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$23.50	\$24.50	\$25.50	Some administrative experience

Lead Administrative Coordinator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$26.00	\$27.00	\$28.00	5 years of administrative experience



Compensation Scale –Costa County  
 Contra Costa –Field Operations Coordinators  
 Market match/lead, effective July 1, 2023

Job Roles Covered (Union Eligible):

- Field Operations Coordinator
- Field Operations Coordinator/SUD

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Field Operations Coordinator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$31.00	\$32.00	\$33.00	Bachelor's Degree + Some related experience

Field Operations Coordinator/SUD

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$32.00	\$33.00	\$34.00	AOD Registration

\*\* AOD certification differential for AOD certified candidates





**Compensation Scale – Santa Clara County Positions**  
**SCC, Administrative Assistant**  
 Market match/lead, effective June 1, 2022

Job Roles Covered (Union Eligible):

- Administrative Assistant

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Administrative Assistant

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$23.00	\$24.25	\$26.75	Some administrative experience



**Compensation Scale – Santa Clara County Positions**  
**SCC, Care Coordinators**  
 Market match/lead, effective June 1, 2022

Job Roles Covered (Union Eligible):

- Care Coordinator I
- Care Coordinator II
- Care Coordinator III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: A Care Coordinator II requires a minimum of 1 year of experience. If a candidate fills the role, and has 4 total years of job experience, the candidate will receive compensation for the Care Coordinator II rate of 2 years.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Care Coordinator I

<b>Years of Experience:</b>	<b>0-1.99</b>	<b>2-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$29.00	\$30.50	\$32.00	AOD Registration

Care Coordinator II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$31.00	\$32.50	\$34.00	AOD Registration + 1 year of experience

Care Coordinator III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$35.00	\$38.00	\$41.00	AOD Certification



**Compensation Scale – Santa Clara County Positions**  
**SCC, Clinical Therapists**  
 Market match/lead, effective June 1, 2022

Job Roles Covered (Union Eligible):

- Clinical Therapist I
- Clinical Therapist II
- Clinical Therapist III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: A Clinical Therapist II requires a minimum of 3 years of experience. If a candidate fills the role, and has 4 total years of job experience, the candidate will receive compensation for the Clinical Therapist II scale, of 1 year.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Clinical Therapist I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$80,000.00	\$86,400.00	\$91,200.00	BBS Registration

Clinical Therapist II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$82,400.00	\$90,000.00	\$94,800.00	BBS Registration + 3 years of experience

Clinical Therapist III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5-6.99</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$95,000.00	\$100,800.00	\$110,400.00	BBS License



Compensation Scale – Santa Clara County  
SCC, Contingency Management Coordinator  
Market match/lead

Job Roles Covered (Union Eligible):

- Contingency Management Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Contingency Management Coordinator

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$29.00	\$30.50	\$32.00	AOD Registration

\*\*AOD Certification differential for certified candidates.



Compensation Scale – Santa Clara County  
 SCC, Intake Coordinators  
 Market match/lead

Job Roles Covered (Union Eligible):

- Intake Coordinator I
- Intake Coordinator II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role, from the date of their credential issuance (AOD or BBS).

Intake Coordinator I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.50	\$32.00	AOD Registration

\*\*AOD Certification differential for certified candidates.

Intake Coordinator II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$80,000.00	\$86,400.00	\$91,200.00	BBS Registration

\*\*BBS Licensure differential for licensed candidates.



**Compensation Scale – Santa Clara County Positions**  
**SCC, Mental Health Case Manager**  
 Market match/lead, effective June 1, 2022

Job Roles Covered (Union Eligible):

- Case Manager, Mental Health

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Case Manager, Mental Health

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$28.00	\$29.50	\$31.00	Bachelor's Degree + some case management experience



Compensation Scale – San Francisco  
San Francisco Administrative Department, Contingency Management Coordinator  
Market match/lead

Job Roles Covered (Union Eligible):

- Contingency Management Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Contingency Management Coordinator

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$29.00	\$30.50	\$32.00	AOD Registration

\*\*AOD Certification differential for certified candidates.



Compensation Scale – San Francisco  
Residential Programs, Maintenance Worker  
Market match/lead

Job Roles Covered (Union Eligible):

- Maintenance Worker

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Maintenance Worker

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5-6.99</b>	<b>7-8.99</b>	<b>9+</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	





Compensation Scale – San Francisco  
Dental Department, DA, RDA  
Market match/lead

Job Roles Covered (Union Eligible):

- Dental Assistants
- Registered Dental Assistants

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

#### Dental Assistants

Experience/Certifications	Rate of Pay:
No Experience	\$20.00
Radiation Safety Cert	\$21.00
Radiation Safety Cert + some experience	\$22.00
Radiation Safety Cert + 1 Additional Cert	\$23.00
Radiation Safety Cert + 1 Additional Cert + some experience	\$24.00
Radiation Safety, Coronal Polish, Pit & Fissure Sealant Cert	\$25.00

#### Registered Dental Assistants

Years of Experience:	0	1-1.99	2-4.99	5-7.99	8-9.99	10+	Requirements
Rate of Pay:	\$26.00	\$27.00	\$28.00	\$30.00	\$33.00	\$35.00	RDA Certificate



Compensation Scale – San Francisco  
Residential Programs, Cooks  
Market match/lead, Effective July 1, 2022

Job Roles Covered (Union Eligible):

- Cook

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Cook

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$22.00	22.75	23.50	Food Handler's Certificate



Compensation Scale – San Francisco  
San Francisco Integrated Care Center, Access Coordinator  
Market match/lead

Job Roles Covered (Union Eligible):

- Access Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Call Center Agent

<b>Years of Experience:</b>				
<b>Rate of Pay:</b>	\$20.25			



Compensation Scale – San Francisco  
San Francisco Integrated Care Center, Medical Assistant  
Market match/lead

Job Roles Covered (Union Eligible):

- Medical Assistant

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Medical Assistant

<b>Years of Experience:</b>			<b>Requirements</b>
<b>Rate of Pay:</b>	\$26.44		Medical Assistant Certificate



Compensation Scale – San Francisco  
San Francisco Integrated Care Center, Physician Assistant  
Market match/lead

Job Roles Covered (Union Eligible):

- Physician Assistant

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Physician Assistant

<b>Years of Experience:</b>		<b>Requirements</b>
<b>Annual Rate:</b>	\$130,000.00	Physician Assistant License



Compensation Scale – San Francisco  
San Francisco Integrated Care Center, Registered Nurse  
Market match/lead

Job Roles Covered (Union Eligible):

- Registered Nurse

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Medical Assistant

Rate of Pay	Requirements
\$43.27	RN License



Compensation Scale – San Francisco  
San Francisco Intake, Community Outreach Worker  
Market match/lead

Job Roles Covered (Union Eligible):

- Community Outreach Worker

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Community Outreach Worker

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$24.00	\$25.00	\$26.00	AOD Registration



Compensation Scale – San Francisco  
 San Francisco Intake, Community Referrals Specialist  
 Market match/lead

Job Roles Covered (Union Eligible):

- Community Referrals Specialist

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Community Referrals Specialist

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$34.00	\$35.00	\$36.00	High School Diploma/GED + 5 years' experience + AOD Reg/Cert <b>or</b> Bachelor's + 3 years' experience + AOD Reg/Cert





Compensation Scale – San Francisco  
Intake Department, Intake Coordinators  
Market match/lead

Job Roles Covered (Union Eligible):

- Intake Coordinator I
- Intake Coordinator II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role, from the date of their credential issuance (AOD or BBS).

Intake Coordinator I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration
Rate of Pay:	\$34.00	\$35.00	\$36.00	AOD Certified

Intake Coordinator II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$82,000.00	\$84,000.00	\$86,400.00	BBS Registration
Rate of Pay:	\$92,000.00	\$93,600.00	\$96,000.00	BBS Licensed



Compensation Scale – San Francisco  
Intake Department, Reauthorization Clinicians  
Market match/lead

Job Roles Covered (Union Eligible):

- Reauthorization Clinician I
- Reauthorization Clinician II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role, from the date of their credential issuance (AOD or BBS).

Reauthorization Clinician I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$84,000.00	\$86,400.00	\$88,800.00	BBS Registration

Reauthorization Clinician II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$92,000.00	\$93,600.00	\$96,000.00	BBS License



Compensation Scale – San Francisco  
San Francisco Outpatient Programs, Administrative Assistants  
Market match/lead

Job Roles Covered (Union Eligible):

- Administrative Assistant

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Call Center Agent

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$23.00	\$24.00	\$25.00	



Compensation Scale – San Francisco  
San Francisco Outpatient Programs, Call Center Agents  
Market match/lead

Job Roles Covered (Union Eligible):

- Call Center Agent

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Call Center Agent

<b>Years of Experience:</b>				
<b>Rate of Pay:</b>	\$20.00			



Compensation Scale – San Francisco  
Outpatient Program, Care Coordinators  
Market match/lead

Job Roles Covered (Union Eligible):

- Care Coordinator I
- Care Coordinator II
- Care Coordinator III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

For Example: The Care Coordinator II position requires 1 year of experience. If an AOD Registered candidate fills this role and has 3 years of experience, they will receive compensation for the Care Coordinator scale, and 2 years.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Care Coordinator I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$28.00	\$29.00	\$30.00	AOD Registration

Care Coordinator II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration + 1 year of experience and ability to carry a case load

Clinical Therapist III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$32.00	\$33.00	\$34.00	AOD Certificate



Compensation Scale – San Francisco  
 SF OP, LWCC, AAHC, AARS Programs  
 Market match/lead

Job Roles Covered (Union Eligible):

- Case Manager I
- Case Manager II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Case Manager I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$25.00	\$26.00	\$27.00	High School diploma + Some case management experience

Case Manager II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$26.50	\$27.75	\$29.00	AOD Registration + 2 years of Experience <b>or</b> AOD Certificate



Compensation Scale – San Francisco  
Outpatient Program, Clinical Therapists  
Market match/lead

Job Roles Covered (Union Eligible):

- Clinical Therapist I
- Clinical Therapist II
- Clinical Therapist III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

For Example: The Clinical Therapist II position requires 3 years of experience. If a BBS Registered candidate fills this role and has 5 years of experience, they will receive compensation for the Clinical Therapist II scale, and 2 years.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Clinical Therapist I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$80,000.00	\$83,000.00	\$86,500.00	BBS Registration

Clinical Therapist II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$85,000.00	\$87,000.00	\$88,800.00	BBS Registration + 3 years of experience

Clinical Therapist III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$90,000.00	\$92,000.00	\$94,000.00	BBS Registration



Compensation Scale – San Francisco  
San Francisco Outpatient Programs, PSNs  
Market match/lead

Job Roles Covered (Union Eligible):

- Patient Safety Navigators (PSNs)

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Patient Safety Navigators (PSNs)

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
<b>Rate of Pay:</b>	\$24.00	\$25.00	\$26.00	





Compensation Scale – San Francisco  
Residential Programs, Administrative Coordinator  
Market match/lead

Job Roles Covered (Union Eligible):

- Administrative Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Administrative Coordinator

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$23.50	\$24.50	\$25.50	Some administrative experience preferred



Compensation Scale – San Francisco  
Residential Programs: Case Manager, Medication Management  
Market match/lead

Job Roles Covered (Union Eligible):

- Case Manager, Medication Management

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Case Manager, Medication Management

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$32.00	33.00	34.00	Medication Management experience



Compensation Scale – San Francisco  
Residential Programs, EMT  
Market match/lead

Job Roles Covered (Union Eligible):

- Emergency Medical Technician (EMT)

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

EMT

Years of Experience:	Pay Rate			Requirements
Rate of Pay:	\$34.62			EMT Certificate



Compensation Scale – San Francisco  
Residential Programs, Health & Wellness Coordinators I & II  
Market match/lead

Job Roles Covered (Union Eligible):

- Health & Wellness Coordinator I
- Health & Wellness Coordinator II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Health & Wellness Coordinator I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.50	\$27.00	High School Diploma /GED + 1 year experience in healthcare.

Health & Wellness Coordinator II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$31.00	\$32.50	\$34.00	Medical Assistant Certificate Or EMT Certificate



Compensation Scale – San Francisco  
Residential Programs, LVN  
Market match/lead

Job Roles Covered (Union Eligible):

- Licensed Vocational Nurse (LVN)

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Licensed Vocational Nurse

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$34.00	\$37.00	\$40.00	Vocational Nurse License



**Compensation Scale – San Francisco  
Residential Programs, Safety Monitors  
Market match/lead, Effective July 1, 2022**

Job Roles Covered (Union Eligible):

- Monitors

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Monitor (SF Residential Programs)

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	

Monitor (SOMA Rise)

<b>Years of Experience:</b>				
Rate of Pay:	\$26.44			



**Compensation Scale – San Francisco  
Residential Programs, Recovery Coach  
Market match/lead, Effective July 1, 2022**

Job Roles Covered (Union Eligible):

- Recovery Coach

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Recovery Coach

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	



Compensation Scale – San Francisco  
Residential Programs, RN  
Market match/lead

Job Roles Covered (Union Eligible):

- Registered Nurse (RN)

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Registered Nurse

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$43.00	\$44.00	\$45.00	RN License





Compensation Scale – San Francisco  
Residential Programs, Intake Coordinator  
Market match/lead

Job Roles Covered (Union Eligible):

- Intake Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Intake Coordinator

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$28.00	\$29.00	\$30.00	AOD Registration



**Compensation Scale – San Francisco  
Residential Programs, SUD Counselors  
Market match/lead**

Job Roles Covered (Union Eligible):

- SUD Counselor I
- SUD Counselor II
- SUD Counselor III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: An SUD Counselor II requires a minimum of 1 years of experience. If a candidate fills the role, and has 3 total years of job experience, the candidate will receive compensation for the SUD Counselor II rate of 2 years.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

SUD Counselor I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration

SUD Counselor II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$31.00	\$32.00	\$33.00	AOD Registration + 1 year of relevant experience

SUD Counselor III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$34.00	\$35.00	\$36.00	AOD Certification



Compensation Scale – San Francisco  
Residential Programs, Therapists/LPHAS  
Market match/lead

Job Roles Covered (Union Eligible):

- Therapist I
- Therapist II
- Therapist III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: A Therapist II requires a minimum of 3 years of experience, from the date of BBS Registration. If a candidate fills the role, and has 5 total years of job experience since BBS registration, the candidate will receive compensation for the Therapist II scale, tier1 for 2years.

Compensation Scales:

Scales are derived by years of relevant experience for each job role.

Therapist I

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$82,000.00	\$84,000.00	\$86,000.00	BBS Registration

Therapist II

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$84,000.00	\$86,400.00	\$88,800.00	BBS Registration + 3 yrs relevant experience.

Therapist III

<b>Years of Experience:</b>	<b>0-2.99</b>	<b>3-4.99</b>	<b>5+</b>	<b>Requirements</b>
Rate of Pay:	\$92,000.00	\$93,000.00	\$96,000.00	BBS License



**Compensation Scale – San Mateo  
Outpatient Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Administrative Assistant

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Administrative Assistant

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$23.00	\$24.00	\$25.00	



**Compensation Scale – San Mateo  
Outpatient Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Care Coordinator I
- Care Coordinator II
- Care Coordinator III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The Care Coordinator I requires an AOD Registration. If a candidate fills the role and has received an AOD Registration with less than 1 year of relevant experience, the candidate will receive compensation for the Care Coordinator I position. Relevant years of experience will be counted from the date of issue of the AOD Registration.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Care Coordinator I

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$28.00	\$29.00	\$30.00	AOD Registration

Care Coordinator II

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration + 1 year experience

Care Coordinator III

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$32.00	\$33.00	\$34.00	AOD Certification



**Compensation Scale – San Mateo  
Outpatient Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Case Manager I
- Case Manager II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The Case Manager II requires an AOD Registration with 2 years of experience. If a candidate fills the role and has received an AOD Registration, the candidate will receive compensation for the Case Manager II position. Relevant years of experience will be counted from the date of issue of the AOD Registration.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Case Manager I

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$25.00	\$26.00	\$27.00	HS Diploma or GED + Some Case Management experience

Case Manager II

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$26.50	\$27.75	\$29.00	AOD Registration + 2 years' experience OR AOD Certification



**Compensation Scale – San Mateo  
Residential Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Client Safety Navigators

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Client Safety Navigator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	



**Compensation Scale – San Mateo  
Outpatient Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Clinical Therapist I
- Clinical Therapist II
- Clinical Therapist III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: A Clinical Therapist III requires a BBS license. If a candidate fills the role and has received a BBS license, the candidate will receive compensation for the Clinical Therapist III rate and years of experience will be counted from the date of issue of the licensure.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Clinical Therapist I (BBS registration):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay(annual):	\$80,000.00	\$83,000.00	\$86,500.00	

Clinical Therapist II (BBS registration + 3 years of therapist experience):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay (annual):	\$85,000.00	\$87,000.00	\$88,800.00	

Clinical Therapist III (BBS license):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5-6.99 yrs.	7+ yrs.
Rate of Pay (annual):	\$90,000.00	\$92,000.00	\$94,000.00	\$96,000.00





Compensation Scale – San Mateo  
Residential/Outpatient Programs  
Market match/lead, effective July 1, 2023

Job Roles Covered (Union Eligible):

- Intake Coordinator I
- Intake Coordinator II

*Formerly called Admissions & Transitional Coordinator*

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: An Intake Coordinator I require an AOD Registration. If a candidate fills the role and has received an AOD Registration, the candidate will receive compensation for the Intake Coordinator I position. Relevant years of experience will be counted from the date of issue of the AOD Registration.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Intake Coordinator I (AOD Registration):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay(annual):	\$29.00	\$30.00	\$31.00	

Intake Coordinator II (BBS registration):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay (annual):	\$82,000.00	\$84,000.00	\$86,4.00	



**Compensation Scale – San Mateo  
Residential Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Monitors/Overnight Monitors

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	



**Compensation Scale – San Mateo  
Residential Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Outreach Coordinator

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: An Outreach Coordinator requires an AOD Registration with 3 years of experience. If a candidate fills the role and has received an AOD Registration and 5 years of experience since registration date, the candidate will receive compensation for 2 years of experience will be counted from the date of issue of the AOD Registration issuance.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Outreach Coordinator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay(annual):	\$72,000.00	\$75,000.00	\$78,000.00	AOD Registration + 3years of community outreach exp



**Compensation Scale – San Mateo  
Outpatient Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Patient Safety Navigators

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Patient Safety Navigator

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$24.00	\$25.00	\$26.00	



**Compensation Scale – San Mateo  
Residential Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- SUD Counselor I
- SUD Counselor II
- SUD Counselor III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The SUD Counselor requires an AOD Registration. If a candidate fills the role and has received an AOD Registration with less than 1 year of relevant experience, the candidate will receive compensation for the SUD Counselor I, tier 1. Relevant years of experience will be counted from the date of issue of the AOD Registration.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

SUD Counselor I

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration

SUD Counselor II

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$31.00	\$32.00	\$33.00	AOD Registration + 1 year experience

SUD Counselor III

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$34.00	\$35.00	\$36.00	AOD Certification



**Compensation Scale – San Mateo  
Residential Programs  
Market match/lead, effective July 1, 2023**

Job Roles Covered (Union Eligible):

- Therapist I
- Therapist II
- Therapist III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: A Therapist II requires a BBS Reg with 3 years of experience. If a candidate fills the role and has received a BBS Registration and 5 years of experience since registration date, the candidate will receive compensation for the Therapist II rate and 2 years of experience will be counted from the date of issue of the licensure.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Clinical Therapist I (BBS registration):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay(annual):	\$82,000.00	\$84,000.00	\$86,400.00	

Clinical Therapist II (BBS registration + 3 years of therapist experience):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5+ yrs.	
Rate of Pay (annual):	\$84,000.00	\$86,400.00	\$88,800.00	

Clinical Therapist III (BBS license):

Years of Experience:	0-2.99 yrs.	3-4.99 yrs.	5-6.99 yrs.	
Rate of Pay (annual):	\$92,000.00	\$93,600.00	\$96,000.00	



## Compensation Scale – Solano & Contra Costa County

Market match/lead, effective July 1, 2023

Job Roles Covered (Union Eligible):

- SUD Counselor I
- SUD Counselor II
- SUD Counselor III

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The SUD Counselor II requires an AOD Registration and at least 1 year of SUD experience. If a candidate fills the role and has received an AOD Registration with at least 1 year of relevant experience, the candidate will receive compensation for the SUD Counselor II position. Relevant years of experience will be counted from the date of issue of the AOD Registration.

### Compensation Scales:

Scales are derived from years of relevant experience for each job role.

SUD Counselor I

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$29.00	\$30.00	\$31.00	AOD Registration

SUD Counselor II

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$31.00	\$32.00	\$33.00	AOD Registration + 1-year experience

SUD Counselor III

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$34.00	\$35.00	\$36.00	AOD Certification



Compensation Scale –Solano County  
Solano – Case Managers  
Market match/lead, effective July 1, 2023

Job Roles Covered (Union Eligible):

- Case Manager I
- Case Manager II

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

**Compensation Scales:**

Scales are derived from years of relevant experience for each job role.

Case Manager I

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$25.00	\$26.00	\$27.00	HS Diploma or GED + Some Case Management exp

Case Manager II

<b>Years of Experience:</b>	<b>0-2.99 yrs.</b>	<b>3-4.99 yrs.</b>	<b>5+ yrs.</b>	<b>Requirements</b>
Rate of Pay:	\$26.50	\$27.75	\$29.00	HS Diploma or GED + SUD Reg/Cert or Bachelor's + 2 years CM exp





## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Access Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the Administrative Specialist job description, will be counted after they have obtained their diploma.

### Access Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50

### Lead Access Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.75	\$27.75	\$28.75



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Assistant requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma.

### Administrative Assistant

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50

### Lead Administrative Assistant

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$24.75	\$25.50



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma.

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### **Administrative Coordinator**

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Prototypes Client Engagement and Navigation Services (CENS)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the Administrative Coordinator job description will be counted after they obtained their diploma.

### **Administrative Coordinator**

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Prototypes Correctional Health Services-Substance Use Disorders (CHS-SUD) or START  
Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the Administrative Coordinator job description will be counted after they have obtained their diploma.

### **Administrative Coordinator**

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator II position requires 2 years of relevant experience.

Example: If a candidate has 4 years of experience similar to the Administrative Coordinator II job description, 2 years will be subtracted from the candidate's total years of experience since that represents the minimum requirement for eligibility in the role. Thus, the candidate will be placed on the first tier of the scale (0-2.99 yrs, \$25.50/hr).

### Administrative Coordinator I

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Administrative Coordinator II

High school diploma or equivalent, 2 years of relevant experience

Formerly called Clinical Schedule Specialist

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$27.00	\$28.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma.

### Administrative Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$22.75	\$23.50



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the Administrative Specialist job description will be counted after they have obtained their diploma.

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### Administrative Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00





## Compensation Scale

Post Release Community Supervision

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Billing Coordinator requires a high school diploma or equivalent and administrative experience.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

### Billing Coordinator

High school diploma or equivalent + administrative experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Billing Coordinator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Billing Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Billing Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

### **Billing Specialist**

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Billing Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

### Billing Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Care Coordinator II, SP requires either a high school diploma/equivalent, AOD registration and 1 year of experience.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management/counseling experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their AOD registration and after they have full 1 year of experience (2002 to 2005 = 3 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second tier (3-4.99 years) at \$25.25.

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### Care Coordinator II, SP

High school diploma or equivalent + AOD registration + 1 year case management or counseling experience

Formerly called Child Welfare Services Care Coordinator

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25



## Compensation Scale

Prototypes Client Engagement and Navigation Services (CENS)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Care Coordinator II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$27.00.

### Care Coordinator II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

### Care Coordinator III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$28.00	\$29.00	\$31.00



## Compensation Scale

Prototypes Correctional Health Services-Substance Use Disorders (CHS-SUD) or START  
Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Care Coordinator II requires AOD registration, 0.5 years of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 0.5-year requirement = 2.5 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$27.00.

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### Care Coordinator II

High school diploma or equivalent + AOD registration + 6 mos. experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

### Care Coordinator III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$29.50	\$31.00	\$32.50



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Care Coordinator II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, Care Coordinator II, first tier of the scale, 0-2.99, at \$23.50.

### Care Coordinator I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50

### Care Coordinator II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.50	\$24.50	\$25.50

### Care Coordinator III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50





**Care Coordinator III, SP**

High school diploma or equivalent + AOD certification

Formerly called Administrative Coordinator (has SUD responsibilities)

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



## Compensation Scale

LA Outpatient Services (or 22<sup>nd</sup> Street Outpatient)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Care Coordinator II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$27.00.

### Care Coordinator I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

### Care Coordinator II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

### Care Coordinator III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$29.50	\$31.00	\$32.50



## Compensation Scale

Prototypes Alternatives to Incarceration

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager requires either a high school diploma/equivalent and 3 years of case management experience or bachelor's degree and 2 years of case management experience. Case management experience must be with the criminal justice population.

Example: To determine where the candidate falls on the scale, we will count their years of relevant work experience after they obtained their degree.

### Case Manager

High school diploma or equivalent + 3 years case management experience

Bachelor's degree + 2 years case management experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.00	\$26.00	\$27.00



## Compensation Scale

Misdemeanor Incompetent to Stand Trial (or MIST Western/Normandie)  
Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The candidate's years of relevant experience will be counted after the candidate has obtained their diploma and their certification.

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## Case Manager

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Prototypes Tustin Family Campus

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires a bachelor's degree and one year experience in the human service field or in the provision of social services, with vocational, employment, and/or housing experience.

Example: To determine where the candidate falls on the scale, we count their relevant years of experience after the candidate obtained their degree and after completion of 1 year of relevant experience since that was the time when the candidate became eligible for the role.

### Case Manager II

Bachelor's degree + 1 year experience

Formerly called Life Skills Development Manager

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



## Compensation Scale

Prototypes Pomona DMC and FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD certification or bachelor's degree with AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the first class, Case Manager I, second tier (3-4.99 years) at \$23.00.

### Case Manager I

High school diploma or equivalent + AOD registration

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD certification

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Case Manager III

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + AOD registration + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Prototypes Pomona DMC Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD certification or bachelor's degree with AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the first class, Case Manager I, second tier (3-4.99 years) at \$23.00.

### Case Manager I

High school diploma or equivalent + AOD registration

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD certification

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Case Manager III

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + AOD registration + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Prototypes Pomona and Pasadena DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD registration, and 2 years of experience or a bachelor's degree or a high school diploma/equivalent and AOD certification.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) subtracted from the required years of experience (4 years – 2 years = 2 years), since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second class, Case Manager II, first tier (0-2.99 years) at \$24.00.

### Case Manager I

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD registration + 2 years' experience

High school diploma or equivalent + AOD certification

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00





**Lead Case Manager**

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD certification or bachelor's degree with AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the first class, Case Manager I, second tier (3-4.99 years) at \$23.00.

### Case Manager I

High school diploma or equivalent + AOD registration

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD certification

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Case Manager III

High school diploma or equivalent + AOD certification + 2 years case management experience

Bachelor's degree + AOD registration + 2 years case management experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD certification or bachelor's degree with AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the first class, Case Manager I, second tier (3-4.99 years) at \$23.00.

### Case Manager I

High school diploma or equivalent + AOD registration

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD certification

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD certification or bachelor's degree with AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the first class, Case Manager I, second tier (3-4.99 years) at \$23.00.

### Case Manager I

High school diploma or equivalent + AOD registration

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD certification

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Case Manager III

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + AOD registration + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Post Release Community Supervision

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires either a high school diploma/equivalent, AOD registration, and two years of experience in a human services field.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. The candidate is eligible for Case Manager II, so we will subtract the required amount of experience from the total years of experience (4-2 = 2 years). Therefore, the candidate will fall on the second class, Case Manager II, first tier (0-2.99 years) at \$25.50.

### Case Manager I

High school diploma or equivalent + 2 years' experience

Bachelor's degree

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.50	\$25.75	\$27.00

### Case Manager II

High school diploma or equivalent + AOD registration + 2 years' experience

Bachelor's degree + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.75	\$28.00

### Lead Case Manager

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + AOD registration + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00





## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Case Manager II requires 2 years' case management experience or work with the criminal justice population, high school diploma/equivalent + AOD registration/certification, or bachelor's degree.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) minus the years of experience required (4-2=2), since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second class, Case Manager II, first tier (0-2.99 years) at \$24.00.

### Case Manager I

High school diploma + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Case Manager II

High school diploma or equivalent + AOD registration or certification + 2 years' experience

Bachelor's degree + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### Lead Case Manager

High school diploma or equivalent + AOD certification + 2 years' experience

Bachelor's degree + 2 years' experience

High school diploma or equivalent + 4 years' experience or 2 years' STOP case mgmt. experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Chef de Partie requires Food Handler Certification.

Example: If a candidate has 5 years of relevant experience (between 2010-2015) and the candidate received their certification in 2013, only the experience from the time that the candidate received certification will be used to determine where they fall on the scale since that was the time that the candidate met the minimum requirements of the role. The candidate will have a total of 2 years of experience and will fall on the first tier (0-2.99, at \$24.00).

### Cook

High school diploma or equivalent + Food Handler Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$24.75	\$25.50





## Compensation Scale

Prototypes Tustin Family Campus

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Child/Parenting Specialist requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, we count their relevant years of experience after the candidate obtained their degree since that was the time when the candidate became eligible for the role.

### Child/Parenting Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Child Development Specialist requires a high school diploma or equivalent and 9 units in child development.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate obtained their diploma and finished the 9 units in child development since that was the time when the candidate met the minimum requirements of the role.

### Child Development Specialist

High school diploma or equivalent + 9 units in child development

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Child Development Specialist requires a high school diploma or equivalent and 9 units in child development.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate obtained their diploma and finished the 9 units in child development since that was the time when the candidate met the minimum requirements of the role.

### Child Development Specialist

High school diploma or equivalent + 9 units in child development

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Childcare Specialist requires a high school diploma or equivalent and 9 units in child development.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate obtained their diploma and finished the 9 units in child development since that was the time when the candidate met the minimum requirements of the role.

### Childcare Specialist

High school diploma or equivalent + 9 units in child development

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50



## Compensation Scale

Prototypes Pomona DMC and FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Childcare Specialist requires a high school diploma or equivalent and 9 units in child development.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate obtained their diploma and finished the 9 units in child development since that was the time when the candidate met the minimum requirements of the role.

### Childcare Specialist

High school diploma or equivalent + 9 units in child development

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Childcare Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the position.

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### Childcare Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Childcare Specialist requires a high school diploma or equivalent and 9 units in child development.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate obtained their diploma and finished the 9 units in child development since that was the time when the candidate met the minimum requirements of the role.

### Childcare Specialist

High school diploma or equivalent + 9 units in child development

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$21.00	\$22.00	\$23.00



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Advocate requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

### Client Advocate

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$20.75	\$21.50

### Lead Client Advocate

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50





## Compensation Scale

Prototypes Pomona DMC, DMH

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Advocate requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

### Client Advocate

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$20.75	\$21.50

### Lead Client Advocate

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Advocate requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Client Advocate

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$20.75	\$21.50

### Lead Client Advocate

High school diploma or equivalent + 3 years "lived experience" or work experience with the criminal justice population or community behavioral health

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.50	\$23.50	\$24.50



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Data Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the position.

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### Client Data Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Billing Specialist requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

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## Client Safety Navigator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Safety Navigator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

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## Client Safety Navigator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$20.75	\$21.50



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Safety Navigator requires a high school diploma or equivalent.

Example: The candidate's years of relevant experience will be counted after the candidate has obtained their diploma.

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## Client Safety Navigator

High school diploma or equivalent

Formerly called Monitor or Overnight Monitor

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Safety Navigator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Client Safety Navigator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Lead Client Safety Navigator

High school diploma or equivalent + 3 years "lived experience" or work experience with the criminal justice population or community behavioral health

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Safety Navigator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the position.

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## Client Safety Navigator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00





## Compensation Scale

Prototypes Women’s Center Ventura County  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Safety Navigator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate’s years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

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### Client Safety Navigator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Clinical Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that was when they met the minimum requirements of the role. Therefore, the candidate has 1 yr of experience (2004-2005) and will fall on the third class, Therapist III, first tier 0-2.99, at \$80,000 of the scale.

### Clinical Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$72,000	\$74,000	\$76,000

### Clinical Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$74,000	\$76,000	\$78,000

### Clinical Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$80,000	\$82,000	\$84,000



## Clinical Team Lead

Master's degree + BBS registration\*

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,000	\$79,000	\$82,000

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Community Outreach Specialist requires a high school diploma or equivalent and AOD registration.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma and AOD registration since that was when the candidate became qualified for the role.

### Community Outreach Specialist

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Community Service Representative II requires 2 years' experience or work with the criminal justice population, high school diploma/equivalent + AOD registration/certification, or bachelor's degree.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) minus the years of experience required (4-2=2), since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second class, Case Manager II, first tier (0-2.99 years) at \$24.00.

### Community Service Representative I

High school diploma + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

### Community Service Representative II

High school diploma or equivalent + AOD registration or certification + 2 years' experience

Bachelor's degree + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Compliance

Market Match/Lead, Effective 01/16/24

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Compliance Coordinator requires a high school diploma or equivalent and AOD certification or Bachelor's degree or higher education.

Example: To determine where the candidate falls on the scale, the years of experience will be counted after the candidate met the minimum requirements of the role (after receiving the degree and/or credential).

### Compliance Coordinator

High school diploma or equivalent + AOD certification

Bachelor's degree or higher

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$30.50	\$31.50	\$32.50

### Mental Health Compliance Coordinator

High school diploma or equivalent + AOD certification

Bachelor's degree or higher

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$31.75	\$32.75	\$33.75



## Compensation Scale

Prototypes Pasadena DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Contingency Management Coordinator requires either a high school diploma/equivalent and AOD registration or certification.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second tier (3-4.99 years) at \$24.50.

## Contingency Management Coordinator

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.50	\$24.50	\$25.50

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Cook requires Food Handler Certification.

Example: If a candidate has 5 years of relevant experience (between 2010-2015) and the candidate received their certification in 2013, only the experience from the time that the candidate received certification will be used to determine where they fall on the scale since that was the time that the candidate met the minimum requirements of the role. The candidate will have a total of 2 years of experience and will fall on the first tier (0-2.99, at \$25.00).

### Cook

High school diploma or equivalent + Food Handler Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.00	\$26.00	\$27.00





## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Cook requires Food Handler Certification.

Example: If a candidate has 5 years of relevant experience (between 2010-2015) and the candidate received their certification in 2013, only the experience from the time that the candidate received certification will be used to determine where they fall on the scale since that was the time that the candidate met the minimum requirements of the role. The candidate will have a total of 2 years of experience and will fall on the first tier (0-2.99, at \$24.00).

### Cook

High school diploma or equivalent + Food Handler Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Cook requires a high school diploma or equivalent and Food Handler Certification.

Example: If a candidate has 5 years of relevant experience (between 2010-2015) and the candidate received their certification in 2013, only the experience from the time that the candidate received certification will be used to determine where they fall on the scale since that was the time that the candidate met the minimum requirements for the role. The candidate will have a total of 2 years of experience and will fall on the first tier (0-2.99, at \$22.00).

### Cook

High school diploma or equivalent + Food Handler Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Cook requires a high school diploma or equivalent and Food Handler Certification.

Example: If a candidate has 5 years of relevant experience (between 2010-2015) and the candidate received their certification in 2013, only the experience from the time that the candidate received certification will be used to determine where they fall on the scale since that was the time that the candidate met the minimum requirements for the role. The candidate will have a total of 2 years of experience and will fall on the first tier (0-2.99, at \$22.00).

### Cook

High school diploma or equivalent + Food Handler Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Administrative Coordinator requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma.

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### Custodian

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.00	\$26.00	\$27.00



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Data Coordinator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Data Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Prototypes Client Engagement and Navigation Services (CENS)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Data Entry and Administrative Assistant requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the comp scale, the candidate's relevant work experience after they obtained their diploma will be counted.

### Data Entry and Administrative Assistant

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

Post Release Community Supervision

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Data Entry Clerk requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when they met the minimum qualifications.

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## Data Entry Clerk

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Driver requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license.

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### Driver

High school diploma or equivalent and California driver's license

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$25.00	\$26.00	\$27.00





## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Driver requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license.

### Driver

High school diploma or equivalent and California driver's license

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Driver requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license.

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### Driver

High school diploma or equivalent and California driver's license

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Employment Development Liaison requires a high school diploma or equivalent and two years of experience as an employment specialist or a job developer.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma and had two years of experience since that was when the candidate became qualified for the role.

### Employment Development Liaison

High school diploma or equivalent + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Employment Specialist requires a high school diploma or equivalent.

Example: The candidate's years of relevant experience will be counted after the candidate has obtained their diploma.

## Employment Specialist

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Group Counselor requires a high school diploma or equivalent and AOD registration or certification.

Example: To determine where the candidate falls on the scale, we count the experience after they obtained their registration since that was when they met the minimum requirements of the role.

### Group Counselor

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Group Counselor II requires high school diploma or equivalent and AOD certification.

Example: To determine where the candidate falls on the scale, we count the experience after they obtained their certification since that was when they met the minimum requirements of the role.

### Group Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.50	\$24.50	\$25.50

### Group Counselor II

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Group Counselor II requires high school diploma or equivalent and AOD certification.

Example: To determine where the candidate falls on the scale for Group Counselor II, we count the experience after they obtained their certification since that was when they met the minimum requirements of the role.

### Group Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

### Group Counselor II

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.50	\$27.50	\$28.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Group Counselor II requires high school diploma or equivalent and AOD certification.

Example: To determine where the candidate falls on the scale, we count the experience after they obtained their certification since that was when they met the minimum requirements of the role.

### Group Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

### Group Counselor II

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.50	\$27.50	\$28.50





## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Health and Wellness Coordinator requires a Medical Assistant or EMT Certification.

Example: The candidate's years of relevant experience will be counted after the candidate has obtained their certification.

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## Health and Wellness Coordinator

Medical Assistant Certification or EMT Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

An Intake Coordinator I requires a high school diploma or equivalent, an AOD registration, and 1 year of experience.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$27.00.

### Intake Coordinator I

High school diploma or equivalent, AOD registration, 1 year of exp

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Intake Coordinator I requires a high school diploma or equivalent and AOD registration. The Intake Coordinator II requires a master's degree and a BBS registration.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration since that was when they met the minimum requirements of the role.

### Intake Coordinator I

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year

### Intake Coordinator II

Master's degree + BBS registration\*

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,500	\$78,500	\$80,500

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Intake Coordinator I requires a high school diploma or equivalent and AOD registration. The Intake Coordinator II requires a master's degree and a BBS registration.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration since that was when they met the minimum requirements of the role.

### Intake Coordinator I

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year

### Intake Coordinator II

Master's degree + BBS registration\*

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,500	\$78,500	\$80,500

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Intake Coordinator I requires a high school diploma or equivalent and AOD registration. The Intake Coordinator II requires a master's degree and a BBS registration.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration since that was when they met the minimum requirements of the role.

### Intake Coordinator I

High school diploma or equivalent + AOD registration\*

Formerly called Admissions Coordinator

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year

### Intake Coordinator II

Master's degree + BBS registration\*

Formerly called Admissions Mental Health Clinician

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,500	\$78,500	\$80,500

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Intake Coordinator I requires a high school diploma or equivalent and AOD registration. The Intake Coordinator II requires a master's degree and a BBS registration.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration since that was when they met the minimum requirements of the role.

### Intake Coordinator I

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year

### Intake Coordinator II

Master's degree + BBS registration\*

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$78,000	\$80,000	\$82,000

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Intake Specialist requires a high school diploma or equivalent and AOD registration.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma and AOD registration since that was when the candidate met the minimum requirements of the role.

### Intake Specialist

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Job Developer requires a high school diploma or equivalent and an AOD registration.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration since that was when they met the minimum requirements of the role.

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### Job Developer

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year





## Compensation Scale

Post Release Community Supervision

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Job Developer requires a high school diploma or equivalent and two years of experience.

Example: To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their diploma and after obtaining two years of experience since that was when they met the minimum requirements of the role.

### Job Developer

High school diploma or equivalent + 2 years' experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Misdemeanor Incompetent to Stand Trial (or MIST Western/Normandie)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Lead LVN requires licensure and three years' experience as a nurse.

Example: The candidate has 5 years of experience working as an LVN between the years 2000-2005. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (5 years – 3 years = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$38.00.

### Lead LVN

Vocational nurse licensure + 3 years relevant experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$38.00	\$39.00	\$40.00



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Lead Therapist requires a master's degree, BBS registration, and at least three years of experience.

Example: The candidate has 5 years of therapist experience between 2000-2005. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their registration subtracted from 3 years' experience since that was when the candidate became qualified for the role (5 years – 3 years = 2). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$81,000.

### Lead Therapist

Master's degree + BBS registration + 3 years of experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$81,000	\$84,000	\$87,000



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

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### Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$35.00	\$36.00	\$37.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

### Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$31.00	\$32.50	\$34.00

### Lead LVN

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$27.75	\$28.50



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

### Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$32.50	\$34.00	\$35.50

### Lead LVN

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$28.50	\$30.00	\$31.00



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)  
Market Match/Lead, Effective 06/01/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

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## Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0+
Rate of Pay	\$36.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

### Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$34.00	\$36.00	\$38.00





## Compensation Scale

Prototypes Women’s Center Ventura County  
Market Match/Lead, Effective 01/16/223

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Licensed Vocational Nurse requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

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### Licensed Vocational Nurse

Vocational nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$28.00	\$31.00	\$34.00



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

## Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

### Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

## Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

## Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/223

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

### Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$22.75	\$23.50



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Maintenance Worker requires a high school diploma or equivalent and handyman experience.

Example: For this role, since there was no indication of specific years of experience, all relevant experience will be counted for after the candidate has obtained their high school diploma or equivalent.

### Maintenance Worker

High school diploma or equivalent + handyman experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Misdemeanor Incompetent to Stand Trial (or MIST Western/Normandie)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

Example: The candidate's years of relevant experience will be counted after the candidate has obtained their diploma and their certification.

### Medical Assistant

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

### Medical Assistant

High school diploma or equivalent + Medical assistant certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$28.50	\$29.50	\$30.50





## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Medical Technician I requires certification.

Example: To determine where the candidate falls on the scale, we count the years of experience after the candidate received their diploma since this is the time when the candidate met the minimum requirement of the role.

### Medical Technician I

High school diploma or equivalent + MA or EMT certification strongly preferred

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential  
Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Medical Technician II requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, we will count the years of experience after obtaining the diploma since that was when the candidate met the minimum requirement of the role.

### Medical Technician

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$21.00	\$21.75	\$22.50



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Medical Technician II requires certification.

Example: A high school graduate candidate (graduated 2000) obtained their Medical Assistant certification in 2001. The candidate was a Medical Assistant from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their certification (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second class, Medical Technician II, second tier (3-4.99 years) at \$23.50.

### Medical Technician I

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$21.00	\$21.75	\$23.00

### Medical Technician II

High school diploma or equivalent + Medical Technology or Medical Assistant or Emergency Medical Technician Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.50	\$25.00



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Medical Technician I requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the relevant years of experience will be counted after the candidate obtained their diploma since that was when they met the minimum requirement of the role.

### Medical Technician I

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$22.00	\$23.00	\$24.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Monitor requires either a high school diploma or equivalent and AOD registration.

Example: A high school graduate candidate (graduated 2000) obtained their AOD registration in 2001. The candidate has counseling/monitor experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their AOD registration (2001 to 2005 = 4 years) since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second tier (3-4.99 years) at \$21.75.

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### Monitor

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$21.75	\$22.50



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Occupational Therapist requires a master's degree and NBCOT licensure.

Example: To determine where the candidate falls on the scale, we will count the experience after the candidate received their licensure since this is the time that the candidate met the minimum requirement of the role.

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## Occupational Therapist

Master's degree + NBCOT

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$85,000	\$88,000	\$91,000



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Peer Support Specialist requires a high school diploma or equivalent and peer support certification. Certification may be obtained upon hire.

Example: To determine where the candidate falls on the scale, we count the experience after the candidate met the minimum requirements of the role (after obtaining high school diploma or equivalent and Peer Support certification).

### Peer Support Specialist

High school diploma or equivalent + Peer Support Certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$21.00	\$21.75	\$22.50



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Placement Coordinator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Placement Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$24.75	\$25.50





## Compensation Scale

Prototypes Pasadena Mental Health Clinic

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Registered Dietitian requires licensure.

Example: To determine where the candidate will fall on the scale, we count their years of experience after they received their licensure and met the minimum qualifications of the role.

### Registered Dietitian

Bachelor's degree + RD/RDN licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$36.00	\$38.00	\$40.00



## Compensation Scale

North County Serenity House (NCSH) Residential  
Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Registered Nurse requires licensure.

Example: To determine where the candidate falls on the scale, we count the relevant years of experience after the candidate received their licensure since this is the time when the candidate met the minimum requirements of the role.

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### Registered Nurse

Bachelor's in nursing + registered nurse licensure

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$40.87	\$42.31	\$43.75



## Compensation Scale

Prototypes Pomona Housing

Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Specialized Case Manager requires a bachelor's degree and two years of experience in a supported housing environment.

Example: To determine where the candidate falls on the scale, we will count the experience after the candidate obtained their degree and had two years of experience since that was when the candidate met the minimum requirements of the role.

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### Specialized Case Manager

Bachelor's degree + 2 years of experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00



## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$30.00.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$28.00	\$29.00	\$30.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3+
Rate of Pay	\$30.00	\$31.00

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$31.50	\$33.00	\$34.50



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$24.25.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.50	\$27.50	\$28.50



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$27.00.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$29.50	\$31.00	\$32.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 04/01/24

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$27.00.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$29.50	\$31.00	\$32.50



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$24.25.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.50	\$27.50	\$28.50





## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$24.25.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$24.00	\$25.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.25	\$25.25	\$26.25

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.50	\$27.50	\$28.50



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$26.00.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.50	\$24.50	\$25.50

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$29.00	\$30.00	\$31.00



## Compensation Scale

Prototypes Tustin Family Campus

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Counselor II requires AOD registration, 1 year of relevant experience, and caseload experience or ability to carry a caseload.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) minus the required year of experience of the role (3 years – 1 year requirement = 2 years). Therefore, the candidate will fall on the second class, SUD Counselor II, first tier of the scale, 0-2.99, at \$24.75.

### SUD Counselor I

High school diploma or equivalent + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.00	\$25.00	\$26.00

### SUD Counselor II

High school diploma or equivalent + AOD registration + 1 yr experience + caseload experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.75	\$25.75	\$26.75

### SUD Counselor III

High school diploma or equivalent + AOD certification

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.50	\$26.50	\$27.50



### **SUD Counselor III, SP**

High school diploma or equivalent + AOD certification

Formerly called Lead SUD Counselor or Counselor/Case Manager and Intake Manager

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00



## Compensation Scale

Prototypes Client Engagement and Navigation Services (CENS)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The SUD Navigator requires a high school diploma and an AOD registration or certification.

Example: The candidate has 5 years relevant experience between 2000-2005 and obtained their registration in 2002. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their credential (2002 to 2005 = 3 years) since that was when the candidate met the minimum requirements of the position. Therefore, the candidate will fall on the second tier of the scale, 3-4.99, at \$27.00.

### SUD Navigator

High school diploma or equivalent + AOD registration\*

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

\*Certification differential will be additional \$1.4424/hr or \$3,000 per year



## Compensation Scale

Prototypes Alternatives to Incarceration

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Systems Navigator requires either a high school diploma/equivalent and 3 years of case management experience or bachelor's degree and 2 years of case management experience. Case management experience must be with the criminal justice population.

Example: To determine where the candidate falls on the scale, we will count their years of relevant work experience after they obtained their degree.

### Systems Navigator

High school diploma or equivalent + 3 years case management experience

Bachelor's degree + 2 years case management experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$25.00	\$26.00	\$27.00



## Compensation Scale

Post Release Community Supervision

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Systems Navigator requires a high school diploma or equivalent and 2 years providing substance abuse treatment services with criminal justice populations.

Example: A high school graduate candidate graduated in 2000. The candidate has case management experience from 2000-2005. To determine where the candidate falls on the scale, we count the years of experience after the candidate received their diploma and after two years of experience (5-2 = 3 years), since this is the time when the candidate met the minimum requirements of the role. Therefore, the candidate will fall on the second tier, 3-4.99 years, at \$25.75.

### Systems Navigator

High school diploma or equivalent + 2 years' experience in criminal justice populations

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$24.50	\$25.75	\$27.00

### Lead Systems Navigator

Bachelor's degree + 5 years' experience + 2 years supervisory experience

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$27.00	\$28.00	\$29.00



## Compensation Scale

Prototypes Pomona DMC, DMH

Market Match/Lead, Effective 01/16/23

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Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Client Advocate requires a high school diploma or equivalent.

Example: The candidate's relevant work experience, similar to the job description, will be counted after they have obtained their diploma since that was when the candidate met the minimum requirement of the role.

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## Temporary Client Support

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$20.00	\$20.75	\$21.50





## Compensation Scale

Be Well

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the third class, Therapist III, first tier of the scale, 0-2.99, at \$89,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3+
Annual Rate of Pay	\$80,000	\$82,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$83,000	\$85,000	\$87,000

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$89,000	\$91,000	\$93,000



## Compensation Scale

Prototypes Pomona DMC, DMH, FOTEP Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that was when they met the minimum requirements of the role. Therefore, the candidate has 1 yr of experience (2004-2005) and will fall on the third class, Therapist III, first tier 0-2.99, at \$82,000 of the scale.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$74,000	\$76,000	\$78,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,500	\$78,500	\$80,500

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$82,000	\$84,000	\$86,000



## Clinical Team Lead

Master's degree + BBS registration\*

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,,000	\$79,000	\$82,000

\*Licensure differential will be additional \$5,000 per year



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the third class, Therapist III, first tier of the scale, 0-2.99, at \$90,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$82,000	\$85,000	\$88,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$85,000	\$88,000	\$91,000

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$90,000	\$95,000	\$100,000



## Compensation Scale

Misdemeanor Incompetent to Stand Trial (or MIST Western/Normandie)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the first tier of the scale, 0-2.99, at \$90,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$82,000	\$85,000	\$88,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$85,000	\$88,000	\$91,000

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$90,000	\$95,000	\$100,000



## Compensation Scale

Martin Luther King Jr Behavioral Health Center Residential (MLK BHC)

Market Match/Lead, Effective 06/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that was when they met the minimum requirements of the role. Therefore, the candidate has 1 yr of experience (2004-2005) and will fall on the third class, Therapist III, first tier 0-2.99, at \$82,000 of the scale.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$74,000	\$76,000	\$78,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,500	\$78,500	\$80,500

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$82,000	\$84,000	\$86,000



## Compensation Scale

North County Serenity House (NCSH) Residential

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the third class, Therapist III, first tier of the scale, 0-2.99, at \$82,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99
Annual Rate of Pay	\$74,000	\$76,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99
Annual Rate of Pay	\$76,500	\$78,500

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$82,000	\$84,000	\$86,000



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the third class, Therapist III, first tier of the scale, 0-2.99, at \$84,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$76,000	\$78,000	\$80,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$78,000	\$80,000	\$82,000

### Therapist III

Master's degree + BBS licensure

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$84,000	\$86,000	\$88,000





## Compensation Scale

Prototypes Tustin Family Campus (TFC)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Therapist III requires a master's degree and BBS licensure.

Example: The candidate has 5 years of therapist experience between 2000-2005 and obtained their licensure in 2004. To determine where the candidate falls on the scale, we count the years of relevant experience after the candidate received their licensure since that represents the minimum requirement for eligibility in the role (2004 to 2005 = 1 year). Therefore, the candidate will fall on the third class, Therapist III, first tier of the scale, 0-2.99, at \$85,000.

### Therapist I

Master's degree + BBS registration

Years of Experience	0-2.99	3+
Annual Rate of Pay	\$77,000	\$80,000

### Therapist II

Master's degree + BBS registration + 3 years of relevant experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$80,000	\$83,000	\$86,000

### Therapist III

Master's degree + BBS licensure

Formerly called Child/Family Program Manager

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$85,000	\$88,000	\$91,000



## Compensation Scale

Specialized Treatment for Optimized Programming (STOP Area 6)

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Transportation Coordinator requires a high school diploma or equivalent.

Example: To determine where the candidate falls on the scale, the candidate's years of relevant experience will be counted after the candidate has obtained their diploma since that was when the candidate became qualified for the role.

### Transportation Coordinator

High school diploma or equivalent

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$23.00	\$23.75	\$24.50



## Compensation Scale

Prototypes Pomona DMC, DMH Outpatient

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Transportation Specialist requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license since that was when they met the minimum requirements of the role.

### Transportation Specialist

High school diploma or equivalent and California driver's license

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$22.00	\$22.75	\$23.50

### Transportation Lead

High school diploma or equivalent, California driver's license, administrative experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$23.00	\$24.00	\$25.00



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Transportation Specialist I requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license.

### Transportation Specialist I

High school diploma or equivalent and California driver's license

Formerly called Driver

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$22.00	\$22.75	\$23.50

### Transportation Specialist II

High school diploma or equivalent, California driver's license, administrative experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$23.00	\$23.75	\$24.50



## Compensation Scale

Male Community Reentry Program (or 6<sup>th</sup> St Residential Services)

Market Match/Lead, Effective 07/01/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Transportation Specialist I requires a high school diploma or equivalent and a valid California driver's license.

Example: The candidate's years of relevant experience will be counted after they obtained their diploma and driver's license.

### Transportation Specialist I

High school diploma or equivalent and California driver's license

Formerly called Driver

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$22.00	\$22.75	\$23.50

### Transportation Specialist II

High school diploma or equivalent, California driver's license, administrative experience

Years of Experience	0-2.99	3-4.99	5+
Annual Rate of Pay	\$23.00	\$23.75	\$24.50



## Compensation Scale

Prototypes Women's Center Ventura County

Market Match/Lead, Effective 01/16/23

Compensation Scales are determined on full years of similar experience, above and beyond what is required for the position. Staff receive additional compensation for every additional year of similar job experience staff possess beyond what is required in the job description, as determined solely by Human Resources.

The Withdrawal Management Coordinator requires an Associate's degree and AOD registration.

Example: To determine where the candidate falls on the scale, the relevant years of experience will be counted after the candidate obtained their diploma and AOD registration since that was when they met the minimum requirements of the role.

### Withdrawal Management Coordinator

Associate's degree in related field + AOD registration

Years of Experience	0-2.99	3-4.99	5+
Rate of Pay	\$26.00	\$27.00	\$28.00

**MEMORANDUM OF AGREEMENT**

Third Extension of Prior CBA & Clarification Regarding Effective Date of Current CBA

HealthRIGHT 360 and the Service Employees International Union Joint Council, comprised of SEIU Local 1021, SEIU Local 721 and SEIU Local 221, hereby agree to further extend the August 15, 2023 term of their prior Collective Bargaining Agreement (“Prior CBA”) through February 15, 2024.

The undersigned Parties also hereby agree to following clarification regarding the effective date of their current Collective Bargaining Agreement which covers the period of February 16, 2024 through August 31, 2026 (“Current CBA”):

- The following financial terms of the Current CBA will be effective January 1, 2024: (a) the PTO accrual amounts contained in Article 20; (b) all of the provisions contained in Article 21; (c) the provision requiring the employer’s medical contribution contained in Article 22; and (d) the provision requiring the employer’s 3% contribution into the 401(a) plan contained in Article 23.
- All other Articles and provisions of the Current CBA will be effective February 16, 2024.
- Any retroactive benefit or wage adjustments and/or payments will be issued to bargaining unit employees that are currently active.

HealthRIGHT 360

SEIU Local 1021

Signed: \_\_\_\_\_  \_\_\_\_\_

Signed: \_\_\_\_\_

Name: vitka Eisen

Name: \_\_\_\_\_

Date: 5/7/2024

Date: \_\_\_\_\_

SEIU Local 721

Signed: \_\_\_\_\_  \_\_\_\_\_

Name: Jody Klipple

Date: 5/7/2024

SEIU Local 221

Signed: \_\_\_\_\_  \_\_\_\_\_

Name: Roslyn Cassidy

Date: 5/7/2024