

**APPENDIX A:
ESC SALARY TABLE**

		Effective August 13, 2019			
Job Code	Job Title	A Step Rate	I Step Rate	A Step (Monthly)	I Step (Monthly)
2682	AODS COUNSELOR I	\$ 27.48	\$ 33.39	\$ 4,779.50	\$ 5,807.41
2683	AODS COUNSELOR II	\$ 30.29	\$ 36.81	\$ 5,268.24	\$ 6,402.24
2684	AODS SPECIALIST	\$ 31.60	\$ 38.41	\$ 5,496.08	\$ 6,680.52
2533	ASSOCIATE PSYCHOLOGIST	\$ 36.36	\$ 44.19	\$ 6,323.97	\$ 7,685.82
2505	BEHAVIORAL HEALTH CLINICAL SPECIALIST	\$ 38.92	\$ 47.31	\$ 6,769.23	\$ 8,228.47
2503	BEHAVIORAL HEALTH CLINICIAN	\$ 36.17	\$ 43.96	\$ 6,290.93	\$ 7,645.82
2469	BEHAVIORAL HEALTH CLINICIAN INTERN	\$ 32.17	\$ 39.10	\$ 5,595.22	\$ 6,800.53
2630	BIOSTATISTICIAN	\$ 36.66	\$ 44.55	\$ 6,376.15	\$ 7,748.43
2468	CASE MANAGEMENT SPECIALIST	\$ 27.41	\$ 33.32	\$ 4,767.33	\$ 5,795.24
2525	CLINICAL PSYCHOLOGIST	\$ 40.13	\$ 48.78	\$ 6,979.68	\$ 8,484.14
2527	CLINICAL PSYCHOLOGIST SPECIALIST	\$ 43.17	\$ 52.48	\$ 7,508.41	\$ 9,127.67
2500	CLINICAL SOCIAL WORKER ASSOCIATE	\$ 29.78	\$ 36.19	\$ 5,179.54	\$ 6,294.41
2625	DAIRY INSPECTOR	\$ 35.79	\$ 43.50	\$ 6,224.84	\$ 7,565.81
2611	ENVIRONMENTAL HEALTH SPECIALIST I	\$ 32.26	\$ 39.21	\$ 5,610.87	\$ 6,819.66
2612	ENVIRONMENTAL HEALTH SPECIALIST II	\$ 35.08	\$ 42.63	\$ 6,101.35	\$ 7,414.49
2610	ENVIRONMENTAL HEALTH SPECIALIST TRAINEE	\$ 31.09	\$ 37.78	\$ 5,407.38	\$ 6,570.95
2633	HEALTH INFORMATION SPECIALIST	\$ 28.62	\$ 34.79	\$ 4,977.78	\$ 6,050.91
2631	HEALTH INFORMATION SPECIALIST I	\$ 27.88	\$ 33.88	\$ 4,849.08	\$ 5,892.64
2632	HEALTH INFORMATION SPECIALIST II	\$ 30.64	\$ 37.24	\$ 5,329.11	\$ 6,477.03
2521	INPATIENT PSYCHOLOGIST	\$ 45.85	\$ 55.73	\$ 7,974.54	\$ 9,692.93
2471	MARRIAGE FAMILY THERAPIST	\$ 34.10	\$ 41.45	\$ 5,930.90	\$ 7,209.26
2472	MARRIAGE FAMILY THERAPIST SPECIALIST	\$ 36.71	\$ 44.63	\$ 6,384.85	\$ 7,762.35
2473	MENTAL HEALTH REHAB THERAPIST	\$ 28.08	\$ 34.13	\$ 4,883.86	\$ 5,936.12
2185	NUTRITIONIST	\$ 29.73	\$ 36.14	\$ 5,170.84	\$ 6,285.71
2301	OCCUPATIONAL THERAPIST I	\$ 33.62	\$ 40.87	\$ 5,847.41	\$ 7,108.38
2306	OCCUP THERAPIST I CHILD THERAPY PROGRAM	\$ 33.62	\$ 40.87	\$ 5,847.41	\$ 7,108.38
2302	OCCUPATIONAL THERAPIST II	\$ 37.44	\$ 45.51	\$ 6,511.81	\$ 7,915.40
2307	OCCUP THERAPIST II CHILD THERAPY PROGRAM	\$ 37.44	\$ 45.51	\$ 6,511.81	\$ 7,915.40
2316	PHYS THERAPIST I CHILD THERAPY PROGRAM	\$ 33.62	\$ 40.87	\$ 5,847.41	\$ 7,108.38
2317	PHYS THERAPIST II CHILD THERAPY PROGRAM	\$ 37.44	\$ 45.51	\$ 6,511.81	\$ 7,915.40
2120	PUBLIC HEALTH MICROBIOLOGIST TRAINEE	\$ 17.74	\$ 21.57	\$ 3,085.46	\$ 3,751.60
2121	PUBLIC HEALTH MICROBIOLOGIST I	\$ 29.95	\$ 36.40	\$ 5,209.10	\$ 6,330.93
2122	PUBLIC HEALTH MICROBIOLOGIST II	\$ 34.25	\$ 41.63	\$ 5,956.99	\$ 7,240.57
2563	PUBLIC HEALTH NURSE I	\$ 39.84	\$ 48.43	\$ 6,929.24	\$ 8,423.27
2564	PUBLIC HEALTH NURSE II	\$ 41.81	\$ 50.83	\$ 7,271.87	\$ 8,840.69
2470	SENIOR CLIENT SUPPORT SPECIALIST	\$ 27.41	\$ 33.32	\$ 4,767.33	\$ 5,795.24
2614	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	\$ 37.42	\$ 45.48	\$ 6,508.34	\$ 7,910.18
2635	SENIOR HEALTH INFORMATION SPECIALIST	\$ 32.96	\$ 40.07	\$ 5,732.62	\$ 6,969.24
2629	SENIOR LACTATION CONSULTANT	\$ 34.59	\$ 42.05	\$ 6,016.12	\$ 7,313.62
2565	SENIOR PUBLIC HEALTH NURSE	\$ 44.95	\$ 54.64	\$ 7,818.00	\$ 9,503.35
2534	STAFF PSYCHIATRIST	\$ 88.76	\$ 107.89	\$ 15,437.73	\$ 18,764.95

Effective April 7, 2020

Job Code	Job Title	A Step Rate	I Step Rate	A Step (Monthly)	I Step (Monthly)
2682	AODS COUNSELOR I	\$ 28.70	\$ 34.89	\$ 4,991.70	\$ 6,068.30
2683	AODS COUNSELOR II	\$ 31.64	\$ 38.45	\$ 5,503.04	\$ 6,687.48
2684	AODS SPECIALIST	\$ 33.00	\$ 40.11	\$ 5,739.58	\$ 6,976.20
2533	ASSOCIATE PSYCHOLOGIST	\$ 37.45	\$ 45.52	\$ 6,513.55	\$ 7,917.14
2505	BEHAVIORAL HEALTH CLINICAL SPECIALIST	\$ 40.09	\$ 48.72	\$ 6,972.72	\$ 8,473.71
2503	BEHAVIORAL HEALTH CLINICIAN	\$ 37.26	\$ 45.29	\$ 6,480.51	\$ 7,877.14
2469	BEHAVIORAL HEALTH CLINICIAN INTERN	\$ 33.14	\$ 40.29	\$ 5,763.93	\$ 7,007.51
2630	BIOSTATISTICIAN	\$ 37.76	\$ 45.90	\$ 6,567.47	\$ 7,983.23
2468	CASE MANAGEMENT SPECIALIST	\$ 28.45	\$ 34.58	\$ 4,948.21	\$ 6,014.38
2525	CLINICAL PSYCHOLOGIST	\$ 41.33	\$ 50.24	\$ 7,188.39	\$ 8,738.08
2527	CLINICAL PSYCHOLOGIST SPECIALIST	\$ 44.47	\$ 54.04	\$ 7,734.52	\$ 9,399.00
2500	CLINICAL SOCIAL WORKER ASSOCIATE	\$ 30.67	\$ 37.28	\$ 5,334.33	\$ 6,483.99
2625	DAIRY INSPECTOR	\$ 36.86	\$ 44.80	\$ 6,410.94	\$ 7,791.91
2611	ENVIRONMENTAL HEALTH SPECIALIST I	\$ 33.23	\$ 40.38	\$ 5,779.58	\$ 7,023.16
2612	ENVIRONMENTAL HEALTH SPECIALIST II	\$ 36.13	\$ 43.92	\$ 6,283.97	\$ 7,638.86
2610	ENVIRONMENTAL HEALTH SPECIALIST TRAINEE	\$ 32.02	\$ 38.92	\$ 5,569.13	\$ 6,769.23
2633	HEALTH INFORMATION SPECIALIST	\$ 29.48	\$ 35.84	\$ 5,127.36	\$ 6,233.53
2631	HEALTH INFORMATION SPECIALIST I	\$ 28.72	\$ 34.91	\$ 4,995.17	\$ 6,071.78
2632	HEALTH INFORMATION SPECIALIST II	\$ 31.56	\$ 38.37	\$ 5,489.13	\$ 6,673.57
2521	INPATIENT PSYCHOLOGIST	\$ 47.23	\$ 57.40	\$ 8,214.56	\$ 9,983.39
2471	MARRIAGE FAMILY THERAPIST	\$ 35.12	\$ 42.69	\$ 6,108.30	\$ 7,424.93
2472	MARRIAGE FAMILY THERAPIST SPECIALIST	\$ 37.81	\$ 45.96	\$ 6,576.17	\$ 7,993.67
2473	MENTAL HEALTH REHAB THERAPIST	\$ 28.92	\$ 35.15	\$ 5,029.96	\$ 6,113.52
2185	NUTRITIONIST	\$ 30.62	\$ 37.22	\$ 5,325.63	\$ 6,473.55
2301	OCCUPATIONAL THERAPIST I	\$ 34.63	\$ 42.09	\$ 6,023.08	\$ 7,320.57
2306	OCCUP THERAPIST I CHILD THERAPY PROGRAM	\$ 34.63	\$ 42.09	\$ 6,023.08	\$ 7,320.57
2302	OCCUPATIONAL THERAPIST II	\$ 38.56	\$ 46.87	\$ 6,706.61	\$ 8,151.94
2307	OCCUP THERAPIST II CHILD THERAPY PROGRAM	\$ 38.56	\$ 46.87	\$ 6,706.61	\$ 8,151.94
2316	PHYS THERAPIST I CHILD THERAPY PROGRAM	\$ 34.63	\$ 42.09	\$ 6,023.08	\$ 7,320.57
2317	PHYS THERAPIST II CHILD THERAPY PROGRAM	\$ 38.56	\$ 46.87	\$ 6,706.61	\$ 8,151.94
2120	PUBLIC HEALTH MICROBIOLOGIST TRAINEE	\$ 18.27	\$ 22.21	\$ 3,177.64	\$ 3,862.91
2121	PUBLIC HEALTH MICROBIOLOGIST I	\$ 30.85	\$ 37.50	\$ 5,365.64	\$ 6,522.25
2122	PUBLIC HEALTH MICROBIOLOGIST II	\$ 35.28	\$ 42.87	\$ 6,136.13	\$ 7,456.24
2563	PUBLIC HEALTH NURSE I	\$ 41.99	\$ 51.03	\$ 7,303.18	\$ 8,875.48
2564	PUBLIC HEALTH NURSE II	\$ 44.07	\$ 53.56	\$ 7,664.95	\$ 9,315.51
2470	SENIOR CLIENT SUPPORT SPECIALIST	\$ 28.45	\$ 34.58	\$ 4,948.21	\$ 6,014.38
2614	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	\$ 38.54	\$ 46.84	\$ 6,703.13	\$ 8,146.73
2635	SENIOR HEALTH INFORMATION SPECIALIST	\$ 33.95	\$ 41.27	\$ 5,904.81	\$ 7,177.95
2629	SENIOR LACTATION CONSULTANT	\$ 35.63	\$ 43.30	\$ 6,197.01	\$ 7,531.02
2565	SENIOR PUBLIC HEALTH NURSE	\$ 47.38	\$ 57.59	\$ 8,240.65	\$ 10,016.44
2534	STAFF PSYCHIATRIST	\$ 91.60	\$ 111.34	\$ 15,931.68	\$ 19,365.00

**APPENDIX A-1
SALARY ADJUSTMENT TABLE**

Job Code	Job Title	Current A Step Rate	Salary Increase to be Split Between Yr. 1 & Yr. 2	Total Value of Salary Increase to be Split Between Yr. 1 & Yr. 2	Yr. 1 - Value of up to 4% Salary Increase to be added to A Step Effective 7/30/2019	Yr. 2 - Value of remaining Salary Increase to be added to A Step Effective 3/24/2020	Additional Salary Adjustment to be Split between Yr 2 & Yr 3	Total Value of Additional Market Equity to be Split Between Yr. 2 & Yr. 3	Yr. 2 - Value of 50% Additional Market Equity to be added to A Step Effective 3/24/2020	Yr.3 - Value of Remaining Additional Market Equity to be added to A Step Effective 3/23/2021
2682	AODS COUNSELOR I	\$ 25.65	5.5%	\$ 1.41	\$ 1.03	\$ 0.38	0.0%	\$ -	\$ -	\$ -
2683	AODS COUNSELOR II	\$ 28.28	5.5%	\$ 1.56	\$ 1.13	\$ 0.43	0.0%	\$ -	\$ -	\$ -
2684	AODS SPECIALIST	\$ 29.50	5.5%	\$ 1.62	\$ 1.18	\$ 0.44	0.0%	\$ -	\$ -	\$ -
2533	ASSOCIATE PSYCHOLOGIST	\$ 35.26	0.1%	\$ 0.04	\$ 0.04	\$ -	0.0%	\$ -	\$ -	\$ -
2505	BEHAVIORAL HEALTH CLINICAL SPECIALIST	\$ 37.42	1.0%	\$ 0.37	\$ 0.37	\$ -	0.0%	\$ -	\$ -	\$ -
2503	BEHAVIORAL HEALTH CLINICIAN	\$ 34.77	1.0%	\$ 0.35	\$ 0.35	\$ -	0.0%	\$ -	\$ -	\$ -
2469	BEHAVIORAL HEALTH CLINICIAN INTERN	\$ 30.92	1.0%	\$ 0.31	\$ 0.31	\$ -	0.0%	\$ -	\$ -	\$ -
2630	BIostatistician	\$ 34.82	2.2%	\$ 0.77	\$ 0.77	\$ -	0.0%	\$ -	\$ -	\$ -
2468	CASE MANAGEMENT SPECIALIST	\$ 25.59	4.8%	\$ 1.23	\$ 1.02	\$ 0.21	0.0%	\$ -	\$ -	\$ -
2525	CLINICAL PSYCHOLOGIST	\$ 38.92	0.1%	\$ 0.04	\$ 0.04	\$ -	0.0%	\$ -	\$ -	\$ -
2527	CLINICAL PSYCHOLOGIST SPECIALIST	\$ 41.87	0.1%	\$ 0.04	\$ 0.04	\$ -	0.0%	\$ -	\$ -	\$ -
2500	CLINICAL SOCIAL WORKER ASSOCIATE	\$ 28.91	0.0%	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -
2625	DAIRY INSPECTOR	\$ 34.41	1.0%	\$ 0.34	\$ 0.34	\$ -	0.0%	\$ -	\$ -	\$ -
2611	ENVIRONMENTAL HEALTH SPECIALIST I	\$ 31.01	1.0%	\$ 0.31	\$ 0.31	\$ -	0.0%	\$ -	\$ -	\$ -
2612	ENVIRONMENTAL HEALTH SPECIALIST II	\$ 33.72	1.0%	\$ 0.34	\$ 0.34	\$ -	0.0%	\$ -	\$ -	\$ -
2610	ENVIRONMENTAL HEALTH SPECIALIST TRAINEE	\$ 29.88	1.0%	\$ 0.30	\$ 0.30	\$ -	0.0%	\$ -	\$ -	\$ -
2633	HEALTH INFORMATION SPECIALIST	\$ 27.51	1.0%	\$ 0.28	\$ 0.28	\$ -	0.0%	\$ -	\$ -	\$ -
2631	HEALTH INFORMATION SPECIALIST I	\$ 26.80	1.0%	\$ 0.27	\$ 0.27	\$ -	0.0%	\$ -	\$ -	\$ -
2632	HEALTH INFORMATION SPECIALIST II	\$ 29.46	1.0%	\$ 0.29	\$ 0.29	\$ -	0.0%	\$ -	\$ -	\$ -
2521	INPATIENT PSYCHOLOGIST	\$ 44.47	0.1%	\$ 0.04	\$ 0.04	\$ -	0.0%	\$ -	\$ -	\$ -
2471	MARRIAGE FAMILY THERAPIST	\$ 33.11	0.0%	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -
2472	MARRIAGE FAMILY THERAPIST SPECIALIST	\$ 35.64	0.0%	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -
2473	MENTAL HEALTH REHAB THERAPIST	\$ 27.26	0.0%	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -
2185	NUTRITIONIST	\$ 28.43	1.5%	\$ 0.43	\$ 0.43	\$ -	0.0%	\$ -	\$ -	\$ -
2301	OCCUPATIONAL THERAPIST I	\$ 31.94	2.2%	\$ 0.70	\$ 0.70	\$ -	0.0%	\$ -	\$ -	\$ -
2306	OCCUP THERAPIST I CHILD THERAPY PROGRAM	\$ 31.94	2.2%	\$ 0.70	\$ 0.70	\$ -	0.0%	\$ -	\$ -	\$ -
2302	OCCUPATIONAL THERAPIST II	\$ 35.57	2.2%	\$ 0.78	\$ 0.78	\$ -	0.0%	\$ -	\$ -	\$ -
2307	OCCUP THERAPIST II CHILD THERAPY PROGRAM	\$ 35.57	2.2%	\$ 0.78	\$ 0.78	\$ -	0.0%	\$ -	\$ -	\$ -

Job Code	Job Title	Current A Step Rate	Salary Increase to be Split Between Yr. 1 & Yr. 2	Total Value of Salary Increase to be Split Between Yr. 1 & Yr. 2	Yr. 1 - Value of up to 4% Salary Increase to be added to A Step Effective 7/30/2019	Yr. 2 - Value of remaining Salary Increase to be added to A Step Effective 3/24/2020	Additional Salary Adjustment to be Split between Yr 2 & Yr 3	Total Value of Additional Market Equity to be Split Between Yr. 2 & Yr. 3	Yr. 2 - Value of 50% Additional Market Equity to be added to A Step Effective 3/24/2020	Yr.3 - Value of Remaining Additional Market Equity to be added to A Step Effective 3/23/2021
2316	PHYS THERAPIST I CHILD THERAPY PROGRAM	\$ 31.94	2.2%	\$ 0.70	\$ 0.70	\$ -	0.0%	\$ -	\$ -	\$ -
2317	PHYS THERAPIST II CHILD THERAPY PROGRAM	\$ 35.57	2.2%	\$ 0.78	\$ 0.78	\$ -	0.0%	\$ -	\$ -	\$ -
2120	PUBLIC HEALTH MICROBIOLOGIST TRAINEE	\$ 16.85	2.2%	\$ 0.37	\$ 0.37	\$ -	0.0%	\$ -	\$ -	\$ -
2121	PUBLIC HEALTH MICROBIOLOGIST I	\$ 28.45	2.2%	\$ 0.63	\$ 0.63	\$ -	0.0%	\$ -	\$ -	\$ -
2122	PUBLIC HEALTH MICROBIOLOGIST II	\$ 32.53	2.2%	\$ 0.72	\$ 0.72	\$ -	0.0%	\$ -	\$ -	\$ -
2563	PUBLIC HEALTH NURSE I	\$ 37.19	6.5%	\$ 2.42	\$ 1.49	\$ 0.93	0.0%	\$ -	\$ -	\$ -
2564	PUBLIC HEALTH NURSE II	\$ 39.03	6.5%	\$ 2.54	\$ 1.56	\$ 0.98	0.0%	\$ -	\$ -	\$ -
2470	SENIOR CLIENT SUPPORT SPECIALIST	\$ 25.59	4.8%	\$ 1.23	\$ 1.02	\$ 0.21	0.0%	\$ -	\$ -	\$ -
2614	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	\$ 35.97	1.0%	\$ 0.36	\$ 0.36	\$ -	0.0%	\$ -	\$ -	\$ -
2635	SENIOR HEALTH INFORMATION SPECIALIST	\$ 31.68	1.0%	\$ 0.32	\$ 0.32	\$ -	0.0%	\$ -	\$ -	\$ -
2629	SENIOR LACTATION CONSULTANT	\$ 33.25	1.0%	\$ 0.33	\$ 0.33	\$ -	0.0%	\$ -	\$ -	\$ -
2565	SENIOR PUBLIC HEALTH NURSE	\$ 41.96	6.5%	\$ 2.73	\$ 1.68	\$ 1.05	0.0%	\$ -	\$ -	\$ -
2534	STAFF PSYCHIATRIST	\$ 84.48	2.0%	\$ 1.69	\$ 1.69	\$ -	0.4%	\$ 0.34	\$ 0.17	\$ 0.17