

Positions in Bold translate directly across (in terms of name, if not duties). In some places, names change or duties change with the names being the same. For example, a compliance specialist may still be a compliance specialist but have more duties. A licensing technician may now be called an application specialist, with similar duties or expanded duties that include licensing.

A partial explanation of pay grade salaries and pay band salaries is at the end. Grade classifications are under 2-18-312(2). Polly Boyer at Human Resources in DOLI provided pay band equivalents and pay band salary information for various positions. The table shows entry level for grade and band for illustrative purposes only.

| 2002 HCLB Pay Positions and Funding | | | | 2005 HCLB Pay Bands and Funding | | | |
|--|----------------|-----------|--------|--|----------------|----------|--------|
| Position | Grade | Pro Rated | Direct | Position | Band | Recharge | Direct |
| Bureau Chief | 17 \$38,770 | x | | Bureau Chief | 7 \$48,960 | x | |
| | | | | Receptionist | 3 \$16,109 | x | |
| | | | | Compliance Unit Supervisor & Administrative Officer | 6 \$36,720 | x | |
| | | | | Unit 2 Superv'r & Progrm Mgr for Brd of Pharmacy | 6 \$36,720 | x | |
| Exec. Dir Nur | 17 \$38,770 | | x | Exec. Dir Nur | 7 \$43,137 | | x |
| Nur Prac Mgr | 16 \$35,282 | | x | Nur Prac Mgr | 6 \$32,866 | | x |
| | | | | Program Mgr Nursing | 5 ~\$29,934 | | x |
| Compl. Spcl | 12 \$24,611 | | x | Compliance Spc | 5 \$29,934 | x | |
| Lic. Tech | 10 \$20,666 | | x | Application Spc Nursing | 4 \$22,655? | | x |
| Lic. Tech | 10 \$20,666 | x | | Application Spc Nursing APRN & Med. Aide | 4 \$22,655? | | x |
| | | | | Program Mgr Alt Health Care, Vets, Psychologists, Funeral Services | 5 \$29,934 | | x |
| Lic Spc Alt Health Care, Vets, Psychologists | 12 \$24,611 | x | | Application Spc Lic. Addiction Counselors, Social Work & Prof. Counselors, Alt Health Care, Vets, Psychologists, Funeral Services, Chiropractors, Clinical Lab, Private Adolescent Program | 4 \$22,655? | x | |

| 2002 HCLB Pay Positions and Funding | | | | 2005 HCLB Pay Bands and Funding | | | |
|--|----------------|-----------|--------|--|----------------|----------|--------|
| Position | Grade | Pro Rated | Direct | Position | Band | Recharge | Direct |
| Lic Spc Dentists | 12 \$24,611 | x | | Application Spc Dentistry, Optometry, Chiropractors CE and Clinical Lab CE, updating Nursing exam dates & scores | 4 \$22,655? | x | |
| Lic Tech Dentists | 9 \$18,961 | | x | | | | |
| | | | | Program Mgr Dentistry, Optometry, Chiropractors. Also handles policy procedure/training | 5 | | x |
| Prog. Spc (Chem Dep. Counselors Pr.) | 14 \$29,391 | x | | | | | |
| | | | | Compliance Spc MED, Chiropractors, Social Work & Prof. Counselors, Dentistry | 5 \$29,934 | x | |
| Exec Dir. MED | 15 \$32,173 | | | Unit Supv'r Exec Sec MED | 6 \$36,720 | x | |
| | | | | Prog. Mgr MED | 5 \$29,934? | | x |
| 2 Lic Spc | 11 \$22,535 | | x | EMT Applic'ns, Bureau Rules | 4 \$22,655 | x | |
| | | | | EMT Applic'ns | 4 \$22,655 | | x |
| | | | | Med Brd/Bureau Applic'ns | 4 \$22,655 | x | |
| 2 Lic Tch 0.5 FTE | 9 \$18,961 | | x | | | | |
| Compl Spcl | 12 \$24,611 | | x | Compliance Specialist MED, Chiropractors, Social Work & Prof. Counselors, Dentistry | 5 \$29,934 | x | |
| 2 Lic Clerks | 8 \$17,426 | x | | | | | |
| | | | | EMT Trainer (FTE transferred from DPHHS in 2004) | 6 \$31,470 | | x |

| | | | | | | | |
|--|----------------|------------------|---------------|---|----------------|-----------------|---------------|
| | | | | Program Mgr Nursing Hm Administrators, Physical Therapy, Clinical Lab. Also pays bills for bureau/boards | 5 \$29,934 | 50% | 50% |
| 2002 HCLB Pay Positions and Funding | | | | 2005 HCLB Pay Bands and Funding | | | |
| Position | Grade | Pro Rated | Direct | Position | Band | Recharge | Direct |
| Lic Spc Chiropractors, Clin. Lab Science Practitioners, Funeral Services | 12 \$24,611 | x | | | | | |
| | | | | Program Mgr Licensed addiction counselors, Social Work & Professional Counselors, Private Adolescent Res. Prg | 5 \$29,934 | | x |
| Lic Spc Social Workers & Prof Counselors | 12 \$24,611 | x | | | | | |
| | | | | Program Mgr Hearing Aid Dispensers, Speech Pathologists & Audiologists, Occupational Therapy, Radiologic Technologists, Respiratory Care Practitioners | 5 \$29,934 | | x |
| Lic Spc Hearing Aid Dispensers, Nursing Home Administrators, Optometry | 12 \$24,611 | x | | Application Spc Nursing Home Administrators, Physical Therapy, Hearing Aid Dispensers, Speech Pathologists & Audiologists, Occup. Therapy, Radiologic Technologists, Respiratory Care | 4 \$22,655? | x | |
| Lic Spc Radiologic Technologists, Respiratory Care Practitioners, Occupational Therapists, Speech Lang. Path & Aud. | 12 \$24,611 | x | | | | | |
| | | | | Investigator Nursing (other boards if time) | 6 \$34,330 | | x |

| | | | | Investigator Alt Health Care, Funeral Serv., Lic. Addiction Counselors, Clinical Lab, Optometry, Psychologists, Vets, Hearing Aid Disp'rs, Speech Pathologists & Audiologists, Pharmacy, Nursing Home Administr'rs, Physical Therapy, Occup. Therapy, Radiologic Technologists, Dentistry, Social Work & Prof. Counselors, Med. Examiners | 6 \$34,330 | x | |
|--|------------------------------|-----------|--------|---|----------------|----------|--------|
| 2002 HCLB Pay Positions and Funding | | | | 2005 HCLB Pay Bands and Funding | | | |
| Position | Grade | Pro Rated | Direct | Position | Band | Recharge | Direct |
| Exec. Dir Pharmacy | 17 \$38,770 | | x | Exec. Dir Pharmacy | 7 \$55,328 | | x |
| Compl. Spec 0.5 FTE | 12 \$24,611 (1/2 time) | | x | Compliance Spc Alt Health Care, Funeral Service, Licensed Addiction Counselors, Clinical Lab, Optometry, Psychologists, Vets, Hearing Aid Dispensers, Speech Pathologists & Audiologists, Nursing Home Administrators, Physical Therapy, Occupational Therapy, Radiologic Technologists, Respiratory Care | 5 \$29,934 | x | |
| Lic Spc Pharmacy, Physical Therapy Examiners | 11 \$22,535 | x | | Application Spc Pharmacy | 4 \$22,655 | x | |
| | | | | Program Mgr Vacant (unspecified) | 5 | | x |
| | | | | Inspector, Brd of Pharmacy | 7 \$55,328? | | x |

Under 2-18-312, Statewide Pay Schedule for Oct. 2005 Pay Band Equivalents. Per DOLI HR

| | | |
|-------|--------------|---------------|
| Grade | <u>Entry</u> | <u>Market</u> |
| 9 | \$18,961 | \$22,790 |
| 10 | \$20,666 | \$24,851 |

~ Pay Band 3
3

| | | | |
|----|----------|----------|----------------------------|
| 11 | \$22,535 | \$27,149 | ~ Pay Band 4 |
| 12 | \$24,611 | \$29,722 | ~ 4 |
| 13 | \$26,874 | \$32,537 | ~ Pay Band 5 |
| 14 | \$29,391 | \$35,665 | Some Pay Band 5 and some 6 |
| 15 | \$32,173 | \$39,140 | ~ Pay Band 6 |
| 16 | \$35,282 | \$43,033 | ~ 6 |
| 17 | \$38,770 | \$47,398 | ~ Pay Band 7 |
| 18 | \$42,425 | \$51,990 | ~ 7 |
| 19 | \$46,519 | \$57,148 | ~ Pay Band 8 |
| 20 | \$51,091 | \$62,948 | ~ 8 |
| 21 | \$56,163 | \$69,338 | ~ 8 |
| 22 | \$61,832 | \$76,524 | ~ 8 |

Under Pay Band, each occupation's salary is set on a market-based analysis, according to DOLI fiscal. Market is 95% of market. Most supervisors and managers are at higher end of range because of tenure.

| | <u>Entry</u> | <u>95% of Market</u> |
|--|--------------|----------------------|
| Band 2 Administrative Clerk | \$16,109 | \$19,129 |
| Receptionist | \$16,109 | \$19,129 |
| Band 4 Administrative Assistant | \$22,973 | \$26,903 |
| Compliance Technician | \$24,318 | \$29,203 |
| License Permit Technician | \$22,655 | \$26,903 |
| Band 5 Administrative Specialist | \$29,934 | \$34,819 |
| Auditor | \$29,934 | \$34,819 |
| Compliance Specialist | \$29,934 | \$34,819 |
| Occupational Health Safety Specialist | \$29,934 | \$34,819 |
| License Examiner Specialist | \$25,387 | \$30,146 |
| Training Development Specialist | \$26,225 | \$37,370 |
| Band 6 Supervisor | \$36,720 | \$48,960 |
| Administrative Specialist | \$34,330 | \$39,215 |
| Government Property Investigators/Inspectors | \$34,330 | \$39,215 |
| Registered Nurse | \$32,866 | \$39,052 |
| Training Development Specialist | \$31,470 | \$44,844 |
| Band 7 Supervisor (Bureau Chief) | \$48,960 | \$58,140 |
| Pharmacist | \$55,328 | \$55,328 |
| Registered Nurse | \$43,137 | \$54,230 |
| Band 8 Supervisor (Administrator) | \$61,200 | \$69,768 |