



Annual Base Salary Schedule

Revised and Approved by CalOptima Health Board of Directors: May 2, 2024

Schedule Effective Date/To Be Implemented: May 5, 2024

Job Title	Pay Grade	Job Code	Min	Mid	Max
Accountant I	307	39	\$60,533	\$77,179	\$93,826
Accountant II	310	634	\$72,096	\$93,724	\$115,353
Accountant III	311	68	\$77,863	\$101,222	\$124,581
Accountant IV	313	908	\$90,820	\$118,066	\$145,312
Accounting Clerk	302	334	\$49,754	\$59,704	\$69,655
Accounting Clerk Sr	304	680	\$53,813	\$67,267	\$80,720
Activity Coordinator (PACE)	305	681	\$55,966	\$69,958	\$83,949
Actuarial Analyst	310	558	\$72,096	\$93,724	\$115,353
Actuarial Analyst Sr	312	559	\$84,092	\$109,320	\$134,548
Actuary	315	357	\$109,892	\$142,859	\$175,827
Actuary Principal	317	882	\$132,969	\$172,860	\$212,751
Actuary Sr	316	883	\$120,881	\$157,145	\$193,410
Administrative Assistant	302	19	\$49,754	\$59,704	\$69,655
Administrative Fellow	309	902	\$68,015	\$88,419	\$108,824
Analyst	306	562	\$58,205	\$74,211	\$90,217
Analyst Int	308	563	\$64,165	\$83,414	\$102,664
Analyst Sr	310	564	\$72,096	\$93,724	\$115,353
Applications Analyst	308	232	\$64,165	\$83,414	\$102,664
Applications Analyst Int	309	233	\$68,015	\$88,419	\$108,824
Applications Analyst Sr	311	298	\$77,863	\$101,222	\$124,581
Associate Director I	318	884	\$146,266	\$190,146	\$234,026
Associate Director II	319	885	\$160,893	\$209,160	\$257,428
Auditor	309	565	\$68,015	\$88,419	\$108,824
Auditor Sr	310	566	\$72,096	\$93,724	\$115,353
Batch Automation Analyst	309	909	\$68,015	\$88,419	\$108,824
Batch Automation Analyst Sr	310	910	\$72,096	\$93,724	\$115,353
Biostatistics Manager	312	418	\$84,092	\$109,320	\$134,548
Business Analyst	310	40	\$72,096	\$93,724	\$115,353
Business Analyst Sr	311	611	\$77,863	\$101,222	\$124,581
Business Systems Analyst Sr	310	69	\$72,096	\$93,724	\$115,353
Buyer	306	29	\$58,205	\$74,211	\$90,217
Buyer Int	308	49	\$64,165	\$83,414	\$102,664
Buyer Sr	311	67	\$77,863	\$101,222	\$124,581
Care Manager	310	657	\$72,096	\$93,724	\$115,353
Care Transition Intervention Coach (RN)	313	417	\$90,820	\$118,066	\$145,312
Certified Coder	306	399	\$58,205	\$74,211	\$90,217
Certified Coding Specialist	306	639	\$58,205	\$74,211	\$90,217
Certified Coding Specialist Sr	309	640	\$68,015	\$88,419	\$108,824
Change Control Administrator	307	499	\$60,533	\$77,179	\$93,826
Change Control Administrator Int	309	500	\$68,015	\$88,419	\$108,824
** Chief Administrative Officer	327	TBD	\$313,000	\$414,450	\$515,900
** Chief Compliance Officer	327	888	\$313,000	\$414,450	\$515,900



Annual Base Salary Schedule

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Schedule Effective Date/To Be Implemented: May 5, 2024

Job Title	Pay Grade	Job Code	Min	Mid	Max
** Chief Executive Officer	330	138	\$560,000	\$700,750	\$841,500
** Chief Financial Officer	328	134	\$368,000	\$487,600	\$607,200
** Chief Health Equity Officer	327	889	\$313,000	\$414,450	\$515,900
** Chief Human Resources Officer	327	890	\$313,000	\$414,450	\$515,900
** Chief Information Officer	327	131	\$313,000	\$414,450	\$515,900
** Chief Medical Officer	328	137	\$368,000	\$487,600	\$607,200
** Chief of Staff	325	692	\$226,000	\$298,900	\$371,800
** Chief Operating Officer	329	136	\$433,000	\$573,450	\$713,900
Claims - Lead	305	574	\$55,966	\$69,958	\$83,949
Claims Examiner	301	9	\$47,840	\$56,212	\$64,584
Claims Examiner - Lead	305	236	\$55,966	\$69,958	\$83,949
Claims Examiner Sr	303	20	\$51,744	\$62,092	\$72,441
Claims QA Analyst	304	28	\$53,813	\$67,267	\$80,720
Claims QA Analyst Sr	306	540	\$58,205	\$74,211	\$90,217
Claims Recovery Specialist	304	283	\$53,813	\$67,267	\$80,720
Claims Resolution Specialist	304	262	\$53,813	\$67,267	\$80,720
Clerk of the Board	315	59	\$109,892	\$142,859	\$175,827
Clinical Auditor	312	567	\$84,092	\$109,320	\$134,548
Clinical Auditor Sr	313	568	\$90,820	\$118,066	\$145,312
Clinical Documentation Specialist (RN)	313	641	\$90,820	\$118,066	\$145,312
Clinical Pharmacist	316	297	\$120,881	\$157,145	\$193,410
Clinical Systems Administrator	310	607	\$72,096	\$93,724	\$115,353
Clinical Trainer	313	903	\$90,820	\$118,066	\$145,312
Clinical Trainer (LVN)	312	904	\$84,092	\$109,320	\$134,548
Clinician (Behavioral Health)	310	513	\$72,096	\$93,724	\$115,353
Clinician Sr (Behavioral Health)	312	978	\$84,092	\$109,320	\$134,548
Cloud Engineer	315	912	\$109,892	\$142,859	\$175,827
Cloud Engineer Sr	316	913	\$120,881	\$157,145	\$193,410
Communications Specialist	306	188	\$58,205	\$74,211	\$90,217
Communications Specialist - Lead	309	707	\$68,015	\$88,419	\$108,824
Communications Specialist Sr	307	708	\$60,533	\$77,179	\$93,826
Community Partner	306	575	\$58,205	\$74,211	\$90,217
Community Partner Sr	308	612	\$64,165	\$83,414	\$102,664
Community Relations Specialist	306	288	\$58,205	\$74,211	\$90,217
Community Relations Specialist Sr	308	646	\$64,165	\$83,414	\$102,664
Compliance Claims Auditor	306	222	\$58,205	\$74,211	\$90,217
Compliance Claims Auditor Sr	307	279	\$60,533	\$77,179	\$93,826
Contract Administrator	311	385	\$77,863	\$101,222	\$124,581
Contracts Manager	313	207	\$90,820	\$118,066	\$145,312
Contracts Manager Sr	314	683	\$99,902	\$129,872	\$159,843
Contracts Specialist	308	257	\$64,165	\$83,414	\$102,664
Contracts Specialist Int	309	469	\$68,015	\$88,419	\$108,824



Annual Base Salary Schedule

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Schedule Effective Date/To Be Implemented: May 5, 2024

Job Title	Pay Grade	Job Code	Min	Mid	Max
Contracts Specialist Sr	310	331	\$72,096	\$93,724	\$115,353
* Controller	323	464	\$204,199	\$265,458	\$326,717
Credentialing Coordinator	304	41	\$53,813	\$67,267	\$80,720
Credentialing Coordinator - Lead	306	510	\$58,205	\$74,211	\$90,217
Customer Service Coordinator	303	182	\$51,744	\$62,092	\$72,441
Customer Service Rep	301	5	\$47,840	\$56,212	\$64,584
Customer Service Rep - Lead	305	482	\$55,966	\$69,958	\$83,949
Customer Service Rep Sr	302	481	\$49,754	\$59,704	\$69,655
Cybersecurity Analyst	309	914	\$68,015	\$88,419	\$108,824
Cybersecurity Analyst Int	313	534	\$90,820	\$118,066	\$145,312
Cybersecurity Analyst Sr	314	474	\$99,902	\$129,872	\$159,843
Cybersecurity Engineer	316	915	\$120,881	\$157,145	\$193,410
Cybersecurity Engineer Sr	317	916	\$132,969	\$172,860	\$212,751
Cybersecurity Principal	319	917	\$160,893	\$209,160	\$257,428
Data Analyst	309	337	\$68,015	\$88,419	\$108,824
Data Analyst Int	310	341	\$72,096	\$93,724	\$115,353
Data Analyst Sr	312	342	\$84,092	\$109,320	\$134,548
Data and Reporting Analyst - Lead	314	654	\$99,902	\$129,872	\$159,843
Data Entry Tech	301	3	\$47,840	\$56,212	\$64,584
Data Warehouse Architect	315	363	\$109,892	\$142,859	\$175,827
Data Warehouse Programmer/Analyst	314	364	\$99,902	\$129,872	\$159,843
Data Warehouse Reporting Analyst	313	412	\$90,820	\$118,066	\$145,312
Data Warehouse Reporting Analyst Sr	314	522	\$99,902	\$129,872	\$159,843
Database Administrator	311	90	\$77,863	\$101,222	\$124,581
Database Administrator Sr	314	179	\$99,902	\$129,872	\$159,843
** Deputy Chief Medical Officer	327	561	\$313,000	\$414,450	\$515,900
Designer	310	387	\$72,096	\$93,724	\$115,353
Designer Sr	311	901	\$77,863	\$101,222	\$124,581
* Director I	320	891	\$170,772	\$222,003	\$273,234
* Director II	321	892	\$181,257	\$235,634	\$290,011
* Director III	322	893	\$192,386	\$250,102	\$307,817
* Director IV	323	894	\$204,199	\$265,458	\$326,717
Enrollment Coordinator (PACE)	304	441	\$53,813	\$67,267	\$80,720
Enterprise Analytics Manager	315	582	\$109,892	\$142,859	\$175,827
Executive Administrative Services Manager	311	661	\$77,863	\$101,222	\$124,581
Executive Assistant	307	339	\$60,533	\$77,179	\$93,826
Executive Assistant to CEO	309	261	\$68,015	\$88,419	\$108,824
** Executive Director	325	895	\$226,000	\$298,900	\$371,800
Facilities & Support Services Coord - Lead	307	631	\$60,533	\$77,179	\$93,826
Facilities & Support Services Coordinator	304	10	\$53,813	\$67,267	\$80,720
Facilities & Support Services Coordinator Sr	305	511	\$55,966	\$69,958	\$83,949
Facilities Coordinator	304	438	\$53,813	\$67,267	\$80,720



Annual Base Salary Schedule

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Job Title	Pay Grade	Job Code	Min	Mid	Max
Financial Analyst I	309	51	\$68,015	\$88,419	\$108,824
Financial Analyst II	312	84	\$84,092	\$109,320	\$134,548
Financial Analyst III	313	905	\$90,820	\$118,066	\$145,312
Financial Analyst IV	314	906	\$99,902	\$129,872	\$159,843
Financial Reporting Analyst	308	475	\$64,165	\$83,414	\$102,664
Grievance & Appeals Nurse Specialist	313	226	\$90,820	\$118,066	\$145,312
Grievance Resolution Specialist	304	42	\$53,813	\$67,267	\$80,720
Grievance Resolution Specialist - Lead	307	590	\$60,533	\$77,179	\$93,826
Grievance Resolution Specialist Sr	306	589	\$58,205	\$74,211	\$90,217
Health Coach	310	556	\$72,096	\$93,724	\$115,353
Health Educator	307	47	\$60,533	\$77,179	\$93,826
Health Educator Sr	308	355	\$64,165	\$83,414	\$102,664
Health Network Liaison Specialist (RN)	313	524	\$90,820	\$118,066	\$145,312
Health Network Oversight Specialist	310	323	\$72,096	\$93,724	\$115,353
HEDIS Case Manager	313	443	\$90,820	\$118,066	\$145,312
Human Resources Assistant	302	181	\$49,754	\$59,704	\$69,655
Human Resources Business Partner	313	584	\$90,820	\$118,066	\$145,312
Human Resources Coordinator	304	316	\$53,813	\$67,267	\$80,720
Human Resources Representative	309	278	\$68,015	\$88,419	\$108,824
Human Resources Representative Sr	312	350	\$84,092	\$109,320	\$134,548
Human Resources Specialist	305	505	\$55,966	\$69,958	\$83,949
Human Resources Specialist Sr	307	608	\$60,533	\$77,179	\$93,826
Information Technology Services Coordinator	303	365	\$51,744	\$62,092	\$72,441
Inpatient Quality Coding Auditor	308	642	\$64,165	\$83,414	\$102,664
Intern	301	237	\$47,840	\$56,212	\$64,584
Investigator	308	979	\$64,165	\$83,414	\$102,664
Investigator Sr	310	553	\$72,096	\$93,724	\$115,353
ITS Administrator	311	63	\$77,863	\$101,222	\$124,581
ITS Administrator Sr	313	89	\$90,820	\$118,066	\$145,312
ITS Analyst	308	918	\$64,165	\$83,414	\$102,664
ITS Analyst Int	312	919	\$84,092	\$109,320	\$134,548
ITS Analyst Sr	314	920	\$99,902	\$129,872	\$159,843
ITS Architect II	315	921	\$109,892	\$142,859	\$175,827
ITS Architect III	316	922	\$120,881	\$157,145	\$193,410
ITS Architect IV	317	923	\$132,969	\$172,860	\$212,751
ITS Developer Advisor	315	924	\$109,892	\$142,859	\$175,827
ITS Product Manager	314	925	\$99,902	\$129,872	\$159,843
ITS Product Manager Sr	315	926	\$109,892	\$142,859	\$175,827
Kitchen Assistant	301	585	\$47,840	\$56,212	\$64,584
Licensed Clinical Social Worker	311	598	\$77,863	\$101,222	\$124,581
Litigation Support Specialist	310	588	\$72,096	\$93,724	\$115,353
LVN (PACE)	311	533	\$77,863	\$101,222	\$124,581



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Job Title	Pay Grade	Job Code	Min	Mid	Max
LVN Specialist	311	686	\$77,863	\$101,222	\$124,581
Mailroom Clerk	301	1	\$47,840	\$56,212	\$64,584
Manager Accounting	316	98	\$120,881	\$157,145	\$193,410
Manager Actuary	318	453	\$146,266	\$190,146	\$234,026
Manager Audit & Oversight	316	539	\$120,881	\$157,145	\$193,410
Manager Behavioral Health	315	633	\$109,892	\$142,859	\$175,827
Manager Business Integration	315	544	\$109,892	\$142,859	\$175,827
Manager Case Management	316	270	\$120,881	\$157,145	\$193,410
Manager Claims	315	92	\$109,892	\$142,859	\$175,827
Manager Clinic Operations	316	551	\$120,881	\$157,145	\$193,410
Manager Clinical Pharmacist	319	296	\$160,893	\$209,160	\$257,428
Manager Coding Quality	314	382	\$99,902	\$129,872	\$159,843
Manager Communications	314	398	\$99,902	\$129,872	\$159,843
Manager Community Relations	314	384	\$99,902	\$129,872	\$159,843
Manager Contracting	315	329	\$109,892	\$142,859	\$175,827
Manager Cultural & Linguistic	313	349	\$90,820	\$118,066	\$145,312
Manager Customer Service	313	94	\$90,820	\$118,066	\$145,312
Manager Electronic Business	314	422	\$99,902	\$129,872	\$159,843
Manager Encounters	314	516	\$99,902	\$129,872	\$159,843
Manager Environmental Health & Safety	314	495	\$99,902	\$129,872	\$159,843
Manager Finance	316	148	\$120,881	\$157,145	\$193,410
Manager Financial Analysis	316	356	\$120,881	\$157,145	\$193,410
Manager Government Affairs	314	437	\$99,902	\$129,872	\$159,843
Manager Grievance & Appeals	315	426	\$109,892	\$142,859	\$175,827
Manager Human Resources	315	526	\$109,892	\$142,859	\$175,827
Manager Information Technology Services	316	560	\$120,881	\$157,145	\$193,410
Manager Long Term Support Services	316	200	\$120,881	\$157,145	\$193,410
Manager Marketing & Enrollment (PACE)	314	414	\$99,902	\$129,872	\$159,843
Manager Member Liaison Program	313	354	\$90,820	\$118,066	\$145,312
Manager Member Outreach & Education	313	616	\$90,820	\$118,066	\$145,312
Manager MSSP	315	393	\$109,892	\$142,859	\$175,827
Manager OneCare Clinical	316	359	\$120,881	\$157,145	\$193,410
Manager OneCare Customer Service	313	429	\$90,820	\$118,066	\$145,312
Manager Outreach & Enrollment	313	477	\$90,820	\$118,066	\$145,312
Manager PACE Center	315	432	\$109,892	\$142,859	\$175,827
Manager Population Health Management	314	674	\$99,902	\$129,872	\$159,843
Manager Process Excellence	315	622	\$109,892	\$142,859	\$175,827
Manager Program Implementation	314	488	\$99,902	\$129,872	\$159,843
Manager Provider Data Management Services	313	653	\$90,820	\$118,066	\$145,312
Manager Provider Network	315	191	\$109,892	\$142,859	\$175,827
Manager Provider Relations	313	171	\$90,820	\$118,066	\$145,312
Manager Purchasing	315	275	\$109,892	\$142,859	\$175,827



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Job Title	Pay Grade	Job Code	Min	Mid	Max
Manager QI Initiatives	313	433	\$90,820	\$118,066	\$145,312
Manager Quality Analytics	314	617	\$99,902	\$129,872	\$159,843
Manager Quality Improvement	314	104	\$99,902	\$129,872	\$159,843
Manager Regulatory Affairs and Compliance	315	626	\$109,892	\$142,859	\$175,827
Manager Reporting & Financial Compliance	315	572	\$109,892	\$142,859	\$175,827
Manager Strategic Development	316	603	\$120,881	\$157,145	\$193,410
Manager Utilization Management	316	250	\$120,881	\$157,145	\$193,410
Marketing and Outreach Specialist	305	496	\$55,966	\$69,958	\$83,949
Marketing and Outreach Specialist Sr	308	980	\$64,165	\$83,414	\$102,664
Medical Assistant	302	535	\$49,754	\$59,704	\$69,655
Medical Authorization Asst	302	11	\$49,754	\$59,704	\$69,655
Medical Case Manager	313	72	\$90,820	\$118,066	\$145,312
Medical Case Manager (LVN)	311	444	\$77,863	\$101,222	\$124,581
* Medical Director	326	306	\$266,000	\$365,034	\$464,068
Medical Records & Health Plan Assistant	301	548	\$47,840	\$56,212	\$64,584
Medical Records Clerk	301	523	\$47,840	\$56,212	\$64,584
Medical Services Case Manager	307	54	\$60,533	\$77,179	\$93,826
Member Liaison Specialist	302	353	\$49,754	\$59,704	\$69,655
Member Liaison Specialist Sr	303	981	\$51,744	\$62,092	\$72,441
MMS Program Coordinator	306	360	\$58,205	\$74,211	\$90,217
Network Engineer	315	927	\$109,892	\$142,859	\$175,827
Network Engineer Principal	317	928	\$132,969	\$172,860	\$212,751
Network Engineer Sr	316	929	\$120,881	\$157,145	\$193,410
Nurse Practitioner (PACE)	316	635	\$120,881	\$157,145	\$193,410
Occupational Therapist	312	531	\$84,092	\$109,320	\$134,548
Occupational Therapist Assistant	308	623	\$64,165	\$83,414	\$102,664
Office Clerk	301	335	\$47,840	\$56,212	\$64,584
OneCare Operations Manager	315	461	\$109,892	\$142,859	\$175,827
OneCare Partner - Sales	305	230	\$55,966	\$69,958	\$83,949
OneCare Partner - Sales (Lead)	307	537	\$60,533	\$77,179	\$93,826
OneCare Partner - Service	301	231	\$47,840	\$56,212	\$64,584
OneCare Partner (Inside Sales)	303	371	\$51,744	\$62,092	\$72,441
Outreach Specialist	301	218	\$47,840	\$56,212	\$64,584
Paralegal/Legal Secretary	308	376	\$64,165	\$83,414	\$102,664
Payroll Specialist	304	554	\$53,813	\$67,267	\$80,720
Payroll Specialist Sr	306	688	\$58,205	\$74,211	\$90,217
Performance Analyst	308	538	\$64,165	\$83,414	\$102,664
Personal Care Attendant	301	485	\$47,840	\$56,212	\$64,584
Personal Care Attendant - Lead	302	498	\$49,754	\$59,704	\$69,655
Personal Care Coordinator	303	525	\$51,744	\$62,092	\$72,441
Personal Care Coordinator Sr	304	689	\$53,813	\$67,267	\$80,720
Pharmacy Resident	305	379	\$55,966	\$69,958	\$83,949



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Pharmacy Services Specialist	301	23	\$47,840	\$56,212	\$64,584
Pharmacy Services Specialist Int	302	35	\$49,754	\$59,704	\$69,655
Pharmacy Services Specialist Sr	304	507	\$53,813	\$67,267	\$80,720
Physical Therapist	312	530	\$84,092	\$109,320	\$134,548
Physical Therapist Assistant	308	624	\$64,165	\$83,414	\$102,664
Policy Advisor Sr	312	580	\$84,092	\$109,320	\$134,548
Principal Financial Analyst	315	907	\$109,892	\$142,859	\$175,827
Privacy Manager	315	536	\$109,892	\$142,859	\$175,827
Privacy Officer	315	648	\$109,892	\$142,859	\$175,827
Process Excellence Manager I	307	930	\$60,533	\$77,179	\$93,826
Process Excellence Manager II	310	931	\$72,096	\$93,724	\$115,353
Process Excellence Manager III	313	932	\$90,820	\$118,066	\$145,312
Process Excellence Manager IV	315	933	\$109,892	\$142,859	\$175,827
Program Assistant	302	24	\$49,754	\$59,704	\$69,655
Program Coordinator	303	284	\$51,744	\$62,092	\$72,441
Program Development Analyst Sr	311	492	\$77,863	\$101,222	\$124,581
Program Manager	311	421	\$77,863	\$101,222	\$124,581
Program Manager Sr	313	594	\$90,820	\$118,066	\$145,312
Program Specialist	305	36	\$55,966	\$69,958	\$83,949
Program Specialist Int	307	61	\$60,533	\$77,179	\$93,826
Program Specialist Sr	309	508	\$68,015	\$88,419	\$108,824
Program/Policy Analyst	309	56	\$68,015	\$88,419	\$108,824
Program/Policy Analyst Sr	311	85	\$77,863	\$101,222	\$124,581
Programmer	310	43	\$72,096	\$93,724	\$115,353
Programmer Int	313	74	\$90,820	\$118,066	\$145,312
Programmer Sr	314	80	\$99,902	\$129,872	\$159,843
Project Manager I	308	934	\$64,165	\$83,414	\$102,664
Project Manager II	312	935	\$84,092	\$109,320	\$134,548
Project Manager III	315	936	\$109,892	\$142,859	\$175,827
Project Manager IV	316	937	\$120,881	\$157,145	\$193,410
Project Specialist	304	291	\$53,813	\$67,267	\$80,720
Provider Data Management Services Coordinator	303	12	\$51,744	\$62,092	\$72,441
Provider Data Management Services Coordinator Sr	305	586	\$55,966	\$69,958	\$83,949
Provider Enrollment Manager	306	190	\$58,205	\$74,211	\$90,217
Provider Network Rep Sr	308	391	\$64,165	\$83,414	\$102,664
Provider Network Specialist	307	44	\$60,533	\$77,179	\$93,826
Provider Network Specialist Sr	309	595	\$68,015	\$88,419	\$108,824
Provider Office Education Manager	307	300	\$60,533	\$77,179	\$93,826
Provider Relations Rep	306	205	\$58,205	\$74,211	\$90,217
Provider Relations Rep Sr	308	285	\$64,165	\$83,414	\$102,664
Publications Coordinator	306	293	\$58,205	\$74,211	\$90,217
QA Analyst	309	486	\$68,015	\$88,419	\$108,824



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Job Title	Pay Grade	Job Code	Min	Mid	Max
QA Analyst Sr	312	380	\$84,092	\$109,320	\$134,548
QA Test Automation Engineer	310	938	\$72,096	\$93,724	\$115,353
QA Test Automation Engineer Advisor	315	939	\$109,892	\$142,859	\$175,827
QA Test Automation Engineer Sr.	314	940	\$99,902	\$129,872	\$159,843
QI Nurse Specialist	313	82	\$90,820	\$118,066	\$145,312
QI Nurse Specialist (LVN)	312	445	\$84,092	\$109,320	\$134,548
Quality Improvement Specialist	309	982	\$68,015	\$88,419	\$108,824
Quality Improvement Specialist Sr	311	983	\$77,863	\$101,222	\$124,581
Receptionist	301	140	\$47,840	\$56,212	\$64,584
Records Manager	317	778	\$132,969	\$172,860	\$212,751
Recreational Therapist	306	487	\$58,205	\$74,211	\$90,217
Registered Dietitian	310	57	\$72,096	\$93,724	\$115,353
Regulatory Affairs and Compliance - Lead	311	630	\$77,863	\$101,222	\$124,581
Regulatory Affairs and Compliance Analyst	309	628	\$68,015	\$88,419	\$108,824
Regulatory Affairs and Compliance Analyst Sr	310	629	\$72,096	\$93,724	\$115,353
RN (PACE)	313	480	\$90,820	\$118,066	\$145,312
Security Officer	301	311	\$47,840	\$56,212	\$64,584
Service Desk Technician	304	571	\$53,813	\$67,267	\$80,720
Service Desk Technician Sr	305	573	\$55,966	\$69,958	\$83,949
SharePoint Developer/Administrator Sr	314	397	\$99,902	\$129,872	\$159,843
Social Worker	309	463	\$68,015	\$88,419	\$108,824
Social Worker Sr	310	690	\$72,096	\$93,724	\$115,353
Speech Therapist	312	941	\$84,092	\$109,320	\$134,548
* Sr Director	324	896	\$216,737	\$281,757	\$346,778
Sr Manager I	316	897	\$120,881	\$157,145	\$193,410
Sr Manager II	317	898	\$132,969	\$172,860	\$212,751
Sr Manager III	318	899	\$146,266	\$190,146	\$234,026
Sr Manager IV	319	900	\$160,893	\$209,160	\$257,428
Supervisor Accounting	314	434	\$99,902	\$129,872	\$159,843
Supervisor Audit and Oversight	313	618	\$90,820	\$118,066	\$145,312
Supervisor Behavioral Health	313	659	\$90,820	\$118,066	\$145,312
Supervisor Budgeting	314	466	\$99,902	\$129,872	\$159,843
Supervisor Case Management	315	86	\$109,892	\$142,859	\$175,827
Supervisor Claims	312	219	\$84,092	\$109,320	\$134,548
Supervisor Coding Initiatives	313	502	\$90,820	\$118,066	\$145,312
Supervisor Credentialing	308	671	\$64,165	\$83,414	\$102,664
Supervisor Customer Service	308	34	\$64,165	\$83,414	\$102,664
Supervisor Data Entry	306	192	\$58,205	\$74,211	\$90,217
Supervisor Day Center (PACE)	306	619	\$58,205	\$74,211	\$90,217
Supervisor Dietary Services (PACE)	312	643	\$84,092	\$109,320	\$134,548
Supervisor Encounters	307	253	\$60,533	\$77,179	\$93,826
Supervisor Facilities	310	162	\$72,096	\$93,724	\$115,353



Annual Base Salary Schedule

Revised and Approved by CalOptima Health Board of Directors: May 2, 2024

Schedule Effective Date/To Be Implemented: May 5, 2024

Job Title	Pay Grade	Job Code	Min	Mid	Max
Supervisor Finance	314	419	\$99,902	\$129,872	\$159,843
Supervisor Grievance and Appeals	312	620	\$84,092	\$109,320	\$134,548
Supervisor Information Technology Services	314	457	\$99,902	\$129,872	\$159,843
Supervisor Long Term Support Services	315	587	\$109,892	\$142,859	\$175,827
Supervisor Medical Assistant	306	984	\$58,205	\$74,211	\$90,217
Supervisor Member Outreach and Education	311	592	\$77,863	\$101,222	\$124,581
Supervisor MSSP	314	348	\$99,902	\$129,872	\$159,843
Supervisor Nursing Services (PACE)	315	662	\$109,892	\$142,859	\$175,827
Supervisor OneCare Customer Service	308	408	\$64,165	\$83,414	\$102,664
Supervisor Payroll	313	517	\$90,820	\$118,066	\$145,312
Supervisor Pharmacist	317	610	\$132,969	\$172,860	\$212,751
Supervisor Population Health Management	313	673	\$90,820	\$118,066	\$145,312
Supervisor Provider Data Management Services	311	439	\$77,863	\$101,222	\$124,581
Supervisor Provider Relations	312	652	\$84,092	\$109,320	\$134,548
Supervisor Quality Analytics	313	609	\$90,820	\$118,066	\$145,312
Supervisor Quality Improvement	313	600	\$90,820	\$118,066	\$145,312
Supervisor Regulatory Affairs and Compliance	313	627	\$90,820	\$118,066	\$145,312
Supervisor Social Work (PACE)	313	636	\$90,820	\$118,066	\$145,312
Supervisor Therapy Services (PACE)	314	645	\$99,902	\$129,872	\$159,843
Supervisor Utilization Management	315	637	\$109,892	\$142,859	\$175,827
Systems Operations Analyst	304	32	\$53,813	\$67,267	\$80,720
Systems Operations Analyst Int	307	45	\$60,533	\$77,179	\$93,826
Technical Analyst Int	309	64	\$68,015	\$88,419	\$108,824
Technical Analyst Sr	312	75	\$84,092	\$109,320	\$134,548
Technical Support Specialist Sr	307	942	\$60,533	\$77,179	\$93,826
Telephony Engineer	314	943	\$99,902	\$129,872	\$159,843
Telephony Engineer Sr	316	944	\$120,881	\$157,145	\$193,410
Therapy Aide	304	521	\$53,813	\$67,267	\$80,720
Training Administrator	308	621	\$64,165	\$83,414	\$102,664
Training Program Coordinator	306	471	\$58,205	\$74,211	\$90,217
Translation Specialist	305	241	\$55,966	\$69,958	\$83,949
Web Architect	314	366	\$99,902	\$129,872	\$159,843

* These positions are identified for the purposes of CalOptima Health Policy GA. 8042: Supplemental Compensation as Director level and above positions for which eligible employees may qualify for Employer-Paid Member Contribution.

** These positions are identified for the purposes of CalOptima Health Policy GA. 8042: Supplemental Compensation as Director level and above positions for which eligible employees may qualify for Employer-Paid Member Contribution and are also Chief or Executive Director level positions.