

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCM010	Mgr, Health Care	Doctorate degree in a related field from an accredited college or university OR Master's degree in a related field from an accredited college or university AND One year of management/supervisory experience in health care services OR Bachelor's degree in a related field from an accredited college or university AND Two years of management/supervisory experience in health care services. Note: Some positions may require certification and/or licensure.	Bachelor's degree in health care services or related field from an accredited college or university and two (2) years of professional managerial or supervisory experience in health care services.  Note: Some positions may require certification and/or licensure.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCM011	Mgr 2, Health Care	Doctorate degree in a related field from an accredited college or university AND One year of management/supervisory experience in health care services OR Master's degree in a related field from an accredited college or university AND Two years of management/supervisory experience in health care services OR Bachelor's degree in a related field from an accredited college or university AND Three years of management/supervisory experience in health care services OR Two years of experience at the lower level Mgr, Hlth Care (HCM010) or position equivalent. Note: Some positions may require certification and/or licensure.	Bachelor's degree in health care services or related field from an accredited college or university and three (3) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr, Hlth Care (HCM010) or position equivalent.  Note: Some positions may require certification and/or licensure.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCM012	Mgr 3, Health Care	Doctorate degree in a related field from an accredited college or university AND Two years of management/supervisory experience in health care services OR Master's degree in a related field from an accredited college or university AND Three years of management/supervisory experience in health care services OR Bachelor's degree in a related field from an accredited college or university AND Four years of management/supervisory experience in health care services OR Two years of experience at the lower level Mgr 2, Hlth Care (HCM011) or position equivalent. Note: Some positions may require certification and/or licensure.	Bachelor's degree in health care services or related field from an accredited college or university and four (4) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr 2, Hlth Care (HCM011) or position equivalent.  Note: Some positions may require certification and/or licensure.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM013	Sr Mgr, Health Care	Doctorate degree in a related field from an accredited college or university AND Three years of management/supervisory experience in health care services OR Master's degree in a related field from an accredited college or university AND Four years of management/supervisory experience in health care services OR Bachelor's degree in a related field from an accredited college or university AND Five years of management/supervisory experience in health care services OR Two years of experience at the lower level Mgr 3, Hlth Care (HCM012) or position equivalent. Note: Some positions may require certification and/or licensure.	Bachelor's degree in health care services or related field from an accredited college or university and five (5) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr 3, Hlth Care (HCM012) or position equivalent.  Note: Some positions may require certification and/or licensure.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM014	Dir, Health Care	Doctorate degree in a related field from an accredited college or university AND Four years of management/supervisory experience in health care services OR Master's degree in a related field from an accredited college or university AND Five years of management/supervisory experience in health care services OR Bachelor's degree in a related field from an accredited college or university AND Six years of management/supervisory experience in health care services OR Two years of experience at the lower level Sr Mgr, Hlth Care (HCM013) or position equivalent. Note: Some positions may require certification and/or licensure.	Bachelor's degree in health care services or related field from an accredited college or university and six (6) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Sr Mgr, Health Care (HCM013) or position equivalent.  Note: Some positions may require certification and/or licensure.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCM030	Mgr, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND One year in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Four years of experience as Registered Nurse, Two years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Three years of which as a supervisor AND current Georgia license as a Registered Professional Nurse.	Bachelor's degree in nursing from an accredited college or university and four (4) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience at the lower level as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	N	\$59,331.12	\$78,955.29	\$98,579.45

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HCM031	Mgr 2, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Two years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Five years of experience as a Registered Nurse, Two years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Four years of which as a supervisor AND current Georgia license as a Registered Professional Nurse.	Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as a Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM032	Sr Mgr, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Four years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Five years of experience as a Registered Nurse, Three years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Six years of which as a supervisor AND current Georgia license as a Registered Professional Nurse.	Bachelor's degree in nursing from an accredited college or university and six (6) years of experience as a Registered Nurse, three (3) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, five (5) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM033	Dir, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Six years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Seven years of experience as a Registered Nurse, Four years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Eight years of which as a supervisor AND current Georgia license as a Registered Professional Nurse.	Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as a Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, six (6) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCM040	Mgr, Nutrition	Master's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Two years of experience, One year of which in a management/supervisory capacity AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission AND licensure as a Dietitian in the State of Georgia OR Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university from an Academy of Nutrition & Dietetics accredited program AND Four years nutrition experience, Two years of which were in management/supervisory capacity AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission AND licensure as a Dietitian in the State of Georgia.	Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university from an Academy of Nutrition & Dietetics accredited program and four (4) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCM041	Sr Mgr, Nutrition	Master's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Three years of experience, One year of which in management/supervisory capacity AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission AND licensure as a Dietitian in the State of Georgia OR Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Five years nutrition experience, Two years of which were in management/supervisory capacity AND registration as a Dietitian by the Academy of Nutrition & Dietetics Commission AND licensure as a Dietitian in the State of Georgia.	Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and five (5) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Mgr, Nutrition (HCM040) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM042	Dir, Nutrition	Doctorate degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Two years of experience performing management responsibilities in a health care service environment AND registered as a Dietitian by the Academy of Nutrition & Dietetics Commission on Dietetic Registration AND licensure as a Dietitian in the State of Georgia OR Master's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Five years of experience, One year of which in management/ supervisory capacity AND registered as a Dietitian by the Academy of Nutrition & Dietetics Commission AND licensure as a Dietitian in the State of Georgia OR Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program AND Five	Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and six (6) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Sr Mgr, Nutrition (HCM041) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM050	Mgr, Therapy Svcs	License or eligibility for licensure in the state of Georgia AND Four years of clinical experience in area of assignment OR One year of experience at the lower level Phys/Occupation Therapist Spv (HCP043) or position equivalent.	Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and four (4) years of clinical experience in the area of assignment and License or eligibility for licensure in the state of Georgia; or one (1) year of experience at the lower level Phys/Occupation Therapist Spv (HCP043) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM051	Sr Mgr, Therapy Svcs	License or eligibility for licensure in the state of Georgia AND Five years of clinical experience in area of assignment, Two years of which as a manager/supervisor OR Two years of experience at the lower level Mgr, Therapy Svcs (HCM050) or position equivalent.	Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and five (5) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Mgr, Therapy Svcs (HCM050) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM052	Dir, Therapy Svcs	License or eligibility for licensure in the state of Georgia AND Eight years of clinical experience in area of assignment, Two years of which as a manager/supervisor OR Two years of experience at the lower level Sr Mgr, Therapy Svcs (HCM051) or position equivalent.	Bachelor's in Nursing, Gerontology, Public Health, Social Work, or related field and eight (8) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Sr Mgr, Therapy Svcs (HCM051) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCM060	Mgr, Nutrition Prgm	Doctorate degree in nutrition or a closely related field from an accredited college or university OR Master's degree in nutrition or a closely related field from an accredited college or university AND Two years of related experience OR Bachelor's degree in nutrition from an accredited college or university AND Three years of related experience.	Bachelor's degree in nutrition from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role.	M	\$53,310.72	\$70,677.24	\$88,043.76

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HCM061	Sr Mgr, Nutrition Prgm	Doctorate degree in nutrition or a closely related field from an accredited college or university AND One year of related experience OR Master's degree in nutrition or a closely related field from an accredited college or university AND Three years of related experience OR Bachelor's degree in nutrition from an accredited college or university AND Five years of related experience.	Bachelor's degree in nutrition from an accredited college or university and five (5) years of job-related experience which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr, Nutrition Prgm (HCM060) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM062	Dir, Nutrition Prgm	Doctorate degree in nutrition or a closely related field from an accredited college or university AND Two years or related experience OR Master's degree in nutrition or a closely related field from an accredited college or university AND Five years of experience OR Bachelor's degree in nutrition from an accredited college or university in Nutrition AND Seven years of related experience.	Bachelor's degree in nutrition from an accredited college or university in Nutrition and seven (7) years of job-related experience, which includes three (3) years in a managerial or supervisory role or two (2) years of experience at the lower level Sr Mgr, Nutrition Prgm (HCM061) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM070	PH Chief Epidemiologist	Doctorate degree in public health, epidemiology, biostatistics or a closely related field AND Two years of experience supervising/leading epidemiologic programs OR Master's degree in public health or a closely related field AND Three years of experience performing epidemiologic work or work in a closely related field in a supervisory or team lead role OR Two years of experience at the lower level Epidemiologist Spv (HCP183) or position equivalent with management/supervisory responsibilities	Master's degree in public health or a closely related field and three (3) years of experience performing epidemiologic work or work in a closely related field which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Epidemiologist Spv (HCP183) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCM071	PH Medical Epidemiologist	Doctorate degree in medicine, dentistry, veterinary medicine or nursing from an accredited college or university AND Master's degree in public health or a closely related field AND One year of applied epidemiological work experience OR completion of the CDC Epidemic Intelligence Service (EIS) training.	Doctorate in medicine, dentistry, veterinary medicine, or nursing from an accredited college or university and Master's degree in public health or a closely related field; or completion of the CDC Epidemic Intelligence Service (EIS) training; or one (1) year of experience at the lower level PH Chief Epidemiologist (HCM070) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCM080	PH Manager 1	Doctorate or Master's degree in nursing, public health or related field from an accredited college or university AND Three years of professional nursing management/supervisory experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Bachelor's degree in nursing from an accredited college or university AND Seven years of PHN experience AND current Georgia Registered Professional Nurse license AND CPR certified.	Bachelor's degree in nursing from an accredited college or university and six (6) years of PHN experience, which includes two (2) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certified.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM081	PH Manager 2	Doctorate or Master's degree in nursing, public health or related field from an accredited college or university AND Three years of professional nursing management/supervisory experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Bachelor's degree in nursing from an accredited college or university AND Seven years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified.	Bachelor's degree in nursing from an accredited college or university and seven (7) years of nursing experience, which includes three (3) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certification; or one (1) year of experience at the lower level PH Manager 1 (HCM080) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM082	PH Manager 3	Doctorate or Master's degree in nursing, public health or related field from an accredited college or university AND Seven years of professional nursing management/supervisory experience AND current Georgia Registered Professional Nurse license.	Master's degree in nursing, public health, or related field from an accredited college or university and seven (7) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 2 (HCM081) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCM083	PH Senior Manager 1	Doctorate or Master's degree in nursing, public health or related field from an accredited college or university AND Eight years of professional nursing management/supervisory experience AND current Georgia Registered Professional Nurse license.	Master's degree in nursing, public health, or related field from an accredited college or university and eight (8) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 3 (HCM082) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCM084	PH Senior Manager 2	Doctorate or Master's degree in nursing, public health or related field from an accredited college or university AND Ten years of professional nursing management/supervisory experience AND current Georgia Registered Professional Nurse license.	Master's degree in nursing, public health, or related field from an accredited college or university and ten (10) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Senior Manager 1 (HCM083) or position equivalent.	R	\$92,324.50	\$124,321.19	\$156,317.88

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HCM090	PH Mgr, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND One year in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Four years of experience as Registered Nurse, Two years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Three years of which as a supervisor AND current Georgia license as a Registered Professional Nurse AND One year of Public Health nursing experience.	Bachelor's degree in nursing from an accredited college or university and four (4) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and one (1) year of Public Health nursing experience.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCM091	PH Mgr, Nurse 2	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Two years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Five years of experience as Registered Nurse, Two years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Two years of which in an environment related to the area of assignment, Four years of which as a supervisor AND current Georgia license as a Registered Professional Nurse AND Two years of Public Health nursing experience.	Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and two (2) year of Public Health nursing experience.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCM092	PH Sr Mgr, Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Four years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Five years of experience as Registered Nurse, Three years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Three years of which in an environment related to the area of assignment, Six years of which as a supervisor AND current Georgia license as a Registered Professional Nurse AND Two years of Public Health nursing experience.	Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as a Registered Nurse, three (3) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3) years of which in an environment related to the area of assignment, Six (6 )years of which as a supervisor and current Georgia license as a Registered Professional Nurse and two (2) years of Public Health nursing experience.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCM093	PH Dir. Nurse	Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university AND Six years in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Bachelor's degree in nursing from an accredited college or university AND Seven years of experience as Registered Nurse, Four years of which in an administrative or supervisory capacity AND current Georgia license as a Registered Professional Nurse OR Eight years of experience as a Registered Nurse, Three years of which in an environment related to the area of assignment, Eight years of which as a supervisor AND current Georgia license as a Registered Professional Nurse AND Three years -of Public Health nursing experience	Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3)years of which in an environment related to the area of assignment, eight (8) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and three (3) years -of Public Health nursing experience.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCP010	Aud/Speech Pathologist 1	Doctorate or Master's degree in speech-language pathology or audiology, or both, from an accredited college or university AND current Georgia licensure and/or certification to practice in the area of assignment.	Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP011	Aud/Speech Pathologist 2	Doctorate or Master's degree in speech-language pathology or audiology, or both, from an accredited college or university AND One year of experience at the lower level Aud/Speech Pathologist 1 (HCP010) or position equivalent AND current Georgia licensure and/or certification to practice in the area of assignment.	Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment; one (1) year of experience at the lower level Aud/Speech Pathologist 1 (HCP010) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP012	Aud/Speech Pathologist 3	Doctorate or Master's degree in speech-language pathology or audiology, or both, from an accredited college or university AND Two years of experience at the lower level Aud/Speech Pathologist 2 (HCP011) or position equivalent AND current Georgia licensure and/or certification to practice in the area of assignment.	Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment and two (2) years of experience at the lower level Aud/Speech Pathologist 2 (HCP011) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP013	Aud/Speech Pathologist Spv	Doctorate or Master's degree in speech-language pathology or audiology, or both, from an accredited college or university AND Three years of experience at the lower level Aud/Speech Pathologist 3 (HCP012) or position equivalent AND current Georgia licensure and/or certification to practice in the area of assignment.	Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment and three (3) years of experience at the lower level Aud/Speech Pathologist 3 (HCP012) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP030	Hlth Educator 1	Master's degree in public health education from an accredited college or university OR Bachelor's degree in education, social, behavioral or biological sciences or a directly related field from an accredited college or university.	Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCP031	Hlth Educator 2	Master's degree in public health education from an accredited college or university OR Bachelor's degree in education, social, behavioral or biological sciences or a directly related field from an accredited college or university AND One year of experience in public health education.	Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and one (1) year of experience in public health education or one (1) year of experience at the lower level Hlth Educator 1 (HCP030) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP032	Hlth Educator 3	Master's degree in public health education from an accredited college or university AND One year of public health education experience OR Bachelor's degree in education, social, behavioral or biological sciences or a directly related field from an accredited college or university AND Two years of experience in public health education.	Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and two (2) years of experience in public health education or one (1) year of experience at the lower level Hlth Educator 2 (HCP031) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP033	Hlth Educator Spv	Master's degree from an accredited college or university in public health education AND One year of public health education experience at a level equivalent to a lead worker level OR Bachelor's degree in education, social, behavioral or biological sciences or a directly related field from an accredited college or university AND Three years of experience in public health education, One year of which was at a lead level OR One year of experience at the lower level Hlth Educator 3 (HCP032) or position equivalent.	Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and three (3) years of experience in public health education, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Hlth Educator 3 (HCP032) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP040	Phys/Occupational Therapist 1	Doctorate or professional degree in physical therapy AND current or eligible for Georgia licensure in area of assignment.	Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP041	Phys/Occupational Therapist 2	Doctorate or professional degree in physical therapy AND current or eligible for Georgia licensure in area of assignment AND One year of clinical experience in area of assignment OR One year of experience at the lower level Phys/Occupational Therapist 1 (HCP040) or position equivalent.	Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and one (1) year of clinical experience in the area of assignment or one (1) year of experience at the lower level Phys/Occupational Therapist 1 (HCP040) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP042	Phys/Occupational Therapist 3	Doctorate or professional degree in physical therapy AND current or eligible for Georgia licensure in area of assignment AND Three years of clinical experience in area of assignment OR Three years of experience at the lower level Phys/Occupational Therapist 2 (HCP041) or position equivalent.	Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and three years of clinical experience in the area of assignment; or three (3) years of experience at the lower level Phys/Occupational Therapist 2 (HCP041) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP043	Phys/Occupation Therapist Spv	Doctorate or professional degree in physical therapy AND current or eligible for Georgia licensure in area of assignment AND Six years of clinical experience in area of assignment OR Three years of experience at the lower level Phys/Occupational Therapist 3 (HCP042) or position equivalent.	Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and six (6) years of clinical experience in the area of assignment or three (3) years of experience at the lower level Phys/Occupational Therapist 3 (HCP042) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP050	Social Worker, Licensed 1	Master's degree in a related area from an accredited college or university AND eligibility to be licensed.	Master's degree in social work and counseling from an accredited college or university and eligibility to be licensed.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP051	Social Worker, Licensed 2	Master's degree in a related area from an accredited college or university AND eligibility to be licensed AND Two years of supervised experience in the area of assignment.	Master's degree in social work and counseling from an accredited college or university and eligibility to be licensed and two (2) years of supervised experience in the area of assignment or two years of experience at the lower level Social Worker, Licensed 1 (HCP050) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP052	Social Worker, Licensed 3	Master's degree in a related area from an accredited college or university AND licensure in the area of assignment AND Two years of related post-licensure experience OR Master's degree in a related area from an accredited college or university AND licensure in the area of assignment AND Two years of experience at the lower level Social Worker, Licensed 2 (HCP051) or position equivalent.	Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of experience at the lower level Social Worker, Licensed 2 (HCP051) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of related post-licensure experience.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP053	Social Worker, Licensed Spv	Master's degree from an accredited college or university AND licensure in the area of assignment AND Three years of experience in the provision of therapeutic services with, One year of which in a supervisory role OR Master's degree from an accredited college or university AND licensure in the area of assignment AND Three years of experience at the lower level Social Worker, Licensed 3 (HCP052) or position equivalent.	Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience at the lower level Social Worker, Licensed 3 (HCP052) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience in the provision of therapeutic services with, which includes one (1) year in a managerial or supervisory role.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP061	Activity Therapist 2	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university AND One year of related experience OR One year of experience at the lower level Activity Therapist 1 (HCP060) or position equivalent. Note: Some positions may require registration in the area of assignment.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and one (1) year of job-related experience or one (1) year of experience at the lower level Activity Therapist 1 (HCP060) or position equivalent. Note: Some positions may require registration in the area of assignment.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCP062	Activity Therapist 3	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university AND Two years of related experience OR One year of experience at the lower level Activity Therapist 2 (HCP061) or position equivalent. Note: Some positions may require registration in the area of assignment.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and one (1) year of job-related experience; or one (1) year of experience at the lower level Activity Therapist 2 (HCP061) or position equivalent. Note: Some positions may require registration in the area of assignment.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP063	Activity Therapist Spv	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university AND Three years of related experience, One year of which as a lead worker OR One year of experience at the lower level Activity Therapist 3 (HCP062) or position equivalent. Note: Some positions may require registration in the area of assignment.	Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role or one (1) year of experience at the lower level Activity Therapist 3 (HCP062) or position equivalent.  Note: Some positions may require registration in the area of assignment.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP072	Registered Nurse 3	Bachelor's degree in nursing from an accredited college or university OR Associate's degree in nursing from an accredited college or university AND current Georgia license as a Registered Professional Nurse AND One year of professional nursing experience.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and three (3) years of professional nursing experience or one (1) year of experience at the lower level Registered Nurse 2 (HCP071) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP073	Registered Nurse Spv	Bachelor's degree in nursing from an accredited college or university OR Associate's degree in nursing from an accredited college or university AND current Georgia License as a Registered Professional Nurse AND Two or more years in a managerial/supervisory of leadership role.	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and four (4) years of professional nursing experience or one (1) year of experience at the lower level Registered Nurse 3 (HCP072) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP080	Communicable Disease Spec 1	Bachelor's degree from an accredited college or university OR Four years of outreach experience.	Associate degree in medical and preventive services from an accredited college or university and two (2) years of experience in a related field.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCP081	Communicable Disease Spec 2	Bachelor's degree from an accredited college or university AND Six months of related experience OR Associate's degree from an accredited college or university AND Two years of experience in a related area OR Four years of experience in a medical related field OR licensure as a registered nurse AND One year of nursing experience OR One year of experience at the lower level Communicable Disease Spec 1 (HCP080) or position equivalent.	Associate degree from an accredited college or university and two (2) years of experience in a related area; or four (4) years of experience in a medical-related field; or licensure as a registered nurse and one (1) year of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 1 (HCP080) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP082	Communicable Disease Spec 3	Bachelor's degree from an accredited college or university AND One year of related experience OR Associate's degree from an accredited college or university AND Three years of experience in a related area OR Five years of experience in a medical related field OR licensure as a Registered Nurse AND Two years of nursing experience OR One year of experience at the lower level Communicable Disease Spec 2 (HCP081) or position equivalent.	Associate degree from an accredited college or university and three (3) years of experience in a related area; or five (5) years of experience in a medical-related field or licensure as a Registered Nurse and two (2) years of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 2 (HCP081) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP083	Communicable Disease Spec Spv	Bachelor's degree from an accredited college or university AND Two years of related experience OR Associate's degree from an accredited college or university AND Four years of experience in a related area OR Six years of experience in a medical related field OR Licensure as a registered nurse AND Three years of nursing experience OR One year of experience at the lower level Communicable Disease Spec 3 (HCP082) or position equivalent.	Associate degree from an accredited college or university and four (4) years of experience in a related area; or six (6) years of experience in a medical-related field or Licensure as a registered nurse and three (3) years of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 3 (HCP082) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP090	Healthcare Prgm Consultant 1	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of experience performing work related to area of assignment OR Six years of experience performing work related to area of assignment. Note: Some positions may require licensure.	Bachelor's degree in a related field from an accredited college or university and two (2) years of experience performing work related to area of assignment; or six (6) years of experience performing work related to area of assignment; or Master's degree in a related field from an accredited college or university. Note: Some positions may require licensure.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP091	Healthcare Prgm Consultant 2	Master's degree in a related field from an accredited college or university AND One year of experience performing work related to area of assignment OR Bachelor's degree in a related field from an accredited college or university AND Three years of experience performing work related to area of assignment OR Seven years of experience performing work related to area of assignment. Master's degree in a related field from an accredited college or university AND One year of experience performing work related to area of assignment	Bachelor's degree in a related field from an accredited college or university and three (3) years of experience performing work related to area of assignment; or seven (7) years of experience performing work related to area of assignment; or one (1) year of experience at the lower level Healthcare Prgm Consultant 1 (HCP090) or position equivalent. Note: Some positions may require licensure.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP092	Healthcare Prgm Consultant 3	Master's degree in a related field from an accredited college or university AND Two years of experience performing work related to area of assignment OR Bachelor's degree in a related field from an accredited college or university AND Five years of experience performing work related to area of assignment OR One year of experience at the lower level Healthcare Prgm Consultant 2 (HCP091) or position equivalent. Note: Some positions may require licensure.	Bachelor's degree in a related field from an accredited college or university and four (4) years of experience performing work related to the area of assignment or one (1) year of experience at the lower level Healthcare Prgm Consultant 2 (HCP091) or position equivalent.  Note: Some positions may require licensure.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP093	Healthcare Prgm Consultant Spv	Master's degree in a related field from an accredited college or university AND Three years of experience performing work related to area of assignment, One year of which in a supervisory role OR Bachelor's degree in a related field from an accredited college or university AND Five years of experience performing work related to area of assignment, Two years of which in a supervisory role OR One year of experience at the lower level Healthcare Prgm Consultant 3 (HCP092) or position equivalent. Note: Some positions may require licensure.	Bachelor's degree in a related field from an accredited college or university and five (5) years of experience performing work related to the area of assignment, which includes two (2) years in a managerial or supervisory role or one (1) year of experience at the lower level Healthcare Prgm Consultant 3 (HCP092) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP100	Behavioral Hlth Counselor 1	Bachelor's degree in a related field from an accredited college or university OR certification as an addiction counselor from the Georgia Addiction Counselors Association (GACA) or equivalent certification.	Bachelor's degree in counseling or a related field from an accredited college or university or certification as an addiction counselor from the Georgia Addiction Counselors Association (GACA) or equivalent certification.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCP101	Behavioral Hlth Counselor 2	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR One year of experience at the lower level Behavioral Hlth Counselor 1 (HCP100) or position equivalent. Note: Some positions may require certification or licensure.	Bachelor's degree in counseling or a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 1 (HCP100) or position equivalent.  Note: Some positions may require certification or licensure.	H	\$34,248.75	\$44,467.04	\$54,685.32



Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP102	Behavioral Hlth Counselor 3	Master's degree from an accredited college or university AND Two years of related experience OR Bachelor's degree from an accredited college or university in related field AND Four years of related experience OR One year of experience at the lower level Behavioral Hlth Counselor 2 (HCP101) or position equivalent. Note: Some positions may require certification or licensure.	Bachelor's degree in in counseling or a related field from an accredited college or university in a related field and four (4) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 2 (HCP101) or position equivalent.  Note: Some positions may require certification or licensure.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP103	Behavioral Hlth Counselor Spv	Master's degree from an accredited college or university AND Four years of related experience OR Bachelor's degree from an accredited college or university in related field AND Six years of related experience OR Two years of experience at the lower level Behavioral Hlth Counselor 3 (HCP102) or position equivalent. Note: Some positions may require certification or licensure.	Bachelor's degree in counseling or a related field from an accredited college or university in a related field and six (6) years of job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Behavioral Hlth Counselor 3 (HCP102) or position equivalent.  Note: Some positions may require certification or licensure.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP110	Physician Assistant/Extender 1	Master's degree in nursing from an accredited college or university AND current Georgia license to practice as an APRN in the specialty area OR Bachelor's degree from an accredited college or university in physician assistant studies AND Two years of general medicine experience OR Bachelor's degree in a related field from an accredited college or university AND completion of physician assistant training program of at least Twenty-Four months certified by the Accreditation Review Commission of the PA, ARC-PA AND certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year).	Bachelor's degree from an accredited college or university in physician assistant studies and two years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of the PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year).	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP111	Physician Assistant/Extender 2	Master's degree in nursing area of assignment from an accredited college or university AND Two years of experience in a related area AND a current license to practice as APRN in Georgia in the specialty area. Psychiatric specialty area requires a minimum of Two years mental health experience. Medical specialty area requires a minimum of Four years mental health experience OR Bachelor's degree in Physician Assistant Studies from an accredited college or university AND Four years of general medicine experience OR Bachelor's degree in a related field from an accredited college or university AND completion of a physician assistant training program of at least 24 months certified by the Accreditation Review Commission of PA, ARC-PA AND certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within One year) AND Two years of experience in a related area.	Bachelor's degree in Physician Assistant Studies from an accredited college or university and four (4) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least 24 months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year) and two (2) years of experience in a related area; or Master's degree in nursing area of assignment from an accredited college or university and two (2) years of experience in a related area and a current license to practice as APRN in Georgia in the specialty area. The psychiatric specialty area requires a minimum of two (2) years of mental health experience. The medical specialty area requires a minimum of four (4) years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 1 (HCP110) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP112	Physician Assistant/Extender 3	Master's degree in respective nursing field from an accredited college or university AND Four years of experience in a related area AND current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of Four years mental health experience. Medical specialty area requires a minimum of Six years mental health experience) OR Bachelor's degree in physician assistant studies from an accredited college or university AND Six years of general medicine experience OR Bachelor's degree in a related field from an accredited college or university AND completion of a physician assistant training program of at least Twenty-Four months certified by the Accreditation Review Commission of PA, ARC-PA AND certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within One year) AND Four years of experience in a related area.	Bachelor's degree in physician assistant studies from an accredited college or university and six (6) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year) and four (4) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and four (4) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of four (4) years mental health experience. Medical specialty requires a minimum of six years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 2 (HCP111) or equivalent position.	P	\$73,821.60	\$98,879.70	\$123,937.80

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP113	Physician Assistant/Extender 4	Master's degree in respective nursing field from an accredited college or university AND Six years of experience in a related area AND current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of Six years mental health experience. Medical specialty area requires a minimum of Eight years mental health experience) OR Bachelor's degree in physician assistant studies from an accredited college or university AND Eight years of general medicine experience OR Bachelor's degree in a related field from an accredited college or university AND completion of a physician assistant training program of at least Twenty-Four months certified by the Accreditation Review Commission of PA, ARC-PA AND certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners AND Six years of experience in a related area.	Bachelor's degree in physician assistant studies from an accredited college or university and eight (8) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners and six (6) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and six (6) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of six (6) years mental health experience. The medical specialty area requires a minimum of eight (8) years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 3 (HCP112) or equivalent position.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCP120	Social Worker, NonLicensed 1	Master's degree in a related field from an accredited college or university AND eligibility to be licensed OR Bachelor's degree in a related field from an accredited college or university AND Two years of experience in social service delivery.	Bachelor's degree in a related field from an accredited college or university and two (2) years of experience in social service delivery.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCP121	Social Worker, NonLicensed 2	Master's degree in a related field from an accredited college or university AND One year of experience AND eligibility to be licensed OR Bachelor's degree in a related field from an accredited college or university AND Three years of experience in social service delivery OR One year of experience at the lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent.	Bachelor's degree in a related field from an accredited college or university and three (3) years of experience in social service delivery or one (1) year of experience as the lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCP122	Social Worker, NonLicensed 3	Master's degree in a related field from an accredited college or university AND eligibility to be licensed AND Two years of related experience OR Bachelor's degree in a related field from an accredited college or university AND Four years of experience in social service delivery OR One year of experience at the lower level Social Worker, NonLicensed 2 (HCP121) or position equivalent.	Bachelor's degree in a related field from an accredited college or university and four (4) years of experience in social service delivery; or one (1) year of experience at the lower level Social Worker, NonLicensed 2 (HCP121) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP123	Social Worker, NonLicensed Spv	Master's degree from an accredited college or university AND licensure AND Three years of related experience, One year of which in a supervisory role OR Master's degree from an accredited college or university AND Three years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent.	Bachelor's degree in a related field from an accredited college or university and five (5) years of experience in social service delivery, which includes one (1) year in a lead worker, team leader, or supervisory role and three (3) years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP130	Dentist 1	Doctorate or professional degree in dentistry from an accredited college or university AND current Georgia license to practice dentistry.	Doctorate or professional degree in dentistry from an accredited college or university and current Georgia license to practice dentistry.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCP131	Dentist 2	Doctorate or professional degree in dentistry from an accredited college or university AND One year of experience AND current Georgia license to practice dentistry.	Doctorate or professional degree in dentistry from an accredited college or university and one (1) year of experience at the lower level Dentist 1 (HCP130) or position equivalent and current Georgia license to practice dentistry.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCP132	Dentist 3	Doctorate or professional degree in dentistry from an accredited college or university AND Two years of experience AND current Georgia license to practice dentistry.	Doctorate or professional degree in dentistry from an accredited college or university and two (2) years of experience at the lower level Dentist 2 (HCP131) or position equivalent and current Georgia license to practice dentistry.	R	\$92,324.50	\$124,321.19	\$156,317.88
HCP133	Dentist Spv	Doctorate or professional degree in dentistry from an accredited college or university AND Three years of experience AND current Georgia license to practice dentistry.	Doctorate or professional degree in dentistry from an accredited college or university and three (3) years of experience at the lower level Dentist 3 (HCP132) or position equivalent and current Georgia license to practice dentistry.	S	\$103,416.69	\$139,572.95	\$175,729.21
HCP140	Psychologist 1	Doctorate degree in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university AND completion of an APA-approved psychology internship.	Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university and completion of an APA-approved psychology internship.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP141	Psychologist 2	Doctorate degree in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university AND current Georgia license to practice psychology AND One year of experience at the lower level Psychologist 1 (HCP140) or equivalent. Note: License may be temporary, provisional, or permanent.	Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and one (1) year of experience at the lower level Psychologist 1 (HCP140) or equivalent.  Note: License may be temporary, provisional, or permanent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP142	Psychologist 3	Doctorate degree in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university AND current Georgia license to practice psychology AND Two years of experience at the lower level Psychologist 2 (HCP141) or equivalent. Note: License may be temporary, provisional, or permanent.	Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and two (2) years of experience at the lower level Psychologist 2 (HCP141) or equivalent.  Note: License may be temporary, provisional, or permanent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP143	Psychologist 4	Doctorate degree in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university AND current Georgia license to practice psychology AND Three years of experience at the lower level Psychologist 3 (HCP142) or equivalent. Note: License may be temporary, provisional, or permanent.	Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and three (3) years of experience at the lower level Psychologist 3 (HCP142) or equivalent.  Note: License may be temporary, provisional, or permanent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCP150	Pharmacist 1	Doctorate or professional degree in pharmacology from an accredited college or university AND current Georgia license to practice pharmacology.	Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP151	Pharmacist 2	Doctorate or professional degree in pharmacology from an accredited college or university AND current Georgia license to practice pharmacology AND Six months of professional pharmacology experience OR One year of experience at the lower level Pharmacist 1 (HCP150) or position equivalent.	Doctorate or professional degree in pharmacology from an accredited college or university, a current Georgia license to practice pharmacology, and six months of professional pharmacology experience or one (1) year of experience at the lower level Pharmacist 1 (HCP150) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCP152	Pharmacist 3	Doctorate or professional degree in pharmacology from an accredited college or university AND current Georgia license to practice pharmacology AND One year of professional pharmacology experience OR Two years of experience at the lower level Pharmacist 2 (HCP151) or position equivalent.	Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of experience at the lower level Pharmacist 2 (HCP151) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCP153	Pharmacist Spv	Doctorate or professional degree in pharmacology from an accredited college or university AND current Georgia license to practice pharmacology AND One year of professional pharmacology experience OR current Georgia license to practice pharmacology AND Two years of professional pharmacology experience at the lower level Pharmacist 3 (HCP152) or position equivalent.	Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of professional pharmacology experience at the lower level Pharmacist 3 (HCP152) or position equivalent and current Georgia license to practice pharmacology.	R	\$92,324.50	\$124,321.19	\$156,317.88
HCP160	Physician 1	Medical degree recognized by the Georgia Composite Medical Board (GCMB) AND licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law.	Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law.	R	\$92,324.50	\$124,321.19	\$156,317.88
HCP161	Physician 2	Medical degree recognized by the Georgia Composite Medical Board (GCMB) AND licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law AND One year of experience at the lower level Physician 1 (HCP160) or position equivalent.	Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and one (1) year of experience at the lower level Physician 1 (HCP160) or position equivalent.	S	\$103,416.69	\$139,572.95	\$175,729.21
HCP162	Physician 3	Medical degree recognized by the Georgia Composite Medical Board (GCMB) AND licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law AND Two years of experience at the lower level Physician 2 (HCP161) or position equivalent.	Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and two (2) years of experience at the lower level Physician 2 (HCP161) or position equivalent.	T	\$115,950.86	\$156,807.43	\$197,664.00
HCP163	Physician Spv	Medical degree recognized by the Georgia Composite Medical Board (GCMB) AND licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law AND Three years of experience at the lower level Physician 3 (HCP162) or position equivalent.	Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and three (3) years of experience at the lower level Physician 3 (HCP162) or position equivalent and	T	\$115,950.86	\$156,807.43	\$197,664.00

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP170	Veterinarian 1	Doctorate degree in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine OR certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine.	Doctorate in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine or Certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP171	Veterinarian 2	Doctorate degree in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine AND Two years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent OR certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine AND Two years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent.	Doctorate in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine and two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent or Certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP172	Veterinarian 3	Doctorate degree in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine AND Three years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent OR certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine AND Three years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent.	Doctorate in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine and three (3) years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent or Certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and three (3) years of experience at the lower level Veterinarian 2 (HCP171) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP173	Veterinarian Spv	Doctorate degree in veterinary medicine or equivalent from an accredited college or university AND licensed by the Georgia Board of Veterinary Medicine AND Five years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent OR certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine AND Five years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent.	Doctorate in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent or Certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCP180	PH Epidemiologist 1	Master's degree in public health or closely related field from an accredited college or university OR Bachelor's degree in any field from an accredited college or university AND Two years of experience performing epidemiologic work or work in a closely related field.	Bachelor's degree in any field from an accredited college or university and two (2) years of experience performing epidemiologic work or work in a closely related field.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP181	PH Epidemiologist 2	Master's degree in public health or a closely related field from an accredited college or university AND Two years of experience performing epidemiologic work or work in a closely related field OR Bachelor's degree in any field from an accredited college or university AND Three years of experience performing epidemiologic work or work in a closely related field OR Two years of experience at the lower level Epidemiologist 1 (HCP180) or position equivalent.	Bachelor's degree in any field from an accredited college or university and three (3) years of experience performing epidemiologic work or work in a closely related field; or two (2) years of experience at the lower level Epidemiologist 1 (HCP180) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP182	PH Epidemiologist 3	Doctorate degree in public health, epidemiology, biostatistics or a closely related field from an accredited college or university AND One year of experience performing epidemiologic work or work in a closely related field OR Master's degree in public health or a closely related field from an accredited college or university AND Four years of experience performing epidemiologic work or work in a closely related field OR Bachelor's degree from an accredited college or university AND Five years of experience performing epidemiologic work or work in a closely related field OR One year of experience at the lower level Epidemiologist 2 (HCP181) or position equivalent.	Bachelor's degree from an accredited college or university and five (5) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower level Epidemiologist 2 (HCP181) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP183	PH Epidemiologist Spv	Doctorate degree in public health, Epidemiology, biostatistics or a closely related field from an accredited college or university AND Two years of experience performing epidemiologic work or work in a closely related field OR Master's degree in public health or a closely related field from an accredited college or university AND Five years of experience performing epidemiologic work or work in a closely related field OR Bachelor's degree from an accredited college or university AND Six years of experience performing epidemiologic work or work in a closely related field OR One year of experience at the lower level Epidemiologist 3 (HCP182) or position equivalent.	Bachelor's degree from an accredited college or university and six (6) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower level Epidemiologist 3 (HCP182) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP190	PH Registered Nurse 1	Associate's degree in nursing from an accredited college or university AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification. Note: No experience required.	Associate degree in nursing from an accredited college or university and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP191	PH Registered Nurse 2	Bachelor's degree in Nursing from an accredited college or university AND current Georgia license to practice as a Registered Professional Nurse AND CPR certification OR Associate's degree in nursing from an accredited college or university AND One year of nursing experience AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification.	Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or one (1) year of experience at the lower level PH Registered Nurse 1 (HCP190) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP192	PH Registered Nurse 3	Bachelor's degree in nursing from an accredited college or university AND One year of nursing experience AND current Georgia license to practice as a Registered Professional Nurse AND CPR certification OR Associate's degree in nursing from an accredited college or university AND Two years of nursing experience AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification.	Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Registered Nurse 2 (HCP191) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP193	PH Registered Nurse Spv	Bachelor's degree in nursing from an accredited college or university AND current Georgia license to practice as a Registered Professional Nurse AND CPR certification OR Associate's degree in nursing from an accredited college or university AND One year of nursing experience AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification.	Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Registered Nurse 3 (HCP192) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP194	PH Nursing Supervisor 1	Bachelor's degree in nursing from an accredited college or university AND Two years of PHN experience AND current Georgia Registered Professional Nurse license AND CPR certification OR Associate's degree in nursing from an accredited college or university AND Three years of nursing experience AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification.	Associate degree in nursing from an accredited college or university and three (3) years of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Registered Nurse Spv (HCP193) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP195	PH Nursing Supervisor 2	Master's degree in nursing, public health, or related field from an accredited college or university AND Two years of supervisory experience at the lower level PH Nursing Spv 1 (HCP194) or position equivalent AND current Georgia Registered Professional Nurse license AND CPR certification OR Bachelor's degree in nursing from an accredited college or university AND Four years of supervisory/management experience AND current Georgia Registered Professional Nurse license AND CPR certification OR Associate's degree in nursing from an accredited college or university AND Five years of RN supervisory/management experience AND completion of PHN course within six months of hire if no PHN experience AND current Georgia Registered Professional Nurse license AND CPR certification.	Associate degree in nursing from an accredited college or university and five (5) years of RN supervisory/management experience and completion of PHN course within six (6) months of hire if no PHN experience and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Nursing Spv 1 (HCP194) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification.	O	\$66,134.16	\$88,309.47	\$110,484.78

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP200	PH Advanced Practice RN 1	Doctorate or Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing AND certification in the specialty area(s) approved by Georgia Board of Nursing AND Georgia license as a Registered Professional Nurse AND Georgia license as an APRN AND CPR certification.	Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and Georgia license as a Registered Professional Nurse and Georgia license as an APRN and CPR certification.	N	\$59,331.12	\$78,955.29	\$98,579.45
HCP201	PH Advanced Practice RN 2	Doctorate or Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing AND certification in the specialty area(s) approved by Georgia Board of Nursing AND Two years of nursing experience AND Georgia license as a Registered Professional Nurse AND Georgia license as a APRN AND current certification in specialty area AND CPR certification	Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and two (2) years of nursing experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 1 (HCP200) or position equivalent.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP202	PH Advanced Practice RN 3	Doctorate or Master's degree in Nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing AND certification in the specialty area(s) approved by Georgia Board of Nursing AND Four years of nursing experience AND Georgia license as a Registered Professional Nurse AND Georgia license as a APRN AND current certification in specialty area AND CPR certification.	Master's degree in Nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and four (4) years of nursing experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 2 (HCP201) or position equivalent.	P	\$73,821.60	\$98,879.70	\$123,937.80
HCP203	PH Advanced Practice RN Spv	Doctorate or Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing AND certification in the specialty area(s) approved by Georgia Board of Nursing AND Six years of PH experience AND Georgia license as a Registered Professional Nurse AND Georgia license as a APRN AND current certification in specialty area AND CPR certification.	Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and six (6) years of PH experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 3 (HCP202) or position equivalent.	Q	\$82,508.41	\$110,824.07	\$139,139.72
HCP210	PH Nursing Prog Consultant 1	Master's degree in nursing, public health or related field from an accredited college or university AND One year of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Bachelor's degree in nursing from an accredited college or university AND Three years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified.	Bachelor's degree in nursing from an accredited college or university, three (3) years of nursing experience, and current Georgia Registered Professional Nurse license and CPR certification.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCP211	PH Nursing Prog Consultant 2	Master's degree in nursing, public health or related field from an accredited college or university AND Two years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Bachelor's degree nursing from an accredited college or university AND Five years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Two years of experience at the lower level PH Nursing Prog Consultant 1 (HCP210) or position equivalent AND current Georgia Registered Professional Nurse license AND CPR certification.	Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Registered Professional Nurse license and CPR certification; two (2) years of experience at the lower level PH Nursing Prog Consultant 1 (HCP210) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification.	M	\$53,310.72	\$70,677.24	\$88,043.76
HCP212	PH Nursing Prog Consultant 3	Master's degree in nursing, public health or related field from an accredited college or university AND Three years of nursing experience AND current Georgia Professional Nurse license AND CPR certified OR Bachelor's degree nursing from an accredited college or university AND Five years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Three years of experience at the lower level PH Nursing Prog Consultant 2 (HCP211) or position equivalent AND current Georgia Registered Professional Nurse license AND CPR certified.	Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or three (3) years of experience at the lower level PH Nursing Prog Consultant 2 (HCP211) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified.	N	\$59,331.12	\$78,955.29	\$98,579.45

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCP213	PH Nursing Prog Consultant Spv	Master's degree in nursing, public health or related field from an accredited college or university AND Four years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certification OR Bachelor's degree in nursing from an accredited college or university AND Six years of nursing experience AND current Georgia Registered Professional Nurse license AND CPR certified OR Four years of experience at the lower level PH Nursing Prog Consultant 3 (HCP212) or position equivalent AND current Georgia Registered Professional Nurse license AND CPR certified.	Bachelor's degree in nursing from an accredited college or university and six (6) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or four (4) years of experience at the lower level PH Nursing Prog Consultant 3 (HCP212) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified.	O	\$66,134.16	\$88,309.47	\$110,484.78
HCP220	Behavioral Hlth Counselor, L1	Bachelor's degree in a related field from an accredited college or university OR certification as an addiction counselor from the Georgia Addictions Counselor Association (GACA) or equivalent certification. NOTE: All positions require applicable licensure or certification.	Bachelor's degree in a related field from an accredited college or university or certification as an addiction counselor from the Georgia Addictions Counselor Association (GACA) or equivalent certification.  NOTE: All positions require applicable licensure or certification.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCP221	Behavioral Hlth Counselor, L2	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR One year of experience at the lower level Behavioral Health Counselor 1, Licensed (HCP220). NOTE: All positions require applicable licensure or certification.	Master's degree in a related field from an accredited college or university; or Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Behavioral Health Counselor 1, Licensed (HCP220).  NOTE: All positions require applicable licensure or certification.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCP222	Behavioral Hlth Counselor, L3	Master's degree in a related field from an accredited college or university AND Two years of related experience OR Bachelor's degree in a related field from an accredited college or university AND Four years of related experience OR One year of experience at the lower level Behavioral Health Counselor 2, Licensed (HCP221). NOTE: All positions require applicable licensure or certification.	Master's degree in a related field from an accredited college or university and two (2) years of job-related experience; or Bachelor's degree in a related field from an accredited college or university and four (4) years of job-related experience or one (1) year of experience at the lower level Behavioral Health Counselor 2, Licensed (HCP221).  NOTE: All positions require applicable licensure or certification.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCP223	Behavioral Hlth Counselor, LSP	Master's degree in a related field from an accredited college or university AND Four years of related experience OR Bachelor's degree in a related field from an accredited college or university AND Six years of related experience OR Two years of experience at the lower level Behavioral Health Counselor 3, Licensed (HCP222). NOTE: All positions require applicable licensure or certification.	Master's degree in a related field from an accredited college or university and four (4) years of job-related experience; or Bachelor's degree in a related field from an accredited college or university and six (6) years of job-related experience; or two (2) years of experience at the lower level Behavioral Health Counselor 3, Licensed (HCP222).  NOTE: All positions require applicable licensure or certification.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCS010	Dental Asst 1	Vocational/Technical degree in dental assisting from an accredited college OR High school diploma or GED AND Six months of experience in a dental setting.	High School diploma/GED and six (6) months of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college.	C	\$23,919.33	\$29,418.12	\$34,916.90
HCS011	Dental Asst 2	Vocational/Technical degree in dental assisting from an accredited college AND Six months of experience as a dental assistant OR High school diploma or GED AND One year of experience in a dental setting.	High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college and six (6) months of experience as a dental assistant, or one (1) year experience at the lower level Dental Asst 1 (HCS010) or position equivalent.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCS012	Dental Asst 3	Vocational/Technical degree in dental assisting from an accredited college AND One year of experience as a dental assistant OR High school diploma or GED AND Two years of experience in a dental setting.	High School diploma/GED and two (2) years of experience in a dental setting; or a Vocational/Technical degree in dental assisting from an accredited college and one (1) year of experience as a dental assistant; or one (1) year experience at the lower level Dental Asst 2 (HCS011) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCS013	Dental Asst Spv	Vocational/Technical degree in dental assisting from an accredited college AND Four years of experience as a dental assistant OR High school diploma or GED AND Six years of experience in a dental setting.	High School diploma/GED and six (6) years of experience in a dental setting which includes one (1) year experience as a lead worker, team leader, or supervisory role; or a Vocational/Technical degree in dental assisting from an accredited college and four (4) years of experience as a dental assistant which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower level Dental Asst 3 (HCS012) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCS020	Health Aide 1	High school diploma or GED.	High School diploma/GED.	B	\$23,000.00	\$27,689.50	\$32,379.00

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCS021	Health Aide 2	High school diploma or GED AND Six months of experience in a related field.	High School diploma/GED and six (6) months of experience in a related field; one (1) year of experience required at the lower level Health Aide 1 (HCS020) or position equivalent.	C	\$23,919.33	\$29,418.12	\$34,916.90
HCS022	Health Aide 3	High school diploma or GED AND One year of experience in a related field OR One year of experience at the lower level Health Aide 2 (HCS021) or position equivalent.	High School diploma/GED and one (1) year of experience in a related field; or one (1) year of experience required at the lower level Health Aide 2 (HCS021) or position equivalent.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCS023	Health Aide Spv	High school diploma or GED AND Two years of experience in a related field OR One year of experience at the lower level Health Aide 3 (HCS022) or position equivalent.	High School diploma/GED and two (2) years of experience in a related field, in which one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Health Aide 3 (HCS022) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCS030	Pharmacy Tech 1	High school diploma or GED.	High School diploma/GED.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCS031	Pharmacy Tech 2	High school diploma or GED AND Two years of experience working in a pharmacy.	High School diploma/GED and two (2) years of experience working in a pharmacy; or one (1) year of experience required at the lower level Pharmacy Tech 1 (HCS030) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCS032	Pharmacy Tech 3	High school diploma of GED AND Three years of experience working in a pharmacy.	High School diploma/GED and three (3) years of experience working in a pharmacy; or one (1) year of experience required at the lower level Pharmacy Tech 2 (HCS031) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCS033	Pharmacy Tech Spv	High school diploma of GED AND Four years of experience working in a pharmacy.	High School diploma/GED and four (4) years of experience working in a pharmacy, which includes one (1) year experience as a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Pharmacy Tech 3 (HCS032) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCS040	Nutrition Asst 1	Associate's degree from an accredited college or university OR High school diploma or GED AND One year of clerical, information and referral, customer service or related experience.	High School diploma/GED and one (1) year of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university.	C	\$23,919.33	\$29,418.12	\$34,916.90
HCS041	Nutrition Asst 2	Associate's degree from an accredited college or university AND One year of experience in a related area OR High school diploma or GED AND Two years of clerical, information and referral, customer service or related experience.	High School diploma/GED and two (2) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and one (1) year experience in a related field; or two (2) years of experience required at the lower level Nutrition Asst 1 (HCS040) or position equivalent.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCS042	Nutrition Asst 3	Associate's degree from an accredited college or university AND Two years of experience in a related area OR High school diploma or GED AND Three years of clerical, information and referral, customer service or related experience.	High School diploma/GED and three (3) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and two (2) years experience in a related field; or two (2) years of experience required at the lower level Nutrition Asst 2 (HCS041) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCS043	Nutrition Asst Spv	Associate's degree from an accredited college or university AND Three years of experience in a related area OR High school diploma or GED AND Four years of clerical, information and referral, customer service or related experience.	High School diploma/GED and four (4) years of clerical, information and referral, customer service, or job-related experience, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or an associate degree in a related field from an accredited college or university and three (3) years experience in a related field, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Nutrition Asst 3 (HCS042).	F	\$29,519.63	\$37,401.50	\$45,283.37
HCS050	Nursing Asst 1	Must be certified as a Nursing Assistant.	Must be certified as a Nursing Assistant.	B	\$23,000.00	\$27,689.50	\$32,379.00
HCS051	Nursing Asst 2	Must be certified as a Nursing Assistant AND One year of experience at the lower level Nursing Asst 1 (HCS050) or position equivalent.	Must be certified as a Nursing Assistant and one (1) year of experience required at the lower level Nursing Asst 1 (HCS050) or position equivalent,	C	\$23,919.33	\$29,418.12	\$34,916.90
HCS052	Nursing Asst 3	Must be certified as a Nursing Assistant AND Two years of experience at the lower level Nursing Asst 2 (HCS051) or position equivalent.	Must be certified as a Nursing Assistant and two (2) years of experience at the lower level Nursing Asst 2 (HCS051) or position equivalent.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCS053	Nursing Asst Spv	Must be certified as a Nursing Assistant AND Three years of experience at the lower level Nursing Asst 3 (HCS052) or position equivalent.	Must be certified as a Nursing Assistant and three (3) years of experience at the lower level Nursing Asst 3 (HCS052) or position equivalent, which includes one (1) year lead worker, team leader, or supervisory role.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT010	Dental Hygienist 1	Associate's degree in dental hygiene from an accredited college or university AND current Georgia dental hygienist license.	Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license.	H	\$34,248.75	\$44,467.04	\$54,685.32



Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCT011	Dental Hygienist 2	Associate's degree in dental hygiene from an accredited college or university AND current Georgia dental hygienist license AND One year of related experience OR One year at the lower level Dental Hygienist 1 (HCT010) or position equivalent.	Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and one (1) year of job-related experience; or one (1) year experience at the lower level Dental Hygienist 1 (HCT010) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT012	Dental Hygienist 3	Associate's degree in dental hygiene from an accredited college or university AND current Georgia dental hygienist license AND Two years of related experience OR One year at the lower level Dental Hygienist 2 (HCT011) or position equivalent.	Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and two (2) years of job-related experience; or one (1) year experience at the lower level Dental Hygienist 2 (HCT011) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCT013	Dental Hygienist Spv	Associate's degree in dental hygiene from an accredited college or university AND current Georgia dental hygienist license AND Three years of related experience OR One year at the lower level Dental Hygienist 3 (HCT012) or position equivalent.	Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and three (3) years of job-related experience, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower level Dental Hygienist 3 (HCT012) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCT020	Emergency Medical Tech 1	High school diploma or GED AND current Georgia certification as an Emergency Medical Technician Basic AND CPR certification AND valid driver's license.	High School diploma/GED and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCT021	Emergency Medical Tech 2	High school diploma or GED AND Six months of related experience AND current Georgia certification as an Emergency Medical Technician Basic AND CPR certification AND valid driver's license.	High School diploma/GED and six (6) months of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license; or one (1) year of experience required at the lower level Emergency Medical Tech 1 (HCT020) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT022	Emergency Medical Tech 3	High school diploma or GED AND One year of related experience AND current Georgia certification as an Emergency Medical Technician Basic AND CPR certification AND valid driver's license.	High School diploma/GED and one (1) year of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license; or one (1) year of experience required at the lower level Emergency Medical Tech 2 (HCT021) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT023	Emergency Medical Tech Spv	High school diploma or GED AND Two years of related experience AND current Georgia certification as an Emergency Medical Technician Basic AND CPR certification AND valid driver's license.	High School diploma/GED and two (2) years of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license, which includes one (1) year of a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Emergency Medical Tech 3 (HCT022) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT030	Licensed Practical Nurse 1	Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or a Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT031	Licensed Practical Nurse 2	Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND Six months of nursing experience.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and six months of nursing experience; or one (1) year of experience required at the lower level Licensed Practical Nurse 1 (HCT030) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT032	Licensed Practical Nurse 3	Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND One year of nursing experience.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and one (1) year of nursing experience; or one (1) year experience required at the lower level Licensed Practical Nurse 2 (HCT031) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT033	Licensed Practical Nurse Spv	Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND Two years of experience in a team lead, supervisory or leadership role.	High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and two (2) years of experience in a team lead, supervisory or leadership role; or one (1) year experience required at the lower level Licensed Practical Nurse 3 (HCT032) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCT040	Medical Records Tech 1	High school diploma or GED AND eligibility for certification as a medical records technician by the American Health Information Management Association OR One year of experience in a medical records unit, which involved the independent coding of diagnostic data.	High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or one (1) year of experience in a medical records unit, which involved the independent coding of diagnostic data.	D	\$25,611.26	\$32,125.21	\$38,639.15
HCT041	Medical Records Tech 2	High school diploma or GED AND eligibility for certification as a medical records technician by the American Health Information Management Association OR Two years of experience in a medical records unit, which involved the independent coding of diagnostic data OR One year of experience at the lower level Medical Records Tech 1 (HCT040) or position equivalent.	High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or two (2) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower level Medical Records Tech 1 (HCT040) or position equivalent.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT042	Medical Records Tech 3	High school diploma or GED AND certified as a medical records technician by the American Health Information Management Association AND Three years of experience in a medical records unit, which involved the independent coding of diagnostic data OR One year of experience at the lower level Medical Records Tech 2 (HCT041) or position equivalent.	High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or three (3) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower level Medical Records Tech 2 (HCT041) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT043	Medical Records Tech Spv	High school diploma or GED AND certified as a medical records technician by the American Health Information Management Association AND Four years of experience in a medical records unit, which involved the independent coding of diagnostic data OR One year of experience at the lower level Medical Records Tech 3 (HCT042) or position equivalent.	High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or four (4) years of experience in a medical records unit, which involved the independent coding of diagnostic data, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Medical Records Tech 3 (HCT042) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT050	Physical/Occupancy Therapy Tech 1	Associate's degree from an accredited college or university AND current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy etc.).	Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.).	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT051	Physical/Occupancy Therapy Tech 2	Associate's degree from an accredited college or university AND current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy etc.) AND One year of experience required at the lower level Phys/Occupy Therapy Tech 1 (HCT050) or position equivalent.	Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.) and one (1) year of experience required at the lower level Physical/Occupy Therapy Tech 1 (HCT050) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT052	Physical/Occupancy Therapy Tech 3	Associate's degree from an accredited college or university AND current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy etc.) AND One year of experience required at the lower level Phys/Occupy Therapy Tech 2 (HCT051) or position equivalent.	Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.) and one (1) year of experience required at the lower level Physical/Occupy Therapy Tech 2 (HCT051) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
HCT053	Phys/Occupy Therapy Tech Spv	Associate's degree from an accredited college or university AND current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy etc.) AND Two years of experience required at the lower level Phys/Occupy Therapy Tech 3 (HCT052) or position equivalent.	Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.), which includes one (1) year in a lead worker, team leader, or supervisory role, and two (2) years of experience required at the lower level Physical/Occupy Therapy Tech 3 (HCT052) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCT060	Orthotics Tech 1	Vocational/Technical degree in a skilled trade from an accredited college OR One year of experience in the use of hand and power tools and heavy shop equipment.	Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT061	Orthotics Tech 2	Vocational/Technical degree in a skilled trade from an accredited college OR One year of experience in the use of hand and power tools and heavy shop equipment AND One year of experience required at the lower level Orthotics Tech 1 (HCT060) or position equivalent.	Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower level Orthotics Tech 1 (HCT060) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT062	Orthotics Tech 3	Vocational/Technical degree in a skilled trade from an accredited college OR One year of experience in the use of hand and power tools and heavy shop equipment AND One year of experience required at the lower level Orthotics Tech 2 (HCT061) or position equivalent.	Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower level Orthotics Tech 2 (HCT061) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCT063	Orthotics Tech Spv	Vocational/Technical degree in a skilled trade from an accredited college OR One year of experience in the use of hand and power tools and heavy shop equipment AND Two years of experience required at the lower level Orthotics Tech 3 (HCT062) or position equivalent.	Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in the using hand and power tools and heavy shop equipment and two (2) years experience at the lower level Orthotics Tech 3 (HCT062) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT070	Radiologist 1	Associate's degree or diploma in radiologic technology from an accredited college or university or program AND American Registry of Radiologic Technologists (ARRT) certification.	Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT071	Radiologist 2	Associate's degree or diploma in radiologic technology from an accredited college or university or program AND American Registry of Radiologic Technologists (ARRT) certification AND Two years of related experience.	Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and two (2) years of job-related experience; or one (1) year experience at the lower level Radiologist 1 (HCT070) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT072	Radiologist 3	Associate's degree or diploma in radiologic technology from an accredited college or university or program AND American Registry of Radiologic Technologists (ARRT) certification AND Four years of related experience.	Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and four (4) years of job-related experience; or one (1) year experience at the lower level Radiologist 2 (HCT071) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT090	Dental Technician 1	Vocational/Technical degree in dental technology from an accredited college AND One year of experience as a technician in a dental laboratory.	Vocational/Technical degree in dental technology from an accredited college and one (1) year of experience as a technician in a dental laboratory; or High School diploma or GED and six (6) months of experience in a dental setting.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT091	Dental Technician 2	Vocational/Technical degree in dental technology from an accredited college AND Two years of experience as a technician in a dental laboratory.	High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental technology from an accredited college and two (2) years of experience as a technician in a dental laboratory; or one (1) year experience at the lower level Dental Technician 1 (HCT090) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT092	Dental Technician 3	Vocational/Technical degree in dental technology from an accredited college AND Three years of experience as a technician in a dental laboratory.	Vocational/Technical degree in dental technology from an accredited college and three (3) years of experience as a technician in a dental laboratory; or High School diploma/GED and two (2) years of experience in a dental setting; or One (1) year experience at the lower level Dental Technician 2 (HCT091) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT093	Dental Technician Spv	Vocational/Technical degree in dental technology from an accredited college AND Four years of experience as a technician in a dental laboratory.	Vocational/Technical degree in dental technology from an accredited college and four (4) years of experience as a technician in a dental laboratory which includes one (1) year of experience as a lead worker, team leader, or supervisory role; or High School diploma/GED and three (3) years of experience in a dental setting which includes one (1) year experience in a lead worker, team leader, or supervisory role; or One (1) year experience at the lower level Dental Technician 3 (HCT092) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT100	Medical Assistant 1	Vocational/Technical degree in medical assisting from an accredited college OR High school diploma or GED AND One year of related experience.	Associate degree in a related field from an accredited college or university; or High School diploma/GED and one (1) year of experience in medical assisting.	E	\$27,472.39	\$34,637.73	\$41,803.06
HCT101	Medical Assistant 2	Vocational/Technical degree in medical assisting from an accredited college AND One year of related experience OR High school diploma or GED AND Two years of related experience.	Associate degree in a related field from an accredited college or university with one (1) year experience in a related field; or High School diploma/GED and two (2) years of experience in medical assisting; or Two (2) years of experience required at the lower level Medical Assistant 1 (HCT100) or position equivalent.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT102	Medical Assistant 3	Vocational/Technical degree in medical assisting from an accredited college AND Two years of related experience OR High school diploma or GED AND Three years of related experience.	Associate degree in a related field from an accredited college or university with two (2) years experience in a related field; or High School diploma/GED and three (3) years of experience in medical assisting; or Two (2) years of experience required at the lower level Medical Assistant 2 (HCT101) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT103	Medical Assistant Spv	Vocational/Technical degree in medical assisting from an accredited college AND Three years of related experience OR High school diploma or GED AND Four years of related experience.	Associate degree in a related field from an accredited college or university with three (3) years experience in a related field; or High School diploma/GED and four (4) years of experience in medical assisting; or Two (2) years of experience required at the lower level Medical Assistant 3 (HCT102) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCT110	PH LPN 1	Vocational/Technical degree in licensed practical nursing from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND CPR certification AND completion of all necessary orientation and training for Public Health LPN. No experience required.	Vocational/Technical degree in licensed practical nursing from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and CPR certification and completion of all necessary orientation and training for Public Health LPN.	F	\$29,519.63	\$37,401.50	\$45,283.37
HCT111	PH LPN 2	Vocational/Technical degree in licensed practical nursing from an accredited college AND Two years of LPN public health experience AND current Georgia license to practice as a Licensed Practical Nurse AND CPR certification.	Vocational/Technical degree in licensed practical nursing from an accredited college and two (2) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 1 (HCT110) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
HCT112	PH LPN 3	Vocational/Technical degree in licensed practical nursing from an accredited college AND Four years of LPN public health experience AND current Georgia license to practice as a Licensed Practical Nurse AND CPR certification.	Vocational/Technical degree in licensed practical nursing from an accredited college and four (4) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 2 (HCT111) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
HCT113	PH LPN Spv	Vocational/Technical degree in licensed practical nursing from an accredited college AND Five years of LPN public health experience, Two years of which in a lead or supervisory role AND current Georgia license to practice as a Licensed Practical Nurse AND CPR certification.	Vocational/Technical degree in licensed practical nursing from an accredited college and five (5) years of LPN public health experience, which includes two (2) years in a lead worker, team leader, or supervisory role and a current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 3 (HCT112) or position equivalent.	I	\$36,973.63	\$48,213.74	\$59,453.85
HCT120	Forensic CTI Technologist	Associate degree or diploma from an approved ARRT institution with an accredited Computed Tomography (CT) Program AND American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	Associate degree or diploma from an approved ARRT institution with an accredited Computed Tomography (CT) Program and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	K	\$43,268.09	\$56,868.62	\$70,469.15
HCT121	Forensic CTI Technologist 2	Associate degree or diploma in radiologic technology from an accredited college, university, or program, AND American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification AND Two years of related experience. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and two (2) years of job-related experience; or one (1) year of experience required at the lower level Forensic CTI Technologist (HCT120) or position equivalent. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	L	\$47,982.94	\$63,351.55	\$78,720.15
HCT122	Forensic CTI Technologist 3	Associate degree or diploma in radiologic technology from an accredited college, university, or program, AND American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification AND four years of related experience. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and four (4) years of job-related experience; or one (1) year of experience required at the lower level Forensic CTI Technologist 2 (HCT121) or position equivalent. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	M	\$53,310.72	\$70,677.24	\$88,043.76

Job Code	Job Title	Current Entry Minimum Qualification	New Entry Minimum Qualification	Grade	Minimum	Midpoint	Maximum
HCT123	Forensic CTI Technologist 4	Associate degree or diploma in radiologic technology from an accredited college, university, or program, AND American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification AND six years of related experience. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years. -OR -Bachelor's degree or diploma in radiologic technology from an accredited college, university, or program, AND American Registry of Radiologic Technologists (ARRT) advance Computed Tomography (AART-CT) certification, and four years of related experience. May supervise subordinate staff. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and six (6) years of job-related experience; or Bachelor's degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advance Computed Tomography (AART-CT) certification and four (4) years of job-related experience. May supervise subordinate staff; or one (1) year of experience required at the lower level Forensic CTI Technologist 3 (HCT122) or position equivalent.  Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.	N	\$59,331.12	\$78,955.29	\$98,579.45