Job Code	Job Title	Salary Plan	Grade
HCM010	Mgr, Health Care	SWD	К
Min Salary	Mi	d Salary	Max Salary
\$44,998.81	\$59	9,143.37	\$73,287.92
Job Summ	arv	Entry Qualifie	cations
Manages and provides in coordinate the delivery o co develop and implement	put to plan, organize, direct and of health services. Provides input nt related policies and procedures. nealthcare programs. Directs	Bachelor's degree in health ca from an accredited college or of professional managerial or health care services.Note: Son certification and/or licensure.	university and two (2) years supervisory experience in ne positions may require
Job Code	Job Title	Salary Plan	Grade
HCM011	Mgr 2, Health Care	SWD	L
Min Salary	Mi	d Salary	Max Salary
\$50,982.94		5,351.55	\$81,720.15
Job Summ	arv	Entry Qualifications	
lirect and coordinate the Provides general assistar elated policies and proc nealthcare programs. Dir	ral assistance to plan, organize, e delivery of health services. nee to develop and implement edures. Monitors and evaluates rects subordinate supervisors and numbers of agency staff or have lity within agency.	Bachelor's degree in health ca from an accredited college or of professional managerial or health care services; or two (2 lower level Mgr, Hlth Care (HC equivalent.Note: Some positio certification and/or licensure.	university and three (3) year supervisory experience in) years of experience at the CM010) or position ons may require
Job Code	Job Title	Salary Plan	Grade
HCM012	Mgr 3, Health Care	SWD	Ν
Min Salary	Mi	d Salary	Max Salary
\$62,331.12	\$81	1,955.29	\$101,579.45
Job Summary		Entry Qualifi	cations
Directs and provides assistance to plan, organize, direct and coordinate the delivery of health services. Provides assistance to develop and implement related policies and procedures. Monitors and evaluates healthcare programs. Directs subordinate managers and staff.		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.	

As of: 4/1/25

	5		
Job Code	Job Title	Salary Plan	Grade
HCM013	Sr Mgr, Health Care	SWD	0
Min Salary \$69,134.16		d Salary .,309.47	Max Salary \$113,484.78
loh Sumr	nany	Entry Qualifi	cations
Job Summary Plans and assists to develop and implement related policies and procedures. Assists to plan, organize, direct and coordinate the delivery of health services. Monitors and evaluates healthcare programs. Directs subordinate managers and staff.		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, HIth Care (HCM012) or position equivalent.Note: Some positions may require certification and/or licensure.	
Job Code	Job Title	Salary Plan	Grade
HCM014	Dir, Health Care	SWD	Q
Min Salary \$85,508.41		d Salary 9,824.07	Max Salary \$142,139.72
		Entry Qualifi	
procedures. Plans, orga delivery of health servio	l implements related policies and nizes, directs and coordinates the ces. Monitors and evaluates rovides leadership to subordinate	Bachelor's degree in health ca	are services or related field university and six (6) years of pervisory experience in 2) years of experience at the re (HCM013) or position ons may require
Job Code	Job Title	Salary Plan	Grade
HCM030	Mgr, Nurse	SWD	Ν
Min Salary \$62,331.12		d Salary ,955.29	Max Salary \$101,579.45
Job Summary Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Directs subordinate supervisors and staff.		Entry Qualifi Bachelor's degree in nursing f university and four (4) years o Nurse, two (2) years of which supervisory capacity and curre Registered Professional Nurse experience at the lower level (HCP073) or position equivale an environment related to the	from an accredited college or of experience as Registered in an administrative or ent Georgia license as a e; or eight (8) years of as a Registered Nurse ent, two (2) years of which in

(3) years of which as a supervisor and current Georgia

license as a Registered Professional Nurse.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
HCM031	Mgr 2, Nurse	SWD	0	
Min Salary	Mid	Salary	Max Salary	
\$69,134.16		309.47	\$113,484.78	
Job Summary Leads, plans, organizes, and directs all nursing activities in		Entry Qualifica Bachelor's degree in nursing fro		
assigned facility. Respo	onsible for the quality of nursing care public health facilities, and	university and five (5) years of e Nurse, two (2) years of which in	experience as a Registered	
	rams. Directs subordinate	supervisory capacity and curren		
-	Vill manage large numbers of	Registered Professional Nurse; or eight (8) years of		
÷ ,	ge scope of responsibility within	experience as a Registered Nurse (HCP073) or position		
agency.		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 Georgi Professional Nurse.		
Job Code	Job Title	Salary Plan	Grade	
HCM032	Sr Mgr, Nurse	SWD	0	
Min Salary	Mid	Salary	Max Salary	
\$69,134.16	\$91,	309.47	\$113,484.78	
Job Summary		Entry Qualifications		
Plans, organizes, and directs all nursing activities in		Bachelor's degree in nursing from an accredited college or		

assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Directs subordinate managers and staff. 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.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
HCM033	Dir, Nurse	SWD	Р	
Min Salary	Mid	Salary	Max Salary	
\$76,821.60	\$101,8	379.70	\$126,937.80	
	Job Summary Oversees the planning, organization, and directs all nursing		Entry Qualifications Bachelor's degree in nursing from an accredited college or	
activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community based programs. Provides leadership to subordinate managers and staff.		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.		
Job Code	Job Title	Salary Plan	Grade	
HCM040	Mgr, Nutrition	SWD	М	
Min Salary	Mid	Salary	Max Salary	
\$56,310.72	\$73,6	577.24	\$91,043.76	
Job Summary		Entry Qualifications		
Manages the operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Manages subordinate supervisors and staff.		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		

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 Nutr, ition & Dietetics Commission and licensure as a Dietitian in the State of Georgia.

As of: 4/1/25

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Job Code	Job Title	Salary Plan	Grade
HCM041	Sr Mgr, Nutrition	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summary Plans and directs the overall operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate managers and staff.		Entry Qualifications 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) yea lower level Mgr, Nutrition (HC equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCM042	Dir, Nutrition	SWD	0
Min Salary \$69,134.16		Salary 309.47	Max Salary \$113,484.78
Job Summary Oversees, plans and directs the overall operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Provides leadership to subordinate managers and staff.		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	
Job Code	Job Title	equivalent. Salary Plan	Grade
HCM050	Mgr, Therapy Svcs	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summary Manages the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate supervisors and staff.		Entry Qualifications 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.

Job Code	Job Title	Salary Plan	Grade
HCM051	Sr Mgr, Therapy Svcs	SWD	0
Min Salary	Mic	Salary	Max Salary
\$69,134.16	\$91	,309.47	\$113,484.78
Job Summa	Job Summary		ions
Directs the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate managers and staff.		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.	
Job Code	Job Title	Salary Plan	Grade
HCM052	Dir, Therapy Svcs	SWD	Р
Min Salary \$76,821.60		d Salary ,879.70	Max Salary \$126,937.80
policies that govern the c physical, occupational, re	development of programs and operation of therapy services (i.e., ecreational, audiology, and speech etc.). Provides leadership to	Entry Qualificat Bachelor's in Nursing, Gerontolog Work, or related field and eight (experience in the area of assignm (2) years in a managerial or supe eligibility for licensure in the stat years of experience at the lower (HCM051) or position equivalent	gy, Public Health, Social 8) years of clinical nent, which includes two rvisory role and License or te of Georgia; or two (2) level Sr Mgr, Therapy Svcs
Job Code	Job Title	Salary Plan	Grade
HCM060	Mgr, Nutrition Prgm	SWD	Μ
Min Salary \$56,310.72		d Salary ,677.24	Max Salary \$91,043.76
Job Summary		Entry Qualifications	
Manages the operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate supervisors and staff.		Bachelor's degree in nutrition fro university and three (3) years of which includes one (1) year in a r role.	job-related experience,

Job Code	Job Title	Salary Plan	Grade
HCM061	Sr Mgr, Nutrition Prgm	n SWD	Ν
Min Salary		Mid Salary	Max Salary
\$62,331.12	ç	\$81,955.29	\$101,579.45
Job Summ	ary	Entry Quali	fications
major component area. policies and procedures. program for compliance	ation of a nutrition program or Establishes and implements Monitors and evaluates the with established guidelines. gional, facility or other staff.	university and five (5) years which includes two (2) years	in a managerial or supervisory erience at the lower level Mgr,
Job Code	Job Title	Salary Plan	Grade
HCM062	Dir, Nutrition Prgm	SWD	0
Min Salary		Mid Salary	Max Salary
\$69,134.16	ç	\$91,309.47	\$113,484.78
Job Summ	arv	Entry Quali	fications
major component area. policies and procedures. program for compliance	eration of a nutrition program or Establishes and implements Monitors and evaluates the with established guidelines. ubordinate managers and staff	university in Nutrition and se experience, which includes to or supervisory role or two (2)	hree (3) years in a managerial
Job Code	Job Title	Salary Plan	Grade
HCM070	PH Chief Epidemiologi	st SWD	Q
Min Salary \$85,508.41		Mid Salary 113,824.07	Max Salary \$142,139.72
Job Summ	ary	Entry Quali	fications
Manages epidemiologic units with statewide impact on public health and the agency's resources. Plans and organizes unit's work to meet the organization's objectives. Directs and reviews work assignments. May manage epidemiologic programs for the prevention and control of communicable diseases, chronic diseases and/or injuries. Oversees policy and procedure development for new and existing disease prevention and control programs.		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.	

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM071	PH Medical Epidemiologist	SWD	R
Min Salary \$95,324.50	Mid 5 \$127,3	Salary 21.19	Max Salary \$159,317.88
Job Summa		Entry Qualificatio	ns
Serves as medical consult expertise to health profes public. Coordinates servic organizations, and key inc of disease and effects of c consultation, guidance, te	ant within areas of training and ssionals, organizations, and the ces with other program areas, dividuals. Monitors clinical aspects control measures. May provide echnical assistance and training ic health practice, epidemiology,	of training and cions, and the gram areas, ts clinical aspectsDoctorate in medicine, dentistry, veterinary medicion nursing from an accredited college or university an Master's degree in public health or a closely related or completion of the CDC Epidemic Intelligence Ser (EIS) training; or one (1) year of experience at the level PH Chief Epidemiologist (HCM070) or position	
Job Code	Job Title	Salary Plan	Grade
HCM080	PH Manager 1	SWD	Ν
		d Salary Max Salary ,955.29 \$101,579.45	
		Entry Qualificatio	inc
Job Summary Manages nursing and clinical services in assessing the needs of a public health district and its communities. Revises district nursing goals, policies, protocol and procedures. Develops and implements new processes and policy as needed. Assists the District PH Director of Nursing and Clinical Services in the effective management of service delivery. Directs subordinate supervisors and staff.		Bachelor's degree in nursing from a university and six (6) years of PHN includes two (2) years in a manage and current Georgia Registered Pro and CPR certified.	an accredited college o experience, which rial or supervisory role
Job Code	Job Title	Salary Plan	Grade
HCM081	PH Manager 2	SWD	0
Min Salary \$69,134.16		Salary 09.47	Max Salary \$113,484.78
Joh Summary		Entry Qualificatio	ns
Job Summary Leads a district wide system of public health nursing orientation, training, and education across all programs. Revises district nursing goals, policies, protocol and procedures. Develops and implements new processes and		Bachelor's degree in nursing from a university and seven (7) years of nu includes three (3) years in a manag and current Georgia Registered Pro	an accredited college c ursing experience, whi gerial or supervisory ro

procedures. Develops and implements new processes and policy as needed. Oversees the effective management of service delivery. Directs subordinate supervisors and staff. Manages large numbers of agency staff or have large scope of responsibility within agency.

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.

managers and staff. Provides direction and influence on agency policy. Provides leadership across multiple units,

departments, and/or regions.

	J		
Job Code	Job Title	Salary Plan	Grade
HCM082	PH Manager 3	SWD	Р
Min Salary \$76,821.60		Salary 879.70	Max Salary \$126,937.80
Joh Summar		Entry Qualifica	ations
Job Summary Leads and assists in the development of public health protocols, policies and procedures. May direct subordinate managers and staff.		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.	
Job Code	Job Title	Salary Plan	Grade
HCM083	PH Senior Manager 1	SWD	Q
Min Salary	Mid	Salary	Max Salary
\$85,508.41	\$113,	824.07	\$142,139.72
Job Summar	v	Entry Qualifications	
consistent with agency obj Coordinates programs with care providers, educationa organizations, etc. Implem by the division director. Di taff. Provides direction an	ing for public health nursing ectives and requirements. In other state agencies, health I institutions, community ents special projects as directed rects subordinate managers and id influence on agency policy. multiple units, departments,	Master's degree in nursing, pub from an accredited college or u of professional nursing manage current Georgia Registered Pro one (1) year of experience at th (HCM082) or position equivale	niversity and eight (8) year erial or supervisory role and fessional Nurse license; or ne lower level PH Manager
Job Code	Job Title	Salary Plan	Grade
HCM084	PH Senior Manager 2	SWD	R
Min Salary	Mid	Salary	Max Salary
\$95,324.50	\$127,	321.19	\$159,317.88
Job Summary Plans, develops, and implements strategies for public health nursing consistent with agency objectives and requirements. Coordinates programs with other state agencies, health care providers, educational institutions,		Entry Qualifica Master's degree in nursing, pub from an accredited college or u of professional nursing manage current Georgia Registered Pro one (1) year of experience at th	blic health, or related field niversity and ten (10) year erial or supervisory role and fessional Nurse license; or
community organizations, etc. Implements special projects as directed by the division director. Directs subordinate		Manager 1 (HCM083) or position	

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM090	PH Mgr, Nurse	SWD	Ν
Min Salary	Mid	Salary	Max Salary
\$62,331.12	\$81,	955.29	\$101,579.45
Job Summary		Entry Quali	fications
Manages, plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff.		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.	
Job Code	Job Title	Salary Plan	Grade
HCM091	PH Mgr, Nurse 2	SWD	0
Min Salary	Mid	Salary	Max Salary
\$69,134.16	\$91 <i>,</i>	309.47	\$113,484.78
Job Summary		Entry Qualifications	
Leads, plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care		Bachelor's degree in nursing from an accredited college or university and five (5) years of experience as Registered	

assigned facility. Responsible for the quality of nursing car delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency 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.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM092	PH Sr Mgr, Nurse	SWD	Р
Min Salary Mid		d Salary Max Salary	
\$76,821.60	\$101,	879.70	\$126,937.80
Job Summary Plans, organizes and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Directs subordinate supervisors and staff.		Entry Qualifications 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 Reg and two (2) years of Public Heal	
Job Code	Job Title	Salary Plan	Grade
HCM093	PH Dir. Nurse	SWD	Q
Min Salary	Mid	id Salary Max Salary	
\$85,508.41	\$113,	824.07	\$142,139.72
Job Summary Oversees the planning, organization and directs all nursing		Entry Qualifications Bachelor's degree in nursing from an accredited college or	
activities in assigned facility. Responsible for the quality of		university and seven (7) years of experience as Registered	

Oversees the planning, organization and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Provides leadership to subordinate supervisors and staff. 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.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCM430	Mgr, Nurse (DBHDD - Hosp	oital) SWD	Ν
Min Salary	Mid	Salary	Max Salary
\$62,331.12	\$81,	955.29	\$101,579.45
Job Summary		Entry Qualificatio	ns
Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.		Master's degree in nursing, nursing administration, p health or directly related field from an accredited co or university and (12) months in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or Bachelor's degree nursing from an accredited college or university and months of experience as Registered Nurse, (24) mon years of which in an administrative or supervisory ca and current Georgia license as a Registered Profession Nurse; or (96) months of experience as a Registered (24) months of which in an environment related to th of assignment, (36) months of which as a supervisor current Georgia license as a Registered Professional	
Job Code	Job Title	Salary Plan	Grade
HCM431	Mgr 2, Nurse (DBHDD-Hos	pital) SWD	0
Min Salary	Mid	Salary	Max Salary
\$69,134.16	•		\$113,484.78
Job Summar	v	Entry Qualificatio	ns
	d directs all pursing activities in	Mactor's degree in pursing pursing administration, public	

Leads, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff. Will manage large numbers of agency staff or have large scope of responsibility within agency.

Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and (24) months 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 (60) months of experience as Registered Nurse, (24) months years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or (96) months of experience as a Registered Nurse, (24) months of which in an environment related to the area of assignment, (48) months of which as a supervisor and current Georgia license as a Registered Professional Nurse.

As of: 4/1/25

Job Code	Job Title		Salary Plan	Grade
HCM530	Mgr, Nurse (DBHDD-Regio	nal)	SWD	Ν
Min Salary	Mid	Salary		Max Salary
\$62,331.12	\$81,	955.29		\$101,579.45
Job Summ	narv		Entry Qualification	ons
Job Summary Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.		Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and one (1) 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 (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, 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.		
Job Code	Job Title		Salary Plan	Grade
HCM532	Sr Mgr, Nurse (DBHDD-Re	gional)	SWD	0
Min Salary	Mid	Salary Max Salary		Max Salary
\$69,134.16	\$91,	,309.47 \$113,484.78		\$113,484.78
Job Summary		Entry Qualifications		ons

Job Summary

Manages, plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals, public health facilities, and community-based programs. Directs subordinate supervisors and staff.

Master's degree in nursing, nursing administration, public health or directly related field from an accredited college or university and two (2) 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 (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, 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.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
		-	Grade	
HCP010	Aud/Speech Pathologist 1	SWD	L	
Min Salary	Mid S	Salary Max Salary		
\$50,982.94	\$66,3!	51.55	\$81,720.15	
Job Summar	v	Entry Qualificat	ions	
Under supervision, learns to assess and treat persons with hearing, speech, language, voice and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.		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.		
Job Code	Job Title	Salary Plan	Grade	
HCP011	Aud/Speech Pathologist 2	SWD	М	
Min Salary	Mid S	alary	Max Salary	
\$56,310.72	\$73,6	•	\$91,043.76	
Job Summar	v	Entry Qualifications		
Under general supervision, assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.		Master's degree in speech-language pathology or audiology, or both, from an accredited college or universi 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.		
Job Code	Job Title	Salary Plan	Grade	
HCP012	Aud/Speech Pathologist 3	SWD	Ν	
Min Salary \$62,331.12	Mid S \$81,9!	•	Max Salary \$101,579.45	
Job Summar	Entry Q		ions	
Under broad supervision, assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use. May serve as a lead worker.		Master's degree in speech-language pathology or audiology, or both, from an accredited college or universit 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 (HCR011) or position equivalent		

(HCP011) or position equivalent.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade		
HCP013	Aud/Speech Pathologis	st Spv SWD	0		
Min Salary \$69,134.16		Mid Salary 691,309.47	Max Salary \$113,484.78		
Job Curren		Entry Qua	alifications		
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use.		Master's degree in speech audiology, or both, from a and current Georgia licens practice in the area of assi experience at the lower le	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.		
Job Code	Job Title	Salary Plan	Grade		
HCP020	Dietitian/Nutritionist 1	SWD	Н		
Min Salary	1	Vid Salary	Max Salary		
, \$35,618.70		\$46,245.72 \$56,872.7			
Job Summ	any	Entry Qua	Entry Qualifications		
and control of disease. P education and counseling public. Serves as a resou	and conducts service or assist in the promotion of health rovides nutritional assessment, g to individuals, groups or the rce on nutrition and dietetics to or other health care providers in	nutrition, nutrition educat or a closely related field fr university; and verificatior	tics, human nutrition, foods and ion, food systems management, om an accredited college or a statement of completion of a ed by The Academy of Nutrition a		
Job Code	Job Title	Salary Plan	Grade		
HCP021	Dietitian/Nutritionist 2	SWD	I		
Min Salary \$38,452.58		Mid Salary 550,142.29	Max Salary \$61,832.00		
Job Summary		Entry Qualifications			
Under general supervision, plans and conducts service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility.		Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition Dietetics and two (2) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level			

Dietitian/Nutritionist 1 (HCP020) or position equivalent.

programs designed to encourage healthy lifestyles, policies

and environments.

Job Code	Job Title	Salary Plan	Grade	
HCP022	Dietitian/Nutritionist 3	SWD	J	
Min Salary	Mi	d Salary	Max Salary	
\$41,569.83	\$54	1,428.52	\$67,287.20	
Job Summ	Joh Summary		cations	
Job Summary Under broad supervision, plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility. Recommends nutritional care plans and documents plan and progress in records. Serves as team leader.		Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics, and three (3) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level Dietitian/Nutritionist 2 (HCP021) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade	
HCP023	Dietitian/Nutritionist Spv	SWD	К	
Min Salary	Mi	d Salary	Max Salary	
\$44,998.81	\$59	9,143.37	\$73,287.92	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages and coordinates nutrition and dietetic services for a region or multiple facilities. Provides technical expertise in nutrition and dietetics to staff and community. Manages budget and performs quality reviews.		Entry Qualifie Bachelor's degree in dietetics, nutrition, nutrition education, or a closely related field from university, verification statem didactic program accredited b Dietetics and four (4) years of providing nutrition care to gro (2) years of experience at the Dietitian/Nutritionist 2 (HCPO)	human nutrition, foods and food systems management, an accredited college or ent of completion of a y The Academy of Nutrition & job-related experience pups and individuals; or two lower level	
Job Code	Job Title	Salary Plan	Grade	
HCP030	HIth Educator 1	SWD	Н	
Min Salary \$35,618.70		d Salary 5,245.72	Max Salary \$56,872.73	
Job Summary		Entry Qualifications		
Under supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating		Bachelor's degree in education biological sciences or a directl accredited college or universit	n, social, behavioral, or y related field from an	

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
HCP031	HIth Educator 2	SWD	I	
Min Salary	Mid	Salary	Max Salary	
\$38,452.58		142.29	\$61,832.00	
Job Summa	rv	Entry Qualificati	ons	
Under general supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs pri to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, polici and environments.		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 HIth Educator 1 (HCP030) of position equivalent.		
Job Code	Job Title	Salary Plan	Grade	
HCP032	HIth Educator 3	SWD	J	
Min Salary \$41,569.83		Salary 428.52	Max Salary \$67,287.20	
Job Summa	ry	Entry Qualifications		
Under broad supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments. May serve as a lead worker.		Bachelor's degree in education, so biological sciences or a directly re accredited college or university an experience in public health educa experience at the lower level HIth position equivalent.	lated field from an nd two (2) years of tion or one (1) year of	
Job Code	Job Title	Salary Plan	Grade	
НСР033	HIth Educator Spv	SWD	К	
Min Salary \$44,998.81		Salary 143.37	Max Salary \$73,287.92	
Job Summa	ry	Entry Qualificati	ons	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a comprehensive program of patient or community health education. Supervises a team of health educators responsible for the planning, implementation and evaluation of education services. Bachelor's degree in education, so biological sciences or a directly re accredited college or university a experience in public health educat (1) year in a lead worker, team le or one (1) year of experience at the		lated field from an nd three (3) years of tion, which includes one ader, or supervisory role;		

Educator 3 (HCP032) or position equivalent.

As of: 4/1/25

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Job Code	Job Title	Salary Plan	Grade
HCP040	Phys/Occupational Therap	bist 1 SWD	L
Min Salary		l Salary	Max Salary
\$50,982.94	\$66	,351.55	\$81,720.15
Job Summa	ary	Entry Qualific	cations
Under supervision, learns to assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking and daily living skills, as well as general independence to disabled persons.		Doctorate or professional degi current or eligible for Georgia assignment.	
Job Code	Job Title	Salary Plan	Grade
HCP041	Phys/Occupational Therap	bist 2 SWD	Μ
Min Salary \$56,310.72		l Salary ,677.24	Max Salary \$91,043.76
Job Summa	arv	Entry Qualific	ations
Under general supervisio participate in rehabilitativ mobility, relieve pain, inc prevent deformity of pati injury. Helps patients in re	n, assess, plan, organize, and ve programs that improve rease strength and decrease or ents suffering from disease or estoring vocational, homemaking vell as general independence, to	Doctorate or professional degr current or eligible for Georgia assignment and one (1) year o area of assignment or one (1) lower level Phys/Occupational position equivalent.	licensure in the area of f clinical experience in the year of experience at the
Job Code	Job Title	Salary Plan	Grade
HCP042	Phys/Occupational Therap	bist 3 SWD	Ν
Min Salary	Mic	l Salary	Max Salary
\$62,331.12		,955.29	\$101,579.45
Job Summa	ary	Entry Qualifications	
Under broad supervision, participate in rehabilitativ mobility, relieve pain, inc	assess, plan, organize, and ve programs that improve rease strength and decrease or	Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and three (3) years of clinical experience in th	

prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking, and daily living skills, as well as general independence, to disabled persons. May serve as a lead worker. Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and three (3) 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.

Job Code	Job Title	Salary Plan	Grade	
HCP043	Phys/Occupation Therapist	Spv SWD	0	
Min Salary	Mid S	Salary	Max Salary	
\$69,134.16	\$91,3	09.47 \$	5113,484.78	
Job Summary	/	Entry Qualification	IS	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses, plans, organizes, and participates in rehabilitative programs that improve mobility, relieve pain, increase strength, and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking, and daily living skills, as well as general independence, to disabled persons.		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.		
Job Code	Job Title	Salary Plan	Grade	
НСР050	Social Worker, Licensed 1	SWD	I	
Min Salary	Mid	Salary Max Salary		
\$38,452.58			\$61,832.00	
Job Summary	/	Entry Qualifications		
nder supervision learns to ssessments, treatment pla ischarge planning. Provide equiring complex interven	perform psychosocial	Master's degree in social work and accredited college or university and licensed.	-	
Job Code	Job Title	Salary Plan	Grade	
HCP051	Social Worker, Licensed 2	SWD	J	
Min Salary \$41,569.83		Salary 28.52	Max Salary \$67,287.20	
Job Summary	J.	Entry Qualification	15	
Under general supervision, performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments.		Master's degree in social work and accredited college or university and licensed and two (2) years of super area of assignment or two years of level Social Worker, Licensed 1 (HCI equivalent.	counseling from an l eligibility to be vised experience in th experience at the low	

crafts. Conducts assessment of a client's condition and

recommends appropriate recreational activity.

Job Code	Job Title	Salary Plan	Grade
HCP052	Social Worker, Licensed 3	SWD	К
Min Salary \$44,998.81		Salary 43.37	Max Salary \$73,287.92
Job Summary Under broad supervision, performs psychosocial		Entry Qualifications Master's degree in social work and counseling from an	
assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments. May serve as a team leader.		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-license experience.	
Job Code	Job Title	Salary Plan	Grade
HCP053	Social Worker, Licensed Spy	V SWD	L
Min Salary	Mid	Salary	Max Salary
\$50,982.94	\$66,3	51.55	\$81,720.15
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises and directs the clinical activities of a comprehensive behavioral health program. Performs psychosocial assessments, treatment planning/monitoring and discharge planning. Provides counseling/therapy to clients requiring complex intervention. Performs commitment determinations and/or executes orders of involuntary commitments.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HCP060	Activity Therapist 1	SWD	G
Min Salary \$33,042.45		Salary 03.38	Max Salary \$52,364.30
Job Summary		Entry Qualifications	
Under supervision, learns to plan, direct or coordinate therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities and arts and		High school diploma/GED and therapeutic recreation or relation or relation and the second sec	

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Job Code	Job Title	Salary Plan	Grade
HCP061	Activity Therapist 2	SWD	Н
Min Salary	Mid	l Salary	Max Salary
\$35,618.70	\$46,	,245.72	\$56,872.73
Job Summa	rv	Entry Qualif	ications
Under general supervision therapeutic recreation pro gardening, dramatics, mus crafts. Conducts assessme	Job SummaryDefinitional supervision, plans, directs or coordinates ecreation programs. Activities include sports, ramatics, music, social activities, and arts and ucts assessment of a clients condition and s appropriate recreational activity.Bachelor's degree in a therapeutic re therapeutic discipline from an accrea university and one (1) year of job-rel one (1) year of experience at the low Therapist 1 (HCP060) or position equ positions may require registration in 		n accredited college or job-related experience or the lower level Activity ion equivalent. Note: Some
Job Code	Job Title	Salary Plan	Grade
HCP062	Activity Therapist 3	SWD	I
Min Salary	Mid	l Salary	Max Salary
, \$38,452.58		,142.29	\$61,832.00
Job Summa	ry	Entry Qualif	ications
Job Summary Under broad supervision, plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.		Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and two (2) years 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.	
Job Code	Job Title	Salary Plan	Grade
НСР063	Activity Therapist Spv	SWD	К
Min Salary \$44,998.81		l Salary ,143.37	Max Salary \$73,287.92
Job Summa	rv	Entry Qualif	ications
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.		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	

equivalent.Note: Some positions may require

registration in the area of assignment.

Job Code	Job Title	Salary Plan	Grade
НСР070	Registered Nurse 1	SWD	J
Min Salary \$41,569.83		Salary 28.52	Max Salary \$67,287.20
Joh Summar		Entry Qualifica	ations
Job Summary Under supervision, learns to assess client health problems and needs. Develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled clients. May advise clients on health maintenance and disease prevention or provide case management.		Associate degree in nursing from an accredited college university and current Georgia license as a Registered Professional Nurse or Multistate license.	
Job Code	Job Title	Salary Plan	Grade
HCP071	Registered Nurse 2	SWD	К
Min Salary \$44,998.81		Salary .43.37	Max Salary \$73,287.92
ind needs. Develops and in and maintains medical reco II, injured, convalescent, o	assesses client health problems nplements nursing care plans ords. Administers nursing care to r disabled clients. May advise nce and disease prevention or	Entry Qualifica Associate degree in nursing fro university and current Georgia Professional Nurse or Multistat experience at the lower level R or position equivalent.	m an accredited college or license as a Registered e license; or one (1) year c
Job Code	Job Title	Salary Plan	Grade
HCP072	Registered Nurse 3	SWD	L
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15
Job Summar	v	Entry Qualifica	ations
Under broad supervision, assesses client health problems and needs. Develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled clients. May advise clients on health maintenance and disease prevention or provide case management.		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.	

Job Code	Job Title	Salary Plan	Grade
НСР073	Registered Nurse Spv	SWD	М
Min Salary	Mid	Salary	Max Salary
\$56,310.72	\$73,6	577.24	\$91,043.76
Job Summar	v	Entry Qualifica	ations
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, implements, and evaluates nursing care for a unit or shift. Ensures that staff assess client health problems and needs. Develops and mplements nursing care plans and maintains medical records. Supervises the provision and quality of nursing care to ill, injured, convalescent or disabled clients. Advises clients on health maintenance and disease prevention or provide case management.		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; which includes two (2) years in a lead worker, team leader, or managerial/supervisory role; or one (1) year of experience at the lower level Registered Nurse 3 (HCP072) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP080	Communicable Disease Sp	ec 1 SWD	н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
data regarding communica district. Ensures implement	o gather, analyze and monitor ble diseases within a health	Entry Qualificate Associate degree in medical and an accredited college or universe experience in a related field.	d preventive services from
Job Code	Job Title	Salary Plan	Grade
HCP081	Communicable Disease Sp	ec 2 SWD	I
Min Salary \$38,452.58		Salary 142.29	Max Salary \$61,832.00
Job Summar	y	Entry Qualifica	ations
Under general supervision, gathers, analyzes and monitors data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases.		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 leve Communicable Disease Spec 1 (HCP080) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade	
HCP082	Communicable Disease Sp	ec 3 SWD	J	
Min Salary	Mid	Salary	Max Salary	
\$41,569.83		428.52	\$67,287.20	
Job Summa	rv	Entry Quali	fications	
Under broad supervision, data regarding communic district. Ensures implement	gathers, analyzes and monitors able diseases within a health ntation of timely disease decrease the prevalence of such	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.		
Job Code	Job Title	Salary Plan	Grade	
HCP083	Communicable Disease Sp	ec Spv SWD	К	
Min Salary	Mid	Salary	Max Salary	
\$44,998.81	\$59,	143.37	\$73,287.92	
Job Summa	ry	Entry Qualifications		
of subordinate staff. Man in a health district. Gather regarding communicable Ensures implementation of	r instructs the work assignments ages all epidemiological programs rs, analyzes and monitors data diseases within a health district. of timely disease intervention prevalence of such diseases.	and four (4)years of experier years of experience in a med as a registered nurse and thr	of experience at the lower level	
Job Code	Job Title	Salary Plan	Grade	
НСР090	Healthcare Prgm Consulta	nt 1 SWD	I	
Min Salary	Mid	Salary	Max Salary	
, \$38,452.58		142.29	\$61,832.00	
Job Summa Under supervision, learns	ry to provide technical assistance	Entry Qualifications Bachelor's degree in a related field from an accredited		
and training within a heal	th care specialty. Plans, directs, cy program. Evaluates programs	college or university and two (2) years of experience performing work related to area of assignment; or six (6)		

and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines.

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.

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Job Code	Job Title	Salary Plan	Grade
HCP091	Healthcare Prgm Consulta	nt 2 SWD	J
Min Salary	Mid	Salary	Max Salary
\$41,569.83		428.52	\$67,287.20
Job Summ	harv	Entry Qualifica	ations
Under general supervision and training within a heat and implements a specia	on, provides technical assistance alth care specialty. Plans, directs, alty program. Evaluates programs and/or federal guidelines.	Bachelor's degree in a related f college or university and three performing work related to are (7) years of experience perform assignment; or one (1) year of e Healthcare Prgm Consultant 1 (equivalent. Note: Some positio	(3) years of experience a of assignment; or seven ning work related to area of experience at the lower level (HCP090) or position
Job Code	Job Title	Salary Plan	Grade
HCP092	Healthcare Prgm Consulta	nt 3 SWD	К
Min Salary \$44,998.81		Salary 143.37	Max Salary \$73,287.92
training within a health implements a specialty p	hary n, provides technical assistance and care specialty. Plans, directs, and program. Evaluates programs for nd/or federal guidelines. Serves as	Entry Qualification Bachelor's degree in a related f college or university and four (4 performing work related to the (1) year of experience at the low Consultant 2 (HCP091) or positi Some positions may require lice	ield from an accredited 4) years of experience area of assignment or one wer level Healthcare Prgm ion equivalent.Note:
Job Code	Job Title	Salary Plan	Grade
HCP093	Healthcare Prgm Consulta	nt Spv SWD	L
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15
of subordinate staff. Pro training within a health implements a specialty p	hary for instructs the work assignments ovides technical assistance and care specialty. Plans, directs, and program. Evaluates programs for nd/or federal guidelines.	Entry Qualifica Bachelor's degree in a related f college or university and five (5 performing work related to the includes two (2) years in a man or one (1) year of experience at Prgm Consultant 3 (HCP092) or	ield from an accredited b) years of experience e area of assignment, which agerial or supervisory role t the lower level Healthcare

Job Code	Job Title	Salary Plan	Grade
HCP100	Behavioral HIth Counselor	r 1 SWD	G
Min Salary	Mic	l Salary	Max Salary
\$33,042.45	\$42,	,703.38	\$52,364.30
Job Summ	ary	Entry Quali	fications
assembles test materials	dules consumers for testing, and administer tests. Develops or management and/or skills	accredited college or univers	e Georgia Addiction Counselors
Job Code	Job Title	Salary Plan	Grade
HCP101	Behavioral HIth Counselor	r 2 SWD	Н
Min Salary \$35,618.70		l Salary ,245.72	Max Salary \$56,872.73
Job Summ	ary	Entry Quali	fications
prevention and/or behave individuals and groups to May help individuals dea abuse, family, parenting stress management, pro	on, counsel with emphasis on vior modification. Works with o promote optimum mental health. al with addictions and substance , and marital problems, suicide, blems with self-esteem, and issues d mental and emotional health.	Bachelor's degree in in coun accredited college or univers related experience; or one (lower level Behavioral HIth (position equivalent.Note: So certification or licensure.	1) year of experience at the Counselor 1 (HCP100) or
Job Code	Job Title	Salary Plan	Grade
HCP102	Behavioral HIth Counselor	r 3 SWD	I
Min Salary \$38,452.58		l Salary ,142.29	Max Salary \$61,832.00
Job Summ	ary	Entry Quali	fications
prevention and/or behave individuals and groups to May help individuals dea abuse, family, parenting stress management, pro	n, counsel with emphasis on vior modification. Work with o promote optimum mental health. al with addictions and substance and marital problems, suicide, blems with self-esteem and issues id mental and emotional health. er.	accredited college or univers (4) years of job-related expe	el Behavioral HIth Counselor 2 lent.Note: Some positions

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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).

Job Code	Job Title	Salaı	ry Plan	Grade
HCP103	Behavioral HIth Counselor	- Spv SV	VD	J
Min Salary	Mid	Salary		Max Salary
\$41,569.83	\$54,	428.52		\$67,287.20
Job Summa	arv		Entry Qualificatio	ons
of subordinate staff. Dire facility. Plans, develops, i	or instructs the work assignments cts counseling program for a mplements and administers programs for clients. Manages	accredited colle years of job-rela years in a lead v two (2) years of HIth Counselor	ege or university in ated experience, w worker, team leade f experience at the 3 (HCP102) or posi	a related field from an a related field and six (6) which includes two (2) er, or supervisory role; or lower level Behavioral tion equivalent.Note: ication or licensure.
Job Code	Job Title	Salaı	ry Plan	Grade
HCP110	Physician Assistant/Extend	der 1 SV	VD	Ν
Min Salary	Mid	Salary		Max Salary
\$62,331.12	\$81,	955.29		\$101,579.45
Job Summa	arv		Entry Qualification	ons
Under supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment and counsels clients. May, in some cases, prescribe medication. Bachelor's degree from an accredited college in physician assistant studies and two years of medicine experience; or Bachelor's degree in from an accredited college or university and physician assistant training program of at lea months certified by the Accreditation Review		two years of general s degree in a related field rersity and completion of im of at least Twenty-four		

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Job Code	Job Title		Salary Plan	(Grade
HCP111	Physician Assistant/Ex	ktender 2	SWD		0
Min Salary		Mid Salary		Max Salary	
\$69,134.16		\$91,309.47		\$113,484.78	
Job Summary			Entry Quali	fications	
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Under general supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in some cases, prescribe medication. 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.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP112	Physician Assistant/Extender 3	SWD	Р
Min Salary	Mid Salary		Max Salary
\$76,821.60	\$101,879.70		\$126,937.80
Job Summary		Entry Qua	ifications

Under broad supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in some cases, prescribe medication.

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 Twentyfour 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.

developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary

referrals for other social services.

Job Code	Job Title	Salary Plan	Grade
HCP113	Physician Assistant/Extend	er 4 SWD	Q
Min Salary \$85,508.41		Salary 324.07	Max Salary \$142,139.72
\$85,508.41 Job Summary Under limited supervision, provides healthcare service typically performed by a physician, under the supervi of a licensed physician. Conducts complete physicals, provides treatment, and counsels clients. May, in son cases, prescribe medication.		Entry Qualifications Bachelor's degree in physician assistant studies f accredited college or university and eight (8) yea general medicine experience; or Bachelor's degre	
Job Code	Job Title	Salary Plan	Grade
HCP120	Social Worker, NonLicense	d 1 SWD	G
Min Salary \$33,042.45		Salary 703.38	Max Salary \$52,364.30
Job Summa Under supervision, provic populations with the psyc		Entry Quali Bachelor's degree in a relate college or university and two social service delivery.	d field from an accredited

Job Code	Job Title	Salary Plan	Grade
HCP121	Social Worker, NonLicensed	2 SWD	Н
Min Salary \$35,618.70	Mid S \$46,24	•	Max Salary \$56,872.73
Job Summar		Entry Qualifica	ations
Job Summary Under general supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers and makes necessary referrals for other social services.		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 th lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCP122	Social Worker, NonLicensed	3 SWD	I
Min Salary	Mid S	alary	Max Salary
\$38,452.58	\$50,14	•	\$61,832.00
Job Summar		Entry Qualifications	
vulnerable populations wit needed to cope with chror and physical or developme education and counseling,	provides persons, families or th the psychosocial support nic, acute or terminal illnesses ental disabilities. Provides patient advises caregivers, and makes er social services. Serves as team	Bachelor's degree in a related f college or university and four (4 social service delivery; or one (lower level Social Worker, Non position equivalent.	 years of experience in year of experience at the
Job Code	Job Title	Salary Plan	Grade
HCP123	Social Worker, NonLicensed	Spv SWD	J
Min Salary \$41,569.83	Mid S \$54,4	•	Max Salary \$67,287.20
Job Summar	v	Entry Qualifica	ations
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises, coordinates and directs the social service activities of a program. Provide persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses, physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services.		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 le worker, team leader, or supervisory role and three (3) years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade	
HCP130	Dentist 1	SWD	Р	
Min Salary \$76,821.60		Salary 379.70	Max Salary \$126,937.80	
Job Summary Under supervision, diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.		Entry Qualifications Doctorate or professional degree in dentistry from an accredited college or university and current Georgia licen to practice dentistry.		
Job Code	Job Title	Salary Plan	Grade	
HCP131	Dentist 2	SWD	Q	
Min Salary \$85,508.41		Salary 324.07	Max Salary \$142,139.72	
Job Summary Under general supervision, diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.		Entry Qualifications 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 practic dentistry.		
Job Code	Job Title	Salary Plan	Grade	
HCP132	Dentist 3	SWD	R	
Min Salary \$95,324.50		Salary 321.19	Max Salary \$159,317.88	
controls disorders of the te and related oral structures.	y liagnoses, treats, prevents and eth and mouth including gums . May treat diseases of nerve, es affecting vitality of teeth.	Entry Qualifications Doctorate or professional degree in dentistry from a 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 p dentistry.		
Job Code	Job Title	Salary Plan	Grade	
HCP133	Dentist Spv	SWD	S	
Min Salary \$106,416.69		Salary 572.95	Max Salary \$178,729.21	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth.		Entry Qualificatio Doctorate or professional degree i accredited college or university an experience at the lower level Dent position equivalent and current Ge	n dentistry from an d three (3) years of :ist 3 (HCP132) or	

physical, intellectual, emotional, social and interpersonal

functioning.

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Job Code	Job Title	Salary Plan	Grade
HCP140	Psychologist 1	SWD	Μ
Min Salary \$56,310.72		Salary 677.24	Max Salary \$91,043.76
evaluates behavioral, emo chrough observation, inter Applies theory relating to to formulate and administ may include counseling, the clients work toward the mo obysical, intellectual, emo	ry ensed psychologist, diagnoses or otional and cognitive disorders rview, and psychological tests. behavior and mental processes er programs of treatment that herapy and research. Helps haintenance and enhancement of tional, social and interpersonal	Entry Qualificati Doctorate in clinical or counseling American Psychological Associatio college or university and complet psychology internship.	; psychology from an on (APA) accredited
functioning. Job Code	Job Title	Salary Plan	Grade
HCP141	Psychologist 2	SWD	N
observation, interview and heory relating to behavio formulate and administer nclude counseling, therap work toward the mainten	ry	955.29 Entry Qualificati Doctorate in clinical or counseling American Psychological Associatio college or university, current Geo psychology, and one (1) year of ex level Psychologist 1 (HCP140) or e License may be temporary, provis	psychology from an on (APA) accredited rgia license to practice operience at the lower quivalent.Note:
Job Code	Job Title	Salary Plan	Grade
HCP142	Psychologist 3	SWD	0
Min Salary \$69,134.16	Mic	Salary 309.47	Max Salary \$113,484.78
observation, interview and theory relating to behavio formulate and administer	diagnoses or evaluates I cognitive disorders through d psychological tests. Applies r and mental processes to programs of treatment that may by and research. Helps clients	Entry Qualificati Doctorate in clinical or counseling American Psychological Associatio college or university, current Geo psychology, and two (2) years of e level Psychologist 2 (HCP141) or e License may be temporary, provis	s psychology from an on (APA) accredited rgia license to practice experience at the lower quivalent.Note:

Job Code	Job Title	Salary Plan	Grade
HCP143	Psychologist 4	SWD	Р
Min Salary \$76,821.60		Salary 879.70	Max Salary \$126,937.80
Job Summ	anu	Entry Qualificat	tions
Diagnoses or evaluates b cognitive disorders throu osychological tests. Appl and mental processes to programs of treatment t therapy, and research. H maintenance and enhan emotional, social, and in	behavioral, emotional, and ugh observation, interview, and ies theory relating to the behavior formulate and administer hat may include counseling, lelps clients work toward the cement of physical, intellectual, terpersonal functioning. May instruct the work assignment of	Doctorate in clinical or counselin American Psychological Associat college or university, current Ge psychology, and three (3) years of level Psychologist 3 (HCP142) or License may be temporary, prov	ion (APA) accredited orgia license to practice of experience at the lower equivalent. Note:
Job Code	Job Title	Salary Plan	Grade
HCP150	Pharmacist 1	SWD	0
Min Salary \$69,134.16		Salary 309.47	Max Salary \$113,484.78
nedications following pr lentists or other authori	ary is to compound and dispense rescriptions issued by physicians, zed medical practitioners. Provides both clients and health care	Entry Qualificat Doctorate or professional degree accredited college or university a to practice pharmacology.	e in pharmacology from ar
Job Code	Job Title	Salary Plan	Grade
HCP151	Pharmacist 2	SWD	Р
Min Salary \$76,821.60		Salary 879.70	Max Salary \$126,937.80
medications following pr dentists, or other author	a ry on, compounds and dispenses rescriptions issued by physicians, rized medical practitioners. rvices to both clients and health	Entry Qualificat Doctorate or professional degree accredited college or university, to practice pharmacology, and si pharmacology experience or one the lower level Pharmacist 1 (HC equivalent.	e in pharmacology from ar a current Georgia license ix months of professional e (1) year of experience at

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Job Code	Job Title	Salary Plan	Grade
HCP152	Pharmacist 3	SWD	Q
Min Salary	Mid	Salary	Max Salary
\$85,508.41	\$113,	\$24.07	5142,139.72
Job Summa	iry	Entry Qualification	าร
Under broad supervision, medications following pre dentists, or other authoriz	compounds and dispenses escriptions issued by physicians, zed medical practitioners. vices to both clients and health	Doctorate or professional degree in accredited college or university and to practice pharmacology and one (pharmacology experience or two (2 the lower level Pharmacist 2 (HCP1. equivalent.	l current Georgia license 1) year of professional) years of experience at
Job Code	Job Title	Salary Plan	Grade
HCP153	Pharmacist Spv	SWD	R
Min Salary	Mid	Salary	Max Salary
\$95,324.50	\$127,5	321.19 Ş	5159,317.88
Job Summa	•	Entry Qualification	
of subordinate staff. Supe		Doctorate or professional degree in accredited college or university and to practice pharmacology and one (pharmacology experience or two (2 pharmacology experience at the low (HCP152) or position equivalent and license to practice pharmacology.	l current Georgia license 1) year of professional) years of professional wer level Pharmacist 3
Job Code	Job Title	Salary Plan	Grade
HCP160	Physician 1	SWD	R
Min Salary \$95,324.50		Salary 321.19 \$	Max Salary 5159,317.88
Job Summa	Irv	Entry Qualification	15
Under supervision, provid services by examining pat	tes comprehensive medical tients, diagnosing conditions and ects nurses, aides and others in	Medical degree recognized by the G Medical Board (GCMB) and licensur practice medicine at a state institut Georgia as provided by state law.	Georgia Composite re or license-eligible to

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP161	Physician 2	SWD	S
Min Salary	Mid	Salary	Max Salary
\$106,416.69	\$142,	572.95	\$178,729.21
Job Summ	ary	Entry Qualificati	ons
medical services by examining patients, diagnosingMeconditions and providing treatments. Directs nurses, aidespraand others in the care and treatment of patients.Geexex		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.	
Job Code	Job Title	Salary Plan	Grade
HCP162	Physician 3	SWD	т
Min Salary	Mid	Salary	Max Salary
\$118,950.86		807.43	\$200,664.00
ervices by examining pa roviding treatments. Di	, provides comprehensive medical itients, diagnosing conditions and rects nurses, aides and others in of patients. May direct clinical	Entry Qualificati Medical degree recognized by the Medical Board (GCMB) and licens practice medicine at a state instit Georgia as provided by state law experience at the lower level Phy position equivalent.	e Georgia Composite sure or license-eligible to ution or in the state of and two (2) years of
Job Code	Job Title	Salary Plan	Grade
HCP163	Physician Spv	SWD	Т
Min Salary \$118,950.86		Salary 807.43	Max Salary \$200,664.00
Job Summ	ary	Entry Qualificati	ons
upervises, guides, and/ f subordinate staff. Pro ervices by examining pa	or instructs the work assignments vides comprehensive medical itients, diagnosing conditions and rects nurses, aides and others in	Medical degree recognized by the Medical Board (GCMB) and licens practice medicine at a state instit Georgia as provided by state law experience at the lower level Phy	ure or license-eligible to ution or in the state of and three (3) years of

position equivalent and

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Job Code	Job Title	Salary Plan	Grade	
HCP170	Veterinarian 1	SWD	Μ	
Min Salary	Mic	d Salary	Max Salary	
\$56,310.72	\$73	,677.24	\$91,043.76	
Job Summa	ry	Entry Qual	ifications	
Under supervision, diagnoses, treats and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Doctorate degree in veterinary medicine or equivalent the 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.		
Job Code	Job Title	Salary Plan	Grade	
HCP171	Veterinarian 2	SWD	Ν	
Min Salary	Mic	d Salary	Max Salary	
\$62,331.12	\$81	,955.29	\$101,579.45	
Job Summa	ry	Entry Qualifications		
prevent diseases and dysf	n, diagnoses, treats, and helps functions in animals. Advises giene, housing and general care of	the Georgia Board of Veteri years of experience at the lo (HCP170) or position equiva Educational Commission for (ECFVG) from the American and licensed by the Georgia	or university AND licensed by nary Medicine and two (2) ower level Veterinarian 1 alent or certified by the Foreign Veterinary Graduates Veterinary Medical Association State Board of Veterinary of experience at the lower level	
Job Code	Job Title	Salary Plan	Grade	
HCP172	Veterinarian 3	SWD	0	
Min Salary \$69,134.16		1 Salary ,309.47	Max Salary \$113,484.78	
Job Summa	ry	Entry Qual	ifications	
Under broad supervision, diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Doctorate degree 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.		

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Job Code	Job Title	Salary Plan	Grade	
HCP173	Veterinarian Spv	SWD	Р	
Min Salary \$76,821.60		Salary 879.70	Max Salary \$126,937.80	
Job Summa	arv	Entry Qualification	ons	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals.		Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by		
Job Code	Job Title	Salary Plan	Grade	
HCP180	PH Epidemiologist 1	SWD	L	
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15	
determine the causes of of disease control. Collect	develops, and conducts	Entry Qualifications Bachelor's degree in any field from an accredited of university and two (2) years of experience perform epidemiologic work or work in a closely related fields		
Job Code	Job Title	Salary Plan	Grade	
HCP181	PH Epidemiologist 2	SWD	Μ	
Min Salary \$56,310.72		Salary 677.24	Max Salary \$91,043.76	
Job Summary Under general supervision, plans, develops, and conducts epidemiologic investigations, surveillance, and interventions limited in scope and/or complexity to determine the causes of diseases and implement methods of disease control. Collects, analyzes, and interprets statistical data and prepares epidemiologic reports.		Entry Qualification Bachelor's degree in any field from university and three (3) years of e epidemiologic work or work in a c two (2) years of experience at the Epidemiologist 1 (HCP180) or positi	m an accredited college or xperience performing closely related field; or lower-level	

Job Code HCP182 Min Salary \$62,331.12 Job Summary Under broad supervision, des	\$81		Grade N Max Salary
Min Salary \$62,331.12 Job Summary	Mi \$81	d Salary L,955.29 \$	Max Salary
\$62,331.12 Job Summary	\$81	l,955.29	-
-			5101,579.45
-		Entry Qualification	าร
epidemiologic investigations	, surveillance, and t impact on public health and tions as primary coordinator alysis, and interpretation of	Bachelor's degree from an accredited college or univer and five (5) years of experience performing epidemiol	
Job Code	Job Title	Salary Plan	Grade
HCP183	PH Epidemiologist Spv	SWD	0
Min Salary \$69,134.16		d Salary ۱,309.47 ع	Max Salary 5113,484.78
Job Summary Supervises, guides, and/or in of subordinate staff. Supervis investigations, surveillance, a significant impact on public h resources. Supervises the col interpretation of complex sta preparation of epidemiologic	and interventions with nealth and the agency's llection, analysis, and atistical data and the	Entry Qualification Bachelor's degree from an accredite and six (6) years of experience perfe work or work in a closely related fie experience at the lower-level Epide position equivalent.	ed college or university orming epidemiologic eld; or one (1) year of
Job Code	Job Title	Salary Plan	Grade
HCP190	PH Registered Nurse 1	SWD	К
Min Salary \$44,998.81		d Salary),143.37	Max Salary \$73,287.92
accordance with nurse protocols, policies and/oruniversityprocedures.year of h		Entry Qualification Associate degree in nursing from ar university and completion of a PHN year of hire and current Georgia Re Nurse license and CPR certification.	n accredited college or course within one (1) gistered Professional

chemical protocols.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP191	PH Registered Nurse 2	SWD	L
Min Salary	Mid	Salary	Max Salary
, \$50,982.94		51.55	\$81,720.15
Job Summar	v	Entry Qualifica	tions
Under general supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols.		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.	
Job Code	Job Title	Salary Plan	Grade
HCP192	PH Registered Nurse 3	SWD	Μ
Min Salary \$56,310.72		Salary 77.24	Max Salary \$91,043.76
Job Summary		Entry Qualifications	
Under broad supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury, or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols.		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.	
Job Code	Job Title	Salary Plan	Grade
HCP193	PH Registered Nurse Spv	SWD	Ν
Min Salary \$62,331.12		Salary 55.29	Max Salary \$101,579.45
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury, or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and		Associate degree in nursing from university and one (1) year of nu completion of a PHN course with current Georgia Registered Prof CPR certification; or two (2) yea lower-level PH Registered Nurse equivalent.	rsing experience and hin one (1) year of hire and essional Nurse license and rs of experience at the

prescribe medication in some cases.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP194	PH Nursing Supervisor 1	SWD	Ν
Min Salary \$62,331.12	Mid S \$81,95		Max Salary \$101,579.45
Job Summ	any	Entry Qualifica	tions
Job Summary Under limited supervision, manages programs, staff, clinical services and fiscal processes of a local public health department. Identifies community partners, providers and agencies and develops relationships to further public health efforts in the community.		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.	
Job Code	Job Title	Salary Plan	Grade
HCP195	PH Nursing Supervisor 2	SWD	0
Min Salary \$69,134.16	Mid Sa \$91,30	•	Max Salary \$113,484.78
evaluates programs, staf within the county. Develo stakeholders within the c	ary n, implements, manages and f, clinical services and budgets ops partnerships with community county. Participates in community ts and strategic planning for the	Entry Qualifica Associate degree in nursing from university and five (5) years of R supervisory/management exper PHN course within six (6) month experience and current Georgia Nurse license and CPR certificat experience at the lower level PH position equivalent and current Professional Nurse license and 0	n an accredited college or N rience and completion of as of hire if no PHN Registered Professional ion; or two (2) years of Nursing Spv 1 (HCP194) or Georgia Registered
Job Code	Job Title	Salary Plan	Grade
HCP200	PH Advanced Practice RN 1	SWD	Ν
Min Salary \$62,331.12	Mid Sa \$81,95	•	Max Salary \$101,579.45
Job Summary Under supervision of a senior APRN, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May		Entry Qualifica Master's degree in nursing from university and/or other education by the Georgia Board of Nursing specialty area(s) approved by G Georgia license as a Registered	an accredited college or on requirements approved and certification in the eorgia Board of Nursing and

Georgia license as an APRN and CPR certification.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
HCP201	PH Advanced Practice RN 2	SWD	0	
Min Salary	Mid Sa	ilary	Max Salary	
\$69,134.16	\$91,30	\$91,309.47 \$113,484.78		
Job Summ	ary	Entry Qualifica	ations	
functions and healthcare Operates under a written their delegating physicia	on, performs advanced nursing e services in specialized areas. n nurse protocol agreement with n, conducts complete physicals, counsels clients. May prescribe s.	ed areas. university and/or other education requirements a by the Georgia Board of Nursing and certification specialty area(s) approved by Georgia Board of Nu		
Job Code	Job Title	Salary Plan	Grade	
HCP202	PH Advanced Practice RN 3	SWD	Р	
Min Salary	Mid Sa	llary	Max Salary	
\$76,821.60	\$101,87	9.70	\$126,937.80	
Job Summary Under broad supervision, performs advanced nursing functions and healthcare services in specialized areas.		Entry Qualifications Master's degree in Nursing from an accredited college or university and/or other education requirements approved		

functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases. 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..

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade	
HCP203	PH Advanced Practice RN S	pv SWD	Q	
Min Salary \$85,508.41	Mid : \$113,8	Salary 324.07	Max Salary \$142,139.72	
Job Summ	harv	Entry Qualif	try Qualifications	
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises lower level APRNs and other assigned staff. Performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment and counsels clients. May prescribe medication in some cases.		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 an 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.		
Job Code	Job Title	Salary Plan	Grade	
HCP210	PH Nursing Prog Consultan	t 1 SWD	L	
Min Salary \$50,982.94		Salary 351.55	Max Salary \$81,720.15	
training within a public l Manages the planning a	, provides technical assistance and nealth nursing care specialty. nd implementation of a specialty ntes programs for compliance with	university, three (3) years of	from an accredited college or	
Job Code	Job Title	Salary Plan	Grade	
HCP211	PH Nursing Prog Consultan		Μ	
Min Salary \$56,310.72		Salary 577.24	Max Salary \$91,043.76	
Job Summary		Entry Qualif	ications	
Job Summary Under general supervision, provides technical assistance and training within a public health nursing care specialty. Manages the planning and implementation of a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines.		university and five (5) years of current Georgia Registered P	rofessional Nurse license and urs of experience at the lower- tant 1 (HCP210) or position	

Nurse license and CPR certification.

As of: 4/1/25

positions require applicable licensure or certification.

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Job Code	Job Title	Salary Plan	Grade
HCP212	PH Nursing Prog Consultar	nt 3 SWD	Ν
Min Salary	Mid	Salary	Max Salary
\$62,331.12	\$81,9	955.29	\$101,579.45
Job Summa	ary	Entry Qualif	ications
Under broad supervision, training within a public he Manages the planning an nursing program. Evaluat	provides technical assistance and ealth nursing care specialty. d implementation of a specialty es programs for compliance with elines. Acts as a lead worker on	university and five (5) years of current Georgia Professional	Nurse license and CPR rs of experience at the lower- tant 2 (HCP211) or position gia Registered Professional
Job Code	Job Title	Salary Plan	Grade
HCP213	PH Nursing Prog Consultar	nt Spv SWD	0
Min Salary	Mid	Salary	Max Salary
\$69,134.16		309.47	\$113,484.78
Job Summa	arv	Entry Qualifications	
Supervises, guides, and/c of subordinate staff. Prov training within a public he implements and supervis	or instructs the work assignments vides technical assistance and ealth nursing care specialty. Plans, es a specialty nursing program. compliance with state and/or	Bachelor's degree in nursing university and six (6) years of current Georgia Professional certification; or four (4) years level PH Nursing Prog Consul equivalent and current Georg Nurse license and CPR certifi	Nurse license and CPR of experience at the lower- tant 3 (HCP212) or position gia Registered Professional
Job Code	Job Title	Salary Plan	Grade
HCP220	Behavioral Hlth Counselor,	, L1 SWD	I
Min Salary	Mid	Salary	Max Salary
, \$38,452.58		142.29	\$61,832.00
Job Summa	ary	Entry Qualif	ications
Under supervision, schedules consumers for testing, assembles test materials and administer assessments. Develops and implements behavior management and/or skills acquisition plans.		Bachelor's degree in a related college or university or certif counselor from the Georgia A Association (GACA) or equiva	ication as an addiction Addictions Counselor

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCP221	Behavioral HIth Counselor	, L2 SWD	J
Min Salary	Mid	Salary	Max Salary
\$41,569.83	\$54 <i>,</i>	428.52	\$67,287.20
Job Summa	ary	Entry Qualifica	tions
prevention and/or behav individuals and groups to and manage issues with f problems, suicide, stress	n, counsel with emphasis on ior modification. Work with promote optimum mental health family, parenting and marriage management, problems with self- iated with aging and mental and	Master's degree in a related field college or university; or Bachelo from an accredited college or un of job-related experience; or one the lower-level Behavioral Healt (HCP220).NOTE: All positions re licensure or certification.	r's degree in a related field liversity and two (2) years e (1) year of experience at ch Counselor 1, Licensed
Job Code	Job Title	Salary Plan	Grade
HCP222	Behavioral HIth Counselor	L3 SWD	К
Min Salary	Mid	Salary	Max Salary
\$44,998.81		\$59,143.37 \$73,2	
Job Summa	arv	Entry Qualifications	
Under general supervision prevention and/or behave individuals and groups to and manage issues with f problems, suicide, stress	n, counsel with emphasis on ior medication. Work with promote optimum mental health amily, parenting and marriage management, problems with self- iated with aging and mental and	Master's degree in a related field college or university and two (2) experience; or Bachelor's degree accredited college or university related experience or one (1) ye lower-level Behavioral Health Co (HCP221).NOTE: All positions re licensure or certification.	years of job-related e in a related field from an and four (4) years of job- ar of experience at the punselor 2, Licensed
Job Code	Job Title	Salary Plan	Grade
HCP223	Behavioral Hlth Counselor	, LSP SWD	L
Min Salary	Mid	Salary	Max Salary
\$50,982.94		351.55	\$81,720.15
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs counseling program for a facility. Plans, develops, implements, and administers		Entry Qualifica Master's degree in a related fiel college or university and four (4 experience; or Bachelor's degree	d from an accredited) years of job-related

facility. Plans, develops, implements, and administers appropriate services and programs for clients. Manages a small case load.

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 jobrelated 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.

As of: 4/1/25

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Job Code	Job Title	Salary Plan	Grade		
HCP470	RN 1 (DBHDD-Hospita	al) SWD	J		
Min Salary	Mid Salary		Max Salary		
\$41,569.83		\$54,428.52	\$67,287.20		
Job Summar	v	Entry Q	ualifications		
Functions as an entry level	Functions as an entry level RN and performs RN duties, assigned to a specific non-patient unit area at a state		Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license and less than (12) months of DBHDD Registered Nurse 1 experience.		
Job Code	Job Title	Salary Plan	Grade		
HCP471	RN 2 (DBHDD-Hospita	al) SWD	К		
Min Salary		Mid Salary	Max Salary		
\$44,998.81		\$59,143.37	\$73,287.92		
Job Summar	v	Entry O	Entry Qualifications		
Functions as a working leve assigned to a specific non-p mental health hospital	el RN and performs RN duties, patient unit area at a state	university and current G Professional Nurse or M	sing from an accredited college or eorgia license as a Registered ultistate license; or more than (12) tered Nurse 1 experience.		
Job Code	Job Title	Salary Plan	Grade		
HCP472	RN 3 (DBHDD-Hospita	al) SWD	L		
Min Salary		Mid Salary	Max Salary		
\$50,982.94		\$66,351.55	\$81,720.15		
Job Summar	v	Entry Qualifications			
Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital		university and current G Professional Nurse and I professional DBHDD nur	rsing from an accredited college or eorgia license as a Registered more than (36) months rsing experience; or Associate an accredited college or university		

degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (60) months of DBHDD professional nursing experience.

Job Code	Job Title	S	alary Plan	Grade	
HCP473	RN Spv (DBHDD-Hospi	ital)	SWD	Μ	
Min Salary		Mid Salary		Max Salary	
\$56,310.72		\$73,677.24		\$91,043.76	
Job Summ	ary		Entry Qualifica	tions	
duties, assigned to a spe	nctions as a supervisory level RN and performs RN ties, assigned to a specific non-patient unit area at a the mental health hospital Bachelor's degree in nursing from an a university and current Georgia license Professional Nurse and more than (#) DBHDD professional nursing experien (24) months in a DBHDD managerial/s leadership role; or Associate degree ir accredited college or university and cu License as a Registered Professional N (48) months in a DBHDD managerial/s leadership role.		icense as a Registered an (#) months professional perience and more than erial/supervisory of gree in nursing from an and current Georgia onal Nurse and more than		
Job Code	Job Title	S	alary Plan	Grade	
HCP570	RN 1 (DBHDD-Regiona	al)	SWD	J	
Min Salary		Mid Salary		Max Salary	
\$41,569.83		\$54,428.52		\$67,287.20	
Job Summ			Entry Qualifica	tions	
	vel RN and performs RN duties, n-patient unit area at a state	university A Professiona	ND current Georgia	n an accredited college or license as a Registered e license AND (12) months operience.	
Job Code	Job Title	S	alary Plan	Grade	
HCP571	RN 2 (DBHDD-Regiona	il)	SWD	К	
Min Salary \$44,998.81		Mid Salary \$59,143.37		Max Salary \$73,287.92	
Job Summary		Entry Qualifications			
Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital.		university a Professiona	Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license and more than (12) months of DBHDD Registered Nurse 1 experience.		

As of: 4/1/25

Job Code	Job Title	Salary Pla	n Grade
HCP572	RN 3 (DBHDD-Regio	onal) SWD	L
Min Salary \$50,982.94		Mid Salary \$66,351.55	Max Salary \$81,720.15
Job Summa	rv	Entr	y Qualifications
Functions as a lead level R	N and performs RN duties,	university and curren Professional Nurse ar professional DBHDD degree in nursing fro and current Georgia I	nursing from an accredited college or t Georgia license as a Registered nd more than (36) months nursing experience; or Associate m an accredited college or university icense as a Registered Professional (60) months of DBHDD professional
Job Code	Job Title	Salary Pla	n Grade
HCS010	Dental Asst 1	SWD	С
Min Salary \$24,876.10		Mid Salary \$30,594.84	Max Salary \$36,313.58
Job Summa Under direct supervision, hygienist in chair-side den instruments. May perform	learns to assist the dentist and tistry. Prepares dental	d/or High School diploma/ in a dental setting; or	y Qualifications (GED and six (6) months of experience [•] Vocational/Technical degree in an accredited college.
Job Code	Job Title	Salary Pla	n Grade
HCS011	Dental Asst 2	SWD	D
Min Salary \$26,635.71		Mid Salary \$33,410.22	Max Salary \$40,184.72
Job Summary Under general supervision, assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties.		High School diploma/ a dental setting; or Vo assisting from an accu experience as a denta	y Qualifications (GED and one (1) year of experience in ocational/Technical degree in dental redited college and six (6) months of al assistant, or one (1) year experience ntal Asst 1 (HCS010) or position

equivalent.

Job Code	Job Title	Salary Plan	Grade
HCS012	Dental Asst 3	SWD	E
Min Salary	Mic	l Salary	Max Salary
\$28,571.29	\$36	,023.24	\$43,475.18
Job Summa	Job Summary		ications
Under broad supervision, hygienist in chair-side de	assists the dentist and/or	High School diploma/GED an in a dental setting; or a Vocat dental assisting from an accre of experience as a dental assi experience at the lower level position equivalent.	cional/Technical degree in edited college and one (1) year istant; or one (1) year
Job Code	Job Title	Salary Plan	Grade
HCS013	Dental Asst Spv	SWD	F
Min Salary	Mic	l Salary	Max Salary
\$30,700.42	\$38	,897.56	\$47,094.70
Job Summa	ary	Entry Qualif	ications
	sts the dentist and/or hygienist in ares dental instruments. May uties.	lead worker, team leader, or Vocational/Technical degree accredited college and four (4	in dental assisting from an 4) years of experience as a es one (1) year experience in a supervisory role; or one (1)
Job Code	Job Title	Salary Plan	Grade
HCS020	Health Aide 1	SWD	В
Min Salary \$23,920.00		l Salary ,797.08	Max Salary \$33,674.16
Job Summary Under direct supervision, learns to provide basic patient care and works with patients/clients to develop daily living skills. May take vital signs.		Entry Qualifications High school diploma or GED.	
Job Code	Job Title	Salary Plan	Grade
HCS021	Health Aide 2	SWD	C
Min Salary	Mic	l Salary	Max Salary
, \$24,876.10		, 594.84	\$36,313.58
Job Summary Under general supervision, provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs.		Entry Qualifications 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.	

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Job Code	Job Title	Salary Plan	Grade	
HCS022	Health Aide 3	SWD	D	
Min Salary	Mid	Salary	Max Salary	
\$26,635.71		410.22	\$40,184.72	
Job Summa	ry	Entry Quali	fications	
works with patients/clien	provides basic patient care and ts to develop daily living skills. erform other related medical ection of nursing staff.	a related field; or one (1) yea	nd one (1) year of experience ir ar of experience required at the CS021) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade	
HCS023	Health Aide Spv	SWD	E	
Min Salary	Mid	Salary	Max Salary	
\$28,571.29	\$36,	023.24	\$43,475.18	
Job Summa	ry	Entry Quali	fications	
vith patients/clients to de	ides basic patient care and works evelop daily living skills. May take her related medical procedures rsing staff.	in a related field, in which or team leader, or supervisory experience required at the lo (HCS022) or position equival	role; or one (1) year of ower level Health Aide 3	
Job Code	Job Title	Salary Plan	Grade	
HCS030	Pharmacy Tech 1	SWD	D	
Min Salary	Mid	Salary	Max Salary	
\$26,635.71		410.22	\$40,184.72	
Job Summa	ry	Entry Quali	ualifications	
	prepares medications under the May measure, mix, label and ges of medications.	High School diploma/GED.		
Job Code	Job Title	Salary Plan	Grade	
HCS031	Pharmacy Tech 2	SWD	E	
Min Salary	Mid	Salary	Max Salary	
\$28,571.29	\$36,023.24 \$43,475.18		\$43,475.18	
Job Summa	ry	Entry Quali	fications	
Under general supervision, prepares medications under the direction of a pharmacist. May measure, mix, label, and record amounts and dosages of medications.		working in a pharmacy; or o	nd two (2) years of experience ne (1) year of experience Pharmacy Tech 1 (HCS030) or	

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Job Code	Job Title	Salary Plan	Grade
HCS032	Pharmacy Tech 3	SWD	F
Min Salary		Mid Salary	Max Salary
\$30,700.42		\$38,897.56	\$47,094.70
Job Summary	/	Entry Quali	fications
the direction of a pharmaci	prepares medications under st. May measure, mix, label, and es of medications. May serve as	d working in a pharmacy; or or	nd three (3) years of experience ne (1) year of experience Pharmacy Tech 2 (HCS031) or
Job Code	Job Title	Salary Plan	Grade
HCS033	Pharmacy Tech Spv	SWD	G
Min Salary		Mid Salary	Max Salary
\$33,042.45		\$42,703.38	\$52,364.30
Job Summary	/	Entry Quali	fications
of subordinate staff. Prepar	/lay measure, mix, label and	High School diploma/GED an working in a pharmacy, whic experience as a lead worker, role; or one (1) year of exper level Pharmacy Tech 3 (HCSO	team leader, or supervisory ience required at the lower-
Job Code	Job Title	Salary Plan	Grade
HCS040	Nutrition Asst 1	SWD	С
Min Salary		Mid Salary	Max Salary
\$24,876.10		\$30,594.84	\$36,313.58
			nd one (1) year of clerical, stomer service, or job-related degree in a related field from
Job Code	Job Title	Salary Plan	Grade
HCS041	Nutrition Asst 2	SWD	D
Min Salary \$26,635.71		Mid Salary \$33,410.22	Max Salary \$40,184.72
Job Summary	/	Entry Qualit	fications
Under general supervision, nutritional programs. May		experience; or an associate of an accredited college or univ	stomer service, or job-related degree in a related field from versity and one (1) year s or two (2) years of experience

position equivalent.

Job Code	Job Title	Salary Plan	Grade
HCS042	Nutrition Asst 3	SWD	E
Min Salary	Mid	d Salary	Max Salary
\$28,571.29		j,023.24	\$43,475.18
Job Summary		Entry Quali	ications
Under broad supervision, nutritional programs. Ma on guidelines, teach princ	Job Summary Under broad supervision, assists in the provision of nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals. May serve as a lead worker. High School diploma/GED and three (information and referral, customer se experience; or an associate degree in an accredited college or university an experience in a related field; or two (required at the lower-level Nutrition position equivalent.		tomer service, or job-related legree in a related field from ersity and two (2) years of or two (2) years of experience
Job Code	Job Title	Salary Plan	Grade
HCS043	Nutrition Asst Spv	SWD	F
-		A Salary A Sala	
		related field, which includes lead worker, team leader, or years of experience required Asst 3 (HCS042).	supervisory role; or two (2)
Job Code	Job Title	Salary Plan	Grade
HCS050	Nursing Asst 1	SWD	В
Min Salary \$23,920.00		d Salary 5,797.08	Max Salary \$33,674.16
Job Summary Under direct supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Entry Qualif Must be certified as a Nursin	

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Job Code	Job Title	Salary Plan	Grade
HCS051	Nursing Asst 2	SWD	C
Min Salary		Salary	Max Salary
\$24,876.10	\$30,	594.84	\$36,313.58
Job Summa	ary	Entry Qualifi	cations
	n, performs assigned direct care g procedures in a nursing facility	Must be certified as a Nursing experience required at the lov (HCS050) or position equivale	
Job Code	Job Title	Salary Plan	Grade
HCS052	Nursing Asst 3	SWD	D
Min Salary \$26,635.71		Salary 410.22	Max Salary \$40,184.72
Job Summa	arv	Entry Qualifi	cations
Under broad supervision,	performs assigned direct care ag procedures in a nursing facility	Must be certified as a Nursing of experience at the lower-lev position equivalent.	g Assistant and two (2) years vel Nursing Asst 2 (HCS051) or
Job Code	Job Title	Salary Plan	Grade
HCS053	Nursing Asst Spv	SWD	E
Min Salary	Mid	Salary	Max Salary
\$28,571.29	\$36,	023.24	\$43,475.18
Job Summa	arv	Entry Qualifi	cations
Supervises, guides, and/o of subordinate staff. Perfe	r instructs the work assignments	-	
Job Code	Job Title	Salary Plan	Grade
HCS420	Health Aide 1 (DBHDD-Hos	spital) SWD	В
Min Salary \$23,920.00		Salary 797.08	Max Salary \$33,674.16
	v level HA and performs HA duties, non-patient unit area at a state experience in a related role; or Associates deg		l less than (24) months or Associates degree and less

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Job Code	Job Title	Salary Plan	Grade	
HCS421	Health Aide 2 (DBHDD-Ho	spital) SWD	С	
Min Salary	Mic	l Salary	Max Salary	
\$24,876.10	\$30	,594.84	\$36,313.58	
Job Summa	ry	Entry Qualifica	tions	
Functions as a working level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		High school diploma/GED and less than (24) months experience in a related role; or Associates degree and less than (12) months experience in a related role.		
Job Code	Job Title	Salary Plan	Grade	
HCS422	Health Aide 3 (DBHDD-Ho	spital) SWD	D	
Min Salary \$26,635.71		l Salary ,410.22	Max Salary \$40,184.72	
		Entry Qualifica	tions	
	IA and performs HA duties, patient unit area at a state	High school diploma/GED and n experience in a related role; or than (24) months experience in (12) months experience at the l equivalent role.	nore than (36) months Associates degree and more a related role; or more than	
Job Code	Job Title	Salary Plan	Grade	
HCS423	Health Aide Spv (DBHDD-	Hosp) SWD	E	
Min Salary	Mic	l Salary	Max Salary	
\$28,571.29	\$36	,023.24	\$43,475.18	
Functions as a supervisory	is as a supervisory level HA and performs HA ssigned to a specific non-patient unit area at a experience in a related role		. ,	
Job Code	Job Title	Salary Plan	Grade	
НСТ010	Dental Hygienist 1	SWD	Н	
Min Salary	Mic	l Salary	Max Salary	
\$35,618.70		,245.72	\$56,872.73	
neck and oral areas for sig	ry cleans teeth, examines head, ns of oral disease. May educate ke and develop X-rays, or apply	Entry Qualifica Associate degree in dental hygic college or university and curren license.	ene from an accredited	

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Job Code	Job Title	Salary Plan	Grade	
HCT011	Dental Hygienist 2	SWD	I	
Min Salary	Mid Salary		Max Salary	
\$38,452.58	\$50,142.29		\$61,832.00	
Job Summary		Entry Qualif	ications	
Under general supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants.		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.		
Job Code	Job Title	Salary Plan	Grade	
HCT012	Dental Hygienist 3	SWD	J	
Min Salary \$41,569.83		Salary 128.52	Max Salary \$67,287.20	
		Entry Qualif	ications	
Job Summary Under broad supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants. May serve as a lead worker.		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		
Job Code	Job Title	Salary Plan	Grade	
HCT013	Dental Hygienist Spv	SWD	К	
Min Salary	Mid	Salary	Max Salary	
\$44,998.81		143.37	\$73,287.92	
Job Summary	,	Entry Qualifications		
Supervises, guides, and/or instructs the work assignments of subordinate staff. Cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants.		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, whic 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.		
Job Code	Job Title	Salary Plan	Grade	
НСТ020	Emergency Medical Tech 1	SWD	D	
Min Salary	Mid	Salary	Max Salary	
\$26,635.71	\$33,4	10.22	\$40,184.72	
Job Summary Under direct supervision, assesses injuries, administers emergency medical care and extricates trapped individuals.		Entry Qualifications High School diploma/GED and current Georgia certification as an Emergency Medical Technician Basic and CPR		

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Transports injured or sick persons to medical facilities. certification and valid driver's license.

Job Code	Job Title	Salary Plan	Grade
HCT021	Emergency Medical Tech 2	SWD	E
Min Salary \$28,571.29	Mid Sa \$36,023	•	Max Salary \$43,475.18
		Entry Qualification	ons
Job Summary Under general supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		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.	
Job Code	Job Title	Salary Plan	Grade
HCT022	Emergency Medical Tech 3	SWD	F
Min Salary \$30,700.42	Mid Sa \$38,897	•	Max Salary \$47,094.70
emergency medical care ar	y assesses injuries, administers nd extricates trapped individuals. persons to medical facilities. May	Entry Qualification High School diploma/GED and one experience and current Georgia co Emergency Medical Technician Ba and valid driver's license; or one (required at the lower-level Emerg (HCT021) or position equivalent.	e (1) year of job-related ertification as an sic and CPR certification 1) year of experience
Job Code	Job Title	Salary Plan	Grade
НСТ023	Emergency Medical Tech Spv	SWD	G
Min Salary \$33,042.45	Mid Sa \$42,703	•	Max Salary \$52,364.30
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		Entry Qualifications 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.	

Job Code	Job Title	Salary Plan	Grade	
НСТ030	Licensed Practical Nurse 1	SWD	E	
Min Salary	Mid S	alary	Max Salary	
\$28,571.29	\$36,02	23.24	\$43,475.18	
Job Summary		Entry Qualif	ications	
Under supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.		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.		
Job Code	Job Title	Salary Plan	Grade	
HCT031	Licensed Practical Nurse 2	SWD	F	
Min Salary	Mid S	alary	Max Salary	
\$30,700.42	\$38,89	97.56	\$47,094.70	
Job Summary		Entry Qualifications		
Under general supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.		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 equivaler		
Job Code	Job Title	Salary Plan	Grade	
HCT032	Licensed Practical Nurse 3	SWD	G	
Min Salary \$33,042.45	Mid S \$42,70	•	Max Salary \$52,364.30	
Job Summary		Entry Qualif	ications	
Under broad supervision, provides general direct nursing care to injured, ill, convalescent or disabled individuals. Care includes providing medical treatments, administering medication and giving injections.		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 equivalen		

Job Code	Job Title	Salary Plan	Grade
НСТ033	Licensed Practical Nurse Spv	SWD	Н
Min Salary	Mid Sa	alary	Max Salary
\$35,618.70	\$46,24	5.72	\$56,872.73
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides general direct nursing care to		Entry Qualifications High School diploma/GED and completion of a LPN Program through an approved Georgia Nursing Board; or	
	or disabled individuals. Care al treatments, administering ections.	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.	
Job Code	Job Title	Salary Plan	Grade
HCT040	Medical Records Tech 1	SWD	D
Min Salary	Mid Sa	alary	Max Salary
\$26,635.71	\$33,41	0.22	\$40,184.72
Job Summary Under direct supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		Entry Qualifications 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.	
Job Code	Job Title	Salary Plan	Grade
HCT041	Medical Records Tech 2	SWD	E
Min Salary \$28,571.29	Mid Sa \$36,02	•	Max Salary \$43,475.18
Job Summa	arv	Entry Qualificati	ions
Under general supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		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.	

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Job Code	Job Title	Salary Plan	Grade
HCT042	Medical Records Tech 3	SWD	F
Min Salary	Mid	Salary	Max Salary
\$30,700.42		97.56	\$47,094.70
Job Summa	rv	Entry Qualif	ications
	s of hospital and clinic clients in a	High School diploma/GED an medical records technician by	/ the American Health
legal and regulatory requi	edical, administrative, ethical, rements of the health care iins, compiles, and reports client	Information Management As experience in a medical recon independent coding of diagno	
	uirements and standards. May s. May serve as a lead worker.	experience required at the lo Tech 2 (HCT041) or position e	
Job Code	Job Title	Salary Plan	Grade
HCT043	Medical Records Tech Spv	SWD	G
Min Salary	Mid	Salary	Max Salary
\$33,042.45	\$42,7	/03.38	\$52,364.30
Job Summa	rv	Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards.		High School diploma/GED and medical records technician by Information Management As experience in a medical recor independent coding of diagno (1) year in a lead worker, tean or one (1) year of experience Medical Records Tech 3 (HCT	d eligible for certification as a y the American Health sociation; or four (4) years of rds unit, which involved the ostic data, which includes one m leader, or supervisory role; required at the lower level 042) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
НСТ050	Physical/Occup Therapy Te	ch 1 SWD	Н
Min Salary	Mid	Salary	Max Salary
\$35,618.70	\$46,2	5,245.72 \$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, assists		Associate degree from an accredited college or university	
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occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist. 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.).

with client status and within the scope of treatment plans

established by a therapist.

As of: 4/1/25

	iby. Healthcare		A3 01. 4/ 1/25	
Job Code	Job Title	Salary Plan	Grade	
HCT051	Physical/Occup Therapy T	ech 2 SWD	I	
Min Salary	Mid Salary		Max Salary	
\$38,452.58	\$50,	142.29	\$61,832.00	
Job Summary	1	Entry Qualifica	ations	
Under general supervision, assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance with client status and within the scope of treatment plans established by a therapist.		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.		
Job Code	Job Title	Salary Plan	Grade	
HCT052	Physical/Occup Therapy T	ech 3 SWD	L	
Min Salary	Mid	Salary	Max Salary	
\$41,569.83		428.52	\$67,287.20	
Job Summary	1	Entry Qualifications		
occupational therapists in p and procedures. May, in ac in the development of trea functions, direct activity pro of treatment and modify sp	ssists physical therapists or providing therapy treatments cordance with state laws, assist tment plans, carry out routine ograms, document the progress recific treatments in accordance in the scope of treatment plans	Associate degree from an accre and current license or license-e Georgia in the specific area of a therapy, occupational therapy, experience required at the lowe Therapy Tech 2 (HCT051) or pos	ligible in the state of ssignment (i.e., physical etc.) and one (1) year of er level Physical/Occupy	
Job Code	Job Title	Salary Plan	Grade	
НСТ053	Phys/Occup Therapy Tech	Spv SWD	К	
Min Salary \$44,998.81		Salary 143.37	Max Salary \$73,287.92	
Job Summary	Entr		ations	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists physical therapists or occupational therapists in providing therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, direct activity programs, document the progress of treatment and modify specific treatments in accordance		Associate degree from an accre and current license or license-e Georgia in the specific area of a therapy, occupational therapy, year in a lead worker, team lead two (2) years of experience req Physical/Occupy Therapy Tech 3	ligible in the state of ssignment (i.e., physical etc.), which includes one (1 der, or supervisory role, and uired at the lower level	

equivalent.

Job Title	Salary Plan		Grade
			Gruuc
Orthotics Tech 1	SWD		Е
	Mid Salary \$36,023.24	Max Salary \$43,475.18	
		Qualifications	
ients with disabling condition artial or total absence of limb notic appliances. Learns to dification and repair of	NS Vocational/Technical c accredited college; or o	degree in a skilled trade fro one (1) year of experience	in using
Job Title	Salary Plan		Grade
Orthotics Tech 2	SWD		F
	Mid Salary \$38,897.56	Max Salary \$47,094.70	
	Entry	Qualifications	
assists clients with disabling e or with partial or total nd preparing orthotic prication, modification and	accredited college; or hand and power tools (1) year experience at	one (1) year of experience and heavy shop equipmer the lower-level Orthotics	in using nt and one
Job Title	Salary Plan		Grade
Orthotics Tech 3	SWD		G
	Mid Salary \$42,703.38	Max Salary \$52,364.30	
ry Entry Qualifications		Qualifications	
sists clients with disabling e or with partial or total nd preparing orthotic prication, modification and	accredited college; or hand and power tools (1) year experience at	one (1) year of experience and heavy shop equipmer the lower-level Orthotics	in using nt and one
	lients with disabling condition artial or total absence of limb notic appliances. Learns to dification and repair of thotic devices and their Job Title Orthotics Tech 2 assists clients with disabling e or with partial or total ad preparing orthotic orication, modification and at and orthotic devices and Job Title Orthotics Tech 3	Mid Salary \$36,023.24 Entry Lients with disabling conditions artial or total absence of limb hotic appliances. Learns to dification and repair of thotic devices and their Vocational/Technical of accredited college; or hand and power tools Job Title Salary Plan Orthotics Tech 2 SWD Mid Salary \$38,897.56 Entry Mid Salary \$38,897.56 SWD Job Title Salary Plan Orthotics Tech 2 SWD Mid Salary \$38,897.56 Entry Job Title Salary Plan Orthotic Tech 3 Vocational/Technical of accredited college; or hand and power tools (1) year experience at (HCT060) or position effective borication, modification and at and orthotic devices and Job Title Salary Plan Orthotics Tech 3 SWD Mid Salary \$42,703.38 Entry Sists clients with disabling e or with partial or total ad preparing orthotic orication, modification and e or with partial or total ad preparing orthotic Vocational/Technical of accredited college; or hand and power tools Sists clients with disabling e or with partial or total ad preparing orthotic Vocational/Technical of accredited college; or hand and power tools Sists clients with disabling e or with partial or total ad preparing orthotic Vocational/Technical of accredited college; or hand and power tools	Mid Salary \$36,023.24 Max Salary \$43,475.18 Entry Qualifications Entry Qualifications artial or total absence of limb notic appliances. Learns to dification and repair of chotic devices and their Vocational/Technical degree in a skilled trade fro accredited college; or one (1) year of experience hand and power tools and heavy shop equipmer Job Title Salary Plan Orthotics Tech 2 SWD Mid Salary \$38,897.56 Max Salary \$47,094.70 Entry Qualifications Max Salary \$47,094.70 Autor of the presence of the devices and diffication, modification and th and orthotic devices and Vocational/Technical degree in a skilled trade fro accredited college; or one (1) year of experience hand and power tools and heavy shop equipmer (1) year experience at the lower-level Orthotics (HCT060) or position equivalent. Job Title Salary Plan Orthotics Tech 3 SWD Mid Salary \$42,703.38 Max Salary \$52,364.30 Entry Qualifications or with partial or total di preparing orthotic e or with partial or total di preparing orthotic e or with partial or total di preparing orthotic prication, modification and if a credited college; or one (1) year of experience hand and power tools and heavy shop equipmer (1) year experience at the lower-level Orthotics

Job Code	Job Title	Salary Plan	Grade
HCT063	Orthotics Tech Spv	SWD	Н
Min Salary		Mid Salary	Max Salary
\$35,618.70		\$46,245.72	\$56,872.73
Job Summar	v	Entry Quali	fications
Supervises, guides, and/or of subordinate staff. Assist conditions of limbs and spi absence of limb by fitting a appliances. Performs the fa	instructs the work assignments s clients with disabling ne or with partial or total	accredited college; or one (1 using hand and power tools	 year of experience in the and heavy shop equipment nce at the lower-level Orthotic
Job Code	Job Title	Salary Plan	Grade
НСТ070	Radiologist 1	SWD	G
Min Salary \$33,042.45		Mid Salary \$42,703.38	Max Salary \$52,364.30
Job Summar	v	Entry Quali	fications
Under direct supervision, p radiographic equipment ut	prepares and operates		a in radiologic technology from versity and American Registry (ARRT) certification.
Job Code	Job Title	Salary Plan	Grade
HCT071	Radiologist 2	SWD	Н
Min Salary \$35,618.70		Mid Salary \$46,245.72	Max Salary \$56,872.73
Job Summar	v	Entry Qualifications	
Under general supervision radiographic equipment ut	, prepares and operates	an accredited college or university and Americ	

Job Code	Job Title	Salary Plan	Grade
HCT072	Radiologist 3	SWD	I
Min Salary	Mid	Salary	Max Salary
\$38,452.58	\$50,	142.29	\$61,832.00
Job Summary		Entry Quali	fications
Under broad supervision, radiographic equipment u	prepares and operates tilized to take general elops images and checks for	an accredited college or univ of Radiologic Technologists (in radiologic technology from rersity and American Registry ARRT) certification and four (4 nce; or one (1) year experience t 2 (HCT071) or position
Job Code	Job Title	Salary Plan	Grade
НСТ073	Radiologist Spv	SWD	J
Min Salary	Mid	Salary	Max Salary
, \$41,569.83		428.52	\$67,287.20
of subordinate staff. Prepa	instructs the work assignments ares and operates radiographic e general radiographic images.		ic technology or a related field r university, American Registr ARRT) certification, and four
Job Code	Job Title	Salary Plan	Grade
НСТ080	Respiratory Therapy Tech	1 SWD	G
Min Salary \$33,042.45		Salary 703.38	Max Salary \$52,364.30
Job Summa	ny	Entry Quali	fications
Under supervision, assess with breathing disorders.	es, treats and cares for clients Initiate and conduct therapeutic nt records and select, assemble,		ory therapy from an accredited
Job Code	Job Title	Salary Plan	Grade
HCT081	Respiratory Therapy Tech	2 SWD	Н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
Job Summary		Entry Qualifications	
Under general supervision, assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment.		Associate degree in respirato college or university and two	ory therapy from an accredited (2) years of job-related of experience at the lower leve HCT080) or position

Job Code	Job Title	Salary Plan	Grade
HCT082	Respiratory Therapy Tech 3	SWD	I
Min Salary	Mid S	alary	Max Salary
\$38,452.58	\$50,14	12.29	\$61,832.00
Job Summary	v	Entry Qualif	ications
Under broad supervision, a clients with breathing disor herapeutic procedures. Ma	ssesses, treats and cares for	Associate degree in respirato college or university and thre experience; or two (2) years of level Respiratory Therapy Teo equivalent. Note: Must hold of Therapist license.	e (3) years of job-related of experience at the lower ch 2 (HCT081) or position
Job Code	Job Title	Salary Plan	Grade
HCT083	Respiratory Therapy Tech Sp	ov SWD	J
Min Salary	Mid S	alary	Max Salary
, \$41,569.83	\$54,42	•	\$67,287.20
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Assesses, treats and cares for clients with breathing disorders. Initiate and conduct therapeutic procedures. Maintain client records and select, assemble, check and operate equipment.		Entry Qualif Associate degree in respirato college or university and four experience; or two (2) years of level Respiratory Therapy Teo equivalent. Note: Must hold of Therapist license.	ry therapy from an accredite (4) years of job-related of experience at the lower ch 2 (HCT082) or position
Job Code	Job Title	Salary Plan	Grade
НСТ090	Dental Technician 1	SWD	F
Min Salary \$30,700.42	Mid S \$38,89	•	Max Salary \$47,094.70
Job Summary	v	Entry Qualifications	
Under direct supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Vocational/Technical degree accredited college and one (1 technician in a dental laborat GED and six (6) months of exp	in dental technology from an) year of experience as a ory; or High School diploma o

	J		
Job Code	Job Title	Salary Plan	Grade
HCT091	Dental Technician 2	SWD	G
Min Salary	Μ	id Salary	Max Salary
\$33,042.45	\$4	2,703.38	\$52,364.30
Job Summ	ary	Entry Qualific	ations
	on, designs, prepares, fabricates dental appliances as prescribed by alists.	High School diploma/GED and a dental setting; or Vocational/ technology from an accredited experience as a technician in a year experience at the lower-le (HCT090) or position equivalen	Technical degree in dental college and two (2) years of dental laboratory; or one (1) evel Dental Technician 1
Job Code	Job Title	Salary Plan	Grade
НСТ092	Dental Technician 3	SWD	Н
Min Salary	Μ	id Salary	Max Salary
\$35,618.70	\$4	6,245.72	\$56,872.73
Job Summ	arv	Entry Qualifications	
repairs dentures or dent	n, designs, prepares, fabricates and al appliances as prescribed by alists. May serve as a lead worker.	Vocational/Technical degree in accredited college and three (3 technician in a dental laborator diploma/GED and two (2) years setting; or One (1) year experie Dental Technician 2 (HCT091) o	B) years of experience as a ry; or High School s of experience in a dental ence at the lower-level
Job Code	Job Title	Salary Plan	Grade
НСТ093	Dental Technician Spv	SWD	I
Min Salary	М	id Salary	Max Salary
\$38,452.58	\$5	0,142.29	\$61,832.00
Job Summ	ary	Entry Qualific	ations
Supervises, guides, and/or instructs the work assignments of subordinate staff. Designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Vocational/Technical degree in accredited college and four (4) technician in a dental laborator year of experience as a lead wo supervisory role; or High Schoo years of experience in a dental (1) year experience in a lead w supervisory role; or One (1) yea level Dental Technician 3 (HCTO	years of experience as a ry which includes one (1) orker, team leader, or ol diploma/GED and three (3) setting which includes one orker, team leader, or ar experience at the lower

blood. May serve as a lead worker.

Job Code	Job Title	Salary Plan	Grade
HCT100	Medical Assistant 1	SWD	E
Min Salary	Mid	Salary	Max Salary
\$28,571.29		023.24	\$43,475.18
Job Summa	ırv	Entry Qualificatio	ns
Under direct supervision, certain clinical duties und on duty. Handles front off scheduling appointments billing and coding for insu clinic by taking and record	performs administrative and er the direction of the physician	Associate degree in a related field college or university; or High Schoo (1) year of experience in medical as	ol diploma/GED and one
Job Code	Job Title	Salary Plan	Grade
HCT101	Medical Assistant 2	SWD	F
Min Salary \$30,700.42		Salary 897.56	Max Salary \$47,094.70
Job Summa		Entry Qualifications	
Under general supervision certain clinical duties und on duty. Handles front off scheduling appointments billing and coding for insu clinic by taking and record	n, performs administrative and er the direction of the physician	Associate degree in a related field college or university with one (1) ye related field; or High School diplom years of experience in medical assi experience required at the lower le (HCT100) or position equivalent.	from an accredited ear experience in a na/GED and two (2) sting; or Two (2) years of
Job Code	Job Title	Salary Plan	Grade
HCT102	Medical Assistant 3	SWD	G
Min Salary \$33,042.45		Salary 703.38	Max Salary \$52,364.30
Job Summa	Irv	Entry Qualificatio	ns
Under broad supervision, certain clinical duties und on duty. Handles front off scheduling appointments billing and coding for insu clinic by taking and record	performs administrative and er the direction of the physician	the physiciancollege or university with two (2) years of experiencecluderelated field; or High School diploma/GED andcal records,years of experience in medical assisting; or Twosists in theexperience required at the lower-level Medicamedical(HCT101) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCT103	Medical Assistant Spv	SWD	н
Min Salary		Salary	Max Salary
\$35,618.70	\$46,	245.72	\$56,872.73
Job Summa	ry	Entry Qualificatio	ns
of subordinate staff. Perfo clinical duties under the d Handles front office duties appointments, maintainin coding for insurance purpo	r instructs the work assignments orms administrative and certain irection of the physician on duty. s which include scheduling g medical records, billing and oses. Assists in the clinic by taking and medical histories, preparing and drawing blood.	years of experience in medical assisting; or Two (2) y experience required at the lower-level Medical Assis	
Job Code	Job Title	Salary Plan	Grade
HCT110	PH LPN 1	SWD	F
Min Salary	Mid	Salary	Max Salary
\$30,700.42		897.56	\$47,094.70
health nurses and county includes providing medica medication and giving inje	ry provides assistance to public programs. Provides care which al treatments, administering ections. Assigned to specific cope of an LPN practice in public	Entry Qualificatio Vocational/Technical degree in lice from an accredited college and cur practice as a Licensed Practical Nur and completion of all necessary or Public Health LPN.	ensed practical nursing rent Georgia license to rse and CPR certification
health.	· · ·		
Job Code	Job Title	Salary Plan	Grade
HCT111	PH LPN 2	SWD	G
Min Salary \$33,042.45		Salary 703.38	Max Salary \$52,364.30
Job Summa	rv	Entry Qualificatio	ns
Under general supervision health nurses and county includes providing medica medication and giving inje	n, provides assistance to public programs. Provides care which al treatments, administering ections. Assigned to specific cope of an LPN practice in public	h from an accredited college and two (2) years of LPN health experience and current Georgia license to pr as a Licensed Practical Nurse and CPR certification;	

As of: 4/1/25

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Job Code	Job Title	Salary Plan	Grade
HCT112	PH LPN 3	SWD	н
Min Salary		Salary	Max Salary
\$35,618.70	\$46,	245.72	\$56,872.73
Job Summa	arv	Entry Qualifica	tions
Under broad supervision health nurses and county direct nursing care. Care treatments, administerin injections. Assigned to sp	Inder broad supervision, provides assistance to publicVocational/Technical degree in liceealth nurses and county programs. Provides generalfrom an accredited college and fourect nursing care. Care includes providing medicalhealth experience and current Geceatments, administering medication and givingas a Licensed Practical Nurse and Cjections. Assigned to specific clinical duties within the(1) year of experience required at the component of the componen of the component of the com		four (4) years of LPN public Georgia license to practice d CPR certification; or one at the lower-level PH LPN 2
Job Code	Job Title	Salary Plan	Grade
HCT113	PH LPN Spv	SWD	I
Min Salary \$38,452.58		Salary 142.29	Max Salary \$61,832.00
Job Summa	arv	Entry Qualifica	tions
Supervises, guides, and/o of subordinate staff. Prov nurses and county progra nursing care. Care include administering medication	or instructs the work assignments vides assistance to public health ams. Provides general direct es providing medical treatments, n and giving injections. Assigned to thin the scope of an LPN practice	Vocational/Technical degree in from an accredited college and health experience, which includ worker, team leader, or supervi Georgia license to practice as a and CPR certification; or one (1) required at the lower level PH L equivalent.	licensed practical nursing five (5) years of LPN public es two (2) years in a lead sory role and a current Licensed Practical Nurse year of experience
Job Code	Job Title	Salary Plan	Grade
HCT120	Forensic CTI Technologist	SWD	К
Min Salary \$44,998.81		Salary 143.37	Max Salary \$73,287.92
Job Summa	arv	Entry Qualifica	tions
Under the direct supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow and providing comprehensive diagnostic imaging services.		Associate degree or diploma fro institution with an accredited Co Program and American Registry (ARRT) advanced Computed Tor certification.Note: Must maintai Registry of Radiologic Technolog	om an approved ARRT omputed Tomography (CT) of Radiologic Technologists nography (AART-CT) n their American

taking required continuing education credit-eligible

courses/training every two (2) years.

As of: 4/1/25

Job Code	Job Title	Salary Plan	Grade
HCT121	Forensic CTI Technologist 2	SWD	L
Min Salary	Mid Sa	alary	Max Salary
\$50,982.94	\$66,35	1.55	\$81,720.15
performs computerized d examinations while main	Associate degree or diploma in radiologic t an accredited college, university, or progra and providing comprehensive vices. American Registry of Radiologic Technolog advanced Computed Tomography (AART-C and two (2) years of job-related experience of experience required at the lower-level F Technologist (HCT120) or position equivale maintain their American Registry of Radiologic Technologists (AART) certification by taking		diologic technology from or program, and echnologists (ARRT) (AART-CT) certification kperience; or one (1) year er-level Forensic CTI equivalent.Note Must of Radiologic
		two (2) years.	
Job Code	Job Title	Salary Plan	Grade
HCT122	Forensic CTI Technologist 3	SWD	М
Min Salary	Mid Sa	alary	Max Salary
\$56,310.72	\$73,67	7.24	\$91,043.76
	Entry Qualifications Entry Qualifications Entry Qualifications Associate degree or diploma in radiologic technol an accredited college, university, or program, an		diologic technology from

performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow and providing comprehensive diagnostic imaging services. 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.

Job Code	Job Title	Salary Plan	Grade
HCT123	Forensic CTI Technologist 4	SWD	Ν
Min Salary \$62,331.12	Mid S \$81,95	•	Max Salary \$101,579.45
Job Summary		Entry Quali	fications
Under the limited supervision performs computerized diag	on of a Medical Examiner, gnostic tomography (CT) ning a smooth operational and providing a full range of	Associate degree or diploma in radiologic technology f an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certificati and six (6) years of job-related experience; or Bachelor degree or diploma in radiologic technology from an accredited college, university, or program, and Americ Registry of Radiologic Technologists (ARRT) advance Computed Tomography (AART-CT) certification and for years of job-related experience. May supervise subord staff; or one (1) year of experience required at the low level Forensic CTI Technologist 3 (HCT122) or position equivalent.Note: Must maintain their American Registr of Radiologic Technologists (AART) certification by taki required continuing education credit-eligible courses/training every two (2) years.	
Job Code	Job Title	Salary Plan	Grade
НСТ430	LPN 1 (DBHDD-Hospital)	SWD	E
Min Salary	Mid S	alary	Max Salary
\$28,571.29	\$36,02	•	\$43,475.18
Job Summary Functions as an entry level L assigned to a specific non-pa mental health hospital	PN and performs LPN duties,	Entry Quali Vocational/Technical degree and current Georgia license Practical Nurse and less than Practical Nurse experience.	from an accredited college
Job Code	Job Title	Salary Plan	Grade
HCT431	LPN 2 (DBHDD-Hospital)	SWD	F
Min Salary \$30,700.42	Mid S \$38,89	•	Max Salary \$47,094.70
Job Summary Functions as a working level assigned to a specific non-pa mental health hospital	LPN and performs LPN duties,	Entry Quali Vocational/Technical degree and current Georgia license Practical Nurse and more tha Licensed Practical Nurse exp	from an accredited college to practice as a Licensed an (12) months of DBHDD

Job Code	Job Title	Salary Plan	Grade
HCT432	LPN 3 (DBHDD-Hospital)	SWD	G
Min Salary \$33,042.45		d Salary ,703.38	Max Salary \$52,364.30
Job Summary	y	Entry Quali	
Functions as a lead level LP assigned to a specific non-p mental health hospital	N and performs LPN duties, patient unit area at a state	Vocational/Technical degree and current Georgia license Practical Nurse and more th Licensed Practical Nurse exp	to practice as a Licensed an (36) months of DBHDD
Job Code	Job Title	Salary Plan	Grade
HCT433	LPN Spv (DBHDD-Hospita	l) SWD	Н
Min Salary \$35,618.70		d Salary ,245.72	Max Salary \$56,872.73
Job Summary	y	Entry Quali	ifications
Functions as a supervisory level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital.		Vocational/Technical degree from an accredited college AND current Georgia license to practice as a Licensed Practical Nurse AND (24) months of experience in a tear lead, supervisory or leadership role.	