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 Summ	ary	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: 5/1/25

	J		
Job Code	Job Title	Salary Plan	Grade
HCM013	Sr Mgr, Health Care	SWD	0
Min Salary		d Salary	Max Salary
\$69,134.16	\$91	.,309.47	\$113,484.78
Job Sumn	nary	Entry Qualific	cations
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, Hlth 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	Mid	d Salary	Max Salary
\$85,508.41		8,824.07	\$142,139.72
Job Sumn	narv	Entry Qualific	cations
procedures. Plans, orga delivery of health servic	implements related policies and nizes, directs and coordinates the ces. Monitors and evaluates rovides leadership to subordinate	Bachelor's degree in health can from an accredited college or o professional managerial or sup health care services; or two (2 lower level Sr Mgr, Health Care equivalent.Note: Some positio certification and/or licensure.	university and six (6) years of pervisory experience in) years of experience at the e (HCM013) or position
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 Sumn	nary	Entry Qualific	cations
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 fr university and four (4) years of Nurse, two (2) years of which i supervisory capacity and curre Registered Professional Nurse experience at the lower level a (HCP073) or position equivaler an environment related to the	f experience as Registered in an administrative or ent Georgia license as a ; or eight (8) years of as a Registered Nurse nt, two (2) years of which in

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

license as a Registered Professional Nurse.

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCM031	Mgr 2, Nurse	SWD	0
Min Salary	Mid	Salary	Max Salary
\$69,134.16	\$91,:	309.47	\$113,484.78
Job Summary Leads, plans, organizes, and directs all nursing activitie assigned facility. Responsible for the quality of nursing 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 with agency.		Entry Qualificat Bachelor's degree in nursing from university and five (5) years of ex Nurse, two (2) years of which in supervisory capacity and current Registered Professional Nurse; of experience as a Registered Nurse equivalent, two (2) years of which related to the area of assignmen a supervisor and current Georgia Professional Nurse.	m an accredited college or xperience as a Registered an administrative or t Georgia license as a or eight (8) years of e (HCP073) or position ch in an environment at, four (4) years of which as
Job Code	Job Title	Salary Plan	Grade
HCM032	Sr Mgr, Nurse	SWD	0
Min Salary \$69,134.16		Salary 309.47	Max Salary \$113,484.78
Job Summary Plans, organizes, and directs all nursing activities in assigned facility. Responsible for the quality of nursing care		Entry Qualificat Bachelor's degree in nursing from university and six (6) years of exi-	tions m 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: 5/1/25

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 Sumn	nary	Entry Qualificat	tions
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 managers and staff.		Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as a Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, six (6) years of which as a supervisor and current Georgia license as a Registered Professional Nurse.	
Job Code	Job Title	Salary Plan	Grade
HCM040	Mgr, Nutrition	SWD	М
Min Salary	Mid	Salary	Max Salary
\$56,310.72	\$73,	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: 5/1/25

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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
\$62,331.12 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 Qualifica Bachelor's degree in dietetics, h nutrition, nutrition education, for or a closely related field from ar university Academy of Nutrition program and five (5) years of nu includes two (2) years in a mana and registration as a Dietitian by & Dietetics Commission and lice State of Georgia; or two (2) year	uman nutrition, food & ood systems management a accredited college or & Dietetics accredited atrition experience, which agerial or supervisory role y the Academy of Nutrition ensure as a Dietitian in the
		lower level Mgr, Nutrition (HCN 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 Qualifica Bachelor's degree in Nursing, Ge Social Work, or related field and experience in the area of assign eligibility for licensure in the sta year of experience at the lower	erontology, Public Health, I four (4) years of clinical ment and License or Ite of Georgia; or one (1)

Therapist Spv (HCP043) or position equivalent.

Job Code	Job Title	Salary Plan	Grade
HCM051	Sr Mgr, Therapy Svcs	SWD	0
Min Salary	Mic	l Salary	Max Salary
\$69,134.16	\$91,	,309.47	\$113,484.78
Job Summ	ary	Entry Qualificat	ions
govern the operation of occupational, recreation	of programs and policies that therapy services (i.e., physical, al, audiology, and speech and). Directs subordinate managers	Bachelor's degree in Nursing, Ge Social Work, or related field and experience in the area of assignn (2) years in a managerial or supe eligibility for licensure in the stat years of experience at the lower (HCM050) or position equivalent	five (5) years of clinical nent, which includes two rvisory role and License or te of Georgia; or two (2) level Mgr, Therapy Svcs
Job Code	Job Title	Salary Plan	Grade
HCM052	Dir, Therapy Svcs	SWD	Р
Min Salary \$76,821.60		l Salary 879.70	Max Salary \$126,937.80
policies that govern the ophysical, 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 assignn (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	М
Min Salary \$56,310.72		l Salary .677.24	Max Salary \$91,043.76
Job Summ	arv	Entry Qualificat	ions
Manages the operation of component area. Establis	of a nutrition program or major shes and implements policies and d evaluates the program for hed guidelines. Directs	Bachelor's degree in nutrition fro university and three (3) years of which includes one (1) year in a r role.	om an accredited college or job-related experience,

Job Code	Job Title	Salary Plan	Grade
HCM061	Sr Mgr, Nutrition Prg	m SWD	Ν
Min Salary		Mid Salary	Max Salary
\$62,331.12		\$81,955.29	\$101,579.45
Job Sumn	nary	Entry C	lualifications
Directs the overall oper 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) ye which includes two (2) ye role; or two (2) years of	trition from an accredited college or ears of job-related experience rears in a managerial or supervisory experience at the lower level Mgr, 0) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
HCM062	Dir, Nutrition Prgm	SWD	0
Min Salary		Mid Salary	Max Salary
\$69,134.16		\$91,309.47	\$113,484.78
Job Sumn	nary	Entry C	Qualifications
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. subordinate managers and staff.	university in Nutrition a experience, which inclu or supervisory role or tw	trition from an accredited college or nd seven (7) years of job-related des three (3) years in a managerial wo (2) years of experience at the ition Prgm (HCM061) or position
Job Code	Job Title	Salary Plan	Grade
HCM070	PH Chief Epidemiolog	gist SWD	Q
Min Salary \$85,508.41	Ş	Mid Salary \$113,824.07	Max Salary \$142,139.72
Job Sumn	nary	Entry C	Qualifications
public health and the ag organizes unit's work to Directs and reviews wor epidemiologic programs communicable diseases Oversees policy and pro	s units with statewide impact on gency's resources. Plans and meet the organization's objective rk assignments. May manage s for the prevention and control of c, chronic diseases and/or injuries. becedure development for new and tion and control programs.	and three (3) years of exercises. epidemiologic work or v includes one (1) year in supervisory role; or two lower level Epidemiolog	ic health or a closely related field operience performing vork in a closely related field which a lead worker, team leader, or (2) years of experience at the sist Spv (HCP183) or position

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCM071	PH Medical Epidemiologist	SWD	R
Min Salary \$95,324.50	Mid S \$127,32	•	Max Salary \$159,317.88
Jah Cumm		Entry Qualificatio	ns
Job Summary Serves as medical consultant within areas of training and expertise to health professionals, organizations, and the public. Coordinates services with other program areas, organizations, and key individuals. Monitors clinical aspects of disease and effects of control measures. May provide consultation, guidance, technical assistance and training regarding medicine, public health practice, epidemiology, and the control of diseases.		Doctorate in medicine, dentistry, veterinary medicine, or nursing from an accredited college or university and Master's degree in public health or a closely related field; or completion of the CDC Epidemic Intelligence Service (EIS) training; or one (1) year of experience at the lower level PH Chief Epidemiologist (HCM070) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCM080	PH Manager 1	SWD	Ν
Min Salary	Mid S	•	Max Salary \$101,579.45
\$62,331.12	\$81,95	55.25	
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.		Entry Qualificatio 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	Mid S \$91,30	-	Max Salary \$113,484.78
Job 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 o ursing experience, whi gerial or supervisory ro

edures. 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.

current Georgia Registered Professional Nurse 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.

5		
Job Title	Salary Plan	Grade
PH Manager 3	SWD	Р
	-	Max Salary \$126,937.80
	Entry Qualificatio	ins
velopment of public health	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	
Job Title	Salary Plan	Grade
PH Senior Manager 1	SWD	Q
Mid	Salary	Max Salary
	-	\$142,139.72
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 ind influence on agency policy.	Master's degree in nursing, public from an accredited college or univ of professional nursing manageria current Georgia Registered Profess	health, or related field ersity and eight (8) year l or supervisory role and sional Nurse license; or
Job Title	Salary Plan	Grade
PH Senior Manager 2	SWD	R
	-	Max Salary \$159,317.88
ments strategies for public	•	health, or related field
	PH Manager 3 Mid \$101,8 Y velopment of public health cedures. May direct subordinate Job Title PH Senior Manager 1 Mid \$113,8 Y ing for public health nursing ectives and requirements. n other state agencies, health 1 institutions, community ents special projects as directed rects subordinate managers and di influence on agency policy. multiple units, departments, Dob Title PH Senior Manager 2	Job Title Salary Plan PH Manager 3 SWD Mid Salary \$101,879.70 Y Entry Qualificatio Master's degree in nursing, public from an accredited college or univ years of professional nursing mana role and current Georgia Registeree license; or one (1) year of experier Manager 2 (HCM081) or position en Job Title Salary \$113,824.07 Y Entry Qualificatio Mid Salary \$113,824.07 Y Entry Qualificatio Master's degree in nursing, public from an accredited college or univ of professional nursing managerial current Georgia Registered Profess one (1) year of experience at the lo (HCM082) or position equivalent. Job Title Salary \$113,824.07 Y Entry Qualificatio Master's degree in nursing, public from an accredited college or univ of professional nursing managerial current Georgia Registered Profess one (1) year of experience at the lo (HCM082) or position equivalent. Mid Salary \$127,321.19 Y Entry Qualificatio Master's degree in nursing, public from an accredited college or univ of professional nursing managerial current Georgia Registered Profess one (1) year of experience at the lo (HCM082) or position equivalent. Mid Salary \$127,321.19 Y Entry Qualificatio Master's degree in nursing, public

As of: 5/1/25

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 Summa	rv	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,	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 delivered in hospitals public health facilities and		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	

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: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCM092	PH Sr Mgr, Nurse	SWD	Р
Min Salary	Mid	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 Registered Professional Nurse	
		and two (2) years of Public Healt	
Job Code	Job Title	Salary Plan	Grade
HCM093	PH Dir. Nurse	SWD	Q
Min Salary	Mid	Salary	Max Salary
\$85,508.41	\$113,	824.07	\$142,139.72
Job Summary Oversees the planning, organization and directs all nursing activities in assigned facility. Responsible for the quality of		Entry Qualifications Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as Registered	

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: 5/1/25

Job Code	Job Title	Salary Plan	Grade	
HCM430	Mgr, Nurse (DBHDD - Hosp	bital) SWD	Ν	
Min Salary	Mid	Salary	Max Salary	
\$62,331.12	\$81,	955.29	\$101,579.45	
Job Summar	v	Entry Qualificat	tions	
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.		health or directly related field fro or university and (12) months in supervisory capacity and current Registered Professional Nurse; of nursing from an accredited colle months of experience as Registe years of which in an administrati and current Georgia license as a Nurse; or (96) months of experie (24) months of which in an envir of assignment, (36) months of w current Georgia license as a Regi	an administrative or Georgia license as a r Bachelor's degree in ge or university and (48) red Nurse, (24) months ive or supervisory capacity Registered Professional ence as a Registered Nurse, onment related to the area hich as a supervisor and	
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		309.47	\$113,484.78	
Job Summar	v	Entry Qualificat	ions	
	Loade plane organizes and directs all pursing activities in		Master'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: 5/1/25

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	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
\$69,134.16	\$91,	,309.47 \$113,484.78		\$113,484.78
Job Summ	Job Summary		Entry Qualifications	

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: 5/1/25

Job Code	Job Title	Salary Plan	Grade	
HCP010	Aud/Speech Pathologist 1	SWD	l	
		5000	-	
Min Salary	Mid S	alary	Max Salary	
\$50,982.94	\$66,3	51.55	\$81,720.15	
Job Summary	4	Entry Qualific	ations	
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 \$56,310.72	Mid S \$73,6`	•	Max Salary \$91,043.76	
Job Summary	1	Entry Qualific	ations	
Job Summary 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 universit 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 Summary	Entry C		ations	
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 university and current Georgia licensure and/or certification to practice in the area of assignment and two (2) years of experience at the lower level Aud/Speech Pathologist 2 (HCR011) or position equivalent		

(HCP011) or position equivalent.

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Job Code	Job Title	Salary Plan	Grade	
HCP013	Aud/Speech Pathologist	t Spv SWD	0	
Min Salary	N	1id Salary	Max Salary	
\$69,134.16	\$9	91,309.47	\$113,484.78	
Job Summary		Entry Quali	ifications	
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-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	N	1id Salary	Max Salary	
\$35,618.70	\$4	16,245.72	\$56,872.73	
Job Summary	1	Entry Qualifications		
and control of disease. Proveducation and counseling to public. Serves as a resource	ist in the promotion of health vides nutritional assessment,	nutrition, nutrition educatio or a closely related field from university; and verification s	cs, human nutrition, foods and n, food systems management, m an accredited college or statement of completion of a by The Academy of Nutrition &	
Job Code	Job Title	Salary Plan	Grade	
HCP021	Dietitian/Nutritionist 2	SWD	L	
Min Salary	N	1id Salary	Max Salary	
\$38,452.58	\$5	50,142.29	\$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.

and environments.

Job Code	Job Title	Salary Plan	Grade	
HCP022	Dietitian/Nutritionist 3	SWD	J	
Min Salary \$41,569.83		Salary 428.52	Max Salary \$67,287.20	
Job Summ	Lab Commence		ions	
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.		Entry Qualifications 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 \$44,998.81		Salary 143.37	Max Salary \$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 Qualifications 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 four (4) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level		
Job Code	Job Title	Dietitian/Nutritionist 2 (HCP022) Salary Plan	Grade	
НСР030	Hith Educator 1	SWD	Н	
Min Salary \$35,618.70	Mid	Salary 245.72	Max Salary \$56,872.73	
Job Summary 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 programs designed to encourage healthy lifestyles, policies		Entry Qualificati Bachelor's degree in education, so biological sciences or a directly re accredited college or university.	ocial, behavioral, or	

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Job Code	Job Title	Salary Plan	Grade	
HCP031	HIth Educator 2	SWD	I	
Min Salary \$38,452.58		l Salary 142.29	Max Salary \$61,832.00	
Job Summa	rv	Entry Qualificat	tions	
Under general supervision improves individual and c individuals and communit Collect and analyze data t to planning, implementing	n, promotes, maintains, and ommunity health by assisting ties to adopt healthy behaviors. o identify community needs prior g, monitoring, and evaluating courage healthy lifestyles, policies	Bachelor's degree in education, biological sciences or a directly r accredited college or university experience in public health educ experience at the lower level HI position equivalent.	social, behavioral, or elated field from an and one (1) year of cation or one (1) year of	
Job Code	Job Title	Salary Plan	Grade	
HCP032	HIth Educator 3	SWD	J	
Min Salary	Mid	l Salary	Max Salary	
\$41,569.83		,428.52	\$67,287.20	
Job Summa	rv	Entry Qualifications		
improves individual and c individuals and communit Collect and analyze data t to planning, implementing	promotes, maintains, and ommunity health by assisting ties to adopt healthy behaviors. o identify community needs prior g, monitoring, and evaluating courage healthy lifestyles, policies erve as a lead worker.	Bachelor's degree in education, a biological sciences or a directly r accredited college or university a experience in public health educ experience at the lower level Hit position equivalent.	elated field from an and two (2) years of ration or one (1) year of	
Job Code	Job Title	Salary Plan	Grade	
НСР033	HIth Educator Spv	SWD	К	
Min Salary \$44,998.81		l Salary 143.37	Max Salary \$73,287.92	
Job Summa	ry	Entry Qualificat	tions	
Job Summary 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, biological sciences or a directly r accredited college or university experience in public health educ (1) year in a lead worker, team lo or one (1) year of experience at	related field from an and three (3) years of ation, which includes one eader, or supervisory role;	

or one (1) year of experience at the lower level Hlth Educator 3 (HCP032) or position equivalent.

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Job Code	Job Title	Salary Plan	Grade
HCP040	Phys/Occupational Therap	bist 1 SWD	L
Min Salary \$50,982.94		l Salary ,351.55	Max Salary \$81,720.15
			20
Job Summary 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.		Entry Qualifications Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment.	
Job Code	Job Title	Salary Plan	Grade
HCP041	Phys/Occupational Therap	pist 2 SWD	М
Min Salary \$56,310.72		l Salary ,677.24	Max Salary \$91,043.76
Under general supervision, 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 orDoctorate or professional de current or eligible for Georgi assignment and one (1) year area of assignment or one (1		Entry Qualification Doctorate or professional degree in current or eligible for Georgia licen assignment and one (1) year of clin area of assignment or one (1) year lower level Phys/Occupational The position equivalent.	n physical therapy and sure in the area of ical experience in the of experience at the
Job Code	Job Title	Salary Plan	Grade
HCP042	Phys/Occupational Therap	bist 3 SWD	Ν
Min Salary \$62,331.12		l Salary ,955.29	Max Salary \$101,579.45
Job Summary Under broad supervision, 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		Entry Qualifications 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	

and daily living skills, as well as general independence, to disabled persons. May serve as a lead worker.

injury. Helps patients in restoring vocational, homemaking,

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 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	Mid Sa \$59,14	•	Max Salary \$73,287.92
Job Summa	irv.	Entry Qualific	ations
Job Summary Under broad 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. May serve as a team leader.		Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of experience at the lower level Social Worker, Licensed 2 (HCP051) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and two (2) years of related post-license experience.	
Job Code	Job Title	Salary Plan	Grade
HCP053	Social Worker, Licensed Spv	SWD	L
Min Salary	Mid Sa	alary	Max Salary
\$50,982.94	\$66,35	1.55	\$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
НСР060	Activity Therapist 1	SWD	G
Min Salary \$33,042.45	Mid Sa \$42,70		Max Salary \$52,364.30
Job Summary Under supervision, learns to plan, direct or coordinate therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities and arts and		Entry Qualific High school diploma/GED and therapeutic recreation or relate	two (2) years of job-related

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Job Code	Job Title	Salary Plan	Grade	
HCP061	Activity Therapist 2	SWD	Н	
Min Salary	Mic	l Salary	Max Salary	
\$35,618.70	\$46	,245.72	\$56,872.73	
Job Summar	v	Entry Qualifications		
Under general 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 one (1) year of job-related experience or one (1) year of experience at the lower level Activity Therapist 1 (HCP060) or position equivalent. Note: Some positions may require registration in the area of assignment.		
Job Code	Job Title	Salary Plan	Grade	
HCP062	Activity Therapist 3	SWD	I	
Min Salary \$38,452.58		l Salary ,142.29	Max Salary \$61,832.00	
Job Summar	v	Entry Qualific	ations	
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	
HCP063	Activity Therapist Spv	SWD	К	
Min Salary \$44,998.81		l Salary ,143.37	Max Salary \$73,287.92	
Job Summar	v	Entry Qualific	ations	
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 therapeu therapeutic discipline from an a university and three (3) years of which includes one (1) year in a or supervisory role or one (1) year		utic recreation or related accredited college or of job-related experience, a lead worker, team leader, rear of experience at the		

equivalent.Note: Some positions may require

registration in the area of assignment.

Job Code	Job Title	Salary Plan	Grade
HCP070	Registered Nurse 1	SWD	J
Min Salary \$41,569.83		Salary 428.52	Max Salary \$67,287.20
Joh Summa		Entry Qualification	IS
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 o 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
and needs. Develops and i and maintains medical rec II, injured, convalescent, c	n, assesses client health problems implements nursing care plans cords. Administers nursing care to or disabled clients. May advise ance and disease prevention or	Entry Qualification Associate degree in nursing from an university and current Georgia licen Professional Nurse or Multistate lice experience at the lower level Regis or position equivalent.	accredited college or se as a Registered ense; or one (1) year of
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 Summa	ry	Entry Qualification	IS
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
HCP073	Registered Nurse Spv	SWD	М
Min Salary \$56,310.72		Salary 577.24	Max Salary \$91,043.76
Job Summan	1	Entry Qualific	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 implements 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 leac 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 Spe	ec 1 SWD	Н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
Job Summary Under supervision, learns to gather, analyze and monitor data regarding communicable diseases within a health district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of such diseases.		Entry Qualific Associate degree in medical an an accredited college or univer experience in a related field.	d preventive services from
Job Code	Job Title	Salary Plan	Grade
HCP081	Communicable Disease Spe	ec 2 SWD	I
Min Salary \$38,452.58		Salary 142.29	Max Salary \$61,832.00
Job Summary	/	Entry Qualific	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 \$41,569.83		Salary 428.52	Max Salary \$67,287.20
Job Summary Under broad supervision, gathers, analyzes and monif data regarding communicable diseases within a healt district. Ensures implementation of timely disease intervention strategies to decrease the prevalence of diseases. Manage some epidemiologic districts.		Entry Qualifications 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 \$44,998.81		Salary 143.37	Max Salary \$73,287.92
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Manages all epidemiological programs in a health district. 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.		Entry Qualifications Associate degree from an accredited college or university and four (4)years of experience in a related area; or six (6) years of experience in a medical-related field or Licensure as a registered nurse and three (3) years of nursing experience; or one (1) year of experience at the lower level Communicable Disease Spec 3 (HCP082) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
НСР090	Healthcare Prgm Consulta	nt 1 SWD	I
Min Salary \$38,452.58		Salary 142.29	Max Salary \$61,832.00
Job Summary Under supervision, learns to provide technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs		Entry Qualif Bachelor's degree in a relate college or university and two performing work related to a	d field from an accredited (2) years of experience

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.

Job Code	Job Title	Salary Plan	Grade
HCP091	Healthcare Prgm Consul	tant 2 SWD	J
Min Salary	Μ	id Salary	Max Salary
\$41,569.83	\$5	4,428.52	\$67,287.20
Job Summ	arv	Entry Qualificat	ions
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 e and/or federal guidelines.	Bachelor's degree in a related fie college or university and three (3 performing work related to area (7) years of experience performin assignment; or one (1) year of ex Healthcare Prgm Consultant 1 (H equivalent. Note: Some position	eld from an accredited B) years of experience of assignment; or seven ng work related to area of sperience at the lower level ICP090) or position
Job Code	Job Title	Salary Plan	Grade
HCP092	Healthcare Prgm Consul	tant 3 SWD	К
Min Salary \$44,998.81		id Salary 9,143.37	Max Salary \$73,287.92
Job Summ	arv	Entry Qualificat	ions
Under broad supervision training within a health o implements a specialty p	n, provides technical assistance and care specialty. Plans, directs, and program. Evaluates programs for nd/or federal guidelines. Serves as	Bachelor's degree in a related fie college or university and four (4) performing work related to the a (1) year of experience at the low Consultant 2 (HCP091) or positio Some positions may require licer	years of experience area of assignment or one er level Healthcare Prgm n equivalent.Note:
Job Code	Job Title	Salary Plan	Grade
HCP093	Healthcare Prgm Consul	tant Spv SWD	L
Min Salary \$50,982.94		id Salary 6,351.55	Max Salary \$81,720.15
Job Summ	arv	Entry Qualificat	ions
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides technical assistance and training within a health care specialty. Plans, directs, and implements a specialty program. Evaluates programs for compliance with state and/or federal guidelines.		Bachelor's degree in a related fie college or university and five (5) performing work related to the a includes two (2) years in a manag or one (1) year of experience at t Prgm Consultant 3 (HCP092) or p	years of experience area of assignment, which gerial or supervisory role the lower level Healthcare

Job Code	Job Title	Salary Plan	Grade		
HCP100	Behavioral HIth Counse	elor 1 SWD	G		
Min Salary \$33,042.45		Лid Salary 42,703.38	Max Salary \$52,364.30		
Job Summa	1997 F	Entry Ou	alifications		
Under supervision, sched assembles test materials	ules consumers for testing, and administer tests. Develops management and/or skills	Bachelor's degree in in con accredited college or univ	unseling or a related field from an ersity or certification as an the Georgia Addiction Counselors		
Job Code	Job Title	Salary Plan	Grade		
HCP101	Behavioral HIth Counse	elor 2 SWD	н		
Min Salary \$35,618.70		Лid Salary 46,245.72	Max Salary \$56,872.73		
Job Summa	Joh Summary		Entry Qualifications		
prevention and/or behavi individuals and groups to May help individuals deal abuse, family, parenting, stress management, prob	n, counsel with emphasis on for modification. Works with promote optimum mental health. with addictions and substance and marital problems, suicide, lems with self-esteem, and issues I mental and emotional health.	accredited college or univ related experience; or on lower level Behavioral Hlt position equivalent.Note:	unseling or a related field from an ersity and two (2) years of job- e (1) year of experience at the h Counselor 1 (HCP100) or Some positions may require		
Job Code	Job Title	Salary Plan	Grade		
HCP102	Behavioral HIth Counse	elor 3 SWD	I		
Min Salary \$38,452.58		Лid Salary 50,142.29	Max Salary \$61,832.00		
Job Summa	irv	Entry Qu	alifications		
Under broad supervision, counsel with emphasis on prevention and/or behavior modification. Work with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse, family, parenting and marital problems, suicide, stress management, problems with self-esteem and issues associated with aging and mental and emotional health. May serve as team leader.		accredited college or univ (4) years of job-related ex experience at the lower le	unseling or a related field from an ersity in a related field and four perience; or one (1) year of evel Behavioral HIth Counselor 2 valent.Note: Some positions or licensure.		

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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	Salar	y Plan	Grade
HCP103	Behavioral HIth Counselor	r Spv SW	/D	J
Min Salary	Mic	l Salary		Max Salary
\$41,569.83	\$54,	,428.52		\$67,287.20
Job Summ	arv		Entry Qualificatio	ons
of subordinate staff. Dire facility. Plans, develops,	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 w two (2) years of Hlth Counselor 3	ge or university in ated experience, w vorker, team leade 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	Salar	y Plan	Grade
HCP110	Physician Assistant/Exten	der 1 SW	/D	Ν
Min Salary \$62,331.12		l Salary 955.29		Max Salary \$101,579.45
		,955.29	Entry Qualificatio	
Under supervision, provi performed by a physiciar licensed physician. Cond	r supervision, provides healthcare service typically rmed by a physician, under the supervision of a ed physician. Conducts complete physicals, provides ment and counsels clients. May, in some cases, Bachelor's degree from an accredited college or in physician assistant studies and two years of g medicine experience; or Bachelor's degree in a from an accredited college or university and cor		ted college or university 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/Exte	ender 2 SWD	0
Min Salary	N	1id Salary	Max Salary
\$69,134.16	\$9	91,309.47	\$113,484.78
Job Summary		Entry Q	ualifications

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: 5/1/25

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	lifications

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	ler 4 SWD	Q
Min Salary \$85,508.41		Salary 824.07	Max Salary \$142,139.72
\$85,508.41 \$1 Job Summary Under limited 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.		Entry Qualifications Bachelor's degree in physician assistant studies from accredited college or university and eight (8) years general medicine experience; or Bachelor's degree related field from an accredited college or universi- completion of a physician assistant training progra- least Twenty-four months certified by the Accredite Review Commission of PA, ARC-PA, and certification practice as a Physician Assistant by the Composite Board of Medical Examiners and six (6) years of ex- in a related area; or Master's degree in respective field from an accredited college or university and s years of experience in a related area and current li- practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of s years mental health experience. The medical spec requires a minimum of eight (8) years of mental he experience or two (2) years of experience at the lo- Physician Assistant/Extender 3 (HCP112) or equiva- position.	
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 Summary Under supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or		Entry Qua Bachelor's degree in a relat	

Job Code	Job Title	Salary Plan	Grade
HCP121	Social Worker, NonLicensed	2 SWD	Н
Min Salary \$35,618.70	Mid Sa \$46,24	•	Max Salary \$56,872.73
Job Summar		Entry Qualifica	tions
Under general supervision, vulnerable populations wit needed to cope with chron and physical or developme	provides persons, families or h the psychosocial support ic, acute or terminal illnesses ntal disabilities. Provides patient advises caregivers and makes	Bachelor's degree in a related fid college or university and three (social service delivery or one (1) lower level Social Worker, NonL position equivalent.	eld from an accredited 3) years of experience in year of experience as the
Job Code	Job Title	Salary Plan	Grade
HCP122	Social Worker, NonLicensed	3 SWD	I
Min Salary	Mid Sa	llary	Max Salary
\$38,452.58	\$50,14	•	\$61,832.00
Job Summar	v	Entry Qualifica	tions
vulnerable populations wit needed to cope with chron and physical or developme education and counseling,	provides persons, families or h the psychosocial support ic, acute or terminal illnesses ntal disabilities. Provides patient advises caregivers, and makes er social services. Serves as team	Bachelor's degree in a related fit college or university and four (4 social service delivery; or one (1 lower level Social Worker, NonL 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 Sa \$54,42	•	Max Salary \$67,287.20
Job Summar	V	Entry Qualifica	tions
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 lea worker, team leader, or supervisory role and three (3) years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent.	

	J			
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 license 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 practice 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	
Job Summary Under broad 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 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 pr 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	
Supervises, guides, and/or instructs the work assignmentsDoctorate or professof subordinate staff. Diagnoses, treats, prevents andaccredited college orcontrols disorders of the teeth and mouth including gumsexperience at the low		Entry Qualificat Doctorate or professional degree accredited college or university a experience at the lower level Der position equivalent and current O dentistry.	in dentistry from an Ind three (3) years of Intist 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	М	
Min Salary \$56,310.72		l Salary ,677.24	Max Salary \$91,043.76	
evaluates behavioral, emo through observation, inte Applies theory relating to to formulate and administ may include counseling, the clients work toward the m	ry ensed psychologist, diagnoses or otional and cognitive disorders rview, and psychological tests. behavior and mental processes ter programs of treatment that herapy and research. Helps haintenance and enhancement of otional, social and interpersonal	Entry Qualificatio Doctorate in clinical or counseling American Psychological Association college or university and completion psychology internship.	psychology from an n (APA) accredited	
Job Code	Job Title	Salary Plan	Grade	
HCP141	Psychologist 2	SWD	Ν	
Min Salary \$62,331.12		I Salary ,955.29	Max Salary \$101,579.45	
observation, interview an theory relating to behavic formulate and administer include counseling, therap work toward the mainten	•	Entry Qualificatio Doctorate in clinical or counseling American Psychological Association college or university, current Georg psychology, and one (1) year of exp level Psychologist 1 (HCP140) or eq License may be temporary, provisio	psychology from an n (APA) accredited gia license to practice perience at the lower juivalent.Note:	
Job Code	Job Title	Salary Plan	Grade	
HCP142	Psychologist 3	SWD	0	
Min Salary \$69,134.16		l Salary ,309.47	Max Salary \$113,484.78	
Job Summary Under broad supervision, diagnoses or evaluates behavioral, emotional and cognitive disorders through observation, interview and psychological tests. Applies theory relating to behavior and mental processes to formulate and administer programs of treatment that may include counseling, therapy and research. Helps clients work toward the maintenance and enhancement of		Entry Qualifications Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university, current Georgia license to practice psychology, and two (2) years of experience at the lower level Psychologist 2 (HCP141) or equivalent.Note: License may be temporary, provisional, or permanent.		

Job Code	Job Title	Salary Plan	Grade
HCP143	Psychologist 4	SWD	Р
Min Salary \$76,821.60		Salary 879.70	Max Salary 5126,937.80
Job Sumn	nany	Entry Qualification	ns
Diagnoses or evaluates cognitive disorders thro osychological tests. App and mental processes to orograms of treatment therapy, and research. I maintenance and enhar emotional, social, and in	behavioral, emotional, and bugh observation, interview, and olies theory relating to the behavior o formulate and administer that may include counseling, Helps clients work toward the neement of physical, intellectual, nterpersonal functioning. May r instruct the work assignment of	Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited	
Job Code	Job Title	Salary Plan	Grade
HCP150	Pharmacist 1	SWD	0
Min Salary \$69,134.16		Salary 309.47	Max Salary 5113,484.78
Job Sumn	221/	Entry Qualification	าร
Jnder supervision, lear nedications following p lentists or other author	ns to compound and dispense prescriptions issued by physicians, rized medical practitioners. Provides both clients and health care	Doctorate or professional degree in accredited college or university and to practice pharmacology.	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
Job Sumn	nary	Entry Qualification	ns
Under general supervision, compounds and dispenses medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners. Provides consultative services to both clients and health care providers.		Doctorate or professional degree in pharmacology from an accredited college or university, a current Georgia license to practice pharmacology, and six months of professional pharmacology experience or one (1) year of experience at the lower level Pharmacist 1 (HCP150) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
HCP152	Pharmacist 3	SWD	Q
Min Salary \$85,508.41		Salary 324.07	Max Salary \$142,139.72
		Entry Qualification	ns
medications following pr dentists, or other author	ary , 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.	n pharmacology from an d current Georgia license (1) year of professional 2) years of experience at
Job Code	Job Title	Salary Plan	Grade
HCP153	Pharmacist Spv	SWD	R
Min Salary \$95,324.50		Salary 321.19	Max Salary 5159,317.88
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the pharmacy of a hospital or clinic. Responsible for the development of programs and policies to govern the dispensing of prescription medication and clinical functions of the pharmacy.		Entry Qualifications Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia licens to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of professional pharmacology experience at the lower level Pharmacist 3 (HCP152) or position equivalent and current Georgia license to practice pharmacology.	
Job Code	Job Title	Salary Plan	Grade
HCP160	Physician 1	SWD	R
Min Salary \$95,324.50		Salary 321.19	Max Salary \$159,317.88
Job Summary Under supervision, provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients.		Entry Qualification Medical degree recognized by the of Medical Board (GCMB) and licensu practice medicine at a state institut Georgia as provided by state law.	Georgia Composite re or license-eligible to

As of: 5/1/25

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 Summa	ry	Entry Qualificatio	ns
edical services by exami	, provides comprehensive ning patients, diagnosing treatments. Directs nurses, aides I treatment of patients.	Medical degree recognized by the Medical Board (GCMB) and licensu practice medicine at a state institu Georgia as provided by state law a experience at the lower level Phys position equivalent.	re or license-eligible to tion or in the state of nd one (1) year of
Job Code	Job Title	Salary Plan	Grade
HCP162	Physician 3	SWD	Т
Min Salary	Mid	Salary	Max Salary
\$118,950.86			\$200,664.00
Job Summa	ry	Entry Qualificatio	ns
ervices by examining pat roviding treatments. Dire	provides comprehensive medical ients, diagnosing conditions and ects nurses, aides and others in patients. May direct clinical e in research efforts.	Medical degree recognized by the Medical Board (GCMB) and licensu practice medicine at a state institu Georgia as provided by state law a experience at the lower level Phys position equivalent.	re or license-eligible to tion or in the state of nd two (2) years of
Job Code	Job Title	Salary Plan	Grade
HCP163	Physician Spv	SWD	Т
Min Salary	Mid	Salary	Max Salary
\$118,950.86			\$200,664.00
Job Summary		Entry Qualificatio	ns
Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides comprehensive medical services by examining patients, diagnosing conditions and providing treatments. Directs nurses, aides and others in the care and treatment of patients.		Medical degree recognized by the Medical Board (GCMB) and licensu practice medicine at a state institu Georgia as provided by state law a experience at the lower level Phys	re or license-eligible to tion or in the state of nd three (3) years of

position equivalent and

Job Code	Job Title	Salary Plan	Grade
HCP170	Veterinarian 1	SWD	Μ
Min Salary \$56,310.72		Salary 677.24	Max Salary \$91,043.76
		Entry Qual	ifications
diseases and dysfunction	noses, treats and helps prevent is in animals. Advises clients on the g and general care of animals.	Doctorate degree in veterin from an accredited college the Georgia Board of Veteri the Educational Commission Graduates (ECFVG) from the	ary medicine or equivalent or university and licensed by nary Medicine or certified by
Job Code	Job Title	Salary Plan	Grade
HCP171	Veterinarian 2	SWD	Ν
Min Salary \$62,331.12		Salary 955.29	Max Salary \$101,579.45
Job Summ	any	Entry Qual	ifications
prevent diseases and dys	on, diagnoses, treats, and helps ofunctions 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		Salary 309.47	Max Salary \$113,484.78
Job Summ	ary	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		d Salary 1,879.70	Max Salary \$126,937.80
Job Summa	arv	Entry Qualificatio	ons
Supervises, guides, and/o of subordinate staff. Diag diseases and dysfunction	or instructs the work assignments moses, treats, and helps prevent s in animals. Advises clients on the g and general care of animals.	assignmentsDoctorate degree in veterinary medicine or equivalIps preventfrom an accredited college or university and licensclients on thethe Georgia Board of Veterinary Medicine and five	
Job Code	Job Title	Salary Plan	Grade
HCP180	PH Epidemiologist 1	SWD	L
Min Salary \$50,982.94		d Salary 5,351.55	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 co university and two (2) years of experience performin epidemiologic work or work in a closely related field s	
Job Code	Job Title	Salary Plan	Grade
HCP181	PH Epidemiologist 2	SWD	М
Min Salary \$56,310.72		d Salary 3,677.24	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 Qualificatio Bachelor's degree in any field from university and three (3) years of ex epidemiologic work or work in a cl two (2) years of experience at the Epidemiologist 1 (HCP180) or posit	n an accredited college or operience performing osely related field; or lower-level

Job Code	Job Title	Salary Plan	Grade
HCP182	PH Epidemiologist 3	SWD	Ν
Min Salary \$62,331.12		1id Salary 31,955.29	Max Salary \$101,579.45
Job Sumn	2010 C	Entry Qualifica	tions
Under broad supervisio epidemiologic investiga interventions with signi the agency's resources. overseeing the collection	n, designs and leads long-term	Bachelor's degree from an accre and five (5) years of experience work or work in a closely related experience at the lower-level Ep position equivalent.	edited college or university performing epidemiologic d field; or one (1) year of
Job Code	Job Title	Salary Plan	Grade
HCP183	PH Epidemiologist Spv	SWD	0
Min Salary \$69,134.16		1id Salary 91,309.47	Max Salary \$113,484.78
of subordinate staff. Su investigations, surveilla significant impact on pu resources. Supervises th	/or instructs the work assignments pervises epidemiologic nce, and interventions with ublic health and the agency's he collection, analysis, and ex statistical data and the	Entry Qualifica Bachelor's degree from an accre and six (6) years of experience p work or work in a closely related experience at the lower-level Ep position equivalent.	edited college or university performing epidemiologic d field; or one (1) year of
Job Code	Job Title	Salary Plan	Grade
HCP190	PH Registered Nurse 1	SWD	К
Min Salary \$44,998.81		1id Salary 59,143.37	Max Salary \$73,287.92
Job Summary Under supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures.		Entry Qualifications Associate degree in nursing from an accredited college or university and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification.	

chemical protocols.

Job Code	Job Title	Salary Plan	Grade
HCP191	PH Registered Nurse 2	SWD	L
Min Salary	MidS	Salary	Max Salary
\$50,982.94	\$66,3	51.55	\$81,720.15
Job Summary	,	Entry Qualificat	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	
care in accordance with nur procedures. Focuses on the disability, the promotion of	rovides professional nursing se protocols, policies and/or prevention of illness, injury, or health and maintenance of the s for population with special ergencies and biological and	Associate degree in nursing from university and one (1) year of nu completion of a PHN course with current Georgia Registered Profe CPR certification; or two (2) year lower-level PH Registered Nurse equivalent.	rsing experience and hin one year of hire and essional Nurse license and rs of experience at the
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 Qualificat	tions
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 Profe CPR certification; or two (2) year lower-level PH Registered Nurse equivalent.	rsing experience and hin one (1) year of hire and essional Nurse license and is of experience at the

prescribe medication in some cases.

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCP194	PH Nursing Supervisor 1	SWD	Ν
Min Salary	Mid Sa	alary	Max Salary
\$62,331.12	\$81,95	55.29	\$101,579.45
Job Summa	ary	Entry Qualif	ications
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
Job Summa	arv	Entry Qualifications	
Under limited supervision evaluates programs, staff within the county. Develo stakeholders within the c	n, implements, manages and , clinical services and budgets ops partnerships with community ounty. Participates in community s and strategic planning for the	Associate degree in nursing f university and five (5) years of supervisory/management ex PHN course within six (6) mo experience and current Geor Nurse license and CPR certific experience at the lower level position equivalent and curre Professional Nurse license an	of RN perience and completion of nths of hire if no PHN gia Registered Professional cation; or two (2) years of PH Nursing Spv 1 (HCP194) or ent 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		Entry Qualifications	
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		by the Georgia Board of Nurs	ation requirements approved ing and certification in the Georgia Board of Nursing and

Georgia license as an APRN and CPR certification.

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCP201	PH Advanced Practice RN 2	SWD	0
Min Salary	Mid Sa	lary	Max Salary
\$69,134.16	\$91,30	9.47	\$113,484.78
Job Summa	arv	Entry Qualifica	tions
functions and healthcare Operates under a written their delegating physiciar	n, performs advanced nursing services in specialized areas. nurse protocol agreement with n, conducts complete physicals, counsels clients. May prescribe s.	areas.university and/or other education requiremerment withby the Georgia Board of Nursing and certificatohysicals,specialty area(s) approved by Georgia Board of	
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 Qualifica Master's degree in Nursing from university and/or other education	n an accredited college or

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: 5/1/25

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Job Code	Job Title	Salary Plan	Grade
HCP203	PH Advanced Practice RN S	Spv SWD	Q
Min Salary	Mid	Salary	Max Salary
\$85,508.41	\$113,8	324.07	\$142,139.72
Job Summa	ary	Entry Qualif	ications
Supervises, guides, and/or instructs the work assignment of subordinate staff. Supervises lower level APRNs and other assigned staff. Performs advanced nursing functi 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 prescriber medication in some cases.		Master's degree in nursing from an accredited college or university and/or other education requirements approve by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing a 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	nt 1 SWD	L
Min Salary	Mid	Salary	Max Salary
\$50,982.94	\$66,3	351.55	\$81,720.15
Job Summa	ary	Entry Qualif	ications
raining within a public h Manages the planning an	provides technical assistance and ealth nursing care specialty. In implementation of a specialty ses programs for compliance with elines.	university, three (3) years of	from an accredited college or nursing experience, and rofessional Nurse license and
Job Code	Job Title	Salary Plan	Grade
HCP211	PH Nursing Prog Consultan	ot 2 SWD	М
Min Salary	Mid	Salary	Max Salary
\$56,310.72		577.24	\$91,043.76
Job Summ	Job Summary		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 rs of experience at the lower- tant 1 (HCP210) or position

Nurse license and CPR certification.

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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 Qualifications	
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

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Job Code	Job Title	Salary Plan	Grade
HCP221	Behavioral HIth Counselor	, L2 SWD	J
Min Salary \$41,569.83		Salary 428.52	Max Salary \$67,287.20
Job Summ		Entry Qualific	cations
Under general supervision prevention and/or behave individuals and groups to and manage issues with problems, suicide, stress	on, counsel with emphasis on vior 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 fi college or university; or Bache from an accredited college or of job-related experience; or o the lower-level Behavioral Hea (HCP220).NOTE: All positions licensure or certification.	eld from an accredited lor's degree in a related field university and two (2) years one (1) year of experience at alth 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		143.37	\$73,287.92
Job Summary Under general supervision, counsel with emphasis on prevention and/or behavior medication. Work with individuals and groups to promote optimum mental health and manage issues with family, parenting and marriage problems, suicide, stress management, problems with self- esteem, and issues associated with aging and mental and emotional health. May serve as a team leader.		Entry Qualific Master's degree in a related fic college or university and two (experience; or Bachelor's degr accredited college or universit related experience or one (1) y lower-level Behavioral Health (HCP221).NOTE: All positions licensure or certification.	eld from an accredited 2) years of job-related ee in a related field from an y and four (4) years of job- year of experience at the Counselor 2, Licensed require applicable
Job Code	Job Title	Salary Plan	Grade
HCP223	Behavioral HIth Counselor	, LSP SWD	L
Min Salary \$50,982.94		Salary 351.55	Max Salary \$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 Qualific Master's degree in a related fi college or university and four (experience; or Bachelor's degr	eld from an accredited (4) 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.

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Job Code	Job Title	Salary Plan	Grade
HCP470	RN 1 (DBHDD-Hospital) SWD	J
Min Salary	I	Mid Salary	Max Salary
\$41,569.83	ç	554,428.52	\$67,287.20
Job Summa	ry	Entry Qualif	ications
Functions as an entry leve	I RN and performs RN duties, patient unit area at a state	Associate degree in nursing f university and current Georg Professional Nurse or Multist months of DBHDD Registered	ia license as a Registered ate license and less than (12)
Job Code	Job Title	Salary Plan	Grade
HCP471	RN 2 (DBHDD-Hospital) SWD	К
Min Salary		Mid Salary	Max Salary
\$44,998.81	ç	59,143.37	\$73,287.92
Job Summa	ry	Entry Qualif	ications
	el RN and performs RN duties, patient unit area at a state	Associate degree in nursing f university and current Georg Professional Nurse or Multist months of DBHDD Registered	ia license as a Registered cate license; or more than (12)
Job Code	Job Title	Salary Plan	Grade
HCP472	RN 3 (DBHDD-Hospital) SWD	L
Min Salary		Mid Salary	Max Salary
\$50,982.94	ç	666,351.55	\$81,720.15
Job Summa		Entry Qualif	
Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital		Bachelor's degree in nursing university and current Georg Professional Nurse and more professional DBHDD nursing degree in nursing from an ac	than (36) months experience; or Associate

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	Salary Plan	Grade
HCP473	RN Spv (DBHDD-Hospit	al) SWD	Μ
Min Salary	Ν	Лid Salary	Max Salary
\$56,310.72	\$	73,677.24	\$91,043.76
Job Summ	nary	Entry Quali	fications
	ry level RN and performs RN ccific non-patient unit area at a pital	university and current Georg Professional Nurse and more DBHDD professional nursing (24) months in a DBHDD man leadership role; or Associate accredited college or univers	e than (#) months professional experience and more than nagerial/supervisory of degree in nursing from an sity and current Georgia essional Nurse and more than
Job Code	Job Title	Salary Plan	Grade
HCP570	RN 1 (DBHDD-Regional) SWD	J
Min Salary \$41,569.83		Лid Salary 54,428.52	Max Salary \$67,287.20
Job Summ	arv	Entry Quali	fications
Functions as an entry lev	vel RN and performs RN duties, n-patient unit area at a state	Associate degree in nursing university AND current Geor	from an accredited college or gia license as a Registered tate license AND (12) months
Job Code	Job Title	Salary Plan	Grade
HCP571	RN 2 (DBHDD-Regional) SWD	К
Min Salary \$44,998.81		Лid Salary 59,143.37	Max Salary \$73,287.92
Job Summ	arv	Entry Quali	fications
Job Summary Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital.		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.	

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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	Μ	id Salary	Max Salary
\$28,571.29	\$3	6,023.24	\$43,475.18
Job Summary	Job Summary		ications
Under broad supervision, a hygienist in chair-side dent instruments. May perform serve as a lead worker.	ssists the dentist and/or istry. Prepares dental	High School diploma/GED and 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.	ional/Technical degree in edited college and one (1) year stant; or one (1) year
Job Code	Job Title	Salary Plan	Grade
HCS013	Dental Asst Spv	SWD	F
Min Salary	Μ	id Salary	Max Salary
\$30,700.42	\$3	8,897.56	\$47,094.70
Job Summary	v	Entry Qualif	ications
	s the dentist and/or hygienist in res dental instruments. May ies.	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	Μ	id Salary	Max Salary
\$23,920.00		8,797.08	\$33,674.16
Job Summary	v	Entry Qualifications	
Under direct supervision, le	earns to provide basic patient ts/clients to develop daily living	High school diploma or GED.	
Job Code	Job Title	Salary Plan	Grade
HCS021	Health Aide 2	SWD	С
Min Salary Mid		id Salary Max Salary	
\$24,876.10		<i>,</i> 0,594.84	\$36,313.58
Job Summary	v	Entry Qualif	ications
Under general supervision, provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs.		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	-	Entry Quali		
vorks with patients/client	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 in 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	\$36,0	023.24	\$43,475.18	
Job Summa	rv	Entry Quali	fications	
vith patients/clients to de	des 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	\$33,4	410.22	\$40,184.72	
Job Summa	ry	Entry Quali	fications	
	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.		High School diploma/GED an working in a pharmacy; or or required at the lower-level P position equivalent.		

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Job Code	Job Title	Salary Plan	Grade
HCS032	Pharmacy Tech 3	SWD	F
Min Salary \$30,700.42		d Salary 3,897.56	Max Salary \$47,094.70
Job Summary Under general supervision, prepares medications under the direction of a pharmacist. May measure, mix, label, and record amounts and dosages of medications. May serve as		Entry Qualifications High School diploma/GED and three (3) years of experience working in a pharmacy; or one (1) year of experience required at the lower-level Pharmacy Tech 2 (HCS031) or	
a lead worker.		position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS033	Pharmacy Tech Spv	SWD	G
Min Salary \$33,042.45		d Salary 2,703.38	Max Salary \$52,364.30
Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Prepares medications under the direction of a pharmacist. May measure, mix, label and record amounts and dosages of medications.		Entry Qualifications High School diploma/GED and four (4) years of experience working in a pharmacy, which includes one (1) year experience as a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower- level Pharmacy Tech 3 (HCS032) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS040	Nutrition Asst 1	SWD	С
Min Salary \$24,876.10		d Salary),594.84	Max Salary \$36,313.58
Job Summary Under supervision learns to assist in the provision of nutritional programs. May plan and produce meals based on guidelines, teach principles of food and nutrition or counsel individuals.		Entry Qualifications High School diploma/GED and one (1) year of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university.	
Job Code	Job Title	Salary Plan	Grade
HCS041	Nutrition Asst 2	SWD	D
Min Salary \$26,635.71		d Salary 3,410.22	Max Salary \$40,184.72
Job Summary Under general 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.		Entry Qualifica High School diploma/GED and t information and referral, custo experience; or an associate deg an accredited college or univers experience in a related field; or required at the lower-level Nut	wo (2) years of clerical, mer service, or job-related ree in a related field from sity and one (1) year two (2) years of experience

position equivalent.

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Job Code	Job Title	Salary Plan	Grade
HCS042	Nutrition Asst 3	SWD	E
Min Salary	Mid	d Salary	Max Salary
\$28,571.29	\$36	,023.24	\$43,475.18
Job Summa	rv	Entry Quali	fications
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 (3) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and two (2) years of experience in a related field; or two (2) years of experience required at the lower-level Nutrition Asst 2 (HCS041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCS043	Nutrition Asst Spv	SWD	F
-		A Salary ,897.56 Max Salary \$47,094.70 Entry Qualifications High School diploma/GED and four (4) years of clerical, information and referral, customer service, or job-related experience, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or an associate degree in a related field from an accredited college or university and three (3) years of experience in a	
		related field, which includes lead worker, team leader, or years of experience required Asst 3 (HCS042).	one (1) year experience in a 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 ,797.08	Max Salary \$33,674.16
Job Summary		Entry Qualifications	
Under direct supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Must be certified as a Nursin	g Assistant.

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Job Code	Job Title	Salary Plan	Grade	
HCS051	Nursing Asst 2	SWD	C	
Min Salary	Mid	Salary	Max Salary	
\$24,876.10	\$30,	594.84	\$36,313.58	
Job Summa	ary	Entry Qu	alifications	
0	on, performs assigned direct care ng procedures in a nursing facility	Must be certified as a Nursing Assistant and one (1) year of experience required at the lower-level Nursing Asst 1 (HCS050) or position equivalent.		
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 Summ Under broad supervision	ary , performs assigned direct care	Entry Qualifications Must be certified as a Nursing Assistant and two (2) years		
	ng procedures in a nursing facility		r-level 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 Summ	arv	Entry Qu	ualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care.		Must be certified as a Nursing Assistant and three (3) years of experience at the lower-level Nursing Asst 3 (HCS052) of position equivalent, which includes one (1) year lead worker, team leader, or supervisory role.		
Job Code	Job Title	Salary Plan	Grade	
HCS420	Health Aide 1 (DBHDD-Ho	spital) SWD	В	
Min Salary \$23,920.00		Salary 797.08	Max Salary \$33,674.16	
Job Summary Functions as an entry level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital.		High school diploma/GED	a lifications and less than (24) months le; or Associates degree and less nce in a related role.	

Job Code	Job Title	Salary Plan	Grade
HCS421	Health Aide 2 (DBHDD-H		C
1103421		ospital) SWD	C
Min Salary	Mi	d Salary	Max Salary
\$24,876.10	\$30),594.84	\$36,313.58
Job Summar	y	Entry Qualifi	cations
Functions as a working leve assigned to a specific non-p mental health hospital.	el HA and performs HA duties, patient unit area at a state	High school diploma/GED and experience in a related role; o than (12) months experience i	r Associates degree and less
Job Code	Job Title	Salary Plan	Grade
HCS422	Health Aide 3 (DBHDD-H		D
	, ,	, ,	
Min Salary		d Salary	Max Salary
\$26,635.71	\$33	3,410.22	\$40,184.72
Job Summar	у	Entry Qualifie	cations
Functions as a lead level HA assigned to a specific non-p mental health hospital.		High school diploma/GED and experience in a related role; o than (24) months experience i (12) months experience at the equivalent role.	r Associates degree and more n a related role; or more than
Job Code	Job Title	Salary Plan	Grade
HCS423	Health Aide Spv (DBHDD-	Hosp) SWD	E
Min Salary	Mi	d Salary	Max Salary
\$28,571.29		5,023.24	\$43,475.18
		Entry Qualific	rations
Job Summary Functions as a supervisory 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 more than (48) months experience in a related role and (12) months experience in a supervisory role; or Associates degree and more than (36 months experience in a related role and (12) months experience in a supervisory role.	
Job Code	Job Title	Salary Plan	Grade
HCT010	Dental Hygienist 1	SWD	Н
Min Colom.	N 41		Max Salary
Min Salary \$35,618.70		d Salary 5,245.72	\$56,872.73
			rations
Job Summary Under direct 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.		Entry Qualifie Associate degree in dental hyg college or university and curre license.	giene from an accredited

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Job Code	Job Title	Salary Plan	Grade	
HCT011	Dental Hygienist 2	SWD		
			Mary Calamy	
Min Salary	Mid S	•	Max Salary \$61,832.00	
\$38,452.58	\$50,14			
Job Summary 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.		Entry Qualif Associate degree in dental hy college or university and curr license and one (1) year of jo (1) year experience at the low (HCT010) or position equivale	giene from an accredited ent Georgia dental hygienist b-related experience; or one ver-level Dental Hygienist 1	
Job Code	Job Title	Salary Plan	Grade	
HCT012	Dental Hygienist 3	SWD	J	
Min Salary \$41,569.83	Mid S \$54,42	•	Max Salary \$67,287.20	
Job Summary		Entry Qualif	ications	
Under broad supervision, cl neck and oral areas for sign	eans teeth, examines head, s of oral disease. May educate e and develop X-rays or apply	Associate degree in dental hy college or university and curr	giene from an accredited ent Georgia dental hygienist ob-related experience; or one ver-level Dental Hygienist 2	
Job Code	Job Title	Salary Plan	Grade	
HCT013	Dental Hygienist Spv	SWD	К	
Min Salary	Mid S	alarv	Max Salary	
, \$44,998.81	\$59,14	•	\$73,287.92	
Joh Summan	,	Entry Qualif	ications	
Job Summary 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, which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower-level Dental Hygienist 3 (HCT012) or position equivalent.		
Job Code	Job Title	Salary Plan	Grade	
НСТ020	Emergency Medical Tech 1	SWD	D	
Min Salary	Mid S	alary	Max Salary	
\$26,635.71	\$33,42		\$40,184.72	
Job Summary		Entry Qualif	ications	
Under direct supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities.		High School diploma/GED and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license.		

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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 equivalen		
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		

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
НСТ033	Licensed Practical Nurse Sp	v SWD	н
Min Salary	Mid	Salary	Max Salary
\$35,618.70		45.72	\$56,872.73
Job Summa	ry	Entry Qualific	cations
Supervises, guides, and/or instructs the work assignments of subordinate staff. 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 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
НСТ040	Medical Records Tech 1	SWD	D
Min Salary	Mid	l Salary Max Salary	
\$26,635.71		10.22	\$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		Salary 23.24	Max Salary \$43,475.18
Job Summary 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.		Entry Qualifications 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.

As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
HCT042	Medical Records Tech 3	SWD	F
Min Salary	Mid	Salary	Max Salary
\$30,700.42	\$38,8	397.56	\$47,094.70
Job Summa	arv	Entry Qualif	ications
Under broad supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical,		_	/ the American Health sociation; or three (3) years of
legal and regulatory requirements of the health care system. Processes, maintains, compiles, and reports cli information for health requirements and standards. M conduct utilization reviews. May serve as a lead worke		experience in a medical recor independent coding of diagno experience required at the lo Tech 2 (HCT041) or position e	ostic data; or one (1) year of wer-level Medical Records
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 <i>,</i> 364.30
Job Summa	arv	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 eligible for certification as a medical records technician by the American Health Information Management Association; or four (4) years of experience in a medical records unit, which involved the independent coding of diagnostic data, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Medical Records Tech 3 (HCT042) or position equivalent.	
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	245.72	\$56,872.73
Job Summary Under supervision, assists physical therapists or		Entry Qualifications Associate degree from an accredited college or university	

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.).

established by a therapist.

Job Code	Job Title	Salary Plan	Grade
HCT051	Physical/Occup Therapy Tee	ch 2 SWD	I
Min Salary	MidS	Salary	Max Salary
\$38,452.58	\$50,1	42.29	\$61,832.00
Job Summary	1	Entry Qualifica	tions
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 Tee	ch 3 SWD	J
Min Salary	MidS	Salary	Max Salary
\$41,569.83		28.52	\$67,287.20
Job Summary	1	Entry Qualifications	
Under broad 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 2 (HCT051) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
HCT053	Phys/Occup Therapy Tech S	ipv SWD	К
Min Salary \$44,998.81		Salary 43.37	Max Salary \$73,287.92
Job Summary	1	Entry Qualifica	tions
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 with client status and within the scope of treatment plans		Associate degree from an accree and current license or license-el Georgia in the specific area of as therapy, occupational therapy, e year in a lead worker, team leac two (2) years of experience requ Physical/Occupy Therapy Tech 3 equivalent.	igible in the state of ssignment (i.e., physical etc.), which includes one (1) ler, or supervisory role, and uired at the lower level

Job Title	Salary Plan		Grade
			Gruuc
Orthotics Tech 1	SWD		Е
	Mid Salary \$36,023.24	Max Salary \$43,475.18	
		Qualifications	
Job Summary Under supervision, assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Learns to perform the fabrication, modification and repair of adaptive equipment and orthotic devices and their components.		No Vocational/Technical degree in a skilled trade from an	
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	
	Entry Qualifications		
Job Summary Under broad supervision, assists clients with disabling conditions of limbs and spine or with partial or total absence of limb by fitting and preparing orthotic appliances. Performs the fabrication, modification and repair of adaptive equipment and orthotic devices and their components. May serve as a lead worker.		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 chotic devices and their Job Title Orthotics Tech 2 assists clients with disabling e or with partial or total ad preparing orthotic brication, modification and at and orthotic devices and Job Title Orthotics Tech 3 sists clients with disabling e or with partial or total ad preparing orthotic brication, modification and	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 porication, modification and 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 preving orthotic orication, 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 Sists clients with disabling e or with partial or total d preparing orthotic orication, modification and t and optice total d preparing orthotic Max Salary \$52,364.30 Sists clients with disabling e or with partial or total d preparing orthotic orication, modification 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

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 Qualifi	cations
of subordinate staff. Assist conditions of limbs and spi absence of limb by fitting a appliances. Performs the fa	ne or with partial or total	Vocational/Technical degree i accredited college; or one (1) using hand and power tools a and two (2) years of experience Tech 3 (HCT062) or position e	year of experience in the nd heavy shop equipment ce 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 Qualifi	cations
Under direct supervision, p radiographic equipment ut	repares and operates	Associate degree or diploma i an accredited college or unive of Radiologic Technologists (A	ersity and American Registry
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 Qualification	
Under general supervision, prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity.		Associate degree or diploma in radiologic technology fro an accredited college or university and American Registr of Radiologic Technologists (ARRT) certification and two years of job-related experience; or one (1) year experier at the lower-level Radiologist 1 (HCT070) or position equivalent.	

Job Code	Job Title	Salary Plan	Grade
НСТ072	Radiologist 3	SWD	I
Min Salary	Mic	d Salary	Max Salary
\$38,452.58	\$50	,142.29	\$61,832.00
Job Summary		Entry Qualif	ications
Jnder broad supervision, adiographic equipment u	prepares and operates tilized to take general elops images and checks for	Associate degree or diploma an accredited college or unive of Radiologic Technologists (/ years of job-related experien at the lower-level Radiologist equivalent.	ersity and American Registry ARRT) certification and four (4 ce; or one (1) year experience
Job Code	Job Title	Salary Plan	Grade
НСТ073	Radiologist Spv	SWD	J
Min Salary	Mic	d Salary	Max Salary
, \$41,569.83		,428.52	\$67,287.20
of subordinate staff. Prepa	r instructs the work assignments ares and operates radiographic e general radiographic images. cks for clarity.	Associate degree in radiologi from an accredited college or of Radiologic Technologists (/ (4) years of job-related exper	r university, American Regist ARRT) certification, and four
Job Code	Job Title	Salary Plan	Grade
НСТ080	Respiratory Therapy Tech	1 SWD	G
Min Salary \$33,042.45		d Salary ,703.38	Max Salary \$52,364.30
		Entry Qualif	ications
vith breathing disorders.	es, treats and cares for clients Initiate and conduct therapeutic nt records and select, assemble,	Associate degree in respirato college or university, and cur Therapist license	ry therapy from an accredite
Job Code	Job Title	Salary Plan	Grade
HCT081	Respiratory Therapy Tech	2 SWD	Н
Min Salary \$35,618.70		d 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 respiratory therapy from an accredite college or university and two (2) years of job-related experience; or one (1) year of experience at the lower lev Respiratory Therapy Tech 1 (HCT080) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license.	

Job Code	Job Title	Salary Plan	Grade
HCT082	Respiratory Therapy Tech 3	SWD	I
Min Salary	Mid Sa	alary	Max Salary
\$38,452.58	\$50,14	12.29	\$61,832.00
Job Summar	v	Entry Qualif	ications
Under broad supervision, a clients with breathing disor therapeutic procedures. M	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.	of experience at the lower ch 2 (HCT081) or position
Job Code	Job Title	Salary Plan	Grade
НСТ083	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 accredited (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 Summar	v	Entry Qualif	ications
Under direct supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists.		Vocational/Technical degree in dental technology from an accredited college and one (1) year of experience as a technician in a dental laboratory; or High School diploma of GED and six (6) months of experience in a dental setting.	

	5		
Job Code	Job Title	Salary Plan	Grade
HCT091	Dental Technician 2	SWD	G
Min Salary \$33,042.45		d Salary 2,703.38	Max Salary \$52,364.30
Job Summa		Entry Qualific	ations
Under general supervisio	n, designs, prepares, fabricates ental appliances as prescribed by	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	one (1) year of experience in 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
HCT092	Dental Technician 3	SWD	н
Min Salary	Mi	d Salary	Max Salary
\$35,618.70		5,245.72	\$56,872.73
repairs dentures or denta	designs, prepares, fabricates and l appliances as prescribed by lists. 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) of) 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 \$38,452.58		d Salary),142.29	Max Salary \$61,832.00
Job Summa	iry	Entry Qualifica	ations
of subordinate staff. Desi	r instructs the work assignments gns, prepares, fabricates and I appliances as prescribed by lists.	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 wo 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.

	5			
Job Code	Job Title	Salary Plan	Grade	
HCT100	Medical Assistant 1	SWD	E	
Min Salary	N	1id Salary	Max Salary	
\$28,571.29	\$3	36,023.24	\$43,475.18	
Job Summ	ary	Entry Qualifications		
Under direct supervision, performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood.		Associate degree in a related field college or university; or High Scho (1) year of experience in medical	ool diploma/GED and one	
Job Code	Job Title	Salary Plan	Grade	
HCT101	Medical Assistant 2	SWD	F	
Min Salary \$30,700.42		1id Salary 38,897.56	Max Salary \$47,094.70	
Job Summ	arv	Entry Qualificati	Entry Qualifications	
Under general supervision certain clinical duties und on duty. Handles front of scheduling appointment billing and coding for ins clinic by taking and recor	on, performs administrative and der the direction of the physician ffice duties which include s, maintaining medical records, urance purposes. Assists in the oding vital signs and medical ents for examination and drawing	Associate degree in a related field college or university with one (1) related field; or High School diplo years of experience in medical as experience required at the lower (HCT100) or position equivalent.	year experience in a ma/GED and two (2) sisting; or Two (2) years o	
Job Code	Job Title	Salary Plan	Grade	
HCT102	Medical Assistant 3	SWD	G	
Min Salary \$33,042.45		1id Salary 42,703.38	Max Salary \$52,364.30	
Job Summ	arv	Entry Qualifications		
Under broad supervision, performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing		Associate degree in a related field college or university with two (2) related field; or High School diplo years of experience in medical as experience required at the lower (HCT101) or position equivalent.	d from an accredited years of experience in a oma/GED and three (3) sisting; or Two (2) years o	

Job Code	Job Title	Salary Plan	Grade
HCT103	Medical Assistant Spv	SWD	Н
Min Salary	Mid	Salary	Max Salary
\$35,618.70	\$46,	245.72	\$56,872.73
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Performs administrative and certain clinical duties under the direction of the physician on duty. Handles front office duties which include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Assists in the clinic by taking and recording vital signs and medical histories, preparing patients for examination and drawing blood.		Associate degree in a related field from an accredited college or university with three (3) years of experience in a related field; or High School diploma/GED and four (4) years of experience in medical assisting; or Two (2) years o experience required at the lower-level Medical Assistant 3 (HCT102) or position equivalent.	
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
Job Summar	v	Entry Qualifications	
Under direct supervision, p health nurses and county p includes providing medica medication and giving inje	provides assistance to public programs. Provides care which I treatments, administering ctions. Assigned to specific cope of an LPN practice in public	Vocational/Technical degree in lice from an accredited college and cur practice as a Licensed Practical Nur and completion of all necessary ori Public Health LPN.	rent Georgia license to se and CPR certification
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 Summar	v	Entry Qualificatio	ns
Under general supervision health nurses and county p includes providing medica medication and giving inje	der general supervision, provides assistance to publicVocational/Technical degree in licensedalth nurses and county programs. Provides care whichfrom an accredited college and two (2)ludes providing medical treatments, administeringhealth experience and current Georgiadication and giving injections. Assigned to specificas a Licensed Practical Nurse and CPR cnical duties within the scope of an LPN practice in public(1) year of experience required at the log		nsed practical nursing (2) years of LPN public rgia license to practice PR certification; or one

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Job Code	Job Title	Salary Plan	Grade
HCT112	PH LPN 3	SWD	н
Min Salary \$35,618.70		Salary 45.72	Max Salary \$56,872.73
Job Summar	Entry Qua		tions
Under broad supervision, p health nurses and county p direct nursing care. Care in treatments, administering injections. Assigned to spe	provides assistance to public programs. Provides general acludes providing medical medication and giving cific clinical duties within the public health and acts as a lead	Vocational/Technical degree in I from an accredited college and f health experience and current G as a Licensed Practical Nurse and (1) year of experience required a (HCT111) or position equivalent.	icensed practical nursing our (4) years of LPN public eorgia 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	Ι
Min Salary \$38,452.58		Salary 42.29	Max Salary \$61,832.00
Job Summar	v	Entry Qualificat	tions
Supervises, guides, and/or of subordinate staff. Provid nurses and county program nursing care. Care includes administering medication a	instructs the work assignments des assistance to public health	Vocational/Technical degree in I from an accredited college and f health experience, which include worker, team leader, or supervis Georgia license to practice as a L and CPR certification; or one (1) required at the lower level PH LF equivalent.	ive (5) years of LPN public es two (2) years in a lead eory role and a current icensed Practical Nurse year of experience
Job Code	Job Title	Salary Plan	Grade
HCT120	Forensic CTI Technologist	SWD	К
Min Salary \$44,998.81		Salary 43.37	Max Salary \$73,287.92
Job Summar	N .	Entry Qualificat	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 from an approved ARRT institution with an accredited Computed Tomography (CT Program and American Registry of Radiologic Technologis (ARRT) advanced Computed Tomography (AART-CT) certification.Note: Must maintain their American Registry of Radiologic Technologists (AART) certification b	

taking required continuing education credit-eligible

courses/training every two (2) years.

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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
Job Summary Under the general supervision of a Medical Examiner, performs computerized diagnostic tomography (CT)		Entry Qualifications Associate degree or diploma in radiologic technology from an accredited college, university, or program, and	
	aining a smooth operational and American Registry of Radiologic Technol providing comprehensive advanced Computed Tomography (AAR		hy (AART-CT) certification experience; or one (1) year wer-level Forensic CTI on equivalent.Note Must y of Radiologic on by taking required
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 Qualifica Associate degree or diploma in r an accredited college, university	radiologic 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	Mid S	alary	Max Salary	
\$62,331.12	\$81,9	55.29	\$101,579.45	
Job Summary Under the limited supervision of a Medical Examiner, performs computerized diagnostic tomography (CT) examinations while maintaining a smooth operational and productive workflow while providing a full range of comprehensive diagnostic imaging services.		Entry Qualifications Associate degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and six (6) years of job-related experience; or Bachelor's degree or diploma in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advance Computed Tomography (AART-CT) certification and four (4) years of job-related experience. May supervise subordinate staff; or one (1) year of experience required at the lower level Forensic CTI Technologist 3 (HCT122) or position equivalent.Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years.		
Job Code	Job Title	Salary Plan	Grade	
HCT430	LPN 1 (DBHDD-Hospital)	SWD	E	
Min Salary	Mid S	alary	Max Salary	
\$28,571.29	\$36,0	•	\$43,475.18	
Job Summary Functions as an entry level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital		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 5 \$38,8	•	Max Salary \$47,094.70	
Job Summary Functions as a working level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital		Entry Quali Vocational/Technical degree and current Georgia license Practical Nurse and more tha Licensed Practical Nurse exp	e 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	Mid	Salary	Max Salary
\$33,042.45	\$42,7	703.38	\$52,364.30
Job Summar	y	Entry Quali	fications
	N and performs LPN duties,	Vocational/Technical degree and current Georgia license Practical Nurse and more the 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-Hospital)	SWD	Н
Min Salary \$35,618.70		Salary 245.72	Max Salary \$56,872.73
Job Summar	y	Entry Quali	fications
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 team lead, supervisory or leadership role.	