

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---|-------|
| HCM010 | Mgr, Health Care | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| Manages and provides input to plan, organize, direct and coordinate the delivery of health services. Provides input to develop and implement related policies and procedures. Monitors and evaluates healthcare programs. Directs subordinate supervisors and staff. | | Bachelor's degree in health care services or related field from an accredited college or university and two (2) years of professional managerial or supervisory experience in health care services. Note: Some positions may require certification and/or licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM011 | Mgr 2, Health Care | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| Leads and provides general assistance to plan, organize, direct and coordinate the delivery of health services. Provides general assistance to develop and implement related policies and procedures. Monitors and evaluates healthcare 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 health care services or related field from an accredited college or university and three (3) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Mgr, Hlth Care (HCM010) or position equivalent. Note: Some positions may require certification and/or licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM012 | Mgr 3, Health Care | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | Entry Qualifications | |
| 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|---|-------|
| HCM013 | Sr Mgr, Health Care | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | Entry Qualifications | |
| 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 \$85,508.41 | Mid Salary \$113,824.07 | Max Salary \$142,139.72 | |
| Job Summary | | Entry Qualifications | |
| Oversees, develops and implements related policies and procedures. Plans, organizes, directs and coordinates the delivery of health services. Monitors and evaluates healthcare programs. Provides leadership to subordinate managers and staff. | | Bachelor's degree in health care services or related field from an accredited college or university and six (6) years of professional managerial or supervisory experience in health care services; or two (2) years of experience at the lower level Sr Mgr, Health Care (HCM013) or position equivalent. Note: Some positions may require certification and/or licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM015 | Sr. Dir, Healthcare | SWD | R |
| Min Salary \$95,324.50 | Mid Salary \$127,321.19 | Max Salary \$159,317.88 | |
| Job Summary | | Entry Qualifications | |
| Oversees, develops, and implements related policies and procedures. Plans, organizes, directs and coordinates the delivery of health services. Monitors and evaluates healthcare programs. Provides leadership to subordinate managers and staff. | | Master's degree in healthcare services or related field from an accredited college or university and eight (8) years of professional managerial or supervisory experience in healthcare services; or four (4) years of experience at the lower-level Dir, Healthcare (HCM014) or position equivalent. Note: Some positions may require certification and/or licensure. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---|----------------------------|
| HCM030 | Mgr, Nurse | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| 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 at the lower level as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, three (3) years of which as a supervisor and current Georgia license as a Registered Professional Nurse. | |

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---|----------------------------|
| HCM031 | Mgr 2, Nurse | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$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 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 a Registered Nurse, two (2) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073) or position equivalent, two (2) years of which in an environment related to the area of assignment, four (4) years of which as a supervisor and current Georgia license as a Registered Professional Nurse. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|--|-------|
| HCM032 | Sr Mgr, Nurse | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | Entry Qualifications | |
| 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 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. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM033 | Dir, Nurse | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | Max Salary \$126,937.80 | |
| Job Summary | | Entry Qualifications | |
| 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 | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | Max Salary \$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 accredited program and four (4) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|----------------------------|-------|
| HCM041 | Sr Mgr, Nutrition | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary Plans and directs the overall operation of a nutrition program. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate managers and staff. | | | |
| Entry Qualifications Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and five (5) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Mgr, Nutrition (HCM040) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM042 | Dir, Nutrition | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | 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. | | | |
| Entry Qualifications Bachelor's degree in dietetics, human nutrition, food & nutrition, nutrition education, food systems management or a closely related field from an accredited college or university Academy of Nutrition & Dietetics accredited program and six (6) years of nutrition experience, which includes two (2) years in a managerial or supervisory role and registration as a Dietitian by the Academy of Nutrition & Dietetics Commission and licensure as a Dietitian in the State of Georgia; or two (2) years of experience at the lower level Sr Mgr, Nutrition (HCM041) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM050 | Mgr, Therapy Svcs | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary Manages the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate supervisors and staff. | | | |
| Entry Qualifications Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and four (4) years of clinical experience in the area of assignment and License or eligibility for licensure in the state of Georgia; or one (1) year of experience at the lower level Phys/Occupation Therapist Spv (HCP043) or position equivalent. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|-------------|--|
| HCM051 | Sr Mgr, Therapy Svcs | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | | Entry Qualifications |
| Directs the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Directs subordinate managers and staff. | | | Bachelor's degree in Nursing, Gerontology, Public Health, Social Work, or related field and five (5) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Mgr, Therapy Svcs (HCM050) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCM052 | Dir, Therapy Svcs | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | | Entry Qualifications |
| Oversees and directs the development of programs and policies that govern the operation of therapy services (i.e., physical, occupational, recreational, audiology, and speech and language pathology, etc.). Provides leadership to subordinate managers and staff. | | | Bachelor's in Nursing, Gerontology, Public Health, Social Work, or related field and eight (8) years of clinical experience in the area of assignment, which includes two (2) years in a managerial or supervisory role and License or eligibility for licensure in the state of Georgia; or two (2) years of experience at the lower level Sr Mgr, Therapy Svcs (HCM051) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCM060 | Mgr, Nutrition Prgm | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | | Entry Qualifications |
| Manages the operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinate supervisors and staff. | | | Bachelor's degree in nutrition from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a managerial or supervisory role. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|--|-------|
| HCM061 | Sr Mgr, Nutrition Prgm | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | Entry Qualifications | |
| Directs the overall operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Directs subordinates, regional, facility or other staff. | | Bachelor's degree in nutrition from an accredited college or university and five (5) years of job-related experience which includes two (2) years in a managerial or supervisory role; or two (2) years of experience at the lower level Mgr, Nutrition Prgm (HCM060) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM062 | Dir, Nutrition Prgm | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | Entry Qualifications | |
| Oversees the overall operation of a nutrition program or major component area. Establishes and implements policies and procedures. Monitors and evaluates the program for compliance with established guidelines. Provides leadership to subordinate managers and staff.. | | Bachelor's degree in nutrition from an accredited college or university in Nutrition and seven (7) years of job-related experience, which includes three (3) years in a managerial or supervisory role or two (2) years of experience at the lower level Sr Mgr, Nutrition Prgm (HCM061) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM070 | PH Chief Epidemiologist | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | Max Salary \$142,139.72 | |
| Job Summary | | Entry Qualifications | |
| Manages epidemiologic units with statewide impact on public health and the agency's resources. Plans and organizes unit's work to meet the organization's objectives. Directs and reviews work assignments. May manage epidemiologic programs for the prevention and control of communicable diseases, chronic diseases and/or injuries. Oversees policy and procedure development for new and existing disease prevention and control programs. | | Master's degree in public health or a closely related field and three (3) years of experience performing epidemiologic work or work in a closely related field which includes one (1) year in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Epidemiologist Spv (HCP183) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|---|----------------------------|
| HCM071 | PH Medical Epidemiologist | SWD | R |
| Min Salary \$95,324.50 | Mid Salary \$127,321.19 | | Max Salary \$159,317.88 |
| Job Summary | | Entry Qualifications | |
| 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 | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| Manages nursing and clinical services in assessing the needs of a public health district and its communities. Revises district nursing goals, policies, protocol and procedures. Develops and implements new processes and policy as needed. Assists the District PH Director of Nursing and Clinical Services in the effective management of service delivery. Directs subordinate supervisors and staff. | | Bachelor's degree in nursing from an accredited college or university and six (6) years of PHN experience, which includes two (2) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certified. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM081 | PH Manager 2 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | Entry Qualifications | |
| 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 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. | | Bachelor's degree in nursing from an accredited college or university and seven (7) years of nursing experience, which includes three (3) years in a managerial or supervisory role and current Georgia Registered Professional Nurse license and CPR certification; or one (1) year of experience at the lower level PH Manager 1 (HCM080) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|---|-------|
| HCM082 | PH Manager 3 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | Max Salary \$126,937.80 | |
| Job Summary | | Entry Qualifications | |
| Leads and assists in the development of public health protocols, policies and procedures. May direct subordinate managers and staff. | | Master's degree in nursing, public health, or related field from an accredited college or university and seven (7) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 2 (HCM081) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM083 | PH Senior Manager 1 | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | Max Salary \$142,139.72 | |
| Job Summary | | Entry Qualifications | |
| Directs the strategic planning for public health nursing consistent with agency objectives and requirements. Coordinates programs with other state agencies, health care providers, educational institutions, community organizations, etc. Implements special projects as directed by the division director. Directs subordinate managers and staff. Provides direction and influence on agency policy. Provides leadership across multiple units, departments, and/or regions. | | Master's degree in nursing, public health, or related field from an accredited college or university and eight (8) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Manager 3 (HCM082) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCM084 | PH Senior Manager 2 | SWD | R |
| Min Salary \$95,324.50 | Mid Salary \$127,321.19 | Max Salary \$159,317.88 | |
| Job Summary | | Entry Qualifications | |
| Plans, develops, and implements strategies for public health nursing consistent with agency objectives and requirements. Coordinates programs with other state agencies, health care providers, educational institutions, community organizations, etc. Implements special projects as directed by the division director. Directs subordinate managers and staff. Provides direction and influence on agency policy. Provides leadership across multiple units, departments, and/or regions. | | Master's degree in nursing, public health, or related field from an accredited college or university and ten (10) years of professional nursing managerial or supervisory role and current Georgia Registered Professional Nurse license; or one (1) year of experience at the lower level PH Senior Manager 1 (HCM083) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|--|
| HCM090 | PH Mgr, Nurse | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | | Entry Qualifications |
| 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 | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$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 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. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|---|----------------------------|
| HCM092 | PH Sr Mgr, Nurse | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | Entry Qualifications | |
| 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 five (5) years of experience as a Registered Nurse, three (3) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3) years of which in an environment related to the area of assignment, Six (6) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and two (2) years of Public Health nursing experience. | |

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|---|----------------------------|
| HCM093 | PH Dir. Nurse | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | | Max Salary \$142,139.72 |
| Job Summary | | Entry Qualifications | |
| Oversees the planning, organization and directs all nursing activities in assigned facility. Responsible for the quality of nursing care delivered in hospitals public health facilities and community-based programs. Provides leadership to subordinate supervisors and staff. | | Bachelor's degree in nursing from an accredited college or university and seven (7) years of experience as Registered Nurse, four (4) years of which in an administrative or supervisory capacity and current Georgia license as a Registered Professional Nurse; or eight (8) years of experience as a Registered Nurse (HCP073), three (3) years of which in an environment related to the area of assignment, eight (8) years of which as a supervisor and current Georgia license as a Registered Professional Nurse and three (3) years of Public Health nursing experience. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-------------------------------|--|----------------------------|
| HCM430 | Mgr, Nurse (DBHDD - Hospital) | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| 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 (12) 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 (48) 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, (36) months of which as a supervisor and current Georgia license as a Registered Professional Nurse. | |

| Job Code | Job Title | Salary Plan | Grade |
|---|-------------------------------|--|----------------------------|
| HCM431 | Mgr 2, Nurse (DBHDD-Hospital) | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$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 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade | |
|--|-----------------------------|-------------|--|--|
| HCM530 | Mgr, Nurse (DBHDD-Regional) | SWD | N | |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 | |
| Job Summary | | | Entry Qualifications | |
| 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-Regional) | SWD | O | |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 | |
| Job Summary | | | Entry Qualifications | |
| 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|--|----------------------------|
| HCP010 | Aud/Speech Pathologist 1 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | | Max Salary \$81,720.15 |
| Job Summary | | Entry Qualifications | |
| 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 | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | Entry Qualifications | |
| Under general supervision, assess and treat persons with hearing, speech, language, voice, and fluency disorders. May fit hearing aids and provide auditory training. May select alternative communication systems and teach their use. | | Master's degree in speech-language pathology or audiology, or both, from an accredited college or university and current Georgia licensure and/or certification to practice in the area of assignment; one (1) year of experience at the lower level Aud/Speech Pathologist 1 (HCP010) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP012 | Aud/Speech Pathologist 3 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| 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 (HCP011) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|--|----------------------------|
| HCP013 | Aud/Speech Pathologist Spv | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | Entry Qualifications | |
| 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 | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary | | Entry Qualifications | |
| Under 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; and verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP021 | Dietitian/Nutritionist 2 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| Job Summary | | Entry Qualifications | |
| Under general supervision, plans and conducts service or nutritional programs to assist in the promotion of health and control of disease. Provides nutritional assessment, education and counseling to individuals, groups or the public. Serves as a resource on nutrition and dietetics to nurses, health educators or other health care providers in the facility. | | Bachelor's degree in dietetics, human nutrition, foods and nutrition, nutrition education, food systems management, or a closely related field from an accredited college or university, verification statement of completion of a didactic program accredited by The Academy of Nutrition & Dietetics and two (2) years of job-related experience providing nutrition care to groups and individuals; or two (2) years of experience at the lower level Dietitian/Nutritionist 1 (HCP020) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|-------------|---------------------------|
| HCP022 | Dietitian/Nutritionist 3 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | | Max Salary \$67,287.20 |
| 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 | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | 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 Dietitian/Nutritionist 2 (HCP022) or equivalent position. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP030 | Hlth Educator 1 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | 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 and environments. | | | |
| Entry Qualifications Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---------------------------|---|
| HCP031 | Hlth Educator 2 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| Under general supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments. | | | Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and one (1) year of experience in public health education or one (1) year of experience at the lower level Hlth Educator 1 (HCP030) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP032 | Hlth Educator 3 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, promotes, maintains, and improves individual and community health by assisting individuals and communities to adopt healthy behaviors. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies and environments. May serve as a lead worker. | | | Bachelor's degree in education, social, behavioral, or biological sciences or a directly related field from an accredited college or university and two (2) years of experience in public health education or one (1) year of experience at the lower level Hlth Educator 2 (HCP031) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP033 | Hlth Educator Spv | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | | Entry Qualifications |
| 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, social, behavioral, or biological sciences or a directly related field from an accredited college or university and three (3) years of experience in public health education, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience at the lower level Hlth Educator 3 (HCP032) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|-------------------------------|---|-------|
| HCP040 | Phys/Occupational Therapist 1 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| Under supervision, learns to assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength and decrease or prevent deformity of patients suffering from disease or injury. Helps patients in restoring vocational, homemaking and daily living skills, as well as general independence to disabled persons. | | Doctorate or professional 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 Therapist 2 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | Max Salary \$91,043.76 | |
| Job Summary | | Entry Qualifications | |
| 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 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 one (1) year of clinical experience in the area of assignment or one (1) year of experience at the lower level Phys/Occupational Therapist 1 (HCP040) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP042 | Phys/Occupational Therapist 3 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | Entry Qualifications | |
| 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 injury. Helps patients in restoring vocational, homemaking, and daily living skills, as well as general independence, to disabled persons. May serve as a lead worker. | | Doctorate or professional degree in physical therapy and current or eligible for Georgia licensure in the area of assignment and three (3) years of clinical experience in the area of assignment; or three (3) years of experience at the lower level Phys/Occupational Therapist 2 (HCP041) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-------------------------------|--|-------|
| HCP043 | Phys/Occupation Therapist Spv | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | Entry Qualifications | |
| 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 |
| HCP050 | Social Worker, Licensed 1 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | Entry Qualifications | |
| Under supervision learns to perform 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 counseling from an accredited college or university and eligibility to be licensed. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP051 | Social Worker, Licensed 2 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | Entry Qualifications | |
| 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 counseling from an accredited college or university and eligibility to be licensed and two (2) years of supervised experience in the area of assignment or two years of experience at the lower level Social Worker, Licensed 1 (HCP050) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-----------------------------|--|-------|
| HCP052 | Social Worker, Licensed 3 | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| 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 \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| 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. | | Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience at the lower level Social Worker, Licensed 3 (HCP052) or position equivalent; or Master's degree in social work and counseling from an accredited college or university and licensure in the area of assignment and three (3) years of experience in the provision of therapeutic services with, which includes one (1) year in a managerial or supervisory role. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP060 | Activity Therapist 1 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | Entry Qualifications | |
| Under supervision, learns to plan, direct or coordinate therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities and arts and crafts. Conducts assessment of a client's condition and recommends appropriate recreational activity. | | High school diploma/GED and two (2) years of job-related therapeutic recreation or related therapeutic experience. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|-------------|---------------------------|
| HCP061 | Activity Therapist 2 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| <p>Job Summary 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.</p> | | | |
| <p>Entry Qualifications 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.</p> | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP062 | Activity Therapist 3 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| <p>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.</p> | | | |
| <p>Entry Qualifications 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.</p> | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP063 | Activity Therapist Spv | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | Max Salary \$73,287.92 |
| <p>Job Summary Supervises, guides, and/or instructs the work assignments of subordinate staff. Plans, directs or coordinates therapeutic recreation programs. Activities include sports, gardening, dramatics, music, social activities, and arts and crafts. Conducts assessment of a clients condition and recommends appropriate recreational activity.</p> | | | |
| <p>Entry Qualifications Bachelor's degree in a therapeutic recreation or related therapeutic discipline from an accredited college or university and three (3) years of job-related experience, which includes one (1) year in a lead worker, team leader, or supervisory role or one (1) year of experience at the lower level Activity Therapist 3 (HCP062) or position equivalent. Note: Some positions may require registration in the area of assignment.</p> | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---------------------------|---|
| HCP070 | Registered Nurse 1 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | | Entry Qualifications |
| 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 or 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 | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | | Entry Qualifications |
| Under general 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 or Multistate license; or one (1) year of experience at the lower level Registered Nurse 1 (HCP070) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP072 | Registered Nurse 3 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | | Entry Qualifications |
| 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|-----------------------------|---------------------------|---|
| HCP073 | Registered Nurse Spv | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | Max Salary \$91,043.76 | |
| Job Summary | | | Entry Qualifications |
| 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 lead worker, team leader, or managerial/supervisory role; or one (1) year of experience at the lower level Registered Nurse 3 (HCP072) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP080 | Communicable Disease Spec 1 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | Associate degree in medical and preventive services from an accredited college or university and two (2) years of experience in a related field. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP081 | Communicable Disease Spec 2 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| 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 level Communicable Disease Spec 1 (HCP080) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-------------------------------|--|-------|
| HCP082 | Communicable Disease Spec 3 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | Entry Qualifications | |
| Under broad 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. Manage some epidemiologic districts. | | 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 Spec Spv | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| 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. | | 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 |
| HCP090 | Healthcare Prgm Consultant 1 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | Entry Qualifications | |
| Under supervision, learns to provide 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 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|--------------------------------|---|---------------------------|
| HCP091 | Healthcare Prgm Consultant 2 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | | Max Salary \$67,287.20 |
| Job Summary | | Entry Qualifications | |
| Under general supervision, 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 field from an accredited college or university and three (3) years of experience performing work related to area of assignment; or seven (7) years of experience performing work related to area of assignment; or one (1) year of experience at the lower level Healthcare Prgm Consultant 1 (HCP090) or position equivalent. Note: Some positions may require licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP092 | Healthcare Prgm Consultant 3 | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | Max Salary \$73,287.92 |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, 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. Serves as team leader. | | Bachelor's degree in a related field from an accredited college or university and four (4) years of experience performing work related to the area of assignment or one (1) year of experience at the lower level Healthcare Prgm Consultant 2 (HCP091) or position equivalent. Note: Some positions may require licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP093 | Healthcare Prgm Consultant Spv | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | | Max Salary \$81,720.15 |
| Job Summary | | Entry Qualifications | |
| 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 field from an accredited college or university and five (5) years of experience performing work related to the area of assignment, which includes two (2) years in a managerial or supervisory role or one (1) year of experience at the lower level Healthcare Prgm Consultant 3 (HCP092) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-----------------------------|--|---------------------------|
| HCP100 | Behavioral Hlth Counselor 1 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | | Max Salary \$52,364.30 |
| Job Summary | | Entry Qualifications | |
| Under supervision, schedules consumers for testing, assembles test materials and administer tests. Develops and implements behavior management and/or skills acquisition plans. | | Bachelor's degree in in counseling or a related field from an accredited college or university or certification as an addiction counselor from the Georgia Addiction Counselors Association (GACA) or equivalent certification. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP101 | Behavioral Hlth Counselor 2 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary | | Entry Qualifications | |
| Under general supervision, counsel with emphasis on prevention and/or behavior modification. Works 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. | | Bachelor's degree in in counseling or a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 1 (HCP100) or position equivalent. Note: Some positions may require certification or licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP102 | Behavioral Hlth Counselor 3 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| Job Summary | | Entry Qualifications | |
| 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. | | Bachelor's degree in in counseling or a related field from an accredited college or university in a related field and four (4) years of job-related experience; or one (1) year of experience at the lower level Behavioral Hlth Counselor 2 (HCP101) or position equivalent. Note: Some positions may require certification or licensure. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|--------------------------------|---|----------------------------|
| HCP103 | Behavioral Hlth Counselor Spv | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | | Max Salary \$67,287.20 |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs counseling program for a facility. Plans, develops, implements and administers appropriate services and programs for clients. Manages small case load. | | Bachelor's degree in counseling or a related field from an accredited college or university in a related field and six (6) years of job-related experience, which includes two (2) years in a lead worker, team leader, or supervisory role; or two (2) years of experience at the lower level Behavioral Hlth Counselor 3 (HCP102) or position equivalent. Note: Some positions may require certification or licensure. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP110 | Physician Assistant/Extender 1 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| Under supervision, provides healthcare service typically performed by a physician, under the supervision of a licensed physician. Conducts complete physicals, provides treatment and counsels clients. May, in some cases, prescribe medication. | | Bachelor's degree from an accredited college or university in physician assistant studies and two years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of the PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year). | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---------------------------|--------------------------------|-------------|----------------------------|
| HCP111 | Physician Assistant/Extender 2 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |

Job Summary

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.

Entry Qualifications

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.

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---------------------------|--------------------------------|-------------|----------------------------|
| HCP112 | Physician Assistant/Extender 3 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |

Job Summary

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.

Entry Qualifications

Bachelor's degree in physician assistant studies from an accredited college or university and six (6) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners (or eligibility to obtain within one year) and four (4) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and four (4) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of four (4) years mental health experience. Medical specialty requires a minimum of six years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 2 (HCP111) or equivalent position.

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|--------------------------------|-------------|--|
| HCP113 | Physician Assistant/Extender 4 | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | | Max Salary \$142,139.72 |
| Job Summary | | | Entry Qualifications |
| 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. | | | Bachelor's degree in physician assistant studies from an accredited college or university and eight (8) years of general medicine experience; or Bachelor's degree in a related field from an accredited college or university and completion of a physician assistant training program of at least Twenty-four months certified by the Accreditation Review Commission of PA, ARC-PA, and certification to practice as a Physician Assistant by the Composite State Board of Medical Examiners and six (6) years of experience in a related area; or Master's degree in respective nursing field from an accredited college or university and six (6) years of experience in a related area and current license to practice as APRN in Georgia in the specialty area (Psychiatric specialty area requires a minimum of six (6) years mental health experience. The medical specialty area requires a minimum of eight (8) years of mental health experience or two (2) years of experience at the lower level Physician Assistant/Extender 3 (HCP112) or equivalent position. |

| Job Code | Job Title | Salary Plan | Grade |
|--|------------------------------|-------------|---|
| HCP120 | Social Worker, NonLicensed 1 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | | Max Salary \$52,364.30 |
| Job Summary | | | Entry Qualifications |
| Under supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services. | | | Bachelor's degree in a related field from an accredited college or university and two (2) years of experience in social service delivery. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|--------------------------------|--|-------|
| HCP121 | Social Worker, NonLicensed 2 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | Entry Qualifications | |
| Under general supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers and makes necessary referrals for other social services. | | Bachelor's degree in a related field from an accredited college or university and three (3) years of experience in social service delivery or one (1) year of experience as the lower level Social Worker, NonLicensed 1 (HCP120) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP122 | Social Worker, NonLicensed 3 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, provides persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute or terminal illnesses and physical or developmental disabilities. Provides patient education and counseling, advises caregivers, and makes necessary referrals for other social services. Serves as team leader. | | Bachelor's degree in a related field from an accredited college or university and four (4) years of experience in social service delivery; or one (1) year of experience at the lower level Social Worker, NonLicensed 2 (HCP121) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP123 | Social Worker, NonLicensed Spv | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | Entry Qualifications | |
| 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 lead worker, team leader, or supervisory role and three (3) years of experience at the lower level Social Worker, NonLicensed 3 (HCP122) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|----------------------------|--|
| HCP130 | Dentist 1 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | Max Salary \$126,937.80 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 | Mid Salary \$113,824.07 | Max Salary \$142,139.72 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 | Mid Salary \$127,321.19 | Max Salary \$159,317.88 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | Doctorate or professional degree in dentistry from an accredited college or university and two (2) years of experience at the lower level Dentist 2 (HCP131) or position equivalent and current Georgia license to practice dentistry. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP133 | Dentist Spv | SWD | S |
| Min Salary \$106,416.69 | Mid Salary \$142,572.95 | Max Salary \$178,729.21 | |
| Job Summary | | | Entry Qualifications |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, prevents and controls disorders of the teeth and mouth including gums and related oral structures. May treat diseases of nerve, pulp and other dental tissues affecting vitality of teeth. | | | Doctorate or professional degree in dentistry from an accredited college or university and three (3) years of experience at the lower level Dentist 3 (HCP132) or position equivalent and current Georgia license to practice dentistry. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|----------------------------|
| HCP140 | Psychologist 1 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | | |
| Under supervision of a licensed psychologist, 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 physical, intellectual, emotional, social and interpersonal functioning. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP141 | Psychologist 2 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | | |
| Under general 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 physical, intellectual, emotional, social and interpersonal functioning. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP142 | Psychologist 3 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | 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 physical, intellectual, emotional, social and interpersonal functioning. | | | |
| Entry Qualifications | | | |
| Doctorate in clinical or counseling psychology from an American Psychological Association (APA) accredited college or university and completion of an APA-approved psychology internship. | | | |
| 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 one (1) year of experience at the lower level Psychologist 1 (HCP140) or equivalent. Note: License may be temporary, provisional, or permanent. | | | |
| 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|-------------|----------------------------|
| HCP143 | Psychologist 4 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | | |
| Diagnoses or evaluates behavioral, emotional, and cognitive disorders through observation, interview, and psychological tests. Applies theory relating to the 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 physical, intellectual, emotional, social, and interpersonal functioning. May supervise, guide, and/or instruct the work assignment of subordinate staff. | | | |
| 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 three (3) years of experience at the lower level Psychologist 3 (HCP142) or equivalent. Note: License may be temporary, provisional, or permanent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP150 | Pharmacist 1 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | | |
| Under supervision, learns to compound and dispense medications following prescriptions issued by physicians, dentists or other authorized medical practitioners. Provides consultative services to both clients and health care providers. | | | |
| Entry Qualifications | | | |
| Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP151 | Pharmacist 2 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|---|-------|
| HCP152 | Pharmacist 3 | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | Max Salary \$142,139.72 | |
| Job Summary | | Entry Qualifications | |
| <p>Under broad 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.</p> | | <p>Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of experience at the lower level Pharmacist 2 (HCP151) or position equivalent.</p> | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP153 | Pharmacist Spv | SWD | R |
| Min Salary \$95,324.50 | Mid Salary \$127,321.19 | Max Salary \$159,317.88 | |
| Job Summary | | Entry Qualifications | |
| <p>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.</p> | | <p>Doctorate or professional degree in pharmacology from an accredited college or university and current Georgia license to practice pharmacology and one (1) year of professional pharmacology experience or two (2) years of professional pharmacology experience at the lower level Pharmacist 3 (HCP152) or position equivalent and current Georgia license to practice pharmacology.</p> | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP160 | Physician 1 | SWD | R |
| Min Salary \$95,324.50 | Mid Salary \$127,321.19 | Max Salary \$159,317.88 | |
| Job Summary | | Entry Qualifications | |
| <p>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.</p> | | <p>Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law.</p> | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|---|-------|
| HCP161 | Physician 2 | SWD | S |
| Min Salary \$106,416.69 | Mid Salary \$142,572.95 | Max Salary \$178,729.21 | |
| Job Summary | | Entry Qualifications | |
| Under general 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. | | Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and one (1) year of experience at the lower level Physician 1 (HCP160) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP162 | Physician 3 | SWD | T |
| Min Salary \$118,950.86 | Mid Salary \$159,807.43 | Max Salary \$200,664.00 | |
| Job Summary | | Entry Qualifications | |
| Under broad 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. May direct clinical operations and participate in research efforts. | | Medical degree recognized by the Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and two (2) years of experience at the lower level Physician 2 (HCP161) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP163 | Physician Spv | SWD | T |
| Min Salary \$118,950.86 | Mid Salary \$159,807.43 | Max Salary \$200,664.00 | |
| Job Summary | | Entry Qualifications | |
| 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 Georgia Composite Medical Board (GCMB) and licensure or license-eligible to practice medicine at a state institution or in the state of Georgia as provided by state law and three (3) years of experience at the lower level Physician 3 (HCP162) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|----------------------------|--|
| HCP170 | Veterinarian 1 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | Max Salary \$91,043.76 | |
| Job Summary | | | Entry Qualifications |
| Under supervision, diagnoses, treats and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals. | | | Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association AND licensed by the Georgia State Board of Veterinary Medicine. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP171 | Veterinarian 2 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | | Entry Qualifications |
| Under general 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 two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and two (2) years of experience at the lower level Veterinarian 1 (HCP170) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP172 | Veterinarian 3 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | | Entry Qualifications |
| 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. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|--|----------------------------|
| HCP173 | Veterinarian Spv | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Diagnoses, treats, and helps prevent diseases and dysfunctions in animals. Advises clients on the feeding, hygiene, housing and general care of animals. | | Doctorate degree in veterinary medicine or equivalent from an accredited college or university and licensed by the Georgia Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent or certified by the Educational Commission for Foreign Veterinary Graduates (ECFVG) from the American Veterinary Medical Association and licensed by the Georgia State Board of Veterinary Medicine and five (5) years of experience at the lower level Veterinarian 3 (HCP172) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP180 | PH Epidemiologist 1 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | | Max Salary \$81,720.15 |
| Job Summary | | Entry Qualifications | |
| Under 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. | | Bachelor's degree in any field from an accredited college or university and two (2) years of experience performing epidemiologic work or work in a closely related field. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP181 | PH Epidemiologist 2 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | Entry Qualifications | |
| 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. | | Bachelor's degree in any field from an accredited college or university and three (3) years of experience performing epidemiologic work or work in a closely related field; or two (2) years of experience at the lower-level Epidemiologist 1 (HCP180) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|--|-------|
| HCP182 | PH Epidemiologist 3 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, designs and leads long-term epidemiologic investigations, surveillance, and interventions with significant impact on public health and the agency's resources. Functions as primary coordinator overseeing the collection, analysis, and interpretation of complex statistical data and the preparation of epidemiologic reports. | | Bachelor's degree from an accredited college or university and five (5) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower-level Epidemiologist 2 (HCP181) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP183 | PH Epidemiologist Spv | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises epidemiologic investigations, surveillance, and interventions with significant impact on public health and the agency's resources. Supervises the collection, analysis, and interpretation of complex statistical data and the preparation of epidemiologic reports. | | Bachelor's degree from an accredited college or university and six (6) years of experience performing epidemiologic work or work in a closely related field; or one (1) year of experience at the lower-level Epidemiologist 3 (HCP182) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP190 | PH Registered Nurse 1 | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| Under supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. | | 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|----------------------------|-------|
| HCP191 | PH Registered Nurse 2 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| 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 | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | Max Salary \$91,043.76 | |
| Job Summary | | | |
| Under broad supervision, provides professional nursing care in accordance with nurse protocols, policies and/or procedures. Focuses on the prevention of illness, injury, or disability, the promotion of health and maintenance of the health of populations. Cares for population with special needs during disasters/emergencies and biological and chemical protocols. | | | |
| Entry Qualifications | | | |
| Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower-level PH Registered Nurse 2 (HCP191) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP193 | PH Registered Nurse Spv | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | | |
| 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 chemical protocols. | | | |
| Entry Qualifications | | | |
| Associate degree in nursing from an accredited college or university and one (1) year of nursing experience and completion of a PHN course within one (1) year of hire and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower-level PH Registered Nurse 3 (HCP192) or position equivalent. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|----------------------------|--|
| HCP194 | PH Nursing Supervisor 1 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | Max Salary \$101,579.45 | |
| Job Summary | | | Entry Qualifications |
| 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 | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | Max Salary \$113,484.78 | |
| Job Summary | | | Entry Qualifications |
| Under limited supervision, implements, manages and evaluates programs, staff, clinical services and budgets within the county. Develops partnerships with community stakeholders within the county. Participates in community health needs assessments and strategic planning for the county.. | | | Associate degree in nursing from an accredited college or university and five (5) years of RN supervisory/management experience and completion of PHN course within six (6) months of hire if no PHN experience and current Georgia Registered Professional Nurse license and CPR certification; or two (2) years of experience at the lower level PH Nursing Spv 1 (HCP194) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification. |
| Job Code | Job Title | Salary Plan | Grade |
| HCP200 | PH Advanced Practice RN 1 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | 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 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 Georgia license as a Registered Professional Nurse and Georgia license as an APRN and CPR certification. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---|----------------------------|
| HCP201 | PH Advanced Practice RN 2 | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | Entry Qualifications | |
| Under general supervision, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases. | | Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and two (2) years of nursing experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 1 (HCP200) or position equivalent. | |

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|---|----------------------------|
| HCP202 | PH Advanced Practice RN 3 | SWD | P |
| Min Salary \$76,821.60 | Mid Salary \$101,879.70 | | Max Salary \$126,937.80 |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment, and counsels clients. May prescribe medication in some cases. | | Master's degree in Nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing 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.. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|------------------------------|--|----------------------------|
| HCP203 | PH Advanced Practice RN Spv | SWD | Q |
| Min Salary \$85,508.41 | Mid Salary \$113,824.07 | | Max Salary \$142,139.72 |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises lower level APRNs and other assigned staff. Performs advanced nursing functions and healthcare services in specialized areas. Operates under a written nurse protocol agreement with their delegating physician, conducts complete physicals, provides treatment and counsels clients. May prescribe medication in some cases. | | Master's degree in nursing from an accredited college or university and/or other education requirements approved by the Georgia Board of Nursing and certification in the specialty area(s) approved by Georgia Board of Nursing and six (6) years of PH experience and Georgia license as a Registered Professional Nurse and Georgia license as a APRN and current certification in specialty area and CPR certification; or two (2) years of experience at the lower level PH Advanced Practice RN 3 (HCP202) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP210 | PH Nursing Prog Consultant 1 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | | Max Salary \$81,720.15 |
| Job Summary | | Entry Qualifications | |
| Under general guidance, 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. | | Bachelor's degree in nursing from an accredited college or university, three (3) years of nursing experience, and current Georgia Registered Professional Nurse license and CPR certification. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP211 | PH Nursing Prog Consultant 2 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | Entry Qualifications | |
| 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. | | Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Registered Professional Nurse license and CPR certification; two (2) years of experience at the lower-level PH Nursing Prog Consultant 1 (HCP210) or position equivalent and current Georgia Registered Professional Nurse license and CPR certification. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|--------------------------------|--|----------------------------|
| HCP212 | PH Nursing Prog Consultant 3 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | Entry Qualifications | |
| Under broad 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. Acts as a lead worker on projects and/or programs. | | Bachelor's degree in nursing from an accredited college or university and five (5) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or three (3) years of experience at the lower-level PH Nursing Prog Consultant 2 (HCP211) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP213 | PH Nursing Prog Consultant Spv | SWD | O |
| Min Salary \$69,134.16 | Mid Salary \$91,309.47 | | Max Salary \$113,484.78 |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides technical assistance and training within a public health nursing care specialty. Plans, implements and supervises a specialty nursing program. Evaluates programs for compliance with state and/or federal guidelines. | | Bachelor's degree in nursing from an accredited college or university and six (6) years of nursing experience and current Georgia Professional Nurse license and CPR certification; or four (4) years of experience at the lower-level PH Nursing Prog Consultant 3 (HCP212) or position equivalent and current Georgia Registered Professional Nurse license and CPR certified. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP220 | Behavioral Hlth Counselor, L1 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| Job Summary | | 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 field from an accredited college or university or certification as an addiction counselor from the Georgia Addictions Counselor Association (GACA) or equivalent certification. NOTE: All positions require applicable licensure or certification. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|--------------------------------|---|-------|
| HCP221 | Behavioral Hlth Counselor, L2 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | Entry Qualifications | |
| Under general supervision, counsel with emphasis on prevention and/or behavior modification. 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. | | Master's degree in a related field from an accredited college or university; or Bachelor's degree in a related field from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower-level Behavioral Health Counselor 1, Licensed (HCP220).NOTE: All positions require applicable licensure or certification. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP222 | Behavioral Hlth Counselor, L3 | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| Under general supervision, counsel with emphasis on prevention and/or behavior modification. 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. | | Master's degree in a related field from an accredited college or university and two (2) years of job-related experience; or Bachelor's degree in a related field from an accredited college or university and four (4) years of job-related experience or one (1) year of experience at the lower-level Behavioral Health Counselor 2, Licensed (HCP221).NOTE: All positions require applicable licensure or certification. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP223 | Behavioral Hlth Counselor, LSP | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Directs counseling program for a 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 job-related experience; or two (2) years of experience at the lower-level Behavioral Health Counselor 3, Licensed (HCP222).NOTE: All positions require applicable licensure or certification. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|--|-------|
| HCP470 | RN 1 (DBHDD-Hospital) | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | Entry Qualifications | |
| Functions as an entry 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 less than (12) months of DBHDD Registered Nurse 1 experience. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP471 | RN 2 (DBHDD-Hospital) | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | Entry Qualifications | |
| Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital | | Associate degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse or Multistate license; or more than (12) months of DBHDD Registered Nurse 1 experience. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP472 | RN 3 (DBHDD-Hospital) | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital | | Bachelor's degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (36) months professional DBHDD nursing 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---|---------------------------|
| HCP473 | RN Spv (DBHDD-Hospital) | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | Entry Qualifications | |
| Functions as a supervisory 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 from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (#) months professional DBHDD professional nursing experience and more than (24) months in a DBHDD managerial/supervisory of leadership role; or Associate degree in nursing from an accredited college or university and current Georgia License as a Registered Professional Nurse and more than (48) months in a DBHDD managerial/supervisory of leadership role. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP570 | RN 1 (DBHDD-Regional) | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | | Max Salary \$67,287.20 |
| Job Summary | | Entry Qualifications | |
| Functions as an entry 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 (12) months of DBHDD Registered Nurse 1 experience. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCP571 | RN 2 (DBHDD-Regional) | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | Max Salary \$73,287.92 |
| Job Summary | | Entry Qualifications | |
| Functions as a working level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital. | | 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|--|-------|
| HCP572 | RN 3 (DBHDD-Regional) | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | Max Salary \$81,720.15 | |
| Job Summary | | Entry Qualifications | |
| Functions as a lead level RN and performs RN duties, assigned to a specific non-patient unit area at a state mental health hospital | | Bachelor's degree in nursing from an accredited college or university and current Georgia license as a Registered Professional Nurse and more than (36) months professional DBHDD nursing 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 |
| HCS010 | Dental Asst 1 | SWD | C |
| Min Salary \$24,876.10 | Mid Salary \$30,594.84 | Max Salary \$36,313.58 | |
| Job Summary | | Entry Qualifications | |
| Under direct supervision, learns to assist the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties. | | High School diploma/GED and six (6) months of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS011 | Dental Asst 2 | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | Entry Qualifications | |
| Under general supervision, assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties. | | High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental assisting from an accredited college and six (6) months of experience as a dental assistant, or one (1) year experience at the lower level Dental Asst 1 (HCS010) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---|-------|
| HCS012 | Dental Asst 3 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties. May serve as a lead worker. | | High School diploma/GED and two (2) years of experience in a dental setting; or a Vocational/Technical degree in dental assisting from an accredited college and one (1) year of experience as a dental assistant; or one (1) year experience at the lower level Dental Asst 2 (HCS011) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS013 | Dental Asst Spv | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Assists the dentist and/or hygienist in chair-side dentistry. Prepares dental instruments. May perform administrative duties. | | High School diploma/GED and six (6) years of experience in a dental setting which includes one (1) year experience as a lead worker, team leader, or supervisory role; or a Vocational/Technical degree in dental assisting from an accredited college and four (4) years of experience as a dental assistant which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower level Dental Asst 3 (HCS012) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS020 | Health Aide 1 | SWD | B |
| Min Salary \$23,920.00 | Mid Salary \$28,797.08 | Max Salary \$33,674.16 | |
| Job Summary | | Entry Qualifications | |
| Under direct supervision, learns to provide basic patient care and works with patients/clients to develop daily living skills. May take vital signs. | | High school diploma or GED. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS021 | Health Aide 2 | SWD | C |
| Min Salary \$24,876.10 | Mid Salary \$30,594.84 | Max Salary \$36,313.58 | |
| Job Summary | | Entry Qualifications | |
| 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. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---------------------------|--|
| HCS022 | Health Aide 3 | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs and perform other related medical procedures under the direction of nursing staff. | | | High School diploma/GED and one (1) year of experience in a related field; or one (1) year of experience required at the lower-level Health Aide 2 (HCS021) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCS023 | Health Aide Spv | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | | Entry Qualifications |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides basic patient care and works with patients/clients to develop daily living skills. May take vital signs and perform other related medical procedures under the direction of nursing staff. | | | High School diploma/GED and two (2) years of experience in a related field, in which one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Health Aide 3 (HCS022) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCS030 | Pharmacy Tech 1 | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | | Entry Qualifications |
| Under direct supervision, prepares medications under the direction of a pharmacist. May measure, mix, label and record amounts and dosages of medications. | | | High School diploma/GED. |
| Job Code | Job Title | Salary Plan | Grade |
| HCS031 | Pharmacy Tech 2 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | | Entry Qualifications |
| 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 and two (2) years of experience working in a pharmacy; or one (1) year of experience required at the lower-level Pharmacy Tech 1 (HCS030) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---------------------------|---|
| HCS032 | Pharmacy Tech 3 | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | | Entry Qualifications |
| 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 a lead worker. | | | High School diploma/GED and three (3) years of experience working in a pharmacy; or one (1) year of experience required at the lower-level Pharmacy Tech 2 (HCS031) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCS033 | Pharmacy Tech Spv | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 | C |
| Min Salary \$24,876.10 | Mid Salary \$30,594.84 | Max Salary \$36,313.58 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | High School diploma/GED and two (2) years of clerical, information and referral, customer service, or job-related experience; or an associate degree in a related field from an accredited college or university and one (1) year experience in a related field; or two (2) years of experience required at the lower-level Nutrition Asst 1 (HCS040) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|---------------------------|
| HCS042 | Nutrition Asst 3 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | | Max Salary \$43,475.18 |
| 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. | | | |
| Entry Qualifications | | | |
| 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 |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | | Max Salary \$47,094.70 |
| Job Summary | | | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Works to provide 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 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 one (1) year experience in a lead worker, team leader, or supervisory role; or two (2) years of experience required at the lower level Nutrition Asst 3 (HCS042). | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS050 | Nursing Asst 1 | SWD | B |
| Min Salary \$23,920.00 | Mid Salary \$28,797.08 | | Max Salary \$33,674.16 |
| Job Summary | | | |
| Under direct supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care. | | | |
| Entry Qualifications | | | |
| Must be certified as a Nursing Assistant. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|--------------------------------|--|-------|
| HCS051 | Nursing Asst 2 | SWD | C |
| Min Salary \$24,876.10 | Mid Salary \$30,594.84 | Max Salary \$36,313.58 | |
| Job Summary | | Entry Qualifications | |
| Under general supervision, 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 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 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | Entry Qualifications | |
| Under broad supervision, performs assigned direct care activities and basic nursing procedures in a nursing facility or home health care. May supervise staff. | | Must be certified as a Nursing Assistant and two (2) years of experience at the lower-level Nursing Asst 2 (HCS051) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS053 | Nursing Asst Spv | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | Entry Qualifications | |
| 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) or 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-Hospital) | SWD | B |
| Min Salary \$23,920.00 | Mid Salary \$28,797.08 | Max Salary \$33,674.16 | |
| Job Summary | | Entry Qualifications | |
| 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 and less than (24) months experience in a related role; or Associates degree and less than (12) months experience in a related role. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|--------------------------------|--|-------|
| HCS421 | Health Aide 2 (DBHDD-Hospital) | SWD | C |
| Min Salary \$24,876.10 | Mid Salary \$30,594.84 | Max Salary \$36,313.58 | |
| Job Summary | | Entry Qualifications | |
| Functions as a working level HA and performs HA duties, assigned to a specific non-patient unit area at a state mental health hospital. | | High school diploma/GED and less than (24) months experience in a related role; or Associates degree and less than (12) months experience in a related role. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS422 | Health Aide 3 (DBHDD-Hospital) | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | Entry Qualifications | |
| Functions as a lead 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 (36) months experience in a related role; or Associates degree and more than (24) months experience in a related role; or more than (12) months experience at the lower level Health Aide 2 or equivalent role. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCS423 | Health Aide Spv (DBHDD-Hosp) | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | Entry Qualifications | |
| 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 | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | Entry Qualifications | |
| 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. | | Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---------------------------|--|
| HCT011 | Dental Hygienist 2 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| Under general supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants. | | | Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and one (1) year of job-related experience; or one (1) year experience at the lower-level Dental Hygienist 1 (HCT010) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT012 | Dental Hygienist 3 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants. May serve as a lead worker. | | | Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and two (2) years of job-related experience; or one (1) year experience at the lower-level Dental Hygienist 2 (HCT011) or position equivalent.. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT013 | Dental Hygienist Spv | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | Max Salary \$73,287.92 | |
| Job Summary | | | Entry Qualifications |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Cleans teeth, examines head, neck and oral areas for signs of oral disease. May educate clients on oral hygiene, take and develop X-rays or apply fluoride or sealants. | | | Associate degree in dental hygiene from an accredited college or university and current Georgia dental hygienist license and three (3) years of job-related experience, 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 |
| HCT020 | Emergency Medical Tech 1 | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | Max Salary \$40,184.72 | |
| Job Summary | | | Entry Qualifications |
| 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. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|---------------------------|--|
| HCT021 | Emergency Medical Tech 2 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | | Entry Qualifications |
| 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 Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, assesses injuries, administers emergency medical care and extricates trapped individuals. Transports injured or sick persons to medical facilities. May serve as a lead worker. | | | High School diploma/GED and one (1) year of job-related experience and current Georgia certification as an Emergency Medical Technician Basic and CPR certification and valid driver's license; or one (1) year of experience required at the lower-level Emergency Medical Tech 2 (HCT021) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT023 | Emergency Medical Tech Spv | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|----------------------------|--|-------|
| HCT030 | Licensed Practical Nurse 1 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | Entry Qualifications | |
| 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 \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$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 equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT032 | Licensed Practical Nurse 3 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | Entry Qualifications | |
| 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 equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|------------------------------|-------------|---|
| HCT033 | Licensed Practical Nurse Spv | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary | | | Entry Qualifications |
| 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 |
| HCT040 | Medical Records Tech 1 | SWD | D |
| Min Salary \$26,635.71 | Mid Salary \$33,410.22 | | Max Salary \$40,184.72 |
| Job Summary | | | Entry Qualifications |
| 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. | | | High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or one (1) year of experience in a medical records unit, which involved the independent coding of diagnostic data. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT041 | Medical Records Tech 2 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | | Max Salary \$43,475.18 |
| Job Summary | | | Entry Qualifications |
| Under general supervision, compiles, processes and maintains medical records of hospital and clinic clients in a manner consistent with medical, administrative, ethical, legal and regulatory requirements of the health care system. Processes, maintains, compiles and reports client information for health requirements and standards. | | | High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or two (2) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower-level Medical Records Tech 1 (HCT040) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|-------------------------------|--|-------|
| HCT042 | Medical Records Tech 3 | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | Entry Qualifications | |
| Under broad 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. May conduct utilization reviews. May serve as a lead worker. | | High School diploma/GED and eligible for certification as a medical records technician by the American Health Information Management Association; or three (3) years of experience in a medical records unit, which involved the independent coding of diagnostic data; or one (1) year of experience required at the lower-level Medical Records Tech 2 (HCT041) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT043 | Medical Records Tech Spv | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | 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 |
| HCT050 | Physical/Occup Therapy Tech 1 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | Entry Qualifications | |
| Under 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.). | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-------------------------------|-------------|---------------------------|
| HCT051 | Physical/Occup Therapy Tech 2 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| 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/Occup Therapy Tech 1 (HCT050) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT052 | Physical/Occup Therapy Tech 3 | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | | Max Salary \$67,287.20 |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| 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/Occup Therapy Tech 2 (HCT051) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT053 | Phys/Occup Therapy Tech Spv | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | Max Salary \$73,287.92 |
| Job Summary | | | |
| 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 established by a therapist. | | | |
| Entry Qualifications | | | |
| Associate degree from an accredited college or university and current license or license-eligible in the state of Georgia in the specific area of assignment (i.e., physical therapy, occupational therapy, etc.), which includes one (1) year in a lead worker, team leader, or supervisory role, and two (2) years of experience required at the lower level Physical/Occup Therapy Tech 3 (HCT052) or position equivalent. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|--|-------|
| HCT060 | Orthotics Tech 1 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | Entry Qualifications | |
| 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. | | Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT061 | Orthotics Tech 2 | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | Entry Qualifications | |
| Under general 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. | | Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower-level Orthotics Tech 1 (HCT060) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT062 | Orthotics Tech 3 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | Entry Qualifications | |
| 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. | | Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in using hand and power tools and heavy shop equipment and one (1) year experience at the lower-level Orthotics Tech 2 (HCT061) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|--|-------|
| HCT063 | Orthotics Tech Spv | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | Entry Qualifications | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. 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. | | Vocational/Technical degree in a skilled trade from an accredited college; or one (1) year of experience in the using hand and power tools and heavy shop equipment and two (2) years of experience at the lower-level Orthotics Tech 3 (HCT062) or position equivalent. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT070 | Radiologist 1 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | Entry Qualifications | |
| Under direct 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 from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT071 | Radiologist 2 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | Entry Qualifications | |
| 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 from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and two (2) years of job-related experience; or one (1) year experience at the lower-level Radiologist 1 (HCT070) or position equivalent. | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|----------------------------|---------------------------|---|
| HCT072 | Radiologist 3 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity. May serve as a lead worker. | | | Associate degree or diploma in radiologic technology from an accredited college or university and American Registry of Radiologic Technologists (ARRT) certification and four (4) years of job-related experience; or one (1) year experience at the lower-level Radiologist 2 (HCT071) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT073 | Radiologist Spv | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | | Entry Qualifications |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Prepares and operates radiographic equipment utilized to take general radiographic images. Develops images and checks for clarity. | | | Associate degree in radiologic technology or a related field from an accredited college or university, American Registry of Radiologic Technologists (ARRT) certification, and four (4) years of job-related experience. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT080 | Respiratory Therapy Tech 1 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | | Entry Qualifications |
| Under 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 accredited college or university, and current Georgia Respiratory Therapist license. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT081 | Respiratory Therapy Tech 2 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | 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 accredited college or university and two (2) years of job-related experience; or one (1) year of experience at the lower level Respiratory Therapy Tech 1 (HCT080) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|------------------------------|---------------------------|--|
| HCT082 | Respiratory Therapy Tech 3 | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| Under broad 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. May serve as a lead worker. | | | Associate degree in respiratory therapy from an accredited college or university and three (3) years of job-related experience; or two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT081) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT083 | Respiratory Therapy Tech Spv | SWD | J |
| Min Salary \$41,569.83 | Mid Salary \$54,428.52 | Max Salary \$67,287.20 | |
| Job Summary | | | Entry Qualifications |
| 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. | | | Associate degree in respiratory therapy from an accredited college or university and four (4) years of job-related experience; or two (2) years of experience at the lower level Respiratory Therapy Tech 2 (HCT082) or position equivalent. Note: Must hold current Georgia Respiratory Therapist license. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT090 | Dental Technician 1 | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | | Entry Qualifications |
| 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/GED and six (6) months of experience in a dental setting. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---------------------------|--|
| HCT091 | Dental Technician 2 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | | Entry Qualifications |
| Under general supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists. | | | High School diploma/GED and one (1) year of experience in a dental setting; or Vocational/Technical degree in dental technology from an accredited college and two (2) years of experience as a technician in a dental laboratory; or one (1) year experience at the lower-level Dental Technician 1 (HCT090) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT092 | Dental Technician 3 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | Max Salary \$56,872.73 | |
| Job Summary | | | Entry Qualifications |
| Under broad supervision, designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists. May serve as a lead worker. | | | Vocational/Technical degree in dental technology from an accredited college and three (3) years of experience as a technician in a dental laboratory; or High School diploma/GED and two (2) years of experience in a dental setting; or one (1) year experience at the lower-level Dental Technician 2 (HCT091) or position equivalent. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT093 | Dental Technician Spv | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | Max Salary \$61,832.00 | |
| Job Summary | | | Entry Qualifications |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Designs, prepares, fabricates and repairs dentures or dental appliances as prescribed by dentists and other specialists. | | | Vocational/Technical degree in dental technology from an accredited college and four (4) years of experience as a technician in a dental laboratory which includes one (1) year of experience as a lead worker, team leader, or supervisory role; or High School diploma/GED and three (3) years of experience in a dental setting which includes one (1) year experience in a lead worker, team leader, or supervisory role; or one (1) year experience at the lower level Dental Technician 3 (HCT092) or position equivalent. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|---------------------------|---------------------------|-------|
| HCT100 | Medical Assistant 1 | SWD | E |
| Min Salary \$28,571.29 | Mid Salary \$36,023.24 | Max Salary \$43,475.18 | |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| Associate degree in a related field from an accredited college or university; or High School diploma/GED and one (1) year of experience in medical assisting. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT101 | Medical Assistant 2 | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | Max Salary \$47,094.70 | |
| Job Summary | | | |
| Under general 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. | | | |
| Entry Qualifications | | | |
| Associate degree in a related field from an accredited college or university with one (1) year experience in a related field; or High School diploma/GED and two (2) years of experience in medical assisting; or two (2) years of experience required at the lower level Medical Assistant 1 (HCT100) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT102 | Medical Assistant 3 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | Max Salary \$52,364.30 | |
| Job Summary | | | |
| 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 blood. May serve as a lead worker. | | | |
| Entry Qualifications | | | |
| Associate degree in a related field from an accredited college or university with two (2) years of experience in a related field; or High School diploma/GED and three (3) years of experience in medical assisting; or two (2) years of experience required at the lower-level Medical Assistant 2 (HCT101) or position equivalent. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|---------------------------|
| HCT103 | Medical Assistant Spv | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| 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 of 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 \$30,700.42 | Mid Salary \$38,897.56 | | Max Salary \$47,094.70 |
| Job Summary | | | |
| Under direct supervision, provides assistance to public health nurses and county programs. Provides care which includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health. | | | |
| Entry Qualifications | | | |
| Vocational/Technical degree in licensed practical nursing from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and CPR certification and completion of all necessary orientation and training for Public Health LPN. | | | |

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|---------------------------|
| HCT111 | PH LPN 2 | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | | Max Salary \$52,364.30 |
| Job Summary | | | |
| Under general supervision, provides assistance to public health nurses and county programs. Provides care which includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health. | | | |
| Entry Qualifications | | | |
| Vocational/Technical degree in licensed practical nursing from an accredited college and two (2) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 1 (HCT110) or position equivalent. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|-------------|---------------------------|
| HCT112 | PH LPN 3 | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary | | | |
| Under broad supervision, provides assistance to public health nurses and county programs. Provides general direct nursing care. Care includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health and acts as a lead worker over specified projects or programs. | | | |
| Entry Qualifications | | | |
| Vocational/Technical degree in licensed practical nursing from an accredited college and four (4) years of LPN public health experience and current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower-level PH LPN 2 (HCT111) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT113 | PH LPN Spv | SWD | I |
| Min Salary \$38,452.58 | Mid Salary \$50,142.29 | | Max Salary \$61,832.00 |
| Job Summary | | | |
| Supervises, guides, and/or instructs the work assignments of subordinate staff. Provides assistance to public health nurses and county programs. Provides general direct nursing care. Care includes providing medical treatments, administering medication and giving injections. Assigned to specific clinical duties within the scope of an LPN practice in public health. | | | |
| Entry Qualifications | | | |
| Vocational/Technical degree in licensed practical nursing from an accredited college and five (5) years of LPN public health experience, which includes two (2) years in a lead worker, team leader, or supervisory role and a current Georgia license to practice as a Licensed Practical Nurse and CPR certification; or one (1) year of experience required at the lower level PH LPN 3 (HCT112) or position equivalent. | | | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT120 | Forensic CTI Technologist | SWD | K |
| Min Salary \$44,998.81 | Mid Salary \$59,143.37 | | Max Salary \$73,287.92 |
| Job Summary | | | |
| 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. | | | |
| Entry Qualifications | | | |
| Associate degree or diploma from an approved ARRT institution with an accredited Computed Tomography (CT) Program and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification. Note: Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years. | | | |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-----------------------------|-------------|---|
| HCT121 | Forensic CTI Technologist 2 | SWD | L |
| Min Salary \$50,982.94 | Mid Salary \$66,351.55 | | Max Salary \$81,720.15 |
| Job Summary | | | Entry Qualifications |
| Under the general 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 in radiologic technology from an accredited college, university, or program, and American Registry of Radiologic Technologists (ARRT) advanced Computed Tomography (AART-CT) certification and two (2) years of job-related experience; or one (1) year of experience required at the lower-level Forensic CTI Technologist (HCT120) or position equivalent. Note Must maintain their American Registry of Radiologic Technologists (AART) certification by taking required continuing education credit-eligible courses/training every two (2) years. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT122 | Forensic CTI Technologist 3 | SWD | M |
| Min Salary \$56,310.72 | Mid Salary \$73,677.24 | | Max Salary \$91,043.76 |
| Job Summary | | | Entry Qualifications |
| Under the broad 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 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 Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|--|-----------------------------|-------------|--|
| HCT123 | Forensic CTI Technologist 4 | SWD | N |
| Min Salary \$62,331.12 | Mid Salary \$81,955.29 | | Max Salary \$101,579.45 |
| Job Summary | | | Entry Qualifications |
| 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. | | | 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 \$28,571.29 | Mid Salary \$36,023.24 | | Max Salary \$43,475.18 |
| Job Summary | | | Entry Qualifications |
| Functions as an entry 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 less than (12) months DBHDD Licensed Practical Nurse experience. |
| Job Code | Job Title | Salary Plan | Grade |
| HCT431 | LPN 2 (DBHDD-Hospital) | SWD | F |
| Min Salary \$30,700.42 | Mid Salary \$38,897.56 | | Max Salary \$47,094.70 |
| Job Summary | | | Entry Qualifications |
| Functions as a working 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 more than (12) months of DBHDD Licensed Practical Nurse experience. |

Job Code Catalog: Healthcare

As of: 1/1/26

| Job Code | Job Title | Salary Plan | Grade |
|---|---------------------------|---|---------------------------|
| HCT432 | LPN 3 (DBHDD-Hospital) | SWD | G |
| Min Salary \$33,042.45 | Mid Salary \$42,703.38 | | Max Salary \$52,364.30 |
| Job Summary Functions as a lead level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital | | Entry Qualifications Vocational/Technical degree from an accredited college and current Georgia license to practice as a Licensed Practical Nurse and more than (36) months of DBHDD Licensed Practical Nurse experience. | |
| Job Code | Job Title | Salary Plan | Grade |
| HCT433 | LPN Spv (DBHDD-Hospital) | SWD | H |
| Min Salary \$35,618.70 | Mid Salary \$46,245.72 | | Max Salary \$56,872.73 |
| Job Summary Functions as a supervisory level LPN and performs LPN duties, assigned to a specific non-patient unit area at a state mental health hospital. | | Entry Qualifications 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. | |