

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**

**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
Accountant	K	39	\$47,112	\$61,360	\$75,504
Accountant Int	L	634	\$54,288	\$70,512	\$86,736
Accountant Sr	M	68	\$62,400	\$81,120	\$99,840
Accounting Clerk	I	334	\$37,128	\$46,384	\$55,640
Actuarial Analyst	L	558	\$54,288	\$70,512	\$86,736
Actuarial Analyst Sr	M	559	\$62,400	\$81,120	\$99,840
Actuary	O	357	\$82,576	\$107,328	\$131,976
Administrative Assistant	H	19	\$33,696	\$42,224	\$50,648
Analyst	K	562	\$47,112	\$61,360	\$75,504
Analyst Int	L	563	\$54,288	\$70,512	\$86,736
Analyst Sr	M	564	\$62,400	\$81,120	\$99,840
Applications Analyst	K	232	\$47,112	\$61,360	\$75,504
Applications Analyst Int	L	233	\$54,288	\$70,512	\$86,736
Applications Analyst Sr	M	298	\$62,400	\$81,120	\$99,840
Associate Director Customer Service	O	593	\$82,576	\$107,328	\$131,976
Associate Director Information Services	Q	557	\$114,400	\$154,440	\$194,480
Associate Director Provider Network	O	647	\$82,576	\$107,328	\$131,976
Auditor	K	565	\$47,112	\$61,360	\$75,504
Auditor Sr	L	566	\$54,288	\$70,512	\$86,736
Behavioral Health Manager	N	383	\$71,760	\$93,184	\$114,712
Biostatistics Manager	N	418	\$71,760	\$93,184	\$114,712
Board Services Specialist	J	435	\$40,976	\$53,352	\$65,624
Business Analyst	J	40	\$40,976	\$53,352	\$65,624
Business Analyst Sr	M	611	\$62,400	\$81,120	\$99,840
Business Systems Analyst Sr	M	69	\$62,400	\$81,120	\$99,840
Buyer	J	29	\$40,976	\$53,352	\$65,624
Buyer Int	K	49	\$47,112	\$61,360	\$75,504
Buyer Sr	L	67	\$54,288	\$70,512	\$86,736
Care Manager	M	657	\$62,400	\$81,120	\$99,840
Care Transition Intervention Coach (RN)	N	417	\$71,760	\$93,184	\$114,712
Certified Coder	K	399	\$47,112	\$61,360	\$75,504
Certified Coding Specialist	K	639	\$47,112	\$61,360	\$75,504
Certified Coding Specialist Sr	L	640	\$54,288	\$70,512	\$86,736
Change Control Administrator	L	499	\$54,288	\$70,512	\$86,736
Change Control Administrator Int	M	500	\$62,400	\$81,120	\$99,840
Change Management Analyst Sr	N	465	\$71,760	\$93,184	\$114,712
** Chief Counsel	T	132	\$197,704	\$266,968	\$336,024
** Chief Executive Officer	V	138	\$319,740	\$431,600	\$543,600
** Chief Financial Officer	U	134	\$237,224	\$320,216	\$403,312
** Chief Information Officer	T	131	\$197,704	\$266,968	\$336,024
** Chief Medical Officer	U	137	\$237,224	\$320,216	\$403,312
** Chief Operating Officer	U	136	\$237,224	\$320,216	\$403,312
Claims - Lead	J	574	\$40,976	\$53,352	\$65,624
Claims Examiner	H	9	\$33,696	\$42,224	\$50,648
Claims Examiner - Lead	J	236	\$40,976	\$53,352	\$65,624
Claims Examiner Sr	I	20	\$37,128	\$46,384	\$55,640

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Job Title	Pay Grade	Job Code	Min	Mid	Max
Claims QA Analyst	I	28	\$37,128	\$46,384	\$55,640
Claims QA Analyst Sr.	J	540	\$40,976	\$53,352	\$65,624
Claims Recovery Specialist	I	283	\$37,128	\$46,384	\$55,640
Claims Resolution Specialist	I	262	\$37,128	\$46,384	\$55,640
Clerk of the Board	O	59	\$82,576	\$107,328	\$131,976
Clinical Auditor	M	567	\$62,400	\$81,120	\$99,840
Clinical Auditor Sr	N	568	\$71,760	\$93,184	\$114,712
Clinical Documentation Specialist (RN)	O	641	\$82,576	\$107,328	\$131,976
Clinical Pharmacist	P	297	\$95,264	\$128,752	\$162,032
Clinical Systems Administrator	M	607	\$62,400	\$81,120	\$99,840
Clinician (Behavioral Health)	M	513	\$62,400	\$81,120	\$99,840
Communications Specialist	J	188	\$40,976	\$53,352	\$65,624
Community Partner	K	575	\$47,112	\$61,360	\$75,504
Community Partner Sr	L	612	\$54,288	\$70,512	\$86,736
Community Relations Specialist	J	288	\$40,976	\$53,352	\$65,624
Community Relations Specialist Sr	K	646	\$47,112	\$61,360	\$75,504
Compliance Claims Auditor	K	222	\$47,112	\$61,360	\$75,504
Compliance Claims Auditor Sr	L	279	\$54,288	\$70,512	\$86,736
Contract Administrator	M	385	\$62,400	\$81,120	\$99,840
Contracts Manager	N	207	\$71,760	\$93,184	\$114,712
Contracts Specialist	K	257	\$47,112	\$61,360	\$75,504
Contracts Specialist Int	L	469	\$54,288	\$70,512	\$86,736
Contracts Specialist Sr	M	331	\$62,400	\$81,120	\$99,840
* Controller	Q	464	\$114,400	\$154,440	\$194,480
Credentialing Coordinator	J	41	\$40,976	\$53,352	\$65,624
Credentialing Coordinator - Lead	J	510	\$40,976	\$53,352	\$65,624
Customer Service Coordinator	J	182	\$40,976	\$53,352	\$65,624
Customer Service Rep	H	5	\$33,696	\$42,224	\$50,648
Customer Service Rep - Lead	J	482	\$40,976	\$53,352	\$65,624
Customer Service Rep Sr	I	481	\$37,128	\$46,384	\$55,640
Data Analyst	K	337	\$47,112	\$61,360	\$75,504
Data Analyst Int	L	341	\$54,288	\$70,512	\$86,736
Data Analyst Sr	M	342	\$62,400	\$81,120	\$99,840
Data and Reporting Analyst - Lead	O	654	\$82,576	\$107,328	\$131,976
Data Entry Tech	F	3	\$27,872	\$34,840	\$41,808
Data Warehouse Architect	O	363	\$82,576	\$107,328	\$131,976
Data Warehouse Programmer/Analyst	O	364	\$82,576	\$107,328	\$131,976
Data Warehouse Project Manager	O	362	\$82,576	\$107,328	\$131,976
Data Warehouse Reporting Analyst	N	412	\$71,760	\$93,184	\$114,712
Data Warehouse Reporting Analyst Sr	O	522	\$82,576	\$107,328	\$131,976
Database Administrator	M	90	\$62,400	\$81,120	\$99,840
Database Administrator Sr	O	179	\$82,576	\$107,328	\$131,976
** Deputy Chief Counsel	S	160	\$164,736	\$222,352	\$280,072
** Deputy Chief Medical Officer	T	561	\$197,704	\$266,968	\$336,024
* Director Accounting	P	122	\$95,264	\$128,752	\$162,032
* Director Applications Management	R	170	\$137,280	\$185,328	\$233,376

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**

**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
* Director Audit & Oversight	Q	546	\$114,400	\$154,440	\$194,480
* Director Behavioral Health Services	P	392	\$95,264	\$128,752	\$162,032
* Director Budget and Procurement	Q	527	\$114,400	\$154,440	\$194,480
* Director Business Development	P	351	\$95,264	\$128,752	\$162,032
* Director Business Integration	Q	543	\$114,400	\$154,440	\$194,480
* Director Case Management	Q	318	\$114,400	\$154,440	\$194,480
* Director Claims Administration	P	112	\$95,264	\$128,752	\$162,032
* Director Clinical Outcomes	Q	602	\$114,400	\$154,440	\$194,480
* Director Clinical Pharmacy	R	129	\$137,280	\$185,328	\$233,376
* Director Coding Initiatives	P	375	\$95,264	\$128,752	\$162,032
* Director Communications	P	361	\$95,264	\$128,752	\$162,032
* Director Community Relations	P	292	\$95,264	\$128,752	\$162,032
* Director Configuration & Coding	Q	596	\$114,400	\$154,440	\$194,480
* Director Contracting	P	184	\$95,264	\$128,752	\$162,032
* Director COREC	Q	369	\$114,400	\$154,440	\$194,480
* Director Customer Service	P	118	\$95,264	\$128,752	\$162,032
* Director Electronic Business	P	358	\$95,264	\$128,752	\$162,032
* Director Enterprise Analytics	Q	520	\$114,400	\$154,440	\$194,480
* Director Facilities	P	428	\$95,264	\$128,752	\$162,032
* Director Finance & Procurement	P	157	\$95,264	\$128,752	\$162,032
* Director Financial Analysis	R	374	\$137,280	\$185,328	\$233,376
* Director Financial Compliance	P	460	\$95,264	\$128,752	\$162,032
* Director Fraud Waste & Abuse and Privacy	Q	581	\$114,400	\$154,440	\$194,480
* Director Government Affairs	P	277	\$95,264	\$128,752	\$162,032
* Director Grievance & Appeals	P	528	\$95,264	\$128,752	\$162,032
* Director Health Services	Q	328	\$114,400	\$154,440	\$194,480
* Director Human Resources	Q	322	\$114,400	\$154,440	\$194,480
* Director Information Services	R	547	\$137,280	\$185,328	\$233,376
* Director Long Term Support Services	Q	128	\$114,400	\$154,440	\$194,480
* Director Medi-Cal Plan Operations	P	370	\$95,264	\$128,752	\$162,032
* Director Network Management	P	125	\$95,264	\$128,752	\$162,032
* Director OneCare Operations	P	425	\$95,264	\$128,752	\$162,032
* Director Organizational Training & Education	P	579	\$95,264	\$128,752	\$162,032
* Director PACE Program	Q	449	\$114,400	\$154,440	\$194,480
* Director Population Health Management	Q	TBD	\$114,400	\$154,440	\$194,480
* Director Process Excellence	Q	447	\$114,400	\$154,440	\$194,480
* Director Program Implementation	Q	489	\$114,400	\$154,440	\$194,480
* Director Project Management	Q	447	\$114,400	\$154,440	\$194,480
* Director Provider Data Quality	Q	655	\$114,400	\$154,440	\$194,480
* Director Provider Services	P	597	\$95,264	\$128,752	\$162,032
* Director Public Policy	P	459	\$95,264	\$128,752	\$162,032
* Director Quality (LTSS)	Q	613	\$114,400	\$154,440	\$194,480
* Director Quality Analytics	Q	591	\$114,400	\$154,440	\$194,480
* Director Quality Improvement	Q	172	\$114,400	\$154,440	\$194,480
* Director Regulatory Affairs and Compliance	Q	625	\$114,400	\$154,440	\$194,480
* Director Strategic Development	P	121	\$95,264	\$128,752	\$162,032

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Job Title	Pay Grade	Job Code	Min	Mid	Max
* Director Systems Development	R	169	\$137,280	\$185,328	\$233,376
* Director Utilization Management	Q	265	\$114,400	\$154,440	\$194,480
Disease Management Coordinator	M	70	\$62,400	\$81,120	\$99,840
Disease Management Coordinator - Lead	M	472	\$62,400	\$81,120	\$99,840
EDI Project Manager	O	403	\$82,576	\$107,328	\$131,976
Enrollment Coordinator (PACE)	K	441	\$47,112	\$61,360	\$75,504
Enterprise Analytics Manager	P	582	\$95,264	\$128,752	\$162,032
Executive Administrative Services Manager	M	661	\$62,400	\$81,120	\$99,840
Executive Assistant	K	339	\$47,112	\$61,360	\$75,504
** Executive Director Clinical Operations	S	501	\$164,736	\$222,352	\$280,072
** Executive Director Compliance	S	493	\$164,736	\$222,352	\$280,072
** Executive Director Human Resources	S	494	\$164,736	\$222,352	\$280,072
** Executive Director Network Operations	S	632	\$164,736	\$222,352	\$280,072
** Executive Director Operations	S	276	\$164,736	\$222,352	\$280,072
** Executive Director Program Implementation	S	490	\$164,736	\$222,352	\$280,072
** Executive Director Public Affairs	S	290	\$164,736	\$222,352	\$280,072
** Executive Director Quality & Population Health Management	S	TBD	\$164,736	\$222,352	\$280,072
** Executive Director, Behavioral Health Integration	S	614	\$164,736	\$222,352	\$280,072
Facilities & Support Services Coord - Lead	J	631	\$40,976	\$53,352	\$65,624
Facilities & Support Services Coordinator	J	10	\$40,976	\$53,352	\$65,624
Facilities Coordinator	J	438	\$40,976	\$53,352	\$65,624
Financial Analyst	L	51	\$54,288	\$70,512	\$86,736
Financial Analyst Sr	M	84	\$62,400	\$81,120	\$99,840
Financial Reporting Analyst	L	475	\$54,288	\$70,512	\$86,736
Gerontology Resource Coordinator	M	204	\$62,400	\$81,120	\$99,840
Graphic Designer	M	387	\$62,400	\$81,120	\$99,840
Grievance & Appeals Nurse Specialist	N	226	\$71,760	\$93,184	\$114,712
Grievance Resolution Specialist	J	42	\$40,976	\$53,352	\$65,624
Grievance Resolution Specialist - Lead	L	590	\$54,288	\$70,512	\$86,736
Grievance Resolution Specialist Sr	K	589	\$47,112	\$61,360	\$75,504
Health Coach	M	556	\$62,400	\$81,120	\$99,840
Health Educator	K	47	\$47,112	\$61,360	\$75,504
Health Educator Sr	L	355	\$54,288	\$70,512	\$86,736
Health Network Liaison Specialist (RN)	N	524	\$71,760	\$93,184	\$114,712
Health Network Oversight Specialist	M	323	\$62,400	\$81,120	\$99,840
HEDIS Case Manager	N	443	\$71,760	\$93,184	\$114,712
HEDIS Case Manager (LVN)	M	552	\$62,400	\$81,120	\$99,840
Help Desk Technician	J	571	\$40,976	\$53,352	\$65,624
Help Desk Technician Sr	K	573	\$47,112	\$61,360	\$75,504
HR Assistant	I	181	\$37,128	\$46,384	\$55,640
HR Business Partner	M	584	\$62,400	\$81,120	\$99,840
HR Compensation Specialist Sr	N	663	\$71,760	\$93,184	\$114,712
HR Coordinator	J	316	\$40,976	\$53,352	\$65,624
HR Representative	L	278	\$54,288	\$70,512	\$86,736
HR Representative Sr	M	350	\$62,400	\$81,120	\$99,840
HR Specialist	K	505	\$47,112	\$61,360	\$75,504

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Job Title	Pay Grade	Job Code	Min	Mid	Max
HR Specialist Sr	L	608	\$54,288	\$70,512	\$86,736
HRIS Analyst Sr	M	468	\$62,400	\$81,120	\$99,840
ICD-10 Project Manager	O	411	\$82,576	\$107,328	\$131,976
Infrastructure Systems Administrator	J	541	\$40,976	\$53,352	\$65,624
Infrastructure Systems Administrator Int	K	542	\$47,112	\$61,360	\$75,504
Inpatient Quality Coding Auditor	L	642	\$54,288	\$70,512	\$86,736
Intern	E	237	\$25,272	\$31,720	\$37,960
Investigator Sr	L	553	\$54,288	\$70,512	\$86,736
IS Coordinator	J	365	\$40,976	\$53,352	\$65,624
IS Project Manager	O	424	\$82,576	\$107,328	\$131,976
IS Project Manager Sr	P	509	\$95,264	\$128,752	\$162,032
IS Project Specialist	M	549	\$62,400	\$81,120	\$99,840
IS Project Specialist Sr	N	550	\$71,760	\$93,184	\$114,712
Kitchen Assistant	E	585	\$25,272	\$31,720	\$37,960
Legislative Program Manager	N	330	\$71,760	\$93,184	\$114,712
Licensed Clinical Social Worker	L	598	\$54,288	\$70,512	\$86,736
Litigation Support Specialist	M	588	\$62,400	\$81,120	\$99,840
LVN (PACE)	M	533	\$62,400	\$81,120	\$99,840
Mailroom Clerk	E	1	\$25,272	\$31,720	\$37,960
Manager Accounting	N	98	\$71,760	\$93,184	\$114,712
Manager Actuary	P	453	\$95,264	\$128,752	\$162,032
Manager Applications Management	P	271	\$95,264	\$128,752	\$162,032
Manager Audit & Oversight	O	539	\$82,576	\$107,328	\$131,976
Manager Behavioral Health	O	633	\$82,576	\$107,328	\$131,976
Manager Business Integration	O	544	\$82,576	\$107,328	\$131,976
Manager Case Management	O	270	\$82,576	\$107,328	\$131,976
Manager Claims	N	92	\$71,760	\$93,184	\$114,712
Manager Clinic Operations	O	551	\$82,576	\$107,328	\$131,976
Manager Clinical Pharmacist	Q	296	\$114,400	\$154,440	\$194,480
Manager Coding Quality	N	382	\$71,760	\$93,184	\$114,712
Manager Communications	N	398	\$71,760	\$93,184	\$114,712
Manager Community Relations	M	384	\$62,400	\$81,120	\$99,840
Manager Contracting	O	329	\$82,576	\$107,328	\$131,976
Manager Creative Branding	N	430	\$71,760	\$93,184	\$114,712
Manager Cultural & Linguistic	N	349	\$71,760	\$93,184	\$114,712
Manager Customer Service	N	94	\$71,760	\$93,184	\$114,712
Manager Decision Support	O	454	\$82,576	\$107,328	\$131,976
Manager Electronic Business	O	422	\$82,576	\$107,328	\$131,976
Manager Employment Services	N	420	\$71,760	\$93,184	\$114,712
Manager Encounters	N	516	\$71,760	\$93,184	\$114,712
Manager Environmental Health & Safety	N	495	\$71,760	\$93,184	\$114,712
Manager Facilities	N	209	\$71,760	\$93,184	\$114,712
Manager Finance	N	148	\$71,760	\$93,184	\$114,712
Manager Financial Analysis	O	356	\$82,576	\$107,328	\$131,976
Manager Government Affairs	N	437	\$71,760	\$93,184	\$114,712
Manager Grievance & Appeals	N	426	\$71,760	\$93,184	\$114,712

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Job Title	Pay Grade	Job Code	Min	Mid	Max
Manager Health Education	N	173	\$71,760	\$93,184	\$114,712
Manager HEDIS	O	427	\$82,576	\$107,328	\$131,976
Manager Human Resources	O	526	\$82,576	\$107,328	\$131,976
Manager Information Services	P	560	\$95,264	\$128,752	\$162,032
Manager Information Technology	P	110	\$95,264	\$128,752	\$162,032
Manager Integration Government Liaison	N	455	\$71,760	\$93,184	\$114,712
Manager Long Term Support Services	O	200	\$82,576	\$107,328	\$131,976
Manager Marketing & Enrollment (PACE)	O	414	\$82,576	\$107,328	\$131,976
Manager Medical Data Management	O	519	\$82,576	\$107,328	\$131,976
Manager Medi-Cal Program Operations	N	483	\$71,760	\$93,184	\$114,712
Manager Member Liaison Program	N	354	\$71,760	\$93,184	\$114,712
Manager Member Outreach & Education	N	616	\$71,760	\$93,184	\$114,712
Manager Member Outreach Education & Provider Relations	O	576	\$82,576	\$107,328	\$131,976
Manager MSSP	O	393	\$82,576	\$107,328	\$131,976
Manager OneCare Clinical	O	359	\$82,576	\$107,328	\$131,976
Manager OneCare Customer Service	N	429	\$71,760	\$93,184	\$114,712
Manager OneCare Regulatory	N	197	\$71,760	\$93,184	\$114,712
Manager OneCare Sales	O	248	\$82,576	\$107,328	\$131,976
Manager Outreach & Enrollment	N	477	\$71,760	\$93,184	\$114,712
Manager PACE Center	O	432	\$82,576	\$107,328	\$131,976
Manager Population Health Management	O	TBD	\$82,576	\$107,328	\$131,976
Manager Process Excellence	O	622	\$82,576	\$107,328	\$131,976
Manager Program Implementation	O	488	\$82,576	\$107,328	\$131,976
Manager Project Management	O	532	\$82,576	\$107,328	\$131,976
Manager Provider Data Management Services	N	653	\$71,760	\$93,184	\$114,712
Manager Provider Network	O	191	\$82,576	\$107,328	\$131,976
Manager Provider Relations	N	171	\$71,760	\$93,184	\$114,712
Manager Provider Services	O	656	\$82,576	\$107,328	\$131,976
Manager Purchasing	N	275	\$71,760	\$93,184	\$114,712
Manager QI Initiatives	N	433	\$71,760	\$93,184	\$114,712
Manager Quality Analytics	O	617	\$82,576	\$107,328	\$131,976
Manager Quality Improvement	O	104	\$82,576	\$107,328	\$131,976
Manager Regulatory Affairs and Compliance	O	626	\$82,576	\$107,328	\$131,976
Manager Reporting & Financial Compliance	O	572	\$82,576	\$107,328	\$131,976
Manager Strategic Development	O	603	\$82,576	\$107,328	\$131,976
Manager Strategic Operations	N	446	\$71,760	\$93,184	\$114,712
Manager Systems Development	P	515	\$95,264	\$128,752	\$162,032
Manager Utilization Management	O	250	\$82,576	\$107,328	\$131,976
Marketing and Outreach Specialist	J	496	\$40,976	\$53,352	\$65,624
Medical Assistant	H	535	\$33,696	\$42,224	\$50,648
Medical Authorization Asst	H	11	\$33,696	\$42,224	\$50,648
Medical Case Manager	N	72	\$71,760	\$93,184	\$114,712
Medical Case Manager (LVN)	L	444	\$54,288	\$70,512	\$86,736
* Medical Director	S	306	\$164,736	\$222,352	\$280,072
Medical Records & Health Plan Assistant	G	548	\$30,576	\$38,272	\$45,968
Medical Records Clerk	E	523	\$25,272	\$31,720	\$37,960

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**

**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
Medical Services Case Manager	K	54	\$47,112	\$61,360	\$75,504
Member Liaison Specialist	I	353	\$37,128	\$46,384	\$55,640
MMS Program Coordinator	K	360	\$47,112	\$61,360	\$75,504
Nurse Practitioner (PACE)	P	635	\$95,264	\$128,752	\$162,032
Occupational Therapist	N	531	\$71,760	\$93,184	\$114,712
Occupational Therapist Assistant	M	623	\$62,400	\$81,120	\$99,840
Office Clerk	C	335	\$21,008	\$26,208	\$31,408
OneCare Operations Manager	O	461	\$82,576	\$107,328	\$131,976
OneCare Partner - Sales	K	230	\$47,112	\$61,360	\$75,504
OneCare Partner - Sales (Lead)	K	537	\$47,112	\$61,360	\$75,504
OneCare Partner - Service	I	231	\$37,128	\$46,384	\$55,640
OneCare Partner (Inside Sales)	J	371	\$40,976	\$53,352	\$65,624
Outreach Specialist	I	218	\$37,128	\$46,384	\$55,640
Paralegal/Legal Secretary	K	376	\$47,112	\$61,360	\$75,504
Payroll Specialist	J	554	\$40,976	\$53,352	\$65,624
Performance Analyst	L	538	\$54,288	\$70,512	\$86,736
Personal Care Attendant	E	485	\$25,272	\$31,720	\$37,960
Personal Care Attendant - Lead	E	498	\$25,272	\$31,720	\$37,960
Personal Care Coordinator	I	525	\$37,128	\$46,384	\$55,640
Pharmacy Resident	K	379	\$47,112	\$61,360	\$75,504
Pharmacy Services Specialist	I	23	\$37,128	\$46,384	\$55,640
Pharmacy Services Specialist Int	J	35	\$40,976	\$53,352	\$65,624
Pharmacy Services Specialist Sr	K	507	\$47,112	\$61,360	\$75,504
Physical Therapist	N	530	\$71,760	\$93,184	\$114,712
Physical Therapist Assistant	M	624	\$62,400	\$81,120	\$99,840
Policy Advisor Sr	O	580	\$82,576	\$107,328	\$131,976
Privacy Manager	N	536	\$71,760	\$93,184	\$114,712
Privacy Officer	P	648	\$95,264	\$128,752	\$162,032
Process Excellence Manager	O	529	\$82,576	\$107,328	\$131,976
Program Assistant	I	24	\$37,128	\$46,384	\$55,640
Program Coordinator	I	284	\$37,128	\$46,384	\$55,640
Program Development Analyst Sr	M	492	\$62,400	\$81,120	\$99,840
Program Manager	M	421	\$62,400	\$81,120	\$99,840
Program Manager Sr	O	594	\$82,576	\$107,328	\$131,976
Program Specialist	J	36	\$40,976	\$53,352	\$65,624
Program Specialist Int	K	61	\$47,112	\$61,360	\$75,504
Program Specialist Sr	L	508	\$54,288	\$70,512	\$86,736
Program/Policy Analyst	K	56	\$47,112	\$61,360	\$75,504
Program/Policy Analyst Sr	M	85	\$62,400	\$81,120	\$99,840
Programmer	L	43	\$54,288	\$70,512	\$86,736
Programmer Int	N	74	\$71,760	\$93,184	\$114,712
Programmer Sr	O	80	\$82,576	\$107,328	\$131,976
Project Manager	M	81	\$62,400	\$81,120	\$99,840
Project Manager - Lead	M	467	\$62,400	\$81,120	\$99,840
Project Manager Sr	O	105	\$82,576	\$107,328	\$131,976
Project Specialist	K	291	\$47,112	\$61,360	\$75,504

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**

**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
Project Specialist Sr	L	503	\$54,288	\$70,512	\$86,736
Projects Analyst	K	254	\$47,112	\$61,360	\$75,504
Provider Enrollment Data Coordinator	I	12	\$37,128	\$46,384	\$55,640
Provider Enrollment Data Coordinator Sr	J	586	\$40,976	\$53,352	\$65,624
Provider Enrollment Manager	K	190	\$47,112	\$61,360	\$75,504
Provider Network Rep Sr	L	391	\$54,288	\$70,512	\$86,736
Provider Network Specialist	K	44	\$47,112	\$61,360	\$75,504
Provider Network Specialist Sr	L	595	\$54,288	\$70,512	\$86,736
Provider Office Education Manager	L	300	\$54,288	\$70,512	\$86,736
Provider Relations Rep	K	205	\$47,112	\$61,360	\$75,504
Provider Relations Rep Sr	L	285	\$54,288	\$70,512	\$86,736
Publications Coordinator	J	293	\$40,976	\$53,352	\$65,624
QA Analyst	L	486	\$54,288	\$70,512	\$86,736
QA Analyst Sr	N	380	\$71,760	\$93,184	\$114,712
QI Nurse Specialist	N	82	\$71,760	\$93,184	\$114,712
QI Nurse Specialist (LVN)	M	445	\$62,400	\$81,120	\$99,840
Receptionist	F	140	\$27,872	\$34,840	\$41,808
Recreational Therapist	L	487	\$54,288	\$70,512	\$86,736
Recruiter	L	406	\$54,288	\$70,512	\$86,736
Recruiter Sr	M	497	\$62,400	\$81,120	\$99,840
Registered Dietitian	L	57	\$54,288	\$70,512	\$86,736
Regulatory Affairs and Compliance Analyst	K	628	\$47,112	\$61,360	\$75,504
Regulatory Affairs and Compliance Analyst Sr	L	629	\$54,288	\$70,512	\$86,736
Regulatory Affairs and Compliance Lead	M	630	\$62,400	\$81,120	\$99,840
RN (PACE)	N	480	\$71,760	\$93,184	\$114,712
Security Analyst Int	N	534	\$71,760	\$93,184	\$114,712
Security Analyst Sr	O	474	\$82,576	\$107,328	\$131,976
Security Officer	F	311	\$27,872	\$34,840	\$41,808
SharePoint Developer/Administrator Sr	O	397	\$82,576	\$107,328	\$131,976
Social Worker	K	463	\$47,112	\$61,360	\$75,504
* Special Counsel	R	317	\$137,280	\$185,328	\$233,376
* Sr Director Regulatory Affairs and Compliance	R	658	\$137,280	\$185,328	\$233,376
Sr Manager Financial Analysis	P	660	\$95,264	\$128,752	\$162,032
Sr Manager Government Affairs	O	451	\$82,576	\$107,328	\$131,976
Sr Manager Human Resources	P	649	\$95,264	\$128,752	\$162,032
Sr Manager Information Services	Q	650	\$114,400	\$154,440	\$194,480
Sr Manager Provider Network	O	651	\$82,576	\$107,328	\$131,976
Staff Attorney	P	195	\$95,264	\$128,752	\$162,032
Supervisor Accounting	M	434	\$62,400	\$81,120	\$99,840
Supervisor Audit and Oversight	N	618	\$71,760	\$93,184	\$114,712
Supervisor Behavioral Health	N	659	\$71,760	\$93,184	\$114,712
Supervisor Budgeting	M	466	\$62,400	\$81,120	\$99,840
Supervisor Case Management	N	86	\$71,760	\$93,184	\$114,712
Supervisor Claims	K	219	\$47,112	\$61,360	\$75,504
Supervisor Coding Initiatives	M	502	\$62,400	\$81,120	\$99,840
Supervisor Credentialing	L	671	\$54,288	\$70,512	\$86,736

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**

**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
Supervisor Customer Service	K	34	\$47,112	\$61,360	\$75,504
Supervisor Data Entry	K	192	\$47,112	\$61,360	\$75,504
Supervisor Day Center (PACE)	K	619	\$47,112	\$61,360	\$75,504
Supervisor Dietary Services (PACE)	M	643	\$62,400	\$81,120	\$99,840
Supervisor Encounters	L	253	\$54,288	\$70,512	\$86,736
Supervisor Facilities	L	162	\$54,288	\$70,512	\$86,736
Supervisor Finance	N	419	\$71,760	\$93,184	\$114,712
Supervisor Grievance and Appeals	M	620	\$62,400	\$81,120	\$99,840
Supervisor Health Education	M	381	\$62,400	\$81,120	\$99,840
Supervisor Information Services	N	457	\$71,760	\$93,184	\$114,712
Supervisor Long Term Support Services	N	587	\$71,760	\$93,184	\$114,712
Supervisor MSSP	N	348	\$71,760	\$93,184	\$114,712
Supervisor Nursing Services (PACE)	N	662	\$71,760	\$93,184	\$114,712
Supervisor OneCare Customer Service	K	408	\$47,112	\$61,360	\$75,504
Supervisor Payroll	M	517	\$62,400	\$81,120	\$99,840
Supervisor Pharmacist	P	610	\$95,264	\$128,752	\$162,032
Supervisor Population Health Management	N	TBD	\$71,760	\$93,184	\$114,712
Supervisor Provider Enrollment	K	439	\$47,112	\$61,360	\$75,504
Supervisor Provider Relations	M	652	\$62,400	\$81,120	\$99,840
Supervisor Quality Analytics	M	609	\$62,400	\$81,120	\$99,840
Supervisor Quality Improvement	N	600	\$71,760	\$93,184	\$114,712
Supervisor Regulatory Affairs and Compliance	N	627	\$71,760	\$93,184	\$114,712
Supervisor Social Work (PACE)	L	636	\$54,288	\$70,512	\$86,736
Supervisor Systems Development	O	456	\$82,576	\$107,328	\$131,976
Supervisor Therapy Services (PACE)	N	645	\$71,760	\$93,184	\$114,712
Supervisor Utilization Management	N	637	\$71,760	\$93,184	\$114,712
Systems Manager	N	512	\$71,760	\$93,184	\$114,712
Systems Network Administrator Int	M	63	\$62,400	\$81,120	\$99,840
Systems Network Administrator Sr	N	89	\$71,760	\$93,184	\$114,712
Systems Operations Analyst	J	32	\$40,976	\$53,352	\$65,624
Systems Operations Analyst Int	K	45	\$47,112	\$61,360	\$75,504
Technical Analyst Int	L	64	\$54,288	\$70,512	\$86,736
Technical Analyst Sr	M	75	\$62,400	\$81,120	\$99,840
Technical Writer	L	247	\$54,288	\$70,512	\$86,736
Technical Writer Sr	M	470	\$62,400	\$81,120	\$99,840
Therapy Aide	J	521	\$40,976	\$53,352	\$65,624
Training Administrator	L	621	\$54,288	\$70,512	\$86,736
Training Program Coordinator	K	471	\$47,112	\$61,360	\$75,504
Translation Specialist	G	241	\$30,576	\$38,272	\$45,968
Web Architect	O	366	\$82,576	\$107,328	\$131,976

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

**CalOptima - Annual Base Salary Schedule - Revised February 7, 2019**  
**Effective as of May 1, 2014**

Job Title	Pay Grade	Job Code	Min	Mid	Max
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\*\* These positions are identified for the purposes of CalOptima Policy GA. 8042: Supplemental Compensation as Director level and above positions for which eligible employees may qualify for Employer-Paid Member Contribution and are also Chief or Executive Director level positions.