

AFSCME SALARY SCHEDULE
Effective October 1, 2024 (3.5% increase)

	A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)
Direct Care Worker (new hires start at the D step), Behavioral Health Technician □ (rate will also include Michigan's state-funded DCW rate of \$3.40)								
Annual	\$30,246.84	\$31,305.65	\$32,506.25	\$33,679.94	\$35,237.61	\$36,647.11	\$38,113.00	\$39,637.52
Hourly	\$14.5418	\$15.0508	\$15.6280	\$16.1923	\$16.9412	\$17.6188	\$18.3236	\$19.0565
Program Aide								
Annual	\$28,977.52	\$30,121.94	\$31,164.22	\$32,239.58	\$33,380.05	\$34,571.26	\$35,752.70	\$37,323.10
Hourly	\$13.9315	\$14.4817	\$14.9828	\$15.4998	\$16.0481	\$16.6208	\$17.1888	\$17.9438
Van Driver, Receptionist, Warehouse Maintenance-Transportation								
Annual	\$31,647.20	\$32,954.40	\$34,187.09	\$35,477.73	\$36,810.81	\$38,245.32	\$39,572.19	\$41,364.81
Hourly	\$15.2150	\$15.8435	\$16.4361	\$17.0566	\$17.6975	\$18.3872	\$19.0251	\$19.8869
Secretary								
Annual	\$32,856.08	\$34,134.30	\$35,357.67	\$36,689.72	\$38,099.39	\$39,521.48	\$40,877.33	\$42,737.22
Hourly	\$15.7962	\$16.4107	\$16.9989	\$17.6393	\$18.3170	\$19.0007	\$19.6526	\$20.5467
Recovery Navigator Wellness Coach, Health Coach, Client Ombudsman, Behavioral Health Urgent Care Recovery Navigator Wellness Coach, Adult Services Clerk, Peer Mentor								
Annual	\$33,874.52	\$35,193.11	\$36,453.74	\$37,827.18	\$39,280.32	\$40,459.19	\$42,103.80	\$44,062.02
Hourly	\$16.2858	\$16.9198	\$17.5258	\$18.1861	\$18.8848	\$19.4515	\$20.2422	\$21.1837
Quality Management Auditor								
Annual	\$35,328.69	\$36,835.65	\$38,272.23	\$39,755.39	\$41,317.20	\$42,956.64	\$44,471.88	\$46,511.87
Hourly	\$16.9849	\$17.7094	\$18.4001	\$19.1132	\$19.8640	\$20.6522	\$21.3807	\$22.3615
Outreach and Enrollment Specialist, Health Coach II, Health Coach II/Mobile Unit Tech, Peer Support Specialist - ACT, Peer Support Specialist, Peer Support Specialist - DBT, Facilities Support Technician, Youth Peer Support Specialist, Community Health Worker, Community Engagement Health Worker, Parent Support Partner								
Annual	\$38,686.23	\$39,730.55	\$40,922.54	\$42,150.38	\$43,415.15	\$44,716.14	\$46,057.50	\$47,438.19
Hourly	\$18.5991	\$19.1012	\$19.6743	\$20.2646	\$20.8727	\$21.4981	\$22.1430	\$22.8068
Certified Medical Assistant, Referral Specialist								
Annual	\$36,371.97	\$37,887.21	\$39,494.57	\$40,848.35	\$42,639.93	\$44,542.26	\$46,475.64	\$48,347.96
Hourly	\$17.4865	\$18.2150	\$18.9878	\$19.6386	\$20.5000	\$21.4145	\$22.3441	\$23.2442
Unit Instructor, I/DD Specialist, SOAR/Social Security Specialist								
Annual	\$39,924.09	\$41,609.07	\$43,202.97	\$44,797.91	\$46,204.47	\$47,954.66	\$49,595.13	\$51,800.72
Hourly	\$19.1943	\$20.0044	\$20.7707	\$21.5375	\$22.2137	\$23.0551	\$23.8438	\$24.9042
Medical Front Desk Specialist, Certified Medical Assistant II, Access Clerk, Data Quality Clerk, Medical Clerk GHS Certified Medical Assistant II, Customer Service Clerk, Adult Services Clerk, Health Information Clerk								
Annual	\$39,598.07	\$41,361.71	\$42,956.64	\$44,363.21	\$46,112.36	\$48,042.63	\$49,749.35	\$51,152.81
Hourly	\$19.0375	\$19.8854	\$20.6522	\$21.3285	\$22.1694	\$23.0974	\$23.9180	\$24.5927

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Supports Coordinator Technician, Billing Coordinator, Dental Coordinator, Principal Account Clerk, Billing Clerk								
Annual	\$39,598.07	\$41,361.71	\$42,956.64	\$44,363.21	\$46,113.39	\$48,042.63	\$49,749.35	\$52,055.33
Hourly	\$19.0375	\$19.8854	\$20.6522	\$21.3285	\$22.1699	\$23.0974	\$23.9180	\$25.0266
Applied Behavior Analyst Technician, Provider Network Reviewer, Nursing Assistant								
Annual	\$41,110.20	\$43,021.85	\$44,762.72	\$46,351.44	\$48,269.30	\$50,371.38	\$52,183.67	\$54,611.78
Hourly	\$19.7645	\$20.6836	\$21.5205	\$22.2843	\$23.2064	\$24.2170	\$25.0883	\$26.2557
Supports Intensity Scale (SIS) Assessor, Health Navigator								
Annual	\$45,666.27	\$47,917.40	\$50,079.51	\$52,391.70	\$54,777.38	\$57,287.25	\$59,373.81	\$62,165.21
Hourly	\$21.9549	\$23.0372	\$24.0767	\$25.1883	\$26.3353	\$27.5419	\$28.5451	\$29.8871
Building Maintenance Worker								
Annual	\$45,893.97	\$48,039.53	\$55,596.06	\$56,945.70	\$58,350.20	\$59,821.97	\$61,348.59	\$63,008.73
Hourly	\$22.0644	\$23.0959	\$26.7289	\$27.3777	\$28.0530	\$28.7606	\$29.4945	\$30.2927
Adult Case Manager/Supports Coordinator								
Annual	\$48,995.23	\$51,120.37	\$53,352.42	\$55,687.63	\$58,134.96	\$60,709.79	\$63,303.34	\$66,641.95
Hourly	\$23.5554	\$24.5771	\$25.6502	\$26.7729	\$27.9495	\$29.1874	\$30.4343	\$32.0394
Targeted Case Manager/Supports Coordinator for the DEAF, deaf, and Hard of Hearing								
Annual	\$49,400.00	\$51,500.00	\$53,600.00	\$56,000.00	\$58,401.95	\$61,134.35	\$64,000.00	\$67,000.00
Hourly	\$23.7500	\$24.7596	\$25.7692	\$26.9231	\$28.0779	\$29.3915	\$30.7692	\$32.2115
Coding Coordinator, Licensed Practical Nurse, Certified Coder								
Annual	\$50,936.49	\$52,464.15	\$54,039.42	\$55,660.23	\$57,303.81	\$59,047.79	\$60,820.74	\$63,671.13
Hourly	\$24.4887	\$25.2231	\$25.9805	\$26.7597	\$27.5499	\$28.3884	\$29.2407	\$30.6111
AOT Case Manager, Targeted Case Manager/ Supports Coordinator-Mental Health Court								
Annual	\$50,936.49	\$52,464.15	\$54,039.42	\$56,700.00	\$58,600.00	\$61,500.00	\$63,700.00	\$66,800.00
Hourly	\$24.4887	\$25.2231	\$25.9805	\$27.2596	\$28.1731	\$29.5673	\$30.6250	\$32.1154
Behavioral Health Urgent Care Paramedic								
Annual	\$52,464.15	\$54,756.68	\$56,995.38	\$59,451.44	\$61,309.26	\$63,598.68	\$66,544.29	\$68,552.19
Hourly	\$25.2231	\$26.3253	\$27.4016	\$28.5824	\$29.4756	\$30.5763	\$31.9924	\$32.9578
Educator/Trainer, Provider Network Assistant, Dietitian/Nutritionist, Residential Network Assessor								
Annual	\$55,263.83	\$57,842.01	\$60,548.54	\$63,381.33	\$66,350.75	\$69,455.75	\$72,580.41	\$74,373.03
Hourly	\$26.5691	\$27.8087	\$29.1099	\$30.4718	\$31.8994	\$33.3922	\$34.8944	\$35.7563
Psychiatric Nurse, Clinical Nurse/Developmental Disabilities, Recovery Navigator Nurse, Registered Nurse (RN), Registered Nurse (RN) Floater, Targeted Case Manager Supports Coordinator - RN Behavioral Health Urgent Care Pschiatric Nurse								
Annual	\$58,594.46	\$61,097.09	\$63,723.92	\$66,473.91	\$69,357.42	\$72,371.34	\$75,403.89	\$79,309.98
Hourly	\$28.1704	\$29.3736	\$30.6365	\$31.9586	\$33.3449	\$34.7939	\$36.2519	\$38.1298

Senior Educator Trainer/Health and Safety Officer

Annual	\$63,964.04	\$66,855.83	\$69,874.92	\$73,039.95	\$76,345.74	\$79,807.82	\$82,147.95	\$85,457.88
Hourly	\$30.7519	\$32.1422	\$33.5937	\$35.1154	\$36.7047	\$38.3691	\$39.4942	\$41.0855