

AFSCME SALARY SCHEDULE**Effective October 1, 2025 (3.5% increase)**

A (1)	B (2)	C (3)	D (4)	E (5)	F (6)	G (7)	H (8)
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Direct Care Worker, Behavioral Health Technician

(rate will also include Michigan's state-funded DCW rate of \$3.40)

Annual	\$31,305.66	\$32,401.41	\$33,644.00	\$34,858.72	\$36,470.93	\$37,929.84	\$39,446.99	\$41,024.88
Hourly	\$15.0508	\$15.5776	\$16.1750	\$16.7590	\$17.5341	\$18.2355	\$18.9649	\$19.7235

Van Driver, Receptionist, Warehouse Maintenance-Transportation

Annual	\$32,754.80	\$34,107.84	\$35,383.71	\$36,719.49	\$38,099.15	\$39,584.06	\$40,957.28	\$42,812.43
Hourly	\$15.7475	\$16.3980	\$17.0114	\$17.6536	\$18.3169	\$19.0308	\$19.6910	\$20.5829

Secretary

Annual	\$34,006.13	\$35,329.01	\$36,595.31	\$37,973.94	\$39,432.85	\$40,904.66	\$42,308.03	\$44,232.86
Hourly	\$16.3491	\$16.9851	\$17.5939	\$18.2567	\$18.9581	\$19.6657	\$20.3404	\$21.2658

Recovery Navigator Wellness Coach, Health Coach, Client Ombudsman,
Behavioral Health Urgent Care Recovery Navigator Wellness Coach, Adult Services Clerk,
Peer Mentor

Annual	\$35,060.06	\$36,424.96	\$37,729.54	\$39,151.01	\$40,655.26	\$41,875.18	\$43,577.46	\$45,604.21
Hourly	\$16.8558	\$17.5120	\$18.1392	\$18.8226	\$19.5458	\$20.1323	\$20.9507	\$21.9251

Quality Management Auditor

Annual	\$36,565.15	\$38,124.74	\$39,611.73	\$41,146.98	\$42,763.14	\$44,460.00	\$46,028.32	\$48,139.94
Hourly	\$17.5794	\$18.3292	\$19.0441	\$19.7822	\$20.5592	\$21.3750	\$22.1290	\$23.1442

Certified Medical Assistant, Referral Specialist

Annual	\$37,644.88	\$39,213.20	\$40,876.99	\$42,278.08	\$44,132.40	\$46,101.12	\$48,102.29	\$50,040.02
Hourly	\$18.0985	\$18.8525	\$19.6524	\$20.3260	\$21.2175	\$22.1640	\$23.1261	\$24.0577

Outreach and Enrollment Specialist, Health Coach II, Health Coach II/Mobile Unit Tech,
 Peer Support Speicalist - 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	\$40,040.21	\$41,120.98	\$42,354.83	\$43,625.71	\$44,934.66	\$46,281.04	\$47,669.44	\$49,098.40
Hourly	\$19.2501	\$19.7697	\$20.3629	\$20.9739	\$21.6032	\$22.2505	\$22.9180	\$23.6050

Unit Instructor, I/DD Specialist, SOAR/Social Security Specialist

Annual	\$41,321.49	\$43,065.57	\$44,715.22	\$46,365.90	\$48,821.70	\$49,632.96	\$51,330.86	\$53,613.66
Hourly	\$19.8661	\$20.7046	\$21.4977	\$22.2913	\$22.9912	\$23.8620	\$24.6783	\$25.7758

Medical Front Desk Specialist, Certified Medical Assistant II, Access Clerk, Data Quality Clerk, Medical Clerk
 GHS Certified Medical Assistant II, Customer Service Clerk, CCIS Shared Medical Clerk, Health Information Clerk

Annual	\$40,983.90	\$42,809.31	\$44,460.00	\$45,916.00	\$47,726.22	\$49,724.06	\$51,490.61	\$52,943.07
Hourly	\$19.7038	\$20.5814	\$21.3750	\$22.0750	\$22.9453	\$23.9058	\$24.7551	\$25.4534

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Supports Coordinator Technician, Billing Coordinator, Dental Coordinator, Principal Account Clerk, Billing Clerk

Annual	\$40,983.90	\$42,809.31	\$44,460.00	\$45,916.00	\$47,727.26	\$49,724.06	\$51,490.61	\$53,877.20
Hourly	\$19.7038	\$20.5814	\$21.3750	\$22.0750	\$22.9458	\$23.9058	\$24.7551	\$25.9025

Applied Behavior Analyst Technician, Provider Network Reviewer, Nursing Assistant

Annual	\$42,549.10	\$44,527.60	\$46,329.30	\$47,973.74	\$49,958.69	\$52,134.37	\$54,010.11	\$56,523.17
Hourly	\$20.4563	\$21.4075	\$22.2737	\$23.0643	\$24.0186	\$25.0646	\$25.9664	\$27.1746

Supports Intensity Scale (SIS) Assessor, Health Navigator

Annual	\$47,264.46	\$49,594.48	\$51,832.35	\$54,225.39	\$56,694.56	\$59,292.27	\$61,451.94	\$64,340.85
Hourly	\$22.7233	\$23.8435	\$24.9194	\$26.0699	\$27.2570	\$28.5059	\$29.5442	\$30.9331

Building Maintenance Worker

Annual	\$47,500.34	\$49,720.94	\$57,541.95	\$58,938.67	\$60,392.59	\$61,915.78	\$63,495.74	\$65,214.03
Hourly	\$22.8367	\$23.9043	\$27.6644	\$28.3359	\$29.0349	\$29.7672	\$30.5268	\$31.3529

Adult Case Manager/Supports Coordinator

Annual	\$50,709.98	\$52,909.58	\$55,219.84	\$57,636.80	\$60,169.62	\$62,834.72	\$65,518.96	\$68,974.46
Hourly	\$24.3798	\$25.4373	\$26.5480	\$27.7100	\$28.9277	\$30.2090	\$31.4995	\$33.1608

Targeted Case Manager/Supports Coordinator for the DEAF, deaf, and Hard of Hearing

Annual	\$51,129.10	\$53,302.50	\$55,475.89	\$57,960.03	\$60,446.05	\$63,274.02	\$66,239.89	\$69,344.91
Hourly	\$24.5813	\$25.6262	\$26.6711	\$27.8654	\$29.0606	\$30.4202	\$31.8461	\$33.3389

Coding Coordinator, Licensed Practical Nurse, Certified Coder

Annual	\$52,719.26	\$54,300.27	\$55,930.78	\$57,608.30	\$59,309.33	\$61,114.56	\$62,949.33	\$65,899.60
Hourly	\$25.3458	\$26.1059	\$26.8898	\$27.6963	\$28.5141	\$29.3820	\$30.2641	\$31.6825

AOT Case Manager, Targeted Case Manager/ Supports Coordinator-Mental Health Court

Annual	\$52,719.26	\$54,300.27	\$55,930.78	\$58,684.50	\$60,651.14	\$63,652.58	\$65,929.55	\$69,137.95
Hourly	\$25.3458	\$26.1059	\$26.8898	\$28.2137	\$29.1592	\$30.6022	\$31.6969	\$33.2394

Behavioral Health Urgent Care Paramedic

Annual	\$54,300.27	\$56,673.14	\$58,990.26	\$61,532.22	\$63,454.98	\$65,824.72	\$68,873.17	\$70,951.50
Hourly	\$26.1059	\$27.2467	\$28.3607	\$29.5828	\$30.5072	\$31.6465	\$33.1121	\$34.1113

Educator/Trainer, Provider Network Assistant, Dietitian/Nutritionist, Residential Network Assessor

Annual	\$57,197.92	\$59,866.56	\$62,667.70	\$65,599.66	\$68,673.07	\$71,886.67	\$75,120.66	\$76,976.22
Hourly	\$27.4990	\$28.7820	\$30.1287	\$31.5383	\$33.0159	\$34.5609	\$36.1157	\$37.0078

Psychiatric Nurse, Clinical Nurse/Developmental Disabilities, Recovery Navigator Nurse, Registered Nurse (RN), Registered Nurse (RN) Floater, Targeted Case Manager Supports Coordinator - RN

Annual	\$60,645.31	\$63,235.54	\$65,954.30	\$68,800.58	\$71,784.96	\$74,904.34	\$78,043.06	\$82,085.74
Hourly	\$29.1564	\$30.4017	\$31.7088	\$33.0772	\$34.5120	\$36.0117	\$37.5207	\$39.4643

Senior Educator Trainer/Health and Safety Officer

Annual	\$66,202.66	\$69,195.78	\$72,320.56	\$75,596.35	\$79,017.95	\$82,600.96	\$85,023.12	\$88,448.88
Hourly	\$31.8282	\$33.2672	\$34.7695	\$36.3444	\$37.9894	\$39.7120	\$40.8765	\$42.5235