

# CalOptima - Annual Base Salary Schedule - Revised September 2, 2021

To be Implemented September 12, 2021

Effective as of May 01, 2014

| Job Title                               | Pay Grade | Job Code | Min       | Mid       | Max       |
|---|-----------|----------|-----------|-----------|-----------|
| Accountant                              | H         | 39       | \$59,000  | \$68,000  | \$77,000  |
| Accountant Int                          | I         | 634      | \$61,000  | \$73,000  | \$85,000  |
| Accountant Sr                           | K         | 68       | \$70,000  | \$84,000  | \$98,000  |
| Accounting Clerk                        | D         | 334      | \$44,000  | \$51,000  | \$58,000  |
| Accounting Clerk Sr                     | E         | 680      | \$48,000  | \$55,000  | \$62,000  |
| Activity Coordinator (PACE)             | E         | 681      | \$48,000  | \$55,000  | \$62,000  |
| Actuarial Analyst                       | I         | 558      | \$61,000  | \$73,000  | \$85,000  |
| Actuarial Analyst Sr                    | L         | 559      | \$77,000  | \$93,000  | \$109,000 |
| Actuary                                 | O         | 357      | \$105,000 | \$127,000 | \$149,000 |
| Administrative Assistant                | D         | 19       | \$44,000  | \$51,000  | \$58,000  |
| Analyst                                 | H         | 562      | \$59,000  | \$68,000  | \$77,000  |
| Analyst Int                             | I         | 563      | \$61,000  | \$73,000  | \$85,000  |
| Analyst Sr                              | J         | 564      | \$65,000  | \$78,000  | \$91,000  |
| Applications Analyst                    | I         | 232      | \$61,000  | \$73,000  | \$85,000  |
| Applications Analyst Int                | J         | 233      | \$65,000  | \$78,000  | \$91,000  |
| Applications Analyst Sr                 | L         | 298      | \$77,000  | \$93,000  | \$109,000 |
| Associate Director                      | P         | 682      | \$117,000 | \$141,000 | \$165,000 |
| Associate Director Customer Service     | P         | 593      | \$117,000 | \$141,000 | \$165,000 |
| Associate Director Grievance & Appeals  | P         | TBD      | \$117,000 | \$141,000 | \$165,000 |
| Associate Director Information Services | Q         | 557      | \$130,000 | \$157,000 | \$184,000 |
| Auditor                                 | I         | 565      | \$61,000  | \$73,000  | \$85,000  |
| Auditor Sr                              | J         | 566      | \$65,000  | \$78,000  | \$91,000  |
| Behavioral Health Manager               | M         | 383      | \$85,000  | \$103,000 | \$121,000 |
| Biostatistics Manager                   | M         | 418      | \$85,000  | \$103,000 | \$121,000 |
| Board Services Specialist               | E         | 435      | \$48,000  | \$55,000  | \$62,000  |
| Business Analyst                        | J         | 40       | \$65,000  | \$78,000  | \$91,000  |
| Business Analyst Sr                     | L         | 611      | \$77,000  | \$93,000  | \$109,000 |
| Business Systems Analyst Sr             | K         | 69       | \$70,000  | \$84,000  | \$98,000  |
| Buyer                                   | G         | 29       | \$55,000  | \$63,000  | \$71,000  |
| Buyer Int                               | H         | 49       | \$59,000  | \$68,000  | \$77,000  |
| Buyer Sr                                | I         | 67       | \$61,000  | \$73,000  | \$85,000  |
| Care Manager                            | K         | 657      | \$70,000  | \$84,000  | \$98,000  |
| Care Transition Intervention Coach (RN) | L         | 417      | \$77,000  | \$93,000  | \$109,000 |
| Certified Coder                         | H         | 399      | \$59,000  | \$68,000  | \$77,000  |
| Certified Coding Specialist             | H         | 639      | \$59,000  | \$68,000  | \$77,000  |
| Certified Coding Specialist Sr          | J         | 640      | \$65,000  | \$78,000  | \$91,000  |
| Change Control Administrator            | I         | 499      | \$61,000  | \$73,000  | \$85,000  |
| Change Control Administrator Int        | J         | 500      | \$65,000  | \$78,000  | \$91,000  |
| ** Chief Counsel                        | X         | 132      | \$368,000 | \$460,000 | \$552,000 |
| ** Chief Executive Officer              | Z         | 138      | \$560,000 | \$625,000 | \$765,000 |
| ** Chief Financial Officer              | X         | 134      | \$368,000 | \$460,000 | \$552,000 |
| ** Chief Information Officer            | W         | 131      | \$313,000 | \$391,000 | \$469,000 |
| ** Chief of Staff                       | U         | TBD      | \$226,000 | \$282,000 | \$338,000 |
| ** Chief Medical Officer                | X         | 137      | \$368,000 | \$460,000 | \$552,000 |
| ** Chief Operating Officer              | Y         | 136      | \$433,000 | \$540,909 | \$649,000 |
| Claims - Lead                           | G         | 574      | \$55,000  | \$63,000  | \$71,000  |

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|--|-----------|----------|-----------|-----------|-----------|
| Claims Examiner                        | C         | 9        | \$41,000  | \$47,000  | \$53,000  |
| Claims Examiner - Lead                 | F         | 236      | \$51,000  | \$59,000  | \$67,000  |
| Claims Examiner Sr                     | E         | 20       | \$48,000  | \$55,000  | \$62,000  |
| Claims QA Analyst                      | E         | 28       | \$48,000  | \$55,000  | \$62,000  |
| Claims QA Analyst Sr                   | F         | 540      | \$51,000  | \$59,000  | \$67,000  |
| Claims Recovery Specialist             | F         | 283      | \$51,000  | \$59,000  | \$67,000  |
| Claims Resolution Specialist           | F         | 262      | \$51,000  | \$59,000  | \$67,000  |
| Clerk of the Board                     | O         | 59       | \$105,000 | \$127,000 | \$149,000 |
| Clinical Auditor                       | L         | 567      | \$77,000  | \$93,000  | \$109,000 |
| Clinical Auditor Sr                    | M         | 568      | \$85,000  | \$103,000 | \$121,000 |
| Clinical Documentation Specialist (RN) | M         | 641      | \$85,000  | \$103,000 | \$121,000 |
| Clinical Pharmacist                    | P         | 297      | \$117,000 | \$141,000 | \$165,000 |
| Clinical Systems Administrator         | K         | 607      | \$70,000  | \$84,000  | \$98,000  |
| Clinician (Behavioral Health)          | K         | 513      | \$70,000  | \$84,000  | \$98,000  |
| Communications Specialist              | G         | 188      | \$55,000  | \$63,000  | \$71,000  |
| Communications Specialist Sr           | H         | TBD      | \$59,000  | \$68,000  | \$77,000  |
| Communications Specialist - Lead       | J         | TBD      | \$65,000  | \$78,000  | \$91,000  |
| Community Partner                      | G         | 575      | \$55,000  | \$63,000  | \$71,000  |
| Community Partner Sr                   | H         | 612      | \$59,000  | \$68,000  | \$77,000  |
| Community Relations Specialist         | G         | 288      | \$55,000  | \$63,000  | \$71,000  |
| Community Relations Specialist Sr      | I         | 646      | \$61,000  | \$73,000  | \$85,000  |
| Compliance Claims Auditor              | G         | 222      | \$55,000  | \$63,000  | \$71,000  |
| Compliance Claims Auditor Sr           | H         | 279      | \$59,000  | \$68,000  | \$77,000  |
| Contract Administrator                 | K         | 385      | \$70,000  | \$84,000  | \$98,000  |
| Contracts Manager                      | M         | 207      | \$85,000  | \$103,000 | \$121,000 |
| Contracts Manager Sr                   | N         | 683      | \$95,000  | \$114,000 | \$133,000 |
| Contracts Specialist                   | I         | 257      | \$61,000  | \$73,000  | \$85,000  |
| Contracts Specialist Int               | J         | 469      | \$65,000  | \$78,000  | \$91,000  |
| Contracts Specialist Sr                | K         | 331      | \$70,000  | \$84,000  | \$98,000  |
| * Controller                           | T         | 464      | \$182,000 | \$227,000 | \$272,000 |
| Credentialing Coordinator              | E         | 41       | \$48,000  | \$55,000  | \$62,000  |
| Credentialing Coordinator - Lead       | F         | 510      | \$51,000  | \$59,000  | \$67,000  |
| Customer Service Coordinator           | E         | 182      | \$48,000  | \$55,000  | \$62,000  |
| Customer Service Rep                   | C         | 5        | \$41,000  | \$47,000  | \$53,000  |
| Customer Service Rep - Lead            | E         | 482      | \$48,000  | \$55,000  | \$62,000  |
| Customer Service Rep Sr                | D         | 481      | \$44,000  | \$51,000  | \$58,000  |
| Data Analyst                           | J         | 337      | \$65,000  | \$78,000  | \$91,000  |
| Data Analyst Int                       | K         | 341      | \$70,000  | \$84,000  | \$98,000  |
| Data Analyst Sr                        | L         | 342      | \$77,000  | \$93,000  | \$109,000 |
| Data and Reporting Analyst - Lead      | M         | 654      | \$85,000  | \$103,000 | \$121,000 |
| Data Entry Tech                        | A         | 3        | \$36,000  | \$41,000  | \$46,000  |
| Data Warehouse Architect               | N         | 363      | \$95,000  | \$114,000 | \$133,000 |
| Data Warehouse Programmer/Analyst      | N         | 364      | \$95,000  | \$114,000 | \$133,000 |
| Data Warehouse Reporting Analyst       | M         | 412      | \$85,000  | \$103,000 | \$121,000 |
| Data Warehouse Reporting Analyst Sr    | N         | 522      | \$95,000  | \$114,000 | \$133,000 |
| Database Administrator                 | L         | 90       | \$77,000  | \$93,000  | \$109,000 |

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|---|-----------|----------|-----------|-----------|-----------|
| Database Administrator Sr                           | N         | 179      | \$95,000  | \$114,000 | \$133,000 |
| ** Deputy Chief Counsel                             | W         | 160      | \$313,000 | \$391,000 | \$469,000 |
| ** Deputy Chief Medical Officer                     | W         | 561      | \$313,000 | \$391,000 | \$469,000 |
| Deputy Clerk of the Board                           | K         | 684      | \$70,000  | \$84,000  | \$98,000  |
| * Director Audit & Oversight                        | R         | 546      | \$144,000 | \$174,000 | \$204,000 |
| * Director Behavioral Health Services               | S         | 392      | \$154,000 | \$193,000 | \$232,000 |
| * Director Budget and Procurement                   | S         | 527      | \$154,000 | \$193,000 | \$232,000 |
| * Director Case Management                          | S         | 318      | \$154,000 | \$193,000 | \$232,000 |
| * Director Claims Administration                    | R         | 112      | \$144,000 | \$174,000 | \$204,000 |
| * Director Clinical Pharmacy                        | T         | 129      | \$182,000 | \$227,000 | \$272,000 |
| * Director Coding Initiatives                       | S         | 375      | \$154,000 | \$193,000 | \$232,000 |
| * Director Communications                           | R         | 361      | \$144,000 | \$174,000 | \$204,000 |
| * Director Community Relations                      | R         | TBD      | \$144,000 | \$174,000 | \$204,000 |
| * Director Contracting                              | R         | 184      | \$144,000 | \$174,000 | \$204,000 |
| * Director Customer Service                         | R         | 118      | \$144,000 | \$174,000 | \$204,000 |
| * Director Data Management Services                 | Q         | TBD      | \$130,000 | \$157,000 | \$184,000 |
| * Director Enterprise Analytics                     | R         | 520      | \$144,000 | \$174,000 | \$204,000 |
| * Director Facilities                               | Q         | 428      | \$130,000 | \$157,000 | \$184,000 |
| * Director Financial Analysis                       | T         | 374      | \$182,000 | \$227,000 | \$272,000 |
| * Director Financial Compliance                     | R         | 460      | \$144,000 | \$174,000 | \$204,000 |
| * Director Fraud Waste & Abuse and Privacy          | R         | 581      | \$144,000 | \$174,000 | \$204,000 |
| * Director Government Affairs                       | R         | 277      | \$144,000 | \$174,000 | \$204,000 |
| * Director Grievance & Appeals                      | R         | 528      | \$144,000 | \$174,000 | \$204,000 |
| * Director Human Resources                          | S         | 322      | \$154,000 | \$193,000 | \$232,000 |
| * Director Information Services                     | T         | 547      | \$182,000 | \$227,000 | \$272,000 |
| * Director Long Term Support Services               | S         | 128      | \$154,000 | \$193,000 | \$232,000 |
| * Director Network Management                       | R         | 125      | \$144,000 | \$174,000 | \$204,000 |
| * Director PACE Program                             | S         | 449      | \$154,000 | \$193,000 | \$232,000 |
| * Director Population Health Management             | R         | 675      | \$144,000 | \$174,000 | \$204,000 |
| * Director Process Excellence                       | R         | 447      | \$144,000 | \$174,000 | \$204,000 |
| * Director Program Implementation                   | R         | 489      | \$144,000 | \$174,000 | \$204,000 |
| * Director Purchasing                               | Q         | TBD      | \$130,000 | \$157,000 | \$184,000 |
| * Director Quality Analytics                        | R         | 591      | \$144,000 | \$174,000 | \$204,000 |
| * Director Quality Improvement                      | R         | 172      | \$144,000 | \$174,000 | \$204,000 |
| * Director Regulatory Affairs and Compliance        | R         | 625      | \$144,000 | \$174,000 | \$204,000 |
| * Director Strategic Development                    | R         | 121      | \$144,000 | \$174,000 | \$204,000 |
| * Director Utilization Management                   | S         | 265      | \$154,000 | \$193,000 | \$232,000 |
| * Director Vendor Management                        | Q         | 685      | \$130,000 | \$157,000 | \$184,000 |
| Enrollment Coordinator (PACE)                       | F         | 441      | \$51,000  | \$59,000  | \$67,000  |
| Enterprise Analytics Manager                        | O         | 582      | \$105,000 | \$127,000 | \$149,000 |
| Executive Administrative Services Manager           | J         | 661      | \$65,000  | \$78,000  | \$91,000  |
| Executive Assistant                                 | G         | 339      | \$55,000  | \$63,000  | \$71,000  |
| Executive Assistant to CEO                          | I         | 261      | \$61,000  | \$73,000  | \$85,000  |
| ** Executive Director Behavioral Health Integration | U         | 614      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Clinical Operations           | U         | 501      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Compliance                    | U         | 493      | \$226,000 | \$282,000 | \$338,000 |

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|--|-----------|----------|-----------|-----------|-----------|
| ** Executive Director Finance                                | U         | TBD      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Human Resources                        | U         | 494      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Network Operations                     | U         | 632      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Operations                             | U         | 276      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Program Implementation                 | U         | 490      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Public Affairs                         | U         | 290      | \$226,000 | \$282,000 | \$338,000 |
| ** Executive Director Quality & Population Health Management | U         | 676      | \$226,000 | \$282,000 | \$338,000 |
| Facilities & Support Services Coord - Lead                   | G         | 631      | \$55,000  | \$63,000  | \$71,000  |
| Facilities & Support Services Coordinator                    | E         | 10       | \$48,000  | \$55,000  | \$62,000  |
| Facilities & Support Services Coordinator Sr                 | F         | 511      | \$51,000  | \$59,000  | \$67,000  |
| Facilities Coordinator                                       | E         | 438      | \$48,000  | \$55,000  | \$62,000  |
| Financial Analyst  | J         | 51       | \$65,000  | \$78,000  | \$91,000  |
| Financial Analyst Sr   | L         | 84       | \$77,000  | \$93,000  | \$109,000 |
| Financial Reporting Analyst                                  | I         | 475      | \$61,000  | \$73,000  | \$85,000  |
| Graphic Designer   | K         | 387      | \$70,000  | \$84,000  | \$98,000  |
| Graphic Designer Sr  | L         | TBD      | \$77,000  | \$93,000  | \$109,000 |
| Grievance & Appeals Nurse Specialist                         | M         | 226      | \$85,000  | \$103,000 | \$121,000 |
| Grievance Resolution Specialist                              | F         | 42       | \$51,000  | \$59,000  | \$67,000  |
| Grievance Resolution Specialist - Lead                       | I         | 590      | \$61,000  | \$73,000  | \$85,000  |
| Grievance Resolution Specialist Sr                           | H         | 589      | \$59,000  | \$68,000  | \$77,000  |
| Health Coach   | K         | 556      | \$70,000  | \$84,000  | \$98,000  |
| Health Educator  | H         | 47       | \$59,000  | \$68,000  | \$77,000  |
| Health Educator Sr   | I         | 355      | \$61,000  | \$73,000  | \$85,000  |
| Health Network Liaison Specialist (RN)                       | L         | 524      | \$77,000  | \$93,000  | \$109,000 |
| Health Network Oversight Specialist                          | K         | 323      | \$70,000  | \$84,000  | \$98,000  |
| HEDIS Case Manager   | M         | 443      | \$85,000  | \$103,000 | \$121,000 |
| Help Desk Technician   | E         | 571      | \$48,000  | \$55,000  | \$62,000  |
| Help Desk Technician Sr                                      | F         | 573      | \$51,000  | \$59,000  | \$67,000  |
| HR Assistant   | D         | 181      | \$44,000  | \$51,000  | \$58,000  |
| HR Business Partner  | M         | 584      | \$85,000  | \$103,000 | \$121,000 |
| HR Coordinator   | F         | 316      | \$51,000  | \$59,000  | \$67,000  |
| HR Representative  | J         | 278      | \$65,000  | \$78,000  | \$91,000  |
| HR Representative Sr   | L         | 350      | \$77,000  | \$93,000  | \$109,000 |
| HR Specialist  | G         | 505      | \$55,000  | \$63,000  | \$71,000  |
| HR Specialist Sr   | H         | 608      | \$59,000  | \$68,000  | \$77,000  |
| Infrastructure Systems Administrator                         | F         | 541      | \$51,000  | \$59,000  | \$67,000  |
| Infrastructure Systems Administrator Int                     | G         | 542      | \$55,000  | \$63,000  | \$71,000  |
| Inpatient Quality Coding Auditor                             | I         | 642      | \$61,000  | \$73,000  | \$85,000  |
| Intern   | A         | 237      | \$36,000  | \$41,000  | \$46,000  |
| Investigator Sr  | I         | 553      | \$61,000  | \$73,000  | \$85,000  |
| IS Coordinator   | E         | 365      | \$48,000  | \$55,000  | \$62,000  |
| IS Project Manager   | N         | 424      | \$95,000  | \$114,000 | \$133,000 |
| IS Project Manager Sr  | O         | 509      | \$105,000 | \$127,000 | \$149,000 |
| IS Project Specialist  | K         | 549      | \$70,000  | \$84,000  | \$98,000  |
| IS Project Specialist Sr                                     | L         | 550      | \$77,000  | \$93,000  | \$109,000 |

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|---|-----------|----------|-----------|-----------|-----------|
| Kitchen Assistant                         | A         | 585      | \$36,000  | \$41,000  | \$46,000  |
| Licensed Clinical Social Worker           | J         | 598      | \$65,000  | \$78,000  | \$91,000  |
| Litigation Support Specialist             | K         | 588      | \$70,000  | \$84,000  | \$98,000  |
| LVN (PACE)                                | K         | 533      | \$70,000  | \$84,000  | \$98,000  |
| LVN Specialist                            | K         | 686      | \$70,000  | \$84,000  | \$98,000  |
| Mailroom Clerk                            | A         | 1        | \$36,000  | \$41,000  | \$46,000  |
| Manager Accounting                        | O         | 98       | \$105,000 | \$127,000 | \$149,000 |
| Manager Actuary                           | Q         | 453      | \$130,000 | \$157,000 | \$184,000 |
| Manager Audit & Oversight                 | O         | 539      | \$105,000 | \$127,000 | \$149,000 |
| Manager Behavioral Health                 | O         | 633      | \$105,000 | \$127,000 | \$149,000 |
| Manager Business Integration              | O         | 544      | \$105,000 | \$127,000 | \$149,000 |
| Manager Case Management                   | P         | 270      | \$117,000 | \$141,000 | \$165,000 |
| Manager Claims                            | O         | 92       | \$105,000 | \$127,000 | \$149,000 |
| Manager Clinic Operations                 | N         | 551      | \$95,000  | \$114,000 | \$133,000 |
| Manager Clinical Pharmacist               | R         | 296      | \$144,000 | \$174,000 | \$204,000 |
| Manager Coding Quality                    | N         | 382      | \$95,000  | \$114,000 | \$133,000 |
| Manager Communications                    | N         | 398      | \$95,000  | \$114,000 | \$133,000 |
| Manager Community Relations               | N         | 384      | \$95,000  | \$114,000 | \$133,000 |
| Manager Contracting                       | O         | 329      | \$105,000 | \$127,000 | \$149,000 |
| Manager Creative Branding                 | M         | 430      | \$85,000  | \$103,000 | \$121,000 |
| Manager Cultural & Linguistic             | M         | 349      | \$85,000  | \$103,000 | \$121,000 |
| Manager Customer Service                  | M         | 94       | \$85,000  | \$103,000 | \$121,000 |
| Manager Electronic Business               | N         | 422      | \$95,000  | \$114,000 | \$133,000 |
| Manager Encounters                        | M         | 516      | \$85,000  | \$103,000 | \$121,000 |
| Manager Environmental Health & Safety     | N         | 495      | \$95,000  | \$114,000 | \$133,000 |
| Manager Finance                           | O         | 148      | \$105,000 | \$127,000 | \$149,000 |
| Manager Financial Analysis                | P         | 356      | \$117,000 | \$141,000 | \$165,000 |
| Manager Government Affairs                | N         | 437      | \$95,000  | \$114,000 | \$133,000 |
| Manager Grievance & Appeals               | O         | 426      | \$105,000 | \$127,000 | \$149,000 |
| Manager Human Resources                   | O         | 526      | \$105,000 | \$127,000 | \$149,000 |
| Manager Information Services              | P         | 560      | \$117,000 | \$141,000 | \$165,000 |
| Manager Long Term Support Services        | O         | 200      | \$105,000 | \$127,000 | \$149,000 |
| Manager Marketing & Enrollment (PACE)     | N         | 414      | \$95,000  | \$114,000 | \$133,000 |
| Manager Marketing & Outreach              | M         | 687      | \$85,000  | \$103,000 | \$121,000 |
| Manager Member Liaison Program            | M         | 354      | \$85,000  | \$103,000 | \$121,000 |
| Manager Member Outreach & Education       | M         | 616      | \$85,000  | \$103,000 | \$121,000 |
| Manager MSSP                              | O         | 393      | \$105,000 | \$127,000 | \$149,000 |
| Manager OneCare Clinical                  | P         | 359      | \$117,000 | \$141,000 | \$165,000 |
| Manager OneCare Customer Service          | M         | 429      | \$85,000  | \$103,000 | \$121,000 |
| Manager Outreach & Enrollment             | M         | 477      | \$85,000  | \$103,000 | \$121,000 |
| Manager PACE Center                       | N         | 432      | \$95,000  | \$114,000 | \$133,000 |
| Manager Population Health Management      | N         | 674      | \$95,000  | \$114,000 | \$133,000 |
| Manager Process Excellence                | O         | 622      | \$105,000 | \$127,000 | \$149,000 |
| Manager Program Implementation            | N         | 488      | \$95,000  | \$114,000 | \$133,000 |
| Manager Provider Data Management Services | M         | 653      | \$85,000  | \$103,000 | \$121,000 |
| Manager Provider Network                  | O         | 191      | \$105,000 | \$127,000 | \$149,000 |

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| Manager Provider Relations                | M         | 171      | \$85,000  | \$103,000 | \$121,000 |
| Manager Purchasing                        | O         | 275      | \$105,000 | \$127,000 | \$149,000 |
| Manager QI Initiatives                    | M         | 433      | \$85,000  | \$103,000 | \$121,000 |
| Manager Quality Analytics                 | N         | 617      | \$95,000  | \$114,000 | \$133,000 |
| Manager Quality Improvement               | N         | 104      | \$95,000  | \$114,000 | \$133,000 |
| Manager Regulatory Affairs and Compliance | O         | 626      | \$105,000 | \$127,000 | \$149,000 |
| Manager Reporting & Financial Compliance  | O         | 572      | \$105,000 | \$127,000 | \$149,000 |
| Manager Strategic Development             | O         | 603      | \$105,000 | \$127,000 | \$149,000 |
| Manager Utilization Management            | P         | 250      | \$117,000 | \$141,000 | \$165,000 |
| Marketing and Outreach Specialist         | F         | 496      | \$51,000  | \$59,000  | \$67,000  |
| Medical Assistant                         | C         | 535      | \$41,000  | \$47,000  | \$53,000  |
| Medical Authorization Asst                | C         | 11       | \$41,000  | \$47,000  | \$53,000  |
| Medical Case Manager                      | L         | 72       | \$77,000  | \$93,000  | \$109,000 |
| Medical Case Manager (LVN)                | K         | 444      | \$70,000  | \$84,000  | \$98,000  |
| * Medical Director                        | V         | 306      | \$266,000 | \$332,000 | \$398,000 |
| Medical Records & Health Plan Assistant   | B         | 548      | \$38,000  | \$44,000  | \$50,000  |
| Medical Records Clerk                     | B         | 523      | \$38,000  | \$44,000  | \$50,000  |
| Medical Services Case Manager             | G         | 54       | \$55,000  | \$63,000  | \$71,000  |
| Member Liaison Specialist                 | C         | 353      | \$41,000  | \$47,000  | \$53,000  |
| MMS Program Coordinator                   | G         | 360      | \$55,000  | \$63,000  | \$71,000  |
| Nurse Practitioner (PACE)                 | O         | 635      | \$105,000 | \$127,000 | \$149,000 |
| Occupational Therapist                    | L         | 531      | \$77,000  | \$93,000  | \$109,000 |
| Occupational Therapist Assistant          | H         | 623      | \$59,000  | \$68,000  | \$77,000  |
| Office Clerk                              | A         | 335      | \$36,000  | \$41,000  | \$46,000  |
| OneCare Operations Manager                | N         | 461      | \$95,000  | \$114,000 | \$133,000 |
| OneCare Partner - Sales                   | F         | 230      | \$51,000  | \$59,000  | \$67,000  |
| OneCare Partner - Sales (Lead)            | G         | 537      | \$55,000  | \$63,000  | \$71,000  |
| OneCare Partner - Service                 | C         | 231      | \$41,000  | \$47,000  | \$53,000  |
| OneCare Partner (Inside Sales)            | E         | 371      | \$48,000  | \$55,000  | \$62,000  |
| Outreach Specialist                       | C         | 218      | \$41,000  | \$47,000  | \$53,000  |
| Paralegal/Legal Secretary                 | I         | 376      | \$61,000  | \$73,000  | \$85,000  |
| Payroll Specialist                        | E         | 554      | \$48,000  | \$55,000  | \$62,000  |
| Payroll Specialist Sr                     | G         | 688      | \$55,000  | \$63,000  | \$71,000  |
| Performance Analyst                       | I         | 538      | \$61,000  | \$73,000  | \$85,000  |
| Personal Care Attendant                   | A         | 485      | \$36,000  | \$41,000  | \$46,000  |
| Personal Care Attendant - Lead            | B         | 498      | \$38,000  | \$44,000  | \$50,000  |
| Personal Care Coordinator                 | C         | 525      | \$41,000  | \$47,000  | \$53,000  |
| Personal Care Coordinator Sr              | D         | 689      | \$44,000  | \$51,000  | \$58,000  |
| Pharmacy Resident                         | G         | 379      | \$55,000  | \$63,000  | \$71,000  |
| Pharmacy Services Specialist              | C         | 23       | \$41,000  | \$47,000  | \$53,000  |
| Pharmacy Services Specialist Int          | D         | 35       | \$44,000  | \$51,000  | \$58,000  |
| Pharmacy Services Specialist Sr           | E         | 507      | \$48,000  | \$55,000  | \$62,000  |
| Physical Therapist                        | L         | 530      | \$77,000  | \$93,000  | \$109,000 |
| Physical Therapist Assistant              | H         | 624      | \$59,000  | \$68,000  | \$77,000  |
| Policy Advisor Sr                         | M         | 580      | \$85,000  | \$103,000 | \$121,000 |
| Privacy Manager                           | N         | 536      | \$95,000  | \$114,000 | \$133,000 |

# CalOptima - Annual Base Salary Schedule - Revised September 2, 2021

To be Implemented September 12, 2021

Effective as of May 01, 2014

| Job Title  | Pay Grade | Job Code | Min       | Mid       | Max       |
|--|-----------|----------|-----------|-----------|-----------|
| Privacy Officer                                  | O         | 648      | \$105,000 | \$127,000 | \$149,000 |
| Process Excellence Manager                       | N         | 529      | \$95,000  | \$114,000 | \$133,000 |
| Program Assistant                                | C         | 24       | \$41,000  | \$47,000  | \$53,000  |
| Program Coordinator                              | C         | 284      | \$41,000  | \$47,000  | \$53,000  |
| Program Development Analyst Sr                   | K         | 492      | \$70,000  | \$84,000  | \$98,000  |
| Program Manager                                  | L         | 421      | \$77,000  | \$93,000  | \$109,000 |
| Program Manager Sr                               | M         | 594      | \$85,000  | \$103,000 | \$121,000 |
| Program Specialist                               | E         | 36       | \$48,000  | \$55,000  | \$62,000  |
| Program Specialist Int                           | G         | 61       | \$55,000  | \$63,000  | \$71,000  |
| Program Specialist Sr                            | I         | 508      | \$61,000  | \$73,000  | \$85,000  |
| Program/Policy Analyst                           | I         | 56       | \$61,000  | \$73,000  | \$85,000  |
| Program/Policy Analyst Sr                        | K         | 85       | \$70,000  | \$84,000  | \$98,000  |
| Programmer                                       | K         | 43       | \$70,000  | \$84,000  | \$98,000  |
| Programmer Int                                   | M         | 74       | \$85,000  | \$103,000 | \$121,000 |
| Programmer Sr                                    | N         | 80       | \$95,000  | \$114,000 | \$133,000 |
| Project Manager                                  | L         | 81       | \$77,000  | \$93,000  | \$109,000 |
| Project Manager - Lead                           | M         | 467      | \$85,000  | \$103,000 | \$121,000 |
| Project Manager Sr                               | N         | 105      | \$95,000  | \$114,000 | \$133,000 |
| Project Specialist                               | E         | 291      | \$48,000  | \$55,000  | \$62,000  |
| Project Specialist Sr                            | I         | 503      | \$61,000  | \$73,000  | \$85,000  |
| Projects Analyst                                 | G         | 254      | \$55,000  | \$63,000  | \$71,000  |
| Provider Data Management Services Coordinator    | D         | 12       | \$44,000  | \$51,000  | \$58,000  |
| Provider Data Management Services Coordinator Sr | F         | 586      | \$51,000  | \$59,000  | \$67,000  |
| Provider Enrollment Manager                      | G         | 190      | \$55,000  | \$63,000  | \$71,000  |
| Provider Network Rep Sr                          | I         | 391      | \$61,000  | \$73,000  | \$85,000  |
| Provider Network Specialist                      | H         | 44       | \$59,000  | \$68,000  | \$77,000  |
| Provider Network Specialist Sr                   | J         | 595      | \$65,000  | \$78,000  | \$91,000  |
| Provider Office Education Manager                | I         | 300      | \$61,000  | \$73,000  | \$85,000  |
| Provider Relations Rep                           | G         | 205      | \$55,000  | \$63,000  | \$71,000  |
| Provider Relations Rep Sr                        | I         | 285      | \$61,000  | \$73,000  | \$85,000  |
| Publications Coordinator                         | G         | 293      | \$55,000  | \$63,000  | \$71,000  |
| QA Analyst                                       | I         | 486      | \$61,000  | \$73,000  | \$85,000  |
| QA Analyst Sr                                    | L         | 380      | \$77,000  | \$93,000  | \$109,000 |
| QI Nurse Specialist                              | M         | 82       | \$85,000  | \$103,000 | \$121,000 |
| QI Nurse Specialist (LVN)                        | L         | 445      | \$77,000  | \$93,000  | \$109,000 |
| Receptionist                                     | B         | 140      | \$38,000  | \$44,000  | \$50,000  |
| Records Manager                                  | Q         | TBD      | \$130,000 | \$157,000 | \$184,000 |
| Recreational Therapist                           | H         | 487      | \$59,000  | \$68,000  | \$77,000  |
| Registered Dietitian                             | I         | 57       | \$61,000  | \$73,000  | \$85,000  |
| Regulatory Affairs and Compliance Analyst        | I         | 628      | \$61,000  | \$73,000  | \$85,000  |
| Regulatory Affairs and Compliance Analyst Sr     | K         | 629      | \$70,000  | \$84,000  | \$98,000  |
| Regulatory Affairs and Compliance - Lead         | L         | 630      | \$77,000  | \$93,000  | \$109,000 |
| RN (PACE)  | M         | 480      | \$85,000  | \$103,000 | \$121,000 |
| Security Analyst Int                             | M         | 534      | \$85,000  | \$103,000 | \$121,000 |
| Security Analyst Sr                              | N         | 474      | \$95,000  | \$114,000 | \$133,000 |
| Security Officer                                 | B         | 311      | \$38,000  | \$44,000  | \$50,000  |

# CalOptima - Annual Base Salary Schedule - Revised September 2, 2021

To be Implemented September 12, 2021

Effective as of May 01, 2014

| Job Title                                    | Pay Grade | Job Code | Min       | Mid       | Max       |
|--|-----------|----------|-----------|-----------|-----------|
| SharePoint Developer/Administrator Sr        | N         | 397      | \$95,000  | \$114,000 | \$133,000 |
| Social Worker                                | J         | 463      | \$65,000  | \$78,000  | \$91,000  |
| Social Worker Sr                             | K         | 690      | \$70,000  | \$84,000  | \$98,000  |
| * Special Counsel                            | T         | 317      | \$182,000 | \$227,000 | \$272,000 |
| Sr Manager Financial Analysis                | Q         | 660      | \$130,000 | \$157,000 | \$184,000 |
| Sr Manager Human Resources                   | P         | 649      | \$117,000 | \$141,000 | \$165,000 |
| Sr Manager Information Services              | Q         | 650      | \$130,000 | \$157,000 | \$184,000 |
| Staff Attorney                               | P         | 195      | \$117,000 | \$141,000 | \$165,000 |
| Staff Attorney Sr                            | R         | 691      | \$144,000 | \$174,000 | \$204,000 |
| Supervisor Accounting                        | M         | 434      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Audit and Oversight               | M         | 618      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Behavioral Health                 | M         | 659      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Budgeting                         | N         | 466      | \$95,000  | \$114,000 | \$133,000 |
| Supervisor Case Management                   | M         | 86       | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Claims                            | I         | 219      | \$61,000  | \$73,000  | \$85,000  |
| Supervisor Coding Initiatives                | M         | 502      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Credentialing                     | I         | 671      | \$61,000  | \$73,000  | \$85,000  |
| Supervisor Customer Service                  | I         | 34       | \$61,000  | \$73,000  | \$85,000  |
| Supervisor Data Entry                        | H         | 192      | \$59,000  | \$68,000  | \$77,000  |
| Supervisor Day Center (PACE)                 | H         | 619      | \$59,000  | \$68,000  | \$77,000  |
| Supervisor Dietary Services (PACE)           | J         | 643      | \$65,000  | \$78,000  | \$91,000  |
| Supervisor Encounters                        | I         | 253      | \$61,000  | \$73,000  | \$85,000  |
| Supervisor Facilities                        | J         | 162      | \$65,000  | \$78,000  | \$91,000  |
| Supervisor Finance                           | M         | 419      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Grievance and Appeals             | L         | 620      | \$77,000  | \$93,000  | \$109,000 |
| Supervisor Information Services              | N         | 457      | \$95,000  | \$114,000 | \$133,000 |
| Supervisor Long Term Support Services        | M         | 587      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Member Outreach and Education     | K         | 592      | \$70,000  | \$84,000  | \$98,000  |
| Supervisor MSSP                              | M         | 348      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Nursing Services (PACE)           | M         | 662      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor OneCare Customer Service          | I         | 408      | \$61,000  | \$73,000  | \$85,000  |
| Supervisor Payroll                           | M         | 517      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Pharmacist                        | Q         | 610      | \$130,000 | \$157,000 | \$184,000 |
| Supervisor Population Health Management      | M         | 673      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Provider Data Management Services | K         | 439      | \$70,000  | \$84,000  | \$98,000  |
| Supervisor Provider Relations                | L         | 652      | \$77,000  | \$93,000  | \$109,000 |
| Supervisor Quality Analytics                 | M         | 609      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Quality Improvement               | M         | 600      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Regulatory Affairs and Compliance | M         | 627      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Social Work (PACE)                | J         | 636      | \$65,000  | \$78,000  | \$91,000  |
| Supervisor Therapy Services (PACE)           | M         | 645      | \$85,000  | \$103,000 | \$121,000 |
| Supervisor Utilization Management            | M         | 637      | \$85,000  | \$103,000 | \$121,000 |
| Systems Network Administrator Int            | L         | 63       | \$77,000  | \$93,000  | \$109,000 |
| Systems Network Administrator Sr             | M         | 89       | \$85,000  | \$103,000 | \$121,000 |
| Systems Operations Analyst                   | F         | 32       | \$51,000  | \$59,000  | \$67,000  |
| Systems Operations Analyst Int               | G         | 45       | \$55,000  | \$63,000  | \$71,000  |

**CalOptima - Annual Base Salary Schedule - Revised September 2, 2021**  
**To be Implemented September 12, 2021**  
**Effective as of May 01, 2014**

| <b>Job Title</b>             | <b>Pay Grade</b> | <b>Job Code</b> | <b>Min</b> | <b>Mid</b> | <b>Max</b> |
|------------------------------|------------------|-----------------|------------|------------|------------|
| Technical Analyst Int        | J                | 64              | \$65,000   | \$78,000   | \$91,000   |
| Technical Analyst Sr         | L                | 75              | \$77,000   | \$93,000   | \$109,000  |
| Therapy Aide                 | E                | 521             | \$48,000   | \$55,000   | \$62,000   |
| Training Administrator       | I                | 621             | \$61,000   | \$73,000   | \$85,000   |
| Training Program Coordinator | H                | 471             | \$59,000   | \$68,000   | \$77,000   |
| Translation Specialist       | B                | 241             | \$38,000   | \$44,000   | \$50,000   |
| Web Architect                | N                | 366             | \$95,000   | \$114,000  | \$133,000  |

\* 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.

\*\* 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.

Revised 09/02/2021