

Appendix V: Minimum and Suggested Compensation Levels

The following table identifies each ESP core staffing position and the corresponding minimum wage rate as required by M.G.L. c. 7 §54(2). The table also identifies the comparable DMH and Uniform Financial Report (UFR) titles that are associated with the core staffing positions. Uniform Financial Reports are annual reports filed with the Operational Services Division by Emergency Service Providers. Please note that the DMH and UFR titles are not a one-to-one comparison; they relate to the core staffing positions rather to each other. For example the comparable DMH title for an MS Clinician (see chart) is a Human Services Coordinator (C), while ESP providers have reported to the state that they employ people in eight (8) different classifications to perform work associated with MS Clinician core staffing position.

Although multiple UFR titles may be associated with a particular core staffing position, bidders are not required by the RFR to hire staff at particular UFR titles. It is up to the bidder to determine the qualifications necessary to fill ESP positions. If, however, a bidder chooses to fill a position that corresponds to one of the UFR titles listed, then the bidder must pay the corresponding minimum wage associated with that UFR title.

Please reference the UFR Audit and Preparation Manual for a description of UFR title descriptions:
<http://www.mass.gov/anf/docs/osd/ufr/ufr2015.pdf>

ESP Core Staffing Position	Substantially Comparable DMH Position(s)	UFR Position(s)	Minimum Wage Rate under MGL c.7 §54(2)¹
ESP Director	Clinical Social Worker (D) Psychologist IV	Program Director (UFR Title 102)	\$62,202.14
QM/ RM Director	Manager VI	Supervising Professional (UFR Title 104)	\$52,399.08
Program Manager	Clinical Social Worker (D)	Program Function Manager (UFR Title 101)	\$62,202.14
Clinical Supervisor	Clinical Social Worker (C) Human Services Coordinator (D)	Supervising Professional (UFR Title 104)	\$52,399.08
Nursing Manager RN	Registered Nurse IV Registered Nurse V	N. Midwife, N.P., Psych N. , N.A., R.N. – MA (UFR Title 107)	\$62,225.86
		R.N. – Non-Masters (UFR Title 108)	\$51,552.04

¹ “the lesser of step one of the grade or classification under which the comparable regular agency employee is paid, or the average private sector wage rate for said position as determined by the executive office for administration and finance....”

ESP Core Staffing Position	Substantially Comparable DMH Position(s)	UFR Position(s)	Minimum Wage Rate under MGL c.7 §54(2) ¹
Nursing RN	Registered Nurse II Community Psychiatric MH Nurse	R.N. – Non-Masters (UFR Title 108)	\$51,552.04
Nursing LPN	Licensed Practical Nurse I Licensed Practical Nurse II	L.P.N. (UFR Title 109)	\$40,513.20
Certified Peer Specialist	Mental Health Coordinator I	Direct Care/Prog. Staff Supervisor (UFR Title 133)	\$39,276.49
		Direct Care/Prog. Staff III (UFR Title 134)	\$36,751.40
		Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38
BS w/CPS preferred	Human Services Coord (A/B)	Direct Care/Prog. Staff Supervisor (UFR Title 133)	\$39,276.49
		Direct Care/Prog. Staff III (UFR Title 134)	\$36,751.40
		Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38
BS Milieu	Mental Health Worker I Mental Health Worker II	Direct Care/Prog. Staff Supervisor (UFR Title 133)	\$39,276.49
		Direct Care/Prog. Staff III (UFR Title 134)	\$36,751.40
		Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38
BS Milieu w/ CPS preferred	Human Services Coordinator (A/B)	Direct Care/Prog. Staff Supervisor (UFR Title 133)	\$39,276.49
		Direct Care/Prog. Staff III (UFR Title 134)	\$36,751.40
		Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38
Paraprofessional (Family Partner)	Mental Health Coordinator I	Direct Care/Prog. Staff Supervisor (UFR Title 133)	\$39,276.49
		Direct Care/Prog. Staff III (UFR Title 134)	\$36,751.40
		Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38

ESP Core Staffing Position	Substantially Comparable DMH Position(s)	UFR Position(s)	Minimum Wage Rate under MGL c.7 §54(2) ¹
MS Triage Clinician	Human Services Coordinator (C) Social Worker (C)	Case Worker/Manager – Masters (UFR Title 131)	\$54,152.00
		Case Worker/Manager (UFR Title 132)	\$54,152.00
		Cert. Alch. &/or Drug Abuse Counselor (UFR Title 129)	\$58,084.71
		Clinician (formerly Psych Masters) (UFR Title 123)	\$36,516.16
		Counselor (UFR Title 130)	\$46,882.08
		Licensed Counselor (UFR Title 127)	\$46,882.08
		Social Worker LCSW, LSW (UFR Titles 125 & 126)	\$46,083.53
		Social Worker LICSW (UFR Title 124)	\$53,934.40
MS Clinicians	Human Services Coordinator (C)	Case Worker/Manager – Masters (UFR Title 131)	\$54,152.00
		Case Worker/Manager (UFR Title 132)	\$54,152.00
		Cert. Alch. &/or Drug Abuse Counselor (UFR Title 129)	\$58,084.71
		Clinician (formerly Psych Masters) (UFR Title 123)	\$36,516.16
		Counselor (UFR Title 130)	\$46,882.08
		Licensed Counselor (UFR Title 127)	\$46,882.08
		Social Worker LCSW, LSW (UFR Titles 125 & 126)	\$46,083.53
		Social Worker LICSW (UFR Title 124)	\$53,934.40
MS Clinician Mobile	Human Services Coordinator (C) Clinical Social Worker (A/B) Clinical Social Worker (C)	Case Worker/Manager – Masters (UFR Title 131)	\$54,152.00
		Case Worker/Manager (UFR Title 132)	\$54,152.00
		Cert. Alch. &/or Drug Abuse Counselor (UFR Title 129)	\$58,084.71
		Clinician (formerly Psych Masters) (UFR Title 123)	\$36,516.16
		Counselor (UFR Title 130)	\$46,882.08
		Licensed Counselor (UFR Title 127)	\$46,882.08
		Social Worker LCSW, LSW (UFR Titles 125 & 126)	\$46,083.53
		Social Worker LICSW (UFR Title 124)	\$53,934.40
Safety Staff	Mental Health Worker I	Direct Care/Prog. Staff II (UFR Title 135)	\$28,429.14
		Direct Care/Prog. Staff I (UFR Title 136)	\$27,741.38

ESP Core Staffing Position	Substantially Comparable DMH Position(s)	UFR Position(s)	Minimum Wage Rate under MGL c.7 §54(2)¹
Admin. Assistant	Administrative Assistant I Clerk III	Program Secretarial/ Clerical Staff (UFR Title 137)	\$27,543.92

The following ESP Core Staffing Positions do not have substantially comparable DMH positions and, therefore, are not subject to the minimum wage requirement (the UFR position and salaries for these positions are included for reference only):

Additional ESP Core Staffing Positions	UFR Position	UFR Salary
Psychiatry	Physician & Psychiatrist (UFR Title 105 & 121)	\$104,367.93
Psychiatry After-Hours Adult Consult	Physician & Psychiatrist (UFR Title 105 & 121)	\$104,367.93
Psychiatry After-Hours Child Consult	Physician & Psychiatrist (UFR Title 105 & 121)	\$104,367.93