

DCF Positions	Pay Plan	PP Level	Starting Hourly	Maximum Hourly	Average DCF hourly	Private Provider Equivalent	Minimum Provider Avg Salary from SCAR	Maximum Provider Avg Salary from SCAR	Equivalent Hourly Rate per FTE	Source of information for equivalent Hourly Rate per FTE
Children Services Worker	HN	18	\$23.52	\$31.44	\$27.08	Child Care Worker	\$12.73	\$19.41	\$16.20	2009 Single Cost Report
Childrens Services Unit Supv	HN	25	\$32.13	\$43.38	\$39.21	Child Care Supervisor	\$17.85	\$29.05	\$21.45	2009 Single Cost Report
Lead Children Services Worker	HN	20	\$25.92	\$34.39	\$31.08	Lead Child Care Worker	\$12.01	\$22.49	\$15.72	2009 Single Cost Report
Licensed Practical Nurse	HN	18	\$23.52	\$31.44	\$27.84	Licensed Practical Nurse	\$22.35	\$25.64	\$23.52	2009 Single Cost Report
Nurse (RN) Per diem	HC	24	Hd Nurse Stp 3 + 37%		\$44.80	Registered Nurse	\$22.83	\$42.26	\$33.17	2009 Single Cost Report
Youth Service Officer	SH	17	\$21.36	\$26.98	\$26.48	Child Care Worker	\$12.73	\$19.41	\$16.20	2009 Single Cost Report
Youth Service Unit Leader	SH	23	\$27.94	\$35.59	\$32.71	Lead Child Care Worker	\$12.01	\$22.49	\$15.72	2009 Single Cost Report
Clinical Social Worker	HC	25	\$31.98	\$43.21	\$31.98	Social Worker	\$16.08	\$25.91	\$20.69	2009 Single Cost Report
Fiscal Admin Manager	MP	66	\$40.76	\$52.28	\$48.68	Business Manager / CFO	\$20.64	\$57.11	\$34.71	2009 Single Cost Report
Children & Families Superintendent	MP	70	\$47.69	\$61.17	\$51.57	Executive Director	\$38.27	\$100.91	\$71.85	2009 Single Cost Report

DDS Positions	Pay Plan	PP Level	Starting Hourly	Maximum Hourly	Private Provider Equivalent	Starting Hourly provider survey of 8 of the largest providers	Maximum Hourly provider survey of 8 of the largest providers	Equivalent Hourly Rate per FTE	Source of information for equivalent Hourly Rate per FTE
Developmental Service Worker 1	HN	14	\$19.44	\$26.35	Direct care Staff	\$12.21	\$17.03	\$14.48	FY2009 Annual Report
Supervising Dev Serv Wkr	HN	20	\$25.92	\$34.39	House Manager	\$18.01	\$21.81	\$21.27	FY2009 Annual Report
Case Manager	HC	24	\$30.49	\$41.28	N/A for DDS funded Serv				
Clinical Nurse Coordinator	HC	24	\$30.49	\$41.28	Nurse Consulting with Multiple Homes			\$29.08	FY2009 Annual Report
Behavior Modification Specialist	HC	22	\$27.78	\$37.69	BA Level Psych (Grouped as clinical on Annual Report)			\$26.87	FY2009 Annual Report
Developmental Specialist 2	HC	25	\$31.98	\$43.21	Masters Level Psych(Grouped as clinical on Annual Report)			\$26.87	FY2009 Annual Report
Psychologist	HC	30	\$38.85	\$52.83					
Fiscal Admin Manager	MP	66	\$40.76	\$52.28	CFO			\$67.16	FY09 IRS Form 990 for 7 of the largest providers
ARD	MP	69	\$45.85	\$58.11	Executive Director			\$102.07	FY09 IRS Form 990 for 7 of the largest providers