

**GREATER COLUMBIA BEHAVIORAL HEALTH, LLC - ASO**

**RESOLUTION #25-03**

**IN THE MATTER OF ADOPTING AN EMPLOYEE SALARY SCHEDULE AND SALARY ADMINISTRATION PROCEDURES AND ESTABLISHING PLACEMENT FOR THE EMPLOYEE CLASSIFICATIONS**

**WHEREAS**, that GCBH hereby adopts the Salary Schedule attached hereto as Exhibit A; and,

**WHEREAS**, the Salary Administration procedures as described in the Employee Handbook for GCBH are set forth; and,

**WHEREAS**, that the listing of job classifications and salary placements as described in the Employee Handbook for GCBH is set forth, and

**BE IT FURTHER RESOLVED**, that nothing in this Resolution shall be interpreted as an implied or actual promise that a salary increase will be granted; and,

**BE IT FURTHER RESOLVED**, nothing in this Resolution shall be interpreted as compromising the Board of GCBH's right to change the Salary Plan or Schedule at its own discretion with or without prior notification nor to compromise GCBH's status as an "at will" employer.

DATED this 5<sup>TH</sup> day of December, 2024.

\_\_\_\_\_  
Asotin County

\_\_\_\_\_  
Kittitas County

\_\_\_\_\_  
Benton County

\_\_\_\_\_  
Walla Walla County

\_\_\_\_\_  
Columbia County

\_\_\_\_\_  
Whitman County

\_\_\_\_\_  
Franklin County

\_\_\_\_\_  
Yakima County

\_\_\_\_\_  
Garfield County

Constituting the Board of Directors of  
Greater Columbia Behavioral Health

**Greater Columbia Behavioral Health  
FY 2025 Employee Salary Schedule**  
Effective **JANUARY 1, 2025**  
**3% COLA**

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
29	14,347	14,633	15,146	15,676	16,226	16,794	17,382	17,990	17,990
28	13,664	13,937	14,423	14,929	15,452	15,992	16,551	17,131	17,131
27	13,013	13,272	13,738	14,219	14,716	15,232	15,765	16,315	16,315
26	12,393	12,641	13,083	13,540	14,015	14,504	15,012	15,537	15,537
25	11,803	12,038	12,459	12,896	13,347	13,815	14,297	14,798	14,798
24	11,577	11,810	12,225	12,651	13,094	13,555	14,024	14,515	15,024
23	11,027	11,248	11,643	12,047	12,470	12,907	13,359	13,824	14,310
22	10,501	10,712	11,088	11,475	11,878	12,292	12,724	13,166	13,629
21	10,007	10,209	10,564	10,932	11,314	11,708	12,121	12,543	12,985
20	9,526	9,720	10,061	10,412	10,776	11,152	11,541	11,948	12,367
19	9,076	9,260	9,583	9,918	10,263	10,622	10,995	11,379	11,776
18	8,643	8,816	9,124	9,443	9,774	10,119	10,469	10,834	11,218
17	8,235	8,398	8,691	8,996	9,310	9,636	9,972	10,321	10,682
16	7,840	7,997	8,275	8,563	8,865	9,178	9,499	9,833	10,174
15	7,466	7,615	7,885	8,162	8,445	8,741	9,044	9,361	9,686
14	7,110	7,250	7,509	7,769	8,042	8,324	8,613	8,916	9,228
13	6,769	6,907	7,149	7,398	7,658	7,926	8,205	8,492	8,788
12	6,450	6,580	6,810	7,046	7,295	7,547	7,813	8,089	8,371
11	6,141	6,265	6,484	6,711	6,946	7,191	7,440	7,699	7,971
10	5,851	5,964	6,175	6,392	6,615	6,845	7,087	7,333	7,590
9	5,571	5,684	5,883	6,087	6,301	6,522	6,748	6,985	7,234
8	5,307	5,411	5,601	5,798	6,001	6,212	6,426	6,653	6,885
7	5,053	5,153	5,336	5,523	5,712	5,912	6,120	6,332	6,554
6	4,813	4,909	5,080	5,260	5,445	5,632	5,829	6,034	6,248
5	4,580	4,673	4,836	5,009	5,183	5,362	5,553	5,745	5,948
4	4,364	4,451	4,608	4,770	4,935	5,107	5,287	5,473	5,663
3	4,155	4,236	4,389	4,541	4,700	4,865	5,034	5,211	5,393
2	3,957	4,036	4,178	4,324	4,477	4,633	4,795	4,963	5,137
1	3,768	3,844	3,977	4,116	4,264	4,409	4,562	4,723	4,888

Note:

- (1) There is a 5% increase between grades.
- (2) There is a 2% increase between Step A and Step B.
- (3) There is a 3.5% increase between Step B and Step C and each step thereafter.

Job Classifications:

	Grade		Grade
Co-Director/Finance Director/Admin/H	Contract	Co-Director/Quality Management/Com	Contract
Technology Officer	20	BH Clinical Specialist #1/Tribal	20
Auditor/Accountant	16	BH Clinical Specialist #2	20
Accountant	16	Quality Specialist/HIPAA Officer	16
Exec. Admin Asst	10	SUD RNP Admin/AOT Specialist	20
Regional Peer Support Prgm Mngr	15	Community BH Program Admin	21
Community BH Youth Navigator	18	Community BH Care Coord/FYSPRT/CI	20
IT Staff - Lead	16	IT Staff	11
BH Admin Specialist - Clinical Analyst	19		