

**FY25 CRCH Staff Salary Bands – Clinical Staff**  
 BH, Dental, Pharmacy, Primary Care, Vision  
*Effective July 1, 2024*

Band	Grouping	Band Range			
		Hourly Min	Hourly Max	Annual Min	Annual Max
A	Pharmacy Cashiers and Trainees	\$ 17.00	\$ 18.00	\$ 35,400	\$ 37,400
B	Dental Assistants; Medical Assistants; Pharmacy Technicians	\$ 20.50	\$ 26.00	\$ 42,600	\$ 54,100
C	Care Manager (Chronic Care); Clinical Coordinator of Dental Services; Family Partner; Interdisciplinary Care Navigators (BH); Lead Medical Assistants; Opticians	\$ 24.50	\$ 31.50	\$ 51,000	\$ 65,500
D	BH Clinicians (LCSW); Staff Nurses (LPN)	\$ 30.00	\$ 38.00	\$ 62,400	\$ 79,000
E	BH Clinicians (LICSW); Call Center Triage Nurse (RN); Chronic Care Nurse (RN); Dental Hygienists; Staff Nurses (RN)	\$ 33.50	\$ 44.00	\$ 69,700	\$ 91,500
F	Managers of Chronic Care and Nursing	\$ 43.00	\$ 51.00	\$ 89,400	\$ 106,000
G	Dentists (Limited License); Director of Behavioral Health  Nurse Practitioners (FNP/PNP) and Physician Assistants without panels	\$ 50.50	\$ 64.50	\$ 105,000	\$ 134,000
H	Lead Nurse Practitioner; Pharmacists; Psychiatric Nurse Practitioner  Nurse Practitioners (FNP/PNP) and Physician Assistants with panels	\$ 57.50	\$ 70.00	\$ 120,000	\$ 146,000
I	Associate Director of Dental; Associate Medical Director (NP/PA); Dentists (Fully Licensed); Directors of Dental, Nursing, and Pharmacy; Medical Director (NP/PA)	\$ 61.00	\$ 83.00	\$ 127,000	\$ 173,000
J	Associate Medical Director (physician); Primary Care Physicians	\$ 96.00	\$ 110.50	\$ 200,000	\$ 230,000
K	Chief Clinical Officer; Medical Director (physician); Psychiatrist	\$ 102.00	\$ 120.00	\$ 212,000	\$ 250,000

**Notes:**

- These bands apply to all full- and part-time staff. Per diem staff may have slightly higher rates because they do not receive benefits.
- Annual minimum and maximum numbers are for full-time staff. The annual pay for part-time staff would be adjusted based on the number of hours/week they work.
- HR determines where each employee’s compensation falls within the appropriate band based on the individual’s years of relevant experience, education, and licensure/certification.
- Some individuals with many years of experience may have a salary rate higher than the maximum for their band, but no employee will be paid below the minimum for their band.
- This salary structure was created using a combination of market data from the Massachusetts League of Community Health Centers and the Economic Research Institute. Market data is based on comparing CRCH to other organizations with similar size, geographic location, and operating budget.
- No employee’s individual salary will ever be shared as part of the effort to create and distribute these bands.

## FY25 CRCH Staff Salary Bands – Non-Clinical Staff

Admin, Billing, Call Center, Community Health, Facilities, Finance, Health Benefits, HR, IT,  
Operations, Patient Services, Population Health, Referrals  
*Effective July 1, 2024*

Band	Grouping	Band Range			
		Hourly Min	Hourly Max	Annual Min	Annual Max
1	Call Center and Patient Service Representatives; Community Health Workers; Health Benefits Counselors; HIV Community Liaison; Patient Care Navigators; Referral Coordinators	\$ 19.00	\$ 25.00	\$ 39,500	\$ 52,000
2	Assistant Case Manager; Breast Care Specialist; Health Information Technicians; Internship and Patient Service Coordinators; Lead Referral Coordinator; Mammography Coordinator and Senior Patient Navigator; Patient Accounts Representatives; Population Health Coordinator	\$ 22.00	\$ 28.00	\$ 45,800	\$ 58,200
3	Credentialing Specialists (Billing and HR); Digital Patient Navigator; HIV Prevention and Integrated Population Health Coordinators; HR Generalist; IT Support Specialist I; Lead Patient Accounts Representative; Manager of Health Benefits; Risk and Compliance Coordinator; Scheduling Manager; Staff Accountant	\$ 25.00	\$ 35.00	\$ 52,000	\$ 72,800
4	Executive Team Assistant; IT Support Specialist II; Population Health Specialist; Recruiters; Site Managers  Managers in Community Health, Health Information, and Patient Accounts	\$ 27.00	\$ 38.00	\$ 56,200	\$ 79,000
5	Accounting Manager; Associate Director of Patient Safety, Risk, and Compliance; EHR Application Analyst; Grants Manager; Women's Health Care Coordinator	\$ 34.00	\$ 47.50	\$ 70,700	\$ 98,800
6	Associate Directors of Organizational Development and Recruitment; Health Informatics Systems Analyst; HR Business Partner; Systems Administrator	\$ 40.00	\$ 58.00	\$ 83,200	\$ 121,000
7	Controller; Directors in Facilities, HR, IT, Patient Accounts, and Population Health	\$ 46.50	\$ 66.00	\$ 96,700	\$ 137,000
8	Chief Financial Officer; Chief Technology and Information Officer; VP of HR; VP of Operations	\$ 77.00	\$ 108.00	\$ 160,000	\$ 225,000
9	Chief Executive Officer	\$ 102.50	\$ 130.00	\$ 213,000	\$ 270,000

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