

**Coleman Pay Differentials**
**September 2026**
**Actual Expenditures**

| CLASSIFICATION                                                                      | FILLED FTE | MONTHLY<br>BONUS | MONTHLY<br>BONUS COST | ONE-TIME R&R | ONE-TIME R&R<br>COST | NUMBER OF<br>REFERRALS | REFERRAL<br>BONUS COST | TOTAL COST         | ADDITIONAL<br>10% | TOTAL COST (WITH<br>10%) |
|-------------------------------------------------------------------------------------|------------|------------------|-----------------------|--------------|----------------------|------------------------|------------------------|--------------------|-------------------|--------------------------|
| Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)               |            |                  | \$94,167              | \$10,000     | \$0                  | 1                      | \$5,000                | \$99,167           | \$9,917           | \$109,084                |
| Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety) |            |                  | \$2,917               | \$10,000     | \$0                  | 0                      | \$0                    | \$2,917            | \$292             | \$3,208                  |
| Psychologist-Clinical, Correctional Facility                                        |            |                  | \$666,668             | \$10,000     | \$0                  | 2                      | \$10,000               | \$676,668          | \$67,667          | \$744,334                |
| Recreation Therapist, Correctional Facility                                         |            |                  | \$135,001             | \$10,000     | \$0                  | 2                      | \$10,000               | \$145,001          | \$14,500          | \$159,501                |
| Senior Psychologist, Correctional Facility (Specialist)                             |            |                  | \$283,334             | \$10,000     | \$0                  | 0                      | \$0                    | \$283,334          | \$28,333          | \$311,667                |
| Clinical Social Worker (Health/Correctional Facility) – Safety                      |            |                  | \$775,001             | \$10,000     | \$0                  | 3                      | \$15,000               | \$790,001          | \$79,000          | \$869,001                |
| Medical Assistant                                                                   |            |                  | \$73,750              | \$10,000     | \$0                  | 0                      | \$0                    | \$73,750           | \$7,375           | \$81,125                 |
| Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)               |            |                  | \$12,500              | \$10,000     | \$0                  | 0                      | \$0                    | \$12,500           | \$1,250           | \$13,750                 |
| Receiver's Clinical Executive (Safety)-Psychiatry                                   |            |                  | \$1,250               | \$10,000     | \$0                  | 0                      | \$0                    | \$1,250            | \$125             | \$1,375                  |
| Receiver's Clinical Executive (Safety)-Psychology                                   |            |                  | \$20,000              | \$10,000     | \$0                  | 0                      | \$0                    | \$20,000           | \$2,000           | \$22,000                 |
| Receiver's Medical Executive (Safety)-Psychiatry                                    |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Receiver's Medical Executive (Safety)-Psychology                                    |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Career Executive Assignment-Psychiatry                                              |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Career Executive Assignment-Psychology                                              |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Deputy Director-Mental Health Program                                               |            |                  | \$417                 | \$10,000     | \$0                  | 0                      | \$0                    | \$417              | \$42              | \$458                    |
| Program Director (Mental Disabilities-Safety)                                       |            |                  | \$18,333              | \$10,000     | \$0                  | 0                      | \$0                    | \$18,333           | \$1,833           | \$20,167                 |
| Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety) |            |                  | \$7,500               | \$10,000     | \$0                  | 0                      | \$0                    | \$7,500            | \$750             | \$8,250                  |
| Program Assistant (Mental Disabilities-Safety)                                      |            |                  | \$10,000              | \$10,000     | \$0                  | 0                      | \$0                    | \$10,000           | \$1,000           | \$11,000                 |
| Mental Health Administrator, CEA (Safety)                                           |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Mental Health Administrator (Safety)                                                |            |                  | \$0                   | \$10,000     | \$0                  | 0                      | \$0                    | \$0                | \$0               | \$0                      |
| Senior Psychologist, Correctional Facility (Supervisor)                             |            |                  | \$178,334             | \$10,000     | \$0                  | 0                      | \$0                    | \$178,334          | \$17,833          | \$196,167                |
| Supervising Psychiatric Social Worker I, Correctional Facility                      |            |                  | \$73,333              | \$10,000     | \$0                  | 0                      | \$0                    | \$73,333           | \$7,333           | \$80,667                 |
| Chief Psychologist, Correctional Facility                                           |            |                  | \$105,000             | \$10,000     | \$0                  | 0                      | \$0                    | \$105,000          | \$10,500          | \$115,500                |
| Clinical Social Worker (Health Facility)                                            |            |                  | \$3,333               | \$10,000     | \$0                  | 0                      | \$0                    | \$3,333            | \$333             | \$3,667                  |
| Supervising Psychiatric Social Worker II, Correctional Facility                     |            |                  | \$5,000               | \$10,000     | \$0                  | 0                      | \$0                    | \$5,000            | \$500             | \$5,500                  |
| Supervising Psychiatric Social Worker I                                             |            |                  | \$6,667               | \$10,000     | \$0                  | 0                      | \$0                    | \$6,667            | \$667             | \$7,333                  |
| Marriage And Family Therapist                                                       |            |                  | \$86,667              | \$10,000     | \$0                  | 0                      | \$0                    | \$86,667           | \$8,667           | \$95,333                 |
| Clinical Counselor                                                                  |            |                  | \$35,000              | \$10,000     | \$0                  | 0                      | \$0                    | \$35,000           | \$3,500           | \$38,500                 |
| Rehabilitation Therapist                                                            |            |                  | \$9,167               | \$10,000     | \$0                  | 0                      | \$0                    | \$9,167            | \$917             | \$10,083                 |
| Psychiatric Nurse Practitioner                                                      |            |                  | \$417                 | \$10,000     | \$0                  | 0                      | \$0                    | \$417              | \$42              | \$458                    |
| <b>Total</b>                                                                        |            |                  | <b>\$2,603,756</b>    |              | <b>\$0</b>           | <b>8</b>               | <b>\$40,000</b>        | <b>\$2,643,756</b> | <b>\$264,376</b>  | <b>\$2,908,131</b>       |

Data as of 9-25-2026.

Note: Actual expenditures are based on MIRS payment report.

Validation of eligibility for referrals is still in progress, total may be subject to change.