

SEE-CARE Wage Scale as of March 29, 2026

Time in Service (time since hire date at SEE-CARE)	Increase (\$/hr)	Total Seniority Adjustment (add to base rate)	PTO hours (per year for full time employees)
6 months	\$0.50	\$0.50	160
1 year	\$0.50	\$1.00	160
2 years	\$0.50	\$1.50	160
3 years	\$0.75	\$2.25	160
4 years	\$0.75	\$3.00	160
5 years	\$1.00	\$4.00	200
6 years	\$0.75	\$4.75	200
7 years	\$0.75	\$5.50	200
8 years	\$0.75	\$6.25	200
9 years	\$0.75	\$7.00	200
10 years	\$1.00	\$8.00	240

Base wage scale. Seniority adjustment is added to this base scale:

- Administrative Assistant: \$21.25 per hour
- Junior Administrator: \$23.00 per hour
- Master Administrator: \$25.00 per hour
- Senior Administrator: \$26.50 per hour
- Sr Master Administrator: \$28.50 per hour
- Ophthalmic Technician – Level 1: \$21.25 per hour
- Ophthalmic Technician – Level 2: \$23.00 per hour
- Certified Ophthalmic Assistant*: \$25.00 per hour
- Certified Ophthalmic Technician*: \$29.00 per hour
- Certified Ophthalmic Medical Technician*: \$33.00 per hour

*JCAHPO certification: employees must maintain certification to remain at this wage level.

Additional:

These are added to the base hourly wage for qualified employees.

- \$0.50 additional per hour for maintenance of Ophthalmic Surgical Assistant Certification.
- \$1.50 additional per hour for designated Ophthalmic Technician Coaches
- \$2.50 additional per hour for Lead Position
- \$200.00 one time payment for completion of Refraction programmed text.