

Order 213-17/18

Passage: 8-0 on 5/21/2018

ETHAN K. STRIMLING (MAYOR)  
BELINDA S. RAY (1)  
SPENCER R. THIBODEAU (2)  
BRIAN E. BATSON (3)  
JUSTIN COSTA (4)

**CITY OF PORTLAND  
IN THE CITY COUNCIL**

Effective 5/31/2018

KIMBERLY M. COOK (5)  
JILL C. DUSON (A/L)  
PIOUS ALI (A/L)  
NICHOLAS M. MAVODONES, JR (A/L)

**ORDER AUTHORIZING NON-UNION WAGE ADJUSTMENT**

**ORDERED,** that an overall wage increase of two percent (2%) for non-union employees is hereby approved to be distributed by the City Manager in accordance with the updated non-union pay plan; and

**BE IT FURTHER ORDERED,** that the updated non-union position titles and updated non-union pay plan in substantially the form attached hereto are hereby approved, and

**BE IT FURTHER ORDERED,** that the Mayor, the City Council, the City Clerk and Corporation Counsel shall receive a two percent (2%) wage increase effective July 1, 2018.

**CITY OF PORTLAND, MAINE  
DBM JOB CLASSIFICATION SYSTEM  
UPDATED NON-UNION POSITION TITLES**

June 1, 2018

<b>STRUCTURE</b>	<b>SERIES</b>	<b>CLASS TITLE</b> (Standardized across job families reflecting internal alignment and may be different from working titles used.)
Administrative Support	Administrative Support	Administrative Technician Administrative Specialist Administrative Specialist, Senior
Airport Management	Airport	Airport Supervisor Airport Manager Airport Assistant Director
Executive	Executive	Department Director Assistant City Manager Senior Advisor
Facilities Management	Facilities Management	Facilities Field Supervisor Facilities Operations and Project Supervisor Facilities Manager
Finance	Finance	Finance Specialist Finance Specialist, Senior Finance Analyst Finance Administrator Finance Supervisor Finance Manager Finance Assistant Director
Fire Services	Fire Services	Fire Deputy Chief Fire Division Chief Fire Assistant Chief
Health & Human Services	Health & Human Services	HHS Coordinator HHS Analyst HHS Supervisor HHS Manager
	Long-Term Care Center Administration	Registered Nurse Registered Nurse Supervisor Registered Nurse Manager

STRUCTURE	SERIES	CLASS TITLE (Standardized across job families reflecting internal alignment and may be different from working titles used.)
	Long-Term Care Center Administration, Cont.	LTC Center Supervisor LTC Center Manager
Human Resources	Human Resources	Human Resources Specialist Human Resources Coordinator Human Resources Analyst Human Resources Administrator Human Resources Manager
Information Technology	Information Technology	Technology Analyst Technology Analyst, Senior Technology Manager
	Business Systems	Business Systems Specialist Business Systems Analyst
	GIS	GIS Specialist GIS Analyst GIS Analyst, Senior GIS Supervisor/Project Manager
Legal Services	Legal Services	Paralegal Paralegal, Senior Attorney Attorney, Senior
	Stand-Alone	Police Legal Advisor
	Stand-Alone	Risk Management Supervisor
Management Services	Management Services	Management Analyst Associate Management Analyst Management Analyst, Senior
Occupational Health & Safety	Occupational Health & Safety	Health & Safety Specialist Health & Safety Supervisor Health & Safety Manager
	Stand-Alone	Employee Assistance Program Administrator
Parks & Recreation	Parks & Recreation	Parks & Recreation Analyst Parks & Rec Administrator/Supervisor Parks & Recreation Manager

<b>STRUCTURE</b>	<b>SERIES</b>	<b>CLASS TITLE</b> (Standardized across job families reflecting internal alignment and may be different from working titles used.)
Permitting & Inspections	Stand-Alone	Permitting Manager
	Inspections	Inspections Manager
Planning	Planning	Planning Analyst Planning Supervisor Planning Manager
Public Safety Structure/Police	Behavioral Health	Behavioral Health Analyst Behavioral Health Analyst, Senior
	Sworn	Police Major Police Commander Assistant Police Chief
	Stand-Alone	Emergency Communications Manager
Public Works	Engineering	Engineering Supervisor Engineering Manager
	Stand-Alone	Public Works Manager Public Works Assistant Director

Local 3400 Non Union Pay-Plan

Effective Date 6/1/2018

No. Union Employees

DBM Rating	Min	2	3	4	5	6	7	8	9	10	Max	Width
Step	1											
B21	\$17.39	\$17.91	\$18.45	\$19.00	\$19.57	\$20.16	\$20.77	\$21.39	\$22.03	\$22.69	\$23.37	34%
B22	\$18.97	\$19.54	\$20.13	\$20.73	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.50	34%
B23	\$20.55	\$21.17	\$21.80	\$22.46	\$23.13	\$23.82	\$24.54	\$25.28	\$26.03	\$26.81	\$27.62	34%
B24	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40	\$30.28	34%
B31	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40	\$30.28	34%
B25	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.73	\$30.63	\$31.54	\$32.49	\$33.47	34%
B32	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.73	\$30.63	\$31.54	\$32.49	\$33.47	34%
Step Diff		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	

DBM Rating	Min	2	3	4	5	6	7	8	9	10	11	12	Max	Width
Step	1													
C41	\$29.93	\$30.83	\$31.76	\$32.71	\$33.69	\$34.70	\$35.74	\$36.81	\$37.91	\$39.04	\$40.20	\$41.39	\$42.68	43%
C42	\$31.43	\$32.37	\$33.34	\$34.34	\$35.37	\$36.44	\$37.54	\$38.66	\$39.81	\$41.00	\$42.21	\$43.45	\$44.81	43%
C43	\$33.00	\$33.99	\$35.01	\$36.06	\$37.14	\$38.26	\$39.40	\$40.56	\$41.75	\$42.96	\$44.20	\$45.47	\$46.85	43%
C44	\$34.81	\$35.85	\$36.93	\$38.04	\$39.18	\$40.35	\$41.56	\$42.79	\$44.04	\$45.31	\$46.61	\$47.93	\$49.28	43%
C51	\$34.81	\$35.85	\$36.93	\$38.04	\$39.18	\$40.35	\$41.56	\$42.79	\$44.04	\$45.31	\$46.61	\$47.93	\$49.28	43%
C45	\$37.32	\$38.44	\$39.60	\$40.78	\$42.01	\$43.27	\$44.57	\$45.89	\$47.24	\$48.61	\$49.99	\$51.40	\$52.84	43%
C52	\$37.32	\$38.44	\$39.60	\$40.78	\$42.01	\$43.27	\$44.57	\$45.89	\$47.24	\$48.61	\$49.99	\$51.40	\$52.84	43%
D61	\$39.56	\$40.74	\$41.96	\$43.22	\$44.52	\$45.86	\$47.23	\$48.62	\$49.99	\$51.40	\$52.84	\$54.31	\$55.81	43%
D62	\$41.53	\$42.78	\$44.06	\$45.38	\$46.75	\$48.15	\$49.56	\$51.00	\$52.47	\$53.96	\$55.47	\$57.00	\$58.56	43%
D63	\$43.61	\$44.92	\$46.27	\$47.65	\$49.08	\$50.56	\$52.07	\$53.59	\$55.14	\$56.71	\$58.30	\$59.91	\$61.54	43%
D64	\$46.00	\$47.38	\$48.80	\$50.27	\$51.77	\$53.33	\$54.91	\$56.51	\$58.14	\$59.80	\$61.48	\$63.19	\$64.93	43%
D71	\$46.00	\$47.38	\$48.80	\$50.27	\$51.77	\$53.33	\$54.91	\$56.51	\$58.14	\$59.80	\$61.48	\$63.19	\$64.93	43%
D65	\$49.32	\$50.80	\$52.32	\$53.89	\$55.51	\$57.18	\$58.88	\$60.60	\$62.34	\$64.11	\$65.91	\$67.73	\$69.57	43%
D72	\$49.32	\$50.80	\$52.32	\$53.89	\$55.51	\$57.18	\$58.88	\$60.60	\$62.34	\$64.11	\$65.91	\$67.73	\$69.57	43%
E81	\$52.27	\$53.84	\$55.46	\$57.12	\$58.83	\$60.60	\$62.41	\$64.24	\$66.10	\$68.00	\$69.93	\$71.89	\$73.88	43%
E82	\$54.39	\$56.53	\$58.23	\$59.98	\$61.77	\$63.63	\$65.54	\$67.48	\$69.46	\$71.47	\$73.51	\$75.58	\$77.68	43%
E83	\$57.63	\$59.36	\$61.14	\$62.97	\$64.86	\$66.81	\$68.81	\$70.84	\$72.91	\$75.01	\$77.14	\$79.30	\$81.49	43%
E84	\$60.79	\$62.61	\$64.49	\$66.43	\$68.42	\$70.47	\$72.56	\$74.68	\$76.83	\$79.01	\$81.22	\$83.46	\$85.73	43%
E91	\$60.79	\$62.61	\$64.49	\$66.43	\$68.42	\$70.47	\$72.56	\$74.68	\$76.83	\$79.01	\$81.22	\$83.46	\$85.73	43%
E85	\$65.18	\$67.13	\$69.15	\$71.22	\$73.36	\$75.56	\$77.80	\$80.07	\$82.38	\$84.72	\$87.09	\$89.49	\$91.93	43%
E92	\$65.18	\$67.13	\$69.15	\$71.22	\$73.36	\$75.56	\$77.80	\$80.07	\$82.38	\$84.72	\$87.09	\$89.49	\$91.93	43%
Step Diff		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	

Control Point = 80th percentile of market  
No step increases beyond control point