

APPENDIX A

CLASSIFICATION PLAN

| <u>Pay Grade</u> | <u>Job Title</u> |
|------------------|---|
| 9M | Compliance Section Coordinator (A) |
| 9M | Historic Preservation Manager |
| 9M | Mid-Level Health Practitioner (inactive) |
| 9M | Psychiatric Nurse Practitioner (inactive) |
| 9M | Senior Engineer (A) |
| 9M | Senior Transportation Engineer (A) |
| 9 | Airport Project Engineer (A) |
| 9 | Asset Manager |
| 9 | Chief Surveyor (A) |
| 9 | Construction Engineering Coordinator (A) |
| 9 | District Coordinator |
| 9 | Field Inspection Coordinator (inactive) |
| 9 | Parks Operations Manager/City Arborist |
| 9 | Parks Operations Coordinator |
| 9 | Principal Registered Nurse (Barron Center) (*) |
| 9 | Project Engineer (A) |
| 9 | Targeted Services and Training Specialist |
| 9 | Tax Assessment Analyst |
| 9 | Technical/Customer Service Coordinator (inactive) |
| 9 | Traffic Operations Coordinator |
| 9 | Urban Designer (B or C) |
| 9 | Wastewater Facilities Coordinator |
| 9 | Zoning Administrator |
| 8 | Computer Operations Supervisor |
| 8 | Customer Services Coordinator (inactive) |
| 8 | Development Review Coordinator (A) |
| 8 | HCD Program Manager |
| 8 | HVAC Coordinator* |
| 8 | Landscape Architect (B) (Inactive) |
| 8 | Lead-Based Paint Program Manager |
| 8 | Licensing & Registration Coordinator (inactive) |
| 8 | Marketing and Communications Coordinator |
| 8 | Parking Division Supervisor |
| 8 | Paving Coordinator |
| 8 | Physical Therapy Director (inactive) |
| 8 | Plant Engineer Coordinator |
| 8 | Project Manager |
| 8 | Project Manager – Parks, Recreation & Facilities |
| 8 | Public Relations Coordinator (inactive) |
| 8 | Senior Planner (C) |
| 8 | Senior Project Surveyor (A) |
| 8 | Stormwater Coordinator |

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| 8 | Systems Coordinator |
| 8 | Technical Services Supervisor |
| 8 | Transportation Engineer (A) |
| 8 | Water Resources Engineer (A) |
| 7 | Airport Administrative Coordinator (E) |
| 7 | Aquatics Supervisor |
| 7 | Assistant Engineer (A) |
| 7 | Assistant Landscape Architect (B) (inactive) |
| 7 | Assistant Shelter Manager (inactive) |
| 7 | Chronic Disease Prevention Specialist (inactive) |
| 7 | Commercial Waste Program Administrator (inactive) |
| 7 | Computer Operations Supervisor |
| 7 | Dental Health Project Coordinator |
| 7 | Elections Administrator |
| 7 | Facilities Tech Coordinator |
| 7 | GIS Coordinator (A) |
| 7 | Lead Paint Hazard Reduction Program Coordinator (inactive) |
| 7 | Licensed Drug and Alcohol Counselor (inactive) |
| 7 | Medical Case Coordinator (Inactive) |
| 7 | Minority Health Promotion Specialist (inactive) |
| 7 | Planner (C) |
| 7 | Police Information Technician |
| 7 | Property and Evidence Coordinator |
| 7 | Public Health Epidemiologist (D) (Inactive) |
| 7 | Recreation Supervisor |
| 7 | Sales and Marketing Coordinator (inactive) |
| 7 | Senior Accountant (F) |
| 7 | Senior Events Manager |
| 7 | Technical Director |
| 6 | Airport Operations Center Supervisor (E) |
| 6 | Airport Operations Supervisor* (E) |
| 6 | Aquatics Leader |
| 6 | Booking Coordinator |
| 6 | Community Health Promotion Specialist |
| 6 | Community Services Coordinator |
| 6 | Event Manager |
| 6 | Facilities Manager |
| 6 | Human Services Counselor/Shelters |
| 6 | Inventory Manager (Inactive) |
| 6 | Police Victim/Witness Advocate |
| 6 | Recreation Leader |
| 6 | Training and Operations Coordinator |
| 6 | Zoning Specialist |
| 5 | Airport Operations Coordinator II* (E) |
| 5 | Assistant Director of Food Services |
| 5 | Assistant Technical Director |
| 5 | Customer Relations Specialist |

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|---|---|
| 5 | Facilities Coordinator |
| 5 | Food and Beverage Coordinator |
| 5 | Food Production Coordinator (2016) |
| 5 | Housekeeping Supervisor |
| 5 | Human Services Counselor/ Case Manager |
| 5 | Laundry Supervisor |
| 5 | Office Manager |
| 5 | Scheduling Coordinator |
| 5 | Special Activities Coordinator (Inactive) |
| 5 | Web Master |

4 Airport Operations Coordinator I* (E)

- (A) 3% differential to be paid upon presentation to the City of the State of Maine certification for Fundamentals of Engineering (FE), Engineer Intern or Fundamentals of Survey (FS), 6% differential to be paid upon registration in the State of Maine as a Professional Engineer (PE) or Professional Land Surveyor (PLS). Employees shall receive a maximum 6% differential payment.
- (B) 6% differential to be paid upon presentation to the City of the State of Maine certification as a Landscape Architect.
- (C) 6% differential to be paid upon presentation to the City of certification from the American Institute of Certified Planner as a Certified Planner.
- (D) 6% differential to be paid to employees in this class who possess a Master's Degree in Public Health or a Master's Degree in a related discipline that is approved by the Epidemiology Program Manager.
- (E) 6% differential to be paid to employees in this class who possess a Master's Degree in Aviation, Management, Business Administration or other specialization related to their duties in airport administration.
- (F) 6% differential to be paid to employees in this class who possess a Certified Public Accountant (CPA) certification
- (*) 40 hour per week position

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|------------------------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------------|-------------|-------------|
| FY20 PRO-TECH PAY PLAN | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Union 15 | | | | | | | | | | COLA (Protective) | | 0.025 |
| PAY | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| GRADE | | Recruit | 6mos-1yr | 1 yr | 2 yrs | 3yrs | 4yrs | 5 yrs | 6 yrs | 7 yrs | 12 - 15 yrs | 15+ yrs |
| 9M | Annual | \$64,291.76 | \$66,261.00 | \$68,289.00 | \$70,375.76 | \$72,540.00 | \$74,548.76 | \$76,459.76 | \$79,248.00 | \$81,432.00 | \$83,869.76 | \$86,385.00 |
| | Weekly | \$1,236.38 | \$1,274.25 | \$1,313.25 | \$1,353.38 | \$1,395.00 | \$1,433.63 | \$1,470.38 | \$1,524.00 | \$1,566.00 | \$1,612.88 | \$1,661.25 |
| | Hourly | \$32.97 | \$33.98 | \$35.02 | \$36.09 | \$37.20 | \$38.23 | \$39.21 | \$40.64 | \$41.76 | \$43.01 | \$44.30 |
| 9 | Annual | \$58,968.00 | \$60,742.76 | \$62,575.76 | \$64,467.00 | \$66,417.00 | \$68,367.00 | \$70,356.00 | \$72,559.76 | \$74,665.76 | \$76,908.00 | \$79,209.00 |
| | Weekly | \$1,134.00 | \$1,168.13 | \$1,203.38 | \$1,239.75 | \$1,277.25 | \$1,314.75 | \$1,353.00 | \$1,395.38 | \$1,435.88 | \$1,479.00 | \$1,523.25 |
| | Hourly | \$30.24 | \$31.15 | \$32.09 | \$33.06 | \$34.06 | \$35.06 | \$36.08 | \$37.21 | \$38.29 | \$39.44 | \$40.62 |
| 8 | Annual | \$53,625.00 | \$55,204.76 | \$56,881.76 | \$58,539.00 | \$60,294.00 | \$62,166.00 | \$64,252.76 | \$65,871.00 | \$67,938.00 | \$69,985.76 | \$72,091.76 |
| | Weekly | \$1,031.25 | \$1,061.63 | \$1,093.88 | \$1,125.75 | \$1,159.50 | \$1,195.50 | \$1,235.63 | \$1,266.75 | \$1,306.50 | \$1,345.88 | \$1,386.38 |
| | Hourly | \$27.50 | \$28.31 | \$29.17 | \$30.02 | \$30.92 | \$31.88 | \$32.95 | \$33.78 | \$34.84 | \$35.89 | \$36.97 |
| 7 | Annual | \$48,750.00 | \$50,193.00 | \$51,714.00 | \$53,254.76 | \$54,873.00 | \$56,530.76 | \$58,227.00 | \$59,962.76 | \$61,756.76 | \$63,609.00 | \$65,520.00 |
| | Weekly | \$937.50 | \$965.25 | \$994.50 | \$1,024.13 | \$1,055.25 | \$1,087.13 | \$1,119.75 | \$1,153.13 | \$1,187.63 | \$1,223.25 | \$1,260.00 |
| | Hourly | \$25.00 | \$25.74 | \$26.52 | \$27.31 | \$28.14 | \$28.99 | \$29.86 | \$30.75 | \$31.67 | \$32.62 | \$33.60 |
| 6 | Annual | \$44,284.76 | \$45,630.00 | \$46,995.00 | \$48,477.00 | \$49,861.76 | \$51,285.00 | \$52,923.00 | \$54,424.76 | \$56,062.76 | \$57,759.00 | \$59,494.76 |
| | Weekly | \$851.63 | \$877.50 | \$903.75 | \$932.25 | \$958.88 | \$986.25 | \$1,017.75 | \$1,046.63 | \$1,078.13 | \$1,110.75 | \$1,144.13 |
| | Hourly | \$22.71 | \$23.40 | \$24.10 | \$24.86 | \$25.57 | \$26.30 | \$27.14 | \$27.91 | \$28.75 | \$29.62 | \$30.51 |
| 5 | Annual | \$40,267.76 | \$41,515.76 | \$42,744.00 | \$44,089.76 | \$45,376.76 | \$46,702.76 | \$48,106.76 | \$49,549.76 | \$51,070.76 | \$52,650.00 | \$54,229.76 |
| | Weekly | \$774.38 | \$798.38 | \$822.00 | \$847.88 | \$872.63 | \$898.13 | \$925.13 | \$952.88 | \$982.13 | \$1,012.50 | \$1,042.88 |
| | Hourly | \$20.65 | \$21.29 | \$21.92 | \$22.61 | \$23.27 | \$23.95 | \$24.67 | \$25.41 | \$26.19 | \$27.00 | \$27.81 |
| 4 | Annual | \$36,601.76 | \$37,693.76 | \$38,805.00 | \$39,916.76 | \$41,184.00 | \$42,412.76 | \$43,699.76 | \$45,006.00 | \$46,351.76 | \$47,736.00 | \$49,159.76 |
| | Weekly | \$703.88 | \$724.88 | \$746.25 | \$767.63 | \$792.00 | \$815.63 | \$840.38 | \$865.50 | \$891.38 | \$918.00 | \$945.38 |
| | Hourly | \$18.77 | \$19.33 | \$19.90 | \$20.47 | \$21.12 | \$21.75 | \$22.41 | \$23.08 | \$23.77 | \$24.48 | \$25.21 |

| Mid-Level Health Practioners (MLH / 234)+N41N41:Z43 | | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--|
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | |
| | Recruit | 6mos-1yr | 1 yr | 2 yrs | 3yrs | 4yrs | 5 yrs | 6 yrs | 7 yrs | 12 - 15 yrs | 15+ yrs | |
| Annual | \$74,217.00 | \$77,629.76 | \$80,418.00 | \$81,919.76 | \$83,811.00 | \$85,663.76 | \$87,652.76 | \$89,583.00 | \$92,293.76 | \$95,062.76 | \$104,436.80 | |
| Weekly | \$1,427.25 | \$1,492.88 | \$1,546.50 | \$1,575.38 | \$1,611.75 | \$1,647.38 | \$1,685.63 | \$1,722.75 | \$1,774.88 | \$1,828.13 | \$2,008.40 | |
| Hourly | \$38.06 | \$39.81 | \$41.24 | \$42.01 | \$42.98 | \$43.93 | \$44.95 | \$45.94 | \$47.33 | \$48.75 | \$50.21 | |
| Psychiatric Nurse Practioner | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$78,702.00 | \$82,134.00 | \$84,922.76 | \$86,443.76 | \$88,296.00 | \$90,168.00 | \$92,157.00 | \$94,107.00 | \$96,778.76 | \$99,703.76 | \$109,532.80 | |
| Weekly | \$1,513.50 | \$1,579.50 | \$1,633.13 | \$1,662.38 | \$1,698.00 | \$1,734.00 | \$1,772.25 | \$1,809.75 | \$1,861.13 | \$1,917.38 | \$2,106.40 | |
| Hourly | \$40.36 | \$42.12 | \$43.55 | \$44.33 | \$45.28 | \$46.24 | \$47.26 | \$48.26 | \$49.63 | \$51.13 | \$52.66 | |
| Principal Registered Nurse 40 Hours Grade 9 (PR1 / 485) | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$62,899.20 | \$64,792.00 | \$66,747.20 | \$68,764.80 | \$70,844.80 | \$72,924.80 | \$75,046.40 | \$77,396.80 | \$79,643.20 | \$82,035.20 | \$84,489.60 | |
| Weekly | \$1,209.60 | \$1,246.00 | \$1,283.60 | \$1,322.40 | \$1,362.40 | \$1,402.40 | \$1,443.20 | \$1,488.40 | \$1,531.60 | \$1,577.60 | \$1,624.80 | |
| Hourly | \$30.24 | \$31.15 | \$32.09 | \$33.06 | \$34.06 | \$35.06 | \$36.08 | \$37.21 | \$38.29 | \$39.44 | \$40.62 | |
| Airport Operations Coordinator I 40 Hours Grade 4 (AC / 679) | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$39,041.60 | \$40,206.40 | \$41,392.00 | \$42,577.60 | \$43,929.60 | \$45,240.00 | \$46,612.80 | \$48,006.40 | \$49,441.60 | \$50,918.40 | \$52,436.80 | |
| Weekly | \$750.80 | \$773.20 | \$796.00 | \$818.80 | \$844.80 | \$870.00 | \$896.40 | \$923.20 | \$950.80 | \$979.20 | \$1,008.40 | |
| Hourly | \$18.77 | \$19.33 | \$19.90 | \$20.47 | \$21.12 | \$21.75 | \$22.41 | \$23.08 | \$23.77 | \$24.48 | \$25.21 | |
| Airport Operations Coordinator II 40 Hours Grade 5 | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$42,952.00 | \$44,283.20 | \$45,593.60 | \$47,028.80 | \$48,401.60 | \$49,816.00 | \$51,313.60 | \$52,852.80 | \$54,475.20 | \$56,160.00 | \$57,844.80 | |
| Weekly | \$826.00 | \$851.60 | \$876.80 | \$904.40 | \$930.80 | \$958.00 | \$986.80 | \$1,016.40 | \$1,047.60 | \$1,080.00 | \$1,112.40 | |
| Hourly | \$20.65 | \$21.29 | \$21.92 | \$22.61 | \$23.27 | \$23.95 | \$24.67 | \$25.41 | \$26.19 | \$27.00 | \$27.81 | |
| Airport Operations Supervisor 40 Hours Grade 6 | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$47,236.80 | \$48,672.00 | \$50,128.00 | \$51,708.80 | \$53,185.60 | \$54,704.00 | \$56,451.20 | \$58,052.80 | \$59,800.00 | \$61,609.60 | \$63,460.80 | |
| Weekly | \$908.40 | \$936.00 | \$964.00 | \$994.40 | \$1,022.80 | \$1,052.00 | \$1,085.60 | \$1,116.40 | \$1,150.00 | \$1,184.80 | \$1,220.40 | |
| Hourly | \$22.71 | \$23.40 | \$24.10 | \$24.86 | \$25.57 | \$26.30 | \$27.14 | \$27.91 | \$28.75 | \$29.62 | \$30.51 | |
| HVAC Coordinator 40 Hours Grade 8 | | | | | | | | | | | | |
| 07/07/2019 (FY20) | | | | | | | | | | | | |
| Annual | \$57,200.00 | \$58,884.80 | \$60,673.60 | \$62,441.60 | \$64,313.60 | \$66,310.40 | \$68,536.00 | \$70,262.40 | \$72,467.20 | \$74,651.20 | \$76,897.60 | |
| Weekly | \$1,100.00 | \$1,132.40 | \$1,166.80 | \$1,200.80 | \$1,236.80 | \$1,275.20 | \$1,318.00 | \$1,351.20 | \$1,393.60 | \$1,435.60 | \$1,478.80 | |
| Hourly | \$27.50 | \$28.31 | \$29.17 | \$30.02 | \$30.92 | \$31.88 | \$32.95 | \$33.78 | \$34.84 | \$35.89 | \$36.97 | |