

**APPENDIX B-1
AFSCME/LABOR AND TRADES CLASSIFICATION PLAN**

Grade 8

Grade 10

Custodial Worker
Laborer

Grade 11

Floating Custodial Worker

Grade 13

Grade 14

Building Maintenance/Custodial Worker
Maintenance Worker

Grade 15

3rd Class Welder Assistant (F)
Trades Worker I

Grade 16

Arborist I
Journeyman Electrician
Maintenance Worker I
Mechanic I (F)

Grade 17

HVAC I
Water Resources MW I
Maintenance Worker II
Maintenance Worker II (Solid Waste) H
Trades Worker II

Grade 18

Arborist II
Facilities Electrician
Facilities Plumber
Maintenance Worker III
Maintenance Worker III (Solid Waste) H
Mechanic II (F)
Parking Meter Technician III
Parks Facilities Assistant
PDD Steward
Sewer Facilities Technician

Water Resources MW II
2nd Class Welder Machinist (F)
Traffic Computer Sign Operator

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Grade 19

Arborist III
Athletic Facilities Steward
Assistant Dispatcher
Autobody Repair Worker (F)
HVAC II
Master Electrician (B)
Mechanic III (F)
Trades Worker III
Traffic Signal Repair Worker (A)
1st Class Welder Machinist (F)

Grade 19M

Facilities Master Electrician (B)
Facilities Master Plumber (D)
HVAC III (E)
Parks Facilities Technician
Systems and Lighting Technician (A, C)
Water Resources MW III

***Airport Designations**

Grade 15A

Airport Maintenance Worker I (6 month max)

Grade 16A

Airport Maintenance Worker II
Airport Facilities Technician Assistant I

Grade 18A

Airport Facilities Technician Assistant II

Grade 19A

Airport Maintenance Worker III

Grade 19MA

Airport Airfield Electrician
Airport Facilities Technician

- (A) Employees in this classification who possess a valid State of Maine Masters Electrician License will receive a 3% stipend in addition to their base weekly pay.
- (B) Employees in this classification who possess IMSA Level II for Fire Alarms or Street Lighting will receive a 3% stipend in addition to their base weekly pay.
- (C) Employees in this classification who possess IMSA Level III traffic signal will receive a 3% stipend in addition to their base weekly pay.
- (D) Employees in this classification who possess a Natural Gas & Propane license will receive a 3% stipend in addition to their base weekly pay.
- (E) Employees in this classification who possess all three of the required will receive a 3% stipend in addition to their base weekly pay.
- (F) Employees in this classification will receive a \$1.00 per hour market rate stipend.
- (G) Employees in this classification will receive a \$.50 per hour market rate stipend.
- (H) Employees in this classification will receive a \$1.00 per hour market rate stipend.**

Effective 7/7/2019							
Pay Grade	2	3	4	5	6	7	8
	6 mos - 1Yr	1 - 2 Yrs	2 - 4 Yrs	4 - 6 Yrs	6 - 8 Yrs	8 - 12 Yrs	12+ Yrs
6	\$ 578.00	\$ 589.20	\$ 603.20	\$ 619.20	\$ 635.20	\$ 650.80	\$ 670.40
	\$ 14.45	\$ 14.73	\$ 15.08	\$ 15.48	\$ 15.88	\$ 16.27	\$ 16.76
7	\$ 638.40	\$ 652.80	\$ 666.80	\$ 684.00	\$ 702.00	\$ 720.00	\$ 741.60
	\$ 15.96	\$ 16.32	\$ 16.67	\$ 17.10	\$ 17.55	\$ 18.00	\$ 18.54
8	\$ 650.80	\$ 663.60	\$ 680.00	\$ 697.20	\$ 714.00	\$ 732.00	\$ 754.00
	\$ 16.27	\$ 16.59	\$ 17.00	\$ 17.43	\$ 17.85	\$ 18.30	\$ 18.85
10	\$ 674.40	\$ 686.80	\$ 705.20	\$ 722.80	\$ 739.20	\$ 757.60	\$ 780.40
	\$ 16.86	\$ 17.17	\$ 17.63	\$ 18.07	\$ 18.48	\$ 18.94	\$ 19.51
11	\$ 688.00	\$ 702.00	\$ 720.00	\$ 737.20	\$ 755.60	\$ 775.20	\$ 798.40
	\$ 17.20	\$ 17.55	\$ 18.00	\$ 18.43	\$ 18.89	\$ 19.38	\$ 19.96
13	\$ 704.00	\$ 716.80	\$ 736.00	\$ 754.00	\$ 772.80	\$ 792.40	\$ 816.00
	\$ 17.60	\$ 17.92	\$ 18.40	\$ 18.85	\$ 19.32	\$ 19.81	\$ 20.40
14	\$ 721.60	\$ 734.80	\$ 753.20	\$ 771.60	\$ 792.00	\$ 810.00	\$ 834.40
	\$ 18.04	\$ 18.37	\$ 18.83	\$ 19.29	\$ 19.80	\$ 20.25	\$ 20.86
15	\$ 737.20	\$ 752.80	\$ 771.20	\$ 790.80	\$ 809.20	\$ 830.00	\$ 854.80
	\$ 18.43	\$ 18.82	\$ 19.28	\$ 19.77	\$ 20.23	\$ 20.75	\$ 21.37
16	\$ 752.00	\$ 768.40	\$ 785.20	\$ 806.00	\$ 826.00	\$ 845.20	\$ 870.40
	\$ 18.80	\$ 19.21	\$ 19.63	\$ 20.15	\$ 20.65	\$ 21.13	\$ 21.76
17	\$ 770.00	\$ 784.40	\$ 803.60	\$ 824.40	\$ 843.60	\$ 866.40	\$ 892.40
	\$ 19.25	\$ 19.61	\$ 20.09	\$ 20.61	\$ 21.09	\$ 21.66	\$ 22.31
18	\$ 792.40	\$ 806.80	\$ 827.20	\$ 848.80	\$ 869.20	\$ 891.20	\$ 918.00
	\$ 19.81	\$ 20.17	\$ 20.68	\$ 21.22	\$ 21.73	\$ 22.28	\$ 22.95
19	\$ 830.80	\$ 848.80	\$ 869.60	\$ 890.80	\$ 914.40	\$ 936.40	\$ 964.40
	\$ 20.77	\$ 21.22	\$ 21.74	\$ 22.27	\$ 22.86	\$ 23.41	\$ 24.11
19M	\$ 936.00	\$ 964.40	\$ 994.40	\$ 1,023.20	\$ 1,053.20	\$ 1,085.20	\$ 1,117.60
	\$ 23.40	\$ 24.11	\$ 24.86	\$ 25.58	\$ 26.33	\$ 27.13	\$ 27.94
Add new 12+ year step (3% higher than previous step)							

Effective 7/5/2020								
Pay Grade	2	3	4	5	6	7	8	9
	6 mos - 1Yr	1 - 2 Yrs	2 - 4 Yrs	4 - 6 Yrs	6 - 8 Yrs	8 - 12 Yrs	12 - 15 Yrs	15+ Yrs
6	\$ 614.00	\$ 625.60	\$ 639.60	\$ 656.40	\$ 672.80	\$ 688.80	\$ 708.80	\$ 750.00
	\$ 15.35	\$ 15.64	\$ 15.99	\$ 16.41	\$ 16.82	\$ 17.22	\$ 17.72	\$ 18.75
7	\$ 676.00	\$ 690.80	\$ 705.20	\$ 722.80	\$ 741.20	\$ 760.00	\$ 782.00	\$ 825.60
	\$ 16.90	\$ 17.27	\$ 17.63	\$ 18.07	\$ 18.53	\$ 19.00	\$ 19.55	\$ 20.64
8	\$ 688.80	\$ 702.00	\$ 718.80	\$ 736.40	\$ 753.60	\$ 772.00	\$ 794.80	\$ 838.80
	\$ 17.22	\$ 17.55	\$ 17.97	\$ 18.41	\$ 18.84	\$ 19.30	\$ 19.87	\$ 20.97
10	\$ 712.80	\$ 725.60	\$ 744.40	\$ 762.80	\$ 779.60	\$ 798.40	\$ 822.00	\$ 866.80
	\$ 17.82	\$ 18.14	\$ 18.61	\$ 19.07	\$ 19.49	\$ 19.96	\$ 20.55	\$ 21.67
11	\$ 726.80	\$ 741.20	\$ 760.00	\$ 777.60	\$ 796.40	\$ 816.40	\$ 840.40	\$ 885.60
	\$ 18.17	\$ 18.53	\$ 19.00	\$ 19.44	\$ 19.91	\$ 20.41	\$ 21.01	\$ 22.14
13	\$ 743.20	\$ 756.40	\$ 776.40	\$ 794.80	\$ 814.00	\$ 834.00	\$ 858.40	\$ 904.00
	\$ 18.58	\$ 18.91	\$ 19.41	\$ 19.87	\$ 20.35	\$ 20.85	\$ 21.46	\$ 22.60
14	\$ 761.60	\$ 775.20	\$ 794.00	\$ 812.80	\$ 833.60	\$ 852.40	\$ 877.20	\$ 923.60
	\$ 19.04	\$ 19.38	\$ 19.85	\$ 20.32	\$ 20.84	\$ 21.31	\$ 21.93	\$ 23.09
15	\$ 777.60	\$ 793.60	\$ 812.40	\$ 832.40	\$ 851.60	\$ 872.80	\$ 898.40	\$ 945.20
	\$ 19.44	\$ 19.84	\$ 20.31	\$ 20.81	\$ 21.29	\$ 21.82	\$ 22.46	\$ 23.63
16	\$ 792.80	\$ 809.60	\$ 826.80	\$ 848.00	\$ 868.80	\$ 888.40	\$ 914.40	\$ 962.00
	\$ 19.82	\$ 20.24	\$ 20.67	\$ 21.20	\$ 21.72	\$ 22.21	\$ 22.86	\$ 24.05
17	\$ 811.20	\$ 826.00	\$ 845.60	\$ 867.20	\$ 886.80	\$ 910.40	\$ 936.80	\$ 984.80
	\$ 20.28	\$ 20.65	\$ 21.14	\$ 21.68	\$ 22.17	\$ 22.76	\$ 23.42	\$ 24.62
18	\$ 834.00	\$ 848.80	\$ 870.00	\$ 892.00	\$ 913.20	\$ 935.60	\$ 963.20	\$1,012.00
	\$ 20.85	\$ 21.22	\$ 21.75	\$ 22.30	\$ 22.83	\$ 23.39	\$ 24.08	\$ 25.30
19	\$ 873.60	\$ 892.00	\$ 913.60	\$ 935.20	\$ 959.60	\$ 982.00	\$1,010.80	\$1,061.20
	\$ 21.84	\$ 22.30	\$ 22.84	\$ 23.38	\$ 23.99	\$ 24.55	\$ 25.27	\$ 26.53
19M	\$ 981.60	\$1,010.80	\$1,041.60	\$1,071.20	\$1,102.00	\$1,135.20	\$1,168.40	\$1,223.60
	\$ 24.54	\$ 25.27	\$ 26.04	\$ 26.78	\$ 27.55	\$ 28.38	\$ 29.21	\$ 30.59

Add new 15+ year step (3% higher than previous step. Also add in \$.50 per hour that covers pants, meal allowance, boots and winter stipend.

AIRPORT PAY SCALE									
AFSCME Labor & Trades									
Effective July 2019									
2.50%									
PAY GRADE	Recruit	2	3	4	5	6	7	8	
		6 mos-1yr	1-2 yrs	2-4 yrs	4-6 yrs	6-8 yrs	8 - 12 yrs	12+ yrs	
15A	\$18.21								
16A	\$20.24	\$21.08	\$21.56	\$22.03	\$22.61	\$23.15	\$23.70	\$24.41	
18A	\$21.01	\$21.88	\$22.28	\$22.84	\$23.44	\$24.02	\$24.61	\$25.35	
19A	\$22.11	\$23.04	\$23.52	\$24.11	\$24.69	\$25.34	\$25.95	\$26.73	
19MA	\$24.88	\$25.91	\$26.71	\$27.54	\$28.33	\$29.19	\$30.07	\$30.97	

AIRPORT PAY SCALE										
AFSCME Labor & Trades										
Effective July 2020										
2.75%										
PAY GRADE	Recruit	2	3	4	5	6	7	8	9	
		6 mos-1yr	1-2 yrs	2-4 yrs	4-6 yrs	6-8 yrs	8 - 12 yrs	12 -15 yrs	15+ yrs	
15A	\$18.71									
16A	\$20.80	\$21.66	\$22.15	\$22.64	\$23.23	\$23.79	\$24.35	\$25.08	\$25.83	
18A	\$21.59	\$22.48	\$22.89	\$23.47	\$24.08	\$24.68	\$25.29	\$26.05	\$26.83	
19A	\$22.72	\$23.67	\$24.17	\$24.77	\$25.37	\$26.04	\$26.66	\$27.47	\$28.29	
19MA	\$25.56	\$26.62	\$27.44	\$28.30	\$29.11	\$29.99	\$30.90	\$31.82	\$32.77	

- Effective October 2, 2017 the new Airport market rate pay plans went into effect. All stipends and additional add pays went away as they are now built into the pay plan.