

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

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

Grade 17

Maintenance Worker II
Trades Worker II

Grade 18

Arborist II
Facilities Electrician
Facilities Plumber
Maintenance Worker III
Mechanic II (F)
Parking Meter Technician III
Parks Facilities Assistant
PDD Steward
Sewer Facilities Technician
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)
Master Electrician (B)
Mechanic III (F)
Trades Worker III
Traffic Signal Repair Worker
1st Class Welder Machinist (F)

Grade 19M

Facilities Master Electrician (B)
Facilities Master Plumber (D)
HVAC Technician (E)
Parks Facilities Technician
Sewer Inspector
Systems and Lighting Technician (A, C)

***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.

*Employees currently in these positions will be grandfathered at current rate and stipends.

AFSCME Labor & Trades

Effective July 3, 2016

2.00%

PAY GRADE	2	3	4	5	6	7
	6 mos-1yr	1-2 yrs	2-4 yrs	4-6 yrs	6-8 yrs	8+ yrs
6	\$542.00 \$13.55	\$552.40 \$13.81	\$565.60 \$14.14	\$580.40 \$14.51	\$595.60 \$14.89	\$610.00 \$15.25
7	\$598.40 \$14.96	\$612.00 \$15.30	\$625.20 \$15.63	\$641.20 \$16.03	\$658.00 \$16.45	\$675.20 \$16.88
8	\$610.00 \$15.25	\$622.40 \$15.56	\$637.60 \$15.94	\$653.60 \$16.34	\$669.60 \$16.74	\$686.40 \$17.16
10	\$632.40 \$15.81	\$644.00 \$16.10	\$661.20 \$16.53	\$677.60 \$16.94	\$693.20 \$17.33	\$710.40 \$17.76
11	\$645.20 \$16.13	\$658.00 \$16.45	\$675.20 \$16.88	\$691.20 \$17.28	\$708.80 \$17.72	\$727.20 \$18.18
13	\$660.00 \$16.50	\$672.00 \$16.80	\$690.00 \$17.25	\$707.20 \$17.68	\$724.80 \$18.12	\$743.20 \$18.58
14	\$676.40 \$16.91	\$689.20 \$17.23	\$706.40 \$17.66	\$723.60 \$18.09	\$742.80 \$18.57	\$759.60 \$18.99
15	\$691.20 \$17.28	\$706.00 \$17.65	\$723.20 \$18.08	\$741.60 \$18.54	\$758.80 \$18.97	\$778.00 \$19.45
16	\$705.20 \$17.63	\$720.40 \$18.01	\$736.00 \$18.40	\$755.60 \$18.89	\$774.40 \$19.36	\$792.40 \$19.81
17	\$722.00 \$18.05	\$735.20 \$18.38	\$753.60 \$18.84	\$773.20 \$19.33	\$791.20 \$19.78	\$812.40 \$20.31
18	\$743.20 \$18.58	\$756.40 \$18.91	\$775.60 \$19.39	\$795.60 \$19.89	\$814.80 \$20.37	\$835.60 \$20.89
19	\$778.80 \$19.47	\$795.60 \$19.89	\$815.20 \$20.38	\$835.20 \$20.88	\$857.20 \$21.43	\$878.00 \$21.95
19M	\$877.60 \$21.94	\$904.40 \$22.61	\$932.00 \$23.30	\$959.60 \$23.99	\$988.00 \$24.70	\$1,017.60 \$25.44

AFSCME Labor & Trades

Effective July 2, 2017

2.00%

PAY GRADE	2	3	4	5	6	7
	6 mos-1yr	1-2 yrs	2-4 yrs	4-6 yrs	6-8 yrs	8+ yrs
6	\$552.80 \$13.82	\$563.60 \$14.09	\$576.80 \$14.42	\$592.00 \$14.80	\$607.60 \$15.19	\$622.40 \$15.56
7	\$610.40 \$15.26	\$624.40 \$15.61	\$637.60 \$15.94	\$654.00 \$16.35	\$671.20 \$16.78	\$688.80 \$17.22
8	\$622.40 \$15.56	\$634.80 \$15.87	\$650.40 \$16.26	\$666.80 \$16.67	\$682.80 \$17.07	\$700.00 \$17.50
10	\$645.20 \$16.13	\$656.80 \$16.42	\$674.40 \$16.86	\$691.20 \$17.28	\$707.20 \$17.68	\$724.80 \$18.12
11	\$658.00 \$16.45	\$671.20 \$16.78	\$688.80 \$17.22	\$705.20 \$17.63	\$722.80 \$18.07	\$741.60 \$18.54
13	\$673.20 \$16.83	\$685.60 \$17.14	\$704.00 \$17.60	\$721.20 \$18.03	\$739.20 \$18.48	\$758.00 \$18.95
14	\$690.00 \$17.25	\$702.80 \$17.57	\$720.40 \$18.01	\$738.00 \$18.45	\$757.60 \$18.94	\$774.80 \$19.37
15	\$705.20 \$17.63	\$720.00 \$18.00	\$737.60 \$18.44	\$756.40 \$18.91	\$774.00 \$19.35	\$793.60 \$19.84
16	\$719.20 \$17.98	\$734.80 \$18.37	\$750.80 \$18.77	\$770.80 \$19.27	\$790.00 \$19.75	\$808.40 \$20.21
17	\$736.40 \$18.41	\$750.00 \$18.75	\$768.80 \$19.22	\$788.80 \$19.72	\$807.20 \$20.18	\$828.80 \$20.72
18	\$758.00 \$18.95	\$771.60 \$19.29	\$791.20 \$19.78	\$811.60 \$20.29	\$831.20 \$20.78	\$852.40 \$21.31
19	\$794.40 \$19.86	\$811.60 \$20.29	\$831.60 \$20.79	\$852.00 \$21.30	\$874.40 \$21.86	\$895.60 \$22.39
19M	\$895.20 \$22.38	\$922.40 \$23.06	\$950.80 \$23.77	\$978.80 \$24.47	\$1,007.60 \$25.19	\$1,038.00 \$25.95

AFSCME Labor & Trades

Effective July 1, 2018

2.00%

PAY GRADE	2	3	4	5	6	7
	6 mos-1yr	1-2 yrs	2-4 yrs	4-6 yrs	6-8 yrs	8+ yrs
6	\$564.00 \$14.10	\$574.80 \$14.37	\$588.40 \$14.71	\$604.00 \$15.10	\$619.60 \$15.49	\$634.80 \$15.87
7	\$622.80 \$15.57	\$636.80 \$15.92	\$650.40 \$16.26	\$667.20 \$16.68	\$684.80 \$17.12	\$702.40 \$17.56
8	\$634.80 \$15.87	\$647.60 \$16.19	\$663.60 \$16.59	\$680.00 \$17.00	\$696.40 \$17.41	\$714.00 \$17.85
10	\$658.00 \$16.45	\$670.00 \$16.75	\$688.00 \$17.20	\$705.20 \$17.63	\$721.20 \$18.03	\$739.20 \$18.48
11	\$671.20 \$16.78	\$684.80 \$17.12	\$702.40 \$17.56	\$719.20 \$17.98	\$737.20 \$18.43	\$756.40 \$18.91
13	\$686.80 \$17.17	\$699.20 \$17.48	\$718.00 \$17.95	\$735.60 \$18.39	\$754.00 \$18.85	\$773.20 \$19.33
14	\$704.00 \$17.60	\$716.80 \$17.92	\$734.80 \$18.37	\$752.80 \$18.82	\$772.80 \$19.32	\$790.40 \$19.76
15	\$719.20 \$17.98	\$734.40 \$18.36	\$752.40 \$18.81	\$771.60 \$19.29	\$789.60 \$19.74	\$809.60 \$20.24
16	\$733.60 \$18.34	\$749.60 \$18.74	\$766.00 \$19.15	\$786.40 \$19.66	\$806.00 \$20.15	\$824.40 \$20.61
17	\$751.20 \$18.78	\$765.20 \$19.13	\$784.00 \$19.60	\$804.40 \$20.11	\$823.20 \$20.58	\$845.20 \$21.13
18	\$773.20 \$19.33	\$787.20 \$19.68	\$807.20 \$20.18	\$828.00 \$20.70	\$848.00 \$21.20	\$869.60 \$21.74
19	\$810.40 \$20.26	\$828.00 \$20.70	\$848.40 \$21.21	\$869.20 \$21.73	\$892.00 \$22.30	\$913.60 \$22.84
19M	\$913.20 \$22.83	\$940.80 \$23.52	\$970.00 \$24.25	\$998.40 \$24.96	\$1,027.60 \$25.69	\$1,058.80 \$26.47

AIRPORT PAY SCALE
AFSCME Labor & Trades
 Effective 2017

PAY GRADE	Recruit	New					
		2 6 mos- 1yr	3 1-2 yrs	4 2-4 yrs	5 4-6 yrs	6 6-8 yrs	7 8+ yrs
15A	\$17.42						
16A	\$19.36	\$20.17	\$20.62	\$21.07	\$21.63	\$22.15	\$22.67
18A	\$20.10	\$20.93	\$21.31	\$21.84	\$22.42	\$22.97	\$23.54
19A	\$21.15	\$22.04	\$22.50	\$23.06	\$23.62	\$24.24	\$24.82
19MA	\$23.79	\$24.78	\$25.55	\$26.34	\$27.10	\$27.92	\$28.76

AIRPORT PAY SCALE
AFSCME Labor & Trades
 Effective July 2018

PAY GRADE	Recruit	2.00%					
		2 6 mos- 1yr	3 1-2 yrs	4 2-4 yrs	5 4-6 yrs	6 6-8 yrs	7 8+ yrs
15A	\$17.77						
16A	\$19.75	\$20.57	\$21.03	\$21.49	\$22.06	\$22.59	\$23.12
18A	\$20.50	\$21.35	\$21.74	\$22.28	\$22.87	\$23.43	\$24.01
19A	\$21.57	\$22.48	\$22.95	\$23.52	\$24.09	\$24.72	\$25.32
19MA	\$24.27	\$25.28	\$26.06	\$26.87	\$27.64	\$28.48	\$29.34

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