

Pro Tech Pay Study Progress Report – January 4, 2008

- The Professional Technical [Pro Tech] Pay Study Committee has met four times since its November 5 report. Five Human Resources representatives met with us and the Supervisory Pay Study Committee in late November and December, two of whom (Dale Sherburne and Karen Morgan) have been assigned to work with the Pro Tech Committee for the remainder of the project; we will be meeting twice a month. Follow-up phone calls to employees who have emailed and FAXed detailed job specs and related materials will be made as necessary during this process.
- HR has provided us with a current list of job titles, number of positions, and contact information for the incumbents. In addition, we have identified and deleted 34 positions that are either non-existent classifications, inactive, or whose incumbents are now in other bargaining units. We are in the process of updating our survey analyses (i.e., response percentages) based on this updated information.
- Several of the survey responses note duties such as chairing committees, attending meetings, etc. Please be advised that although these may not be specifically written in a job description, they are considered part of an individual's job and may be an option, not a requirement. In reviewing comments and actual job specs, we have found the language may be different, but the underlying responsibilities are the same. We do, however, intend to utilize some of the new language employees have suggested.
- We continue to meet with employees to clarify job descriptions and changes that have occurred over the past few years. MSEA has requested Admin Leave for these individuals so that they can meet with Committee members one-on-one. On November 15, DEP's Rob Peale and Bruce Hunter met with us to discuss Environmental Geologist and Hydrogeologist positions. Although some scientific and engineering state classifications received pay adjustment stipends in 2001, geologists and other environmental positions did not. Other primary concerns include addressing research vs. implementation and independent [big picture/large scale] vs. multi-agency development [specific site/small scale w/more detail] project work.
- On November 15, we also met with Sally Sherman of the Dept of Marine Resources. She provided us with multiple rewritten job specs which had been proposed for change in the late 1990s and never acted upon by management. Of particular concern to these employees are educational requirements, career opportunities, class clarification, and distinction for positions working in intrastate, interstate, federal, and international jurisdictions.
- On November 28, we met with Tom O'Keefe, Tom Poto, and Bill Plante regarding Communication Technicians. This job classification has a critical recruitment/retainment issue; other concerns include lack of qualified candidates, increased system complexity, lack of career ladder, exorbitant costs for outside contracting, and OSHA safety requirements. A copy of a study previously conducted advising number and type of positions required for this work for the State of Maine will be obtained.
- At the December 27 meeting, HR and MSEA agreed that 1) our goal is to have the Pro Tech, Supervisory, and Operations Maintenance Pay Study results completed and submitted simultaneously for joint approval and final negotiations; 2) we intend to eliminate stipends that have previously served as a 'Band-Aid' to address pay issues by implementing a pay scale that is commensurate with the results of our market pay comparison; 3) we will be completing job spec revisions and HAY scoring by each job family, in no particular order; and 4) pay study committees will meet separately because of HR staffing limitations, but will have full meetings every one or two months.