

My name is Tim Hebert and I am testifying on my own time as a private citizen. I work as a Senior Technician for MaineDOT as a resident with contractors that place bids on the work through Project Development. I work primarily on bridges in the region 4 area but have worked throughout the state. I am a 25 year employee that started with the Department of Defense & Emergency Management at the former Loring Air Force Base. After 2 and a half years I applied and transferred to the MaineDOT to Division 1 before it got changed to region 5. I started with the DOT as an Engineer Technician I (ET 1). They reorganized in 2001 to the Technician series. With this transition, Engineer Technician 5 changed to Senior Technician in name only, with no pay increase. The very first year (2000) I was running a project by myself as an inspector and by 2003 I had gone from ET 1 to Assistant Technician and then to Technician. Since 2003 I have been doing exactly the same thing in my job as many other job classifications. Some people in Management claim that the complexity of the jobs for the higher paying classifications is more, but I can provide documentation of the projects I have been on verses the higher classifications. The 4 job classifications that do the same work are as follows: Technician (pay range 21), Assistant Transportation Engineer (pay range 25), Senior Technician (pay range 26) and Transportation Engineer II (pay range 31). Furthermore, when there is a more complex job in Management words, they give the Transportation Engineer II, Transportation Engineer III pay. I have done work on projects that the higher pay Engineers have not, and the Engineers in the field do not use their PE stamp at all in the field.

In 2019 Management submitted an FJA along with the cost of the FJA in the budget for MaineDOT to move Assistant Engineer (pay range 22) to Assistant Transportation Engineer (pay range 25) as well as Civil Engineer II (pay range 28) to Transportation Engineer II (pay range 31) as well as a one year backpay of these ranges. Fortunately, everyone in Maine DOT from pay range 28 and up got this same three pay ranges and a one year backpay (I have proof of this). At the time I was in Pay range 26 as a Senior technician. Everyone from pay range 27 and down excluding the Assistant Engineer did not get this pay adjustment. I asked why the technician series was not included and was told that they will get it eventually when Human Resources got to it. Management also stated they did the FJA due to loosing Engineers to outside competition. I asked why Assistant Engineers were included, as some never become Engineers, and I got no response. Exactly 1 year and 4 months later the pay study came out and the state mislead the study by using Civil Engineer II and Engineer Technician, both of which have maybe one person employed in them now, and possibly not even filled (none with DOT). I did put in an FJA and not only did management in DOT fight it and denied, so did Human Resources. It currently being appealed but have not heard anything about it. If recruitment is the main reason for this pay bump through FJA I can assure you many Senior Technicians have left for this same reason and are currently working as consultants on DOT and Maine Turnpike projects. Talking about consultants, I don't dare say how many DOT currently has in many areas of the MaineDOT forces that could be filled with DOT personnel if the pay range gap is taken care of. I am not sure if MSEA is even aware of how many consultants are used throughout positions that should be public employee positions.

What I would like to propose as a solution:

- A new Classification called a Resident (pay range 30) for anyone who is currently working as a resident on projects in any one of the three classifications (Technician, Assistant Transportation Engineer and Senior Technician) would be moved step for step to it.

- A new classification called Assistant Resident (pay range 25) for anyone who is currently working in any one of the three classifications that are on projects and who are not Residents shall be put in this classification. The idea of this classification is if at some point an assistant resident becomes a resident, they automatically become a resident pay range 30. We currently at DOT

already do this with Assistant Transportation Engineers that pass the PE get a position to Transportation Engineer II and this would still apply to them but also the Resident series.

MaineDOT can keep the Assistant Technician, Technician, Assistant Transportation Engineer and Senior Technician for in office positions and reclassify (pay increase) as needed.

One of the reasons I am proposing that Transportation Engineers IIs in the field stay pay range 31 is to acknowledge their PE stamp accomplishment otherwise they too should be redlined to Resident and or pay them a stipend for that.

I want to also state that the only reason I have not left state government is I want to fight in this position for my fellow employees for what is right, equitable and fair. We deserve to be compensated fairly and competitively for the hard work that we do for the State of Maine.