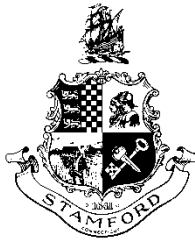


Mayor
CAROLINE SIMMONS



THOMAS M. CASSONE
DIRECTOR OF LEGAL AFFAIRS
&
CORPORATION COUNSEL

DR. PAULA A. RUSSELL NISBETT
DIRECTOR OF HUMAN RESOURCES

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TO: Board of Finance
FROM: Alfred C. Cava
DATE: November 13, 2023
SUBJECT: MAA Labor Settlement – Request for Additional Informational

At its meeting of Thursday November 9, 2023, the Board requested a list of MAA positions that were reallocated to a higher salary grade over the past couple of years. Below is the requested information.

Current Fiscal Year (FY 23/24)

None

FY 2022/2023

June 2023	Tax Assessor	Grade 12 to Grade 13
July 2022	Safety & Training Officer	Grade 7 to Grade 8

FY 2021/2022

February 2022	Controller	Grade 13 to Grade 14
November 2021	Payroll Supervisor	Grade 9 to Grade 11
	Director of Recreation	Grade 10 to Grade 12
	Fleet Manager	Grade 10 to Grade 12
	Operations Manager Parks & Facilities	Grade 10 to Grade 12 ¹
	Supervisor of Recycling and Sanitation	Grade 11 to Grade 12
	Assistant Director of OPM	Grade 11 to Grade 12
	Road Maintenance Division Manager	Grade 11 to Grade 12
	Mgr. Of Applications Support	Grade 9 to Grade 12
	Administrative Manager WPCA	Grade 10 to Grade 12

I have also attached the MAA table of classifications by salary grade for your reference.

Alfred Cava

Alfred C. Cava

¹ June 2022 Reclassified to Director of Facilities and Sustainability Salary Grade 12, no increase in grade.

APPENDIX A
MAA CLASSIFICATION AND SALARY SCHEDULE

Pay Grade MA01

Case Manager
Census Coordinator
Deputy Registrar of Voters

Pay Grade MA02

Animal Control Manager
Central Services Supervisor
Junior Transportation Planner

Pay Grade MA03

Assistant Program Director
Economic Dev Specialist

Pay Grade MA04

Account Analyst - WPCA
Admin Assistant Data Analyst
Admin Assistant - Land Use
Admin Assistant Office of Operations
Admin Assistant-WPCA
Administrative Assistant/Data Analyst – EG Brennan Golf Course
Assistant Supervisor of Vehicle Maintenance
Assistant Town Clerk
Benefits Specialist C1017
Buildings and Facilities Supervisor (Parks & Rec Dept)
Clerk/Staff Analyst - Board of Finance
Economic Development Analyst
HR Analyst - BOE
Ice Rick Maintenance Supervisor
Junior Accountant
Operations Program Specialist
Retirement Benefits Specialist
Senior Head Cashier
Traffic Analyst

Pay Grade MA04F

Account Analyst - WPCA
Assistant Superintendent of Greens/Grounds Foreman
Fleet Foreman C377
Operations Foreman 40 C952
Vehicle & Equipment Foreman C1086

Pay Grade MA05

Assistant Chemist
Buyer
Delinquent Revenue Collector
Engineering - Admin Assistant
Landscape Specialist C487
Public Safety Analyst

Pay Grade MA06

Administrative Supervisor - Fire
Administrative Supervisor - Health
Contract Compliance Officer
Director-Youth Service Bureau
Executive Assistant to the Dir of Legal Affairs
Information Manager
Office Supervisor – Data Analyst
PHN Supervisor/ PHNII
Registrar of Student Enrollment

Pay Grade MA07

Administrative Assistant - Board of Reps
Administrative Officer - Engineering Bureau
Administrative Officer – Public Safety, Health & Welfare
Administrative Officer - WPCA and Sewer Commission
Administrative Officer

APPENDIX A
MAA CLASSIFICATION AND SALARY SCHEDULE

Assistant Director Human Rights Commission
Assistant Facilities Manager
Assistant School Facilities Manager – BOE
Benefits Manager
Beh. Hlth., Hlth Promotion, & Emerg. Response Specialist
Computer Network Engineer – BOE
Computer Network Engineer - Info Services Division
Director of Mandated Services
Golf Course Superintendent
HR Generalist - BOE
HR Generalist - City
Main & Construction Supervisor - WPCA
Operations Program Specialist II
Operations Supervisor - Solid Waste
Public Health Emergency Response Coordinator
Revenue Accountant
C Senior Administrative Assistant to Mayor
Supervisor of Vehicle Maintenance
Systems Application Analyst
Systems Programmer
Traffic Analyst
Traffic Maintenance Supervisor

Pay Grade MA07S

Facilities Maintenance Supervisor
Ice Rink Manager
Operations Supervisor, Collections, Transfer Station, Highways
Public Safety Dispatcher Supervisor
Traffic Signal Operations Supervisor

Pay Grade MA08

Administrative Officer – CD
Assistant Payroll Manager
Associate Planner
Assistant Plant Supervisor

CAMA Manager (Unclass.)
Chemist
Computer System Administrator – ECC
Deputy Tax Assessor
Desktop Administration Manager
Director of Fair Rent Commission
Director of Social Services
Environmental Planner
Employee Benefits Administrator
IT Supervisor – Police & Public Safety
Laboratory Director-WPCA
Management Analyst
Personnel Analyst II/Benefits
PHN Supervisor / PHN III
Planning Analyst
Plant Electrician
Public Health Nursing Supervisor
Retirement Pension & Benefits Specialist
Safety and Training Officer
Senior Buyer
Time and Attendance Assistant Manager
Tax Collection Manager
Taxation Services Supervisor

Pay Grade MA09

Advance Practical Nurse
Assistant Plant Supervisor - WPCA
Business Services Manager - Dept of Parks & Rec
Collection System Supervisor - WPCA
Coordinator Inspection/Plan Review
Coordinator of Major Project and Records
Customer Service Supervisor
Deputy Chief Building Official
Director of Emergency Communications Center
Energy/Utility Manager
Information Manager
Principal HR Generalist
Public Affairs Officer (Unclass)
Public Health Emergency Response Coordinator

APPENDIX A
MAA CLASSIFICATION AND SALARY SCHEDULE

Regulatory Compliance Administrative Officer
Revenue Services Manager
Transportation Manager

Pay Grade MA10

Accountant
Assistant Director of Revenue Services
Assistant Director of Tax Collection
Assistant Planning and Zoning Director
Chief Citation Officer C1052
Client Server Administrator
Community Development Director/Director of Housing
Coordinator of Inspection and Plan Review – Engineering
Data Base Administrator
Deputy Assessor
Director of Assessment & Collection
Executive Director Environmental Protection Board
Human Resources Manager
Internal Auditor
IT Project Manager
Lab Director-Health
Network Administrator
Manager of Public Health Programs
Plant Engineer – WPCA
Plant Supervisor - WPCA
Principal Planner
Process Control Engineer
Project Accountant – Data Analytics
Project Accountant – School Construction
Project Manager, Economic Development
Senior Human Resources Generalist - BOE
Senior Management Analyst
Supervising Engineer - WPCA
Technical Field Service Manager
Technical Management Analyst
Time & Attendance Manager
Transportation Planner

Pay Grade MA11

Assistant Director of Information Services
Director of Environmental Inspections
Divisional Finance Manager
Finance Manager - WPCA
Grants Officer
Human Resources Information Systems (HRIS) Manager
Payroll Supervisor
Principal Engineer
Purchasing Manager
School Facilities Manager - BOE
Senior Payroll Manager
Senior Construction Manager
Senior Management Analyst-BOE

Pay Grade MA12

Administration Manager, WPCA
Assistant Controller
Assistant OPM Director
Budget and ERP Business System Admin. Manager
Building Official
Director of Facilities and Sustainability
Director of Land Use Admionistration
Director of Parks & Recreation
Fleet Manager
Internal Audit Manager
Manager of Application Support
Public Services Bureau Chief
Productivity & Benchmarking Manager
Risk Manager (Unclassified)
Supervisor of Liquid Waste - WPCA
Supervisor of Recycling and Sanitation
Road Maintenance Division Manager
Traffic Engineer
Treasurer

Pay Grade MA13

APPENDIX A
MAA CLASSIFICATION AND SALARY SCHEDULE

Assessor, Tax
Assistant Director Health/Director of Nursing and Dental Hygiene
Assistant Director Health Director/Environmental Health
Cyber Security/ Cloud Manager
Deputy Bureau Chief of Transportation, Traffic & Parking
Deputy City Engineer/Transportation Director
Director of School Construction
Director of Tax & Revenue Collection
Information Service Director
Land Use Bureau Chief
Senior Regulatory Manager

Pay Grade MA14

City Engineer
Controller
Exec Director - WPCA