

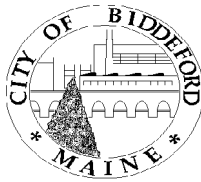
City of Biddeford
Personnel Committee

April 20, 2021 3:00 PM Zoom

<https://biddeford.zoom.us/j/97834738212?pwd=Y29MMTVoUjMwcmJhTkQ3WmhHRXU4Zz09>

Passcode: 055098

- 1. Call to Order**
- 2. Acceptance of Minutes**
 - 2.1. Minutes 3-16-21
[3_16_2021 Minutes.doc](#)
- 3. Discussion**
 - 3.1. Compensation Review Update
[4.20.21.workinprogress.personnel.committee.xlsx](#)
[FY21 Payscale.xlsx](#)
- 4. Other Business**
- 5. Adjourn**



PERSONNEL COMMITTEE MEETING

Tuesday March 16, 2021
Human Resources Department

3 PM
Minutes

ITEM 1 Call to order

Chair Councilor Michael Ready called the meeting to order at 3 PM with Councilor William Emhiser, Norman Belanger and Robert Quattrone Jr present. Also present were James Bennett, City Manager, Diana DePaolo, Human Resources Director, and Hillary Owens, Management Analyst.

ITEM 2 Acceptance of Minutes

Acceptance of 2/16/21 minutes

ITEM 3 Discussion

3.1 Maine Earned Paid Leave Law Handbook Updates

Approved changes to policy for full and part time employees. Will change date in handbook retro to 1/1/21.

3.2 Payouts at Separation

City Manager James Bennett presented liabilities in payouts for City employees. Advised that a contingency plan by way of "special reserve" account made of funds from overage in budget, to account for if we go over the 75K set aside.

3.3 Compensation Review Update

City Manager James Bennett advised that he had DH's working on wage studies. Advised that it appears we have progressed slower than like communities have. Councilor Ready advised that we should move this process along.

ITEM 4 Other Business

No other business

ITEM 5 Adjourn

Motion to adjourn 3:32

Personnel Committee Members:

Councilor Michael Ready, Chair
Councilor Norman Belanger
Councilor Robert Quattrone Jr.

Raw Data

	Auburn	Augusta	Brunswick	Falmouth	Gorham
Assessor	\$86,963	\$88,693			
City Clerk	\$78,039	\$77,625	\$96,841	\$82,000	\$65,400
Code Enforcemnt Officer		\$76,500	\$90,898	\$77,553	\$70,000
Finance Director	\$106,121	\$53,770	\$99,395	\$108,500	\$104,066
Fire Chief	\$96,564	\$108,597	\$102,000	\$97,975	\$94,869
HR Director	\$84,957	\$122,948	\$72,613	N/A	\$79,014
DECD Director	\$103,231	\$115,190	\$90,880		\$97,188
Police Chief	\$107,426	\$119,184	\$107,120	\$103,000	\$97,721
Public Works Director		\$92,000	\$87,386		
Recreation Director	\$82,000		\$90,525	\$88,629	\$85,903

Sorted Lowest to Highest

Assessor	\$85,868	\$86,410	\$86,963	\$88,693	\$91,915
City Clerk	\$65,400	\$70,000	\$72,800	\$76,069	\$77,625
Code Enforcemnt Officer	\$66,500	\$68,900	\$70,000	\$76,500	\$77,553
Finance Director	\$53,770	\$76,939	\$87,927	\$99,395	\$100,525
Fire Chief	\$20,000	\$80,267	\$92,934	\$94,869	\$96,162
HR Director	\$69,264	\$70,013	\$72,613	\$79,014	\$83,384
DECD Director	\$103,231	\$90,880	\$94,790	\$97,188	\$100,191
Police Chief	\$75,310	\$96,512	\$97,721	\$98,357	\$100,610
Public Works Director	\$79,000	\$87,386	\$90,002	\$92,000	96,189
Recreation Director	\$70,230	\$80,000	\$82,000	\$83,488	\$84,500

	1st Q	2nd Q	3rd Q	Highest
Assessor	\$ 78,533	\$ 92,700	\$ 103,741	\$ 129,800
City Clerk*	\$ 74,435	\$ 80,267	\$ 92,903	\$ 107,487
Code Enforcemnt Officer	\$ 77,553	\$ 77,553	\$ 84,600	\$ 93,366
Finance Director	\$ 96,464	\$ 104,708	\$ 110,904	\$ 123,435
Fire Chief	\$ 84,564	\$ 99,483	\$ 108,180	\$ 115,711
HR Director	\$ 84,170	\$ 87,315	\$ 93,998	\$ 122,948
DECD Director*	\$ 98,039	\$ 100,191	\$ 102,140	\$ 115,190
Police Chief	\$ 97,117	\$ 104,290	\$ 109,747	\$ 130,743
Public Works Director	\$ 84,500	\$ 105,000	\$ 112,310	\$ 124,007
Recreation Director	\$ 82,372	\$ 85,202	\$ 90,051	\$ 110,282

Kennebunk	Lewiston	OOB	Saco	Sanford	Scarborough	So. Portland	Waterville	Westbrook
\$92,700	\$109,400	\$96,296	\$98,867		\$85,868	\$108,615	\$91,915	
\$70,000	\$101,030		\$76,069	\$72,800	\$84,510		\$82,400	\$95,701
\$80,000	\$93,366		\$84,600		\$66,500		\$68,900	
\$104,338	\$123,435	\$87,927	\$101,615	\$100,525	\$115,274	\$119,722	\$76,939	\$110,282
\$101,259	\$110,858	\$92,934	\$108,041	\$98,356	\$115,711	\$111,363	\$80,267	\$100,610
\$83,384	N	\$69,264	N	\$89,672	\$89,918	\$102,336	\$70,013	
	\$101,049		\$100,191			\$94,790		
\$103,520	\$116,708	\$96,512	\$105,060	\$98,357	\$120,287	\$107,328 *	\$100,724	\$100,610
	\$105,963	\$79,000		96,189	\$111,030	\$117,000	\$90,002	\$113,589
\$84,500	Vacant	\$70,230	\$95,957	Vacant				\$80,000

\$92,700	\$96,296	\$98,867	\$108,615	\$109,400	\$129,800			
\$78,039	\$78,533	\$82,000	\$82,400	\$84,510	\$95,701	\$96,841	\$101,030	\$107,487
\$80,000	\$84,600	\$90,898	\$93,366					
\$101,615	\$104,066	\$104,338	\$105,078	\$106,121	\$108,500	\$110,282	\$112,772	\$115,274
\$96,564	\$97,975	\$98,356	\$100,610	\$101,259	\$102,000	\$108,041	\$108,597	\$110,858
\$84,957	\$89,672	\$89,918	\$93,277	\$96,161	\$102,336	\$122,948		
\$101,049	\$115,190							
\$100,724	\$103,000	\$103,520	\$105,060	\$107,120	\$107,328	\$107,426	\$116,708	\$119,184
\$105,000	\$105,963	\$111,030	\$113,589	\$117,000	\$124,007			
\$85,903	\$88,629	\$90,525	\$95,957	\$110,282				

Level	Salary Range							
S21	\$84,005	\$86,630	\$89,255	\$92,930	\$96,605	\$98,705	\$100,805	\$104,743
S19	\$75,814	\$78,183	\$80,552	\$83,869	\$87,186	\$89,082	\$90,977	\$94,531
S18	\$72,023	\$74,274	\$76,525	\$79,676	\$82,827	\$84,627	\$86,428	\$89,804
S22	\$88,426	\$91,189	\$93,952	\$97,821	\$101,690	\$103,900	\$106,111	\$110,256
S21	\$84,005	\$86,630	\$89,255	\$92,930	\$96,605	\$98,705	\$100,805	\$104,743
S19	\$75,814	\$78,183	\$80,552	\$83,869	\$87,186	\$89,082	\$90,977	\$94,531
S21	\$84,005	\$86,630	\$89,255	\$92,930	\$96,605	\$98,705	\$100,805	\$104,743
S22	\$88,426	\$91,189	\$93,952	\$97,821	\$101,690	\$103,900	\$106,111	\$110,256
S22	\$88,426	\$91,189	\$93,952	\$97,821	\$101,690	\$103,900	\$106,111	\$110,256
S18	\$72,023	\$74,274	\$76,525	\$79,676	\$82,827	\$84,627	\$86,428	\$89,804

Windham	York
\$86,410	\$129,800
\$78,533	\$107,487
\$105,078	\$112,772
\$96,162	\$20,000
\$96,161	\$93,277
\$75,310	\$130,743
\$105,000	\$124,007
\$83,488	\$110,282

\$119,722	\$123,435
\$111,363	\$115,711
\$120,287	\$130,743

\$108,681	\$110,855
\$98,084	\$100,046
\$93,180	\$95,044
\$114,401	\$116,689
\$108,681	\$110,855
\$98,084	\$100,046
\$108,681	\$110,855
\$114,401	\$116,689
\$114,401	\$116,689
\$93,180	\$95,044

FY 21 PAYSCALE

Level/	2 yrs or less	3 to 5 yrs	6 to 8 yrs	9 to 11 yrs	12 to 14 yrs	15 to 17 yrs
S1	\$30,114.45	\$31,055.52	\$31,996.60	\$33,314.11	\$34,631.62	\$35,384.48
S2	\$31,699.42	\$32,690.03	\$33,680.63	\$35,067.48	\$36,454.33	\$37,246.82
S3	\$33,367.81	\$34,410.55	\$35,453.30	\$36,913.14	\$38,372.98	\$39,207.18
S4	\$35,124.01	\$36,221.64	\$37,319.26	\$38,855.94	\$40,392.61	\$41,270.71
S5	\$36,972.64	\$38,128.04	\$39,283.43	\$40,900.99	\$42,518.54	\$43,442.85
S6	\$38,918.57	\$40,134.78	\$41,350.98	\$43,053.67	\$44,756.36	\$45,729.32
S7	\$40,966.92	\$42,247.13	\$43,527.35	\$45,319.65	\$47,111.95	\$48,136.13
S8	\$43,123.07	\$44,470.67	\$45,818.26	\$47,704.90	\$49,591.53	\$50,669.61
S9	\$45,392.71	\$46,811.23	\$48,229.75	\$50,215.68	\$52,201.61	\$53,336.43
S10	\$47,781.80	\$49,274.98	\$50,768.16	\$52,858.61	\$54,949.06	\$56,143.61
S11	\$50,296.63	\$51,868.40	\$53,440.17	\$55,640.64	\$57,841.12	\$59,098.54
S12	\$52,943.82	\$54,598.31	\$56,252.81	\$58,569.10	\$60,885.39	\$62,208.99
S13	\$55,730.33	\$57,471.91	\$59,213.48	\$61,651.68	\$64,089.88	\$65,483.14
S14	\$58,663.51	\$60,496.74	\$62,329.98	\$64,896.51	\$67,463.04	\$68,929.62
S15	\$61,751.06	\$63,680.78	\$65,610.50	\$68,312.11	\$71,013.72	\$72,557.50
S16	\$65,001.12	\$67,032.40	\$69,063.69	\$71,907.49	\$74,751.29	\$76,376.31
S17	\$68,422.23	\$70,560.42	\$72,698.62	\$75,692.09	\$78,685.56	\$80,396.12
S18	\$72,023.40	\$74,274.13	\$76,524.86	\$79,675.89	\$82,826.91	\$84,627.50
S19	\$75,814.11	\$78,183.30	\$80,552.49	\$83,869.35	\$87,186.22	\$89,081.57
S20	\$79,804.32	\$82,298.21	\$84,792.09	\$88,283.53	\$91,774.97	\$93,770.08
S21	\$84,004.55	\$86,629.69	\$89,254.83	\$92,930.03	\$96,605.23	\$98,705.34
S22	\$88,425.84	\$91,189.15	\$93,952.46	\$97,821.09	\$101,689.72	\$103,900.36

18 to 21 yrs	22 to 25 yrs	over 25 yrs	over 30 yrs	Level
\$36,137.34	\$37,548.95	\$38,960.57	\$39,739.78	S1
\$38,039.30	\$39,525.21	\$41,011.12	\$41,831.35	S2
\$40,041.37	\$41,605.49	\$43,169.60	\$44,033.00	S3
\$42,148.81	\$43,795.25	\$45,441.69	\$46,350.52	S4
\$44,367.17	\$46,100.26	\$47,833.36	\$48,790.02	S5
\$46,702.28	\$48,526.59	\$50,350.90	\$51,357.92	S6
\$49,160.30	\$51,080.62	\$53,000.95	\$54,060.97	S7
\$51,747.68	\$53,769.08	\$55,790.47	\$56,906.28	S8
\$54,471.25	\$56,599.03	\$58,726.81	\$59,901.35	S9
\$57,338.15	\$59,577.93	\$61,817.70	\$63,054.05	S10
\$60,355.95	\$62,713.61	\$65,071.26	\$66,372.69	S11
\$63,532.58	\$66,014.32	\$68,496.06	\$69,865.98	S12
\$66,876.40	\$69,488.76	\$72,101.12	\$73,543.14	S13
\$70,396.21	\$73,146.06	\$75,895.92	\$77,413.83	S14
\$74,101.28	\$76,995.86	\$79,890.44	\$81,488.25	S15
\$78,001.34	\$81,048.27	\$84,095.20	\$85,777.10	S16
\$82,106.68	\$85,313.97	\$88,521.26	\$90,291.69	S17
\$86,428.08	\$89,804.18	\$93,180.27	\$95,043.88	S18
\$90,976.93	\$94,530.71	\$98,084.50	\$100,046.19	S19
\$95,765.19	\$99,506.01	\$103,246.84	\$105,311.78	S20
\$100,805.46	\$104,743.17	\$108,680.88	\$110,854.50	S21
\$106,111.01	\$110,255.97	\$114,400.93	\$116,688.95	S22