

Appendix B - Upgrades

| ID     | Name              | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 354652 | Abromovitch, John | Maint Equipment Operator I   | Highway Repair Foreman        | Highway Maint Foreman III        | C       | 18         | 13        | D03        | \$72,097.07 | HRRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 472662 | Accica, Holly     |                              | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 6         | D06        | \$71,318.64 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 311891 | Adams, Joseph     |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 000230 | Agustin, Paul     | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 000240 | Ahearn, Gerald    | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 352448 | Aiduk, Mark       |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 000397 | Allen, John       | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 000405 | Allen, Keith      | Laborer II                   | MassDOT ESP Person I          | MassDOT ESP Person I             | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 492557 | Almond, James     |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062788 | Alves, Arthur     |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061934 | Amico, Louis      | High Voltage Electrician I   | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 507054 | Amicone, Pia      |                              | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 12        | D06        | \$84,418.39 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 000590 | Anderson, Gary    | Janitor III                  | Janitor IV                    | Janitor IV                       | B       | 16         | 12        | 127        | \$61,451.26 | Title upgraded to grade 16 prospectively. Step to step promotion  | 16    | 12   |           | \$62,151.26          |                    |                        |
| 000595 | Anderson, John    | Plumber And Steamfitter II   | Plumber And Steamfitter II    | Plumber And Steamfitter II       | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 355063 | Anderson, Kevin   | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |

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| ID     | Name                 | Study Class Title          | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|----------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 000599 | Anderson, Martin     | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 357859 | Anelons, Thomas      |                            | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | D02        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 140425 | Araujo, Frank        | Highway Repair Foreman     | Highway Maint Foreman IV      | Highway Maint Foreman IV         | C       | 20         | 11        | AFSCME     | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 140098 | Armstrong, Leslie    | Admin Rev Off I            | Administrative Rev Officer I  | Administrative Review Officer I  | D       | 11         | 14        | D06        | \$81,429.16 | Effective 7/7/2019 title upgraded to grade 11. Step to step promotion   |       |      |           |                      |                    |                        |
| 433038 | Arvanitis, Alexandra |                            | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 4         | D06        | \$66,863.57 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 406166 | Ashman, Jeffrey      | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 7         | D02        | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 355741 | Assortato, Michael   | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 001245 | Bahnan, Gabrielle    |                            | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 371909 | Baliakos, Brenda     | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 406149 | Bannister, Stephen   | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 444229 | Banville, Vivian     |                            | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 6         | D06        | \$71,318.64 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 373885 | Barrie, Ibrahim      |                            | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062238 | Barry, Kevin         | High Voltage Electrician I | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 123782 | Baush, Thomas        | Contract Specialist II     | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor | C       | 24         | 7         | AFSCME     | \$82,838.50 | Promoted to HMF IV effective 3/22/2015. Effective 7/10/2016 to BU B, grade 24. Prospectively to BU C, grade 24.                       |       |      |           |                      |                    |                        |
| 408490 | Beebe, David         | Maint Equipment Operator I | Traffic Section Foreman II    | Traffic Section Foreman II       | C       | 18         | 5         | D02        | \$58,859.07 | Title reclassified to B.Unit C prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

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| ID     | Name                | Study Class Title            | Current Title 1.4.20               | New Proposed Title                | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|------------------------------|------------------------------------|-----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 062333 | Belcastro, Robert   |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 424308 | Bell, Dana          |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 363875 | Bell, Joseph        | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062803 | Bell, Richard       | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 002705 | Bellerive, Marc     | Highway Maint Foreman III    | Highway Maint Foreman III          | MassDOT Special Project Worker    | C       | 20         | 14        | 127        | \$81,558.41 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                                      |       |      |           |                      |                    |                        |
| 291510 | Bennett, Edmund     | Motor Equipment Mechanic III | Motor Equipment Mechanic IV        | MassDOT Mechanic Supervisor       | C       | 21         | 9         | AFSCME     | \$76,592.98 | Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 430666 | Bernier, Mark       |                              | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting) | C       | 20         | 4         | D02        | \$62,982.18 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 234595 | Beron, Marie        |                              | Communication Dispatcher II        | Communication Dispatcher II       | B       | 01         | 0         | SEIU       | \$67,598.52 | Title upgraded to grade 17 prospectively.   | 01    | 0    | 17        | \$67,598.52          | \$65,364.04        | \$2,234.47             |
| 062771 | Bertocchi, Joseph   |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 418098 | Biagini, Francis    |                              | Motor Equipment Mechanic IV        | MassDOT Mechanic Supervisor       | C       | 21         | 8         | 127        | \$74,320.60 | Mechanic Supervisor to Unit B, grade 20 effective 4/29/18. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 061909 | Bialy, Joseph       | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061856 | Bianculli, Jeremiah | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 400236 | Biasin, William     | Welder / Mechanic            | Welder/Mechanic                    | Welder/Mechanic                   | C       | 19         | 12        | 127        | \$74,559.85 | Effective 7/7/2019 title upgrade to grade 19. Step to step promotion  |       |      |           |                      |                    |                        |
| 417938 | Bisazza, Brian      | Laborer II                   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 4         | D03        | \$53,692.90 | Effective 7/10/16 reclassified to MEO I. Reclassed to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.             |       |      |           |                      |                    |                        |
| 061577 | Bish, John          |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |

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| ID     | Name               | Study Class Title           | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|-----------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 355062 | Black, James       | Laborer II                  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 003270 | Black, Thomas      | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 299120 | Blanchard, Patrick | Highway Repair Foreman      | Highway Repair Foreman        | Highway Maint Foreman III              | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 062584 | Blanchette, Thomas | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 003335 | Blaney, William    | Janitor III                 | Janitor III                   | Janitor III                            | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 119335 | Blodgett, James    | Counsel II                  | Counsel II                    | Counsel II                             | D       | 18         | 14        | D06        | \$89,003.63 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 490961 | Bopp, Richard      |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 374455 | Bordoy, Isaac      |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 493148 | Bornstein, Jessica |                             | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 4         | D06        | \$66,863.57 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 490280 | Bousquet, Robert   |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 003639 | Boyd, Robert       | Maint Equipment Operator II | Maint Equipment Operator II   | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$71,436.99 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Employee has CDL -B   | 01    | 0    | 18        | \$71,436.99          | \$68,709.83        | \$2,727.16             |
| 419366 | Boyle, Neal        | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 8         | 127        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 405728 | Braman, Kent       | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 406667 | Braun, Charles     |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker III       | B       | 19         | 7         | 127        | \$63,076.83 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 400468 | Breault, David     | Maint Equipment Operator I  | MassDOT Millwright            | MassDOT Facilities Maintenance Tech II | C       | 19         | 7         | 127        | \$65,457.10 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |

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|--------|--------------------|-----------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 385889 | Breneus, Carl      |                             | Janitor III                   | Janitor III                      | B       | 13         | 12        | 127        | \$51,647.35 | Title upgraded to grade 13 prospectively. Step to step promotion  | 13    | 12   |           | \$52,347.35          |                    |                        |
| 373883 | Bresnahan, Michael |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 307794 | Brindisi, John     | Maint Equipment Operator II | Maint Equipment Operator II   | MassDOT Highway Maint Worker III | B       | 19         | 12        | D03        | \$71,740.28 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 004690 | Brochu, Bernard    | Highway Maint Foreman IV    | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor | C       | 24         | 11        | USW        | \$92,365.35 | Effective 7/10/2016 reclass to Highway Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24.                        |       |      |           |                      |                    |                        |
| 004705 | Brock, Robert      | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 404581 | Brooks, Cameron    | Motor Equipment Mechanic II | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 9         | 127        | \$69,528.89 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 311193 | Brooks, Kevin      | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 251941 | Brown, Anthony     | Maint Equipment Operator I  | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 11        | 127        | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 501030 | Brown, Erin        |                             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 6         | D06        | \$71,318.64 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 391809 | Brown, Larry       |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 482922 | Brown, Peter       |                             | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 9         | D02        | \$69,528.89 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062779 | Brown, Timothy     | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 005297 | Bruni, Michael     | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 060645 | Buccieri, Michael  | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 101932 | Buckley, Gerald    | Traffic Section Foreman II  | Traffic Section Foreman II    | Traffic Section Foreman II       | C       | 18         | 12        | AFSCME     | \$70,683.15 | Title reclassified to B.Unit C prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

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|--------|----------------------|-----------------------------|----------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 342682 | Buffis, James        | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker III | B       | 19         | 8         | D03        | \$64,932.26 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 062842 | Buoniconti, Gerald   | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 138521 | Burt, Dolfus         | Highway Repair Foreman      | Highway Repair Foreman     | Highway Maint Foreman IV         | C       | 20         | 10        | D03        | \$75,118.07 | Effective 7/10/2016 reclass to HMF III, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 061340 | Butterfield, Joseph  |                             | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 146781 | Cain, John           | Bridge Operator I           | Highway Maint Foreman III  | Highway Maint Foreman IV         | C       | 20         | 9         | AFSCME     | \$72,922.13 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 436594 | Campbell, Paul       |                             | Plumber and Steamfitter II | Plumber And Steamfitter II       | C       | 20         | 13        | 127        | \$79,715.81 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 000575 | Canavan, Deanna      | Janitor III                 | Janitor III                | Janitor III                      | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 006380 | Canavan, Francis     | Maint Equipment Operator II | MassDOT ESP Person II      | MassDOT ESP Person II            | B       | 01         | 0         | 127        | \$72,384.11 | Title upgraded to grade 19 prospectively.   | 19    | 12   |           | \$72,440.28          |                    |                        |
| 006530 | Caplette, Michelle   | Janitor IV                  | Janitor IV                 | Janitor IV                       | B       | 01         | 0         | 127        | \$64,942.96 | Title upgraded to grade 16 prospectively.   | 01    | 0    | 16        | \$64,942.96          | \$62,151.26        | \$2,791.70             |
| 062015 | Capone, John         | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 006629 | Capone, Vincent      | Laborer II                  | MassDOT ESP Person I       | MassDOT ESP Person I             | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061851 | Carbonneau, Gabriela | Janitor III                 | Janitor III                | Janitor III                      | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 106689 | Carcerano, Michael   | Highway Repair Foreman      | Highway Repair Foreman     | Highway Maint Foreman III        | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 062006 | Cardone, Marcus      |                             | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 458001 | Cardoso, Kevin       |                             | Electrician I              | Electrician I                    | C       | 18         | 13        | D03        | \$72,097.07 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |



Appendix B - Upgrades

| ID     | Name                 | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 376536 | Carlson, Eric        | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 7         | 127        | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 137568 | Carmo, Luis          |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 497906 | Carroll, Bryan       |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 9         | 127        | \$69,528.89 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 354657 | Carroll, Gary        | Maint Equipment Operator I   | Maint Equipment Operator II   | MassDOT Highway Maint Worker III | B       | 19         | 12        | D03        | \$71,740.28 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 007140 | Carthon, Gary        |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 419374 | Casano, Christopher  | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 8         | 127        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 490827 | Casey, Kerry         |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 355045 | Castagnetti, Bernard | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 062014 | Castro, Vincent      | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 115447 | Cedrone, Robert      | Admin Rev Off I              | Administrative Rev Officer I  | Administrative Review Officer I  | D       | 11         | 14        | D06        | \$81,429.16 | Effective 7/7/2019 title upgraded to grade 11. Step to step promotion   |       |      |           |                      |                    |                        |
| 061289 | Celona, Christopher  | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 423254 | Cerrone, Daniel      | Hired 4/6/14                 | Highway Maint Foreman III     | MassDOT Special Project Worker   | C       | 20         | 6         | 127        | \$66,715.11 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 007753 | Champagne, Joseph    | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 459398 | Cherry, Richard      |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 6         | D03        | \$58,385.28 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 136107 | Chetty, Retnon       | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 10        | D06        | \$81,140.49 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title          | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|----------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 061441 | Ciampolillo, Gerald  | High Voltage Electrician I | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion                          |       |      |           |                      |                    |                        |
| 410164 | Ciccone, John        |                            | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 6         | D03        | \$58,385.28 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 310521 | Clark, Nathan        | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | AFSCME     | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion |       |      |           |                      |                    |                        |
| 122370 | Clark, Pamela        | Admin Rev Off I            | Administrative Rev Officer I  | Administrative Review Officer I  | D       | 11         | 14        | D06        | \$81,429.16 | Effective 7/7/2019 title upgraded to grade 11. Step to step promotion                         |       |      |           |                      |                    |                        |
| 354757 | Coburn, Kenneth      | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 8         | D02        | \$70,792.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion |       |      |           |                      |                    |                        |
| 062417 | Coburn, Timothy      | High Voltage Electrician I | High Voltage Electrician II   | High Voltage Electrician II      | C       | 23         | 14        | 103        | \$94,168.09 | Effective 7/7/2019 title upgrade to grade 23. Step to step promotion                          |       |      |           |                      |                    |                        |
| 301141 | Codella, Michael     | Electrician II             | Electrician II                | Electrician II                   | C       | 20         | 14        | D03        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion                          |       |      |           |                      |                    |                        |
| 424163 | Coleman, Christopher |                            | Laborer II                    | MassDOT Highway Maint Worker I   | B       | 14         | 7         | 127        | \$49,007.97 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.           |       |      |           |                      |                    |                        |
| 278307 | Collins, Kimberly    |                            | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 12        | D06        | \$84,418.39 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion                         |       |      |           |                      |                    |                        |
| 061555 | Comeau, Joseph       | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 490697 | Comerford, David     |                            | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 11        | 103        | \$84,662.88 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion                          |       |      |           |                      |                    |                        |
| 279427 | Connell, David       |                            | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 9         | AFSCME     | \$69,528.89 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                   |       |      |           |                      |                    |                        |
| 009647 | Connelly, James      | Electrician II             | Electrician II                | Electrician II                   | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion                          |       |      |           |                      |                    |                        |
| 009720 | Connors, Timothy     | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 004435 | Conway, Kerry        |                            | Janitor III                   | Janitor III                      | B       | 01         | 0         | 127        | \$67,598.52 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$67,598.52          | \$52,347.35        | \$15,251.17            |



Appendix B - Upgrades

| ID        | Name              | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|-----------|-------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 009960    | Cooper, Marlo     | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 490530    | Cooper, Steven    |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | 127        | \$55,210.85  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 423886    | Corey, Benjamin   |                              | Electrician II                | Electrician II                   | C       | 20         | 14        | 127        | \$81,558.41  | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 060590    | Corey, Daniel     | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 490465    | Correia, Claudino |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | 127        | \$55,210.85  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 010235    | Cosgrove, Stephen | Highway Maint Foreman III    | Highway Maint Foreman III     | MassDOT Special Project Worker   | C       | 20         | 14        | 127        | \$81,558.41  | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 000154814 | Costa, Gordon     | Highway Repair Foreman       | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 11        | AFSCME     | \$76,620.57  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 101889    | Costa, Jon        | Contract Specialist II       | Contract Specialist II        | Highway Maint Foreman IV         | C       | 20         | 14        | D06        | \$81,558.41  | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 341557    | Cotton, Robert    | Counsel II                   | Counsel II                    | Counsel II                       | D       | 18         | 14        | D06        | \$111,254.53 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 122227    | Craig, James      | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 062222    | Crosby, William   | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 357291    | Crosson, Brian    | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 418909    | Crowley, John     | Laborer II                   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 6         | D03        | \$58,385.28  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 406171    | Cruz, William     | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 328461    | Curran, Daniel    | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 14        | D06        | \$89,504.85  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title           | Current Title 1.4.20        | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|-----------------------------|-----------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 011569 | Cusson, Lawrence   | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 306977 | DaGama, Joseph     | Maint Equipment Operator I  | Maint Equipment Operator II | MassDOT Highway Maint Worker III       | B       | 19         | 12        | D03        | \$71,740.28 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 011720 | Dale, Shawn        | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 060625 | D'Alessandro, John | Carpenter II                | Carpenter II                | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.                         |       |      |           |                      |                    |                        |
| 011755 | Dalmolin, Dominick | Highway Maint Foreman III   | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 14        | 127        | \$81,558.41 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 011780 | Dalton, Robert     | Maint Equipment Operator II | Maint Equipment Operator II | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$71,436.99 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Employee has CDL -B      | 01    | 0    | 18        | \$71,436.99          | \$68,709.83        | \$2,727.16             |
| 061487 | D'Ambrosio, Peter  | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 029070 | D'Ambrosio, Scott  | Welder/Mechanic             | Welder/Mechanic             | Welder/Mechanic                        | C       | 19         | 14        | 127        | \$77,821.34 | Effective 7/7/2019 title upgraded to grade 19. Step to step promotion                          |       |      |           |                      |                    |                        |
| 061688 | Damiani, Jose      | Maint Equipment Operator I  | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 11        | 127        | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 427841 | Daniels, James     |                             | Electrician II              | Electrician II                         | C       | 20         | 11        | 127        | \$76,620.57 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion                           |       |      |           |                      |                    |                        |
| 011907 | Dasilva, Jason     |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062217 | Decker, Daniel     | Maint Equipment Operator I  | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 149352 | Del Valle, Carlos  | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 482907 | Deloge, Keith      |                             | Electrician I               | Electrician I                          | C       | 18         | 10        | D03        | \$67,938.91 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion                           |       |      |           |                      |                    |                        |
| 113338 | Deming, Timothy    | Highway Repair Foreman      | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID        | Name                 | Study Class Title           | Current Title 1.4.20             | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|-----------|----------------------|-----------------------------|----------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 430111    | Demirjian, Susan     |                             | Electrician I                    | Electrician I                          | C       | 18         | 9         | D03        | \$65,935.58 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 062622    | DeSantis, Domenic    | Maint Equipment Operator I  | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 012931    | Desimone, Joseph     | Laborer II                  | MassDOT ESP Person I             | MassDOT ESP Person I                   | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 493308    | Desir, Reynold       |                             | Laborer II                       | MassDOT Highway Maint Worker I         | B       | 14         | 2         | 127        | \$43,071.93 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 407712    | Desmet, Bruce        | Motor Equipment Mechanic II | Motor Equipment Mechanic III     | Motor Equipment Mechanic III           | C       | 19         | 11        | SEIU       | \$73,097.63 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 478101    | Desmond, Michael     |                             | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 18         | 5         | D03        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 122649    | Desrocher, Mark      | Contract Specialist II      | Highway Maint Foreman IV         | MassDOT Highway Maint Supervisor       | C       | 24         | 7         | AFSCME     | \$82,838.50 | Promoted to HMF IV effective 11/4/2012. Reclass to Hwy Maintenance Supervisor BU B, grade 24 effective 7/10/2016. Prospectively to BU C, grade 24 |       |      |           |                      |                    |                        |
| 000154861 | Dettling, Joseph     | Contract Specialist III     | Contract Specialist III          | MassDOT Highway Maint Supervisor       | C       | 24         | 10        | D06        | \$90,553.34 | Effective 7/10/2016 to Hwy Maintenance Supervisor BU B, grade 24; prospectively to BU C, grade 24   |       |      |           |                      |                    |                        |
| 114594    | Devereaux, Lee       | Contract Specialist II      | Contract Specialist III (Acting) | MassDOT Highway Maint Supervisor       | C       | 24         | 8         | D06        | \$85,335.33 | Effective 7/10/2016 to Hwy Maintenance Supervisor BU B, grade 24. Effective 4/2/2017 paid as a CS III. Prospectively to BU C, grade 24            |       |      |           |                      |                    |                        |
| 311000    | Devine, David        | Maint Equipment Operator I  | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 130706    | Dibenedetto, Michael | Admin Rev Off I             | Administrative Rev Officer II    | Administrative Review Officer II       | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 062233    | Dichiara, Robert     | Maint Equipment Operator I  | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061727    | DiChiaro, Anthony    |                             | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 060624    | DiNatale, Joseph     | Carpenter II                | Carpenter II                     | MassDOT Facilities Maintenance Tech II | C       | 19         | 14        | 127        | \$77,821.34 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 013783    | Dinneen, John        | Maint Equipment Operator I  | Maint Equipment Operator I       | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title              | Current Title 1.4.20               | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|--------------------------------|------------------------------------|--|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 013831 | Dion, Timothy      |                                | Highway Maint Foreman IV           | MassDOT Highway Maint Supervisor       | C       | 24         | 7         | 127        | \$82,838.50  | Promoted to HMF IV effective 5/5/2013. Reclass to Hw Maintenance Supervisor BU B, grade 24 effective 7/10/2016. Prospectively to BU C, grade 24 |       |      |           |                      |                    |                        |
| 429112 | DiOrio, Richard    |                                | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 11        | 127        | \$73,097.63  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 013841 | Dipaolo, Jane      | Business Management Specialist | Business Management Specialist     | Business Management Specialist         | D       | 12         | 14        | 127        | \$85,267.23  | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 061995 | Dolan, Joseph      | Carpenter II                   | Carpenter II                       | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.  |       |      |           |                      |                    |                        |
| 421242 | Dombkowski, Joseph | Plumber And Steamfitter II     | Plumber and Steamfitter II         | Plumber And Steamfitter II             | C       | 20         | 12        | 127        | \$78,152.87  | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 062819 | Donnell, David     | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 311894 | Doten, Joseph      | Maint Equipment Operator I     | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting)      | C       | 20         | 11        | 0          | \$76,620.57  | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 237295 | Doty, Renee        |                                | Administrative Rev Officer II      | Administrative Review Officer II       | D       | 13         | 14        | D06        | \$89,504.85  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 119381 | Dover, Robert      | Contract Specialist III        | Contract Specialist III            | MassDOT Highway Maint Supervisor       | C       | 24         | 10        | D06        | \$90,553.34  | Effective 7/10/2016 to Hwy Maintenance Supervisor BU B, grade 24; prospectively to BU C, grade 24   |       |      |           |                      |                    |                        |
| 310519 | Doyle, Patrick     | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 470487 | Doyle, William     |                                | Counsel I                          | Counsel II                             | D       | 18         | 12        | D06        | \$103,259.10 | Effective 7/7/2019 reclassified to Counsel II grade 18  |       |      |           |                      |                    |                        |
| 111020 | Duarte, Richard    | Motor Equipment Mechanic II    | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 11        | AFSCME     | \$73,097.63  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 354676 | Dubuc, Francis     | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061553 | Duby, John         | Motor Equipment Mechanic III   | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 327140 | Duchemin, Daniel   | Highway Repair Foreman         | Highway Maint Foreman III          | Highway Maint Foreman IV               | C       | 20         | 12        | SEIU       | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name              | Study Class Title           | Current Title 1.4.20       | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-------------------|-----------------------------|----------------------------|----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 015545 | Duggan, Timothy   | CE IV                       | Civil Engineer IV          | MassDOT Highway Maint Supervisor | C       | 25A        | 14        | USW        | \$104,867.10 | Effective 7/10/2016 Hwy Maintenance Supervisor, BU B continue to pay as CE IV, prospectively to Unit C, grade 24, continue to pay as Unit E |       |      |           |                      |                    |                        |
| 147845 | Dunlap, Arthur    | Counsel I                   | Counsel I                  | Counsel I                        | D       | 16         | 14        | D06        | \$102,661.45 | Effective 7/7/2019 title upgrade to grade 16. Step to promotion.  |       |      |           |                      |                    |                        |
| 406677 | Durant, Calvin    | Laborer II                  | Laborer II                 | MassDOT Highway Maint Worker I   | B       | 14         | 10        | SEIU       | \$52,992.29  | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 015890 | Durden, Willie    | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28  | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 015907 | Durgin, William   | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 016250 | Edwards, Kenneth  | Motor Equipment Mechanic II | Traffic Section Foreman II | Traffic Section Foreman II       | C       | 18         | 14        | 127        | \$73,786.81  | Title reclassified to B.Unit C prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 061305 | Ellis, Douglas    | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.       | 19    | 12   |           | \$72,440.28          |                    |                        |
| 311586 | Ellsworth, Robert | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.       | 19    | 12   |           | \$72,440.28          |                    |                        |
| 116070 | Eramo, George     | Contract Specialist II      | Contract Specialist II     | Highway Maint Foreman IV         | C       | 20         | 14        | D06        | \$81,558.41  | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20         |       |      |           |                      |                    |                        |
| 016495 | Evangelista, Gary | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 310713 | Fallavollita, Guy | Highway Repair Foreman      | Highway Maint Foreman IV   | MassDOT Highway Maint Supervisor | C       | 24         | 7         | AFSCME     | \$82,838.50  | Effective 5/27/2018 to Hwy Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24   |       |      |           |                      |                    |                        |
| 401361 | Farrington, Brian | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 101693 | Feddersen, Kurt   | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 354668 | Federico, Anthony | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 310523 | Fenwick, Thomas   | Maint Equipment Operator I  | Maint Equipment Operator I | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title           | Current Title 1.4.20        | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|-----------------------------|-----------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 017375 | Fera, Anthony        | Maint Equipment Operator I  | MassDOT Millwright          | MassDOT Facilities Maintenance Tech II | C       | 19         | 14        | 127        | \$77,821.34 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061541 | Fernandes, Elizabeth |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 405392 | Fernandes, Orlando   | Electrician I               | Electrician II              | Electrician II                         | C       | 20         | 11        | D03        | \$76,620.57 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 430656 | Fernandes, Wesley    |                             | Electrician I               | Electrician I                          | C       | 18         | 13        | 127        | \$72,097.07 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 406662 | Ferrero, William     | Maint Equipment Operator I  | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 6         | 127        | \$66,715.11 | Reclass to HMF IV prospectively to BU C, grade 20.  |       |      |           |                      |                    |                        |
| 130969 | Filkins, Scott       | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker III       | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.           | 19    | 12   |           | \$72,440.28          |                    |                        |
| 356413 | Fior, Theodore       | Highway Repair Foreman      | Highway Repair Foreman      | Highway Maint Foreman III              | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 342701 | Fischer, Thomas      | Maint Equipment Operator I  | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 7         | D02        | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 018037 | Fitzgerald, John     | High Voltage Electrician I  | High Voltage Electrician I  | High Voltage Electrician I             | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 018190 | Fitzgerald, Steven   |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 113234 | Flaherty, James      | Federal Aid Coordinator IV  | Federal Aid Coordinator IV  | MassDOT Highway Maint Supervisor       | C       | 24         | 14        | D09        | \$98,267.59 | Effective 7/10/2016 Hwy Maintenance Supervisor, BU B continue to pay as CE IV, prospectively to Unit C, grade 24                                |       |      |           |                      |                    |                        |
| 352442 | Flattery, David      | Highway Repair Foreman      | Highway Maint Foreman III   | Highway Maint Foreman IV               | C       | 20         | 11        | AFSCME     | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 122651 | Fleming, Stephen     |                             | Plumber and Steamfitter II  | Plumber and Steamfitter II             | C       | 20         | 12        | 127        | \$78,152.87 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 114912 | Flood, Robert        | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV            | C       | 20         | 12        | AFSCME     | \$76,620.57 | Title upgraded prospectively to B.Unit C, grade 20. Step to step promotion.   |       |      |           |                      |                    |                        |
| 018580 | Florek, Jeffrey      | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV | MassDOT Mechanic Supervisor            | C       | 21         | 13        | 127        | \$83,764.97 | Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |



Appendix B - Upgrades

| ID     | Name                | Study Class Title            | Current Title 1.4.20         | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|------------------------------|------------------------------|--|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 429125 | Flynn, Timothy      |                              | Maint Equipment Operator I   | MassDOT Highway Maint Worker III       | B       | 19         | 6         | 127        | \$61,307.22  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.           |       |      |           |                      |                    |                        |
| 018977 | Foley, Sean         | Maint Equipment Operator II  | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 14        | 127        | \$81,558.41  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 062843 | Ford, John          | HVAC Refrig Mechanic II      | HVAC Refrig Mechanic II      | MassDOT Facilities Maintenance Tech II | C       | 19         | 14        | 127        | \$77,821.34  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 424157 | Ford, Richard       |                              | Laborer II                   | MassDOT Highway Maint Worker I         | B       | 14         | 5         | 127        | \$46,534.16  | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 017920 | Forgione, Stephen   | Motor Equipment Mechanic III | Motor Equipment Mechanic III | Welder/Mechanic                        | C       | 19         | 14        | 127        | \$77,821.34  | Effective 7/10/16 reclass to Welder/Mechanic. Effective 7/7/19 BU C, grade 19   |       |      |           |                      |                    |                        |
| 060611 | Foss, Mark          | Motor Equipment Mechanic III | Motor Equipment Mechanic III | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 489963 | Fotos, Lauren       |                              | Counsel II                   | Counsel II                             | D       | 18         | 13        | D06        | \$107,430.23 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 360789 | Fountain, Jay-Henry | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 407277 | Foynes, Daniel      | Maint Equipment Operator I   | Maint Equipment Operator II  | MassDOT Highway Maint Worker III       | B       | 19         | 9         | D03        | \$66,899.72  | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 376556 | Franklin, Laura     | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 10        | 127        | \$65,379.84  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 017090 | Frascolla, Anthony  | Welder / Mechanic            | Motor Equipment Mechanic IV  | MassDOT Mechanic Supervisor            | C       | 21         | 11        | 127        | \$80,511.34  | Mechanic Supervisor to Unit B, grade 20 effective 9/30/18. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 019641 | Frattasio, Neal     | Carpenter II                 | Carpenter II                 | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.  |       |      |           |                      |                    |                        |
| 355056 | Freedman, Maurice   | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 365413 | Freire, Ingrid      |                              | Counsel I                    | Counsel II                             | D       | 18         | 9         | D06        | \$98,022.57  | Effective 7/7/2019 reclassified to Counsel II grade 18  |       |      |           |                      |                    |                        |
| 404973 | Frenette, Adam      | Electrician II               | Electrician II               | Electrician II                         | C       | 20         | 14        | 127        | \$81,558.41  | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title            | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|------------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 310983 | Friend, Marvin     | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                    | 18    | 12   |           | \$68,709.83          |                    |                        |
| 139393 | Furtado, Tania     | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 12        | D06        | \$84,418.39 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion  |       |      |           |                      |                    |                        |
| 020057 | Furtak, Joseph     | Carpenter II                 | Carpenter II                  | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 141461 | Gagnon, George     | Contract Specialist II       | Contract Specialist II        | Highway Maint Foreman III              | C       | 18         | 14        | D06        | \$73,786.81 | Effective 7/10/2016 reclass to HRF continue to pay as Contract Specialist II, effective prospectively to HMF III, BU C, grade 18 |       |      |           |                      |                    |                        |
| 485101 | Gaines, Nathaniel  |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 3         | 127        | \$58,381.69 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061566 | Gardner, James     | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061645 | Gardner, Lori      |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                    | 18    | 12   |           | \$68,709.83          |                    |                        |
| 020771 | Garner, Gerard     | Carpenter II                 | Carpenter II                  | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 315152 | Gasbarro, Daniel   | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 12        | D06        | \$84,418.39 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion  |       |      |           |                      |                    |                        |
| 310854 | Gauthier, Donald   | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                    | 18    | 12   |           | \$68,709.83          |                    |                        |
| 121842 | Gauthier, Mark     | Highway Maint Foreman III    | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                    |       |      |           |                      |                    |                        |
| 020937 | Gentilucci, Frank  | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                    |       |      |           |                      |                    |                        |
| 407711 | Giard, Ronald      | Motor Equipment Mechanic II  | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 11        | AFSCME     | \$73,097.63 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 021430 | Giggi, William     | Plumber And Steamfitter II   | Plumber And Steamfitter II    | Plumber And Steamfitter II             | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion   |       |      |           |                      |                    |                        |
| 021550 | Gillen Jr., Edward | Maint Equipment Operator II  | Maint Equipment Operator II   | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$71,436.99 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Employee has CDL -B  | 01    | 0    | 18        | \$71,436.99          | \$68,709.83        | \$2,727.16             |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title              | Current Title 1.4.20                 | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|--------------------------------|--------------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 307554 | Gillen, James        |                                | Maint Equipment Operator I           | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 021609 | Gilman, Francis      | Business Management Specialist | Business Management Specialist       | Business Management Specialist         | D       | 12         | 14        | 127        | \$85,267.23 | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 251525 | Gilson, Barrie       | Contract Specialist II         | Contract Specialist II               | Highway Maint Foreman IV               | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20 |       |      |           |                      |                    |                        |
| 481014 | Giovanniello, Rocco  |                                | Maint Equipment Operator I           | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 109131 | Glazebrook, Lawrence | Program Coordinator III        | Program Coordinator III              | MassDOT Highway Maint Supervisor       | C       | 24         | 14        | D06        | \$98,267.59 | Effective 7/10/2016 Hwy Maintenance Supervisor, BU B continue to pay as PC III, prospectively to Unit C, grade 24.                  |       |      |           |                      |                    |                        |
| 061891 | Goffredo, Joseph     | Motor Equipment Mechanic III   | Motor Equipment Mechanic III         | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 313375 | Gomez, Rafael        |                                | Maint Equipment Operator II          | MassDOT Highway Maint Worker III       | B       | 19         | 9         | D03        | \$66,899.72 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                                      |       |      |           |                      |                    |                        |
| 310986 | Goodwin, Mark        | Highway Repair Foreman         | Highway Maint Foreman III            | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 062002 | Gordon, Eric         | Motor Equipment Mechanic III   | Motor Equipment Mechanic III         | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 021820 | Gover, Christopher   | Carpenter II                   | MassDOT Millwright                   | MassDOT Facilities Maintenance Tech II | C       | 19         | 14        | 127        | \$77,821.34 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.                                      |       |      |           |                      |                    |                        |
| 500389 | Graham, Jason        |                                | Maint Equipment Operator I           | MassDOT Highway Maint Worker II        | B       | 18         | 3         | D03        | \$53,692.90 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 124561 | Grandmaison, Randy   | Traffic Section Foreman I      | Traffic Section Foreman I            | Traffic Section Foreman I              | C       | 16         | 12        | AFSCME     | \$63,720.88 | Title reclassified to B.Unit C prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 061013 | Granger, Bruce       |                                | Maint Equipment Operator II (Acting) | MassDOT Highway Maint Worker III       | B       | 19         | 12        | 127        | \$71,740.28 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                                      | 19    | 12   |           | \$72,440.28          |                    |                        |
| 061893 | Grassa, Nicholas     | Maint Equipment Operator I     | Maint Equipment Operator I           | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 280495 | Greene, Alyia        | Highway Repair Foreman         | Highway Maint Foreman III (Acting)   | Highway Maint Foreman IV (Acting)      | C       | 20         | 3         | D02        | \$61,249.27 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name             | Study Class Title            | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------|------------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 406541 | Greene, Richard  | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 311951 | Grew, Timothy    | Highway Repair Foreman       | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 11        | D02        | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 435060 | Grey, Mason      | Plumber and Steamfitter II   | Plumber and Steamfitter II    | Plumber And Steamfitter II             | C       | 20         | 12        | 127        | \$78,152.87 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 411493 | Gundersen, Keith | Bridge Welder                | MassDOT Millwright            | MassDOT Facilities Maintenance Tech II | C       | 19         | 13        | D03        | \$76,051.86 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.                                      |       |      |           |                      |                    |                        |
| 301492 | Hagar, Jarrett   |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 434119 | Hallen, Brian    |                              | Laborer II                    | MassDOT Highway Maint Worker I         | B       | 14         | 10        | SEIU       | \$52,992.29 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 131107 | Hamel, Pamela    | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 062611 | Hamilton, Brian  | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 022870 | Hanlon, Kenneth  | High Voltage Electrician I   | High Voltage Electrician I    | High Voltage Electrician I             | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 329855 | Hanlon, Kenneth  |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 405729 | Harpin, Daniel   | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 7         | 127        | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 410900 | Haynes, Ronald   | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 4         | 127        | \$62,982.18 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 062694 | Healey, John     | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 023580 | Helmar, Alan     | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 138544 | Herzog, James    | Contract Specialist II       | Contract Specialist II        | Highway Maint Foreman IV               | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20 |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name              | Study Class Title           | Current Title 1.4.20         | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-------------------|-----------------------------|------------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 023833 | Hickson, David    | Maint Equipment Operator II | MassDOT ESP Person II        | MassDOT ESP Person II                  | B       | 01         | 0         | 127        | \$72,384.11 | Title upgraded to grade 19 prospectively.  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 023890 | Hildreth, Joseph  | Highway Maint Foreman III   | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 14        | 127        | \$81,558.41 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 477845 | Hills, Roland     |                             | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 304083 | Hockman, John     | Maint Equipment Operator I  | Maint Equipment Operator I   | MassDOT Highway Maint Worker III       | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 356394 | Howard, Scott     | Maint Equipment Operator I  | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 8         | D02        | \$70,792.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 115475 | Hurton, Philip    | Contract Specialist III     | Contract Specialist III      | Highway Maint Foreman IV               | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist III, effective prospectively to HMF IV, BU C, grade 20                   |       |      |           |                      |                    |                        |
| 306880 | Hutcheson, David  |                             | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 11        | 127        | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 370695 | Hutchinson, David | Maint Equipment Operator I  | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062025 | Iacobacci, Paul   |                             | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 100341 | Innes, Kevin      | PC II                       | Program Coordinator II       | Administrative Review Officer II       | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/10/16 reclassified to Admin. Review Officer II. (Title change only). Effective 7/7/2019 title upgraded to grade 13. Step to step promotion |       |      |           |                      |                    |                        |
| 486438 | Jackson, Bernard  |                             | Motor Equipment Mechanic III | Motor Equipment Mechanic III           | C       | 19         | 10        | 127        | \$71,664.12 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061989 | Jackson, Thomas   |                             | Carpenter II                 | MassDOT Facilities Maintenance Tech II | C       | 19         | 12        | 127        | \$74,559.85 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 128910 | Jenkins, Lionel   | Highway Repair Foreman      | Highway Repair Foreman       | Highway Maint Foreman III              | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 352492 | Jennings, Joseph  | Maint Equipment Operator I  | Maint Equipment Operator I   | MassDOT Highway Maint Worker III       | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 338493 | Johnson, Daryl    |                             | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title            | Current Title 1.4.20                 | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|------------------------------|--------------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 025671 | Johnson, James       |                              | Motor Equipment Mechanic IV (Acting) | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34 | Employee Worker's Comp effective 4/4/2016. When employee returns to work he should be returned to his Mechanic III position. Prospectively upgrade to Unit C, Grade 19 |       |      |           |                      |                    |                        |
| 430689 | Johnson, Thomas      |                              | Maint Equipment Operator I           | MassDOT Highway Maint Worker II  | B       | 18         | 8         | D03        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 025733 | Johnson, Timothy     | Janitor III                  | Janitor III                          | Janitor III                      | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.  | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 061567 | Johnson, William     | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                                  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 310626 | Johnston, Jay        | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 356566 | Jones, Douglas       | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                                  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 315195 | Kaczuwka, James      | Electrician I                | Electrician II                       | Electrician II                   | C       | 20         | 14        | D03        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion   |       |      |           |                      |                    |                        |
| 026140 | Kane, Timothy        | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 485910 | Katin, John          |                              | Laborer II                           | MassDOT Highway Maint Worker I   | B       | 14         | 7         | 127        | \$49,007.97 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 060616 | Kavorkian, John      | Highway Maint Foreman III    | Highway Maint Foreman III            | MassDOT Special Project Worker   | C       | 20         | 14        | 127        | \$81,558.41 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.   |       |      |           |                      |                    |                        |
| 122496 | Kearney, William     | Motor Equipment Mechanic III | Motor Equipment Mechanic IV          | Motor Equipment Mechanic IV      | C       | 20         | 12        | AFSCME     | \$76,620.57 | Title upgraded prospectively to B.Unit C, grade 20. Step to step promotion.  |       |      |           |                      |                    |                        |
| 062581 | Kearns, Robert       | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 378482 | Keating, Christopher | Maint Equipment Operator I   | Maint Equipment Operator I           | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061762 | Keefe, John          | Maint Equipment Operator I   | Highway Maint Foreman IV             | MassDOT Highway Maint Supervisor | C       | 24         | 7         | 127        | \$82,838.50 | Promoted to HMF IV effective 12/01/2013. Effective 7/10/2016 to HWY Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24                             |       |      |           |                      |                    |                        |
| 372432 | Keegan, Terrence     |                              | Maint Equipment Operator I           | MassDOT Highway Maint Worker III | B       | 19         | 2         | 127        | \$54,746.44 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.                                  |       |      |           |                      |                    |                        |



Appendix B - Upgrades

| ID     | Name             | Study Class Title            | Current Title 1.4.20               | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------|------------------------------|------------------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 491178 | Kellaher, Adam   |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 026820 | Kelley, Henry    | Carpenter II                 | Carpenter II                       | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 346591 | Kelly, Larry     |                              | Laborer II                         | MassDOT Highway Maint Worker I         | B       | 14         | 5         | 127        | \$46,534.16 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 485279 | Kennedy, Brian   |                              | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 10        | 127        | \$71,664.12 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 062272 | King, William    | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 111607 | Kirally, Raymond | Traffic Section Foreman I    | Traffic Section Foreman I          | Traffic Section Foreman I              | C       | 16         | 12        | AFSCME     | \$63,720.88 | Title reclassified to B.Unit C prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 118160 | Kirby, Keith     |                              | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting)      | C       | 20         | 8         | 02         | \$70,792.97 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                     |       |      |           |                      |                    |                        |
| 377153 | Kirk, James      | Maint Equipment Operator I   | Highway Maint Foreman III          | Highway Maint Foreman IV               | C       | 20         | 7         | AFSCME     | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 124233 | Kirkbride, Peter | Property Management Spec II  | Property Management Spec II        | General Construction Inspector II      | E       | 21A        | 14        | D09        | \$84,791.08 | Effective 7/10/2016. Effective 7/8/2019 position upgraded to 21E   |       |      |           |                      |                    |                        |
| 107626 | Kramer, Linda    | Admin Rev Off II             | Administrative Rev Officer II      | Administrative Review Officer II       | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion  |       |      |           |                      |                    |                        |
| 433262 | LaBier, Nathan   |                              | Motor Equipment Mechanic II        | Motor Equipment Mechanic II            | C       | 17         | 7         | 127        | \$59,428.06 | Title upgraded prospectively to B.Unit C, grade 17. Step to step promotion.  |       |      |           |                      |                    |                        |
| 062219 | LaBier, Warren   | Motor Equipment Mechanic III | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 028193 | Labuski, Daniel  | Highway Maint Foreman III    | Highway Maint Foreman III          | Highway Maint Foreman IV               | C       | 20         | 14        | 127        | \$81,558.41 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 028311 | Lafortune, Craig | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 028320 | Lafreniere, Carl | Highway Maint Foreman III    | Highway Maint Foreman IV           | MassDOT Highway Maint Supervisor       | C       | 24         | 8         | 127        | \$85,335.33 | Promoted to HMF IV effective 5/1/2016. Effective 7/10/2016 to HWY Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24 |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name              | Study Class Title              | Current Title 1.4.20           | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-------------------|--------------------------------|--------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 429108 | Lallo, Terehence  |                                | Maint Equipment Operator I     | MassDOT Highway Maint Worker II  | B       | 18         | 8         | 127        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 100708 | Lamountain, Anna  | Highway Repair Foreman         | Highway Repair Foreman         | Highway Maint Foreman III        | C       | 18         | 14        | D03        | \$73,786.81 | HREs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 357361 | Landerholm, Paul  | Maint Equipment Operator I     | Highway Maint Foreman III      | Highway Maint Foreman IV         | C       | 20         | 9         | D02        | \$72,922.13 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 061540 | Landry, Robert J  | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061520 | Landry, Robert M  | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 105991 | LaPierre, Richard | Contract Specialist II         | Contract Specialist II         | Highway Maint Foreman IV         | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 043243 | Laprise, Maureen  | Highway Maint Foreman IV       | Highway Maint Foreman IV       | MassDOT Foreman Special Projects | C       | 21         | 12        | 127        | \$82,122.29 | Effective 7/10/2016 reclass to Foreman of Special Projects BU B, grade 22. Prospectively to BU C, grade 21                            |       |      |           |                      |                    |                        |
| 028883 | Larson, Kevin     | Janitor III                    | Janitor III                    | Janitor III                      | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 406167 | Lashua, Andrew    | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 028950 | Laughnane, James  | Business Management Specialist | Business Management Specialist | Business Management Specialist   | D       | 12         | 14        | 127        | \$85,267.23 | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 373657 | Lavallee, Edward  |                                | Maint Equipment Operator I     | MassDOT Highway Maint Worker III | B       | 19         | 6         | D03        | \$61,307.22 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 477841 | LaValley, David   |                                | Maint Equipment Operator I     | MassDOT Highway Maint Worker II  | B       | 18         | 5         | D03        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 029060 | Lawlor, Jerome    |                                | High Voltage Electrician II    | High Voltage Electrician II      | C       | 23         | 14        | 103        | \$94,168.09 | Effective 7/7/2019 title upgrade to grade 23. Step to step promotion  |       |      |           |                      |                    |                        |
| 029065 | Lawrence, Richard | Laborer II                     | MassDOT ESP Person I           | MassDOT ESP Person I             | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062604 | Leary, Paul       | High Voltage Electrician I     | High Voltage Electrician I     | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title            | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|------------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 482925 | Leavens, Francis   |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 10        | D02        | \$71,664.12 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 457838 | Leavitt, Jay       |                              | MassDOT Millwright            | MassDOT Facilities Maintenance Tech II | C       | 19         | 11        | 127        | \$73,097.63 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 355048 | LeBlanc, Michael   | Laborer II                   | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 6         | AFSCME     | \$66,715.11 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 390450 | LeClair, Donald    | Laborer II                   | MassDOT ESP Person I          | MassDOT ESP Person I                   | B       | 18         | 4         | 127        | \$55,210.85 | Title upgraded to grade 18 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 295126 | Lee, Gregory       | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 11        | AFSCME     | \$73,097.63 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062262 | Lemay, Richard     | High Voltage Electrician I   | High Voltage Electrician I    | High Voltage Electrician I             | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 104715 | Lemiesz, Thomas    | Contract Specialist II       | Contract Specialist II        | Highway Maint Foreman IV               | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 492983 | Lemke, Joseph      |                              | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 2         | D06        | \$62,805.03 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 029410 | Lemoine, Edward    | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III       | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 029420 | Lempitski, Paul    | Highway Maint Foreman IV     | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor       | C       | 24         | 11        | USW        | \$92,365.35 | Effective 7/10/2016 to Hwy Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24                                     |       |      |           |                      |                    |                        |
| 029610 | Levesque, Robert   | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 029683 | Lewis, Steven      | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 230860 | Little, Albert     | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061484 | Lobo, Donald       | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061241 | Locantore, Anthony | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title           | Current Title 1.4.20               | New Proposed Title                  | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|-----------------------------|------------------------------------|-------------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 029660 | Lochiatto, Richard | Maint Equipment Operator I  | Maint Equipment Operator I         | MassDOT Highway Maint Worker II     | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 029975 | Locke, Peter       | Highway Maint Foreman IV    | Highway Maint Foreman IV           | MassDOT Highway Maint Supervisor    | C       | 24         | 11        | USW        | \$92,365.35 | Effective 7/10/2016 to Hwy Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24   |       |      |           |                      |                    |                        |
| 029995 | Loconte, Joseph    | Highway Maint Foreman III   | Highway Maint Foreman III          | Highway Maint Foreman IV            | C       | 20         | 14        | 127        | \$81,558.41 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 118111 | Lomas, Andrea      | Sign Painter & Letterer II  | Program Coordinator III            | MassDOT Foreman of Sign Maintenance | C       | 21         | 10        | D06        | \$78,933.51 | 7/10/16: The recommended position is lower than the employee's current position, therefore the employee will keep current title, grade and step. Effective 7/7/2019 reclassified to Foreman of Sign Maint, B.Unit C grade 21. Step to step promotion. |       |      |           |                      |                    |                        |
| 405721 | Lombardi, Philip   | Maint Equipment Operator I  | Maint Equipment Operator I         | MassDOT Highway Maint Worker II     | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 030083 | Long, Lynn         |                             | Maint Equipment Operator I         | MassDOT Highway Maint Worker II     | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061865 | Lorusso, Jason     | Motor Equipment Mechanic II | Motor Equipment Mechanic III       | Motor Equipment Mechanic III        | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 400472 | Los, Alexander     | Electrician I               | Electrician II                     | Electrician II                      | C       | 20         | 13        | D03        | \$79,715.81 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 030187 | Losordo, Peter     | Highway Maint Foreman IV    | Highway Maint Foreman IV           | MassDOT Foreman of Sign Maintenance | C       | 21         | 14        | USW        | \$85,688.42 | Effective 7/10/2016 reclass to Foreman of Sign Maintenance BU B, grade 22. Prospectively to BU C, grade 21  |       |      |           |                      |                    |                        |
| 102076 | Loughman, Theodore |                             | Maint Equipment Operator I         | MassDOT Highway Maint Worker II     | B       | 18         | 8         | D03        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 304328 | Lucas, Kiana       |                             | Administrative Rev Officer II      | Administrative Review Officer II    | D       | 13         | 7         | D06        | \$73,657.79 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 482276 | Lucht, Stephen     |                             | Highway Maint Foreman III          | Highway Maint Foreman IV            | C       | 20         | 2         | 127        | \$59,569.34 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 376560 | Luciano, Roy       | Maint Equipment Operator I  | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting)   | C       | 20         | 8         | D02        | \$70,792.97 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 062633 | Lydon, Robert      | High Voltage Electrician I  | High Voltage Electrician I         | High Voltage Electrician I          | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 033467 | MacArthur, Paul    | Maint Equipment Operator II | MassDOT ESP Person II              | MassDOT ESP Person II               | B       | 01         | 0         | 127        | \$72,384.11 | Title upgraded to grade 19 prospectively.   | 19    | 12   |           | \$72,440.28          |                    |                        |

Appendix B - Upgrades

| ID     | Name                | Study Class Title           | Current Title 1.4.20        | New Proposed Title                  | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|-----------------------------|-----------------------------|-------------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 482608 | Macaulay, Michael   |                             | Electrician I               | Electrician I                       | C       | 18         | 11        | D03        | \$69,297.92 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 120798 | Maccarthy, Scott    | Contract Specialist II      | Contract Specialist II      | Highway Maint Foreman IV            | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 363551 | MacDonald, Jeffrey  | Maint Equipment Operator I  | Highway Repair Foreman      | Highway Maint Foreman III           | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 138901 | Mackay, Joseph      | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV | MassDOT Mechanic Supervisor         | C       | 21         | 9         | AFSCME     | \$76,592.98 | Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21   |       |      |           |                      |                    |                        |
| 062821 | MacLaughlin, Ronald | Plumber And Steamfitter II  | Plumber And Steamfitter II  | Plumber And Steamfitter II          | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 062616 | Main, Eric          | Electrician II              | Highway Maint Foreman III   | MassDOT Foreman of Facilities Maint | C       | 21         | 12        | 127        | \$82,122.29 | Effective 3/6/2016 promoted to HMF III. Effective 7/10/2016 reclass to Foreman of Building Maintenance BU B, grade 22, Prospectively to Foreman of Facilities Maintenance, BU C, grade 21 |       |      |           |                      |                    |                        |
| 481653 | Main, Tyler         |                             | Electrician I               | Electrician I                       | C       | 18         | 6         | D03        | \$60,533.76 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 490493 | Manktelow, David    |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II     | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062605 | Mansfield, Michael  | Plumber And Steamfitter II  | Plumber And Steamfitter II  | Plumber And Steamfitter II          | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 062781 | Marble Jr, Thomas   | Maint Equipment Operator I  | Highway Maint Foreman IV    | Highway Maint Foreman IV            | C       | 20         | 9         | 127        | \$72,922.13 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 062802 | Marino, Mark        | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II     | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 311367 | Martin, James       | Laborer II                  | Laborer II                  | Janitor III                         | B       | 13         | 12        | SEIU       | \$51,647.35 | Effective 7/10/2016 Janitor III. Employee functions as a Janitor. Title upgraded prospectively to grade 13  | 13    | 12   |           | \$52,347.35          |                    |                        |
| 109539 | Martinuk, William   | Contract Specialist II      | Contract Specialist II      | Highway Maint Foreman IV            | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20   |       |      |           |                      |                    |                        |
| 342706 | Mathieu, Glenn      | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II     | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062241 | Maturevich, Robert  | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II     | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title              | Current Title 1.4.20           | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|--------------------------------|--------------------------------|--|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 130924 | Maxwell, Orville   | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II        | B       | 18         | 9         | 127        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 002969 | Maysonet, Lisa     |                                | Janitor III                    | Janitor III                            | B       | 01         | 0         | 127        | \$67,598.52  | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$67,598.52          | \$52,347.35        | \$15,251.17            |
| 310715 | Mazzaferro, Tony   | Maint Equipment Operator I     | Highway Maint Foreman III      | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 105354 | McAuliffe, Glen    | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062817 | McAvey, Murdoch    | Maint Equipment Operator I     | Welder/Mechanic                | Welder/Mechanic                        | C       | 19         | 13        | 127        | \$76,051.86  | Effective 7/7/2019 title upgrade to grade 19. Step to step promotion  |       |      |           |                      |                    |                        |
| 033515 | McCarthy, Edward   | Carpenter II                   | Carpenter II                   | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.  |       |      |           |                      |                    |                        |
| 033751 | McCarthy, John     | Business Management Specialist | Business Management Specialist | Business Management Specialist         | D       | 12         | 14        | 127        | \$85,267.23  | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 105469 | McConnell, Oliver  |                                | HVAC Refrig Mechanic II        | MassDOT Facilities Maintenance Tech II | C       | 19         | 11        | 127        | \$73,097.63  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 034605 | McDonald, John     | High Voltage Electrician I     | High Voltage Electrician III   | High Voltage Electrician III           | C       | 25         | 14        | 103        | \$102,546.02 | Effective 7/7/2019 title upgrade to grade 25. Step to step promotion  |       |      |           |                      |                    |                        |
| 034769 | McGilloway, George | Highway Maint Foreman III      | Highway Maint Foreman III      | MassDOT Special Project Worker         | C       | 20         | 14        | 127        | \$81,558.41  | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 489719 | McGlone, Sean      |                                | Motor Equipment Mechanic III   | Motor Equipment Mechanic III           | C       | 19         | 8         | 127        | \$67,460.43  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 355276 | McGrath, Kyle      |                                | Janitor III                    | Janitor III                            | B       | 13         | 12        | 127        | \$51,647.35  | Title upgraded to grade 13 prospectively. Step to step promotion  | 13    | 12   |           | \$52,347.35          |                    |                        |
| 035280 | McKenna, Stephen   | Highway Maint Foreman III      | Highway Maint Foreman III      | MassDOT Special Project Worker         | C       | 20         | 14        | 127        | \$81,558.41  | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 062221 | McKinnon, Charles  |                                | Maint Equipment Operator I     | MassDOT Highway Maint Worker III       | B       | 19         | 11        | 127        | \$70,334.08  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 062810 | McLeish, Bruce     | Welder / Mechanic              | Welder/Mechanic                | Welder/Mechanic                        | C       | 19         | 12        | 127        | \$74,559.85  | Effective 7/7/2019 title upgrade to grade 19. Step to step promotion  |       |      |           |                      |                    |                        |



Appendix B - Upgrades

| ID     | Name               | Study Class Title          | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|----------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 379054 | McMaster, Leo      | Laborer II                 | MassDOT ESP Person I          | MassDOT ESP Person I             | B       | 18         | 4         | 127        | \$55,210.85  | Title upgraded to grade 18 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 035931 | McNeil, Dennis     | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | 127        | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 036050 | McShea, Brendan    | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 127991 | McSorley, Francis  | Traffic Section Foreman II | Traffic Section Foreman II    | Traffic Section Foreman II       | C       | 18         | 12        | AFSCME     | \$70,683.15  | Title reclassified to B.Unit C prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 141844 | Mcvey, William     | Counsel II                 | Counsel II                    | Counsel II                       | D       | 18         | 14        | D06        | \$111,254.53 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 109443 | Medeiros, Janet    | Admin Rev Off II           | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 14        | D06        | \$89,504.85  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 120963 | Medeiros, Keith    | Highway Repair Foreman     | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor | C       | 24         | 4         | SEIU       | \$75,776.80  | Promoted to HMF IV effective 5/29/2016. Effective 7/10/2016 to HWY Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24 |       |      |           |                      |                    |                        |
| 122264 | Mello, Richard     | Highway Repair Foreman     | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 11        | 127        | \$76,620.57  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 430626 | Mensah, Francis    |                            | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 6         | D03        | \$58,385.28  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 102192 | Merritt, Priscilla |                            | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 9         | D06        | \$78,565.13  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 036393 | Metcalf, Michael   | Janitor III                | Janitor III                   | Janitor III                      | B       | 01         | 0         | 127        | \$59,398.50  | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 060582 | Michel, Patrick    | Maint Equipment Operator I | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 400254 | Middleton, Keith   |                            | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 310847 | Miethe, David      | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 11        | 127        | \$76,620.57  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 357860 | Miles, Harold      | Laborer II                 | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85  | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                   | Study Class Title           | Current Title 1.4.20        | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------------|-----------------------------|-----------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 363179 | Miley, John            | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker III | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.           | 19    | 12   |           | \$72,440.28          |                    |                        |
| 310527 | Miller, Jody           | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 259576 | Miller, Larry          |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II  | B       | 18         | 8         | 127        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062568 | Millerick, William     | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.           | 19    | 12   |           | \$72,440.28          |                    |                        |
| 481773 | Minacapilli, Salvatore |                             | High Voltage Electrician I  | High Voltage Electrician I       | C       | 22         | 11        | 103        | \$84,662.88 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 492412 | Moitoza, Randy         |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 144955 | Molina, Angel          | Motor Equipment Mechanic II | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV      | C       | 20         | 10        | SEIU       | \$75,118.07 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 036907 | Molloy, Paul           | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV | MassDOT Mechanic Supervisor      | C       | 21         | 14        | USW        | \$85,688.42 | Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 036990 | Mora, Elkin            | Welder / Mechanic           | Motor Equipment Mechanic IV | Motor Equipment Mechanic IV      | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 19. Step to step promotion  |       |      |           |                      |                    |                        |
| 037289 | Moran, Timothy         | Maint Equipment Operator II | MassDOT ESP Person II       | MassDOT ESP Person II            | B       | 01         | 0         | 127        | \$72,384.11 | Title upgraded to grade 19 prospectively.   | 19    | 12   |           | \$72,440.28          |                    |                        |
| 311002 | Morgado, David         | Highway Repair Foreman      | Highway Maint Foreman III   | Highway Maint Foreman IV         | C       | 20         | 12        | USW        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 037435 | Moriarty, Stephen      | Maint Equipment Operator II | Maint Equipment Operator II | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$71,436.99 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Employee has CDL -B   | 01    | 0    | 18        | \$71,436.99          | \$68,709.83        | \$2,727.16             |
| 061453 | Morrison, Bernard      | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker III | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.           | 19    | 12   |           | \$72,440.28          |                    |                        |
| 061646 | Morrison, Daniel       | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 119388 | Muir, David            | Highway Repair Foreman      | Highway Maint Foreman III   | Highway Maint Foreman IV         | C       | 20         | 11        | 127        | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                | Study Class Title          | Current Title 1.4.20               | New Proposed Title                | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|----------------------------|------------------------------------|-----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 061480 | Muldowney, John     | High Voltage Electrician I | High Voltage Electrician II        | High Voltage Electrician II       | C       | 23         | 14        | 103        | \$94,168.09 | Effective 7/7/2019 title upgrade to grade 23. Step to step promotion  |       |      |           |                      |                    |                        |
| 400326 | Mulkern, Michael    | Electrician I              | Electrician II                     | Electrician II                    | C       | 20         | 13        | D03        | \$79,715.81 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 507383 | Muller, Samuel      |                            | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   |       |      |           |                      |                    |                        |
| 061234 | Mullett, John       | Maint Equipment Operator I | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 119642 | Munson, Kathleen    | Admin Rev Off II           | Administrative Rev Officer II      | Administrative Review Officer II  | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 032843 | Murphy, Daniel      |                            | Highway Maint Foreman III          | MassDOT Special Project Worker    | C       | 20         | 14        | 127        | \$81,558.41 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 405720 | Muzarol, Claude     | Maint Equipment Operator I | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 458102 | Myers, Joseph Paul  |                            | Motor Equipment Mechanic IV        | Motor Equipment Mechanic IV       | C       | 20         | 10        | AFSCME     | \$75,118.07 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 429117 | Nardone, Barry      |                            | Maint Equipment Operator I         | MassDOT Highway Maint Worker III  | B       | 19         | 6         | 127        | \$61,307.22 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 310622 | Nasser, Steven      | Highway Repair Foreman     | Highway Repair Foreman             | Highway Maint Foreman III         | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 261344 | Nee, Martin         | Highway Maint Foreman III  | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting) | C       | 20         | 2         | D02        | \$59,569.34 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                  |       |      |           |                      |                    |                        |
| 366016 | Neville, Scott      | Maint Equipment Operator I | Maint Equipment Operator I         | MassDOT Highway Maint Worker III  | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 039320 | Newman, Stephen     | Maint Equipment Operator I | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 366042 | Niles, D. Alexander | Maint Equipment Operator I | Highway Maint Foreman III          | Highway Maint Foreman IV          | C       | 20         | 11        | AFSCME     | \$76,620.57 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 406152 | Nolan, Joseph       | Maint Equipment Operator I | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                | Study Class Title           | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|-----------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 315181 | Noonan, Christopher | Admin Rev Off II            | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 10        | D06        | \$81,140.49 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 406514 | Nowlan, Shannon-Lee |                             | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 7         | USW        | \$73,657.79 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 310852 | Noyes, Andrew       | Highway Repair Foreman      | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor       | C       | 24         | 7         | D02        | \$82,838.50 | Promoted to HMF IV effective 5/29/2016. Effective 7/10/2016 to BU B, grade 24, to BU C, grade 24 prospectively.                       |       |      |           |                      |                    |                        |
| 391521 | Nunes, Kevin        | Communication Dispatcher II | Communication Dispatcher II   | Communication Dispatcher II            | B       | 17         | 9         | SEIU       | \$60,574.32 | Title upgraded to grade 17 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 149454 | Nunez, Juan         | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 040380 | O'Brien, Michael    | HVAC Refrig Mechanic II     | HVAC Refrig Mechanic II       | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.  |       |      |           |                      |                    |                        |
| 040709 | O'Connor, Lawrence  | Electrician II              | Electrician II                | Electrician II                         | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 040847 | O'Donnell, James    |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 041020 | O'Keefe, John       | Janitor III                 | Janitor IV                    | Janitor IV                             | B       | 16         | 12        | 127        | \$61,451.26 | Title upgraded to grade 16 prospectively. Step to step promotion  | 16    | 12   |           | \$62,151.26          |                    |                        |
| 419708 | Olisky, Dennis      | Maint Equipment Operator I  | Highway Maint Foreman IV      | MassDOT Highway Maint Supervisor       | C       | 24         | 1         | 127        | \$69,321.02 | Promoted to HMF III effective 5/1/2016. Effective 9/24/2017 promoted to HMF IV, to BU B, grade 24. Prospectively to BU C, grade 24    |       |      |           |                      |                    |                        |
| 374121 | O'Neill, Moira      |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 310619 | O'Neill, Stephen    | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 409574 | O'Neill, Timothy    | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 041495 | Orellana, Mauricio  |                             | Maint Equipment Operator I    | MassDOT Highway Maint Worker III       | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 407616 | Orrall, Richard     | Maint Equipment Operator I  | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                   | Study Class Title              | Current Title 1.4.20           | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------------|--------------------------------|--------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 041631 | Ostrowski, Joseph      | Electrician II                 | Civil Engineer IV (Acting)     | MassDOT Facilities & Operations Supv   | C       | 24         | 9         | 127        | \$87,903.87 | Promoted to HMF III effective 3/6/2016. Effective 7/10/2016 Reclass to Foreman of Building Maintenance BU B, grade 22. Effective 9/8/2016 reclass to Acting Supervisor of Building Maintenance, BU B, grade 24. Prospectively to BU C, grade 24. New position should be posted. |       |      |           |                      |                    |                        |
| 041660 | Oteri, David           | Janitor III                    | Janitor III                    | Janitor III                            | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 041713 | Ouzounian, James       | Motor Equipment Mechanic IV    | Motor Equipment Mechanic IV    | MassDOT Mechanic Supervisor            | C       | 21         | 13        | 127        | \$83,764.97 | Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21   |       |      |           |                      |                    |                        |
| 062226 | Owens, Frederick       | Maint Equipment Operator I     | HVAC Refrig Mechanic I         | MassDOT Facilities Maintenance Tech I  | C       | 01         | 0         | 127        | \$67,598.52 | Effective 7/7/2019 reclassified to Facilities Maint Tech II grade 15.   |       |      |           |                      |                    |                        |
| 041770 | Page, Leroy            | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061881 | Pajak, Aaron           | Janitor III                    | Janitor III                    | Janitor III                            | B       | 01         | 0         | 127        | \$59,398.50 | Title upgraded to grade 13 prospectively.   | 01    | 0    | 13        | \$59,398.50          | \$52,347.35        | \$7,051.15             |
| 061905 | Paquette, Guy          | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 478224 | Parow, Daniel          |                                | High Voltage Electrician I     | High Voltage Electrician I             | C       | 22         | 12        | 103        | \$86,356.88 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 061924 | Patterson, Christopher | Plumber And Steamfitter II     | Plumber And Steamfitter II     | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.  |       |      |           |                      |                    |                        |
| 327515 | Payton, Apollo         |                                | Janitor III                    | Janitor III                            | B       | 13         | 12        | 127        | \$51,647.35 | Title upgraded to grade 13 prospectively. Step to step promotion  | 13    | 12   |           | \$52,347.35          |                    |                        |
| 061864 | Pease, Timothy         | Maint Equipment Operator I     | Maint Equipment Operator I     | MassDOT Highway Maint Worker III       | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.   | 19    | 12   |           | \$72,440.28          |                    |                        |
| 042653 | Pellegrine, Anthony    | Laborer II                     | MassDOT ESP Person I           | MassDOT ESP Person I                   | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 042660 | Pellegrini, John       | Highway Maint Foreman IV       | Highway Maint Foreman IV       | MassDOT Foreman Special Projects       | C       | 21         | 12        | USW        | \$82,122.29 | Effective 7/10/2016 reclass to Foreman of Special Projects BU B, grade 22. Prospectively to BU C, grade 21  |       |      |           |                      |                    |                        |
| 042735 | Pennacchio, Joseph     | Business Management Specialist | Business Management Specialist | Business Management Specialist         | D       | 12         | 14        | 127        | \$85,267.23 | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                | Study Class Title            | Current Title 1.4.20               | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|------------------------------|------------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 506662 | Perez Urbina, Mario |                              | Highway Repair Foreman             | Highway Maint Foreman III              | C       | 18         | 10        | D03        | \$67,938.91 | HRRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 409696 | Perez, Louis        | Janitor II                   | Janitor II                         | Janitor III                            | B       | 13         | 7         | AFSCME     | \$46,435.10 | Effective 7/10/2016 to Janitor III. Effective prospectively title upgraded to grade 13  |       |      |           |                      |                    |                        |
| 062223 | Perry, Glenn        | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061939 | Petitpas, Michael   | Plumber And Steamfitter II   | Plumber And Steamfitter II         | Plumber And Steamfitter II             | C       | 20         | 14        | 127        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 043135 | Piacquadio, Jon     | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 043210 | Pierce, David       | Highway Maint Foreman III    | Highway Maint Foreman IV           | MassDOT Highway Maint Supervisor       | C       | 24         | 6         | 127        | \$80,413.08 | Effective 8/6/2018 to Acting Hwy Maint Supv B, grade 24. Prospectively to BU C, grade 24  |       |      |           |                      |                    |                        |
| 061551 | Pierce, Kristopher  | Motor Equipment Mechanic III | Motor Equipment Mechanic III       | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 297412 | Pierce, Michael     |                              | Highway Maint Foreman III          | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 062220 | Pinson, Lannis      | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 354683 | Pistorino, Leo      | Maint Equipment Operator I   | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting)      | C       | 20         | 8         | D02        | \$70,792.97 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                  |       |      |           |                      |                    |                        |
| 352689 | Plaskawski, David   |                              | Maint Equipment Operator I         | MassDOT Highway Maint Worker III       | B       | 19         | 11        | D03        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 347358 | Polana, Michael     | Carpenter II                 | Carpenter II                       | MassDOT Facilities Maintenance Tech II | C       | 19         | 12        | 127        | \$74,559.85 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 407920 | Pond, Stephen       |                              | Highway Maint Foreman III          | Highway Maint Foreman IV               | C       | 20         | 7         | 127        | \$68,723.97 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 244348 | Poniatowski, Kerry  | Admin Rev Off II             | Administrative Rev Officer II      | Administrative Review Officer II       | D       | 13         | 9         | D06        | \$78,565.13 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 062573 | Pope, Tyrone        | Maint Equipment Operator I   | Maint Equipment Operator I         | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |



Appendix B - Upgrades

| ID     | Name                | Study Class Title           | Current Title 1.4.20         | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|-----------------------------|------------------------------|--|---------|------------|-----------|------------|--------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 139177 | Porter, Kevin       | Highway Repair Foreman      | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                  |       |      |           |                      |                    |                        |
| 135712 | Potvin, Gerald      | Maint Equipment Operator I  | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                  |       |      |           |                      |                    |                        |
| 356373 | Pough, Ernest       | Laborer II                  | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                  |       |      |           |                      |                    |                        |
| 062569 | Power, Joseph       |                             | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061486 | Proctor, Matthew    | Maint Equipment Operator I  | MassDOT Incd. Resp. Oper.    | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 044040 | Proctor, Michael    |                             | MassDOT ESP Person I         | MassDOT ESP Person I                   | B       | 18         | 12        | 127        | \$68,009.83  | Title upgraded to grade 18 prospectively. Step to step promotion   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 482679 | Propson, Jesse      |                             | Motor Equipment Mechanic III | Motor Equipment Mechanic III           | C       | 19         | 7         | 127        | \$65,457.10  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                                    |       |      |           |                      |                    |                        |
| 401260 | Proulx, David       | Electrician I               | High Voltage Electrician I   | High Voltage Electrician I             | C       | 22         | 11        | 103        | \$84,662.88  | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion   |       |      |           |                      |                    |                        |
| 310615 | Provost, Raymond    | Maint Equipment Operator I  | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                  |       |      |           |                      |                    |                        |
| 044093 | Purcell, Stephen    | Civil Engineer IV           | Civil Engineer IV            | MassDOT Highway Maint Supervisor       | C       | 25A        | 14        | USP        | \$104,867.10 | Effective 7/10/2016 Hwy Maintenance Supervisor, BU B, prospectively to Unit C, continue to pay at Unit E rate. |       |      |           |                      |                    |                        |
| 352699 | Quintanilla, Walter | Motor Equipment Mechanic II | Motor Equipment Mechanic III | Motor Equipment Mechanic III           | C       | 19         | 10        | SEIU       | \$71,664.12  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                                    |       |      |           |                      |                    |                        |
| 044399 | Rae, Thomas         | Carpenter II                | Carpenter II                 | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82  | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 103280 | Raffaello, Steven   | Maint Equipment Operator I  | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 355097 | Ramshaw, Greg       | Laborer II                  | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                  |       |      |           |                      |                    |                        |
| 306965 | Randall, Craig      | Highway Repair Foreman      | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                   | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 306717 | Rawinski, Paul         | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 044450 | Rayner, Mark           | Welder / Mechanic            | Welder/Mechanic               | Welder/Mechanic                  | C       | 19         | 14        | 127        | \$77,821.34 | Effective 7/7/2019 title upgrade to grade 19. Step to step promotion  |       |      |           |                      |                    |                        |
| 484273 | Reardon Bartel, Dakota |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 354775 | Reed, Michael          | Laborer II                   | Laborer II                    | MassDOT Highway Maint Worker I   | B       | 14         | 10        | SEIU       | \$52,992.29 | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 062615 | Regnetta, Christopher  | High Voltage Electrician I   | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 485187 | Reynolds, Coady        |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 3         | 127        | \$58,381.69 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 061246 | Reynolds, Michele      | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 11        | 127        | \$70,334.08 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 101725 | Richard, Debra         | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 14        | D06        | \$89,504.85 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 494386 | Riley, Jason           |                              | High Voltage Electrician I    | High Voltage Electrician I       | C       | 22         | 10        | 103        | \$83,001.44 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 045017 | Riley, William         | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 342673 | Roberts, Jeffrey       | Electrician I                | Electrician I                 | Electrician I                    | C       | 18         | 14        | D03        | \$73,786.81 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 129406 | Robinson, Reginald     | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 10        | 127        | \$75,118.07 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 045820 | Roffo, Sandro          | Highway Maint Foreman III    | Highway Maint Foreman III     | MassDOT Special Project Worker   | C       | 20         | 14        | 127        | \$81,558.41 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.                            |       |      |           |                      |                    |                        |
| 366745 | Rogers, David          | Laborer II                   | Maint Equipment Operator I    | MassDOT Highway Maint Worker III | B       | 19         | 7         | D03        | \$63,076.83 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 045890 | Romano, Michael        | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |

Appendix B - Upgrades

| ID        | Name               | Study Class Title           | Current Title 1.4.20        | New Proposed Title              | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|-----------|--------------------|-----------------------------|-----------------------------|---------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 430671    | Rose, Keith        |                             | Highway Maint Foreman III   | Highway Maint Foreman IV        | C       | 20         | 4         | D02        | \$62,982.18 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 046125    | Rose, Michael      |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061488    | Roy, Gary          | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 492003    | Ruel, Chad         |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 4         | 127        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 326746    | Ruffo, Toby        | Electrician I               | Electrician II              | Electrician II                  | C       | 20         | 14        | D03        | \$81,558.41 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 046437    | Rufo, Joseph       | Maint Equipment Operator II | Maint Equipment Operator II | MassDOT Special Project Worker  | C       | 20         | 13        | 127        | \$79,715.81 | Effective 11/12/2017 Special Projects Worker BU B, grade 19. Prospectively to BU C, grade 20  |       |      |           |                      |                    |                        |
| 311199    | Russell, Leonard   | Maint Equipment Operator I  | Highway Repair Foreman      | Highway Maint Foreman III       | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 000154873 | Saffie, William    | Contract Specialist II      | Contract Specialist II      | Highway Maint Foreman IV        | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20 |       |      |           |                      |                    |                        |
| 061277    | Saitta, Ronald     |                             | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 047005    | Sakaske, Jan       | Maint Equipment Operator II | Maint Equipment Operator II | MassDOT Highway Maint Worker II | B       | 01         | 0         | 127        | \$71,436.99 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Employee has CDL -B   | 01    | 0    | 18        | \$71,436.99          | \$68,709.83        | \$2,727.16             |
| 062004    | Sales, Michael     | High Voltage Electrician I  | High Voltage Electrician I  | High Voltage Electrician I      | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 047167    | Salisbury, Martin  | High Voltage Electrician I  | High Voltage Electrician I  | High Voltage Electrician I      | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 406169    | Saloio, John       | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 306885    | Sandrelli, Mark    | Highway Repair Foreman      | Highway Repair Foreman      | Highway Maint Foreman III       | C       | 18         | 14        | D03        | \$73,786.81 | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 405851    | Sanjurjo, Wisberto | Maint Equipment Operator I  | Maint Equipment Operator I  | MassDOT Highway Maint Worker II | B       | 18         | 9         | 127        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 061268 | Santos, Richard      | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | 127        | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 305740 | Sasso, John          | Laborer II                   | MassDOT ESP Person I          | MassDOT ESP Person I             | B       | 01         | 0         | 127        | \$13,678.87  | Title upgraded to grade 18 prospectively.   | 01    | 0    | 18        | \$13,678.87          | \$13,601.97        | \$76.90                |
| 405727 | Satko, Jonathan      | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 6         | SEIU       | \$66,715.11  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 325046 | Saunders, Gareth     | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 12        | D06        | \$84,418.39  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 061683 | Savary, Reed         | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 306999 | Scanlan, Paul        | Highway Repair Foreman       | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 236631 | Scannell, Neil       | Counsel II                   | Counsel II                    | Counsel II                       | D       | 18         | 14        | D06        | \$111,254.53 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 405726 | Scapin, Richard      | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 7         | 127        | \$68,723.97  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 047590 | Schettino, Vincent   | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                                       | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061224 | Scola, Joseph        | Laborer II                   | MassDOT ESP Person I          | MassDOT ESP Person I             | B       | 18         | 12        | 127        | \$68,009.83  | Title upgraded to grade 18 prospectively. Step to step promotion  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 400469 | Seay, Susan          |                              | Janitor III                   | Janitor III                      | B       | 13         | 10        | 127        | \$49,785.85  | Title upgraded to grade 13 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 109711 | Selzo, Michael       | Contract Specialist II       | Contract Specialist II        | Highway Maint Foreman IV         | C       | 20         | 14        | D06        | \$81,558.41  | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20 |       |      |           |                      |                    |                        |
| 048205 | Severyn, Robert      | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 230875 | Sharkey, Jeremy      | Highway Repair Foreman       | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 418175 | Shaughnessy, Michael |                              | Counsel II                    | Counsel II                       | D       | 18         | 8         | D06        | \$94,913.26  | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name              | Study Class Title              | Current Title 1.4.20               | New Proposed Title                | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-------------------|--------------------------------|------------------------------------|-----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 048550 | Shea, Daniel      | Business Management Specialist | Business Management Specialist     | Business Management Specialist    | D       | 12         | 14        | 127        | \$85,267.23  | Title reclassified to B.Unit D prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 310614 | Shea, Justin      | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker III  | B       | 19         | 11        | D03        | \$70,334.08  | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. | 19    | 12   |           | \$72,440.28          |                    |                        |
| 102096 | Sheehan, Patrick  |                                | Motor Equipment Mechanic III       | Motor Equipment Mechanic III      | C       | 19         | 9         | 127        | \$69,528.89  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 048710 | Sheehan, Thomas   | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 342713 | Sherman, Stanley  |                                | Motor Equipment Mechanic IV        | Motor Equipment Mechanic IV       | C       | 20         | 12        | AFSCME     | \$76,620.57  | Title upgraded prospectively to B.Unit C, grade 20. Step to step promotion.   |       |      |           |                      |                    |                        |
| 478199 | Shore, Sharon     |                                | Counsel II                         | Counsel II                        | D       | 18         | 14        | D06        | \$111,254.53 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion  |       |      |           |                      |                    |                        |
| 364352 | Silvia, Peter     | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 360986 | Simonelli, Darren |                                | Highway Maint Foreman III (Acting) | Highway Maint Foreman IV (Acting) | C       | 20         | 7         | D02        | \$68,723.97  | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                  |       |      |           |                      |                    |                        |
| 049040 | Simonis, Henry    | Highway Maint Foreman IV       | Highway Maint Foreman IV           | MassDOT Highway Maint Supervisor  | C       | 24         | 8         | USW        | \$85,335.33  | Effective 7/10/2016 to HWY Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24                                     |       |      |           |                      |                    |                        |
| 459399 | Sisson, Robert    |                                | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 6         | D03        | \$58,385.28  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   |       |      |           |                      |                    |                        |
| 311157 | Skalski, Joseph   | Maint Equipment Operator I     | Highway Maint Foreman III          | Highway Maint Foreman IV          | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 484292 | Slack, Andrew     |                                | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 4         | D03        | \$55,210.85  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   |       |      |           |                      |                    |                        |
| 061875 | Smerlas, Frank    |                                | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062799 | Smith, Bonnie     | Maint Equipment Operator I     | Maint Equipment Operator I         | MassDOT Highway Maint Worker II   | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 121188 | Smith, David      | Maint Equipment Operator II    | Maint Equipment Operator II        | MassDOT Highway Maint Worker III  | B       | 19         | 12        | D03        | \$71,740.28  | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  | 19    | 12   |           | \$72,440.28          |                    |                        |

Appendix B - Upgrades

| ID     | Name             | Study Class Title            | Current Title 1.4.20            | New Proposed Title                   | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------|------------------------------|---------------------------------|--------------------------------------|---------|------------|-----------|------------|--------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 061698 | Smith, Douglas   | Maint Equipment Operator I   | Maint Equipment Operator I      | MassDOT Highway Maint Worker II      | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 407613 | Smith, Robert    | Maint Equipment Operator I   | Maint Equipment Operator I      | MassDOT Highway Maint Worker II      | B       | 18         | 9         | 127        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 497565 | Smith, Ronald    |                              | Counsel I                       | Counsel I                            | D       | 16         | 14        | D06        | \$102,661.45 | Effective 7/7/2019 title upgrade to grade 16. Step to promotion.   |       |      |           |                      |                    |                        |
| 357878 | Soares, Antonio  | Maint Equipment Operator I   | Maint Equipment Operator I      | MassDOT Highway Maint Worker II      | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061239 | Solano, Wendy    | Maint Equipment Operator I   | Maint Equipment Operator I      | MassDOT Highway Maint Worker II      | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 238113 | Solomon, Michael |                              | Laborer II                      | MassDOT Highway Maint Worker I       | B       | 14         | 9         | 127        | \$51,627.48  | Reclassified to Hwy Maint Worker I, grade 14 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 353681 | Somers, James    | Highway Repair Foreman       | Highway Maint Foreman III       | Highway Maint Foreman IV             | C       | 20         | 12        | AFSCME     | \$78,152.87  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 456257 | Soucy, Jonathan  |                              | Electrician II                  | Electrician II                       | C       | 20         | 9         | D03        | \$72,922.13  | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion   |       |      |           |                      |                    |                        |
| 060622 | Sousa, Anthony   | Motor Equipment Mechanic III | Motor Equipment Mechanic III    | Motor Equipment Mechanic III         | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 062583 | Sousa, David     | Maint Equipment Operator I   | Highway Maint Foreman III       | Highway Maint Foreman IV             | C       | 20         | 10        | 127        | \$75,118.07  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 105094 | Sousa, Gary      | Contract Specialist II       | Contract Specialist II          | Highway Maint Foreman IV             | C       | 20         | 14        | D06        | \$81,558.41  | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20  |       |      |           |                      |                    |                        |
| 252017 | Souza, Roger     | Maint Equipment Operator I   | Maint Equipment Operator I      | MassDOT Highway Maint Worker II      | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 116334 | Spalding, Edmund | Contract Specialist II       | Contract Specialist II          | Highway Maint Foreman IV             | C       | 20         | 14        | D06        | \$81,558.41  | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20  |       |      |           |                      |                    |                        |
| 119491 | Speth, Laura     | Highway Maint Foreman IV     | Highway Maint Foreman IV        | MassDOT Highway Maint Supervisor     | C       | 24         | 7         | AFSCME     | \$82,838.50  | Effective 7/10/2016 to HWY Maintenance Supervisor BU B, grade 24. Prospectively to BU C, grade 24  |       |      |           |                      |                    |                        |
| 062066 | Stanley, Steven  | Mech Eng IV Acting           | Mechanical Engineer IV (Acting) | MassDOT Facilities & Operations Supv | C       | 25         | 14        | USW        | \$102,351.08 | Effective 7/10/2016 Acting Building Maintenance Supervisor BU B, grade 24. Prospectively to Acting Facilities & Operations Supervisor, BU C, grade 24. New position should be posted |       |      |           |                      |                    |                        |



Appendix B - Upgrades

| ID     | Name             | Study Class Title            | Current Title 1.4.20         | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|------------------|------------------------------|------------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 306719 | Stano, Frank     | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061574 | Stefancik, Glen  | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 050105 | Stevens, Ford    | Motor Equipment Mechanic III | Motor Equipment Mechanic III | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 062586 | Stiles, Edward   | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker III       | B       | 19         | 12        | 127        | \$71,740.28 | Effective 7/10/16 reclassified to MEO II. Reclassed to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion.  | 19    | 12   |           | \$72,440.28          |                    |                        |
| 306700 | Stoddard, Dean   | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 050237 | Stratton, Bruce  |                              | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 281700 | Sullivan, Daniel | Maint Equipment Operator I   | Highway Maint Foreman III    | Highway Maint Foreman IV               | C       | 20         | 10        | 127        | \$75,118.07 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 407280 | Sullivan, Edward | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 507543 | Suprenant, Corey |                              | HVAC Refrig Mechanic II      | MassDOT Facilities Maintenance Tech II | C       | 19         | 8         | 127        | \$67,460.43 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19. Step to step promotion.   |       |      |           |                      |                    |                        |
| 061035 | Surdam, Donald   | Maint Equipment Operator I   | Highway Maint Foreman IV     | Highway Maint Foreman IV               | C       | 20         | 10        | 127        | \$75,118.07 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 051209 | Suriner, Daniel  | Laborer II                   | MassDOT ESP Person I         | MassDOT ESP Person I                   | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 051335 | Sweeney, Scott   |                              | MassDOT ESP Person I         | MassDOT ESP Person I                   | B       | 18         | 12        | 127        | \$68,009.83 | Title upgraded to grade 18 prospectively. Step to step promotion   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 328048 | Szynal, James    |                              | Motor Equipment Mechanic IV  | MassDOT Mechanic Supervisor            | C       | 21         | 9         | AFSCME     | \$76,592.98 | Promoted to Mechanic IV effective 9/23/2012. Mechanic Supervisor to Unit B, grade 20 effective 7/10/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 061238 | Taipe, Edison    |                              | Maint Equipment Operator I   | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 051460 | Talbert, Michael | Highway Maint Foreman III    | Highway Maint Foreman III    | MassDOT Special Project Worker         | C       | 20         | 12        | 127        | \$78,152.87 | Reclass to Special Projects Worker, Unit B, grade 19 effective 7/10/2016. Prospectively to BU C, grade 20.   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                | Study Class Title            | Current Title 1.4.20          | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|---------------------|------------------------------|-------------------------------|--|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 061518 | Talluto, Salvatore  | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 408525 | Tanner, Christopher |                              | Highway Maint Foreman III     | Highway Maint Foreman IV               | C       | 20         | 1         | 127        | \$57,937.70 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 429055 | Tart, Richard       |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 8         | D03        | \$61,755.35 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 365033 | Taylor Sr, Marc     |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 4         | D03        | \$55,210.85 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 061301 | Taylor, David       | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 378026 | Tchuileu, Jean      |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 10        | 127        | \$71,664.12 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 051671 | Tedford, George     | Motor Equipment Mechanic III | Motor Equipment Mechanic IV   | MassDOT Mechanic Supervisor            | C       | 21         | 14        | 127        | \$85,688.42 | Mechanic Supervisor to Unit B, grade 20 effective 12/11/16. Prospectively (1st full pay period after Unit B CBA is ratified) to Unit C, Grade 21 |       |      |           |                      |                    |                        |
| 430097 | Tellier, Jon        |                              | Electrician II                | Electrician II                         | C       | 20         | 8         | D03        | \$70,792.97 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion   |       |      |           |                      |                    |                        |
| 062571 | Tello, Christopher  | Motor Equipment Mechanic III | Motor Equipment Mechanic IV   | Motor Equipment Mechanic IV            | C       | 20         | 14        | 127        | \$81,558.41 | Title upgraded prospectively to B.Unit C, grade 20. Step to step promotion.  |       |      |           |                      |                    |                        |
| 482450 | Temple, Paul        |                              | MassDOT ESP Person I          | MassDOT ESP Person I                   | B       | 18         | 1         | 127        | \$50,790.00 | Title upgraded to grade 18 prospectively. Step to step promotion   |       |      |           |                      |                    |                        |
| 051765 | Tessitore, John     | Carpenter II                 | Carpenter II                  | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 062487 | Thibeault, Michael  | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III           | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.  |       |      |           |                      |                    |                        |
| 051967 | Thomas, Joseph      | Carpenter II                 | Carpenter II                  | MassDOT Facilities Maintenance Tech II | C       | 01         | 0         | 127        | \$78,315.82 | Effective 7/7/2019 reclassified to Facilities Maint Tech II, grade 19.   |       |      |           |                      |                    |                        |
| 140148 | Thompson, Stanley   | Highway Repair Foreman       | Highway Repair Foreman        | Highway Maint Foreman IV               | C       | 20         | 10        | D03        | \$75,118.07 | Effective 7/10/2016 reclass to HMF III, effective prospectively to HMF IV, BU C, grade 20  |       |      |           |                      |                    |                        |
| 450110 | Timberlake, Kate    |                              | Administrative Rev Officer II | Administrative Review Officer II       | D       | 13         | 4         | D06        | \$66,863.57 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion  |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                       | Study Class Title            | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual   | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------------|------------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|--------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 052510 | Toohy, Joseph              |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062019 | Toomey, Brian              | Maint Equipment Operator I   | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 11        | 127        | \$76,620.57  | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion |       |      |           |                      |                    |                        |
| 060626 | Toporowski, Janelle (Wood) | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061242 | Tracey, Joseph             | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.                         | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061554 | Trainor, Kevin             | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 432776 | Travers, Daniel            |                              | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 11        | AFSCME     | \$73,097.63  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                   |       |      |           |                      |                    |                        |
| 244748 | Traylor, Daran             | Admin Rev Off II             | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 14        | D06        | \$89,504.85  | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion                         |       |      |           |                      |                    |                        |
| 407371 | Trudeau, Gary              | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 284702 | Twomey, Thomas             | Counsel II                   | Counsel II                    | Counsel II                       | D       | 18         | 14        | D06        | \$111,254.53 | Effective 7/7/2019 title upgrade to grade 18. Step to step promotion                          |       |      |           |                      |                    |                        |
| 430683 | Ursino, Brian              | Highway Repair Foreman       | Highway Repair Foreman        | Highway Maint Foreman III        | C       | 18         | 11        | D03        | \$69,297.92  | HRFs will be reclassified to Hwy Maint Foremen III, B.Unit C grade 18. Step to step promotion |       |      |           |                      |                    |                        |
| 407614 | Vaid, Terrence             | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 9         | D03        | \$63,516.68  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 477823 | Van Coppenolle, Fredric    |                              | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 5         | 127        | \$56,773.78  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 053559 | Varelas, Dean              | Laborer II                   | MassDOT ESP Person I          | MassDOT ESP Person I             | B       | 18         | 12        | 127        | \$68,009.83  | Title upgraded to grade 18 prospectively. Step to step promotion                              | 18    | 12   |           | \$68,709.83          |                    |                        |
| 149302 | Vargas, Pedro              | Maint Equipment Operator I   | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83  | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion. | 18    | 12   |           | \$68,709.83          |                    |                        |
| 061544 | Veduccio, Frank            | Motor Equipment Mechanic III | Motor Equipment Mechanic III  | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34  | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                   |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                 | Study Class Title            | Current Title 1.4.20         | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required  | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|----------------------|------------------------------|------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|--|-------|------|-----------|----------------------|--------------------|------------------------|
| 482626 | Vieira, David        |                              | Motor Equipment Mechanic III | Motor Equipment Mechanic III     | C       | 19         | 8         | SEIU       | \$67,460.43 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                    |       |      |           |                      |                    |                        |
| 061888 | Virgilio, Diane      | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 499782 | Virgilio, Jamie      |                              | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 3         | 127        | \$53,692.90 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 429098 | Vreeland, Brian      |                              | Maint Equipment Operator II  | MassDOT Highway Maint Worker III | B       | 19         | 7         | 127        | \$63,076.83 | Reclassified to Hwy Maint Worker III, B.Unit B grade 19 prospectively. Step to step promotion. |       |      |           |                      |                    |                        |
| 365968 | Waite, Mark          | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 357812 | Walker, Tate         | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 356994 | Wallace, Christopher | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  | 18    | 12   |           | \$68,709.83          |                    |                        |
| 062609 | Wallace, Douglas     | High Voltage Electrician I   | High Voltage Electrician I   | High Voltage Electrician I       | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion                           |       |      |           |                      |                    |                        |
| 310981 | Walsh, Kenneth       | Motor Equipment Mechanic III | Motor Equipment Mechanic III | Motor Equipment Mechanic III     | C       | 19         | 11        | AFSCME     | \$73,097.63 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                    |       |      |           |                      |                    |                        |
| 061642 | Walsh, Sean          | Motor Equipment Mechanic III | Motor Equipment Mechanic III | Motor Equipment Mechanic III     | C       | 19         | 14        | 127        | \$77,821.34 | Title upgraded prospectively to B.Unit C, grade 19. Step to step promotion.                    |       |      |           |                      |                    |                        |
| 054530 | Wdowiak, Bruce       | Maint Equipment Operator II  | Highway Maint Foreman III    | Highway Maint Foreman IV         | C       | 20         | 14        | 127        | \$81,558.41 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 054539 | Wear, Eugene         | Maint Equipment Operator I   | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 01         | 0         | 127        | \$68,272.26 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.                          | 18    | 12   |           | \$68,709.83          |                    |                        |
| 377364 | Webster, Henry       | Maint Equipment Operator I   | Highway Maint Foreman IV     | Highway Maint Foreman IV         | C       | 20         | 4         | 127        | \$62,982.18 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion  |       |      |           |                      |                    |                        |
| 372406 | Wenzel, Kevin        |                              | Maint Equipment Operator I   | MassDOT Highway Maint Worker II  | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.  |       |      |           |                      |                    |                        |
| 418856 | Wenzel, Melissa      |                              | Janitor III                  | Janitor III                      | B       | 13         | 7         | 127        | \$46,435.10 | Title upgraded to grade 13 prospectively. Step to step promotion                               |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name               | Study Class Title          | Current Title 1.4.20              | New Proposed Title                     | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|--------------------|----------------------------|-----------------------------------|--|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 400818 | West, Timothy      | Electrician I              | Electrician II                    | Electrician II                         | C       | 20         | 13        | D03        | \$79,715.81 | Effective 7/7/2019 title upgrade to grade 20. Step to step promotion  |       |      |           |                      |                    |                        |
| 054707 | Westhaver, Robert  |                            | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     | 18    | 12   |           | \$68,709.83          |                    |                        |
| 274971 | White, Christopher |                            | Administrative Rev Officer II     | Administrative Review Officer II       | D       | 13         | 8         | D06        | \$76,072.55 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 355073 | White, Robert      | Maint Equipment Operator I | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     | 18    | 12   |           | \$68,709.83          |                    |                        |
| 109098 | Whitney, Alan      | Maint Equipment Operator I | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     |       |      |           |                      |                    |                        |
| 130660 | Wholley, James     | Highway Repair Foreman     | Highway Maint Foreman III         | Highway Maint Foreman IV               | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                     |       |      |           |                      |                    |                        |
| 061495 | Wilbur, Randy      | Maint Equipment Operator I | Motor Equipment Mechanic II       | Motor Equipment Mechanic II            | C       | 17         | 14        | 127        | \$70,135.00 | Title upgraded prospectively to B.Unit C, grade 17. Step to step promotion.                                       |       |      |           |                      |                    |                        |
| 313358 | Wilder, Robert     | EA II                      | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     | 18    | 12   |           | \$68,709.83          |                    |                        |
| 434596 | Willey, David      |                            | High Voltage Electrician I        | High Voltage Electrician I             | C       | 22         | 14        | 103        | \$90,093.27 | Effective 7/7/2019 title upgrade to grade 22. Step to step promotion  |       |      |           |                      |                    |                        |
| 405722 | Williams, Michael  | Maint Equipment Operator I | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 9         | D03        | \$63,516.68 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     |       |      |           |                      |                    |                        |
| 061278 | Wint, Alfonso      | Maint Equipment Operator I | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 12        | 127        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     | 18    | 12   |           | \$68,709.83          |                    |                        |
| 212837 | Wong, Andrew       |                            | Maint Equipment Operator I        | MassDOT Highway Maint Worker II        | B       | 18         | 5         | 127        | \$56,773.78 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively. Step to step promotion.                     |       |      |           |                      |                    |                        |
| 357394 | Wood, Michael      | Plumber And Steamfitter II | HVAC Refrig Mechanic II           | MassDOT Facilities Maintenance Tech II | C       | 19         | 14        | 127        | \$77,821.34 | Effective 8/10/2014 HVAC Refrif Mechanic II, BU C. Prospectively to Facilities Maintenance Tech II BU C, grade 19 |       |      |           |                      |                    |                        |
| 477812 | Young, Charles     |                            | Highway Maint Foreman III         | Highway Maint Foreman IV               | C       | 20         | 1         | D02        | \$57,937.70 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                     |       |      |           |                      |                    |                        |
| 355842 | Zaniewski, Michael | Laborer II                 | Highway Maint Foreman IV (Acting) | Highway Maint Foreman IV (Acting)      | C       | 20         | 6         | AFSCME     | \$66,715.11 | Reclassified to Acting Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion              |       |      |           |                      |                    |                        |

Appendix B - Upgrades

| ID     | Name                  | Study Class Title          | Current Title 1.4.20          | New Proposed Title               | Prop BU | Prop Grade | Prop Step | Prop Union | New Annual  | Action Required   | Grade | Step | Pos Grade | New Annual 6/30/2020 | TOP STEP \$700 ADJ | Amount Over ADJ Annual |
|--------|-----------------------|----------------------------|-------------------------------|----------------------------------|---------|------------|-----------|------------|-------------|---|-------|------|-----------|----------------------|--------------------|------------------------|
| 354647 | Zanni-Harkness, Stacy | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 112995 | Zarella, Anthony      | Highway Repair Foreman     | Maint Equipment Operator I    | MassDOT Highway Maint Worker II  | B       | 18         | 12        | D03        | \$68,009.83 | Reclassified to Hwy Maint Worker II, B.Unit B grade 18 prospectively.   | 18    | 12   |           | \$68,709.83          |                    |                        |
| 256542 | Ziaja, Edward         | Admin Rev Off II           | Administrative Rev Officer II | Administrative Review Officer II | D       | 13         | 10        | D06        | \$81,140.49 | Effective 7/7/2019 title upgraded to grade 13. Step to step promotion   |       |      |           |                      |                    |                        |
| 056100 | Ziemplak, Steven      | Maint Equipment Operator I | Highway Maint Foreman III     | Highway Maint Foreman IV         | C       | 20         | 12        | 127        | \$78,152.87 | Reclassified to Hwy Maint Foreman IV, B.Unit C grade 20 prospectively. Step to step promotion                                       |       |      |           |                      |                    |                        |
| 125702 | Zisk, Dan-Michael     | Contract Specialist II     | Contract Specialist II        | Highway Maint Foreman IV         | C       | 20         | 14        | D06        | \$81,558.41 | Effective 7/10/2016 reclass to HMF III continue to pay as Contract Specialist II, effective prospectively to HMF IV, BU C, grade 20 |       |      |           |                      |                    |                        |