

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	HRFs 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. Reclassified 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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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. Reclassified 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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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. Reclassified 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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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	HRRFs 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. Reclassified 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						

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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						

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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
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						

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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		

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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						

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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		

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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						

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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
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



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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
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	Grandmason, 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						

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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						

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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
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. Reclassified 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. Reclassified 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.						

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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.						

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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	HRFs 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						

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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
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. Reclassified 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		

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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
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		



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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
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		

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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						

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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
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	Metcalfe, 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	Muldorney, 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. Reclassified 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. Reclassified 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. Reclassified 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.						

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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
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.						

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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
506662	Perez Urbina, Mario		Highway Repair Foreman	Highway Maint Foreman III	C	18	10	D03	\$67,938.91	HRFs 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. Reclassified 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		



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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						

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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
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. Reclassified 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. Reclassified 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	Sakaskie, 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.						

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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
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		

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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
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						

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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. Reclassified 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	Szynał, 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.						

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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						



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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						

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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
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	Ziemiak, 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						