STATE OF MAINE

Analysis of Working Condition Factors Applying to State of Maine Classifications

May 1976

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This report is confidential and intended solely for the information of the client to whom it is addressed, and those individuals he may designate.

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Introduction

The findings and analyses contained in this report are intended to supplement the earlier report entitled "Study Of and Recommendations For the Classification and Compensation of State Employees", dated December 30, 1975.

The Hay Project Leader, in a letter to the Director of the Office Of State Labor Relations dated April 29, 1976, described the device to be made by the State, regarding reward of working conditions, as follows:

> "As you have known from the outset of our work with the State, I believe that the recognition of working conditions as a compensible factor can be dealt with in two ways. One way is through administrative procedures which could provide such recognition for broad categories of employees, occupations, locations and/or organizations; or through the application of Working Conditions Guide Chart evaluation with the consequent, selective award of points to individual classifications or positions. The guiding doctrine, in either approach, is equal pay for equal work."

This report further illuminates the potential effect of these approaches.

Study Procedure

In the initial evaluation phase of the study, the working conditions evaluation factors were purposely set aside until a later phase. This was done with the knowledge that most classes would not be affected by adverse working conditions and; as such, these factors which apply to only selected classes of jobs could be considered separately.

The following documents the procedure utilized to consider the working conditions evaluation component and its application to selected state classifications.

To identify those classes within the State service where adverse working conditions should be considered in determining the classes overall weight,

the consultants worked with an ad hoc committee composed of five State employees. These employees currently work in personnel or administrative functions for the State, and the collective knowledge and experience of the committee provided a broad base of knowledge relative to State operations.

To assure that all classes were properly considered for working conditions, all class specifications were reviewed by members of the committee. As a result of this initial review, the classes were divided into three categories; those where the committee was clearly in agreement that working conditions points should be applied, a second group containing classes where there was some question regarding the applicability of working conditions, and finally those classes where working conditions were clearly not a factor. The first and second groups, numbering 184 of the 1,056 total classes, were then evaluated by the committee to determine the working conditions evaluation.

The Hay working conditions factors treated in the evaluation process were as follows:

- Physical Effort - the relative frequency and extent of physical stress required in a job due to lifting of heavy materials and/or working in awkward positions.

- Work Environment - the relative frequency and extent of exposure to an unpleasant work environment such as temperature extremes, noise, inclement weather, etc.

- Physical Hazard - the level of physical hazard generally present in the job and the extent to which such hazards can be predicted and controlled.

Qualitative decisions are made for each factor which in combination result in a numerical value reflecting the overall weight of the factors in total.

The procedure involved the review and discussion of each class specification, in turn. As each class was considered, the committee first made individual evaluation determinations which were then discussed by the group to arrive at a consensus evaluation for the class.

The process was designed to treat classes of positions and as such, there were instances where the committee acknowledged that a single working

conditions evaluation could be inappropriate for all positions within a class. Classes wherein such deviations were known to exist from one position or group of positions to another (e.g., field jobs vs. office jobs), were not assigned specific working conditions points.

Consideration should be directed toward the possibility of restructuring cohesive groups of positions, currently within a single class, as separate classes based on common working conditions.

Findings and Recommendations

A tabulation of the results of the Working Conditions Evaluation Committee indicates that 113 classes or 61% of the 184 classes previously identified as potentially impacted by working conditions were actually awarded points in the evaluation process. The following table portrays the distribution of points awarded based on the 184 classes scrutinized.

Points Awarded	Number of Classes	% of Total
0	71	39%
6	52	28%
7	25	14%
8	12	6%
10	7	4%
12	7	4%
14	10	5%

Four approaches to incorporating evaluated working conditions points into the compensation program for affected classifications were considered:

- Option A - Adding the evaluated working conditions points to present classification point totals based on know-how, problem solving and accountability content, and then allocating classes to ranges.

- Option B - Establishing dollar bonuses or salary adjustments for defined groups of salary grades, to which each class, awarded working conditions points, would be allocated.

- Option C - Establishing dollar bonuses or adjustments for various working conditions point ranges.

- Option D - Assigning a dollar value per each evaluated working conditions point and multiplying that figure by the number of points awarded to reflect differences in working conditions between classes.

An analysis and discussion of each option follows.

Option A:

An analysis was made to determine the impact on each class' salary grade if the points awarded for working conditions were added to each class' total Hay points. The salary grades recommended in our December 30, 1975 report were used as the basis for class allocation. The findings indicate that the addition of evaluated working conditions points to the 113 classes would result in no change in the salary grade for 50 classes (44%), an increase to the next higher salary grade for 61 (53%), and an increase of two salary grades for 2 (3%) classes. Exhibit A (pages 5-7) lists classifications that would move to a higer salary grade if this option were applied.

For grades 1 to 24 the average salary increase at Step D, assuming a uniform distribution of salary grade changes for the 61 impacted classes, would be approximately 4.2%.

No analysis was made of the cost impact of implementing Option A or the other options.

In summary, use of Option A will result in a somewhat greater recognition of the impact of working conditions on affected classes. The dollar impact regardless of salary grade is not large. Finally, use of Option A will result in recognizing working conditions only for those classes where salary grade movement occurs.

Option B:

Exhibit B (page 8) presents the relative impact of applying four arbitrarily selected dollar differential policies to defined groups of salary grades to which each class, awarded working conditions points, would be allocated. Salary grades 1 to 24 have been divided into four groups for illustrative purposes: 1 to 6; 7 to 12; 13 to 18; and 19 to 24.

Classifications Allocated To Higher Salary Ranges
Following Evaluation of Working Conditions

Class Code	Title	Total Points Including Working Conditions	From Grade	To Grade
1007	Dishwasher	82	1	2
1101	Laundry Worker I	82	1	2
8001	Laborer I	84	1	2
1011	Custodial Worker I	92	2	3
8141	Bridge Operator I	95	3	4
9041	Groundskeeper I	96	3	4
8002	Laborer II	100	3	4
1012	Custodial Worker II	105	4	5
1103	Laundry Washman	105	4	5
9901	Highway Maint. Man I	106	3	5
8142	Bridge Operator II	109	4	5
9421	Forest Watchman	111	5	6
9430	Forest Ranger I	113	4	6
8111	Light Equip. Operator	113	5	6
0234	Warehouseman	114	5	6
8468	Ferry Serv. Ordinary Seaman	114	5	6
9500	Coastal Warden Aide	115	5	6
9902	Highway Maint. II	117	5	6
4001	Psych. Aide I	124	6	7

5201	Guard	128	7	8
8261	Stationary Fireman	129	7	8
5251	Houseparent I	129	7	8
5258	Tr. School Counselor I	129	7	8
0201	Mech. Stores Clerk I	130	7	8
5231	Corrections Officer I	130	7	8
8474	Ferry Service Seaman	130	7	8
1101	Laundry Worker II	132	7	8
9905	Highway Maint. IIA	133	7	8
8121	Heavy Equip. Operator	144	8	9
0202	Mech. Stores Clerk II	148	9	10
9903	Highway Maint. III	148	9	10
9017	Butcher	149	9	10
8145	Bridgeman	151	9	10
8304	Body & Fender Mechanic	151	9	10
8311	Blacksmith	155	9	10
8571	Furniture Repairman	161	10	11
8281	Maint. Mechanic	162	10	11
8321	Machinist	172	11	12
8429	Ferry Serv. Repair Tech.	172	11	12
9904	Highway Maint. Man IV	176	11	12
9335	Asst. Supt. Game Farm	176	11	12
8245	Ref. & Cond. Spec.	177	11	12

7261	Liquor Inspector I	185	12	13
7243	Institutional Firefighter	185	12	13
9441	Forest Ranger Mechanic	186	12	13
8564	Print Shop Manager	200	13	14
5232	Corrections Officer II	201	13	14
9426	Campground Ranger II	204	13	14
8242	Plumber II	215	14	15
7001	State Police Trooper	218	14	15
9511	Game Warden I	218	14	15
9431	Forest Ranger II	220	14	15
9012	General Farmer II	234	15	16
8451	Wood Shop Mgr.	234	15	16
9519	Game Warden II	242	15	16
9501	Coastal Warden I	261	16	17
9505	Coastal Warden Investigator	294	18	19
7002	State Police Sergeant	299	18	19
9432	Forest Ranger III	317	19	20
8580	Aircraft Mechanic	340	20	21
9433	Forest Ranger IV	367	21	22
8584	Aircraft Pilot Supr.	389	22	23

EXHIBIT B

Option B
Relative Impact of Four Payout Formulas
Applied To Groups Of Salary Grades

Salary Grade	Dollar Payout	% Of Midpoint	Dollar Payout	% Of Midpoint	Dollar Payout	% Of Midpoint	Dollar Payout	% Of Midpoint
1	$ 500	8.0%	$ 500	8.0%	$ 400	6.6%	$ 500	8.0%
6	$ 500	7.3%	$ 500	7.3%	$ 400	5.8%	$ 500	7.3%
7	$ 700	9.9%	$ 750	10.6%	$ 800	11.2%	$1000	14.0%
12	$ 700	8.3%	$ 750	8.9%	$ 800	9.4%	$1000	11.8%
13	$ 900	10.2%	$1000	11.4%	$1200	13.7%	$1500	17.1%
18	$ 900	8.3%	$1000	9.2%	$1200	11.0%	$1500	13.8%
19	$1200	10.5%	$1250	10.9%	$1600	14.0%	$2000	17.5%
24	$1200	8.2%	$1250	8.5%	$1600	10.9%	$2000	13.5%

Use of this option has the effect of leveling the impact of relative differences in the awarded working conditions points within and between salary grades by grouping various salary grades together. An analysis of the data presented in Exhibit B yields the following generalizations:

- There is greater variability in the dollar payout as a percentage of Step D within and between salary range groups as the total dollar payout range for all groups increases.

- The dollar payout as a percentage of Step D within each salary range group decreases from the first to the sixth salary grade within each group of grades.

Once the payout formula is established, Option B would be relatively easy to administer. The problem is in selecting a dollar payout formula policy that will best satisfy the State of Maine and the needs of employees in all classifications. The selection of this option involves a trade off between the equality of treatment among and within salary grade groups and the need to recognize evaluated differences in working conditions. Like Option A, this approach does provide recognition for working conditions points awarded to any class (121 of 184, or 66%) which would not otherwise benefit from an increase in salary grade.

Option C:

The following table presents the distribution of the number and percentage of the 184 classes evaluated for working conditions based on four arbitrarily selected working conditions point ranges (or points):

Point Range	-	Less than 6	6-8	10	12-14
Number of Classes	-	71	89	7	17
Percent of Total	-	39%	48%	4%	9%

Based on the point range concept, it is possible to establish an administrative procedure, whereby, a dollar amount is assigned to each point range to be used to recognize evaluated differences in working conditions. For example, the following payout formulas could be established:

Working Conditions Point Range (or Points)	Example Dollar Award Differential			
Less than 6	None	None	None	None
6-8	$ 500	$ 400	$ 500	$ 600
10	$ 750	$ 800	$1000	$1200
12-14	$1000	$1200	$1500	$1800

This approach is appealing because it is relatively easy to administer and at first glance appears to treat all classes awarded working conditions points equally according to the point range established. However, when compared to the salary range for each class, it is apparent that regardless of the payout formula selected, that the lower a class' salary grade, the higher the percentage that the differential will be relative to the salary range itself. For example, assuming Step D of the salary grade and a payout of $500 for 6 to 8 awarded working conditions points, the differential would represent 3.4% of midpoint for salary grade 24, 5.9% for salary grade 12 and 8.3% for salary grade 1.

Of the 17 classes awarded 12 or 14 working condition points, 15 are in salary grades 13 to 20, and one class each in grades 3 and 4. Assuming a $1,200 payout for 12 or 14 points, the following table demonstrates the impact on selected grades:

Grade	Differential As a Percent of Midpoint
3	19%
13	13.7%
20	10.0%

Option D:

This approach involves assigning a dollar value per each evaluated working conditions point and multiplying that figure by the number of points awarded.

This option is least "tied to" the existing salary structure relative to the other options presented. However, in determining the dollar value per

point, consideration should be given to the impact of how large the payout is relative to the salary range of various classes.

Exhibit C (page 12) provides examples of the relative impact of three values ($50, $75 and $100) per working conditions point on selected job classes. An analysis of the data indicates that, regardless of the dollar value per point selected, there is substantial variation between job classes in the dollar value for each formula as a percentage of midpoint. There is a direct relationship between an increase in working conditions points within a salary grade and the total payout value. There is an inverse relationship between a given number of working conditions points awarded and total payout value as a percentage of midpoint as the salary grade increases. Therefore, the same number of working conditions points will be of greater value to an incumbent in a lower than a higher job class. Based on the dollar value per point assigned, this approach will best enable those responsible for the policy decision to recognize the value of working conditions in all job classes relative to other indigenous job content factors.

This option, like Option B, will provide a means of recognizing evaluated working conditions content for all 113 classes awarded working conditions points. This option will provide the most visible and, hopefully the most saleable approach to those classes most concerned about working conditions without changing the present evaluation of classes or their distribution within the graded structure. The timing of payment could be weekly, monthly or annually similar to a bonus.

Working Conditions Evaluation Summaries

Exhibits D, E and F (pages 12-26) supplement Exhibit A in that they demonstrate the specific impact of physical effort, environment and hazard factors on evaluated classifications by considering each working conditions factor separately.

EXHIBIT C

Option D - Relative Impact Of Various Working Conditions Dollar Point Values

Job Class	Salary Grade	Working Conditicns Points Awarded	Dollar Value & % Of Midpoint					
			$50	%	$75	%	$100	%
Highway Maint. Man I	3	14	$700	11.1	$1050	16.6	$1400	22.2
Forest Ranger III	19	10	500	4.4	750	6.6	1000	8.8
Forest Ranger Mech.	12	8	400	4.7	600	7.1	800	9.5
Bridgeman	9	10	500	6.6	750	9.9	1000	13.2
State Police Trooper	14	14	700	7.7	1050	11.5	1400	15.3
State Police Captain	26	6	300	1.9	450	2.8	600	3.7
Guard	7	8	400	5.6	600	8.5	800	11.3
Gamekeeper	7	6	300	4.2	450	6.3	600	8.5
Guard Sergeant	14	8	400	4.4	600	6.6	800	8.7

Classifications Evaluated As Requiring
Moderate or Strenuous Physical Effort

Physical Effort Rating:

B - Intermittent requirements for considerable physical effort; handling medium heavy materials; frequent work in strained positions; or all three.

C - Continuous requirements for considerable physical effort; handling heavy materials; continuous work in strained positions; or all three.

Class Code	Title	Physical Effort Rating	Points		Range Change	
			Working Conditions	Total	From:	To:
0311	Blacksmith	B	8	155	9	10
4001	Psych. Aide I	B	6	124	6	7
4002	Psych. Aide II	B	6	144		
4021	Nursing Asst. I	B	6	108		
4022	Nursing Asst. II	B	6	214		
4015	Mental Health Worker I	B	6	126		
4016	Mental Health Worker II	B	6	144		
7243	Institutional Fire-fighter	B	7	185	12	13
8314	Welder	B	8	156		
8321	Machinist	B	6	172	11	12
8468	Ferry Serv. Ord. Seaman	B	8	114	5	6
8474	Ferry Serv. Able Seaman	B	7	130	7	8
8479	Ferry Serv. Repair Technician	B	6	172	11	12
8472	Ferry Serv. Eng.	B	7	206		

8211	Electrician I	B	6	179		
8214	Electrician II	B	6	214		
8212	Elecrician Foreman	B	6	307		
8201	Carpenter	B	6	179		
1007	Dishwasher	B	6	82	1	2
1011	Custodial Worker I	B	6	92	2	3
1012	Custodial Worker II	B	6	105	4	5
1013	Building Custodian	B	6	154		
1101	Laundry Worker I	B	6	82	1	2
1102	Laundry Worker II	B	6	132	7	8
1103	Laundry Washman	B	6	105	4	5
8302	Automotive Mech.	B	7	180		
8304	Body Fender Mech.	B	7	151	9	10
8291	Window Maint. Mech.	B	7	155		
8281	Maint. Mechanic	B	7	162	10	11
8261	Stationery Fireman	B	6	129	7	8
9322	Boat Captain	B	7	180		
9520	Game Worker III	B	12	535		
9421	Forest Watchman	B	6	111	5	6
9441	Forest Ranger Mech.	B	8	186	12	13
9333	Asst. Supt. Game Farm	B	6	176	11	12

8221	Mason	B	7	158		
8231	Painter	B	6	157		
8241	Plumber I	B	7	180		
8242	Plumber II	B	7	215	14	15
8245	Refrig. & Cond. Specialist	B	7	177	11	12
9517	Game Warden Insp.	B	12	287		
9512	Game Warden Supr.	B	12	312		
8580	Aircraft Mechanic	B	7	340	20	21
9017	Butcher	B	9	149	9	10
9501	Coastal Warden I	B	14	261	16	17
9500	Coastal Warden Aide	B	8	115	5	6
7001	State Police Trooper	B	14	218	14	15
7002	State Police Sergeant	B	14	299	18	19
7007	State Police Corporal	B	14	242		
9511	Game Warden I	B	14	218	14	15
9505	Coastal Warden Investigator	B	12	294	18	19
9503	Coastal Warden II	B	14			
9502	Coastal Warden Supv.	B	12	303		
9519	Game Warden II	B	14	242	15	16
9423	Campground Ranger III	B	14	213		
8002	Laborer II	B	8	100	3	4
9311	Fish Hatchery Man	B	6	126		
9331	Game Keeper	B	6	126		

9041	Groundskeeper I	B	8	96	3	4
9011	General Farmer I	B	7	182		
9012	General Farmer II	B	7	234	15	16
9426	Campground Ranger II	B	14	204	13	14
9433	Forest Ranger IV	B	10	367	21	22
9432	Forest Ranger III	B	10	317	19	20
9431	Forest Ranger II	B	12	220	14	15
9430	Forest Ranger I	B	12	113	4	6
8001	Laborer I	B	8	84	1	2
8111	Light Equip Operator	B	6	113	5	6
8121	Heavy Equip. Operator	B	6	144	8	9
8145	Bridgeman	B	10	151	9	10
9902	Highway Maint. Man II	B	10	117	5	6
9905	Highway Maint. Man IIA	B	10	133	7	8
9903	Highway Maint. Man III	B	10	148	9	10
9904	Highway Maint. Man IV	B	10	176	11	12
0241	Retail Store Clerk	B		105		
0234	Warehouseman	B	7	114	5	6
0201	Mech. Stores Clerk I	B	7	130	7	8
0202	Mech. Stores Clerk II	B	7	148	9	10
9901	Highway Maint. Man I	C	14	106	3	5

Classifications Evaluated As Exposed
To An Unpleasant or Difficult Environment

Environment Rating:

2 - Unpleasant - Intermittent requirement of unavoidable exposure to unfavorable atmospheric conditions or extreme temperatures; or noisy, dusty, oily, wet environment, etc.

3 - Difficult - Constant requirement of unavoidable exposure to unfavorable atmospheric conditions or extreme temperatures; or working in cramped, very noisy, very dirty, or unpleasant surroundings.

Class Code	Title	Points: Environment Rating	Points: Working Conditions	Points: Total	Range Change: From:	Range Change: To:
0311	Blacksmith	2	8	155	9	10
4001	Psych. Aide I	2	6	124	6	7
4002	Psych. Aide II	2	6	144		
4021	Nurse Asst. I	2	6	108		
4022	Nurse Asst. II	2	6	214		
4025	Lic. Pract. Nurse	2	-	170		
4015	Mental Health Worker I	2	6	126		
4016	Mental Health Worker II	2	6	144		
8314	Welder	2	8	156		
8321	Machinist	2	6	172	11	12
8473	Ferry Serv. Capt.	2	-	326		
8470	Ferry Serv. Pilot	2	-	284		
8479	Ferry Serv. Repair Technician	2	6	172	11	12

8472	Ferry Serv. Eng.	2	7	206		
8211	Electrician I	2	6	179		
8214	Electrician II	2	6	214		
8212	Electrician Foreman	2	6	307		
8201	Carpenter	2	6	179		
1007	Dishwasher	2	6	82	1	2
1101	Laundry Worker I	2	6	82	1	2
1102	Laundry Worker II	2	6	132	7	8
1103	Laundry Washman	2	6	105	4	5
1105	Laundry Supr. I	2	-	141		
1104	Laundry Supr. II	2	-	183		
1231	Cook I	2	-	110		
1232	Cook II	2	-	126		
1241	Baker I	2	-	105		
1242	Baker II	2	-	126		
8302	Auto Mechanic	2	7	180		
8304	Body Fender Mech.	2	7	151	9	10
8281	Maintenance Mech.	2	7	162	10	11
8261	Stationary Fireman	2	6	129	7	8
9111	Food Inspector	2	-	135		
9112	Food Inspector	2	-	173		

9171	Produce Inspector	2	-	135		
9172	Produce Inspector	2	-	170		
9176	Produce Inspector	2	-	178		
9322	Boat Captain	2	7	180		
9520	Game Warden III	2	12	535		
9421	Forest Watchman	2	6	111	5	6
9441	Forest Ranger Mech.	2	8	186	12	13
9333	Asst. Supt. Game Farm	2	6	176	11	12
9517	Game Warden Insp.	2	12	287		
9512	Game Warden Supv.	2	12	324		
8580	Aircraft Mechanic	2	7	340	20	21
9017	Butcher	2	8	149	9	10
9500	Coastal Warden Aide	2	8	115	5	6
7001	State Police Trooper	2	14	218	14	15
7002	State Police Sergeant	2	14	299	18	19
9011	General Farmer I	2	7	182		
9012	General Farmer II	2	7	234	15	16
8191	Foundation Survey Foreman	2	6	248		
8181	Crusher Foreman	2	6	248		
8152	Bridge Supervisor	2	-	326		
9426	Campground Ranger II	2	14	204	13	14
9451	Forester I	2	-	238		

9402	Blister Rust Asst.	2	-	170		
9351	Biologist I	2	-	342		
9361	Marine Resource Spec.	2	-	218		
9401	Forest Insect Ranger I	2	-	156		
9403	Forest Insect Ranger II	2	-	179		
9411	Entomologist I	2	-	289		
9433	Forest Ranger	2	10	367	21	22
9432	Forest Ranger	2	10	317	19	20
9431	Forest Ranger	2	12	220	14	15
9430	Forest Ranger	2	12	113	4	6
9412	Entomologist	2	-	404		
9413	Entomologist	2	-	404		
7007	State Police Corporal	2	14	242		
9505	Coastal Warden Investigator	2	12	294	12	19
9502	Coastal Warden Supr.	2	12	303		
9423	Campground Ranger III	2	14	213		
8002	Laborer II	2	8	100	3	4
9405	Blister Rust Dist. Leader	2	-	339		
9360	Marine Resource Tech.	2	-	159		
9362	Marine Resource Scientist	2	-	314		
9363	Marine Resource Scientist	2	-	406		
9364	Marine Resource Scientist	2	-	479		

9352	Biologist II	2	-	404		
9173	Prod. Insp. Supv. I	2	-	195		
9174	Prod. Inspector II	2	-	228		
9175	Prod. Inspector III	2	-	284		
9114	Food Insp. Supv.	2	-	195		
9311	Fish Hatchery Man	2	6	120		
9331	Gamekeeper	2	6	126		
9341	Biology Aide	2	-	198		
9041	Groundskeeper I	2	8	96	3	4
8001	Laborer I	2	8	84	1	2
8111	Light Equip. Operator	2	6	113	5	6
8121	Heavy Equip. Operator	2	6	144	8	9
8141	Bridge Operator I	2	7	95	3	4
8142	Bridge Operator II	2	8	109	4	5
8145	Bridgeman	2	10	151	9	10
9907	Highway Foreman	2	6	248		
9902	Highway Maint. Man II	2	10	117	5	6
9905	Highway Maint. Man IIA	2	10	133	7	8
9903	Highway Maint. Man III	2	10	148	9	10
9904	Highway Maint. Man IV	2	10	176	11	12
9901	Highway Maint. Man I	2	14	106		

0201	Mech. Stores Clk. I	2	7	130	7	8
0244	Retail Store Manager	2	-	199		
0202	Mech. Stores Clk. II	2	7	148	9	10
0242	Asst. Mgr. Retail St.	2	-	148		
0911	Right of Way Agent I	2	-	173		
6409	Geology Technician	2	-	213		
6411	Geologist I	2	-	314		
6412	Geologist II	2	-	374		
6413	Geologist III	2	-	372		
6339	Environmental Tech.	2	-	291		
6211	Sanitary Engineer I	2	-	383		
6338	Engineer Tech. V	2	-	496		
6341	Civil Engineer I	2	-	372		
6342	Civil Engineer II	2	-	511		
6344	Civil Engineer III	2	-	636		
8468	Ferry Serv. Ordinary Seaman	3	7	114	5	6
8474	Ferry Serv. Able Seaman	3	7	130	7	8
9501	Coastal Warden I	3	14	261	16	17
9511	Game Warden I	3	14	218	14	15
9503	Coastal Warden II	3	14			
9519	Game Warden II	3	14	242	15	16

Classifications Evaluated As Exposed
To Moderate or Potentially Severe Hazards

Hazard Rating:

b - Moderate hazards; somewhat predictable and controllable.

c - Potentially severe hazards; unpredictable and difficult to control.

Class Code	Title	Hazard Rating	Points: Working Conditions	Points: Total	Range Change: From:	Range Change: To:
8421	Furniture Shop Mgr.	b	6	205		
8311	Blacksmith	b	8	155	9	10
5251	Houseparent I	b	6	129	7	8
5252	Houseparent II	b	6	154		
5258	Training School Counselor I	b	6	129	7	8
5259	Training School Counselor II	b	6	246		
7243	Institutional Fire-fighter	b	7	185	12	13
8314	Welder	b	8	156		
8571	Furniture Repairman	b	6	161	10	11
8564	Print Shop Manager	b	6	200	13	14
8463	Asst. Mgr. Prison Retail Store	b	0	148		
8462	Mgr. Prison Retail Store	b	0	199		
8452	Wood Shop Foreman	b	6	154		
8451	Wood Shop Manager	b	6	234	15	16
8442	Metal Shop Manager	b	6	206		
8441	Metal Shop Foreman	b	6	154		

7321	Security Guard	b	0	123		
0979	Prison Steward	b	6	210		
0980	Asst. Prison Steward	b	6	144		
5213	Guard Lieutenant	b	7	308		
5214	Guard Captain	b	7	351		
5228	Chief Prison Security	b	6	444		
5231	Corrections Officer I	b	7	130	7	8
5232	Corrections Officer II	b	7	201	13	14
5233	Corrections Officer III	b	6	300		
8291	Window Maint. Mech.	b	7	155		
9441	Forest Ranger Mech.	b	8	186	12	13
7015	Criminal Inspector	b	6	295		
8572	Upholsterer	b	6	144		
8584	Aircraft Pilot Supr.	b	6	389	22	23
8556	Ranger Pilot II	b	6	318		
9017	Butcher	b	8	149	9	10
9500	Coastal Warden Aide	b	8	115	5	6
7004	State Police Captain	b	6	496		
7261	Liquor Inspector I	b	7	185	12	13
7262	Liquor Inspector II	b	6	184		
7016	Chief Criminal Insp	b	6	594		

9433	Forest Ranger IV	b	10	367	21	22
9432	Forest Ranger III	b	10	317	19	20
9431	Forest Ranger II	b	12	220	14	15
9430	Forest Ranger I	b	12	113	4	6
8141	Bridge Operator I	b	7	95	3	4
8142	Bridge Operator II	b	8	109	4	5
8145	Bridgeman	b	10	151	9	10
9902	Highway Maint. Man II	b	10	117	5	6
9905	Highway Maint. Man IIA	b	10	133	7	8
9903	Highway Maint. Man III	b	10	148	9	10
9904	Highway Maint. Man IV	b	10	176	11	12
9901	Highway Maint. Man I	b	14	106	3	5
5201	Guard	c	8	128	7	8
5215	Guard Sergeant	c	8	212		
9520	Game Warden III	c	12	535		
9517	Game Warden Insp.	c	12	287		
9512	Game Warden Supr.	c	12	324		
9501	Coastal Warden I	c	14	261	16	17
7001	State Police Trooper	c	14	218	14	15
7002	State Police Sergeant	c	14	299	18	19
7007	State Police Corporal	c	14	242		
7003	State Police Lieutenant	c	8	389		

9511	Game Warden I	c	14	218	14	15
9505	Coastal Warden Investigator	c	12	294	18	19
9503	Coastal Warden II	c	14			
9502	Coastal Warden Supr.	c	12	303		
9519	Game Warden II	c	14	242	15	16
9423	Campground Ranger III	c	14	213		
9426	Campground Ranger II	c	14	204	13	14

EXHIBIT G

STATE OF MAINE

APRIL 1976

GUIDE HAY CHART

WORKING CONDITIONS

DEFINITION: Working conditions are made up of:

- Physical Effort - defined at right
- Environment - defined at right
- Hazards - the factors taken on the average which increase the risk of injury, accident or sickness as follows:
  - a. Minimal presence of hazards; predictable and controllable.
  - b. Moderate hazards; somewhat predictable and controllable.
  - c. Potentially severe hazards; unpredictable and difficult to control.

Environment, includes occasional, intermittent, or continuous exposure, of varying intensities, to such things as dust, dirt, heat, cold, fumes, steam, moisture and noise.

Physical Effort, involving continuous or intermittent manhandling of heavy or medium heavy materials; frequent or continuous work in awkward positions.

PHYSICAL EFFORT		ENVIRONMENT								
		1. NORMAL General office or other equivalent environment.			2. UNPLEASANT Intermittent requirement of unavoidable exposure to unfavorable atmospheric conditions or extreme temperatures; or noisy, dusty, oily, wet environment, etc.			3. DIFFICULT Constant requirement of unavoidable exposure to unfavorable atmospheric conditions or extreme temperatures; or working in cramped, very noisy, very dirty, or unpleasant surroundings.		
		a	b	c	a	b	c	a	b	c
A. NORMAL	Physical effort usually encountered in the broad range of office or bench work.	0	0	7	0	6	8	0	7	10
		0	6	8	0	7	10	6	8	12
		0	7	10	6	8	12	7	10	14
B. MODERATE	Intermittent requirements for considerable physical effort; handling medium heavy materials; frequent work in strained positions; or all three.	0	7	10	6	8	12	7	10	14
		6	8	12	7	10	14	8	12	16
		7	10	14	8	12	16	10	14	19
C. STRENUOUS	Continuous requirements for considerable physical effort; handling heavy materials; continuous work in strained positions; or all three.	7	10	14	8	12	16	10	14	19
		8	12	16	10	14	19	12	16	22
		10	14	19	12	16	22	14	19	25