

**Anne Banger**  
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Senator Margaret Rotundo, Representative Sachs and members of the Appropriations and Financial Affairs Committee,

My name is Anne Banger, I live at 86 Stagecoach Road in Woolwich. I am here to speak about LD 2214, HP 1420 An Act to Make Supplemental Appropriations and Allocations for the Expenditures of State Government, General Fund and Other Funds and to Change Certain Provisions of the Law Necessary to the Proper Operations of State Government for the Fiscal Years Ending June 30, 2024 and June 30, 2025.

I am here as a private citizen on my personal time.

Since my time to speak is limited I am only sharing a summary of what I want to share with you. The body of my situation/request can be found in the additional attached document.

I am the Maine Newborn Hearing Program Coordinator with the Maine CDC. The Maine Newborn Hearing Program (MNHP) is Maine's Early Hearing Detection and Intervention (EHDI) program. I have been the coordinator since April 22, 2019. I was the Follow-Up Coordinator, a contract position, for the program beginning March 2012 until I was hired as the program coordinator.

At the time I was hired the MNHP Coordinator position was classified as a Comprehensive Health Planner I, Pay Grade 23. The managers acknowledged at the time I was hired that the work tasks warranted reclassifying the position to a Comprehensive Health Planner II, Pay Grade 26. I accepted the position with the understanding that management would submit a Functional Job Analysis (FJA) to the Bureau of Human Resources (HR) to have the position reclassified.

Management submitted the management initiated FJA in the fall of 2020 the waiting began. My program manager at the time and I asked regularly about the status of the FJA we received no response. April 9, 2021, still nothing, no one would even answer where the FJA was, so I submitted an employee initiated FJA.

Fast forward to July 21, 2023, the details of what happened in the more than 2 years since April 9, 2021, can be found in the attached documents.

On July 21, 2023, the employee initiated retroactive FJA was finally approved. No one knows what happened to the manager initiated FJA. It was determined that my position

should be reclassified from a Comprehensive Health Planner I to a Comprehensive Health Planner II.

Again, check the attached documents for more detail as I fast forward another 6 months to January 30, 2024. When I was told in a meeting that I had scheduled (details can be found in attached document) the following:

- Funds are available for the reclassification, but the legislature must approve spending the funds before it can be implemented.
- Maine CDC put the funds in their supplemental budget request to DHHS that DHHS would include in their request to the Governor to be included in the Governor's Supplemental Budget Request to the legislature this session.
- No one knew the amount of funds that were included in the CDC budget request to DHHS.
- No one knew if the funds were then included in DHHS budget request to the Governor.
- The pay step has not been determined -how could they possibly determine how much money to include if they haven't determined the step????? - they couldn't or wouldn't tell me when the Step will be determined. I have told them if it isn't a Step 8 I will be filing a grievance
- The funds could be removed from the budget at any step in the budget process I didn't even ask what would happen then....
- They didn't know when the Governor's budget would be released so I can check if the funds are still in the supplemental budget request.

This was the first time that anyone had ever said that the legislature had to approve anything to do with implementing the approved reclassification.....

Friday February 2, 2024, I emailed my legislators Senator Eloise Vitelle and Representative Allison Hepler asking for their help. Senator Vitelle responded that she would ask her Aide to investigate it. As of yesterday, February 26, 2024 Senator Vitelli's aide said their liaison has not heard anything back to their request.

Wednesday February 14, 2024, I found the Governor's Recommended General Fund Supplemental Budget 2024-2025 on the Bureau of the Budget website. As far as I can tell the funds to implement my approved employee initiated (which initially had been a managers initiated but that got lost) reclassification are not included. There are other reclassifications included but not mine. A reclassification that I have been very patiently waiting for for close to five years. Noone let me know proactively that the funds weren't there.....

I have heard nothing since the January 30, 2024, meeting despite my repeated requests for information.

Last night I sent an email to Governor Mills, Commissioner Lambrew, and Dr. Va. I copied all the individuals that have been involved. The attached document is that email.

Here I am, close to five years of going above and beyond to do my job, doing the work of at least 5 or 6 people. Still classified as a Comprehensive Health Planner I. The position should be even higher than a Comprehensive Health Planner II. I am responsible for the Universal Newborn Hearing Screening for the State of Maine, close to 12,000 babies a year. All the screening data, all the audiology reporting data, making sure the testing is done, making sure the follow up is done, getting them enrolled in early intervention, supporting the families, providing technical support to healthcare providers, numerous other stakeholders, the 23 birth hospitals, the MNHP Advisory Board, the CMV Workgroup, grant management, grant applications, all sorts of reporting to US CDC, meeting and exceeding the goals of the US CDC EHDI grant, and so very much more. More babies are born each year with hearing loss than babies born with Downs Syndrome, cleft lip/palate, spina bifida and other birth defects combined. My son was one of those babies which is why I do this work.

How is this ok? Why weren't the funds included in the Governors Supplemental Budget? Or are they included, and I just didn't see them? If they aren't in there, can they be added? They should be added!!

I respectfully ask for your help getting answers but more importantly implementing this approved reclassification now.

Thank you for listening,

Respectfully,

Anne Banger

**From:** Banger, Anne  
**To:** Mills, Janet T; Lambrew, Jeanne M; Va, Puthiery  
**Cc:** Joseph Gribbin; Harakall, Maryann; Montag, Naomi; Bourque, Jamie; Rohman, Mark A; Robichaud, Veronica J; Beardsley, Nancy; Parks, Michael; Vitelli, Eloise; Hepler, Allison; Baker, Samuel  
**Subject:** Implementation of July 21, 2023 approved reclassification to Comprehensive Health Planner (CHP) II  
**Date:** Monday, February 26, 2024 6:36:20 PM  
**Attachments:** GF Supplemental Part A.pdf  
**Importance:** High

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Dear Governor Mills, Commissioner Lambrew and Dr. Va,

My name is Anne Banger. I am the Maine Newborn Hearing Program Coordinator with the Maine CDC. The Maine Newborn Hearing Program (MNHP) is Maine's Early Hearing Detection and Intervention (EHDI) program. I have been the coordinator since April 22, 2019. I was the Follow-Up Coordinator, a contract position, for the program beginning March 2012 until I was hired as the program coordinator.

At the time I was hired the MNHP Coordinator position was classified as a Comprehensive Health Planner I, Pay Grade 23. The managers acknowledged at the time I was hired that the work tasks warranted reclassifying the position to a Comprehensive Health Planner II, Pay Grade 26. I accepted the position with the understanding that management would submit a Functional Job Analysis (FJA) to the Bureau of Human Resources (HR) to have the position reclassified.

Management submitted the management initiated FJA in the fall of 2020 the waiting began. My program manager at the time and I asked regularly about the status of the FJA we received no response. April 9, 2021 still nothing, no one would even answer where the FJA was so I submitted an employee initiated FJA.

At least once a month I asked my manager and emailed HR for a status update. I was told the FJA was in process with no date given for when it would move forward. Finally February 15, 2022 I was told an HR Manager was looking at mine that day but it was still at the very very beginning of the review process. It hadn't even made it out of DHHS yet. I continued to follow up at least monthly. Finally it was reported that the FJA made it out of DHHS to the Bureau of HR 6/29/2022. By now I had been told it was the employee initiated FJA that they had sent on no one could answer where the management initiated FJA was....

I continued my at least monthly campaign for info to no avail. Finally on July 11, 2023 a HR Compliance Analyst emailed me to schedule a position audit meeting for him to ask clarifying questions. We met July 18, 2023. He met with my MCH Program Director July 20, 2023. On Friday July 21, 2023 the employee initiated retroactive FJA was finally approved.

August 4, 2023 I emailed HR asking for the status of the reclassification and what the next steps were. I met with HR August 31, 2023. The HR representative shared the following with me at the meeting:

- He would meet with the payroll supervisor to determine my retro pay. He was meeting with the payroll supervisor September 6, 2023
- Once the retro amount was determined the information would be sent to CDC upper

management to identify a funding source for the retro pay

- It appears the new hourly rate would be a Step 6 however that determination would be made during the time they determine the retro pay
- He would share the hourly rate with me once it was determined

I should be a Step 8 in Salary Range 26, not a Step 6 if this is done correctly and I told the HR representative that.,

September 13, 2023 a retro pay calculation spreadsheet was shared with me. The spreadsheet had me at a Step 6. I again shared with the HR representative that I should be at a Step 8. We were then told these calculations were just preliminary not final. On September 19, 2023 I spoke with the Union Attorney.

In spite of my many email requests for information I heard nothing more until December 27, 2023 when I met with the HR representative for five minutes. This is what he shared with me at the meeting:

- The department has to determine where they are going to pay the retroactive pay from before they can implement the upgrade.
- He has to talk to CDC Chief Operating Officer about where the retroactive pay is going to be paid from, she was on vacation and he scheduled a meeting for January 3, 2024 to ask her
- He scheduled a meeting with me for 1/4/2024 to update me
- I asked him about the Step and told him it should be a Step 8, he said it hadn't been determined yet.

The HR representative cancelled the 1/4/2024 meeting with me because he and the Chief Operating Officer had not discussed. The HR Representative was scheduled to meet with the Deputy Chief of Operations 1/11/2024 and my FJA was one of the things they were going to discuss.

I didn't hear anything after 1/4/2024. I requested that MCH Program Manager, MCH Program Director, HR Representative, Division Director, CDC Deputy Director, CDC Chief Operating Officer and the Deputy Chief of Operations meet with me 1/30/2024 to discuss the implementation of the FJA. The MCH Program Manager, MCH Program Director, HR Representative and Division Director did attend. The following information was shared with me at this meeting:

- Funds are available for the reclassification but legislature has to approve spending the funds before it can be implemented.
- Maine CDC put the funds in their budget request to DHHS that DHHS would include in their request to the Governor for her to include in the budget this session to the legislature.
- No one knew the amount of funds they included in the budget
- The pay step has not been determined -how could they possibly determine how much money to include if they haven't determined the step????? - they couldn't or wouldn't tell me when the Step will be determined. I have told them if it isn't a Step 8 I will be filing a grievance
- The funds could be removed from the budget at any step in the budget process I didn't even ask what would happen then....
- They didn't know when the Governor's budget would be released so I can check if the funds are still in there

This was the first time that anyone had ever said that the legislature had to approve anything to do with implementing the FJA.....

Friday February 2, 2024 I emailed my legislators Senator Eloise Vitelle and Representative Allison Hepler asking for their help. Senator Vitelle responded that she would ask her Aide to look into it. As of today, February 26,2024 Senator Vitelli's aide said their liaison has not heard anything back to their request.

Wednesday February 14, 2024 I found the Governor's Recommended General Fund Supplemental Budget 2024-2025 on the Bureau of the Budget website. I've attached a copy for your quick reference. As far as I can tell the funds to implement my employee initiated (which initially had been a managers initiated but that got lost) reclassification are not included. There are other reclassifications included but not mine. A reclassification that I have been very patiently waiting for for close to five years. Noone let me know proactively that the funds weren't there.....

That night I emailed all the members of the Appropriations and Financial Affairs committee.

I waited until Tuesday February 20, 2024 to email the group above that I had asked to meet with me 1/30/2024 to give someone a chance to let me know that they had checked the budget. No one did.....

Here I am, close to five years of going above and beyond to do my job, doing the work of at least 5 or 6 people. Still classified as a Comprehensive Health Planner I. The position should actually be higher than a Comprehensive Health Planner II. I am responsible for the Universal Newborn Hearing Screening for the State of Maine, close to 12,000 babies a year. All the screening data, all the audiology reporting data, making sure the testing is done, making sure the follow up is done, getting them enrolled in early intervention, supporting the families, providing technical support to healthcare providers, the 23 birth hospitals, the MNHP Advisory Board, the CMV Workgroup, grant management, grant applications, all sorts of reporting to US CDC, meeting and exceeding the goals of the US CDC EHDI grant, and so very much more. More babies are born each year with hearing loss than babies born with Downs Syndrome, cleft lip/palate, spina bifida and other birth defects combined. My son was one of those babies which is why I do this work.

Noone can tell me what happens now that it isn't in the budget... Or is it buried in the budget? Noone has told me anything since 1/30/2024. If they can't answer my questions then who can???

How is this ok? Why weren't the funds included in the Governors Supplemental Budget? Or are they included and I just didn't see them? If they aren't in there can they be added?

I plan to attend one of the Appropriations and Financial Affairs Committee public hearing on the Supplemental budget, on my own time as a private citizen, to advocate for myself on the implementation of this approved retroactive reclassification.

I respectfully ask for your help getting answers but more importantly implementing this approved reclassification now.

Respectfully,  
Anne

**Anne Banger**  
Newborn Hearing Program Coordinator

**Department of Health and Human Services**  
***Maine Center for Disease Control and Prevention - Preserve ~ Promote ~ Protect***  
**Division of Disease Prevention**  
**Maternal and Child Health/Children With Special Health Needs/Newborn Hearing**

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