

# MAINE STATE LEGISLATURE

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L.D. 599

Date: 5/20/25

(Filing No. S-114 )

# MAJORITY

## LABOR

Reproduced and distributed under the direction of the Secretary of the Senate.

### STATE OF MAINE

### SENATE

### 132ND LEGISLATURE

### FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to S.P. 283, L.D. 599, "An Act to Codify the Federal Salary Threshold for Overtime Pay"

Amend the bill by striking out the title and substituting the following:

'An Act to Raise the Salary Threshold for Overtime Pay'

Amend the bill by inserting after section 1 the following:

'Sec. 2. Appropriations and allocations. The following appropriations and allocations are made.

ADMINISTRATIVE AND FINANCIAL SERVICES, DEPARTMENT OF  
Executive Branch Departments and Independent Agencies - Statewide 0017

Initiative: Provides ongoing funds for the additional overtime costs associated with increasing the annual rate that an employee who works in an executive, administrative or professional capacity must earn in order to be exempt from the laws governing the minimum wage and overtime pay to a minimum of \$58,656 effective January 1, 2026.

GENERAL FUND	2025-26	2026-27
Personal Services	\$1,008,517	\$2,017,033
GENERAL FUND TOTAL	\$1,008,517	\$2,017,033

ADMINISTRATIVE AND FINANCIAL  
SERVICES, DEPARTMENT OF  
DEPARTMENT TOTALS

	2025-26	2026-27
GENERAL FUND	\$1,008,517	\$2,017,033
DEPARTMENT TOTAL - ALL FUNDS	\$1,008,517	\$2,017,033

COMMUNITY COLLEGE SYSTEM, BOARD OF TRUSTEES OF THE MAINE

# COMMITTEE AMENDMENT

**Maine Community College System - Board of Trustees 0556**

Initiative: Provides ongoing funds for the additional overtime costs associated with increasing the annual rate that an employee who works in an executive, administrative or professional capacity must earn in order to be exempt from the laws governing the minimum wage and overtime pay to a minimum of \$58,656 effective January 1, 2026.

GENERAL FUND	2025-26	2026-27
Personal Services	\$1,250,000	\$2,500,000
GENERAL FUND TOTAL	\$1,250,000	\$2,500,000

**COMMUNITY COLLEGE SYSTEM, BOARD OF TRUSTEES OF THE MAINE DEPARTMENT TOTALS**

	2025-26	2026-27
GENERAL FUND	\$1,250,000	\$2,500,000
DEPARTMENT TOTAL - ALL FUNDS	\$1,250,000	\$2,500,000

**UNIVERSITY OF MAINE SYSTEM, BOARD OF TRUSTEES OF THE Educational and General Activities - UMS 0031**

Initiative: Provides ongoing funds for the additional overtime costs associated with increasing the annual rate that an employee who works in an executive, administrative or professional capacity must earn in order to be exempt from the laws governing the minimum wage and overtime pay to a minimum of \$58,656 effective January 1, 2026.

GENERAL FUND	2025-26	2026-27
Personal Services	\$2,765,000	\$5,530,000
GENERAL FUND TOTAL	\$2,765,000	\$5,530,000

**UNIVERSITY OF MAINE SYSTEM, BOARD OF TRUSTEES OF THE DEPARTMENT TOTALS**

	2025-26	2026-27
GENERAL FUND	\$2,765,000	\$5,530,000
DEPARTMENT TOTAL - ALL FUNDS	\$2,765,000	\$5,530,000

**SECTION TOTALS**

	2025-26	2026-27
GENERAL FUND	\$5,023,517	\$10,047,033
SECTION TOTAL - ALL FUNDS	\$5,023,517	\$10,047,033

Sec. 3. Effective date. This Act takes effect January 1, 2026.'

ROF

COMMITTEE AMENDMENT "A" to S.P. 283, L.D. 599 (S-114)

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Amend the bill by relettering or renumbering any nonconsecutive Part letter or section number to read consecutively.

**SUMMARY**

This amendment is the majority report of the committee. The amendment changes the title, adds an appropriations and allocations section and adds an effective date of January 1, 2026.

**FISCAL NOTE REQUIRED**

(See attached)

**132nd MAINE LEGISLATURE****LD 599****LR 1509(02)****An Act to Codify the Federal Salary Threshold for Overtime Pay****Fiscal Note for Bill as Amended by Committee Amendment "A"(S-114)****Committee: Labor****Fiscal Note Required: Yes**

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**Fiscal Note**

	<b>FY 2025-26</b>	<b>FY 2026-27</b>	<b>Projections FY 2027-28</b>	<b>Projections FY 2028-29</b>
<b>Net Cost (Savings)</b>				
General Fund	\$5,023,517	\$10,047,033	\$10,047,033	\$10,047,033
<b>Appropriations/Allocations</b>				
General Fund	\$5,023,517	\$10,047,033	\$10,047,033	\$10,047,033

**Fiscal Detail and Notes**

Increasing the annual rate that an employee who works in an executive, administrative or professional capacity must earn in order to be exempt from the laws governing the minimum wage and overtime pay to a minimum of \$58,656 will increase costs to employers beginning January 2026. This bill includes ongoing General Fund appropriations of \$1,008,517 in fiscal year 2025-26 and \$2,017,033 in fiscal year 2026-27, to the Executive Branch Departments and Independent Agencies - Statewide program within the Department of Administrative and Financial Services for the costs associated with this increase, including the increase in the employer contributions to retirement costs.

This bill also includes ongoing General Fund appropriations to the Maine Community College System of \$1,250,000 and \$2,500,000 in fiscal year 2025-26 and fiscal year 2026-27, respectively, and \$2,765,000 in fiscal year 2025-26 and \$5,530,000 in fiscal year 2026-27 to the University of Maine System for the additional cost of this increase effective January 1, 2026.