

MAINE STATE LEGISLATURE

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N I N E T Y - S I X T H L E G I S L A T U R E

Legislative Document

No. 453

H. P. 400

House of Representatives, February 5, 1953

Referred to the Committee on Appropriations and Financial Affairs. Sent up for concurrence and ordered printed.

HARVEY R. PEASE, Clerk

Presented by Mr. Martin of Augusta.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
FIFTY-THREE

RESOLVE, Appropriating Moneys to Effectuate Salary Plan for State Employees.

Emergency preamble. Whereas, because of the advancing high cost of living, salaries of state employees must be adjusted to such cost of living; and

Whereas, great hardships have been caused among the employees unless such salary scale is adjusted; and

Whereas, efficiency of the administration of state government in all departments has been vitally affected; and

Whereas, efficient administration of state business is vital to the well-being of the state and to its citizens; and

Whereas, in the judgment of the legislature these facts create an emergency within the meaning of the constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore, be it

Appropriation for proposed salary increase. Resolved: That there be, and hereby is, appropriated from the general fund of the state the sum of \$400,000 for the balance of the fiscal year ending June 30, 1953 to increase, as of the week ending July 5, 1952, the present wages for the employees of

the state by approximately $4\frac{1}{2}$ % by assigning each class of employment to the salary range next above that range to which it is allocated in the salary plan; and be it further

Resolved: That present wages of employees in departments supported wholly or in part by fees or special revenue funds shall be increased by the same amount for the same period; and be it further

Resolved: That no part of such increase shall be granted to any employee which has the effect of placing such employee's salary above the adjusted maximum salary rate established for his class; and be it further

Resolved: That the salary rate for any employee who is regularly being paid at or above the adjusted maximum rate established for his class shall not be changed as the result of the approval of this resolve.

Emergency clause. In view of the emergency cited in the preamble, this resolve shall take effect when approved.

STATEMENT OF FACTS

The present official salary plan for state employees, prepared after a year-long study by outside experts in personnel administration, was adopted by the state personnel board in January, 1951 for the classified employees of the state. Sufficient funds to place this plan into operation on March 5, 1951 were granted by the 95th legislature. Within 6 months of effectuation, i.e., by September 1951, state wages were $4\frac{1}{2}$ % below prevailing price levels, and substantially less than wages being paid to private industry and other public jurisdictions with whom the state of Maine must compete for employees. During the major part of 1952 calendar year, the official salary plan lagged between 6 and 8 percent behind the cost-of-living as measured by the Consumer's Price Index for the city of Portland.

This resolve will adjust state salaries upward by approximately $4\frac{1}{2}$ % to partially offset the rise in living costs since the beginning of the current biennium. The total effect on the state payroll will be approximately \$790,000 of which approximately \$400,000 would be chargeable to the general fund.

The increase provided by this resolve is equal to $\frac{1}{2}$ of the total adjustment declared essential by the personnel board to bring state wages in line with comparable positions in private industry and in the other New England state governments. In order to improve the recruitment and retention

of competent employees and to establish a fair and equitable merit increase policy, the personnel board has indicated the necessity of adjusting the minimum and maximum rates for all positions as of July 1, 1953 by one additional range. This adjustment has immediate effect primarily on hiring rates only, and is, therefore, not included in this resolve to grant a retroactive dollar increase to all employees.