

# MAINE STATE LEGISLATURE

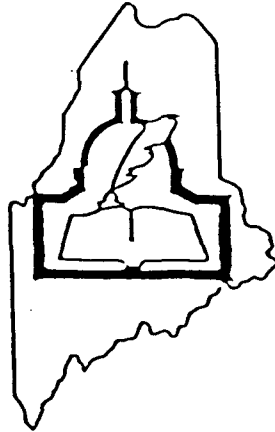
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STATE OF MAINE  
ONE HUNDRED AND TWELFTH LEGISLATURE  
SECOND REGULAR SESSION

JOINT STANDING COMMITTEE ON  
STATE GOVERNMENT  
BILL SUMMARY



MAY 1986

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ONE HUNDRED AND TWELFTH LEGISLATURE  
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BILL SUMMARIES  
MAY 1986

This document is a compilation of the bill summaries prepared by this office for the Joint Standing Committees and Joint Select Committees of the Maine Legislature, covering the Second Regular Session of the 112th Legislature. The summaries are arranged by LD number under each committee.

All Amendments are listed, by paper number (e.g., H-584 or S-222), together with the sponsor if it is a floor amendment or the designation "CA" if it is a committee amendment. If the amendment was adopted in the House, the letter H appears after the sponsor. If it was adopted in the Senate, the letter S appears.

Final action for each bill is listed to the right of the title. If final House action and Senate action differ, both are listed.

Key to Committee Reports and Floor Action:

OTP	Ought to Pass
OTP-ND	Ought to Pass in New Draft
OTP-ND-NT	Ought to Pass in New Draft, New Title
OTP-AM	Ought to Pass as Amended
ONTP	Ought Not to Pass
LVWD	Leave to Withdraw
INDEF PP	Indefinitely Postponed

Sponsor:  
Committee Report: LVWD

SUMMARY: LD 2120 is the product of a study conducted by the Joint Standing Committee on State Government with respect to state employee recruitment and retention. The provisions of LD 2120, with some changes have been incorporated in LD 2392.

LD 2120 established the Office of Human Resources to replace the Department of Personnel. The Office of Human Resources will act as a service agency to other state agencies.

The emphasis of the Office of Human Resources will be on motivating and encouraging state employees to realize their potential and thereby enable state agencies to provide a high quality of service. The office will operate on the basis that state employees are a valuable resource to the State.

The Office of Human Resources will be directed and staffed by personnel well qualified by education, training and experience in the management of personnel systems. In addition, the director and staff of the office will be subject to the political restrictions that currently apply to classified state employees. The office will be prohibited from engaging in collective bargaining, and no person employed in the Governor's Office of Employee Relations or similar organizations may be employed or serve in the Office of Human Resources.

The Director of Human Resources will be assisted by a Policy Review Board which will act in an advisory capacity in some matters and serve in a policy-making function in other areas. The Policy Review Board specifically will:

1. Address longevity incentives to encourage state employees to be conscientious and remain in State Government;
2. Review job classifications with employee recruitment and retention problems on an annual basis and develop policies and procedures to recognize and resolve this problem;

3. Examine training and educational policies of agencies and evaluate the adoption of a policy requiring each department to budget adequate funds for the training and education of state employees;

4. Examine the job reclassification and reallocation process and develop procedures and policies with the purpose of proposing recommendations to motivate state employees to be conscientious and enterprising. Included in this task is an evaluation of the adoption of a policy to require departments to budget funds for job reclassifications and reallocations that may be funded immediately following a decision authorizing the reclassification;

5. Examine the job performance evaluation process and develop policies and procedures to implement an effective process. This will include an objective performance rating, the use of a simple and uncomplicated evaluation form and a requirement of mutual discussion between managers and subordinates concerning job performance and the evaluation; and

6. Examine pay ranges, particularly confidential and supervisory pay ranges, with respect to the degree of appropriateness of the various pay ranges compared to other pay ranges, especially those for nonsupervisory employees.

In addition to managing the civil service system, the Director of Human Resources will:

1. Meet, at least once a year with the commissioners and directors of each state agency to discuss individually, with each agency manager, the personnel needs and problems of each agency;

2. Develop training programs;

3. Develop career information and an explanation of the civil service system for state employees;

4. Undertake short-term and long-term planning with respect to the positions, qualifications and technologies required in the civil service system in the short terms and long terms; and

5. Be responsible for overseeing the development and implementation of communications between management and agency employees which will take into account the uniqueness of each agency.

The bill also proposes to transform the State Personnel Board into the State Civil Service Appeals Board which will serve only in an adjudicatory capacity to hear appeals with respect to job classifications and reclassifications, disciplinary action, and other appealable issues.

LD 2392 which incorporates most of the provisions of LD 2120 makes the following substantive changes in the original bill.

1. The Office of Human Resources will be the Bureau of Human Resources within the Department of Administration, effective July 1, 1987, and
2. The Bureau of Human Resources will provide information to the Bureau of Employee Relations with respect to issues for collective bargaining.

LD            AN ACT RELATING TO THE ISSUANCE OF TAXABLE                            PL 1985  
2126        BONDS AND THE REFUNDING OF CERTAIN BONDS                            c. 593

Sponsor: USHER, Higgins, L.  
Committee Report: OTP-AM

S-423    CA                            H            S

SUMMARY: LD 2126 allows municipalities, following FAME approval, to issue taxable bonds (revenue) to finance public or private corporations to construct or reconstruct solid waste disposal facilities. In addition the bill prohibits voter approval at referendum of municipal bonds pledging the faith and credit of the municipality that are used to finance solid waste disposal systems.

The bill also statutorily removes from the definition of municipal indebtedness, debt financing, construction, repair and maintenance, operating, and other costs incurred by a municipality with respect to the development and operation of a solid waste disposal system. A municipality's debt ceiling with respect to debt incurred for a solid waste disposal system is established at 3% of the last full state valuation of the municipality minus the municipality's share of the debt to construct and operate the facility.