

MAINE STATE LEGISLATURE

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FIRST SPECIAL SESSION

ONE HUNDRED AND SIXTH LEGISLATURE

Legislative Document

No. 2354

H. P. 1859 House of Representatives, January 15, 1974
Referred to the Committee Appropriations and Financial Affairs. Sent up
for concurrence and ordered printed.

E. LOUISE LINCOLN, Clerk

Presented by Mr. Stillings of Berwick.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-FOUR

AN ACT to Establish Pay Scales for Managers and Assistant Managers
in State Liquor Stores.

Be it enacted by the People of the State of Maine, as follows:

R. S., T. 28, § 157, additional. Title 28 of the Revised Statutes is amended
by adding a new section 157 to read as follows:

§ 157. Pay scale

State liquor store managers and assistant managers shall be paid on an
A-B-C basis, based on store volume as follows.

A. Store managers and assistants shall receive base pay as established
by the Personnel Board for volume up to \$500,000 per year of gross for the
previous fiscal year.

B. Store managers and assistants of stores grossing over \$500,000 for the
previous fiscal year but less than \$750,000 shall receive one pay range above
base A stores.

C. Store managers and assistants of stores grossing over \$750,000 for the
previous fiscal year shall receive 2 pay ranges above base A stores.

STATEMENT OF FACT

Pursuant to Management and Cost Survey recommendation #86, Bureau
of Alcoholic Beverages, this bill establishes performance incentives for man-
agers and assistant managers of state liquor stores. This bill would base
salaries on an incentive system dependent on volume, efficiency and profit.

Operational costs in state-operated liquor stores are, for the most part, governed by fixed charges over which managers have little or no control. Furthermore, the issue of incentives in public employment is one which requires further consideration and study. If such a system is instituted it might more properly be based upon volume which is equated with profit and responsibility. The Governor in his Special Message to the Special Session of the 106th Legislature on January 10th recommended that this bill and the concept for performance incentives for state services requires further study before being considered for enactment.

Annual cost to implement this program is estimated at \$33,140.