

MAINE STATE LEGISLATURE

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ONE HUNDRED AND SEVENTH LEGISLATURE

Legislative Document

No. 1336

H. P. 1048

House of Representatives, March 21, 1975

Referred to the Committee on Labor. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Mr. Lizotte of Biddeford.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-FIVE

AN ACT to Provide a Career Ladder and 40-Hour Week for Correctional Employees.

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

Appropriation. There is appropriated to the Department of Mental Health and Corrections from the General Fund the sum of \$1,185,269 to enable the establishment of a 40-hour work week and career ladder for employees of institutions under the administrative supervision of the Bureau of Corrections and employees of the State Division of Probation and Parole and to permit personnel reclassifications and salary range adjustments made necessary by the establishment of such 40-hour work week and career ladder. The breakdown shall be as follows:

	1975-76	1976-77
DEPARTMENT OF MENTAL HEALTH AND CORRECTIONS		
Bureau of Corrections		
Personal Services	(63) \$558,064 23,741	(63) \$581,160 22,304
	\$581,805	\$603,464

STATEMENT OF FACT

In the Bureau of Corrections of the Department of Mental Health and Corrections, there are 637 authorized employees; of this total, 463 persons, or

72%, have regularly worked a 44-hour or more standard work week with no overtime compensation or compensatory benefits accrued. Fair Labor Standards will soon be applicable to correctional employees, and overtime payment will be mandated. Maine's correctional employees, as a whole, are among the lowest paid in the country, and certainly lower than any in the New England area. In January, 1974, a comprehensive job evaluation and task analysis with new job descriptions was completed for all bureau employees. As a result, a "Correctional Career Ladder" proposal was presented to, and accepted by, the Maine Personnel Board in February, 1974.

To implement this proposal, which will reduce employees to a 40-hour work week without a reduction in pay, will require additional staff to accommodate the maintenance of existing programs.