

MAINE STATE LEGISLATURE

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STATE OF MAINE
SENATE
FIRST SPECIAL SESSION
107TH LEGISLATURE

SENATE AMENDMENT "A " to COMMITTEE AMENDMENT "B" to H.P. 1846,
L.D. 2015, Bill, "AN ACT Increasing State, Maine Maritime Academy
and University of Maine Employees' Pay."

Amend said amendment in PART A under the caption "FINANCE
AND ADMINISTRATION" by striking out all of that part relating to
"Compensation Plan" and inserting in place thereof the following:

'Compensation Plan

Personal Services \$1,250,000

Provides funds for implementation of
\$11.00 per week across-the-board salary
increase for State employees. This
increase to become effective the first
pay period in July, 1976.

The balance of funds to finance this in-
crease is to come from estimated savings
from nonpayment for noon meals, Health
Insurance Fund, Biweekly payrolls and
salary savings.

Salary increases. An amount of \$11 shall
be added to the weekly dollar amount of
each step of the current State salary Plan
and new hourly rates shall be computed to
reflect this increase, based on a 40-hour
week.

Unclassified employees subject to Governor
and Council determination. With respect to

unclassified employees whose wage rates are subject to Governor and Council determination, the Governor and Council shall grant similar equitable treatment.

Unclassified employees not subject to Governor and Council determination. With respect to unclassified employees whose wage rates are not subject to determination by the Governor and Council, the authorities responsible for determining the wage rates for such employees shall grant similar and equitable treatment.

Utilization by other funds. Wages of employees in departments supported by the Highway Fund, Special Revenue Funds or other funds shall not be adjusted from moneys provided for the General Fund Pay Plan, but shall be adjusted from Funds available to the department from other sources. '

Further amend said Amendment in PART A under the caption "Mental Health & Corrections" by striking out all of that part relating to "Contingency" and inserting in place thereof the following:

'Contingency

Unallocated

400,000

Provides funds for a correctional system contingency'

Further amend said Amendment in PART A by striking out under the caption "University of Maine" the words "Provides additional operating funds" and inserting in place thereof the words 'Provides funds for employee salary increase'

Further amend said Amendment in PART A in the last line in that part relating to "TOTAL GENERAL FUND--PART A" by adjusting the total to read correctly.

Further amend said Amendment by striking out all section 9 of PART C and inserting in place thereof the following:

'Sec. 9. 30 MRSA §5055, sub-§5, as last amended by PL 1971, c. 605, §1, is further amended by inserting at the end the following new paragraph:

Notwithstanding the provisions of this subsection, on and after July 1, 1976, an amount equal to 3.58% of the receipts from taxes imposed under Title 36, Parts 3 and 8, and credited to the General Fund, shall be transferred by the Treasurer of State to the Local Government Fund on the first day of each month.'

Further amend said Amendment by striking out all of section 4 of PART D and inserting in place thereof the following:

'Sec. 4. Temporary Compensation Review Board. Ninety days before implementation of this Part, a Temporary Compensation Review Board shall be established which, notwithstanding any other provisions of law, shall have exclusive jurisdiction to hear appeals from employees, their designated representatives and from state appointed authorities concerning the allocation of classifications and unclassified employees to pay grades provided in section 3 of this Part as recommended by the study. The decision of the board on any appeal concerning the assignment of any position or classification to a salary range shall be final and binding on the parties, except as hereinafter provided. The board shall ensure that the current job specification or position description is correct and that the job has been properly evaluated by use of the Hay Guide Chart Job Profile Evaluation Method, together with job environment factors considered in relationship to all other jobs in State Government. This board

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may receive assistance from the staff of the Personnel Department, through the director, and the Office of State Employee Relations, through the director, for factual analysis of each appeal. Non-standard work week factors shall be considered by the Personnel Board. Decisions of the board resulting in an increase in compensation for any position or classification shall be effective retroactive to the first pay period in July, 1976, but in no event shall any such increase be made retroactive for a period in excess of 90 calendar days. Any decision by the board shall not be reconsidered by the board or the Personnel Board for a period of one year. Following completion of the board's review of all initial appeals, subsequent appeals will be processed pursuant to existing Personnel Law and Rules.

The Temporary Compensation Review Board shall consist of 5 members. The Governor shall appoint 2 of such members from a list of 5 persons presented by the governing boards of those organizations which represent at least 500 state employees. Two members shall be appointed by the Governor to represent state management or the general public. The 5th member shall be appointed by the Governor from a list of at least 5 persons from among the general public and compiled by mutual agreement of the President of the Senate and the Speaker of the House of Representatives. Available funds may be used as necessary to provide a reasonable per diem and expenses for public members.

The Temporary Compensation Review Board shall cease to exist upon completion of review and decisions on all appeals, but in no event shall the board continue its duties beyond 6 months following the effective date of the implementation of the pay plan.'

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Further amend said Bill in PART D by adding at the end the following:

'Sec. 8. Incentive rewards. Notwithstanding the salary limits established in Title 2, section 6, the present salaries of individuals under Title 2, section 6, shall be increased by 5%. The same merit system and restrictions provided herein for classified state employees shall be applied to the base salary as established above.'

Further amend said Amendment by striking out all of "PART I".

Statement of Fact

This amendment provides for \$11 across-the-board salary increase for state employees.

The amendment also decreases the Mental Health and Corrections Contingency Fund from \$750,000 to \$400,000 and eliminates the cigarette tax increase proposed by the committee amendment.

This amendment also authorizes the funds appropriated for the University of Maine to be used for increasing employee salaries.

The amendment will reduce the percentage of sales and income taxes which are distributed through the Local Government Fund (Municipal Revenue Sharing) to assure \$1,100,000 additional undedicated revenue to the General Fund per year. This amendment also makes certain changes in the Temporary Compensation Review Board and provides for a 5% increase for those state employees where salaries are set by statute.

(Gahagan)
NAME:

Hayes E. Gahagan

COUNTY: Argoostook
Reproduced and distributed pursuant to Senate Rule 11-A.

April 14, 1976.

(Filing No. S-575).