

MAINE STATE LEGISLATURE

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STATE OF MAINE
SENATE
FIRST SPECIAL SESSION
107TH LEGISLATURE

SENATE AMENDMENT "G" to S.P. 791, L.D. 2342, Bill,
"AN ACT to Revise and Reallocate Appropriations from the General
Fund for the Expenditures of State Government for the Fiscal
Years Ending June 30, 1976 and June 30, 1977 and Changing
Certain Provisions of the Law Necessary to the Proper Operations
of State Government.

Amend said Bill in PART A under the caption "Finance and
Administration" by striking out everything under the caption
"Compensation Plan" and inserting in place thereof the following:

'Compensation Plan

Personal Services	1,250,000
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Provides funds for implementation of \$11
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 increase
are 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

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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 and 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 of 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 Bill in PART A under the caption "Human Services" by striking out all of that part relating to "Aid to Families with Dependent Children" and inserting in place thereof the following:

'Aid to Families with Dependent Children

All Other	(5,188,400)
All Other	1,000,000

To be used as of October 1, 1976, solely for the purpose of increasing AFDC grants for all eligible recipients.'

Further amend said Bill in PART A in the last line in "TOTAL GENERAL FUND--PART A" so that the total reads correctly.

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

'In order to assure these minimum implementation sums, each permanent full-time classified employee in the employ of the State in 1975 and still employed by the State in the same classification on the effective date of this section shall receive a one-time payment equal to the difference between the annual increases provided by the implementation of the basic plan and the minimum amounts indicated in the above table. This payment would be made on a one-time basis during the month following the effective date of this section.'

Further amend said Bill in PART D in section 5 by inserting after the 3rd sentence the following: 'This proper evaluation shall include the accurate consideration of job environment for each classification, including consideration of any possible hazards associated with the classification, any physical or mental discomforts which pertain to that classification or any nonstandard working hours which pertain to the classification. This proper evaluation shall also include evaluation of the accuracy of the comparison of various classifications of employment in the public sector to those in the private sector, including requirements of duties of each classification of

employment, the amount of total ~~←————→~~ compensation for that classification of job in the private sector and the accuracy of the classification of the position in the public sector.'

Further amend said Bill in PART D in section 5 by striking out all of the 5th sentence and inserting in place thereof the following: 'Decisions of the board resulting in an increase in compensation for any position or classification shall be effective retroactive to the effective date of sections 1, 2, 3, 4, 6, 7 and 8 of Part D of this Act but in no event shall any such increase be made retroactive for a period in excess of 90 calendar days.'

Further amend said Bill in PART D in section 5 by striking out all of the 2nd paragraph and inserting in place thereof the following:

'The Temporary Compensation Review Board shall consist of 5 members to be selected by the Governor. Two members shall be selected from a list of names submitted by state employee organizations, each of which represent over 500 state employees, 2 shall be selected from a list of names submitted by the Office of State Employee Relations and one shall be selected from a list of no more than 5 names of members of the public who are mutually acceptable to 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 the public member.'

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

'Sec. 8. Survivors' and retirees' benefits. It is the intent of the Legislature that the salary increases provided for in sections 1, 2, 3 and 7 of this Part shall be considered a general salary increase the equivalent of 6.4% pursuant to Title 5, section 1124 and Title 5, section 1128.'

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

'Sec. 9. Effective date of compensation plan. The compensation provisions of Part D of this Act, sections 1, 2, and 11, 3, 4, 6, 7, 8 / shall become effective with the first pay period after the final disposition of appeals under section 5 of this Part, but in any event not earlier than February 15, 1977.

Sec. 10. Adjustments to reflect across-the-board increase. Any increase to the salary levels for each pay grade provided for in state salary schedules which result from sections 1, 2, 3, 6,7 and/of this Part taking effect shall be decreased by the amount of pay increase provided for in Part A of this Act. However, in no case shall the implementation of sections 1, 2, 3, 6,7 and/reduce the increase provided for in Part A of this Act. The salary schedules set forth in Tables 1 and 1a of section 3 shall be adjusted accordingly.

Sec. 11. Appropriation. There is appropriated to the Department of Finance and Administration the sum of \$464,000 for fiscal year 1976-77 to be used to implement the pay increases provided for in this Part. The breakdown shall be as follows:

1976-77

FINANCE AND ADMINISTRATION, DEPARTMENT OF

Implementation of Part D of this Act

Personal Services

\$464,000'

Statement of Fact

This amendment increases funds in AFDC using additional savings over and above those already anticipated in the budget, provides for an \$11 across-the-board pay increase and then provides for the implementation of the Hay Report, with certain modifications set out in the amendment, upon the completion of all state employee appeals under the proposed plan or on February 15th, whichever is later.

(Carbonneau)

NAME:

Roland Carbonneau

COUNTY: Androscoggin

Reproduced and distributed pursuant to Senate Rule 11-A.

April 12, 1976.

(Filing No. S-567).