

MAINE STATE LEGISLATURE

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ONE HUNDRED AND EIGHTH LEGISLATURE

Legislative Document

No. 1177

S. P. 349

In Senate, March 28, 1977

Referred to the Committee on State Government. Sent down for concurrence and ordered printed.

MAY M. ROSS, Secretary

Presented by Senator Katz of Kennebec.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-SEVEN

AN ACT to Improve Recruiting and Retention of Technical and Professional Classified Service Employees.

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

5 MRSA § 634, 2nd ¶, next to the last sentence, as amended by PL 1975, c. 594, § 1, is further amended to read:

No position shall be assigned a salary greater than the maximum or less than the minimum rates fixed in the compensation plan, except that maximum salaries in a specific class or grades of a class may be exceeded by the payment of bonus pay if essential to retain or recruit certain technical and professional personnel. Such bonus pay shall be paid for a specific limited time period when an appointing authority is or authorities are unable to retain and recruit such technical or professional personnel whose services are absolutely essential, such inability to retain and recruit being confirmed by the director within 90 days of being informed of the inability to retain and recruit. On such confirmation, the board within 30 days shall fix the amount of bonus pay not to exceed 25% of the maximum pay for the class or grades, and the duration of the bonus payment but for not less than 6 months nor for more than 4 years, subject to review and renewal at the expiration of the term of the bonus pay. Such bonus pay compensation shall be paid monthly and separately from compensation as established for the class or grades in the class or grades affected, and shall not be considered as salary compensation in the computation of retirement or other benefits.

STATEMENT OF FACT

The intent of this bill is to establish a bonus pay plan for technical and professional personnel who are difficult to recruit and retain. An independent

body could be established to approve bonus pay above maximum salary for certain job classes. The bonus would be paid on the basis of a time limited contract which would be reviewed prior to its expiration to determine the necessity of continuing the bonus.