

MAINE STATE LEGISLATURE

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ONE HUNDRED AND EIGHTH LEGISLATURE

Legislative Document

No. 1668

H. P. 1441

House of Representatives, April 20, 1977

Referred to Committee on Appropriations and Financial Affairs. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Mr. Bustin of Augusta.

STATE OF MAINE

**IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-SEVEN**

**AN ACT to Provide Full Implementation of the State Employees' New
Compensation Plan.**

Emergency preamble. Whereas, Acts of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

Whereas, the 90-day period may not terminate until after the beginning of the next fiscal year; and

Whereas, the state's new compensation plan carries the legislative restriction that no classified employee shall be assigned to the recommended salary range above Step A if such assignment results in a salary increase in excess of 10%, causing many long-service employees to be placed in the same range and step with newer, sometimes probationary employees; and

Whereas, the imposition of the aforementioned restriction destroys equities between employees of the same class which can only be rectified by full implementation of the new compensation plan; and

Whereas, the Legislature has declared it to be the policy of the State to provide equal pay for equal work, a policy which is sorely tested when new employees are assigned the same salaries as their long-service counterparts; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore,

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

Sec. 1. P & SL 1975, c. 147, Part D, § 1, is amended to read:

Sec. 1. Salary increases; classified employees. Appropriation is made from the General Fund in Part A for the purpose of implementing the salary schedules, included in section 3, recommended by the study authorized by chapter 100 of the private and special laws of 1975, hereinafter referred to as "the study." Each classified employee shall be assigned to the salary grade in section 3 recommended for his class by the study, or as determined by the Temporary Compensation Review Board as hereinafter provided, at the same relative step (i.e., A to A, B to B, C to C, D to D, E to E, X to F, Y to G), that he is at in the range to which he is assigned on the date preceding the effective date of this Act, provided that no employee shall be assigned to any step in the recommended range above the A step if such assignment results in an increase in salary in excess of 10% and June 14, 1976, provided further that if placing any employee on the same relative step in the recommended range results in a decrease in salary, such employee's salary shall be increased to the first higher step within the recommended range which results in an increase in salary, provided that the salary of any classified employee whose present base salary exceeds step G of the recommended range shall not be reduced so long as any such employee remains employed in his current classification.

Sec. 2. P & SL 1975, c. 147, Part D, § 8, is amended to read:

Sec. 8. Utilization by other funds. Wages Salaries 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, Salary Plan Fund, but shall be adjusted from funds available to the departments from their own sources.

Sec. 3. Emergency clause; effective date. In view of the emergency cited in the preamble, this Act shall be effective with the first pay period in July, 1977.

Sec. 4. Appropriation. There is appropriated from the General Fund to the Salary Plan the sum of \$2,940,710 for the fiscal year ending June 30, 1978, and the sum of \$2,940,710 for the fiscal year ending June 30, 1979, to carry out the purposes of this Act. The breakdown shall be as follows:

	1977-78	1978-79
SALARY PLAN		
State Employees Fund	\$2,940,710	\$2,940,710

Any balance remaining in this fund shall carry forward until June 30, 1979, to be used for the same purposes.

STATEMENT OF FACT

As authorized by chapter 100 of the private and special laws of 1974, Hay Associates were engaged to study and construct an equitable compensation

plan for classified employees. This authorization was subsequently broadened to include unclassified employees. P & SL 1975, c. 147, Part D details implementation of the plan but restricts classified employee assignments from the old compensation plan to the new compensation plan to a maximum salary increase of 10%. Severe distortion of the new plan resulted. It is the purpose of this Act to fully implement the salary provisions of the new plan and thereby restore employee equities and relationships.