

# MAINE STATE LEGISLATURE

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(EMERGENCY)  
SECOND REGULAR SESSION

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ONE HUNDRED AND EIGHTH LEGISLATURE

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**Legislative Document**

**No. 2165**

H. P. 2138

House of Representatives, February 24, 1978

Governor's Bill. Referred to Committee on Appropriation and Financial Affairs. Sent up for concurrence.

EDWIN H. PERT

Presented by Ms. Goodwin of Bath

Cosponsors: Mr. Morton of Farmington

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STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED  
SEVENTY-EIGHT

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**“AN ACT to Provide Compensation and Benefits Agreed to by the State and the  
Maine State Troopers Association.”**

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**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, certain obligations and expenses incident to the operation of state collective bargaining agreements with the Maine State Troopers Association will become due and payable immediately; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the meaning of 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. Appropriations and allocations.** There is appropriated from the General Fund the sum of \$162,500 for the fiscal year ending June 30, 1979, and there is allocated from the Highway Fund employees compensation plan the sum of \$487,500 for the fiscal year ending June 30, 1979, to implement the compensation benefits agreed to by the State and the Maine State Troopers Association effective with the start of the payroll period commencing nearest to July 1, 1978.

**Sec. 2. Appropriations and allocations.** There is appropriated from the General Fund the sum of \$23,000 for the fiscal years ending June 30, 1978, and June 30, 1979, and allocated from the Highway Fund the sum of \$69,000 for the fiscal years ending June 30, 1978, and June 30, 1979, to fund special allowances agreed to by the State and the Maine State Troopers Association. The breakdown shall be as follows:

	1977-78	1978-79
SPECIAL ALLOWANCE FUND		
General Fund		
All Other	\$6,750	\$16,250
Highway Fund		
All Other	20,250	48,750

**Sec. 3. Funding.** The funding provided by this Act shall include retirement costs and be available for all employees covered by the agreement between the State and the Maine State Troopers Association.

**Sec. 4. Special fund.** The funding provided shall be segregated in a special fund to be made available as needed upon the recommendation of the State Budget Officer with the approval of the Governor.

**Sec. 5. Intent.** Notwithstanding any other provision of law, any officer of the State Police not included in another bargaining unit shall receive similar and equitable treatment in their base compensation to individuals covered by this agreement.

**Sec. 6. Intent.** Notwithstanding any other provision of law, it is the intent of the Legislature that retired persons receiving benefits under Title 25, chapter 195, shall be adjusted by 7.1% effective with the start of the payroll period commencing nearest to July 1, 1978.

**Sec. 7. Intent.** Notwithstanding any other provision of law or rules, it is the intent of the Legislature that the provisions of the agreement between the State and the Maine State Troopers Association shall prevail during the term of the agreement.

**Emergency clause.** In view of the emergency cited in the preamble, this Act shall take effect when approved.

## STATEMENT OF FACT

This bill implements the economic terms of the agreement between the State and the Maine State Troopers Association covering the troopers, corporals and sergeants.

### **New salary schedule and merit pay plan**

Effective July 1, 1978, a new salary schedule will take effect which includes increases totalling 7.1% in everyone's base salary. This 7.1% is the result of a new 5% increase and an increase of 2% added as a result of changes made in the administration of increments and merit pay. Steps A through D will be continued, and a new merit range will be created above Step D up to the equivalent of Step G. Employees at Step D or above, but under their job grade maximum (adjusted old Step G), will be reviewed January 1, 1979, for discretionary merit increases of up to 7% individually, with the total unit cost not exceeding ½% of base unit payroll.

Troopers hired after July 1, 1978, will start at a new academy rate, receive a 5% increase to the academy graduate rate upon graduation, and advance to Step A following successful completion of six months' service following graduation.

### **Increase in nonstandard workweek premium**

Effective July 1, 1978, the present nonstandard premium pay will be increased from 10% to 16%. (This is a payment unit employees receive in lieu of being eligible for overtime, paid in recognition of their long and irregular hours subject to conditions which prevent regular scheduling.)

### **Other items**

Effective February 1, 1978, employees will receive \$13 per month towards the cost of dry cleaning their uniforms or maintaining civilian clothes for those assigned to special duties. Also, reimbursement of \$5 per month toward the cost of state-required private telephones will be initiated.

### **Contract language**

The new salary schedule and merit pay plan, as well as provision for the retirees receiving benefits under the Old Maine State Police retirement plan (25 M. R. S. A., Chapter 195) who do not benefit from cost-of-living adjustments provided to retirees under MSRS, will be effective July 1, 1978. Other contract language will be effective upon formal signing by the parties. The comprehensive agreement reached also includes language on members' rights, management rights, a comprehensive grievance and arbitration procedure, seniority and other items traditionally covered in labor/management agreements. The officers excluded from any bargaining unit for management purposes under the law receive similar and equitable treatment.