

MAINE STATE LEGISLATURE

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(After Deadline)
(EMERGENCY)
SECOND REGULAR SESSION

ONE HUNDRED AND EIGHTH LEGISLATURE

Legislative Document

No. 2179

H. P. 2200

House of Representatives, Tuesday, March 7, 1978

Approved for introduction by a Majority of the Legislative Council pursuant to Joint Rule 25. Referred to Committee on Appropriations and Financial Affairs.

EDWIN H. PERT, Clerk

Presented by Ms. Goodwin of Bath

Cosponsor: Mr. Morton of Farmington

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-EIGHT

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

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 \$162,000 for the fiscal year ending June 30, 1979, and there is allocated from the Highway Fund employees compensation plan the sum of \$486,000 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. The breakdown shall be as follows:

1978-79

STATE POLICE COMPENSATION FUND

General Fund

All Other

\$162,000

Highway Fund Compensation Fund

486,000

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, 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. 6. 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 $\frac{1}{2}\%$ 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 6 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 toward 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 provisions 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.