

MAINE STATE LEGISLATURE

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FIRST REGULAR SESSION

ONE HUNDRED AND NINTH LEGISLATURE

Legislative Document

No. 1148

H. P. 936

House of Representatives, March 12, 1979

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

EDWIN H. PERT, Clerk

Presented by Mrs. Kany of Waterville.

Cosponsors: Mrs. Damren of Belgrade, Mrs. Reeves of Pittston and Mr. Lancaster of Kittery.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
SEVENTY-NINE

AN ACT to Establish a Commission to Study the State Personnel System.

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

Sec. 1. Select Committee to study State Personnel; established. The Select Committee to study the State Personnel System is established, to consist of 15 members as follows:

2. Membership. Three members of the Senate, appointed by the President of the Senate and 4 members of the House appointed by the Speaker of the House; at least one member appointed by the President of the Senate and one member appointed by the Speaker of the House of Representatives shall be members of the political party having the 2nd largest number of members in the Senate and House of Representatives, respectively;

3. Additional members. The Commissioner of Finance and Administration; the Commissioner of Personnel; and one other commissioner of a state agency providing goods or services to the public; and

4. Governor's appointments. The Governor shall appoint 5 members as follows: 3 members, representing each of the 3 labor unions having collective

bargaining agreements with the State; one state employee who is not eligible to be a member of a collective bargaining unit; and one person representing the public.

The members shall elect a chairman from among the membership. Members shall be entitled to receive a per diem and expenses at the same rate as Legislators.

Sec. 2. Purpose. The committee shall study the State Personnel System and shall submit a written report to the Governor and Legislature on the condition of the State Personnel System and recommending changes that ought to be made either administratively or legislatively.

The report shall be submitted by January 15, 1981, and shall contain, at a minimum:

1. Evaluation. An evaluation of the condition of the State Personnel System, including treatment of the quality and morale of employees, and a discussion of any problems;

2. Description of impact. A description and prediction of the impact of collective bargaining on the system;

3. Description of form. A description of significant recent reform in other personnel systems and an evaluation of their applicability to Maine;

4. Recommendations. Recommendations of the committee; and

5. Minority comments. Minority comments and recommendations.

Sec. 3. Appropriation. The following funds shall be appropriated from the General Fund to carry out the purposes of this Act.

1979-80

Select Committee to study
the State's Personnel System

All Other

\$3,750

These funds shall be available for obligation in fiscal years 1979-80 and 1980-81, after which they shall lapse.

STATEMENT OF FACT

The purpose of this bill is to establish a select committee, comprised of legislators, and representatives of the executive branch, state employee labor unions, unorganized State employees and the public, to study the State Personnel System and to submit recommendations for change to the Governor and Legislature. Such a study is warranted for several reasons.

1. The State Personnel System is a major component of the cost of State programs and is amenable to some control by Legislative and Executive branches.

2. Most State employees will soon be under collective bargaining agreements, the impact of which needs to be analyzed with a view to making accommodating changes in the personnel system.

3. Significant reforms have been made in the personnel systems of other jurisdictions in recent years, and it is in the state's interest to consider the applicability of these reforms to Maine.