

SECOND REGULAR SESSION

ONE HUNDRED AND THIRTEENTH LEGISLATURE

Legislative Document

S.P. 989

In Senate, April 5, 1988

Reported by Senator BUSTIN of Kennebec for the Advisory Committee on Staff Retention pursuant to Private and Special Law 1987, c. 58

Reference to the Committee on Appropriations and Financial Affairs suggested and ordered printed pursuant to Joint Rule 18.

JOY J. O'BRIEN, Secretary of the Senate

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED AND EIGHTY-EIGHT

AN ACT to Implement the Recommendations of the Advisory Committee on Staff Retention.

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

Sec. 1. 22 MRSA 3186, as repealed and replaced by PL 1987, c. 402, Pt. A, §140, is amended by adding at the end a new paragraph to read:

Page 1-LR5324

No. 2620

3 4

02

1

2

5

6

7

8 9

 \mathcal{A}

l	Principles of reimbursement	
2	intermediate care facilities for the	
3	shall be amended to implement the	recommendations of
4	the Advisory Committee on Staff	
5	amendments shall become effective on	January 1, 1989.

Sec. 2. Rules. The department, in consultation with the Bureau of Mental Retardation and providers of 6 7 8 community-based services for persons with mental retardation, shall develop rules regarding in-service education as required in the competency-based career ladder for employees of community-based intermediate 9 10 11 12 care facility for the mentally retarded residential These rules shall cover type, content and 13 facilities. 14 length of in-service education programs which are 15 required for advancement within the proposed career 16 ladder. These rules shall be promulgated no later 17 than January 1, 1989.

18 Sec. 3. Appropriation. The following funds are 19 appropriated from the General Fund to carry out the 20 purposes of this Act.

1988-89

22 HUMAN SERVICES, DEPARTMENT OF

23 All Other

21

24 Funds to be used as 25 State's share the of 26 funds Medicaid to implement 27 the 28 recommendations of the 29 Advisory Committee on 30 Staff Retention. Funds 31 will allow increases 32 in wages and salaries 33 for direct care and 34 related staff of 35 intermediate care facilities 36 for the mentally retarded 37 to 38 levels comparable with

Page 2-LR5324

\$215,000

those paid to state employees performing similar duties in 2 3 state institutions.

STATEMENT OF FACT

6 The Advisory Committee on Staff Retention was created in 1986 to investigate issues related to staff recruitment and retention in community-based 7 8 9 facilities for persons with mental retardation. The 10 committee determined that there was a severe problem in retention, one which is costing the State 11 \$1,000,000 annually and has had a negative impact upon 12 13 the quality of services these facilities are able to offer persons served. The committee has developed a competency-based career ladder for direct care and related staff of these facilities which will improve 14 15 16 17 the quality of education and training of such staff and which will assure wages and salaries comparable with state employees of public institutions performing 18 19 similar duties. The committee is recommending implementation effective January 1, 1989; hence, the funds requested represent 1/2 of the amount which will 20 21 22 23 22 be required during the following fiscal year.

5324033188

Page 3-LR5324

24

1

4

5

ć