

MAINE STATE LEGISLATURE

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SECOND REGULAR SESSION

ONE HUNDRED AND THIRTEENTH LEGISLATURE

Legislative Document

No. 2624

S.P. 991

In Senate, April 8, 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 in Regard to Day
Habilitation Programs Serving Persons with
Mental Retardation.

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

Sec. 1. 34-B MRSA §5203, sub-§2, ¶E is enacted

1 to read:

2 E. Funding guidelines established for day
3 habilitation facilities for persons with mental
4 retardation shall be amended to implement the
5 recommendations of the Advisory Committee on Staff
6 Retention. These amendments shall take effect on
7 January 1, 1989.

8 **Sec. 2. Rules.** The Bureau of Mental
9 Retardation, Department of Mental Health and Mental
10 Retardation, in consultation with providers of
11 community-based services for persons with mental
12 retardation, shall develop rules in accordance with
13 the Maine Administrative Procedure Act, Title 5,
14 chapter 375, regarding in-service education as
15 required in the competency-based career ladder for
16 employees of community-based day habilitation
17 facilities. These rules shall cover type, content and
18 length of in-service education programs which are
19 required for advancement within the proposed career
20 ladder. These rules shall be promulgated no later
21 than January 1, 1989.

22 **Sec. 3. Appropriation.** The following funds are
23 appropriated from the General Fund to carry out the
24 purposes of this Act.

25 1988-89

26 MENTAL HEALTH AND MENTAL
27 RETARDATION, DEPARTMENT OF

28 Mental Retardation Community
29 Services

30 All Other \$715,727

31 Funds to be used to
32 implement the
33 recommendations of the
34 Advisory Committee on
35 Staff Retention. Funds
36 will allow increases
37 in wages and salaries

1 for direct care and
2 related staff of day
3 habilitation
4 facilities for persons
5 with mental
6 retardation to levels
7 comparable with those
8 paid to state
9 employees performing
10 similar duties in
11 state institutions.

12

STATEMENT OF FACT

13 The Advisory Committee on Staff Retention was
14 created by the Legislature in 1986 to investigate
15 issues related to staff recruitment and retention in
16 community-based facilities for persons with mental
17 retardation. The committee determined that there was
18 a severe problem in retention, one which is costing
19 the State both in dollars per year for training new
20 staff and in the quality of services these facilities
21 are able to offer persons served. The committee has
22 developed a competency-based career ladder for direct
23 care and related staff of these facilities which will
24 improve the level of education and training of such
25 staff and which will assure comparable wages and
26 salaries with state employees of public institutions
27 performing similar duties. The committee is
28 recommending implementation effective January 1, 1989;
29 hence the funds requested represent 1/2 of the amount
30 which will be required during the following fiscal
31 year.

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