

MAINE STATE LEGISLATURE

The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from electronic originals
(may include minor formatting differences from printed original)



129th MAINE LEGISLATURE

FIRST REGULAR SESSION-2019

Legislative Document

No. 1214

S.P. 376

In Senate, March 12, 2019

Resolve, To Conduct a Comprehensive Study of the Compensation System for State Employees

Reference to the Committee on State and Local Government suggested and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by President JACKSON of Aroostook.

Cosponsored by Representative MARTIN of Sinclair and

Senators: BELLOWS of Kennebec, CARPENTER of Aroostook, CARSON of Cumberland, CHENETTE of York, CHIPMAN of Cumberland, CLAXTON of Androscoggin, DAVIS of Piscataquis, DESCHAMBAULT of York, DILL of Penobscot, FARRIN of Somerset, GRATWICK of Penobscot, LAWRENCE of York, LIBBY of Androscoggin, MILLETT of Cumberland, MIRAMANT of Knox, POULIOT of Kennebec, SANBORN, H. of Cumberland, SANBORN, L. of Cumberland, VITELLI of Sagadahoc, Representatives: ACKLEY of Monmouth, ALLEY of Beals, AUSTIN of Skowhegan, BABBIDGE of Kennebunk, BABINE of Scarborough, BAILEY of Saco, BLUME of York, BRENNAN of Portland, BROOKS of Lewiston, BRYANT of Windham, CAIAZZO of Scarborough, COOPER of Yarmouth, CRAVEN of Lewiston, CUDDY of Winterport, DENK of Kennebunk, DODGE of Belfast, DOORE of Augusta, DOUDERA of Camden, EVANGELOS of Friendship, FAY of Raymond, FECTEAU of Biddeford, GATTINE of Westbrook, Speaker GIDEON of Freeport, GROHOSKI of Ellsworth, HANDY of Lewiston, HARNETT of Gardiner, HEPLER of Woolwich, HICKMAN of Winthrop, HUBBELL of Bar Harbor, JORGENSEN of Portland, LANDRY of Farmington, MADIGAN of Waterville, MARTIN of Eagle Lake, MATLACK of St. George, MAXMIN of Nobleboro, McCREA of Fort Fairfield, McCREIGHT of Harpswell, McDONALD of Stonington, MELARAGNO of Auburn, MOONEN of Portland, MORALES of South Portland, NADEAU of Winslow, O'NEIL of Saco, PEOPLES of Westbrook, PERRY of Calais, RYKERSON of Kittery, SCHNECK of Bangor, SKOLFIELD of Weld, STOVER of Boothbay, TALBOT ROSS of Portland, TERRY of Gorham, TIPPING of Orono, TUCKER of Brunswick, TUELL of East Machias, WARREN of Hallowell, WHITE of Waterville, ZEIGLER of Montville.

1 **Sec. 1. Compensation study. Resolved:** That the Commissioner of
 2 Administrative and Financial Services shall commission a consultant to perform a
 3 comprehensive study of the wages and compensation system for employees of the
 4 executive branch of State Government. The study must include, at a minimum, reviews
 5 of:

6 1. Adjustments to the compensation system over the past 40 years, including, but not
 7 limited to, reclassifications, range changes, stipends and adjustments resulting from
 8 arbitration, legislation, settlements and collective bargaining agreements;

9 2. All existing recruitment and retention adjustments and stipends adopted pursuant
 10 to the Maine Revised Statutes, Title 5, section 7065, subsection 2-D;

11 3. Any pay and reclassification study, whether or not completed, of any of the
 12 collective bargaining units in the executive branch;

13 4. Any labor market surveys commissioned by the Department of Administrative and
 14 Financial Services;

15 5. The wages and compensation of employees in the public and private sectors in this
 16 State and in comparable states, including all other New England states doing comparable
 17 work; and

18 6. The effect of current wages and compensation on the State's ability to recruit and
 19 retain employees in the executive branch.

20 **Sec. 2. Involvement of certified bargaining agents. Resolved:** That, in
 21 selecting the consultant to perform the study required under section 1 and in developing
 22 the parameters of the study, the Commissioner of Administrative and Financial Services
 23 shall seek the input and involvement of the certified bargaining agent or agents for the
 24 relevant bargaining units. The commissioner shall provide information collected for the
 25 study to each bargaining agent.

26 **Sec. 3. Findings and recommendations. Resolved:** That the Commissioner of
 27 Administrative and Financial Services shall report the findings of the study
 28 commissioned pursuant to section 1, together with any recommendations, to the Joint
 29 Standing Committee on State and Local Government no later than July 1, 2020.
 30 Following receipt and review of the findings and recommendations, the joint standing
 31 committee of the Legislature having jurisdiction over state and local government matters
 32 may submit a bill relating to the subject matter of the report to the First Regular Session
 33 of the 130th Legislature.

34 **SUMMARY**

35 This resolve directs the Commissioner of Administrative and Financial Services to
 36 commission a comprehensive study of the wages and compensation system for employees
 37 of the executive branch of State Government. The resolve directs the commissioner to
 38 involve the certified bargaining agents for the employees covered by collective

1 bargaining units and report the findings and any recommendations to the joint standing
2 committee of the Legislature having jurisdiction over state and local government matters
3 no later than July 1, 2020, and authorizes the joint standing committee to submit a bill
4 relating to the subject matter of the report to the First Regular Session of the 130th
5 Legislature.