

MAINE STATE LEGISLATURE

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NINETY - EIGHTH LEGISLATURE

Legislative Document

No. 582

H. P. 405

House of Representatives, February 7, 1957.

Referred to the Committee on Appropriation and Financial Affairs. Sent up for concurrence and 750 copies ordered printed.

HARVEY R. PEASE, Clerk

Presented by Mr. Stanley of Bangor.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED
FIFTY-SEVEN

**RESOLVE, Appropriating Moneys to Effectuate Salary Plan for
State Employees.**

Emergency preamble. Whereas, because of competitive salaries being paid in industry and other governmental jurisdictions, salaries paid state employees must be adjusted in order to retain and recruit workers; and

Whereas, great hardships will be caused among the employees unless such salary scale is adjusted; and

Whereas, efficiency of the administration of State Government in all departments is vitally affected; and

Whereas, efficient administration of state business is vital to the well-being of the State and to its citizens; 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

Appropriation for proposed salary adjustments. Resolved: That there be, and hereby is, appropriated from the general fund surplus of the State the sum of \$335,000 for the balance of the fiscal year ending June 30, 1957 to adjust, on a step to step basis, present wages for employees of the State proposed by the State Personnel Board and submitted to the 98th Legislature in "A Report on Recommended Revised Pay Plan dated September, 1956;" and be it further

Resolved: That the provisions of this resolve shall become effective for the first complete payroll period March 9, 1957; and be it further

Resolved: That present wages of employees in departments supported wholly or in part by fees or special revenue funds shall be increased by the same amount for the same period; and be it further

Resolved: That no part of such increase shall be granted to any employee which has the effect of placing such employee's salary above the adjusted maximum salary rate established for his class; and be it further

Resolved: That the salary rate for any employee who is regularly being paid at or above the adjusted maximum rate established for his class shall not be changed as the result of the approval of this resolve; and be it further

Resolved: That with respect to unclassified employees whose wage rates are subject to Governor and Council determination the Governor and Council be requested to consider such similar and equitable treatment as they may conclude, and with respect to such salary rates as are established by statute the 98th Legislature does recognize that similarly equitable salary treatment should have legislative consideration by other appropriate measures.

Emergency clause. In view of the emergency cited in the preamble, this resolve shall take effect when approved.

STATEMENT OF FACTS

Early in the 1955-56 fiscal year it became increasingly apparent that the State of Maine was unable to recruit and retain qualified personnel in many categories due to being in a non-competitive position, salarywise, in comparison with other employers both private and public. Due to this critical condition, and in accordance with section 5.7 of the Personnel Law and Rules, the Director of Personnel recommended to the Personnel Board that an outside agency be engaged to make a complete salary survey. The Governor and Council approved and allocated a portion of the funds for this survey. The survey was completed by Public Administration Services and the recommendations submitted to the Personnel Board which they accepted in October, 1956. Salary adjustments in varying degrees were recommended in practically all classes of employment. The acuteness of the situation has not abated in the past three months.

This resolve will place the proposed adjustments in the pay plan into effect at a time when they are urgently needed to recruit qualified personnel and to more adequately compensate the present employees thereby offering more incentive for their retention. The salary of each employee would be adjusted to the comparable step in the recommended range which he is currently on in the present range thereby continuing his seniority in his classification.

Inasmuch as many departments have unexpended personal service appropriations totalling some \$300,000, it is expected that a large portion of the

amount called for in this resolve may not be used. It is, however, not possible at this time to determine how much may become available for this purpose.

The estimated total effect in round figures of installing the recommended adjustments in salaries for the last four months of the current fiscal year, and the annual cost is shown in the following summary.

	This resolve	Annual
General fund	\$335,000	\$1,005,000
Special revenue	100,000	300,000
Highway	247,000	741,000
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	\$682,000	\$2,046,000

These tabulations are deemed sufficient to finance both the classified employees and similar wage increases for the the unclassified group (if and when determined by the Governor and Council).