

# MAINE STATE LEGISLATURE

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NINETY-EIGHTH LEGISLATURE

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**Legislative Document**

**No. 1635**

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H. P. 1125

House of Representatives, October 30, 1957.

Received by unanimous consent. Referred to Committee on Appropriations and Financial Affairs. Sent up for concurrence and ordered printed.

HARVEY R. PEASE, Clerk.

Presented by Mr. Curtis of Bowdoinham.

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**STATE OF MAINE**

IN THE YEAR OF OUR LORD NINETEEN HUNDRED  
FIFTY-SEVEN

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

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**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 of the State the sum of \$300,000 for the fiscal year ending June 30, 1958 to increase the wages for the employees of the State by approximately 4½% by assigning each class of employment to the salary range next above that range to which it is allocated in the "Recommended Revised Salary Plan dated September, 1956, to become effective for the first payroll period ending in January, 1958; 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

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.

This resolve would place in effect the salary plan already approved by chapter 171 of the resolves of 1957 by commencing in January, 1958 instead of July, 1958.