

# MAINE STATE LEGISLATURE

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SPECIAL STATE RETIREMENT PLANS

Report of a Study by the  
JOINT STANDING COMMITTEE ON AGING, RETIREMENT AND VETERANS  
to the  
111th Maine Legislature  
February 1984

Study Subcommittee:

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Rep. Edward Ainsworth  
Rep. Dana P. Stevenson  
Rep. Raynold Theriault  
Rep. John L. Tuttle, Jr.

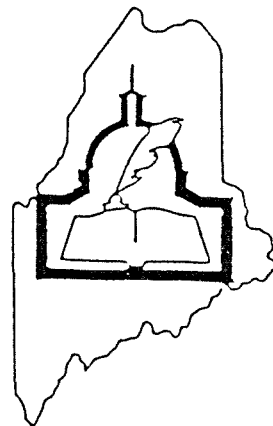
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Sen. Carroll E. Minkowsky  
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Rep. Francis J. Perry  
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Report of the Joint Select Committee on Aging,  
Retirement and Veterans  
of its Study on  
Special Retirement Plans

1. Background

Regular retirement for members of the Maine State Retirement System is at 60 years of age or after 25 years of service. The retirement benefit is 2% of average final compensation per year of membership in the system. If an employee retires before age 60, his or her benefit is reduced. Special retirement plans are plans which allow categories of employees to retire with full benefits before age 60 or with fewer than the 25 years of service, or both. Over the years, special plans have evolved for certain categories of state and participating local district employees. This study is concerned with special retirement plans for state employees only.

The state employees covered by special plans are listed below along with the number of employees in each category, the age and service requirements and the benefits received:

State Police (317 employees)	20 years; 1/2 average final compensation and an additional 2% of AFC for each year not included in service conditions for retirement.
Law enforcement officers in Inland Fisheries and Wildlife/Marine Resources (116 and 39 employees)	20 years; 1/2 average final compensation and an additional 2% of AFC for each year not included in service conditions for retirement
Maine State Prison Personnel (253 employees)	20 years and age 50; 1/2 average final compensation and an additional 2% of AFC for each year not included in age and service conditions for retirement
Forest Rangers (84 employees)	25 years and age 50; 1/2 average final compensation and an additional 2% of AFC for each year not included in age and service conditions for retirement

Liquor Inspectors and  
Airplane Pilots  
(15 employees)

25 years and age 55; 1/2 average final  
compensation and an additional 2% of AFC  
for each year of membership service not  
included in the age and service  
conditions for retirement

The variety of special plan provisions emphasizes that there is no overall scheme or system behind the adoption of the plans. Indeed, the existence and particular provisions of each special plan seems to depend on historical developments and on which group was better able to present a case for special consideration, rather than some conscious public policy. Apparently no comprehensive review of special plans has been attempted before.

In the First Regular Session of the 111th Legislature, a bill was introduced to deal with special plans. LD 1617, "AN ACT to Modify Early Retirement Plans for State Employees Hired After September 30, 1983", which was sponsored by Rep. McCollister, proposed to eliminate special retirement plans for Fisheries and Wildlife Wardens, Marine Patrol Wardens, Forest Rangers, and Liquor Inspectors. The bill would also have modified the retirement plan for State Police to provide retirement with normal retirement benefits at age 55 with 25 years of service. The special retirement plan for State Prison personnel was not addressed in LD 1617. See copy at Appendix A. The Joint Standing Committee on Aging, Retirement and Veterans requested and was granted permission to carry over LD 1617 and to study the issue of special retirement plans. This report is the result of the Committee's study.

## 2. The Problem

The State is required to contribute an amount sufficient to fund the special retirement plans on an actuarially sound basis. While it is true that State Police, Fisheries and Wildlife and Marine Patrol wardens do

contribute an extra 1% of salary during their first 20 years of service, the State bears a much heavier financial burden. Listed below for comparison are the percentage contributions of the State for regular state employees and for each category of special plan employees. The percentages are percentages of employee wages. Employees, except State Police and Fisheries and Wildlife and Marine Patrol wardens contribute at the rate of 6.5%.

	Fiscal Period	
	1983-84	1984-85
Regular state employees	14.77%	15.03%
Special state groups		
State police	34.46	34.72
Sea and shore wardens	34.05	34.31
Game wardens	36.49	36.75
Prison wardens	21.17	21.43
Liquor inspectors	18.76	19.02
Forest rangers	<u>19.33</u>	<u>19.59</u>
All state employees	15.89	16.15

The Joint Select Committee to Study the Maine State Retirement System created in 1979 recognized the expense of special retirement plans to the State. The so-called Wyatt Report found that "Very few states and virtually no private employers provide comparably liberal early retirement benefits and, unless these benefits are a necessary part of an established State personnel policy, serious consideration should be given to reducing early retirement subsidies. Money saved in this area could then be applied to other needed improvements."

There are approximately 825 employees covered by special plans. In 1983 the additional State contributions necessary to fund those plans amounted to over \$2.4 million dollars. In an era of close financial scrutiny of public spending, many existing programs are being reexamined. Special retirement plans are no exception. Thus, the questions for the Committee became: "Are there sound public policy arguments supporting the

existence of the special plans?" and "Do the benefits of such plans balance the costs?"

### 3. Rationale for special retirement plans

Generally 3 reasons are presented to justify special retirement plans for specific groups of public employees. They are:

A. Rationale I: Public employees, especially those in certain hazardous/stressful jobs, are underpaid. Therefore, additional benefits, such as special retirement plans, are needed to attract and reward qualified persons for their service.

While no systematic study of state employee benefits has been undertaken by this study, it appears that this argument is less valid today than in the past. Entry level positions for special plan employees have beginning salaries which range from \$11,877 to \$15,828. Beginning salaries for top level positions range from \$18,512 to \$23,088. As an example, a Marine Patrol Captain at the top of his pay range earns \$32,115. There appears to be no evidence that employees in the categories covered by special plans are paid at levels significantly lower or higher than employees in other comparable job classifications. Therefore, there is no justification for them to get special retirement treatment to compensate for low pay.

B. Rationale II: Certain categories of public employees are subject to risks in performing their jobs. Therefore, additional benefits, such as special retirement plans, are needed to attract qualified persons to perform those jobs and to reward those who perform the hazardous work.

The problem with this rationale is that many jobs have an element of danger. If the hazardous nature of a job is used as the criteria to decide which jobs should be covered by special plans, it would be

difficult to exclude additional categories of employees. For example, based on the number of First Reports filed with the Workers Compensation Commission per 100 employees and the number of disabling injuries per 100 employees, Department of Transportation highway workers and Department of Mental Health patient care workers appear to be performing jobs as hazardous as the employees covered by special plans. There are nearly 2,500 workers in those 2 categories. It would be very costly to include them under special plan coverage; although based on the hazardous nature of their jobs, it would seem fair that they should be. See Appendix B for a comparison of First Reports for various groups of employees.

Furthermore, each state job classification is analyzed by the Personnel Department for hazards to those performing that job. Where working conditions warrant, the salary scale for a particular job classification is adjusted by a formula. Therefore, providing special plans to employees based on the hazardous nature of their jobs would, in effect, be rewarding them twice based on their working conditions. See Memo at Appendix C for a discussion of working condition consideration in job evaluation.

C. Rationale III: Certain categories of public employees are essential for the protection of the public; and those jobs are best performed by young, vigorous workers. Therefore, special plans are needed to encourage early retirement in order to provide a young work force which will be better able to protect the public.

California and Vermont have recently studied the issue of early retirement by certain classes of their public employees. Both studies concluded that the public safety/young work force rationale is the

only justification for special plans. That is, special plans should be provided only where they result in better protection for the public because younger and physically more capable employees are on the job. In fact, the public would actually be jeopardized when retirement is not allowed at an earlier than normal age. Furthermore, the safety of the public is paramount to the safety of the employee. Both studies rejected the hazardous nature of the job as a valid justification for early retirement plans. These studies found that early retirement should be available only to categories of state employees whose normal duties require that they actively and continuously protect the public from physical danger.

#### 4. Committee discussions.

The Committee generally supported rationale C -- that special retirement plans may be necessary to protect the public by retaining a younger, more vigorous workforce. The other two rationales, while receiving some support, were not enthusiastically embraced.

There were, however, some concerns raised regarding the public safety/young workforce rationale. First, the Committee is aware that early retirement plans are sometimes criticized as a way to assure a physically able work force. While workers may be younger, they are not necessarily better able to perform the tasks necessary to the job. It is felt by some that personnel policies, such as counselling, in-service training, transfer and retraining, and physical exercise programs, may be more effective in ensuring that vital and productive employees are available for public protection. Furthermore, early retirement plans do not guarantee that older workers will retire. A mandatory retirement age is the only way to do that. The United States Supreme Court has, however, ruled against mandatory retirement in most cases.



Despite these concerns, the Committee feels the public protection/young workforce rationale provides the most persuasive public policy argument in favor of a limited program of special retirement plans for certain state employees.

The questions which must then be addressed are: "Which categories of state employees should be covered by special retirement plans?" and "At what age and after how many years of service, should those employees be able to retire?"

The Committee feels that LD 1617, with one exception, adequately addresses these two questions. If LD 1617 were enacted as submitted to the Committee, all future state employees and teachers, except State Police and State Prison employees, would be covered by the "normal" retirement provisions. State Police, under the provisions of LD 1617, could retire at age 55 after at least 25 years of service. Their benefit would be 2% of their average final compensation times the number of years of service. Early retirement would be available before age 55 with at least 25 years of service and at a reduced benefit. State Prison employees are not addressed in LD 1617 and would continue to be covered by existing law. Currently, covered employees at Thomaston may retire at age 50 after 20 years of service. Their benefit is one-half of average final compensation with an additional 2% for each year not counted in the service and age requirements.

The State Prison employee special plan is the area where the Committee feels LD 1617 does not satisfactorily address the special retirement plan issue. The reasons for this feeling are several. First, there are other employees in the State Correctional System working at locations other than Thomaston who do essentially the same work as State Prison employees, but who are not covered by the special plan. Second, over the years, the

number of employees at the State Prison who are covered by the special plan has grown to include some who are not "at risk" during the performance of their normal duties. Third, as a matter of equity, if special plans for other groups of employees are to be reviewed for elimination or modification, the Committee feels that the State Prison employee retirement plan should be subject to the same scrutiny. Finally, it would be easier to administer and calculate the cost, if there were a single set of requirements for early retirement.

Testimony from the Governor's staff indicated that State Prison employees were not included in LD 1617 because more time was needed to work out an equitable retirement plan which covered all correctional personnel. The Governor's legislative package this session is expected to contain such a proposal.

#### 5. Potential Savings from Modifying Special Plans

The Committee asked the Retirement System actuary for estimates of savings to the State if LD 1617 were enacted. In order for that calculation to be made a number of assumptions had to be formulated. The assumptions which the Committee used for purposes of calculation of potential savings are:

- a. All workers currently covered by special plans will work until normal retirement age as defined by their plan.
- b. All current workers will retire as soon as eligible.
- c. All current workers who retire will be replaced by new workers at step 1 in lowest pay range for that category of employee.
- d. Salaries will increase at a rate of 6% per year for the next 25 years as a result of collective bargaining agreements, merit increases and promotions.

- e. The spousal benefit equal to 1/2 of the retiree's retirement allowance will be eliminated.

Based on the above assumptions, the actuary calculated a potential savings of \$56.7 million to the State over the next 25 years if LD 1617 were enacted. See the attached tables at Appendix D for calculations covering specific categories of special plan employees.

If the special plan for State Prison employees were also modified, the potential savings would be affected.

The Committee recognizes that if any part of the State's present or future share of the cost of special retirement plans could be made available for other worthwhile uses, it would alleviate some of the State's financial pressure. Reduction of the state's share of the cost could be especially significant for the Department of Inland Fisheries and Wildlife which is suffering severe financial constraints. It should also be noted that Joint Standing Committee on Fisheries and Wildlife generally supports modification of the retirement plan for Game Wardens.

## 6. Findings and Recommendations

As a result of its study the Committee finds that:

- a. The cost to the State of providing special retirement plans to a relatively small number of state employees is significant. Savings which result from modification of special plans could be used to great benefit in other programs.
- b. The public safety/young workforce is the most persuasive rationale for establishment of special retirement plans.
- c. Except for correctional personnel, LD1617 establishes a reasonable system of retirement benefits for all state employees.
- d. Fairness requires that special retirement plans for State Prison employees be examined at the same as other special plans.

- e. The Governor is expected to propose legislation containing a special retirement plan for correctional employees during the Second Regular Session of the 111th Legislature.

The Committee will not be recommending specific legislation as a result of its study. We feel that LD 1617 which will be reassigned to the Committee this Session and the Governor's bill covering correctional employees, which will be introduced this Session, will provide adequate opportunity for the Committee to consider the issue of special retirement plans and to make necessary modifications.

1 FIRST REGULAR SESSION  
23 ONE HUNDRED AND ELEVENTH LEGISLATURE  
45 Legislative Document No.  
67 H.P. House of Representatives,  
89  
10 EDWIN H. PERT, Clerk11  
12 STATE OF MAINE  
1314 IN THE YEAR OF OUR LORD  
15 NINETEEN HUNDRED AND EIGHTY-THREE  
1617 AN ACT to Modify Early Retirement Plans  
18 for State Employees Hired After September  
19 30, 1983.  
2021 Be it enacted by the People of the State of Maine as  
22 follows:23 Sec. 1. 5 MRSA §1095, sub-§2, as repealed and  
24 replaced by PL 1975, c. 622, §38-B, is amended to  
25 read:26 2. State Police hired before October 1, 1983.  
27 Each member of the State Police, including the chief  
28 thereof or a member of the State Police or the chief  
29 thereof who is appointed to the position of Commis-  
30 sioner of Public Safety, who became a member of that  
31 department subsequent to July 9, 1943 but before Oc-  
32 tober 1, 1983, shall contribute at a rate of 7.5% of  
33 earnable compensation to the retirement system until  
34 he has completed 20 years of creditable service, as  
35 required under section 1121, subsection 1, paragraph

1 C. After completing such service, a member of the  
2 State Police shall contribute at a rate of 6.5% of  
3 earnable compensation for the remainder of his em-  
4 ployment as a member of the State Police.

5 Sec. 2. 5 MRSA §1095, sub-§3, as amended by PL  
6 1977, c. 661, §1, is further amended to read:

7 3. Fisheries and game wardens hired before Octo-  
8 ber 1, 1983. Each law enforcement officer in the De-  
9 partment of Inland Fisheries and Wildlife and each  
10 law enforcement officer in the Department of Marine  
11 Resources who is employed before October 1, 1983,  
12 shall contribute at a rate of 7.5% of earnable com-  
13 penensation until he has completed 20 years of credit-  
14 able service, as required under section 1121, subsec-  
15 tion 1, paragraph D. After completing such service, a  
16 law enforcement officer in the Department of Inland  
17 Fisheries and Wildlife or in the Department of Marine  
18 Resources shall contribute at a rate of 6.5% of earn-  
19 able compensation for the remainder of his employment  
20 as such a law enforcement officer.

21 A commissioner or a deputy commissioner of the De-  
22 partment of Marine Resources may elect to contribute  
23 as a member under subsection 1 rather than this sub-  
24 section if he files a written copy of the election of  
25 that choice with the board of trustees.

26 Sec. 3. 5 MRSA §1095, sub-§4, as repealed and  
27 replaced by PL 1975, c. 622, §38-B, is amended to  
28 read:

29 4. Forest rangers hired before October 1, 1983.  
30 Each forest ranger in the Bureau of Forestry, Depart-  
31 ment of Conservation who is employed as a forest  
32 ranger before October 1, 1983, shall contribute at a  
33 rate of 7.5% of earnable compensation until he has  
34 attained eligibility for retirement under section  
35 1121, subsection 1, paragraph E. After attaining eli-  
36 gibility for retirement, a forest ranger shall con-  
37 tribute at a rate of 6.5% of earnable compensation  
38 for the remainder of his employment as a forest rang-  
39 er.

40 Sec. 4. 5 MRSA §1095, sub-§10 is enacted to  
41 read:

1        10. State Police hired after September 30,  
2        1983. A person hired after September 30, 1983, as a  
3        member of the State Police shall contribute at a rate  
4        of 7.5% of earnable compensation until he has com-  
5        pleted 25 years of creditable service in one or more  
6        of these positions. After completing that service,  
7        the employee shall contribute at a rate of 6.5% of  
8        earnable compensation for the remainder of his em-  
9        ployment in such a position.

10        Sec. 5. 5 MRSA §1121, sub-§1, ¶C, as amended by  
11        PL 1977, c. 580, §§5 and 6, is further amended to  
12        read:

13        C. Any member of the State Police who became a  
14        member of that department ~~subsequent to~~ after Ju-  
15        ly 9, 1943, but before October 1, 1983, may re-  
16        tire upon completion of 20 years of creditable  
17        service as a state police officer. Military ser-  
18        vice credits as allowed under section 1094 shall  
19        not be considered as part of the creditable ser-  
20        vice necessary for the 20 years' service as a  
21        state police officer, but military service cred-  
22        itable under section 1091 shall be considered to  
23        be part of the creditable service necessary for  
24        the 20 years as a state police officer provided  
25        that the member was a state police officer at the  
26        time of entrance into such military service and  
27        upon separation from military service again be-  
28        came a state police officer. The total amount of  
29        the service retirement allowance of a member re-  
30        tired in accordance with this paragraph shall be  
31        equal to 1/2 of his average final compensation,  
32        and an additional 2% of his average final compen-  
33        sation for each year of membership service not  
34        included in determining eligibility for retire-  
35        ment under this paragraph.

36        Upon the death of a member of the Maine State Po-  
37        lice who is the recipient of a retirement allow-  
38        ance under this ~~section~~ paragraph, without op-  
39        tional modification, or is retired under the dis-  
40        ability provisions, the surviving spouse shall  
41        become entitled to a retirement allowance which  
42        shall be equal to 1/2 of the amount being paid at  
43        the time of his death and which payment shall  
44        continue for the remainder of his or her lifetime

1 or until he or she becomes the dependent of an-  
2 other person. Payment of the appropriate monthly  
3 amount shall be made to the surviving spouse for  
4 the account of any deceased member of the State  
5 Police who had retired without optional modifica-  
6 tion under this paragraph as of September 23,  
7 1971, and shall not be retroactive.

8 For purposes of this Title, a member of the State  
9 Police shall be deemed to mean any state police  
10 officer or any such state police officer who is  
11 appointed Chief of the State Police or Commis-  
12 sioner of Public Safety.

13 Sec. 6. 5 MRSA §1121, sub-§1, ¶D, as amended by  
14 PL 1977, c. 661, §2, is further amended to read:

15 D. Any law enforcement officer in the Department  
16 of Inland Fisheries and Wildlife and any law en-  
17 forcement officer in the Department of Marine Re-  
18 sources, who is employed before October 1, 1983,  
19 may retire upon completion of 20 years of credit-  
20 able service as a law enforcement officer in the  
21 Department of Inland Fisheries and Wildlife or a  
22 law enforcement officer in the Department of Ma-  
23 rine Resources. Military service credits, as al-  
24 lowed under section 1094, shall not be considered  
25 as part of the creditable service as a law en-  
26 forcement officer under this section, but any  
27 military service creditable under section 1091  
28 shall be considered to be part of the creditable  
29 service necessary for the 20 years as a law en-  
30 forcement officer, provided that he was a law en-  
31 forcement officer in either of these departments  
32 at the time of entrance into such military ser-  
33 vice and upon separation from military service  
34 again became a law enforcement officer in either  
35 of these departments. The total amount of the  
36 service retirement allowance of a law enforcement  
37 officer retired in accordance with this para-  
38 graph, shall be equal to 1/2 of his average final  
39 compensation and an additional 2% of his average  
40 final compensation for each year of membership  
41 service not included in determining eligibility  
42 for retirement under this paragraph.



1 Upon the death of a law enforcement officer of  
2 the Department of Marine Resources or a law en-  
3 forcement officer of the Department of Inland  
4 Fisheries and Wildlife who is the recipient of a  
5 retirement allowance under this ~~section~~  
6 paragraph, without optional modification, or is  
7 retired under the disability provisions, the sur-  
8 viving spouse, shall become entitled to a retire-  
9 ment allowance which shall be equal to 1/2 of the  
10 amount being paid at the time of his death and  
11 which payment shall continue for the remainder of  
12 his or her lifetime or until he or she becomes  
13 the dependent of another person.

14 A commissioner or a deputy commissioner of the  
15 Department of Marine Resources may retire under  
16 this paragraph if he has contributed as a law en-  
17 forcement officer under section 1095, subsection  
18 3.

19 Sec. 7. 5 MRSA §1121, sub-§1, ¶E, as repealed  
20 and replaced by PL 1977, c. 580, §8, is amended to  
21 read:

22 E. Any forest ranger in the Department of Con-  
23 servation, who is employed before October 1,  
24 1983, may retire at attained age 50 or upon com-  
25 pletion of 25 years of total creditable service  
26 as a forest ranger in this department, whichever  
27 is later. The total amount of the service retire-  
28 ment allowance of a forest ranger in this depart-  
29 ment, retired in accordance with this paragraph,  
30 shall be equal to 1/2 of his average final com-  
31 pensation and an additional 2% of his average fi-  
32 nal compensation for each year of membership ser-  
33 vice not included in the age and service condi-  
34 tions for retirement under this paragraph.

35 Sec. 8. 5 MRSA §1121, sub-§4, ¶A, as amended by  
36 PL 1979, c. 624, §1, is further amended to read:

37 A. Any member who

38 (2) Is an airplane pilot employed by the  
39 State of Maine, who is hired before October  
40 1, 1983, or a member of a fire or police de-  
41 partment including the chiefs thereof and

1           sheriffs and deputy sheriffs, and, in any  
2           case, who has at least 25 years of credit-  
3           able service in his respective capacity, may  
4           be retired on or after the attainment of age  
5           55 on a service retirement allowance.

6           Any participating local district electing these  
7           benefits may, by filing with the board of trust-  
8           ees a duly certified copy of its action, discon-  
9           tinue any such benefit as to members of a fire or  
10          a police department, including the chiefs thereof  
11          and sheriffs and deputy sheriffs hired after the  
12          effective date of the action only, and may there-  
13          upon substitute for the benefit any other benefit  
14          provided for by this chapter. Nothing in this  
15          paragraph may be construed to affect in any way  
16          the rights of public employees to collectively  
17          bargain for terms and conditions of employment.

18          Sec. 9. 5 MRSA §1121, sub-§4, ¶D, as amended by  
19          PL 1977, c. 580, §10, is further amended to read:

20          D. Any member who is a liquor inspector, includ-  
21          ing the chief inspector, who is employed before  
22          October 1, 1983, and who has completed at least  
23          25 years of creditable service in his respective  
24          capacity, may retire at age 55 on a service re-  
25          tirement allowance, which shall be equal to 1/2  
26          of his average final compensation and an addi-  
27          tional 2% of his average final compensation for  
28          each year of membership service not included in  
29          the age and service conditions for retirement un-  
30          der this paragraph. ~~Notwithstanding the forego-~~  
31          ~~ing, the service of a chief inspector who has at-~~  
32          ~~tained the age of 65, and who desires to remain~~  
33          ~~in service, may be continued for periods of one~~  
34          ~~year, but not beyond the attainment of age 70, if~~  
35          ~~approved by the Governor. Requests for extensions~~  
36          ~~of service for state employees shall be filed~~  
37          ~~with the appointing authority, who shall send it~~  
38          ~~to the Commissioner of Personnel for review and~~  
39          ~~comment, who shall then forward it to the Gover-~~  
40          ~~nor. In no instance shall the power to extend the~~  
41          ~~service of the chief inspector be extended beyond~~  
42          ~~the attained age of 70. Notwithstanding the pro-~~  
43          ~~visions of this paragraph, any person employed as~~  
44          ~~a liquor inspector on or before September 3, 1965~~

1 who has been employed continuously as such and  
2 who will not attain the 25 years of creditable  
3 service at age 65, shall be permitted to continue  
4 in his employment as a liquor inspector in order  
5 to obtain the 25 years of creditable service nee-  
6 cessary, at which time such liquor inspector must  
7 be retired.

8 Sec. 10. 5 MRSA §1121, sub-§4, ¶G is enacted to  
9 read:

10 G. The service retirement allowance of a member  
11 hired after September 30, 1983, as a member of  
12 the State Police, who retires after completion of  
13 25 years of creditable service and attainment of  
14 age 55, shall be determined in accordance with  
15 subsection 2, paragraph A.

16 Any such member who has completed 25 or more  
17 years of creditable service may retire at any  
18 time prior to the attainment of age 55 and re-  
19 ceive a service retirement allowance. The re-  
20 tirement allowance shall be determined in accord-  
21 ance with subsection 2, paragraph A, but shall be  
22 at a reduced amount determined by applying to the  
23 retirement allowance the percentage that a life  
24 annuity due at age 55 bears to the life annuity  
25 due at the age of retirement subject to this sub-  
26 section. For this purpose, the tables of annui-  
27 ties as approved by the board of trustees at the  
28 dates of retirement shall be used.

29 STATEMENT OF FACT

30 This bill provides that, except for members of  
31 the State Police and Maine State Prison personnel,  
32 all employees hired into state service after Septem-  
33 ber 30, 1983, may retire at age 60 or after 25 years  
34 of creditable service. The bill eliminates special  
35 or early retirement plans for prospective employees  
36 hired as marine patrol officers, game wardens, forest  
37 rangers, state airplane pilots and liquor inspectors.  
38 No current state employee is affected.

39 Prospective elimination of special retirement  
40 plans will make the Maine State Retirement System

1 both more cost effective and more equitable. Based  
2 on 1982 figures, current special retirement plans  
3 cost the State between approximately 20% and 35% of  
4 the gross payroll for covered groups of employees.  
5 As employees under special plans retire, the cost  
6 measured as overall percentage of gross payroll will  
7 decline to approximately 15% of gross payroll. Cost  
8 savings, although realized gradually rather than im-  
9 mediately, will be substantial. Finally, raising the  
10 minimum retirement age for state employees is con-  
11 sistent with national trends in the public and pri-  
12 vate sectors.

13

3769051083

FIRST REPORTS OF OCCUPATIONAL INJURY OR DISEASE REPORTED TO THE  
MAINE WORKERS' COMPENSATION COMMISSION FOR SELECTED CATEGORIES OF STATE EMPLOYEES  
1982

## A. State Police

1. # 1st Reports = 87	# of Employees =	306
2. # Disabling = 21	# of 1st Reports per 100 =	28.4
3. Source - 24% vehicular	# Disabling Injuries	
15% bodily motion	per 100 =	6.9
10% person		
7% working surfaces		
6% vegetation		
5% infectious or parasitic agents		
4. Only one job category		

## B. Inland Fisheries &amp; Wildlife Wardens

1. # 1st Reports = 37	# of Employees =	114
2. # Disabling = 12	# of 1st Reports per 100 =	32.5
3. Source - 22% vehicular	# Disabling Injuries	
16% working surfaces	per 100 =	10.5
14% wood items		
14% tools		
4. All claims involved "warden" job category		

## C. Marine Resource Wardens

	# of Employees =	32
1. # 1st Reports = 0		

## D. Fire Wardens

	# of Employees =	97
1. # 1st Reports = 0		

## E. Maine State Prison Guards

	# of Employees =	178
1. # 1st Reports = 54	# of 1st Reports per 100 =	30.3
2. # Disabling = 8	# of Disabling Injuries	
3. Source - 44% working surfaces	per 100 =	4.5
6% person		
4% mineral items		
4% wall		
4% door		
4% vegetation		
4. One category only		

## F. Liquor Inspectors

	# of Employees =	16
1. # 1st Reports = 0		

G. State Airplane Pilots	# of Employees =	10
1. # 1st Reports = 0		
H. DOT Bridge & Maintenance Workers		
1. # 1st Reports = 297	# of Employees =	1250
2. # Disabling = 113	# of 1st Reports per 100 =	23.8
3. Source - 24% metal objects	# of Disabling Injuries	
14% vehicular	per 100 =	9
8% working surfaces		
4% mineral items		
4. Job Categories		
Misc. Laborer - 216		
Foreman - 35		
Road Machine Operators - 12		
Construction Laborers - 8		
Truck Drivers - 6		
Carpenters - 5		
Mechanics & Repairmen - 6		
Heavy Equipment Mechanics - 3		
Inspectors - 2		
Painters - 1		
Chainmen, Rodmen - 1		
Bridge Tender - 1		
Laborer (not spec.) - 1		
I. Patient Care Workers	# of Employees =	1177
1. # 1st Reports = 337	# of 1st Reports per 100 =	28.6
2. # Disabling = 122	# of Disabling Injuries	
3. Source - 57% person	per 100 =	10.4
11% working surface		
4. Job Categories		
Health Aides - 277		
Nursing Aides, Orderlies, Attendants - 20		
Practical Nurses (L.P.N.) - 10		
Teachers - 10		
R.N. - 5		
Therapist - 4		
Psychologist - 3		
Therapy Ass'ts. - 2		
Recreation Attendant - 2		
Child Care Worker - 2		
Health Practitioner - 1		
Physician - 1		

Maine Department of Labor  
Bureau of Labor Standards  
Research & Statistics Division  
State House Station #45  
Augusta, ME 04333

October 5, 1983

## STATE OF MAINE

Inter-Departmental Memorandum Date Sept. 30, 1983

To David Elliott, Legislative Assistant Dept. Office of Legislative Assistants  
From Don Wills, Director Personnel Services Dept. Personnel  
Subject Working Conditions

This is in response to your request for information on the evaluation of working conditions for certain selected civil service classification titles.

A brief explanation of the entire job evaluation and pay system is in order so you will have a true picture as to the evaluation of work conditions and the impact of those evaluations on pay.

The Hay Guide Chart profile job evaluation system is used by the state to establish pay. This system evaluates four major factors found in all jobs though in differing degrees. These factors are Know-How, Problem Solving, Accountability, and Working Conditions. Each major factor is comprised of several subfactors. The subfactors are arranged in a matrix format, or guide chart.

Points are assigned for Know-How, Problem Solving, Accountability, and Working Conditions through use of the guide charts. The total points awarded determine pay grade. I have attached the guide charts and the points to pay grade conversion table for your information.

The enclosed materials should serve to answer the first three questions you asked in your request. Although you only asked for working condition evaluations, I have listed the entire evaluation for the class titles. This, I hope, will serve to answer your fourth question concerning public benefit. Since the pay grade assignment is based upon the points assigned to all aspects of the work (Know-How, Problem Solving, Accountability, and Working Conditions), jobs of greater overall worth (benefit to the public) are placed in higher pay grades.

Now to the specifics of the working conditions guide chart:

1. The guide chart is a matrix consisting of three subfactors:  
physical effort, environment, and hazards.
2. Each subfactor is described in differing degrees as follows:

Physical Effort:	Normal, moderate, strenuous
Environment:	Normal, unpleasant, difficult
Hazards:	Minimal, moderate, potentially severe

3. The degrees of each subfactor are applied to the job which leads to a "box", each of which contains three point values. The evaluation team reaches a consensus as to which of these three point values are to be assigned based upon the particular aspects of the job under evaluation and comparisons to other previously rated jobs with similar working conditions.
4. The working condition point evaluation is added to the other three factor evaluations to determine total job worth.

I hope this brief explanation and the accompanying guide charts serve to answer your questions on this matter. Please give me a call if I can be of further assistance.

DAW/cm

Enclosures

SEPTEMBER 1976

## KNOW-HOW

SECRET

Subactive growing person to person shall be the area of human  
relationships

**MEASURING KNOW KNOW:** Know Mom has both *acore* (serenity) and *depth* (thoroughness). Thus, a job may require some knowledge about a lot of things, or a lot of knowledge about a few things. The total Know Mom is the combination of *acore* and *depth*. This concept makes practical the comparison and weighing of the total Know Mom content of different jobs in terms of "MUCH MUCH KNOWLEDGE ABOUT HOW MANY THINGS".

		MANAGERIAL KNOW-HOW																				
		I. NONSUPERVISORY			II. LIMITED			III. INTERMEDIATE			IV. BROAD			V. COMPREHENSIVE			VI. MAJOR			VII. TOTAL		
		Performance or supervision of an activity as an individual or as a group leader, with appropriate awareness of related activities.			Supervision of an activity for a limited highly specific or objective and constant, with appropriate awareness of related activities.			Primarily within a single field or toward a single objective with some integration of, or external integration with, other fields.			Integration and coordination of diversified activities in an important management area or consulting field.			Comprehensive integration and coordination of diversified activities and functions in a major management area.			Management at the level of policy making which affects the overall management and operation of the State.					
		1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
PRACTICAL PROCEDURES	A. PRIMARY	50	57	66	57	64	76	64	76	87	87	900	115	115	122	152	152	175	200	200	230	264
	Summary plus some secondary for equivalent education; plus work experience.	57	66	76	64	76	87	76	87	100	100	115	132	132	152	175	175	200	230	230	264	304
		66	76	87	76	87	100	87	100	115	115	132	152	152	175	200	200	230	264	264	304	350
	B. ELEMENTARY VOCATIONAL	66	76	87	76	87	100	87	100	115	115	132	152	152	175	200	200	230	264	264	304	350
PRACTICAL PROCEDURES	Familiarization in unvarnished, standardized work routines and/or use of simple equipment and machines.	76	87	100	87	100	115	100	115	132	132	152	175	175	200	230	230	264	304	304	350	400
		87	100	115	100	115	132	115	132	152	152	175	200	200	230	264	264	304	350	350	400	460
	C. VOCATIONAL	87	100	115	100	115	132	115	132	152	152	175	200	200	230	264	264	304	350	350	400	460
	Practical or systematic proficiency, which may involve a facility in the use of special equipment.	100	115	132	115	132	152	132	152	175	175	200	230	230	264	304	304	350	400	400	460	528
PRACTICAL PROCEDURES		115	132	152	132	152	175	152	175	200	200	230	264	264	304	350	350	400	460	460	528	600
	D. ADVANCED VOCATIONAL	115	132	152	132	152	175	152	175	200	200	230	264	264	304	350	350	400	460	460	528	600
	Some specialized (generally nontechnical) skill, however broad, going into great breadth or depth to a generally high level of attainment.	132	152	175	152	175	200	175	200	230	230	264	304	304	350	400	400	460	528	528	600	700
		152	175	200	175	200	230	200	230	264	264	304	350	350	400	460	460	528	600	600	700	800
PRACTICAL PROCEDURES	E. BASIC SPECIALIZED	152	175	200	175	200	230	200	230	264	264	304	350	350	400	460	460	528	600	600	700	800
	Sufficient in a technique which requires a grasp either of related practices and precedents, or of scientific theory and principles, or both.	175	200	230	200	230	264	230	264	304	304	350	400	400	460	528	528	600	700	700	800	920
		200	230	264	230	264	304	264	304	350	350	400	460	460	528	600	600	700	800	800	920	1056
	F. SEASONED SPECIALIZED	200	230	264	230	264	304	264	304	350	350	400	460	460	528	600	600	700	800	800	920	1056
PRACTICAL PROCEDURES	Proficiency, gained through wide exposure of experiences in a scientific or technical field, in a technique which contains a broad grasp either of related practices and precedents, or of scientific theory and principles, or both.	230	264	304	264	304	350	304	350	400	400	460	528	528	600	700	700	800	920	920	1056	1216
		264	304	350	304	350	400	350	400	460	460	528	600	600	700	800	800	920	1056	1056	1216	1400
	G. SPECIALIZED MASTERY	264	304	350	304	350	400	350	400	460	460	528	600	600	700	800	800	920	1056	1056	1216	1400
	Extensive mastery of techniques, practices and theories gained through wide training and/or special development.	304	350	400	350	400	460	400	460	528	528	600	700	700	800	920	920	1056	1216	1216	1400	1600
PRACTICAL PROCEDURES		350	400	460	400	460	528	460	528	600	600	700	800	800	920	1056	1056	1216	1400	1400	1600	1840
	H. PROFESSIONAL MASTERY	350	400	460	400	460	528	460	528	600	600	700	800	800	920	1056	1056	1216	1400	1400	1600	1840
	Exceptional competence and unique mastery in economic, political, educational and/or political affairs.	400	460	528	460	528	600	528	600	700	700	800	920	920	1056	1216	1216	1400	1600	1600	1840	2112
		460	528	600	528	600	700	600	700	800	800	920	1056	1056	1216	1400	1400	1600	1840	1840	2112	2432

***HUMAN RELATIONS SKILLS		
1. <b>BASIC:</b> Ordinary courtesy and effectiveness in dealing with others.	2. <b>IMPORTANT:</b> Understanding, influencing, and/or serving people are important, but not critical considerations.	3. <b>CRITICAL:</b> Alternative or combined skills in understanding, selecting, developing and motivating people are important in the highest degree.

## КН



# STATE OF MAINE

SEPTEMBER 1978

## GUIDE HAY CHART

### PROBLEM-SOLVING

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**DEFINITION:** Problem Solving is the original "self-starting" thinking required by the job for analyzing, evaluating, creating, reasoning, arriving at and making conclusions. To the extent that thinking is circumscribed by standards, covered by precedents, or referred to others, Problem Solving is diminished and the emphasis correspondingly is on Know-How.

Problem Solving has two dimensions:

- The environment in which the thinking takes place.
- The challenge presented by the thinking to be done.

**MEASURING PROBLEM SOLVING:** Problem Solving measures the intensity of the mental process which employs Know-How to (1) identify, (2) define, and (3) resolve a problem. "You think with what you know." This is true of even the most creative work. The raw material of any thinking is knowledge of facts, principles, and means. Ideas are put together from something already there. Therefore, Problem Solving is treated as a percentage utilization of Know-How.

STEP  
VALUES  
1400  
1384  
1368  
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1336  
1320  
1304  
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1272  
1256  
1240  
1224  
1208  
1192  
1176  
1160  
1144  
1128  
1112  
1096  
1080  
1064  
1048  
1032  
1016  
1000  
984  
968  
952  
936  
920  
904  
888  
872  
856  
840  
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792  
776  
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-104  
-120  
-136  
-152  
-168  
-184  
-200  
-216  
-232  
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-264  
-280  
-296  
-312  
-328  
-344  
-360  
-376  
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-840  
-856  
-872  
-888  
-904  
-920  
-936  
-952  
-968  
-984  
-1000

		THINKING CHALLENGE				
		1. REPETITIVE	2. PATTERNED	3. INTERPOLATIVE	4. ADAPTIVE	5. UNCHARTED
		Identical situations requiring solution by simple choice of learned things.	Similar situations requiring solution by discriminating choice of learned things.	Differing situations requiring search of solutions within area of learned things.	Variable situations requiring analytical, interpretative, evaluative, and/or constructive thinking.	Novel or nonrecurring perplexing situations requiring the development of new concepts and imaginative approaches.
Thinking guided or circumscribed by:	A. STRICT ROUTINE	10%	14%	19%	25%	33%
	Simple rules and detailed instructions.	12%	16%	22%	29%	38%
	B. ROUTINE	12%	16%	22%	29%	38%
	Established routines and standing instructions.	14%	18%	25%	33%	43%
	C. SEMI ROUTINE	14%	18%	25%	33%	43%
	Somewhat diversified procedures and precedents.	16%	22%	29%	36%	50%
	D. STANDARDIZED	16%	22%	29%	36%	50%
	Substantially diversified procedures and specialized standards.	18%	25%	33%	43%	57%
Thinking unguided or uncircumscribed:	E. CLEARLY DEFINED	18%	25%	33%	43%	57%
	Clearly defined policies and principles.	22%	29%	36%	50%	66%
	F. BROADLY DEFINED	22%	29%	36%	50%	66%
	Broad policies and specific objectives.	25%	33%	43%	57%	76%
	G. GENERALLY DEFINED	25%	33%	43%	57%	76%
	General policies and ultimate goals.	29%	38%	50%	66%	87%
	H. ABSTRACTLY DEFINED	29%	38%	50%	66%	87%
	General laws of nature or science, within a framework of cultural standards and business philosophy.	33%	43%	57%	76%	100%

STATE OF MAINE  
SEPTEMBER 1975

GUIDE HAY CHART

ACCOUNTABILITY

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**DEFINITION** - Accountability is the responsibility for an action and for the consequences thereof. It is the measured effect of the job on end results. It has three dimensions in the following order of importance:

• **Freedom to Act** - the degree of personal or procedural control and guidance as defined in the left hand column below.

• **Job Impact on End Results** - as defined at upper right.

• **Magnitude** - indicated by the general dollar size of the award must clearly or primarily affected by the job for an annual award, stated in terms of Constant Dollars, 1985 Base.

•• IMPACT OF JOB ON END RESULTS

**REMOTE**: Informational, recording, or incidental services for use by others in relation to some important end result.

**CONTRIBUTORY**: Interpretive, advisory, or facilitating services for use by others in taking action.

**SHARED**: Participating with others (except own subordinates and superiors), within or outside the organizational unit, in taking action.

**PRIMARY**: Controlling impact on end results, where shared accountability of others is subordinate.

AAS for use in <b>1975 H 153</b>		***MAGNITUDE***				***IMPACT***				***AME EQUIVALENT***											
		[1] VERY SMALL OR INDETERMINATE Under \$100 M				[2] SMALL \$100 M - \$2 MM				[3] MEDIUM \$2 MM - \$20 MM				[4] LARGE \$20 MM - \$700 MM				[5] VERY LARGE \$700 MM - \$2 MMM			
		REMOTE	CONTRIB	SHARED	PRIMARY	REMOTE	CONTRIB	SHARED	PRIMARY	REMOTE	CONTRIB	SHARED	PRIMARY	REMOTE	CONTRIB	SHARED	PRIMARY	REMOTE	CONTRIB	SHARED	PRIMARY
A	A. PRESCRIBED These jobs are subject to: Direct and detailed instructions Close supervision	10	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	76
		12	16	22	29	16	22	29	38	22	29	38	50	29	38	50	66	38	50	66	87
		14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	76	43	57	76	100
B	B. CONTROLLED These jobs are subject to: Instructions and established work routines Close supervision	16	22	29	38	22	29	38	50	29	38	50	66	38	50	66	87	50	66	87	115
		19	26	33	43	26	33	43	57	33	43	57	76	43	57	76	100	57	76	100	132
		22	29	38	50	29	38	50	66	38	50	66	87	50	66	87	115	66	87	115	152
C	C. STANDARDIZED These jobs are subject, wholly or in part to: Standardized practices and procedures General work instructions Supervision of progress and results	25	33	43	57	33	43	57	76	43	57	76	100	57	76	100	132	76	100	132	175
		29	38	50	66	38	50	66	87	50	66	87	115	66	87	115	152	87	115	152	200
		33	43	57	76	43	57	76	100	57	76	100	132	76	100	132	175	100	132	175	230
D	D. GENERALLY REGULATED These jobs are subject, wholly or in part, to: Practices and procedures covered by precedents or well-defined policy Supervisory review	38	50	66	87	50	66	87	115	66	87	115	152	87	115	152	200	115	152	200	264
		43	57	76	100	57	76	100	132	76	100	132	175	100	132	175	230	132	175	230	304
		50	66	87	115	66	87	115	152	87	115	152	200	115	152	200	264	152	200	264	350
E	E. DIRECTED These jobs, by their nature or size, are subject to: Broad practice and procedures covered by functional precedents and policies Managerial direction	57	76	100	132	76	100	132	175	100	132	175	230	132	175	230	304	175	230	304	400
		66	87	115	152	87	115	152	200	115	152	200	264	152	200	264	350	200	264	350	460
		76	100	132	175	100	132	175	230	132	175	230	304	175	230	304	400	230	304	400	528
F	F. GUIDANCE These jobs are inherently subject only to broad policy and general management guidance.	87	115	152	200	115	152	200	264	152	200	264	350	200	264	350	460	264	350	460	608
		100	132	175	230	132	175	230	304	175	230	304	400	230	304	400	528	304	400	528	700
		115	152	200	264	152	200	264	350	200	264	350	460	264	350	460	608	350	460	608	800
G	G. GENERAL GUIDANCE These jobs, by reason of their nature or size, independent complexity and high degree of effect on State operations are subject only to guidance from the Governor's office.	132	175	230	304	175	230	304	400	230	304	400	528	304	400	528	700	400	528	700	920
		152	200	264	350	200	264	350	460	264	350	460	608	350	460	608	800	460	608	800	1056
		175	230	304	400	230	304	400	528	304	400	528	700	400	528	700	920	528	700	920	1216
H	H. GOVERNOR/CHIEF JUSTICE These jobs are subject only to the limitations of the State Constitution as it pertains to the Executive or Judicial Branch.	200	264	350	460	264	350	460	608	350	460	608	800	460	608	800	1056	608	800	1056	1400
		230	304	400	528	304	400	528	700	400	528	700	920	528	700	920	1216	700	920	1216	1600
		264	350	460	608	350	460	608	800	460	608	800	1056	608	800	1056	1400	800	1056	1400	1840

AC

# STATE OF MAINE



DEFINITION: Working conditions are made up of:

● Physical Effort—defined at right

●● Environment—defined at right

●●● Hazards—the factors taken on the average which increase the risk of injury, accident or sickness as follows:

a. Minimal presence of hazards; predictable and controllable.

b. Moderate hazards; somewhat predictable and controllable.

c. Potentially severe hazards; unpredictable and difficult to control.

## WORKING CONDITIONS

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Environment, includes occasional, intermittent, or continuous exposure, of varying intensities, to such things as dust, dirt, heat, cold, fumes, steam, moisture, noise, and abnormal human behavior.

Physical Effort, involving continuous or intermittent handling of heavy or medium heavy materials; frequent or continuous work in awkward positions.

Minimal presence of hazards; predictable controllable.			• • ENVIRONMENT								
Moderate hazards; somewhat predictable controllable.			1. NORMAL			2. UNPLEASANT			3. DIFFICULT		
Initially severe hazards; unpredictable difficult to control.			General office or other equivalent environment. Little or no exposure to abnormal human behavior.			Intermittent requirement of unavoidable exposure to unfavorable atmospheric conditions, or extreme temperatures; or noisy, dusty, oily, wet environment or abnormal human behavior.			Constant requirement of unavoidable exposure to unfavorable atmospheric conditions; or extreme temperatures; or extremely noisy, dirty, cramped or otherwise difficult surroundings or abnormal human behavior.		
			• • •								
			a	b	c	a	b	c	a	b	c
• PHYSICAL EFFORT	A. NORMAL		0	0	7	0	6	8	0	7	10
	Physical effort usually encountered in the broad range of office or bench work.		0	6	8	0	7	10	6	8	12
			0	7	10	6	8	12	7	10	14
	B. MODERATE		0	7	10	6	8	12	7	10	14
	Intermittent requirements for considerable physical effort; handling medium heavy materials; frequent work in strained positions; or all three.		6	8	12	7	10	14	8	12	16
			7	10	14	8	12	16	10	14	19
	C. STRENUOUS		7	10	14	8	12	16	10	14	19
	Continuous requirements for considerable physical effort; handling heavy materials; continuous work in strained positions; or all three.		8	12	16	10	14	19	12	16	22
			10	14	19	12	16	22	14	19	25

25.

# HAY POINT RANGE TO GRADE CONVERSION TABLE

<u>Grade</u>	<u>Point Range</u>	
1	76	81
2	82	87
3	88	94
4	95	101
5	102	109
6	110	118
7	119	127
8	128	137
9	138	147
10	148	159
11	160	171
12	172	184
13	185	198
14	199	214
15	215	230
16	231	248
17	249	267
18	268	288
19	289	310
20	311	334
21	335	360
22	361	388
23	389	418
24	419	450
25	451	484
26	485	522
27	523	562
28	563	605
29	606	652
30	653	702
31	703	757
32	758	815
33	816	878
34	879	945
35	946	1018
36	1019	1037
37	1038	1181
38	1182	1272
39	1273	1370
40	1371	1476
41	1477	1590

## Physician's Schedule

50	606	652
51	653	702
52	703	757
53	758	815
54	816	878
55	879	945
56	946	1018
57	1019	1097
58	1098	1181
59	1182	1272
60	1273	1370
61	1371	1476
62	1477	1590

REQUESTED CLASS TITLES

<u>Title</u>	<u>KH</u>	<u>PS</u>	<u>AC</u>	<u>WC</u>	<u>Total</u>	<u>Pay Grade</u>
State Police Captain	E13 0264	E4(43)0115	D2P 0152	A1B 00	00531	27
State Police Corporal	DN3 0200	D3(29)0057	C1C 0043	B2C 14	00314	20
State Police Lieutenant	E13 0264	D4(38)0100	D2P 0115	A1B 00	00479	25
State Police Major	F23 0350	E4(43)0152	E2P 0200	A1B 00	00702	30
State Police Sergeant	D13 0230	D3(33)0076	C1P 0066	A2C 10	00382	22
State Police Trooper	DN3 0175	C3(29)0050	C1C 0038	B2C 14	00277	18
Game Warden Assistant	CN2 0115	C2(19)0022	C1C 0033	B2B 08	00178	12
Game Warden	DN3 0175	C3(25)0043	C1C 0043	B2B 10	00271	18
Game Warden Colonel	F13 0350	E4(43)0152	E2P 0200	A1A 00	00702	30
Game Warden Lieutenant	E13 0264	D4(38)0100	D2P 0115	A1B 00	00479	25
Game Warden Major	E13 0264	E4(43)0115	D2P 0152	A1B 00	00531	27
Game Warden Pilot	EN2 0230	D3(33)0076	D1P 0087	B2B 10	00403	23
Game Warden Sergeant	D13 0230	D3(33)0076	C1P 0066	A2C 10	00382	22
Game Warden Specialist	DN3 0200	D3(29)0057	C1C 0043	B2B 12	00312	20
Marine Patrol Captain	E13 0264	E4(43)0115	D2P 0152	A1B 00	00531	27
Marine Patrol Lieutenant	E13 0264	D4(38)0100	D2P 0115	A1B 00	00479	25
Marine Patrol Officer	DN3 0175	C3(25)0043	C1C 0043	B2B 10	00271	18
Marine Patrol Pilot	EN3 0230	D3(29)0066	D1P 0087	B2B 12	00395	23
Marine Patrol Sergeant	D13 0230	D3(33)0076	C1P 0066	A2C 10	00382	22
Forest Ranger I	CN1 0100	B2(16)0016	B1R 0019	B2B 10	00145	09
Forest Ranger II	CN2 0132	C3(25)0033	C1C 0043	B2B 10	00218	15
Forest Ranger III	DN3 0152	C3(25)0038	C1P 0066	A2B 07	00263	17
Forest Ranger IV	D13 0200	D3(29)0057	D1P 0100	A2A 06	00363	22
Liquor Enf. Officer I	DN3 0175	C3(25)0043	C1C 0038	B2B 08	00264	17
Liquor Enf. Officer II	D13 0230	D3(33)0076	C1P 0066	B2B 08	00380	22
Pilot II	EN2 0200	D3(33)0066	D1P 0087	B2C 12	00365	22
Guard	BN3 0115	B2(19)0022	B1C 0029	B3B 12	00178	12
Guard Captain	D13 0200	D3(33)0066	D1P 0087	B3B 10	00363	22
Guard Lieutenant	D13 0175	D3(29)0050	C1P 0076	B3B 12	00313	20
Guard Major	E13 0264	D3(33)0087	D1P 0100	A2B 08	00459	25
Guard Sergeant	C13 0132	C3(25)0033	C1C 0043	B3B 12	00220	15

OTHER CLASS TITLES

<u>Title</u>	<u>KH</u>	<u>PS</u>	<u>AC</u>	<u>WC</u>	<u>Total</u>	<u>Pay Grade</u>
Baxter Park Ranger	DN3 0175	C3(25)0043	C1C 0043	B2A 07	00268	18
Computer Programmer	DN1 0152	D4(38)0057	D1C 0057	A1A 00	00266	17
Highway Worker I	BN1 0066	B1(14)0009	B1R 0016	B2B 10	00101	04
Highway Worker II	BN1 0076	B2(16)0012	B1R 0019	B2B 10	00117	06
Highway Worker III	CN1 0100	B2(16)0016	B1R 0022	B2B 10	00148	10
Highway Worker IV	CN1 0115	C2(19)0022	B1C 0029	B2B 10	00176	12
Mental Health Worker I	BN3 0100	B2(16)0016	B1R 0019	B3B 12	00147	09
Mental Health Worker II	BN3 0115	B2(19)0022	B1C 0029	B3B 12	00178	12
Mental Health Worker III	CN3 0132	C3(29)0038	C1C 0043	A3B 08	00221	15
Mental Health Worker IV	DN3 0175	D3(33)0057	D1C 0057	A3B 08	00297	19
Mental Health Worker V	D13 0200	D3(33)0066	D1S 0076	A2A 06	00348	21
Mental Health Worker VI	E13 0230	E3(38)0087	D2S 0087	A2A 06	00410	23
Secretary	CN2 0132	C2(22)0029	C1C 0033	A1A 00	00194	13

## STATE OF MAINE

Inter-Departmental Memorandum Date November 17, 1983

To David C. Elliott, Legislative Assistant Dept. Committee on Aging, Retirement & Veterans  
From Robert W. Mellor Actuarial Coordinator Dept. Retirement System  
Subject Projected savings for special plans modifications

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Per your memo of November 7th, we have calculated the possible savings if certain changes were made to present special retirement plans for certain groups of State employees. For purposes of determining these savings, we have used the assumptions outlined in your memo.

Attached hereto are the results of our calculations. In accordance with your request we have shown annual savings estimates for a 25 year period and a cumulative savings at the end of each year, for each of the Special plans.

RWM/am  
enclosure

Beginning annual salary \$15,641 assumed to increase at 6% per year

[illegible]