



132nd MAINE LEGISLATURE

FIRST SPECIAL SESSION-2025

Legislative Document

No. 1265

H.P. 840

House of Representatives, March 25, 2025

**An Act to Amend the Laws Governing Public Employee Market Pay
Studies and Comprehensive Reviews of the Classification Plan for
State Service Positions**

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

A handwritten signature in cursive script that reads "R. B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative DHALAC of South Portland.
Cosponsored by Senator TIPPING of Penobscot and
Representatives: BECK of South Portland, MACIAS of Topsham, ROEDER of Bangor,
SALISBURY of Westbrook, Senator: BENNETT of Oxford.

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

2 **Sec. 1. 5 MRSA §7061, sub-§4, ¶B**, as enacted by PL 2023, c. 412, Pt. UUU, §1,
3 is amended to read:

4 B. The procedure must provide for a market pay study every 4 years that compares the
5 salaries of state employees with employees performing comparable work for a
6 sampling of private and public employees in this State, other New England states and
7 other states as appropriate. The bureau shall issue a request for proposals and contract
8 with an experienced contractor to complete a market pay study conducted pursuant to
9 this paragraph. The bureau shall submit the market pay study and a report on the market
10 pay study to the joint standing committee of the Legislature having jurisdiction over
11 appropriations and financial affairs, the joint standing committee of the Legislature
12 having jurisdiction over state and local government matters and the bargaining agents
13 that represent a bargaining unit of state employees no later than September 30, 2024
14 and every 4 years thereafter.

15 **Sec. 2. 5 MRSA §7061, sub-§4, ¶C**, as enacted by PL 2023, c. 412, Pt. UUU, §1,
16 is amended to read:

17 C. Beginning in 2024, the procedure must provide for a comprehensive review of the
18 classification plan every 10 years to make modifications and improvements as
19 determined necessary. The bureau shall issue a request for proposals and contract with
20 an experienced contractor to complete these reviews.

21 **SUMMARY**

22 This bill modifies the provisions of civil service law requiring periodic market pay
23 studies and periodic review of the plan for state employee job classification by requiring
24 that the Department of Administrative and Financial Services, Bureau of Human Resources
25 issue a request for proposals and contract with an experienced contractor to complete those
26 market pay studies and reviews.