

STATE OF MAINE

—  
IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-FIVE

—  
H.P. 840 - L.D. 1265

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

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

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

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

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

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

**Sec. 3. Funds transfer.** Notwithstanding any provision of law to the contrary, the State Controller shall transfer \$2,000,000 on or before June 30, 2027 from the Department of Administrative and Financial Services, Salary Plan program, General Fund account to the unappropriated surplus of the General Fund to provide funding to contract with contractors to complete market pay studies and reviews pursuant to the Maine Revised Statutes, Title 5, section 7061, subsection 4, paragraphs B and C.

**Sec. 4. Appropriations and allocations.** The following appropriations and allocations are made.

**ADMINISTRATIVE AND FINANCIAL SERVICES, DEPARTMENT OF**

**Administration - Human Resources 0038**

Initiative: Provides one-time funding to contract with a consultant to complete market pay studies and reviews prior to the report deadline of September 30, 2028.

<b>GENERAL FUND</b>	<b>2025-26</b>	<b>2026-27</b>
All Other	\$0	\$2,000,000
<b>GENERAL FUND TOTAL</b>	<u>\$0</u>	<u>\$2,000,000</u>