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## **Resolve, To Conduct a Comprehensive Study of the Compensation System for State Employees**

**Sec. 1 Compensation study. Resolved:** That the Commissioner of Administrative and Financial Services shall commission a consultant to perform a comprehensive study of the wages and compensation system for employees of the executive branch of State Government. The study must include, at a minimum, reviews of:

1. Adjustments to the compensation system over the past 40 years, including, but not limited to, reclassifications, range changes, stipends and adjustments resulting from arbitration, legislation, settlements and collective bargaining agreements;
2. All existing recruitment and retention adjustments and stipends adopted pursuant to the Maine Revised Statutes, Title 5, section 7065, subsection 2-D;
3. Any pay and reclassification study, whether or not completed, of any of the collective bargaining units in the executive branch;
4. Any labor market surveys commissioned by the Department of Administrative and Financial Services;
5. The wages and compensation of employees in the public and private sectors in this State and in comparable states, including all other New England states doing comparable work; and
6. The effect of current wages and compensation on the State's ability to recruit and retain employees in the executive branch.

**Sec. 2 Involvement of certified bargaining agents. Resolved:** That, in selecting the consultant to perform the study required under section 1 and in developing the parameters of the study, the Commissioner of Administrative and Financial Services shall seek the input and involvement of the certified bargaining agent or agents for the relevant bargaining units. The commissioner shall provide information collected for the study to each bargaining agent.

**Sec. 3 Findings and recommendations. Resolved:** That the Commissioner of Administrative and Financial Services shall report the findings of the study commissioned pursuant to section 1, together with any recommendations, to the Joint Standing Committee on State and Local Government no later than July 1, 2020. Following receipt and review of the findings and recommendations, the joint standing committee of the Legislature having jurisdiction over state and local government matters may submit a bill relating to the subject matter of the report to the First Regular Session of the 130th Legislature.

### **SUMMARY**

This resolve directs the Commissioner of Administrative and Financial Services to commission a comprehensive study of the wages and compensation system for employees of the executive branch of

State Government. The resolve directs the commissioner to involve the certified bargaining agents for the employees covered by collective bargaining units and report the findings and any recommendations to the joint standing committee of the Legislature having jurisdiction over state and local government matters no later than July 1, 2020, and authorizes the joint standing committee to submit a bill relating to the subject matter of the report to the First Regular Session of the 130th Legislature.