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Date: (Filing No. H-)

STATE AND LOCAL GOVERNMENT

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**STATE OF MAINE
HOUSE OF REPRESENTATIVES
131ST LEGISLATURE
FIRST SPECIAL SESSION**

COMMITTEE AMENDMENT “ ” to H.P. 1184, L.D. 1854, “An Act to Complete and Implement the Comprehensive Review of the Classification and Compensation System for Executive Branch Employees”

Amend the bill in section 4 in subsection 4 by striking out all of paragraph B (page 1, lines 19 to 22 in L.D.) and inserting the following:

'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 submit 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.'

Amend the bill in section 5 in subsection 8 in the 9th line (page 1, line 35 in L.D.) by striking out the following: "labor organization that represents" and inserting the following: 'bargaining agents that represent'

Amend the bill in section 6 in the 2nd line (page 2, line 2 in L.D.) by striking out the following: "a" and inserting the following: 'the'

Amend the bill in section 6 in the 4th line (page 2, line 4 in L.D.) by striking out the following: "performed" and inserting the following: 'that was undertaken'

Amend the bill by striking out all of section 7 and inserting the following:

'Sec. 7. Report to Legislature and bargaining agents. No later than January 31, 2024, the Commissioner of Administrative and Financial Services shall submit a report based upon recommendations in the comprehensive review of the classification and compensation system for employees of the executive branch of the State undertaken pursuant to a memorandum of agreement executed with the Maine Service Employees Association, SEIU Local 1989 on June 25, 2019 to the joint standing committee of the

COMMITTEE AMENDMENT

1 Legislature having jurisdiction over appropriations and financial affairs, the joint standing
 2 committee of the Legislature having jurisdiction over state and local government matters
 3 and the bargaining agents that represent bargaining units of state employees.

4 **Sec. 8. Negotiations.** No later than January 31, 2024, the Commissioner of
 5 Administrative and Financial Services, or the commissioner's designee, shall begin
 6 negotiating in good faith with the bargaining agents that represent bargaining units of state
 7 employees on the implementation of the recommendations to close the pay gaps between
 8 employees of this State and public and private employees performing comparable work in
 9 this State, other New England states and other states as appropriate.'

10 Amend the bill by striking out all of section 9 and inserting the following:

11 **'Sec. 9. Appropriations and allocations.** The following appropriations and
 12 allocations are made.

13 **ADMINISTRATIVE AND FINANCIAL SERVICES, DEPARTMENT OF**

14 **Administration - Human Resources 0038**

15 Initiative: Provides one-time funding to the Department of Administrative and Financial
 16 Services to commission a comprehensive study of the wages and compensation system for
 17 employees of the executive branch of the State pursuant to a memorandum of agreement
 18 executed with the Maine Service Employees Association, SEIU Local 1989 on June 25,
 19 2019.

20 GENERAL FUND	2023-24	2024-25
21 All Other	\$1,200,000	\$0
22		
23 GENERAL FUND TOTAL	<u>\$1,200,000</u>	<u>\$0</u>

24 **Administration - Human Resources 0038**

25 Initiative: Provides funding for one Public Service Coordinator I position, 3 Human
 26 Resource Analyst positions and related costs to complete the classification plan every 10
 27 years and the market pay study every 4 years.

28 GENERAL FUND	2023-24	2024-25
29 POSITIONS - LEGISLATIVE COUNT	4,000	4,000
30 Personal Services	\$433,420	\$457,080
31 All Other	\$21,500	\$21,500
32		
33 GENERAL FUND TOTAL	<u>\$454,920</u>	<u>\$478,580</u>

34 **State Employee Compensation Stabilization Fund N472**

35 Initiative: Establishes the State Employee Compensation Stabilization Fund with a base
 36 Other Special Revenue Funds allocation of \$500 beginning in fiscal year 2023-24.

37 OTHER SPECIAL REVENUE FUNDS	2023-24	2024-25
38 All Other	\$500	\$500
39		
40 OTHER SPECIAL REVENUE FUNDS TOTAL	<u>\$500</u>	<u>\$500</u>

ADMINISTRATIVE AND FINANCIAL SERVICES, DEPARTMENT OF DEPARTMENT TOTALS	2023-24	2024-25
GENERAL FUND	\$1,654,920	\$478,580
OTHER SPECIAL REVENUE FUNDS	\$500	\$500
DEPARTMENT TOTAL - ALL FUNDS	\$1,655,420	\$479,080

Amend the bill by relettering or renumbering any nonconsecutive Part letter or section number to read consecutively.

SUMMARY

This amendment changes the frequency of the market pay study conducted by the Department of Administrative and Financial Services from every 2 years to every 4 years. The amendment requires the department to submit the study no later than September 30, 2024 and every 4 years thereafter 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 bargaining units of state employees. The amendment requires the department to submit to the same group, no later than January 31, 2024, a report based on the comprehensive review of the classification and compensation system that was undertaken by the department pursuant to a memorandum of agreement executed with the Maine Service Employees Association, SEIU Local 1989 on June 25, 2019. The amendment requires the department to begin negotiations with the bargaining agents that represent bargaining units of state employees no later than January 31, 2024 to implement closing the pay gaps.

FISCAL NOTE REQUIRED

(See attached)