

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

Date: (Filing No. H-)

STATE AND LOCAL GOVERNMENT

Reproduced and distributed under the direction of the Clerk of the House.

**STATE OF MAINE
HOUSE OF REPRESENTATIVES
131ST LEGISLATURE
SECOND REGULAR SESSION**

COMMITTEE AMENDMENT “ ” to H.P. 1345, L.D. 2121, “An Act to Address Chronic Understaffing of State Government Positions”

Amend the bill by striking out all of the emergency preamble.

Amend the bill by striking out everything after the enacting clause and inserting the following:

'Sec. 1. 5 MRSA §19-C is enacted to read:

§19-C. Vacancy report

On or before January 31st of each year, the Department of Administrative and Financial Services, Bureau of Human Resources shall submit a report regarding job vacancies within the executive branch to the joint standing committee of the Legislature having jurisdiction over appropriations and financial affairs and the joint standing committee of the Legislature having jurisdiction over state and local government matters. The report must include vacancy rate information and percentages by department, fund and position; a categorization of the state of the vacancies; and, when available to the department, the locations of the vacancies. Each report must include a definition, as determined by the department, of each vacancy status category.

Sec. 2. Recruitment and retention adjustment task force. The Department of Administrative and Financial Services, Bureau of Human Resources shall convene a task force to review the criteria required under the Maine Revised Statutes, Title 5, section 7065, subsection 2-D for a recruitment and retention adjustment to be authorized. The task force must consist of one member from each of the 8 bargaining units of the executive branch, appointed by each unit's respective bargaining agent, and up to 8 members selected by the Governor. The committee must be cochaired by representatives of the bargaining units and state agencies. A state employee appointed to serve on the task force may participate in the work of the task force during the employee's regular working hours without loss of pay or benefits. The task force shall meet once per month or as necessary to complete its work by December 31, 2024.

COMMITTEE AMENDMENT

1 The Commissioner of Administrative and Financial Services shall submit a report with
2 the recommendations of the task force to the joint standing committee of the Legislature
3 having jurisdiction over state and local government matters by February 15, 2025. The
4 committee is authorized to report out a bill on the subject matter of the report to the Second
5 Regular Session of the 132nd Legislature.

6 **Sec. 3. Executive branch hiring process plan and report.** The Department of
7 Administrative and Financial Services, Bureau of Human Resources shall develop a plan
8 to improve the hiring process of the executive branch and shall submit a report with details
9 of this plan to the joint standing committee of the Legislature having jurisdiction over state
10 and local government matters by February 15, 2025. The committee is authorized to report
11 out a bill on the subject matter of the report to the Second Regular Session of the 132nd
12 Legislature.'

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

15 SUMMARY

16 This amendment, which is the minority report of the committee, replaces the bill. It
17 requires the Department of Administrative and Financial Services, Bureau of Human
18 Resources to:

19 1. Submit an annual report on job vacancies within the executive branch to the joint
20 standing committee of the Legislature having jurisdiction over appropriations and financial
21 affairs and the joint standing committee of the Legislature having jurisdiction over state
22 and local government matters. The report must include vacancy rate information and
23 percentages by department, fund and position; a categorization of the state of the vacancies;
24 and, when available to the department, the locations of the vacancies;

25 2. Convene a task force to review the criteria required under state law for a recruitment
26 and retention adjustment to be authorized. The task force must consist of one member from
27 each of the 8 bargaining units of the executive branch and up to 8 members selected by the
28 Governor. The Commissioner of Administrative and Financial Services is required to
29 submit a report with the recommendations of the task force to the joint standing committee
30 of the Legislature having jurisdiction over state and local government matters by February
31 15, 2025; and

32 3. Develop a plan to improve the hiring process of the executive branch and submit a
33 report with details of this plan to the joint standing committee of the Legislature having
34 jurisdiction over state and local government matters by February 15, 2025.

35 The joint standing committee of the Legislature having jurisdiction over state and local
36 government matters is authorized to report out a bill to the Second Regular Session of the
37 132nd Legislature on the subject matter of the reports.

38 FISCAL NOTE REQUIRED

39 (See attached)