

Please support LD 1265

Good morning. I'm Jeffrey Doyon. I'm a resident of Winslow and have worked for DHHS for over 30 years. My position is part of the executive bargaining unit. We have been dealing with the pay gap for quite some time. LD 1265 would ensure that the upcoming compensation and classification study is fair, independent and gets the State the needed data to improve its system.

The most recent agreement has offered a stipend to 20% of members in the executive branch. 80% of members were not covered by the agreement and have had no relief. I'm grateful for the progress that has been made but more needs to be done to cover more of my co-workers.

We still have issues filling vacancies. Some positions start in the middle of the pay scale to try and hire at a higher pay. Some of our positions are very complicated with learning policies like Mainecare, TANF and SNAP. The rules aren't the same with each program. I take years to become an expert in those positions and by the time you're there, you are near the pay cap with no more merit raises available. So, they need to look elsewhere, and we then have to hire again.

An independent party could look at the study and be fair when looking at the pay issues we have with our positions with the State. Thank you for taking the subject seriously and please support LD 1265 to help my Department and Executive Branch members with the Compensation and Classification Study.