

## Legislature Testimony for LD2121

Senator Nangle, Representative Stover, members of the Committee on State and Local Government, I'm Jodi Philippon. I am here in my own time to speak in support of LD 2121 and to implore you to please take heed of the testimony you are hearing today.

Over the past several months, I have listened to my fellow state employees relay a myriad of examples of chronic under-staffing, vacancies that remain unfilled, and qualified staff leaving state government with the root cause being a need for higher wages. The need for higher wages does not stem from greed or in any way take advantage of Maine's citizens, but rather, to pay essential costs of living to include rent, mortgage, childcare, and utilities to name a few. These departments include the Office of Children and Family Services, Ferry Services, and the CDC to name a few. In the five years I have worked at the Maine CDC, the medical secretary position in my office has been vacated 6 times.

I tried to recruit my best friend to apply for a Public Health Nurse position. She told me that she could not apply as the wages were far too low. Again, another qualified, capable person was lost.

Every time we lose a qualified employee, we also lose the knowledge, skills, and abilities that they bring to Maine State Government. We need to do better. The citizens of Maine deserve better. They need knowledgeable long-term employees, programs that are fully staffed, along with timely responses.

When Maine's citizens apply for much needed benefits and there is a staffing shortage, their need goes unanswered. People are made to wait excess time that they do not have to find out whether they might receive assistance. Children are put at risk as there are not enough child protective workers to manage the already overflowing caseloads. Others are forced to work mandatory overtime as there are so many unfilled positions.

Closing the pay gap will improve all the latter mentioned. I urge you to please support LD2121. Thank you for your time and attention.

Current Job Description Summary	Proposed Job Title	Current Job Title(s)	Current SOC Code(s)	Current Occupational Group	Proposed Occupational Group	Proposed Title Group	Proposed Action	Proposed Job Summary
The primary focus of the Public Service Manager series is to administer one or more statewide policies or programs, and to directly manage and oversee operating, support or administrative functions of an agency or agency subdivision with differing levels of scope, accountability and complexity. The manager implements program policies and initiatives in support of agency goals and objectives established by executive management. The manager may be a member of the agency's senior management team. Supervision is exercised over a variety of personnel and work is performed under administrative direction. Positions in this classification may direct at least two major programs or manage a small to medium division. The programs are established by statute, regulation, grant, agency mission, but the scope of the program is not well defined and it is the responsibility of the manager to develop the parameters. The manager at this level requires substantial experience and seasoning in the program areas managed or post-graduate education plus experience. Work involves managing the development of technical guidelines, regulations, policies and other materials; directing and performing staff support activities in the areas of financial, human resource, legal, and technology; approving fiscal transactions within set limits; and/or providing daily program administration of a variety of activities. The impact of the program managed has a small to medium relative relationship to the overall mission of the organization and the manager may contribute to and provide substantive advice on programs managed. Examples of working titles at this level may be Administrative Services, Agency Technology or Information Systems, Division, or Program Service Managers.	Maine Film Office Coordinator	DIR MAINE FILM OFFICE (Gr.28)	11-2011	GENERAL MANAGERIAL	Economic Development	Coordinator	Re-word Title	Conducts outreach efforts to market the State of Maine as a desirable filming location for movies by coordinating with the State, local governments, communities, and businesses.
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NA	Law Office Manager	LAW OFFICE MANAGER (Gr.1)	11-3012	LEGAL - SUPPORT	Legal - Support	Supervisor	Maintain Title	Oversees administrative functions of the Office of the Attorney General, including budgeting, financial management, HR/Payroll, IT, administrative support and facilities operations.
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This is professional services work of a supervisory nature in overseeing all activities of a division of the Maine State Museum. Responsibilities include providing technical assistance in a specialized museum field and managing unit personnel and other resources. Supervision is exercised over a staff of professional, technical, and clerical employees. Work is performed under administrative direction.	Benefit Overpayment Supervisor	BUSINESS SERVICES MANAGER (Gr.26)	11-3012	PUBLIC SERVICE	Social Services	Supervisor	Add Title	Directs the operations of the benefit overpayment unit, which includes supervision of staff, development of rules and regulations surrounding overpayments and program evaluation. Responds to inquiries.
	Building Operations Supervisor	BUSINESS SERVICES MANAGER (Gr.26)	11-3012		Facilities	Supervisor	Add Title	Oversees general building operations, including switchboard, maintenance, safety, and supply inventory. Supervises staff in a variety of disciplines. Administers contracts, including leases.
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This is investigative and protective service work of a supervisory nature involving enforcement of laws, rules, and regulations pertaining to intra-state and inter-state commercial motor carriers of property and passengers for hire. Responsibilities include acting as liaison between the director and internal/external entities, providing guidance and assistance in the conduct of and/or conducting inspections, comprehensive audits, compliance reviews, and investigations, ensuring uniformity of inspection and audit activities statewide, initiating enforcement actions, preparing administrative reports, and supervising assigned staff. Work is performed under limited supervision.	Workers' Compensation Claims Manager	BUSINESS MANAGER I (Gr.21)	11-3012	GENERAL MANAGERIAL	Worker's Compensation	Manager	Add Title	Manages the operations of the Workers' Compensation Board's Claims Management Unit through supervision of staff and service as a technical expert.
	Workers' Compensation Processing Manager	BUSINESS MANAGER I (Gr.21)	11-3012	GENERAL MANAGERIAL	Worker's Compensation	Manager	Add Title	Processes workers compensation forms and documentation, such as applications for predetermination of benefits, and orders to insurance carriers. Maintains record of self-insured entities.

Job Series Distinguishing Characteristics	Proposed FLSA Status (if non-represented)	Segal Notes	CURRENT JOB PROFILE SALARY SPEC	CURRENT GRADE	JE Grade	JE Points	Proposed Certifications	Formal Education	FE Points	Work Experience	EX Points	Management & Supervision Exercised	MS Points	Human Collaboration	HC Points	Freedom to Act & Impact of Actions (Direction Received and Impact of Actions)	FA Points	Knowledge & Skills	KS Points	Fiscal Responsibility	FR Points	Working Conditions	WC Points	Union	ORIG PROP TITLE	CODE	NOTES	FAMILY REVIEW
N/A	Exempt	One-person office	04	28	122	#####		Bachelor's Degree	100.00000000	3 to 5 years' experience	68.57142857	None	12.72727273	Advising interaction with significant impact	60.00000000	General direction with significant impact	90.00000000	Full-performance knowledge & skills and standard impact on organizational unit	52.50000000	None	20.00000000	Good Conditions - Sedentary Work	8.88888889	Professional/Technical Services MSEA	Maine Film Office Coordinator	759		x
			09	27	123	#####		Associate's Degree or 2 Years of College	80.00000000	3 to 5 years' experience	68.57142857	Occasional direction of semi complex work	25.45454545	Advising interaction with limited impact	45.00000000	General direction with significant impact	90.00000000	Full-performance knowledge & skills and comprehensive impact on organizational unit	70.00000000	Limited fiscal responsibility	40.00000000	Good Conditions - Medium Work	17.77777778	Supervisory Services MSEA	Mema Communications System Manager	808		TL
	Exempt		50	01	126	#####		Associate's Degree or 2 Years of College	80.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with limited impact	75.00000000	General direction with moderate impact	75.00000000	Full-performance knowledge & skills and standard impact on organizational unit	52.50000000	Limited fiscal responsibility	40.00000000	Good Conditions - Sedentary Work	8.88888889	Ineligible for Bargaining Unit, No Union	Law Office Manager	732		TL
N/A	Exempt	Taxpayer Assistance Customer service; No fiscal listed	09	21	126	#####		High School diploma or G.E.D. equivalency	40.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with limited impact	75.00000000	General direction with moderate impact	75.00000000	Full-performance knowledge & skills and comprehensive impact on organizational unit	70.00000000	Moderate fiscal responsibility	60.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Taxpayer Assistance Supervisor	1092		TL
N/A	Exempt	Manages office; clerical support to Judges	09	21	126	#####		Associate's Degree or 2 Years of College	80.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with limited impact	75.00000000	General direction with moderate impact	75.00000000	Full-performance knowledge & skills and comprehensive impact on organizational unit	70.00000000	None	20.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Workers' Compensation Office Manager	1172		GS
N/A	Exempt	Supervises specialists; no MQs entered	47	25/28	128	#####		Associate's Degree or 2 Years of College	80.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with significant impact	90.00000000	Limited direction with moderate impact	105.00000000	Full-performance knowledge & skills and standard impact on organizational unit	52.50000000	Moderate fiscal responsibility	80.00000000	Good Conditions - Sedentary Work	8.88888889	Confidential, No Union	Benefit Overpayment Supervisor	86		TL
			#N/A	Multiple	128	#####		High School diploma or G.E.D. equivalency	40.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with significant impact	90.00000000	General direction with significant impact	90.00000000	Advanced knowledge & skills and comprehensive impact on organizational unit	105.00000000	Limited fiscal responsibility	40.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Building Control Supervisor	112		TL
N/A	Exempt	Posts and bills child support payments	09	21	128	#####		Associate's Degree or 2 Years of College	80.00000000	5 to 7 years' experience	85.71428571	Supervising semi complex work	76.36363636	Negotiating interaction with significant impact	90.00000000	General direction with significant impact	90.00000000	Full-performance knowledge & skills and standard impact on organizational unit	52.50000000	Moderate fiscal responsibility	60.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Child Support Processing Supervisor	157		TL
N/A			09	27	131	#####		Bachelor's Degree	100.00000000	7 to 9 years' experience	102.85714286	Managing business function semi complex work	101.81818182	Negotiating interaction with limited impact	75.00000000	Limited direction with moderate impact	105.00000000	Advanced knowledge & skills and standard impact on organizational unit	87.50000000	Moderate fiscal responsibility	60.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Assistant State Park Regional Manager	66	Reports to Public Lands Regional Manager	GS
			09	14	131	#####	Varies depending on assignment	Associate's Degree or 2 Years of College	80.00000000	7 to 9 years' experience	102.85714286	Managing business function semi complex work	101.81818182	Negotiating interaction with limited impact	75.00000000	Limited direction with moderate impact	105.00000000	Advanced knowledge & skills and standard impact on organizational unit	87.50000000	Limited fiscal responsibility	40.00000000	Satisfactory - Medium Work	44.44444444	Supervisory Services MSEA	Park Manager I	877		GS
N/A	Exempt	Manages supervisor	09	21	131	#####		Associate's Degree or 2 Years of College	80.00000000	7 to 9 years' experience	102.85714286	Managing business function complex work	114.54545455	Negotiating interaction with significant impact	90.00000000	Limited direction with moderate impact	105.00000000	Advanced knowledge & skills and standard impact on organizational unit	87.50000000	Moderate fiscal responsibility	60.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Workers' Compensation Claims Manager	1168		GS
N/A	Exempt	Manages supervisor	09	21	131	#####		Associate's Degree or 2 Years of College	80.00000000	7 to 9 years' experience	102.85714286	Managing business function complex work	114.54545455	Negotiating interaction with significant impact	90.00000000	Limited direction with moderate impact	105.00000000	Advanced knowledge & skills and standard impact on organizational unit	87.50000000	Moderate fiscal responsibility	60.00000000	Good Conditions - Sedentary Work	8.88888889	Supervisory Services MSEA	Workers' Compensation Processing Manager	1171		GS