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Testimony of Rep. Deqa Dhalac presenting

LD 1265, An Act to Amend the Laws Governing Public Employee Market Pay Studies and Comprehensive Reviews of the Classification Plan for State Service Positions

Before the Joint Standing Committee on State and Local Government

Senator Baldacci, Representative Salisbury and esteemed members of the Joint Standing Committee on State and Local Government, I am Deqa Dhalac and I represent House District 120, which includes part of South Portland. I am here today to present **LD 1265, An Act to Amend the Laws Governing Public Employee Market Pay Studies and Comprehensive Reviews of the Classification Plan for State Service Positions**.

Every four years, there is a market pay study that compares the salaries of state employees with private and public employees in New England. There is also a comprehensive review of the classification of state employees every 10 years. These are to ensure that our state employees are being fairly compensated and their roles are properly classified.

This bill simply requires the Department of Administrative and Financial Services, Bureau of Human Resources hire experienced contractors to complete these studies and reviews. This ensures that the market pay studies and classification reviews are completed by experienced professionals that will provide high quality research.

By mandating a contractor with experience, we can ensure that the salaries and classifications of our state employees are done to the same high quality of work that our state employees provide to us on a daily basis.

Thank you for your consideration. I am happy to answer any questions.