



HOUSE OF REPRESENTATIVES

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Testimony of Rep. Dave Rollins introducing
**LD 1744, An Act to Modify Provisions of the State Civil Service
System Governing Employee Recruitment and Retention**
Before the Joint Standing Committee on State and Local Government

Senator Baldacci, Representative Salisbury and honorable members of the State and Local Government Committee, I am David Rollins and I represent House District 59, which is part of Augusta. The bill I present to you today is **LD 1744, An Act to Modify Provisions of the State Civil Service System Governing Employee Recruitment and Retention**.

This bill would modify the statutory process for recruitment and retention adjustments under Title 5, §7065. Under the current statute, either the Executive Branch or the relevant union can initiate the recruitment and retention adjustment process, which begins with the parties examining the data regarding vacancies, turnover and market pay before determining whether an adjustment is appropriate. If there is any disagreement between the parties, the union, the Bureau of Human Resources and the Department each get one vote, and the majority rules. This means that management gets two votes to the workers' one. LD 1744 would address this by having the issue go before a third-party neutral who can make an objective determination based on the data.

LD 1744 would also update statutory language to ensure that when a classification receives an adjustment, other classifications in the same job series or job family would be eligible as well. In the past, there have been adjustments to one classification that resulted in extreme salary compression with the next higher title. The language change proposed in this legislation would ensure that there is a statutory mechanism to address salary compression and maintain adequate raises along a career path.

Thank you for your consideration and I ask the committee to vote "ought to pass."