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*Testimony of Anya Trundy, Deputy Commissioner
Department of Administrative and Financial Services*

Testifying Neither For Nor Against

**LD 2086, An Act to Amend the Law Governing the Authority of the Governor to Set
Salary Rates for State Police Command Staff**

Presented by Rep. Stephan Bunker

To the Joint Standing Committee on Criminal Justice and Public Safety

Senator Beebe-Center, Representative Hasenfus, and members of the Joint Standing Committee on Criminal Justice and Public Safety, I am Anya Trundy, Deputy Commissioner for the Department of Administrative and Financial Services. I am providing testimony today neither for nor against LD 2086. It is DAFS's hope that a non-legislative solution can be achieved ahead of the Committee voting this bill.

Maine State Police Lieutenants are non-confidential employees, whose compensation is collectively bargained, and who are eligible for over-time pay. In contrast, Majors are confidential employees, whose compensation is not collectively bargained, and who are not eligible for over-time pay. The cumulative impact of the last two collective bargaining agreements and the increases received by the Lieutenants has resulted in salary compression for the Majors.

The Governor already has the authority via the Salary Plan to authorize adjustments to confidential positions to address salary compression following contract negotiations with the labor unions. The Bureau of Human Resources is aware of this compression issue, set aside sufficient funding to provide pay increases to confidential law enforcement managers during the recently completed negotiations with the Fraternal Order of Police, and anticipates finalizing a proposal that can be presented for Cmmr. Sauschuck on a timeline that would render this legislation unnecessary.

As drafted, LD 2086 would create a large inconsistency within the civil service laws. BHR is responsible for managing the State's Classification and Compensation Plans, on behalf of the Governor. Having the Major's salaries set solely by the GO would not be consistent with similar positions in Administrative Unit H and would circumvent BHR. If the MSP strongly wishes to pursue legislative change, DAFS would recommend instead amending 2 MRS §6, where the salaries of the Chief and Deputy Chief of the State Police are established, to include the State Police Majors. This would set their salaries in statute, placing them within a defined statutory range.

I am happy to answer questions and will be available at the work session.