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**Testimony of Lt. Col. Brian P. Scott
132nd Second Regular Session**

**IN SUPPORT OF LD 2086 – AN ACT TO AMEND THE LAW GOVERNING THE AUTHORITY
OF THE GOVERNOR TO SET SALARY RATES FOR THE STATE POLICE COMMAND STAFF**

Senator BeeBe-Center, Representative Hasenfus and distinguished members of the Joint Standing Committee on Criminal Justice and Public Safety, my name is Lt. Col. Brian P. Scott, and I am here today to testify on behalf of the Maine State Police and the Department of Public Safety in Support of LD 2086 – An Act to Amend the Law Governing the Authority of the Governor to Set Salary Rates for the State Police Command Staff.

As a result of a requirement from a Collective Bargaining Agreement (CBA) with the Maine State Troopers' Association, the State Police submitted management initiated reclasses, also known as Functional Job Analysis (FJA) requests, for all sworn ranks in the Maine State Police, from Trooper all the way to Major. The last time these positions were reviewed was in 2001 and surely after 23 years the work of a State Police Officer had changed significantly. These FJA reviews are conducted by the Office of Employee Relations and the scoring methods that they use determine the appropriate rate of pay for all state of Maine positions.

The Office of Employee relations conducted reviews of all the MSTA positions (Trooper through Sergeant) and our Lieutenants, who are covered by the Fraternal Order of Police (FOP). However, the Office of Employee Relations refused to complete the reviews of the Major rank. These reviews have led to higher points being assessed for the change in the

requirements for our officers in the area of their duties, responsibilities, knowledge, skills and abilities since the 2001 evaluations had taken place. This review resulted in the pay for the rank of Trooper through Lieutenant increasing to higher pay scales. However, since the Major rank was not included in this review process, a pay compression issue is now occurring where most Lieutenants would have to take a cut in pay to promote to a Major's role.

Despite the State Police's efforts to remedy this pay compression issue over the last 22 months, we have been entirely unsuccessful. We have been told that there is no mechanism in place to allow for their pay to be adjusted. For this reason, we are asking for your support by allowing this statutory change that would add the Major's rank to a current statute that already gives the authority to the Governor to determine the salary of the chief and deputy chief. This bill would simply allow the governor to determine the salary of the Major's, along with the Colonel and Lt. Colonel.

There will not be any additional fiscal note, as any pay raises for the bureau's three Majors would be self-funded through salary savings.

For these reasons I urge you to vote Ought to Pass on this Bill.

On behalf of the Department of Public Safety and the Maine State Police, I thank you for your time and would be happy to try and answer any questions that you might have.