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JOINT STANDING COMMITTEE ON STATE AND LOCAL GOVERNMENT

Testimony of Susan P. Herman, Chair,
State Civil Service Appeals Board

February 18, 2026

Testifying in Support Of

L.D. 2180, “An Act to Make Changes to the Laws Regarding the Department of Administrative and Financial Services, Bureau of Human Resources and the State Civil Service Appeals Board”

Senator Baldacci, Representative Salisbury, and Members of the State and Local Government Committee:

My name is Susan Herman. I am here today in my capacity as Chair of the State Civil Service Appeals Board (“CSAB”) in support of LD 2180. As you may recall, the CSAB was reconstituted in March of 2023, with the nomination and confirmation of 5 new members. Pursuant to 5 M.R.S. § 7081, the Governor designated me as Chair at that time.

My testimony today focuses on part B of LD 2180, which relates to the steps an employee must follow within their employing agency and the Bureau of Human Resources before taking an appeal to the CSAB. The CSAB generally hears appeals related to state employee positions which are excluded from collective bargaining. There are two types of appeals: 1) grievances and disputes between individual state employees and their respective state agencies; and 2) appeals by an employee or appointing authority from the determination of the State Human Resources Officer concerning the classification (or reclassification) or allocation (or reallocation) of positions in the classified service.

LD 2180, Part B relates to the first type of appeal, in which an employee asks the CSAB to review a decision relating to a dispute between the employee and the employee’s appointing authority. LD 2180 clarifies and simplifies the process an employee must complete before an appeal to the CSAB. Current law requires that an employee complete four steps: step 1, an oral grievance to the employee’s supervisor; step 2, a written grievance to the employee’s supervisor, 3) step 3, a written grievance to the Department or Agency head, and 4) step 4, for classified employees, an

appeal to the State Human Resources Officer. If an employee does not timely complete each of these four steps, the CSAB does not have jurisdiction to hear the appeal. LD 2180 reduces the number of steps required from four to two and makes the time frame for appealing the required steps uniform (at 21 days).

Based upon the experience the CSAB has had with hearing appeals during the past three years, this amendment, if enacted into law, will simplify and clarify the steps an employee must follow prior to an appeal to the CSAB, and reduce the potential for jurisdictional issues which arise if an employee appeals at the wrong step, and/or is untimely.

Thank you for this opportunity to offer testimony. I am happy to answer any questions the Committee might have.