

DEPARTMENT OF ADMINISTRATIVE & FINANCIAL SERVICES
Bureau of Human Resources
July 9, 2013

HUMAN RESOURCES MEMORANDUM 5-13

TO: All Agency Heads, Agency Human Resource Representatives

~~SUBJECT: Longevity Pay and Merit Increases for Fiscal Years 2014 and 2015~~

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BACKGROUND

Public Law 2011, Chapter 380, Part E froze longevity payments for any person not eligible for a longevity payment on June 30, 2011. Employees with a ***longevity date*** on or before June 30, 1996¹ received longevity at the rate in effect on June 30, 2011.

The same legislation also froze merit increases, regardless of funding source, scheduled to be awarded or paid between July 1, 2011 and June 30, 2013.

LONGEVITY PAY

Public Law 2013, Chapter 368, Part E-2 continues the Longevity Pay freeze that was in effect for Fiscal Years 2012 and 2013. That is, employees with a ***longevity date*** on or before June 30, 1996¹ will receive longevity pay at the rate in effect on June 30, 2013 (which is the rate that was in effect on June 30, 2011). Employees who were not eligible for longevity pay during the FY 2012/2013 freeze will not be eligible for longevity pay through June 30, 2015.

MERIT INCREASES

The freeze on merit increases expired on June 30, 2013. Effective July 1, 2013, all classified employees not covered by collective bargaining, and all employees covered by a current collective bargaining agreement (i.e., at the date of this writing, those employees in positions covered by the MSTA, MSLEA, AFSCME, and Maine Military Authority agreements) will be eligible to receive a merit increase on their Salary Review Date¹. A tentative agreement with MSEA is pending ratification, so merits for those employees represented by MSEA cannot be processed at this time. We have advised HR Directors to hold on to any merit processing for MSEA employees until further notice.

NOTE: Public Law 2013, Chapter 368, Part E-1 does freeze merit increases again from July 1, 2014 through June 30, 2015. *(Further information regarding this freeze will be provided prior to the effective date of the freeze.)*

S/ Joyce A. Oreskovich

Joyce A. Oreskovich, Director
Bureau of Human Resources

¹It is important to distinguish between the actual ***Longevity Date / Salary Review Date*** and the ***effective date*** of longevity or a merit increase. Because effective dates differ between different administrative units, the only fair and consistent way to administer this process is to use the ***actual Longevity Date / Salary Review Date***.