



**From:** Scott, Brian P <Brian.P.Scott@Maine.Gov>  
**Sent on:** Thursday, June 27, 2024 7:45:44 PM  
**To:** Love, Jeffrey S <Jeffrey.S.Love@maine.gov>  
**Subject:** FW: FJA Capt.  
**Attachments:** FJA-1 (05\_17).doc (97 KB)

Brian

Lt. Col. Brian P. Scott  
Maine State Police  
45 Commerce Drive  
Augusta, Maine 04333  
Office 207-624-7076

**\*Integrity\* \*Fairness\* \*Compassion\* \*Excellence\***

**From:** Peebles, Clint <Clint.Peebles@maine.gov>  
**Sent:** Tuesday, June 25, 2024 9:55 PM  
**To:** Scott, Brian P <Brian.P.Scott@Maine.Gov>  
**Cc:** Perry, Dottie <Dottie.Perry@maine.gov>  
**Subject:** FJA Capt.

Sir,

Sorry about today, it was a crazy day, I had a partial working draft that I wanted to put in front of you for you to check out and review. Since I wasn't able to do that with all the things going on, I thought the next best thing would be to send you a completed version of the Captain FJA in a Draft. This is just going over it and spicing some of the things up that we had talked about, some of the things I noticed, and some of the things that I know they will look at and take into consideration. I would also normally put a cash value in the amount of money, I understand that is something that you (as an agency) do not normally do. I am more than happy to have a conversation about that and can leave it off or have it on either way. I think the more important part is having what we want for the grade. If I did my calculations right (averaging out all of the pays in the grade) and adding in the percentage increase you gave me, the first pay grade that reaches that threshold is Grade 31, with an average across the grade of 41.14, which is \$0.59 above the percentage increase. Please let me know your thoughts.

Clint Peebles  
Director Human Resources  
Security & Employment Service Center  
Phone: (207) 458-5500 | TTY: 711 Maine Relay | FAX 207-287-2018  
45 Commerce Dr. | Augusta, Maine 04333-0004

Navigate challenging work and life situations with [Living Resources](#).  
**Connect with HR:**

