

Public Law 2023 Chapter 412, Part UUU

PART UUU

Sec. UUU-1. 5 MRSA §7061, sub-§4, as enacted by PL 1987, c. 541, is amended to read:

4. Implementation. The procedure established pursuant to this section ~~shall~~ must be implemented by the bureau in conjunction with state agencies. State agencies shall provide sufficient employees and resources to efficiently and effectively implement this section.

A. The procedure ~~shall~~ must provide for periodic updating of job descriptions and the compensation plan under section 7065 at least every 5 years to accurately reflect current duties and responsibilities of each job classification.

B. The procedure must provide for a market pay study every 4 years that compares the salaries of state employees with employees performing comparable work for a sampling of private and public employees in this State, other New England states and other states as appropriate. The bureau shall submit a report on the market pay study to the joint standing committee of the Legislature having jurisdiction over appropriations and financial affairs, the joint standing committee of the Legislature having jurisdiction over state and local government matters and the bargaining agents that represent a bargaining unit of state employees no later than September 30, 2024 and every 4 years thereafter.

C. Beginning in 2024, the procedure must provide for a comprehensive review of the classification plan every 10 years to make modifications and improvements as determined necessary.

Sec. UUU-2. Commissioner of Administrative and Financial Services to complete review. The Commissioner of Administrative and Financial Services shall complete the comprehensive review of the classification and compensation system for employees of the executive branch of the State that was undertaken pursuant to a memorandum of agreement executed with the Maine Service Employees Association, SEIU Local 1989 on June 25, 2019, including a recalculation of the market salary report using current salary data.

Sec. UUU-3. Report to Legislature and bargaining agents. No later than January 31, 2024, the Commissioner of Administrative and Financial Services shall submit a report based upon recommendations in the comprehensive review of the classification and compensation system for employees of the executive branch of the State undertaken pursuant to a memorandum of agreement executed with the Maine Service Employees Association, SEIU Local 1989 on June 25, 2019 to the Joint Standing Committee on Appropriations and Financial Affairs, the Joint Standing Committee on State and Local Government and the bargaining agents that represent a bargaining unit of state employees.

Sec. UUU-4. Negotiations. No later than January 31, 2024, the Commissioner of Administrative and Financial Services, or the commissioner's designee, shall begin negotiating in good faith with the bargaining agents that represent a bargaining unit of state employees on the implementation of the recommendations to close the pay gaps between employees of this State and public and private employees performing comparable work in this State, other New England states and other states as appropriate.

Sec. UUU-5. Authorization for reimbursement of costs associated with comprehensive review of classification and compensation system and market pay study. The Department of Administrative and Financial Services may be reimbursed up to \$1,200,000 from the Salary Plan program, General Fund account in the Department of Administrative and Financial Services for additional resources necessary to finalize the efforts of the ongoing comprehensive review of the classification and compensation system for employees of the executive branch of the State under section 2 and to conduct a market pay study under the Maine Revised Statutes, Title 5, section 7061, subsection 4, paragraph B by September 30, 2024.