

§7061. Classification plan

The officer, in accordance with policies and procedures established by the officer and in accordance with this section, shall record the duties and responsibilities of all positions in state service and establish classes for these positions. The titles of the positions and classes must be used in all personnel, accounting, budget, appropriation and financial records of all state departments, commissions and institutions. [RR 2023, c. 1, §25 (COR); RR 2023, c. 1, §50 (AFF).]

1. Involvement of commissioners and directors. In recording the duties and responsibilities of each position, the commissioners and directors of the departments and agencies of State Government shall be involved to the greatest extent possible.

[PL 1987, c. 541 (RPR).]

2. Development of job classifications. Job classifications created pursuant to this section shall be developed to meet the needs of each department in the most efficient and pertinent manner.

[PL 1987, c. 541 (RPR).]

2-A. Mental health professionals. Job classifications adopted by the officer under subsection 2 must allow a person licensed as a marriage and family therapist under Title 32, chapter 119 to qualify for mental health therapist positions within the civil service system.

[RR 2023, c. 1, §26 (COR); RR 2023, c. 1, §50 (AFF).]

3. Collective bargaining.

[PL 1987, c. 724, §1 (REEN); MRSA T. 5 §7061, sub-§7 (RP).]

4. Implementation. The procedure established pursuant to this section 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 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. [PL 2023, c. 412, Pt. UUU, §1 (AMD).]

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. [PL 2023, c. 412, Pt. UUU, §1 (NEW).]

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. [PL 2023, c. 412, Pt. UUU, §1 (NEW).]

[PL 2023, c. 412, Pt. UUU, §1 (AMD).]

5. Reclassification requests. The bureau shall act as expeditiously as possible on job reclassification requests which occur while this section is in effect. Nothing in this section may be construed to authorize the bureau to defer from acting expeditiously on job reclassification requests while the issue of job classifications is being addressed pursuant to this section.

[PL 1987, c. 541 (NEW).]

6. Report. The officer shall submit a progress report on or before February 15, 1988, to the joint standing committee of the Legislature having jurisdiction over state and local government.

[RR 2023, c. 1, §27 (COR); RR 2023, c. 1, §50 (AFF).]

7. Sunset. Subsection 3 is repealed March 15, 1990.
[PL 1987, c. 724, §2 (AMD).]

SECTION HISTORY

PL 1985, c. 785, §B38 (NEW). PL 1987, c. 541 (RPR). PL 1987, c. 724, §§1,2 (AMD). PL 1999, c. 668, §17 (AMD). PL 2011, c. 6, §1 (AMD). PL 2023, c. 412, Pt. UUU, §1 (AMD). RR 2023, c. 1, §§25-27 (COR). RR 2023, c. 1, §50 (AFF).

The State of Maine claims a copyright in its codified statutes. If you intend to republish this material, we require that you include the following disclaimer in your publication:

All copyrights and other rights to statutory text are reserved by the State of Maine. The text included in this publication reflects changes made through the Second Regular Session of the 131st Legislature and is current through October 15, 2024. The text is subject to change without notice. It is a version that has not been officially certified by the Secretary of State. Refer to the Maine Revised Statutes Annotated and supplements for certified text.

The Office of the Revisor of Statutes also requests that you send us one copy of any statutory publication you may produce. Our goal is not to restrict publishing activity, but to keep track of who is publishing what, to identify any needless duplication and to preserve the State's copyright rights.

PLEASE NOTE: The Revisor's Office cannot perform research for or provide legal advice or interpretation of Maine law to the public. If you need legal assistance, please contact a qualified attorney.