

## History of Wage Increases for Maine State Government Employees

Source: MSEA Administrative Services contracts

### Contracts under Governor John Baldacci

- 2003-2005: No compensation increases
- 2005-2007: 3 percent increase on 7/1/2005  
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- 2007-2009: \$700 one-time payment on 7/11/2007  
2 percent increase on 7/1/2008  
4 percent on average increase via salary schedule adjustment 1/1/2009
- 2009-2011: No compensation increases

### Contracts under Governor Paul LePage

- 2011-2013: No contract
- 2013-2015: 1 percent increase on 9/1/2013  
1 percent increase on 7/1/2014
- 2015-2017: 1 percent increase on 10/1/2015  
1 percent increase on 7/1/2016
- 2017-2019: 3 percent increase on 1/1/2018  
3 percent increase on 1/1/2019

### Contracts under Governor Janet Mills

- 2019-2021: 3 percent increase on 9/1/2019  
4 percent on average increase via salary schedule adjustment 12/31/2020
- 2021-2023: 2 percent increase on 12/1/2021  
\$2000 lump sum payment on 12/1/2021  
\$15 minimum wage implemented on 12/15/2021  
4 percent increase on 7/1/2022  
6 percent on 10/1/2023 for AFSCME/MSLEA
- 2023-2025: 6 percent increase on 1/1/2024 for MSEA, MSTA, and FOP plus \$800 lump sum payment in February, 2024  
3 percent increase on 7/1/2024  
4 percent after 7/1/2024 - Step 8 employees will move to new Step 9 effective on next anniversary date (will impact 50% of employees)