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By Mrs. Cohen, a petition of Beryl W. Cohen for legislation relative to the promotion of the career aspect of state service and the recognition of long and faithful service rendered by state employees. Public Service.

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## The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Sixty-Seven.

AN ACT RELATIVE TO THE PROMOTION OF THE CAREER ASPECT OF STATE SERVICE AND THE RECOGNITION OF LONG AND FAITHFUL SERVICE RENDERED BY STATE EMPLOYEES.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. Section 46 of Chapter 30 of the General Laws  
2 is hereby amended by inserting after paragraph (11) the fol-  
3 lowing new paragraphs:

4 (12). Increases in salary beyond the salary range estab-  
5 lished in Sections 46 and 46B for a job group shall be granted  
6 as hereinafter provided. Such increases shall be called lon-  
7 gevity increases and shall be considered as a reward for length  
8 of service alone. Eligibility for these increases shall be based  
9 on years of permanent service in the employ of the Common-  
10 wealth only and not service in a particular position.

11 a. First longevity increase — the first longevity increase  
12 shall be an amount equal to five (5) percent of the employee's  
13 step in range which shall be added to this step in range as  
14 of the date of eligibility. In order to be eligible for the first  
15 longevity increase, the employee must have worked for the  
16 Commonwealth for a total of at least fifteen (15) years.

17 b. Second longevity increase — the second longevity in-  
18 crease shall be an amount equal to ten (10) percent of the  
19 employee's step in range which shall be added to this step  
20 in range as of the date of eligibility. In order to be eligible  
21 for the second longevity increase, the employee must have  
22 worked for the Commonwealth for a total of at least twenty  
23 (20) years.

24 c. Third longevity increase — the third longevity increase  
25 shall be an amount equal to fifteen (15) percent of the em-  
26 ployee's step in range which shall be added to this step in  
27 range as of the date of eligibility. In order to be eligible for  
28 the third longevity increase, the employee must have worked  
29 for the Commonwealth for a total of at least twenty-five (25)  
30 years.

31 (13). Longevity increases shall be initiated in the same  
32 manner as a separate increase as provided in paragraph (4)  
33 of this section.

34 (14). Whenever an employee is receiving a longevity in-  
35 crease or increases and thereafter is promoted, demoted, re-  
36 classified or otherwise lawfully established in a different class  
37 of positions, this change shall in no way affect the longevity  
38 increase which said employee is currently receiving.

1 SECTION 2. This act as it relates to the first longevity in-  
2 crease shall take effect July 1, 1967. The second longevity  
3 increase shall take effect July 1, 1968 and the third, July 1,  
4 1969.