

HOUSE No. 885

Bill accompanying the petition of Edward P. Barry and another for the standardization of grades and compensation in the civil engineering service of the Commonwealth. Public Service. January 16.

The Commonwealth of Massachusetts.

In the Year One Thousand Nine Hundred and Fourteen.

AN ACT

To provide a Standardization of Grades and Compensation in the Civil Engineering Services of this Commonwealth.

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. For every rank, grade or subdivision
2 thereof specified in the schedule in section twelve of
3 this act, there shall be a civil service examination. All
4 appointments shall be made from the civil service eligible
5 lists except as hereinafter provided in sections seven,
6 nine, eleven, fifteen and sixteen of this act.

1 SECTION 2. Examinations for all positions in class
2 twenty-seven of the civil service classification as desig-
3 nated in the schedule set forth in section twelve of this
4 act shall be held at least once a year. The require-
5 ments necessary to qualify for such examinations shall
6 be as prescribed by the civil service commission.

1 SECTION 3. There shall be two eligible lists, one for
2 the use of the departments to be known as the "promo-
3 tion list", and the other an open competitive eligible
4 list for original appointment. Applicants for examina-
5 tion to qualify for the same position, either for original
6 appointment or for promotion, shall take the same ex-
7 amination for such position.

1 SECTION 4. Advancement in salary within a rank,
2 grade or subdivision thereof shall be made from group
3 to group in accordance with the schedule in section
4 twelve, such advancement shall take place automatically
5 at the expiration of the service periods specified in said
6 section, unless the head of the department shall disap-
7 prove in writing of such advancement to the civil service
8 commission, for reasons of inefficiency or unfaithfulness
9 on the part of the employees.

1 SECTION 5. All vacancies shall be filled by promotion
2 from the next lower rank, grade or subdivision thereof
3 so far as possible; the head of the department to choose
4 the man to be advanced, giving weight to efficiency and
5 character as well as length of service.

1 SECTION 6. Original appointment to any position
2 below that of assistant engineer (grade C) and chief
3 draftsman (grade D) (*e*) specified in the schedule in
4 section twelve shall be made at the minimum compen-
5 sation for such rank, grade or subdivision thereof in
6 which the position exists.

1 SECTION 7. All persons who upon the passage of this
2 act are and have been employed in the public service for
3 a period of ten or more years and who are upon the

4 passage of this act rated in grade A, subdivision (b) of
5 the civil service classification, rule seven, section one,
6 class twenty-seven, as amended by the amendment to
7 the civil service rules which went into effect on the first
8 day of March, nineteen hundred and twelve, shall be
9 eligible for promotion into grade A, subdivision (b) of
10 the schedule set forth in section twelve without further
11 examination.

1 SECTION 8. Any person who performs the duties of a
2 particular rank, grade or subdivision thereof, and who
3 has qualified by examination for the same, but who re-
4 ceives a lower salary than that specified in the schedule
5 in section twelve for such rank, grade or subdivision
6 thereof, shall receive at least the minimum salary speci-
7 fied in said schedule for such position, and be ranked
8 accordingly.

1 SECTION 9. All persons employed who prior to the
2 passage of this act have qualified by examination for
3 promotion to a higher position than that in which they
4 are at present employed, shall be eligible for such pro-
5 motion without further examination, and their names
6 shall be placed on the department promotion lists.

1 SECTION 10. The civil service commission shall be the
2 arbiters in all questions of dispute arising at any time
3 between employees and their employing officers in respect
4 to the rules or sections herein contained; and the con-
5 tending parties in such cases may be represented by
6 counsel; but in any case the decisions of the commis-
7 sion shall be binding upon the contending parties.

1 SECTION 11. An employee suspended because of lack
2 of work, or of funds to carry on the work at which he

3 is employed shall be eligible for reinstatement within
 4 two years from the date of such suspension, and shall be
 5 placed on a list to be known as the "preference rein-
 6 statement list", and shall have preference over those on
 7 the other eligible lists for original appointment to such
 8 rank, grade or subdivision thereof in which he was em-
 9 ployed at the time of such temporary suspension, and
 10 he shall be credited with the cumulative length of actual
 11 service rendered in such position, as specified in the
 12 schedule in section twelve. Reinstatement shall, so far
 13 as possible, be made according to seniority of service.

1 SECTION 12. The following schedule of standardiza-
 2 tion shall be established: —

RANK.	Group.	Salary.	Service Periods.
<i>Grade A.</i>			
(a) Rodman,	1	\$600 00	First year.
	2	750 00	Second year.
	3	900 00	Third and subsequent years.
<i>Grade B.</i>			
(b) Instrumentman,	1	\$1,100 00	First year.
	2	1,200.00	Second year.
	3	1,300 00	Third year.
	4	1,400 00	Fourth year.
	5	1,500 00	Fifth and subsequent years.
<i>Grade B.</i>			
Junior Assistant Engineer,	1	\$1,600 00	First year.
	2	1,700 00	Second year.
	3	1,800 00	Third year.
	4	1,900 00	Fourth and subsequent years.
<i>Grade C.</i>			
Assistant Engineer,	-	\$2,100 00	Minimum salary.
<i>Grade D.</i>			
(a) Junior Draftsman,	1	\$600 00	First year.
	2	750 00	Second year.
	3	900 00	Third and subsequent years.
<i>Grade D.</i>			
(b) Senior Draftsman,	1	\$1,100 00	First year.
	2	1,300 00	Second year.
	3	1,400 00	Third year.
	4	1,500 00	Fourth year.
	5	1,600 00	Fifth year.
	6	1,00 00	Sixth year.
	7	1,800 00	Seventh and subsequent years.
<i>Grade D.</i>			
(c) Chief Draftsman,	-	\$2,100 00	Minimum salary.

1 SECTION 13. All civil service laws, rules, regulations,
 2 or portions thereof which are inconsistent with the sec-
 3 tions herein specified, shall upon the passage of this act
 4 become null and void.

1 SECTION 14. The civil service commission is hereby
2 authorized and directed to enforce the provisions of
3 this act.

1 SECTION 15. Upon receipt of a requisition for certifi-
2 cation to a position in the civil engineering service for
3 which there is no eligible list, the civil service commis-
4 sion may grant authority to the appointing officer mak-
5 ing such requisition to make temporary appointment to
6 fill said position, such appointment to remain in force
7 only until a regular appointment can be made: *provided*,
8 *however*, that the applicant shall file with the commission
9 upon blanks furnished by the commission a statement of
10 his education and experience which shall show that he
11 possesses the requirements necessary to qualify him to
12 take the open competitive examination for said position;
13 and in any case no person employed temporarily in the
14 civil engineering service shall receive permanent appoint-
15 ment except as prescribed for original appointment.

1 SECTION 16. Transfers shall be made according to the
2 rules as prescribed by the civil service commission from
3 time to time.

1 SECTION 17. Every employee of the commonwealth
2 under class twenty-seven of the civil service classifica-
3 tion receiving less than the minimum salary prescribed
4 in the schedule in section twelve of this act for the
5 rank, grade or subdivision thereof in which he is em-
6 ployed on the date of the passage of this act, shall re-
7 ceive advancement in salary to said minimum; and every
8 employee as aforesaid who receives a salary equal or
9 greater than the minimum prescribed in the schedule in
10 section twelve of this act, shall receive advancement to

11 the salary of the group of the rank, grade or subdivision
12 thereof next higher than the salary he receives on the
13 date this act goes into effect.

1 SECTION 18. Sections one, two, three, five, seven,
2 nine, thirteen, fourteen, fifteen, sixteen, eighteen, nine-
3 teen, twenty of this act shall take effect upon its passage,
4 and sections four, six, eight, ten, eleven, twelve and
5 seventeen of this act shall take effect on the first day
6 of the next financial year of the commonwealth next
7 following its passage.

1 SECTION 19. Violation of this act shall be punishable
2 by a fine of not more than one hundred dollars, and not
3 less than twenty-five dollars.

1 SECTION 20. Wherever the following word or words
2 occur in this act they shall be taken to mean as defined
3 below.

4 *Grade.* — A particular designation of rank for purposes
5 of classification.

6 *Rank.* — A term indicating the relative importance of
7 various positions, and in a general way descriptive of the
8 duties of the same, for example, rodman, instrument-
9 man, junior assistant engineer, draftsman, etc.

10 *Subdivision.* — A distinction of rank within a grade.

11 *Group.* — A distinction governed only by annual rate
12 of salary; but for each group one salary, fixed and uni-
13 form for all departments, commissions, boards, etc.

14 *Position.* — A term referring to a rank, grade or sub-
15 division thereof, and does not refer to group.

16 *Vacancy.* — Any position to be filled.

17 *Commission.* — Massachusetts civil service commission.

18 *Eligible List.* — A civil service list composed of per-
19 sons who have qualified by examination for positions in
20 the civil engineering service.