

# HOUSE . . . . . No. 6300

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## *The Commonwealth of Massachusetts*

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HOUSE OF REPRESENTATIVES, June 10, 1975.

The committee on Public Service, to whom were referred the petition (accompanied by bill, House, No. 2591) of the Massachusetts Taxpayers Foundation, Barney Frank and Angelo M. Scaccia that the cost of living increases for state employees be limited to those state employees receiving thirteen thousand dollars a year or less, and the annual report of the Director of Personnel and Standardization (under Section 46 of Chapter 30 of the General Laws) relative to the percentum difference between the average cost-of-living for the year 1974 and the average cost-of-living for the year 1973 [including a draft of legislation providing cost-of-living salary adjustments for certain employees of the Commonwealth (House, No. 5441), report recommending that the accompanying bill (House, No. 6300) ought to pass [Senators Hall and Fitzpatrick, and Representatives Creighton of Uxbridge, Lynch of Westfield, Counihan of Concord, Lopes of New Bedford, Dickson of Weston, Card of Holbrook, Saltmarsh of Winchester and McDowell of Dennis, dissenting].

For the committee,

RICHARD E. LANDRY

THE CONSTITUTION OF THE UNITED STATES

ARTICLE I

The legislative Power shall be vested in a Congress of the United States, which shall consist of a Senate and House of Representatives.

Section 1. All legislative Powers herein granted shall be vested in a Congress of the United States, which shall consist of a Senate and House of Representatives.

Section 2. The House of Representatives shall be composed of Members chosen every second Year by the People of the several States, and the Electors in each State shall have the Qualifications requisite for Electors of the most numerous Branch of the State Legislature.

Section 3. The Senate of the United States shall be composed of two Senators from each State, chosen by the Legislature thereof, for a Term of six Years; and each Senator shall have the Qualifications requisite for Senators of the most numerous Branch of the State Legislature.

Section 4. The Times, Places and Manner of holding the Elections of Senators and Representatives, shall be prescribed in each State by the Legislature thereof; but the Congress may at any time by Law alter or add to the Rules and Regulations therefor.

Section 5. The Congress shall assemble at least once in every Year, and such Meeting shall begin on the first Monday in December, but they may by Law alter the Day of the Commencement of these regular Sessions, provided that such Alteration be made before the beginning of the Session to which it shall apply.

Section 6. The Congress shall assemble at least once in every Year, and such Meeting shall begin on the first Monday in December, but they may by Law alter the Day of the Commencement of these regular Sessions, provided that such Alteration be made before the beginning of the Session to which it shall apply.

Section 7. The Congress shall assemble at least once in every Year, and such Meeting shall begin on the first Monday in December, but they may by Law alter the Day of the Commencement of these regular Sessions, provided that such Alteration be made before the beginning of the Session to which it shall apply.

for the Congress

THE HOUSE OF REPRESENTATIVES

A MAJORITY REPORT OF THE JOINT LEGISLATIVE  
COMMITTEE ON PUBLIC SERVICE CONCERNING  
THE INTENT OF THE ATTACHED LEGISLATION

During the course of its hearings and debate on the attached legislation, the Joint Legislative Committee on Public Service found that the problems of the public employment system of the commonwealth go far beyond the immediate need for a cost of living salary adjustment. Problems involving both the low morale of employees and the failure of the commonwealth to administer a public employment system which is responsive to the needs of its employees and the public have resulted in an inadequate quality of service to the public. The promise of decades of progressive legislation has been frustrated by inferior execution.

The low morale of employees of the commonwealth is the product of a system which compensates its employees poorly and which provides few incentives to improve job performance and productivity. More than one-half of the employees of the commonwealth are compensated at annual salaries ranging from \$5500 to \$8000.

The absence of employee performance evaluation contributes to the absurdity of annually advancing employees one marginal step on the salary schedule for seven years. The personal system does not provide a mechanism for measuring and monitoring the performance of employees and for upgrading performance through motivation, counselling or retraining.

A glaring example of the inability of the commonwealth to redirect its work force to follow changes in the method of delivery of services has occurred in the department of mental health, where approximately 17,000 employees serve 12,000 patients. A few years ago, these figures were reversed. Large numbers of employees are serving in positions, whose functions have ceased due to deinstitutionalization, yet the department continues to hire new employees without retraining existing employees. The low morale of employees frequently manifests itself in an insensitivity to the public and a lack of attention to safety hazards. The testimony of several employees substantiated a recent report of the division of industrial safety which

listed countless violations of safety regulations in buildings and institutions of the commonwealth. Although private employers with similar violations would have been disciplined by the commonwealth under the federal occupational Safety and Health Law, the commonwealth is exempt from the very statute which it has the responsibility to enforce.

The recent enactment of the public employee collective bargaining law will provide a great opportunity for the commonwealth to address the issue of improving the quality of service of employees to the public in a manner which will preserve the dignity and morale of employees. The Committee on Public Service recognizes that future cost of living salary increases will be proper subjects of collective bargaining and provides in section 1 of the attached legislation for a repeal of the requirement that annual cost of living salary adjustments be recommended by the personnel administrator to the Legislature.

We have reached a point in the evolution of state government at which a complete reexamination of the commonwealth personnel system is necessary. The attached legislation addresses only the issue of compensation and is intended to provide some immediate assistance to employees who are paid inadequately.

#### SENATORS

Chester G. Atkins  
Robert E. McCarthy  
Allan R. McKinnon  
Bill Owens

#### REPRESENTATIVES

Richard E. Landry  
Dennis J. Duffin  
James R. Nolen  
Robert L. Fortes  
Mark E. Lawton  
William C. Mullin  
Bruce E. Wetherbee

## The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Seventy-Five.

### AN ACT RELATIVE TO COST OF LIVING SALARY ADJUSTMENTS FOR CERTAIN

*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 as most recently amended by section 43 of chapter 835 of the acts  
 3 of 1974, is hereby further amended by striking out paragraph (1)  
 4 in its entirety and inserting in place thereof the following: —  
 5 (1) The following shall be the salary schedule for the pay plan  
 6 of the Commonwealth:

GENERAL SALARY SCHEDULE  
 EFFECTIVE JULY 1, 1975  
 (Weekly Rates on total cash basis)

JOB GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7 MAXIMUM
I	\$114.55	\$118.25	\$121.90	\$125.60	\$129.30	\$133.00	\$136.65
II	117.85	121.55	125.25	128.90	132.60	136.30	140.00
III	121.65	125.80	130.00	134.15	138.35	142.50	146.65
IV	126.50	130.70	134.85	139.00	143.20	147.35	151.55
V	130.30	134.85	139.40	143.95	148.50	153.05	157.05
VI	136.90	141.45	146.00	150.50	155.05	159.60	164.15
VII	142.60	147.55	152.55	157.50	162.50	167.45	172.45
VIII	148.00	153.40	158.80	164.20	169.60	175.00	180.40
IX	156.60	162.40	168.15	173.95	179.70	185.45	191.10
X	165.30	171.45	177.60	183.75	189.85	195.60	201.35
XI	173.95	180.60	187.30	193.65	199.90	206.15	212.40
XII	184.35	191.20	197.75	204.30	210.85	217.40	223.95
XIII	197.25	204.15	211.05	217.95	224.85	231.75	238.65
XIV	208.90	217.00	225.10	233.20	241.30	249.40	257.50
XV	221.60	230.45	229.30	248.15	257.00	265.85	274.70
XVI	234.70	244.60	254.50	264.40	274.30	284.20	294.10
XVII	250.15	260.50	270.85	281.20	291.55	301.90	312.25
XVIII	263.15	274.35	285.75	296.75	307.95	319.15	330.35
XIX	277.85	289.90	301.95	314.00	326.05	338.10	350.15
XX	293.90	306.35	318.80	331.25	343.70	356.15	368.60
XXI	308.55	321.95	335.35	348.75	362.15	375.55	388.95
XXII	324.95	339.25	353.55	367.85	382.15	396.45	410.75

XXIII	342.65	357.35	372.05	386.75	401.45	416.15	430.85
XXIV	359.10	374.60	390.10	405.60	421.10	436.60	452.10
XXV	375.55	391.95	408.35	424.75	441.15	457.55	473.95
XXVI	390.20	407.40	424.60	441.80	459.00	476.20	493.40
XXVII	407.90	425.65	443.40	461.15	478.90	496.65	514.40
XXVIII	424.40	443.00	461.60	480.20	498.80	517.40	536.00
XXIX	442.45	461.90	481.35	500.80	520.25	539.70	559.15
XXX	462.30	482.60	502.90	523.20	543.50	563.80	584.10
XXXI	480.45	501.65	522.85	544.05	565.25	586.45	607.65
XXXII	500.35	522.40	544.45	566.50	588.55	610.60	632.65
XXXIII	520.20	543.10	566.00	588.90	611.80	634.70	657.60

1 SECTION 2. Said paragraph (1) of section 46 of chapter 30  
 2 of the General Laws is hereby further amended by striking out the  
 3 salary schedule, as appearing in section 1 of this act, and inserting  
 4 in place thereof the following: —

GENERAL SALARY SCHEDULE  
 EFFECTIVE DECEMBER 1, 1975  
 (Weekly Rates on total cash basis)

JOB GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7 MAXIMUM
I	\$118.95	\$122.75	\$126.60	\$130.45	\$134.25	\$138.10	\$141.90
II	122.40	126.20	130.05	133.85	137.70	141.55	145.35
III	126.35	130.65	135.00	139.30	143.65	147.95	152.30
IV	131.35	135.70	140.05	144.35	148.70	153.00	157.35
V	135.30	140.05	144.75	149.45	154.20	158.90	163.60
VI	142.15	146.85	151.55	156.30	161.00	165.70	170.45
VII	148.05	153.25	158.40	163.55	168.75	173.90	179.05
VIII	153.70	159.30	164.90	170.50	176.10	181.70	187.30
IX	162.60	168.60	174.60	180.60	186.60	192.60	198.35
X	171.65	178.05	184.45	190.80	197.10	202.85	208.60
XI	180.65	187.55	194.50	200.90	207.15	213.40	219.65
XII	191.40	198.45	205.00	211.55	218.10	224.65	231.20
XIII	204.50	211.40	218.30	225.20	232.10	239.00	245.90
XIV	216.15	224.25	232.35	240.45	248.55	256.65	264.75
XV	228.85	237.70	246.55	255.40	264.25	273.10	281.95
XVI	241.95	251.85	261.75	271.65	281.55	291.45	301.35
XVII	257.40	267.75	278.10	288.45	298.80	309.15	319.50
XVIII	270.40	281.60	292.80	304.00	315.20	326.40	337.60
XIX	285.10	297.15	309.20	321.25	333.30	345.35	357.40
XX	301.15	313.60	326.05	338.50	350.95	363.40	375.85
XXI	315.80	329.20	342.60	356.00	369.40	382.80	396.20
XXII	332.20	346.50	360.80	375.10	389.40	403.70	418.00
XXIII	349.90	364.60	379.30	394.00	408.70	423.40	438.10
XXIV	366.35	381.85	397.35	412.85	428.35	443.85	459.35
XXV	382.80	399.20	415.60	432.00	448.40	464.80	481.20
XXVI	397.45	414.65	431.85	449.05	466.25	483.45	500.65
XXVII	415.15	432.90	450.65	468.40	486.15	503.90	521.65

XXVIII	431.65	450.25	468.85	487.45	506.05	524.65	543.25
XXIX	449.70	469.15	488.60	508.05	527.50	546.95	566.40
XXX	469.55	489.85	510.15	530.45	550.75	571.05	591.35
XXXI	487.70	508.90	530.10	551.30	572.50	593.70	614.90
XXXII	507.60	529.65	551.70	573.75	595.80	617.85	639.90
XXXIII	527.45	550.35	573.75	596.15	619.05	641.95	664.85

1 SECTION 3. The salaries of all employees in the service of  
 2 the commonwealth and paid from the treasury thereof, including  
 3 wages paid to blind workers by the Massachusetts commission  
 4 for the blind as provided in section one hundred and forty-three  
 5 of chapter six of the General Laws, but excluding salaries fixed by  
 6 statute, and excluding salaries payable to employees holding  
 7 offices or positions which are allocated to the salary schedule  
 8 appearing in paragraph (1) of section forty-six of chapter thirty of  
 9 the General Laws, and excluding compensation payable to  
 10 persons whose services are coded in acceptance with the  
 11 expenditure code manual under the subsidiary title "03 Services -  
 12 Non-Employees", shall be increased over the rates payable as of  
 13 December twenty-eighth, nineteen hundred and seventy-four, by  
 14 an amount equal to six and nine-tenths percent thereof;  
 15 provided, however, that in any case where said weekly rate  
 16 payable as of December twenty-eighth, nineteen hundred and  
 17 seventy-four exceeds one hundred and seventy six dollars and  
 18 ninety-five cents, such weekly rate shall be increased by twelve  
 19 dollars and twenty cents.

1 SECTION 4. The salaries of all employees in the service of  
 2 the commonwealth and paid from the treasury thereof, including  
 3 wages paid to blind workers by the Massachusetts commission  
 4 for the blind as provided in section one hundred and forty-three  
 5 of chapter six of the General Laws, but excluding salaries fixed by  
 6 statute, and excluding salaries payable to employees holding  
 7 offices or positions which are allocated to the salary schedule  
 8 appearing in paragraph (1) of section forty-six of chapter thirty of  
 9 the General Laws, and excluding compensation payable to  
 10 persons whose services are coded in accordance with the  
 11 expenditure code manual under the subsidiary title "03 Services  
 12 — Non-Employees", shall be increased over the rates payable as

13 of December twenty-eighth, nineteen hundred and seventy-four,  
14 by an amount equal to eleven percent thereof; provided however,  
15 that in any case where said weekly rate payable as of December  
16 twenty-eighth, nineteen hundred and seventy-four exceeds one  
17 hundred and seventy-six dollars and ninety-five cents, such  
18 weekly rate shall be increased by nineteen dollars and forty-five  
19 cents.

1 SECTION 5. The provisions of sections 1 and 3 of this act  
2 shall take effect on July first, nineteen hundred and seventy-five  
3 and shall expire on November thirtieth, nineteen hundred and  
4 seventy-five.

1 SECTION 6. The provisions of sections 2 and 4 of this act  
2 shall take effect on December first, nineteen hundred and  
3 seventy-five.