

By Mr. Harmon, a petition of Samuel Harmon and George V. Kenneally, Jr., 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.

The Commonwealth of Massachusetts

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

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 is
2 hereby amended by adding the following paragraphs: —

3 (12). Increases in salary beyond the salary range estab-
4 lished in section forty-six for a job group shall be granted as
5 hereinafter provided. Such increases shall be called longevity
6 increases and shall be considered as a reward for length of
7 service alone. Eligibility for these increases shall be based
8 on years of permanent service in the employ of the common-
9 wealth only and not service in a particular position.

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

16 (b) *Second longevity increase* — the second longevity in-
17 crease shall be an amount equal to ten percent of the em-
18 ployee's step in range which shall be added to this step in
19 range as of the date of eligibility. In order to be eligible
20 for the second longevity increase, the employee must have

21 worked for the commonwealth for a total of at least twenty
22 years.

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

30 (13). Longevity increases shall be initiated in the same man-
31 ner as a steprate increase as provided in paragraph (4) of this
32 section.

33 (14). Whenever an employee is receiving a longevity in-
34 crease or increases and thereafter is promoted, demoted, re-
35 classified or otherwise lawfully established in a different class
36 of positions, this change shall in no way affect the longevity
37 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 first, nineteen hundred and
3 seventy-one. The second longevity increase shall take effect
4 July first, nineteen hundred and seventy-two and the third
5 July first, nineteen hundred and seventy-three.