

# HOUSE . . . . . No. 5757

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## *The Commonwealth of Massachusetts*

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HOUSE OF REPRESENTATIVES, April 11, 1977.

The committee on Counties, to whom was referred the petition (accompanied by bill, House, No. 2124) of Charles F. Flaherty, Jr., relative to increasing the salaries of county employees, report (in part) recommending that the accompanying bill (House, No. 5757) ought to pass.

For the committee,

CHARLES F. FLAHERTY, Jr.

**The Commonwealth of Massachusetts**

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

**AN ACT RELATIVE TO THE SALARY OF COUNTY 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. Chapter 35 of the General Laws is hereby further
- 2 amended by inserting after Section 51 B the following section:
- 3 *Section 51 C — Salary Schedules.*
- 4 Notwithstanding the provisions of Paragraph (1) of this section,
- 5 the salary schedule in any county which accepts this paragraph, the
- 6 said salary schedule for such county shall be as follows:

SALARY SCHEDULE  
Effective July 1, 1976

JOB GROUP	Step 1.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7.	Increment
1.	\$5,871.80	\$6,051.20	\$6,230.60	\$6,410.00	\$6,589.40	\$6,768.80	\$6,948.20	\$179.40
2.	6,033.00	6,212.40	6,391.80	6,571.20	6,750.60	6,930.00	7,109.40	179.40
3.	6,217.60	6,420.40	6,623.20	6,826.00	7,028.80	7,231.60	7,434.40	202.80
4.	6,454.20	6,657.00	6,859.80	7,062.60	7,265.40	7,468.20	7,671.00	202.80
5.	6,638.80	6,859.80	7,080.80	7,301.80	7,522.80	7,743.80	7,964.80	221.00
6.	6,958.60	7,179.60	7,400.60	7,621.60	7,842.60	8,063.60	8,284.60	221.00
7.	7,236.80	7,478.60	7,720.40	7,962.20	8,204.00	8,445.80	8,687.60	241.80
8.	7,499.40	7,762.00	8,024.60	8,287.20	8,549.80	8,812.40	9,075.00	262.60
9.	7,918.00	8,198.80	8,479.60	8,760.40	9,041.20	9,322.00	9,602.80	280.80
10.	8,341.80	8,640.80	8,939.80	9,238.80	9,537.80	9,836.80	10,135.80	299.00
11.	8,760.40	9,085.40	9,410.40	9,735.40	10,060.40	10,385.40	10,710.40	325.00
12.	9,267.40	9,608.00	9,948.60	10,289.20	10,629.80	10,970.40	11,311.00	340.60
13.	9,922.60	10,281.40	10,640.20	10,999.00	11,357.80	11,716.60	12,075.40	358.80
14.	10,528.40	10,949.60	11,370.80	11,792.00	12,213.20	12,634.40	13,055.60	421.20
15.	11,188.80	11,649.00	12,109.20	12,569.40	13,029.60	13,489.80	13,950.00	460.20
16.	11,870.00	12,384.80	12,899.60	13,414.40	13,929.20	14,444.00	14,958.80	514.80
17.	12,673.40	13,211.60	13,749.80	14,288.00	14,826.20	15,364.40	15,902.60	538.20
18.	13,349.40	13,931.80	14,514.20	15,096.60	15,679.00	16,261.40	16,843.80	582.40
19.	14,113.80	14,740.40	15,367.00	15,993.60	16,620.20	17,246.80	17,873.40	626.60
20.	14,948.40	15,595.80	16,243.20	16,890.60	17,538.00	18,185.40	18,832.80	647.40
21.	15,710.20	16,407.00	17,103.80	17,800.60	18,497.40	19,194.20	19,891.00	696.80
22.	16,563.00	17,306.60	18,050.20	18,793.80	19,537.40	20,281.00	21,024.60	743.60
23.	17,483.40	18,247.80	19,012.20	19,776.60	20,541.00	21,305.40	22,069.80	764.40
24.	18,338.80	19,144.80	19,950.80	20,756.80	21,562.80	22,368.80	23,174.80	806.00
25.	19,194.20	20,047.00	20,899.80	21,752.60	22,605.40	23,458.20	24,311.00	852.80

SALARY SCHEDULE  
Effective January 1, 1977

JOB GROUP	Step 1.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7.	Increment
1.	\$6,121.80	\$6,301.20	\$6,480.60	\$6,660.00	\$6,839.40	\$7,018.80	\$7,198.20	\$179.40
2.	6,283.00	6,462.40	6,641.80	6,821.20	7,000.60	7,180.00	7,359.40	179.40
3.	6,467.60	6,670.40	6,873.20	7,076.00	7,278.80	7,481.60	7,684.40	202.80
4.	6,704.20	6,907.00	7,109.80	7,312.60	7,515.40	7,718.20	7,921.00	202.80
5.	6,888.80	7,109.80	7,330.80	7,551.80	7,772.80	7,993.80	8,214.80	221.00
6.	7,208.60	7,429.60	7,650.60	7,871.60	8,092.60	8,313.60	8,534.60	221.00
7.	7,486.80	7,728.60	7,970.40	8,212.20	8,454.00	8,695.80	8,937.60	241.80
8.	7,749.40	8,012.00	8,274.60	8,537.20	8,799.80	9,062.40	9,325.00	262.60
9.	8,168.00	8,448.80	8,729.60	9,010.40	9,291.20	9,572.00	9,852.80	280.80
10.	8,591.80	8,890.80	9,189.80	9,488.80	9,787.80	10,086.80	10,385.80	299.00
11.	9,010.40	9,335.40	9,660.40	9,985.40	10,310.40	10,635.40	10,960.40	325.00
12.	9,517.40	9,858.00	10,198.60	10,539.20	10,879.80	11,220.40	11,561.00	340.60
13.	10,172.60	10,531.40	10,890.20	11,249.00	11,607.80	11,966.60	12,325.40	358.80
14.	10,778.40	11,199.60	11,620.80	12,042.00	12,463.20	12,884.40	13,305.60	421.20
15.	11,438.80	11,899.00	12,359.20	12,819.40	13,279.60	13,739.80	14,200.00	460.20
16.	12,120.00	12,634.80	13,149.60	13,664.40	14,179.20	14,694.00	15,208.80	514.80
17.	12,923.40	13,461.60	13,999.80	14,538.00	15,076.20	15,614.40	16,152.60	538.20
18.	13,599.40	14,181.80	14,764.20	15,346.60	15,929.00	16,511.40	17,093.80	582.40
19.	14,363.80	14,990.40	15,617.00	16,243.60	16,870.20	17,496.80	18,123.40	626.60
20.	15,198.40	15,845.80	16,493.20	17,140.60	17,788.00	18,435.40	19,082.80	647.40
21.	15,960.20	16,657.00	17,353.80	18,050.60	18,747.40	19,444.20	20,141.00	696.80
22.	16,813.00	17,556.60	18,300.20	19,043.80	19,787.40	20,531.00	21,274.60	743.60
23.	17,733.40	18,497.80	19,262.20	20,026.60	20,791.00	21,555.40	22,319.80	764.40
24.	19,444.20	20,297.00	21,149.80	22,002.60	21,812.80	22,618.80	23,424.80	806.00
25.	18,588.80	19,394.80	20,200.80	21,006.80	21,855.40	22,708.20	23,561.00	852.80

SALARY SCHEDULE  
Effective April 1, 1977

JOB GROUP	Step 1.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7.	Increment
1.	\$6,421.80	\$6,601.20	\$6,780.60	\$6,960.00	\$7,139.40	\$7,318.80	\$7,498.20	\$179.40
2.	6,583.00	6,762.40	6,941.80	7,121.20	7,300.60	7,480.00	7,659.40	179.40
3.	6,767.60	6,970.40	7,173.20	7,376.00	7,578.80	7,781.60	7,984.40	202.80
4.	7,004.20	7,207.00	7,409.80	7,612.60	7,815.40	8,018.20	8,221.00	202.80
5.	7,188.80	7,409.80	7,630.80	7,851.80	8,072.80	8,293.80	8,514.80	221.00
6.	7,508.60	7,729.60	7,950.60	8,171.60	8,392.60	8,613.60	8,834.60	221.00
7.	7,786.80	8,028.60	8,270.40	8,512.20	8,754.00	8,995.80	9,237.60	241.80
8.	8,049.40	8,312.00	8,574.60	8,837.20	9,099.80	9,362.40	9,625.00	262.60
9.	8,468.00	8,748.80	9,029.60	9,310.40	9,591.20	9,872.00	10,152.80	280.80
10.	8,891.80	9,190.80	9,489.80	9,788.80	10,087.80	10,386.80	10,685.80	299.00
11.	9,310.40	9,635.40	9,960.40	10,285.40	10,610.40	10,935.40	11,260.40	325.00
12.	9,817.40	10,158.00	10,498.60	10,839.20	11,179.80	11,520.40	11,861.00	340.60
13.	10,472.60	10,831.40	11,190.20	11,549.00	11,907.80	12,266.60	12,625.40	358.80
14.	11,078.40	11,499.60	11,920.80	12,342.00	12,763.20	13,184.40	13,605.60	421.20
15.	11,738.80	12,199.00	12,659.20	13,119.40	13,579.60	14,039.80	14,500.00	460.20
16.	12,420.00	12,934.80	13,449.60	13,964.40	14,479.20	14,994.00	15,508.80	514.80
17.	13,223.40	13,761.60	14,299.80	14,838.00	15,376.20	15,914.40	16,452.60	538.20
18.	13,899.40	14,481.80	15,064.20	15,646.60	16,229.00	16,811.40	17,393.80	582.40
19.	14,663.80	15,290.40	15,917.00	16,543.60	17,170.20	17,796.80	18,423.40	626.60
20.	15,498.40	16,145.80	16,793.20	17,440.60	18,088.00	18,735.40	19,382.80	647.40
21.	16,260.20	16,957.00	17,653.80	18,350.60	19,047.40	19,744.20	20,441.00	696.80
22.	17,113.00	17,856.60	18,600.20	19,343.80	20,087.40	20,831.00	21,574.60	743.60
23.	18,033.40	18,797.80	19,562.20	20,326.60	21,091.00	21,855.40	22,619.80	764.40
24.	18,888.80	19,694.80	20,500.80	21,306.80	22,112.80	22,918.80	23,724.80	806.00
25.	19,744.20	20,597.00	21,449.80	22,302.60	23,155.40	24,008.20	24,861.00	852.80

1 SECTION 2. Section 5 of Chapter 34 as most recently amended  
 2 by Chapter 858 of the Acts of 1969 is hereby further amended by  
 3 inserting after Section 5 the following new Section 5A:

4 *Section 5A — Salaries.*

5 Notwithstanding the provisions of Section 5 of this Chapter, the  
 6 salary for County Commissioners in any County accepting the  
 7 provisions of this Section. The salaries of county commissioners,  
 8 payable by their respective counties in full for all services  
 9 performed by said commissioners except as otherwise provided,  
 10 shall be as follows:

11 Effective 7/1/76

12	Middlesex . . . . .	\$9,805.16
13	Essex . . . . .	9,099.73
14	Norfolk . . . . .	9,099.73
15	Worcester . . . . .	9,099.73
16	Bristol . . . . .	7,688.87
17	Hampden . . . . .	7,688.87
18	Barnstable . . . . .	6,983.44
19	Berkshire . . . . .	6,983.44
20	Plymouth . . . . .	6,983.44
21	Franklin . . . . .	5,572.58
22	Hampshire . . . . .	5,572.58
23	Dukes . . . . .	3,263.90

24 Effective 1/1/77

25	Middlesex . . . . .	\$10,305.16
26	Essex . . . . .	9,349.73
27	Norfolk . . . . .	9,349.73
28	Worcester . . . . .	9,349.73
29	Bristol . . . . .	7,938.87
30	Hampden . . . . .	7,938.87
31	Barnstable . . . . .	7,233.44
32	Berkshire . . . . .	7,233.44
33	Plymouth . . . . .	7,233.44
34	Franklin . . . . .	5,822.58
35	Hampshire . . . . .	5,822.58
36	Dukes . . . . .	3,513.90

37	Effective 4/1/77	
38	Middlesex . . . . .	\$10,355.16
39	Essex . . . . .	9,649.73
40	Norfolk . . . . .	9,649.73
41	Worcester . . . . .	9,649.73
42	Bristol . . . . .	8,238.87
43	Hampden . . . . .	8,238.87
44	Barnstable . . . . .	7,533.44
45	Berkshire . . . . .	7,533.44
46	Plymouth . . . . .	7,533.44
47	Franklin . . . . .	6,122.58
48	Hampshire . . . . .	6,122.58
49	Dukes . . . . .	3,813.90

1 SECTION 3. Notwithstanding any general or special law to the  
2 contrary, each officer or employee of the several counties who was  
3 on active pay status on June thirtieth, nineteen hundred and  
4 seventy-six, and who was still on such active pay status on  
5 December first, nineteen hundred and seventy-six, shall receive a  
6 one-time, lump sum, catch-up adjustment payment in the amount  
7 of one hundred and fifty dollars or one and one-half per cent of the  
8 annual salary rate of such officer or employee on said June  
9 thirtieth, nineteen hundred and seventy-six, whichever is greater;  
10 which amount shall not be added into the annual salary rate;  
11 provided, however, that this section shall not apply to employees  
12 of the several counties who are represented by an employee  
13 organization certified by the labor relations commission or  
14 recognized by a public employer as an exclusive representative  
15 under the provisions of section four of chapter one hundred and  
16 fifty E of the General Laws nor to persons whose services are coded  
17 in accordance with the expenditure code manual under the  
18 subsidiary title "110 — Temporary Employees".

19 For purposes of this section, "on active pay status" shall mean  
20 actually paid for working on the aforesaid dates, on vacation with  
21 pay, on a leave of absence with pay for whatever reason, on leave of  
22 absence without pay due to illness, or on a leave of absence without

23 pay granted by the appropriate appointing authority prior to either  
24 of said dates for a period not exceeding three months, including  
25 any extensions of said leave.

1 SECTION 4. Notwithstanding any general or special law to the  
2 contrary, each officer or employee of the several counties who was  
3 on active pay status on June thirtieth, nineteen hundred and  
4 seventy-six, and who is still on such active pay status on December  
5 first, nineteen hundred and seventy-seven, shall receive a one-time,  
6 lump sum catch-up adjustment payment in the amount of two  
7 hundred and fifty dollars or two and one-half per cent of the  
8 annual salary rate of such officer or employee on said June  
9 thirtieth, nineteen hundred and seventy-six, whichever is greater;  
10 which amount shall not be added into the annual salary rate;  
11 provided, however, that this section shall not apply to employees  
12 of the commonwealth who are represented by an employee  
13 organization certified by the labor relations commission or  
14 recognized by a public employer as an exclusive representative  
15 under the provisions of section four of chapter one hundred and  
16 fifty E of the General Laws nor to persons whose services are coded  
17 in accordance with the expenditure code manual under the  
18 subsidiary title "110 — Temporary Employees".

19 For purposes of this section, "on active pay status" shall mean  
20 actually paid for working on the aforesaid dates, on vacation with  
21 pay, on a leave of absence with pay for whatever reason, on leave of  
22 absence without pay due to illness, or on a leave of absence without  
23 pay granted by the appropriate appointing authority prior to either  
24 of said dates for a period not exceeding three months, including  
25 any extensions of said leave.

1 SECTION 5. Except those specifically excluded in another  
2 section of this act and notwithstanding any law, rule or regulation  
3 to the contrary, all county employees who are not subject to the  
4 salary schedule in Section 1 of this act, including but not limited to  
5 Sheriff's Registrars of Deeds, County Treasurers, District Court  
6 Defenders, shall receive a salary increase effective July 1, 1976 of  
7 three hundred dollars and effective January 1, 1977 a salary  
8 increase of \$250 dollars and effective April 1, 1977 a salary increase  
9 of \$300 dollars.



1 SECTION 6. Those employees who have collectively bargain-  
2 ed with their employers and who have by said bargaining  
3 established a separate salary schedule or received a cost-of-living  
4 increase shall not be subject to or receive any benefits as a result of  
5 this Act. Those employees who are in the process of collectively  
6 bargaining with their employers for the fiscal years beginning July  
7 1, 1975 or July 1, 1976 may notify said employers of their  
8 acceptance of Section 1 of this act as their salary schedule for said  
9 fiscal year beginning July 1, 1976 and may continue to negotiate  
10 other issues without changing said salary schedule as appearing in  
11 Section 1 of this act until July 1, 1977, if the County  
12 Commissioners of the County or several counties involved have  
13 accepted the other provisions of this act.

1 SECTION 7. After accepting the provisions of this act, the  
2 County Commissioners of the several counties agree that when  
3 there are two or more possible salaries for a position, they shall  
4 compensate at the salary with the most remuneration.

1 SECTION 8. No county employee shall receive a benefit from  
2 this act unless the county commissioners of the county or several  
3 counties paying said employee's salary have accepted all the  
4 provisions of this act applicable to said county, except that  
5 provision in Section 2 which the County Commissioners may  
6 accept or refuse independently of the other sections of this act.

1 SECTION 9. This act shall take effect on passage.





