

By Mr. Wall of Lawrence, petition of R. E. MacDonald relative to the payment of maximum salaries in salary schedules for state officers and employees and longevity increases and cost-of-living adjustments for said officers and employees. Public Service.

**The Commonwealth of Massachusetts**

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

AN ACT PROVIDING FOR THE PAYMENT AT THE FOURTH YEAR OF THE TWELFTH YEAR MAXIMUM SALARIES FOR EACH GRADE FIXED IN THE SALARY SCHEDULE FOR STATE OFFICERS AND EMPLOYEES AND PROVIDING FOR LONGEVITY INCREASES AND FOR A COST-OF-LIVING ADJUSTMENT FOR STATE OFFICERS AND 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  
2 Laws, as inserted therein by section 2 of chapter 311  
3 of the acts of 1948, is hereby amended by striking  
4 out in the general salary schedule the salary rate  
5 figures under the column headings entitled "Mini-  
6 mum" and "Second Year," by striking out the last  
7 two column headings "Eighth through Eleventh  
8 Year" and "Maximum from Twelfth Year", and  
9 by placing the column headings "Minimum", "Second  
10 Year", "Third Year", "Fourth Year", respectively,  
11 on the columns now entitled "Third Year", "Fourth  
12 through Seventh Year", "Eighth through Eleventh  
13 Year" and "Maximum from Twelfth Year", so that  
14 said salary schedule shall read as follows:—

*General Salary Schedule.*

SALARY GRADE No.	Increment.	RATES (ON TOTAL CASH BASIS).			
		Mini- mum.	Second Year.	Third Year.	Fourth Year.
1	\$120	\$1,440	\$1,560	\$1,680	\$1,800
2	120	1,500	1,620	1,740	1,860
3	120	1,560	1,680	1,800	1,920
4	120	1,620	1,740	1,860	1,980
5	120	1,680	1,800	1,920	2,040
6	120	1,740	1,860	1,980	2,100
7	120	1,800	1,920	2,040	2,160
8	120	1,860	1,980	2,100	2,220
9	120	1,920	2,040	2,160	2,280
10	120	1,980	2,100	2,220	2,340
11	120	2,040	2,160	2,280	2,400
12	120	2,100	2,220	2,340	2,460
13	120	2,160	2,280	2,400	2,520
14	120	2,220	2,340	2,460	2,580
15	120	2,280	2,400	2,520	2,640
16	120	2,340	2,460	2,580	2,700
17	120	2,400	2,520	2,640	2,760
18	120	2,460	2,580	2,700	2,820
19	120	2,520	2,640	2,760	2,880
20	120	2,580	2,700	2,820	2,940
21	120	2,640	2,760	2,880	3,000
22	120	2,700	2,820	2,940	3,060
23	120	2,760	2,880	3,000	3,120
24	120	2,820	2,940	3,060	3,180
25	120	2,880	3,000	3,120	3,240
26	120	2,940	3,060	3,180	3,300
27	120	3,000	3,120	3,240	3,360
28	120	3,060	3,180	3,300	3,420
29	120	3,120	3,240	3,360	3,480
30	120	3,180	3,300	3,420	3,540
31	180	3,360	3,540	3,720	3,900
32	180	3,420	3,600	3,780	3,960
33	180	3,480	3,660	3,840	4,020
34	180	3,540	3,720	3,900	4,080
35	180	3,600	3,780	3,960	4,140
36	180	3,660	3,840	4,020	4,200
37	180	3,720	3,900	4,080	4,260

*General Salary Schedule — Concluded.*

SALARY GRADE No.	Increment.	RATES (ON TOTAL CASH BASIS).			
		Mini- mum.	Second Year.	Third Year.	Fourth Year.
38	180	3,780	3,960	4,140	4,320
39	180	3,840	4,020	4,200	4,380
40	180	3,900	4,080	4,260	4,440
41	180	3,960	4,140	4,320	4,500
42	180	4,020	4,200	4,380	4,560
43	180	4,080	4,260	4,440	4,620
44	180	4,140	4,320	4,500	4,680
45	180	4,200	4,380	4,560	4,740
46	180	4,260	4,440	4,620	4,800
47	180	4,320	4,500	4,680	4,860
48	180	4,380	4,560	4,740	4,920
49	240	4,560	4,800	5,040	5,280
50	240	4,680	4,920	5,160	5,400
51	240	4,800	5,040	5,280	5,520
52	240	4,920	5,160	5,400	5,640
53	240	5,040	5,280	5,520	5,760
54	240	5,160	5,400	5,640	5,880
55	240	5,280	5,520	5,760	6,000
56	240	5,400	5,640	5,880	6,120
57	240	5,520	5,760	6,000	6,240
58	300	5,700	6,000	6,300	6,600
59	300	6,000	6,300	6,600	6,900
60	300	6,300	6,600	6,900	7,200
61	300	6,600	6,900	7,200	7,500
62	300	6,900	7,200	7,500	7,800
63	300	7,200	7,500	7,800	8,100
64	300	7,500	7,800	8,100	8,400
65	300	7,800	8,100	8,400	8,700
66	300	8,100	8,400	8,700	9,000
67	300	8,400	8,700	9,000	9,300
68	300	8,700	9,000	9,300	9,600
69	300	9,000	9,300	9,600	9,900
70	300	9,300	9,600	9,900	10,200
71	300	9,600	9,900	10,200	10,500
72	300	9,900	10,200	10,500	10,800
73	300	10,200	10,500	10,800	11,100
74	300	10,500	10,800	11,100	11,400

1 SECTION 2. Said section 46 of chapter 30, as  
2 amended, is hereby further amended by striking  
3 out the labor service salary schedule and inserting  
4 therein a salary schedule with four steps for “Mini-  
5 mum”, “Second Year”, “Third Year”, and “Fourth  
6 Year”, such steps to be sixty dollars each, the mini-  
7 mum salary for grade one to be two thousand, two  
8 hundred and eighty dollars; the minimum salary to  
9 rise by sixty dollars for each successive grade up to  
10 and including grade ten; the minimum salary for  
11 grade eleven to be two thousand, nine hundred and  
12 forty dollars; the minimum salary for grade twelve  
13 to be three thousand and sixty dollars, and the mini-  
14 mum salary for grade thirteen to be three thousand,  
15 one hundred and eighty dollars.

1 SECTION 3. Said section 46 of chapter 30, as  
2 amended, is hereby further amended by striking  
3 out in paragraph (2) the following words at the end  
4 thereof: — “and at the beginning of the eighth and  
5 twelfth years said increases shall be increments of  
6 one hundred and twenty dollars each,” — and by  
7 striking out paragraph (6) (7) and (9).

1 SECTION 4. Said chapter 30 of the General Laws  
2 is hereby amended by adding the following new section  
3 forty-six A after section forty-six: —

4 *Section 46A.* Employees upon reaching the third,  
5 sixth, ninth and twelfth anniversaries of their date of  
6 receiving the highest maximum salary fixed for the  
7 grade they hold shall be given a step-rate increase  
8 equal to one half the annual increment established  
9 for such grade in recognition of their length of service,  
10 but such increase shall not entitle said employees to

11 any change of rating or increased authority. When  
12 an employee is promoted to a position in a higher  
13 salary grade, he shall receive that rate in the new  
14 salary grade which is higher than the salary rate to  
15 which he is entitled in the lower salary grade or if he  
16 is receiving a longevity increase that rate in the higher  
17 salary grade which is higher than his rate of salary in  
18 the lower grade plus his longevity payment, if the  
19 increase in his salary as so computed should, without  
20 considering the amount of the longevity increase to  
21 which he was entitled in the lower grade, be less than  
22 the amount of the salary increment for such higher  
23 salary grade he shall receive the next higher rate,  
24 but in no case shall he be entitled to receive more  
25 than the fourth year rate for the position. Such an  
26 employee shall receive the next higher step-rate  
27 increase for the higher grade as fixed in the schedule  
28 on the anniversary of the date of his entering the  
29 new grade. His right to longevity increases shall be  
30 computed from the time he reaches the fourth year  
31 rate in the salary schedule for the higher grade.

1 SECTION 5. To provide for an interim cost-of-  
2 living adjustment in salaries, there shall be paid in  
3 one sum, on or before April first in the current year  
4 to each person who was continuously and actively  
5 employed on a full time basis by the commonwealth  
6 for the period from July first, nineteen hundred and  
7 forty-eight, to April first, nineteen hundred and  
8 forty-nine, including therein any time during which  
9 such an employee was on authorized leave with pay,  
10 the sum of one hundred and fifty dollars, and to each  
11 person not qualifying for such payment who is in  
12 the service of the commonwealth on April first, nine-

13 teen hundred and forty-nine, a payment to consist of  
14 six dollars for each consecutive fifteen-day period  
15 on the majority of the working days of which the  
16 employee was actually and actively employed on a  
17 full-time basis or was on authorized leave with pay,  
18 the said payment of six dollars for each period so  
19 specified prior to July first, nineteen hundred and  
20 forty-nine, shall also be payable to those employees  
21 who enter the service of the commonwealth after  
22 April first, nineteen hundred and forty-nine. In the  
23 case of a person who has actually served on a daily  
24 part-time basis, there shall be paid as aforesaid a  
25 sum as determined by the division of personnel and  
26 standardization which bears the same ratio to the  
27 payment for full time service as his service bears to  
28 full time service and, in the case of such person paid  
29 in part by the commonwealth there shall be paid as  
30 aforesaid a sum, as determined by said division which  
31 bears the same ratio to the payment for full time  
32 service as the amount of salary paid by the common-  
33 wealth bears to his total salary.



