

HOUSE No. 1203

By Messrs. William F. Sullivan of Boston and Toomey of Cambridge, petition of William V. Ward, John J. Toomey and William F. Sullivan for legislation to increase the salaries of officers and employees of the Commonwealth. Public Service.

The Commonwealth of Massachusetts

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

AN ACT PROVIDING FOR AN INCREASE IN SALARY OF PERSONS EMPLOYED IN THE SERVICE OF THE 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. Chapter 30 of the General Laws is
2 hereby amended by striking out section 46, as amended
3 by section 1 of chapter 613 of the acts of 1947 and as
4 further amended by chapter 311 of the acts of 1948,
5 and inserting in place thereof the following:—

6 *Section 46.* (1) Said division may make rules and
7 regulations, subject to the approval of the governor
8 and council, providing for the application and ad-
9 ministration of the classification and the specifications
10 established under section forty-five; and the salaries
11 of all officers and employees holding offices and posi-
12 tions required to be classified under said section, ex-
13 cept those whose salaries are now or shall be other-
14 wise regulated by law and those whose salaries are
15 required by law to be fixed subject to the approval of

16 the governor and council, shall be fixed in accordance
 17 with such classification and specifications. In said
 18 classification each office and position shall be allocated
 19 by said division to the proper salary grade in the fol-
 20 lowing salary schedule:—

General Salary Schedule.

SALARY GRADE No.	Incre- ment.	RATES (ON TOTAL CASH BASIS).					
		Mini- mum.	Second Year.	Third Year.	Fourth through Seventh Year.	Eighth through Eleventh Year.	Maximum from Twelfth Year.
1	\$120	\$1,700	\$1,820	\$1,940	\$2,060	\$2,180	\$2,300
2	120	1,760	1,880	2,000	2,120	2,240	2,360
3	120	1,820	1,940	2,060	2,180	2,300	2,420
4	120	1,880	2,000	2,120	2,240	2,360	2,480
5	120	1,940	2,060	2,180	2,300	2,420	2,540
6	120	2,000	2,120	2,240	2,360	2,480	2,600
7	120	2,060	2,180	2,300	2,420	2,540	2,660
8	120	2,120	2,240	2,360	2,480	2,600	2,720
9	120	2,180	2,300	2,420	2,540	2,660	2,780
10	120	2,240	2,360	2,480	2,600	2,720	2,840
11	120	2,300	2,420	2,540	2,660	2,780	2,900
12	120	2,360	2,480	2,600	2,720	2,840	2,960
13	120	2,420	2,540	2,660	2,780	2,900	3,020
14	120	2,480	2,600	2,720	2,840	2,960	3,080
15	120	2,540	2,660	2,780	2,900	3,020	3,140
16	120	2,600	2,720	2,840	2,960	3,080	3,200
17	120	2,660	2,780	2,900	3,020	3,140	3,260
18	120	2,720	2,840	2,960	3,080	3,200	3,120
19	120	2,780	2,900	3,020	3,140	3,260	3,380
20	120	2,840	2,960	3,080	3,200	3,320	3,440
21	120	2,900	3,020	3,140	3,260	3,380	3,500
22	120	2,960	3,080	3,200	3,320	3,440	3,560
23	120	3,020	3,140	3,260	3,380	3,500	3,620
24	120	3,080	3,200	3,320	3,440	3,560	3,680
25	120	3,140	3,260	3,380	3,500	3,620	3,740
26	120	3,200	3,320	3,440	3,560	3,680	3,800
27	120	3,260	3,380	3,500	3,620	3,740	3,860
28	120	3,320	3,440	3,560	3,680	3,800	3,920

General Salary Schedule — Continued.

SALARY GRADE No.	Incre- ment.	RATES (ON TOTAL CASH BASIS).					
		Mini- mum.	Second Year.	Third Year.	Fourth through Seventh Year.	Eighth through Eleventh Year.	Maximum from Twelfth Year.
29	\$120	\$3,380	\$3,500	\$3,620	\$3,740	\$3,860	\$3,980
30	120	3,440	3,560	3,680	3,800	3,920	4,040
31	180	3,500	3,680	3,860	4,040	4,220	4,400
32	180	3,560	3,740	3,920	4,100	4,280	4,460
33	180	3,620	3,800	3,980	4,160	4,340	4,520
34	180	3,680	3,860	4,040	4,220	4,400	4,580
35	180	3,740	3,920	4,100	4,280	4,460	4,640
36	180	3,800	3,980	4,160	4,340	4,520	4,700
37	180	3,860	4,040	4,220	4,400	4,580	4,760
38	180	3,920	4,100	4,280	4,460	4,640	4,820
39	180	3,980	4,160	4,340	4,520	4,700	4,880
40	180	4,040	4,220	4,400	4,580	4,760	4,940
41	180	4,100	4,280	4,460	4,640	4,820	5,000
42	180	4,160	4,340	4,520	4,700	4,880	5,060
43	180	4,220	4,400	4,580	4,760	4,940	5,120
44	180	4,280	4,460	4,640	4,820	5,000	5,180
45	180	4,340	4,520	4,700	4,880	5,060	5,240
46	180	4,400	4,580	4,760	4,940	5,120	5,300
47	180	4,460	4,640	4,820	5,000	5,180	5,360
48	180	4,520	4,700	4,880	5,060	5,240	5,420
49	240	4,580	4,820	5,060	5,300	5,540	5,780
50	240	4,700	4,940	5,180	5,420	5,660	5,900
51	240	4,820	5,060	5,300	5,540	5,780	6,020
52	240	4,940	5,180	5,420	5,660	5,900	6,140
53	240	5,060	5,300	5,540	5,780	6,020	6,260
54	240	5,180	5,420	5,660	5,900	6,140	6,380
55	240	5,300	5,540	5,780	6,020	6,260	6,500
56	240	5,420	5,560	5,900	6,140	6,380	6,620
57	240	5,540	5,780	6,020	6,260	6,500	6,740
58	300	5,600	5,900	6,200	6,500	6,800	7,100
59	300	5,900	6,200	6,500	6,800	7,100	7,400
60	300	6,200	6,500	6,800	7,100	7,400	7,700
61	300	6,500	6,800	7,100	7,400	7,700	8,000
62	300	6,800	7,100	7,400	7,700	8,000	8,300
63	300	7,100	7,400	7,700	8,000	8,300	8,600

General Salary Schedule — Concluded.

SALARY GRADE No.	Incre- ment.	RATES (ON TOTAL CASH BASIS).					
		Mini- mum.	Second Year.	Third Year.	Fourth through Seventh Year.	Eighth through Eleventh Year.	Maximum from Twelfth Year.
64	\$300	\$7,400	\$7,700	\$8,000	\$8,300	\$8,600	\$8,900
65	300	7,700	8,000	8,300	8,600	8,900	9,200
66	300	8,000	8,300	8,600	8,900	9,200	9,500
67	300	8,300	8,600	8,900	9,200	9,500	9,800
68	300	8,600	8,900	9,200	9,500	9,800	10,100
69	300	8,900	9,200	9,500	9,800	10,100	10,400
70	300	9,200	9,500	9,800	10,100	10,400	10,700
71	300	9,500	9,800	10,100	10,400	10,700	11,000
72	300	9,800	10,100	10,400	10,700	11,000	11,300
73	300	10,100	10,400	10,700	11,000	11,300	11,600
74	300	10,400	10,700	11,000	11,300	11,600	11,900

Labor Service Salary Schedule.

SALARY GRADE No.	Incre- ment.	RATES.					
		Mini- mum.	Seven through Twelve Months.	Thirteen through Eighteen Months.	Nineteen Months through Fifth Year.	Sixth Year through Ninth Year.	Maximum from Tenth Year.
L. S. 1	\$60	\$2,540	\$2,600	\$2,660	\$2,720	\$2,780	\$2,840
L. S. 2	60	2,600	2,660	2,720	2,780	2,840	2,900
L. S. 3	60	2,660	2,720	2,780	2,840	2,900	2,960
L. S. 4	60	2,720	2,780	2,840	2,900	2,960	3,020
L. S. 5	60	2,780	2,840	2,900	2,960	3,020	3,080
L. S. 6	60	2,840	2,900	2,960	3,020	3,080	3,140
L. S. 7	60	2,900	2,960	3,020	3,080	3,140	3,200
L. S. 8	60	2,960	3,020	3,080	3,140	3,200	3,260
L. S. 9	60	3,020	3,080	3,140	3,200	3,260	3,320
L. S. 10	60	3,080	3,140	3,200	3,260	3,320	3,380
L. S. 11	60	3,200	3,260	3,320	3,380	3,440	3,500
L. S. 12	60	3,320	3,380	3,440	3,500	3,560	3,620
L. S. 13	60	3,440	3,500	3,560	3,620	3,680	3,740

21 (2) Increments in salary grades numbered 1 to
22 14, inclusive, under the General Salary Schedule
23 shall be semi-annual increases of sixty dollars during
24 the first, second and third years, and at the beginning
25 of the eighth and twelfth years said increments shall
26 be increases of one hundred and twenty dollars, each.

27 (3) Daily rates of per diem employees shall be
28 computed on the basis of their assigned salary grades.

29 (4) Said division shall approve regular step-rate
30 increases as provided in the salary schedule and in
31 the manner provided in section forty-seven. If the
32 head of any department or institution fails or refuses
33 to recommend step-rate increases as provided in the
34 salary schedule he shall notify said division giving his
35 reasons for such failure or refusal and shall present a
36 copy of such notice to each employee affected.

37 (5) Said division may, with the approval of the
38 commission on administration and finance and of the
39 governor and council, permit the recruitment of em-
40 ployees in a salary grade at a rate above the minimum;
41 provided, that said division has first determined, on
42 request of the appointing authority of the state agency
43 affected, that an emergency exists due to lack of suffi-
44 cient employees. Any such permit shall remain in
45 effect until rescinded by said division, but shall not
46 be in effect longer than one year unless renewed in
47 like manner and with like approval. Whenever said
48 division permits the recruitment of employees in a
49 salary grade at a rate above the minimum rate in said
50 grade, all employees in the same classification who are
51 below such rate of recruitment shall be advanced to
52 said higher rate in the salary schedule.

53 (6) When an employee is initially placed in the
54 salary schedule, or is advanced in his salary grade, or

55 is transferred, reallocated or promoted to a new salary
56 grade, such employee, for subsequent step-rate in-
57 creases, shall be credited with the number of years of
58 service that corresponds to his salary grade and rate
59 in the salary schedule.

60 (7) Whenever an employee receives a promotion
61 to a position in a higher salary grade, his rate shall
62 be the next higher rate in said higher salary grade,
63 or the second next higher rate therein if such new
64 salary rate would result in an increase of salary smaller
65 in amount than the salary increment for such higher
66 salary grade.

67 (8) An employee who is demoted to a position in a
68 lower salary grade shall receive the salary to which
69 his period of service would entitle him if his service
70 had been rendered in the lower grade; provided, that
71 such rate shall not be less than a rate enjoyed by
72 another employee who has the same period of service
73 in said lower grade.

74 (9) No increase in salary shall be effective for any
75 position before the effective date of the appropriation
76 act which includes an appropriation made for the
77 purpose of, and sufficient to cover, the cost of such
78 increase; provided, however, that this paragraph will
79 not effect the rate of an employee in paragraphs 6, 7
80 and 8 of this section.

81 (10) Rates of compensation in the salary schedule
82 are for work hours as provided in section thirty A of
83 chapter one hundred and forty-nine.

1 SECTION 2. This act is to take effect as of January
2 first, nineteen hundred and forty-nine.

