

June 30, 1965

WHEREAS, The classification and pay staff of the Governor's Office has conducted comprehensive studies of prevailing pay scales in private industry and other public jurisdictions; and

WHEREAS, The findings of these studies reveal that the pay ranges of virtually all classes in the Commonwealth's Compensation Plan need to be adjusted in order that the Commonwealth may maintain a competitive position in the labor market; and

WHEREAS, These studies also reveal that the current average salary level of Commonwealth employes lags behind those of other comparable state jurisdictions; and

WHEREAS, The Governor, in recognition of these circumstances, provided in his budget requests for the 1965-66 fiscal year sufficient funds to amend the Compensation Plan and grant Commonwealth employes a general pay increase of approximately five percent; therefore, be it

RESOLVED, That in accordance with Section 709(a) of the Administrative Code of 1929, the action of this Board taken July 13, 1956, approving the Compensation Plan for the Commonwealth effective August 1, 1956, be amended to provide for the revisions and additions shown on Amendments No. 130 and No. 131 which, together with a revised Schedule of Pay Ranges, are attached hereto and made part of this resolution; and be it further

RESOLVED, That every employe who occupies a permanent position allocated to a class in the Compensation Plan and whose salary or wage is below the revised minimum rate for his class shall receive a pay increase to the new minimum rate; if the pay adjustment amounts to two steps or more, the employe's anniversary date shall change, and he will not be eligible for his next meritorious increment for at least one year following July 1, 1965; if the increase to the new minimum rate amounts to only one step, the employe's anniversary date shall not change, and he will be eligible to be considered for a meritorious increment on his anniversary date; and be it further

RESOLVED, That every such permanent employe whose salary or wage is equal to or higher than the new minimum rate for his class, but below the old maximum rate for his class, shall receive a pay increase of one step; his anniversary date shall not change, and he will be eligible to be considered for a meritorious increment on his anniversary date; and be it further

RESOLVED, That every such permanent employe whose salary or wage is at the old maximum rate for his class shall receive a pay increase of one step; if the employe's salary has been at the old maximum rate for one year or more and the pay range of his class is increased by two or more pay ranges, he shall be eligible to be considered for a meritorious increment in addition to the general pay increase on the beginning of the first full pay period following July 1, 1965; if his salary has been at the old maximum rate for less than one year and the pay range of his class is increased by two or more pay ranges, he shall be eligible to be considered for a meritorious increment not earlier than one year from the date of his last meritorious increase; and be it further

RESOLVED, That any such permanent employe whose salary or wage is above the old maximum rate for his class shall receive a pay increase of one step; unless the

Executive Board Minutes -
Compensation Plan -
Amendments Nos. 130 and 131

/signed/ JOHN W. INGRAM
Secretary

June 30, 1965

employee's new salary is at or above the new maximum rate for his class, he will be eligible to be considered for a meritorious increment not earlier than one year following July 1, 1965; and be it further

RESOLVED, That any such permanent employe whose pay range does not change shall receive a pay increase of one step; unless the employe's new salary is at the maximum of the pay range, his anniversary date shall not change, and he will be eligible to be considered for a meritorious increment on his anniversary date; and be it further

RESOLVED, That every employe who occupies a temporary position allocated to a class in the Compensation Plan and whose salary or wage is below the revised minimum rate for his class shall receive a pay increase to the new minimum rate; and be it further

RESOLVED, That every such temporary employe whose salary or wage is equal to or higher than the new minimum rate for his class shall receive a pay increase of one step; and be it further

RESOLVED, That every deputy department head, executive director of a board or commission, or other heretofore unclassified official whose position is allocated to one of the classes created by Amendment No. 131 shall receive a salary increase to that step in the pay range of his class which will provide an increase of one full pay step, provided that in no case shall his salary exceed the maximum of the pay range; if the individual had not received a salary increase during the year preceding July 1, 1965, he may be granted, at the discretion of his department head, board, or commission, an additional salary increase of one step on the beginning of the first full pay period following July 1, 1965; if the individual had received a salary increase during the year preceding July 1, 1965, he may be granted, at the discretion of his department head, board, or commission, a salary increase of one step not earlier than one year following the date of this previous increase; and be it further

RESOLVED, That employes who are on leave of absence without pay at the time that the general pay increase is granted shall receive the increase, in accordance with the rules outlined above, upon their return to active status; and be it further

RESOLVED, That the above provisions of this resolution shall not apply to the faculty members of the State Colleges and to the members of the permanent maintenance force of the Department of Highways and other wage employes in special fund agencies who are paid at fixed hourly or per diem rates; and be it further

RESOLVED, That this resolution shall take effect on July 1, 1965.

/signed/ WILLIAM W. SCRANTON
Chairman

/signed/ WALTER E. ALESSANDRONI
Attorney General

/signed/ HENRY D. HARRAL
Secretary of Highways

/signed/ RICHARD M. HORNBECK
Secretary of Property and Supplies

/signed/ ARLIN M. ADAMS
Secretary of Public Welfare

/signed/ MAURICE K. GODDARD
Secretary of Forests and Waters

/signed/ THEODORE B. SMITH, JR.
Secretary of Revenue

Executive Board Minutes -
Compensation Plan -
Amendments Nos. 130 and 131

/signed/ JOHN W. INGRAM
Secretary