

March 15, 1960

WHEREAS, The laborers, equipment operators, highway foremen, and other members of the maintenance force of the Department of Highways are paid in accordance with a schedule of fixed hourly rates that was established by the Secretary of Highways, with the approval of the Governor, on the basis of pay ranges approved by this Board and contained in the Commonwealth's Compensation Plan; and

WHEREAS, This schedule, which includes hourly rates of \$1.48 for laborers and \$1.55 for semi-skilled laborers, has not been revised since the Compensation Plan went into effect in August of 1956; and

WHEREAS, Laborers and semi-skilled laborers employed on construction and maintenance projects by the Fish Commission, Game Commission, and other state agencies are also paid in accordance with fixed hourly rates that have not been increased since August of 1956; and

WHEREAS, Laborers employed by private contractors on highway construction projects in the Commonwealth are generally paid in excess of \$2.00 per hour (from \$1.99½ to \$2.65½ per hour in western counties and \$2.30 per hour in Philadelphia and surrounding counties); and

WHEREAS, In view of these circumstances, it is desired at this time to increase by approximately ten per cent, or two pay steps, the hourly rates paid to laborers, equipment operators, highway foremen, and other members of the highway maintenance force in the Department of Highways and to laborers and semi-skilled laborers employed by other special fund agencies that are financially able to grant such increases; and

WHEREAS, The limitations of the General Fund appropriations make it impossible to apply these increases in hourly rates to laborers and semi-skilled laborers employed by agencies whose funds are derived primarily from the General Fund; and

WHEREAS, The present pay ranges of the classes of Laborer, Semi-Skilled Laborer, Highway Foreman, and Highway Sign Foreman need to be adjusted to permit such increases in hourly rates; and

WHEREAS, Such adjustments in the pay ranges of these classes require comparable adjustments in certain related classes of predominantly salaried positions, Highway Maintenance Superintendents and Tunnel Maintainers; therefore, be it

RESOLVED, That the action of this Board taken July 13, 1956, approving a new Compensation Plan for the Commonwealth, be amended to provide for the revisions, effective April 7, 1960, which are attached hereto and made part of this resolution.

/signed/ DAVID L. LAWRENCE

Chairman

/signed/ JOHN S. RICE

Secretary of the Commonwealth

/signed/ ANNE X. ALPERN

Attorney General

Secretary of Internal Affairs

Secretary of Banking

/signed/ MAURICE K. GODDARD

Secretary of Forests and Waters

/signed/ PARK H. MARTIN

Secretary of Highways

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Amendment No. 44 -

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/signed/ ANDREW M. BRADLEY

Secretary

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Amend- ment Code	Class Code	Class Title	FROM			TO		
			Pay Range No.	Bi-Weekly Rate Minimum	Bi-Weekly Rate Maximum	Pay Range No.	Bi-Weekly Rate Minimum	Bi-Weekly Rate Maximum
44 - 1	9001	Laborer	8C	\$107.00	\$124.00	9C	\$112.50	\$130.00
44 - 2	9003	Semi-Skilled Laborer	10C	118.00	136.50	12C	130.00	150.50
44 - 3	9105	Highway Foreman	14C	143.50	166.00	16C	158.00	183.00
44 - 4	9114	Highway Sign Foreman	14C	143.50	166.00	16C	158.00	183.00
44 - 5	9131	Highway Maintenance Superintendent I	17	150.50	192.00	21B	192.00	233.50
44 - 6	9132	Highway Maintenance Superintendent II	20	174.50	222.50	24	212.00	270.50
44 - 7	9133	Highway Maintenance Superintendent III	23	202.00	257.50	26	233.50	298.00
44 - 8	9141	Tunnel Maintainer I	13C	136.50	158.00	15B	143.50	174.50
44 - 9	9142	Tunnel Maintainer II	15C	150.50	174.50	17B	158.00	192.00

Pay Range Revisions:

Consolidation of Classes:

44 - 10

From:	(9134	Highway Maintenance Superintendent IV	25	\$222.50	\$284.00			
	(9135	Highway Maintenance Superintendent V	28	257.50	329.00			
To:	9134	Highway Maintenance Superintendent IV				28	\$257.50	\$329.00

Revision in Class Title and Class Code:

44 - 11

From:	9136	Highway Maintenance Superintendent VI
To:	9135	Highway Maintenance Superintendent V

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/signed/ ANDREW M. BRADLEY
Secretary