

HOUSE . . . . . No. 2665

The Commonwealth of Massachusetts

PRESENTED BY:

Alice K. Wolf

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying bill:

An Act to authorize the human resources division to undertake a study of the state's job classification system.

PETITION OF:

NAME:	DISTRICT/ADDRESS:
Alice K. Wolf	25th Middlesex
Tom Sannicandro	7th Middlesex
Joyce A. Spiliotis	12th Essex
Barbara A. L'Italien	18th Essex
Mary E. Grant	6th Essex
William N. Brownsberger	24th Middlesex
Cory Atkins	14th Middlesex
Elizabeth A. Malia	11th Suffolk
Martha M. Walz	8th Suffolk
Katherine Clark	32nd Middlesex
Ellen Story	3rd Hampshire
Jennifer M. Callahan	18th Worcester
Timothy J. Toomey, Jr.	26th Middlesex
Patricia D. Jehlen	Second Middlesex
Anne M. Gobi	5th Worcester
Kay Khan	11th Middlesex
Lori Ehrlich	8th Essex
Denise Provost	27th Middlesex



[SIMILAR MATTER FILED IN PREVIOUS SESSION

SEE HOUSE, NO. 2826 OF 2007-2008.]

## The Commonwealth of Massachusetts

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In the Year Two Thousand and Nine

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AN ACT TO AUTHORIZE THE HUMAN RESOURCES DIVISION TO UNDERTAKE A STUDY  
OF THE STATE'S JOB CLASSIFICATION SYSTEM.

*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. The general court finds and declares that:
- 2           (a) equitable compensation is a significant problem for state employees of the commonwealth;
- 3           (b) most job specifications for state employees of the commonwealth have not been updated in over  
4           twenty years;
- 5           (c) the starting point for equitable compensation is through a statewide classification plan;
- 6           (d) the commonwealth is experiencing an exodus of educated young adults and skilled workers and to be  
7           competitive the commonwealth must have current job descriptions which are updated in order to recruit,  
8           develop, promote and retain new workers;
- 9           (e) the commonwealth should ensure that state employees are paid equitably through fair, impartial, and  
10           up-to-date job specifications;
- 11           (f) the commonwealth should actively seek to provide equitable, impartial, just, and comparable worth for  
12           all people that it employs;
- 13           (g) equitable compensation has a significant impact on the financial welfare for individuals, families, and  
14           retirees; and

15 (h) equitable compensation can significantly improve the quality of life for many citizens of  
16 Massachusetts.

17 SECTION 2. Definitions

18 “Equitable compensation” means equal compensation for jobs with comparable skill, effort,  
19 responsibility, and working conditions.

20 “Job classification” means a system designed to create an arrangement of different types of employment  
21 based on such factors as skill, responsibility or experience, time and effort.

22 “Job class” means a group of positions sufficiently similar in respect to duties and responsibilities that the  
23 same descriptive title may be used to designate all positions allocated to the class, the same general  
24 entrance qualifications may be required of incumbents of positions in the class, the same general tests of  
25 fitness may be used to choose qualified employees and the same schedule of pay may be made to apply  
26 under the same or substantially the same employment conditions.

27 “Job specification” means the official description of the characteristic duties, responsibilities and  
28 qualifications of a job class.

29 “The council” means the state workforce advisory council.

30 “The division” means the human resources division.

31 SECTION 3. The human resources division shall conduct a job analysis study of positions of state  
32 employees of the executive branch of the commonwealth. The study shall be conducted to update the  
33 current job classification system, including but not limited to class titles, job specifications, organizational  
34 relationships, and job qualifications. As part of this study, the human resources division shall insure that  
35 the job classification system is free of gender and racial bias. The human resources division shall also  
36 review the effect of the job classification system on employee pension and benefits, and on the  
37 recruitment and retention of employees within the commonwealth.

38 SECTION 4. Said study relative to job classification shall be administered by the division subject to  
39 appropriation. For the cost associated with the study, \$1,298,000 shall be appropriated to the human  
40 resources division in FY10, \$615,000 shall be appropriated to the human resources division in FY11, and  
41 \$615,000 shall be appropriated to the human resources division in FY12. The amount appropriated in this  
42 item shall include, but not be limited to, the costs of additional personnel, consultants, data collection  
43 software, and any other related costs of the study.

44 SECTION 5. The results of the study shall be reported on or before June 1, 2012 and in the interim,  
45 annual reports shall be submitted. The chief human resources officer of the human resources division

46 shall submit the results of this study to the council, the chairs of the joint committee on state  
47 administration and regulatory oversight, the chairs of the joint committee on labor and workforce  
48 development, the senate committee on ways and means, and the house committee on ways and means.