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LC003982
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2026

A N A C T

RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- MERIT SYSTEM

Introduced By: Senators Sosnowski, Burke, Britto, Murray, Gu, DiPalma, and Gallo

Date Introduced: January 16, 2026

Referred To: Senate Labor & Gaming

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 36-4-9 of the General Laws in Chapter 36-4 entitled "Merit System"
2 is hereby amended to read as follows:

3 **36-4-9. Adoption of classification plan.**

4 (a) The personnel administrator shall, after consultation with appointing authorities and
5 principal supervising officials, classify all of the positions in the classified service according to the
6 duties and responsibilities of each position. The plan of classification shall designate an appropriate
7 title for each class of position and shall indicate the education, experience, capacity, knowledge,
8 skill, and other qualifications to be required of persons appointed to positions in each class. The
9 complete classification plan shall be so arranged that all positions that are substantially similar with
10 respect to authority, responsibility, and character of work are included within the same class and
11 that the same pay schedules can be made to apply with equity under like working conditions. The
12 class titles so established shall be used in all personnel, accounting, budget, appropriation, and
13 financial records of all state departments, commissions, and institutions.

14 (b) The office of personnel administration ("OPA") classification guide to desk audit
15 analysis and class specification development shall be amended to remove the supervision of other
16 employees, or lack thereof, as a requirement for classification upgrades through the desk audit
17 process.

1 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- MERIT SYSTEM

- 1 This act would amend the OPA desk audit classification rules to eliminate supervising other
2 employees as a factor for position upgrade eligibility.
3 This act would take effect upon passage.

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