

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-
CLASSIFICATION PLAN

Introduced By: Representatives Cotter, Santucci, Boylan, Stewart, Spears, Carson,
Casimiro, Solomon, Potter, and Tanzi

Date Introduced: January 21, 2026

Referred To: House Labor

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 analysis
15 and class specification development shall be amended to provide that, while supervision of other
16 employees can qualify an employee for a classification upgrade through the desk audit process as
17 is the current practice, the lack of supervision of other employees shall not prevent an employee
18 from receiving a classification upgrade if said employee meets all other requirements of the desk

1 [audit process.](#)

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- MERIT SYSTEM-
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- 1
- This act would require that the office of personnel administration (OPA) classification
- 2
- guide to desk audit analysis and class specification development be amended to provide that the
- 3
- lack of supervision of other employees not prevent an employee from receiving a classification
- 4
- upgrade if said employee meets all other requirements of the desk audit process.
- 5
- This act would take effect upon passage.

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