

**Chapter - III (ii)**  
**Municipal Employees**

1. **Service/Cadre:-**  
**Posts:-**

**Municipality Service**

**(i) Revenue Officer I and II**

**(ii) Executive Officer I, II, III & IV**

2. **Representation from:-**

Rajasthan Nagar Palika Seva Parishad

3. **Demand:-**

They have represented that :

(i) Revenue Officer II get first promotion on the post of Executive Officer - III or Revenue Officer I, but the pay band and grade pay of the promotions post is same i.e. in PB-2 Rs.9300-34800 grade pay Rs.4200, as that of the feeder post Revenue Officer II. Similarly, Executive Officer III and Revenue Officer 1<sup>st</sup> get second promotion on the post of Executive Officer II but the pay band and grade pay remains the same i.e. PB-2 Rs.9300-34800 with grade pay Rs.4200. After two promotions a Revenue Officer II remains in the same pay band with unchanged grade pay This anomaly should be removed.


(ii) Executive Officer is Head of Office. Pay Band and grade pay of Officers who are his subordinate, get pay in higher pay band and grade pay. Pay scales of Executive Officer IV, III, II, and I are as follows :-

Name of Administrative Officer	Existing Pay Scale V RCS	Pay Band & Grade Pay	Name of Subordinate Officers	Pay Band and Grade Pay
Commissioner	9000-14400	15600-39100 (PB-3) Grade Pay 6000	Executive Engineer/ Senior Accounts Officer/	15600-39100 (PB-3) Grade Pay 6600
Executive Officer II	6500-10500	9300-34800 (PB-2) Grade Pay 4200	Assistant Engineer/ Accounts Officer	15600-39100 (PB-3) Grade Pay 5400
Executive Officer III	6500-10500	9300-34800 (PB-2) Grade Pay 4200	Assistant Engineer/ Assistant Accounts Officer	15600-39100 (PB-3) Grade Pay 5400 15600-39100 (PB-3) Grade Pay 4200
Executive Officer IV	5500-9000	9300-34800 (PB-2) Grade Pay 3600	Revenue Officer/ Tax Assistant	9300-34800 (PB-2) Grade Pay 4200

(iii) Pay Scales of promotion posts of Rajasthan Administrative Service, Commercial Taxes Service, Rajasthan Co-operative Service, Rajasthan Economic & Statistics Services are higher, whereas in Municipal Services, the pay scales upto two promotions remain unchanged.

(iv) In other Service Cadres, the scope of duties is limited, They have non- administrative responsibilities, but have ample avenues of promotion and get higher grade pays than Municipal Service Officers.

(v) Executive Officer II, III & IV and Revenue Officer of Municipal Service are classed as State Service Officers, whose

  
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pay scales were Rs.5500-9000 to Rs.6500-10500. Therefore, they were not eligible for the benefits of selection grades on completion of 9,

18 and 27 years of service They were, therefore, blocked at the maximum of the pay scale for many years, which is a penalty.

(vi) Three successive levels of posts in the cadre have identical pay scales and are ineligible for grant of selection grade on completion of 9,18 and 27 years of service for being a State Service. This type of anomaly does not exist in any other service.

(vii) Municipal Service Officers have demanded following pay scales:-

Post	Pay scale in Fifth Pay Commission Pay scale Rules 1998	Pay scale in Sixth Pay Commission pay Rules 2008 Grade Pay
Commissioner	12000-16500	7600 in PB-3
Executive Officer II	10000-15200	6600 in PB-3
Executive Officer III/ Revenue Officer I	9000-14400	6000 in PB-3
Executive Officer IV/ Revenue Officer II	6500-10500	4200 in PB-2

(viii) Municipal Service Officers may be notified as Gazetted Officer.

(ix) No. of affected persons are:

Commissioner -	34	Revenue Officer I -	15
Executive Officer II -	49	Revenue Officer II -	54
Executive Officer III -	58	Executive Officer IV -	72

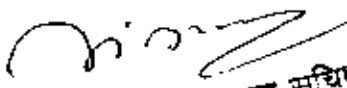
#### 4 Factual Position and views of the Committee :-

##### I - Factual Position

(i) Local Self Department has recommended following pay scales for Municipal Service Officers :-

(i) There appears an error in recommendations of AD. Pay Scale of Officers of Municipal Service in RCS (Revised Pay) Rules 1998 are as follows:-

	Municipal Employees (Revised Pay) Rules 1998 pay scale	Municipal Employees (Revised Pay) Rules	
		Running Pay Band	Grade Pay
Assessor	6500-10500	9300-34000 (PB-2)	4200
Office Superintendent	5500-9000	9300-34000 (PB-2)	3600
Executive Officer IV	5500-9000	9300-34000 (PB-2)	3600
Revenue Officer II/ Revenue Officer I	6500-10500	9300-34000 (PB-2)	4200
Executive Officer III/ Executive Officer II	6500-10500	9300-34000 (PB-2)	4200
Commissioner	9000-14400	15600-39100 (PB-3)	6000

  
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(ii) Qualification and promotion channel in Rajasthan Municipal Service is as follows:-

Post	Mode of Recruitment	Qualification	Experience	Promotion Channel
Executive Officer IV	100% by direct recruitment	Graduate		To Executive Officer III
Executive Officer III	100% by promotion (60% Executive Officer IV, 20% Revenue Officer IV, 10% Assessor and 10% Office Superintendent)		5 years experience	To Executive Officer II
Revenue Officer Grade II	100% by direct recruitment	Graduate with LSGD or LLB		
Revenue Officer Grade I	100% by promotion (60% Executive Officer IV, 20% Revenue Officer II, 10% Assessor and 10% Office Superintendent)		5 years experience	To Executive Officer II
Executive Officer II	100% by promotion (66% Executive Officer III 33% Revenue Officer I)		5 years experience	Commissioner
Commissioner Municipal Council	100% by Promotion from Executive Officer II		5 years experience	-

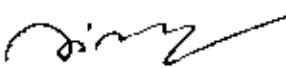
(iii) Pay scale in RCS (Revised Pay) Rules 1998 for the posts of Executive Officer III, Revenue Officer II, Executive Officer II, Revenue Officer I and Assessor are identical i.e. Rs.6500-10500.

## II – Views of the Committee

(iv) The representation from Rajasthan Nagar Palika Seva Parishad has been sent by Government to this Committee for looking into their grievances. The Executive Officers and the Revenue Officers have contended that pay scale of Assessor, Revenue Officer-II and Revenue Officer-I, Executive Officer-III and Executive Officer-II is the same i.e. Rs. 6500-10500. While the post of Executive Officer-III, Executive Officer-II and Revenue Officer-I are promotion posts. The pay scales of the feeder posts and of the promotion posts are the same, this is an anomaly which needs to be rectified.

(v) The post of RO-I is 100% promotion post from RO-II, EO-IV and Assessor; similarly the post of EO-II is a promotion post from RO-I and EO-III. The State Government in many cases, has already upgraded the grade pay of promotion post where the grade of the feeder post and promotion post are the same. In line with the decision of the Government the Committee recommends that since it is a case of anomaly, the same should be removed by prescribing higher grade pays for the promotional posts.

(vi) We accordingly recommend the pay scale of EO-III and RO-I be revised upwards as Rs. 7500-12000 scale No. 12(A) pay band Rs. 9300-34800 grade pay Rs. 4800.

  
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(vii) The post of EO-II is a promotion post from EO-III and RO-I and is a senior position in Municipal Services. We find reason in the argument that EO-II has officers working under him carrying higher pay scale.

**(viii) Therefore, their pay scale may also be revised from existing Rs. 6500-10500 scale No. 12 to Rs. 8000-13500 scale No. 13 pay band-3 Rs. 15600-39100 with grade pay of Rs. 5400.**

(ix) We also considered the demand for revision in the pay scale of Commissioners belonging to Rajasthan Municipal Service. The Commissioner is a senior position in the Municipal Service. RAS officers in senior scale Rs. 10000-15200 (scale No. 15) are sent on deputation to man the post of Municipal Commissioner. Looking to the nature of work and the duties and responsibilities, which the Commissioners have to discharge, we feel that their pay scale should be at par with senior scale of RAS.

**(x) Therefore, we recommend that the pay scales of a Commissioner belonging to Rajasthan Municipal Service be upgraded from scale No.14 to 15 i.e. Rs. 10000-15200 PB-3 Rs. 15600-39100 with grade pay of Rs. 6600.**

(xi) The above scales are therefore, subject to the condition that the department will review the working procedures with a view to ensure better transparency of the delivery system at all levels where higher scales are being prescribed. The very purpose of giving higher scales on promotion posts will be lost if there is no substantial improvement in public dealing. **It is expected that the administrative department will issue necessary instructions for bringing in a change in the delivery of services to the citizens.**



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