

**HOUSE JOINT RESOLUTION NO. 3**

**(Second Special Session)**

**INTRODUCED BY QUILICI, FABREGA, STEPHENS, STIMATZ, LYNCH**

**IN THE HOUSE**

**June 22, 1982**

Introduced and referred to  
Committee on State  
Administration.

**June 24, 1982**

On motion taken from State  
Administration and placed on  
second reading. Motion  
adopted.

Bill printed and placed on  
members' desks.

**June 25, 1982**

Second reading, do pass.  
Ayes, 63; Noes, 24.

On motion rules suspended and  
bill placed on third reading  
this day.

Third reading, passed. Ayes,  
66; Noes, 24. Transmitted to  
Senate.

**IN THE SENATE**

**June 26, 1982**

Introduced and referred to  
Committee on State  
Administration.

On motion taken from State  
Administration and referred to  
second reading this day.  
Motion adopted.

Second reading, concurred in.

June 26, 1982

On motion rules suspended.  
Bill placed on calendar for  
third reading this day.

Third reading, concurred in.  
Ayes, 38; Nays, 11.

**IN THE HOUSE**

June 26, 1982

Returned from Senate.  
Concurred in. Sent to  
enrolling.

Reported correctly enrolled.

Special Session

1 House JOINT RESOLUTION NO. 3  
2 INTRODUCED BY Julia LaRocca Stevens Stamat  
3 Spuch

4 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF  
5 REPRESENTATIVES OF THE STATE OF MONTANA URGING THE  
6 DEPARTMENT OF INSTITUTIONS WITH THE DEPARTMENT OF  
7 ADMINISTRATION TO CAREFULLY REVIEW THE EMPLOYMENT  
8 CLASSIFICATIONS, POSITIONS, AND GRADES OF CORRECTIONS  
9 PERSONNEL AT THE MONTANA STATE PRISON TO ESTABLISH EQUITY  
10 AMONG POSITIONS, TO ENHANCE CAREER OPPORTUNITIES, AND TO  
11 FURTHER THE RECRUITMENT AND RETENTION OF SUPERIOR PERSONNEL.

12  
13 WHEREAS, the circumstances at the Montana State Prison  
14 must be considered overall in light of the prison's goals  
15 and objectives; and

16 WHEREAS, one of the components of the prison which  
17 could be upgraded in a relatively inexpensive manner and  
18 which would produce results out of proportion to its cost is  
19 insuring the commitment of corrections personnel to the  
20 goals and objectives of the prison; and

21 WHEREAS, motivated correctional personnel are a vital  
22 component in prison improvement because such people are in  
23 day-to-day contact with prisoners, the prison  
24 administration, and the physical plant; and

25 WHEREAS, the recruitment and retention of superior

1 individuals as correctional personnel cannot help but be  
2 cost effective in long-term prison operations and helpful in  
3 inmate reformation; and

4 WHEREAS, inadequate or inequitable situations of pay  
5 grades for various corrections positions increase  
6 corrections personnel dissatisfaction with employment  
7 conditions, thus unduly reducing their commitment to proper  
8 job performance; and

9 WHEREAS, the Department of Administration establishes  
10 pay grades for various positions in state government  
11 employment based in part on studies and recommendations of  
12 the employing department.

13 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE  
14 OF REPRESENTATIVES OF THE STATE OF MONTANA:

15 (1) That the Department of Institutions, with the  
16 assistance of the Department of Administration, is urged to  
17 carefully review the positions, classifications, and grades  
18 of correctional personnel at the Montana State Prison to the  
19 end that the pay grades of such positions are equitably  
20 established to:

21 (a) encourage the recruitment, motivation, and  
22 retention of personnel; and

23 (b) establish an orderly career path for corrections  
24 personnel by providing for rational grade increases

1. commensurate with ability and experience.

2 (2) That copies of this resolution be sent to the  
3 Director, Department of Institutions, and to the Director,  
4 Department of Administration.

-End-

On motion taken from State Adm. & placed on 2nd reading.

Special Session

1 House JOINT RESOLUTION NO. 3  
2 INTRODUCED BY Julia Salgado Stovens  
3 Stamaty

4 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF  
5 REPRESENTATIVES OF THE STATE OF MONTANA URGING THE  
6 DEPARTMENT OF INSTITUTIONS WITH THE DEPARTMENT OF  
7 ADMINISTRATION TO CAREFULLY REVIEW THE EMPLOYMENT  
8 CLASSIFICATIONS, POSITIONS, AND GRADES OF CORRECTIONS  
9 PERSONNEL AT THE MONTANA STATE PRISON TO ESTABLISH EQUITY  
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20 goals and objectives of the prison; and

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22 component in prison improvement because such people are in  
23 day-to-day contact with prisoners, the prison  
24 administration, and the physical plant; and

25 WHEREAS, the recruitment and retention of superior

1 individuals as correctional personnel cannot help but be  
2 cost effective in long-term prison operations and helpful in  
3 inmate reformation; and

4 WHEREAS, inadequate or inequitable situations of pay  
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9 WHEREAS, the Department of Administration establishes  
10 pay grades for various positions in state government  
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23 (b) establish an orderly career path for corrections  
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- 1 commensurate with ability and experience.
- 2 (2) That copies of this resolution be sent to the
- 3 Director, Department of Institutions, and to the Director,
- 4 Department of Administration.

-End-

Special Session # 2

~~House~~ JOINT RESOLUTION NO. 3

INTRODUCED BY

*Julia LaRocca Sowers Stumach*  
*Dynch*

A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA URGING THE DEPARTMENT OF INSTITUTIONS WITH THE DEPARTMENT OF ADMINISTRATION TO CAREFULLY REVIEW THE EMPLOYMENT CLASSIFICATIONS, POSITIONS, AND GRADES OF CORRECTIONS PERSONNEL AT THE MONTANA STATE PRISON TO ESTABLISH EQUITY AMONG POSITIONS, TO ENHANCE CAREER OPPORTUNITIES, AND TO FURTHER THE RECRUITMENT AND RETENTION OF SUPERIOR PERSONNEL.

WHEREAS, the circumstances at the Montana State Prison must be considered overall in light of the prison's goals and objectives; and

WHEREAS, one of the components of the prison which could be upgraded in a relatively inexpensive manner and which would produce results out of proportion to its cost is insuring the commitment of corrections personnel to the goals and objectives of the prison; and

WHEREAS, motivated correctional personnel are a vital component in prison improvement because such people are in day-to-day contact with prisoners, the prison administration, and the physical plant; and

WHEREAS, the recruitment and retention of superior

individuals as correctional personnel cannot help but be cost effective in long-term prison operations and helpful in inmate reformation; and

WHEREAS, inadequate or inequitable situations of pay grades for various corrections positions increase corrections personnel dissatisfaction with employment conditions, thus unduly reducing their commitment to proper job performance; and

WHEREAS, the Department of Administration establishes pay grades for various positions in state government employment based in part on studies and recommendations of the employing department.

NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA:

(1) That the Department of Institutions, with the assistance of the Department of Administration, is urged to carefully review the positions, classifications, and grades of correctional personnel at the Montana State Prison to the end that the pay grades of such positions are equitably established to:

(a) encourage the recruitment, motivation, and retention of personnel; and

(b) establish an orderly career path for corrections personnel by providing for rational grade increases

1 commensurate with ability and experience.

2 (2) That copies of this resolution be sent to the  
3 Director, Department of Institutions, and to the Director,  
4 Department of Administration.

-End-



## 1 HOUSE JOINT RESOLUTION NO. 3 (2nd SS)

2 INTRODUCED BY QUILICI, FABREGA, STEPHENS, STIMATZ, LYNCH

3  
4 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF  
5 REPRESENTATIVES OF THE STATE OF MONTANA URGING THE  
6 DEPARTMENT OF INSTITUTIONS WITH THE DEPARTMENT OF  
7 ADMINISTRATION TO CAREFULLY REVIEW THE EMPLOYMENT  
8 CLASSIFICATIONS, POSITIONS, AND GRADES OF CORRECTIONS  
9 PERSONNEL AT THE MONTANA STATE PRISON TO ESTABLISH EQUITY  
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1 commensurate with ability and experience.

2 (2) That copies of this resolution be sent to the  
3 Director, Department of Institutions, and to the Director,  
4 Department of Administration.

-End-