

HOUSE BILL 259

Introduced by Cocchiarella, et al.

1/18	Introduced
1/18	Referred to State Administration
1/18	Fiscal Note Requested
1/18	First Reading
1/24	Fiscal Note Received
1/26	Fiscal Note Printed
2/01	Hearing
	Died in Committee

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HOUSE BILL NO. 259

INTRODUCED BY Cassiusella Steedman Tom Nelson

Aguinis Rufe Forester J. Bryan Nisbet  
Whalen Beckey Grady Kimberley Layer Davis

A BILL FOR AN ACT ENTITLED: "AN ACT REINSTATING STEP INCREASES AND  
Richard E. Manning Menahan J. Beck Craske  
PROVIDING SALARY AND INSURANCE ADJUSTMENTS FOR CLASSIFIED STATE

Southworth Whalen Small Marshall Dan Selig John  
EMPLOYEES FOR FISCAL YEARS 1992 AND 1993, INCREASING THE AMOUNT OF

Thorne Lalrin Eck Magnus Water Clark  
STATE CONTRIBUTION TOWARD GROUP BENEFITS COSTS, PROVIDING SHIFT

Carlson McCullough Paul Harris Maguire Connolly  
DIFFERENTIAL PAY FOR STATE EMPLOYEES; AMENDING SECTIONS 2-18-303

Dardo Roney Nelson  
2-18-304, 2-18-312, and 2-18-703, MCA; AND PROVIDING AN EFFECTIVE  
DATE." Skice Hett

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

**Section 1.** Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-312 must be implemented as follows:

(a) The pay schedules provided in 2-18-312 indicate the annual compensation for the fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee must be established at the end of the probationary period in accordance with rules promulgated by the department.

1           (c) (i) The compensation of each employee on the first day of  
2 the first pay period in fiscal year ~~1990~~ 1992 is that amount  
3 corresponding to the grade and one step above the step occupied on  
4 the last day of fiscal year ~~1989~~ 1991 plus up to two additional  
5 steps to equal the number of steps that the employee would have  
6 received had the steps not been frozen in previous years.

7           (ii) The compensation of each employee on the first day of the  
8 first pay period in fiscal year ~~1991~~ 1993 is that amount  
9 corresponding to the grade and one step above the step occupied on  
10 the last day of fiscal year ~~1990~~ 1992 plus up to three additional  
11 steps to correspond to the step that the employee would have  
12 received had the steps not been frozen in previous years.

13           (2) The pay schedules provided in 2-18-312 and the provisions  
14 of subsection (1) do not apply to those teachers, liquor store  
15 occupations, or blue-collar occupations compensated under the pay  
16 schedules provided in 2-18-313 through 2-18-315.

17           (3) The pay schedules provided in 2-18-313 through 2-18-315  
18 must be implemented as follows:

19           (a) (i) The pay schedules provided for in 2-18-313 indicate  
20 the annual compensation for the contracted school term for teachers  
21 employed under the authority of the department of institutions or  
22 the department of family services for fiscal years 1990 and 1991.

23           (ii) On the first day of the first pay period in July 1989,  
24 each teacher shall advance three steps on the appropriate pay  
25 schedule for fiscal year 1990 from the step that he occupied on  
26 June 30, 1989.

1           (iii) The compensation of each teacher on the first day of the  
2 first pay period in July 1990 is that amount corresponding to his  
3 level of academic achievement and the step occupied on June 30,  
4 1990.

5           (b) (i) The pay schedules provided in 2-18-314 indicate the  
6 maximum hourly compensation for fiscal years ending June 30, 1990,  
7 and June 30, 1991, for those employees in liquor store occupations  
8 who have collectively bargained separate classification and pay  
9 plans.

10           (ii) The compensation of each employee on the first day of the  
11 first pay period in fiscal year 1990 or 1991 is that amount  
12 corresponding to the grade occupied on the last day of the  
13 preceding fiscal year.

14           (c) (i) The pay schedules provided in 2-18-315 indicate the  
15 maximum hourly compensation for fiscal years ending June 30, 1990,  
16 and June 30, 1991, for employees in apprentice trades and crafts  
17 and other blue-collar occupations recognized in the state blue-  
18 collar classification plan who are members of units that have  
19 collectively bargained separate classification and pay plans.

20           (ii) The compensation of each employee on the first day of the  
21 first pay period in fiscal year 1990 or 1991 is that amount  
22 corresponding to the grade occupied on the last day of the  
23 preceding fiscal year.

24           (4) (a) (i) A member of a bargaining unit may not receive the  
25 amounts indicated in the respective pay schedules provided in 2-18-  
26 312 through 2-18-315 until the bargaining unit of which he is a

1 member ratifies a completely integrated collective bargaining  
2 agreement covering the biennium ending June 30, 1991.

3 (ii) If negotiation and ratification of a completely  
4 integrated collective bargaining agreement as required by  
5 subsection (4)(a)(i) are not completed by July 1, 1989,  
6 retroactivity to that date may be negotiated.

7 (iii) If negotiation and ratification of a completely  
8 integrated collective bargaining agreement as required by  
9 subsection (4)(a)(i) are not completed by July 1, 1989, members of  
10 the bargaining unit involved must continue to receive the  
11 compensation they were receiving as of June 30, 1989.

12 (b) Methods of administration not inconsistent with the  
13 purpose of this part and necessary to properly implement the pay  
14 schedules provided in 2-18-312 through 2-18-315 may be provided for  
15 in collective bargaining agreements.

16 (5) The current wage or salary of an employee may not be  
17 reduced by the implementation of the pay schedules provided for in  
18 2-18-312 through 2-18-315.

19 (6) The department may authorize a separate pay schedule for  
20 medical doctors if the rates provided in 2-18-312 are not  
21 sufficient to attract and retain fully licensed and qualified  
22 physicians at the state institutions.

23 (7) The department may develop programs that enable the  
24 department to mitigate problems associated with difficult  
25 recruitment, retention, transfer, or other exceptional  
26 circumstances. Insofar as the program may apply to employees within

1 a collective bargaining unit, it is a negotiable subject under 39-  
2 31-305.

3 (8) The department shall review the competitiveness of the  
4 compensation provided to registered nurses and other occupations  
5 under this part. If the department finds that substantial problems  
6 exist with recruitment and retention because of inadequate salaries  
7 when compared to competing employers, the department may establish  
8 criteria allowing an adjustment in pay or classification to  
9 mitigate the problems. Insofar as these adjustments may apply to  
10 employees within a collective bargaining unit, the implementation  
11 of these adjustments is a negotiable subject under 39-31-305."

12 **Section 2.** Section 2-18-304, MCA, is amended to read:

13 **"2-18-304. Longevity allowance.** (1) ~~In~~ Except as provided in  
14 subsection (2), in addition to the compensation provided for in 2-  
15 18-312, 2-18-313, 2-18-314, or 2-18-315, each employee who has  
16 completed 5 years of uninterrupted state service shall receive the  
17 larger of \$10 a month or 10% of the difference between the base  
18 compensation for his grade and step (where applicable) and the base  
19 compensation for the next highest grade and corresponding step  
20 (where applicable) multiplied by the number of completed,  
21 contiguous 5-year periods of uninterrupted state service. Service  
22 to the state is not interrupted by authorized leaves of absence.

23 (2) After 16 years of service, in addition to the compensation  
24 provided in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, an employee  
25 shall receive 40 cents per hour plus an additional 40 cents per

1 cents per hour for every 3 years served thereafter.

2 ~~(2)~~(3) (a) For the purpose of determining years of service  
3 under this section, an employee must be credited with 1 year of  
4 service for each period of:

5 (i) 2,080 hours of service following his date of employment;  
6 an employee must be credited with 80 hours of service for each  
7 biweekly pay period in which he is in a pay status or on an  
8 authorized leave of absence without pay, regardless of the number  
9 of hours of service in the pay period; or

10 (ii) 12 uninterrupted calendar months following his date of  
11 employment in which he was in a pay status or on an authorized  
12 leave of absence without pay, regardless of the number of hours of  
13 service in any one month. An employee of a school at a state  
14 institution or the university system must be credited with 1 year  
15 of service if he is employed for an entire academic year.

16 (b) State agencies, other than the university system and a  
17 school at a state institution, shall use the method provided in  
18 subsection ~~(2)~~(a)~~(i)~~ (3)(a)(i) to calculate years of service under  
19 this section."

20 **Section 3.** Section 2-18-312, MCA, is amended to read:

21 **"2-18-312. Statewide pay schedules for fiscal years ~~1990~~ 1992**  
22 **and ~~1991~~ 1993.** (1) The statewide classification pay schedule for  
23 fiscal year ~~1990~~ 1992 is as follows:

24 Annual Hours -- 2080 Note: Includes Insurance

25 Pay Matrix -- State Matrix Type -- Annual

	STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
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	STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
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1	6	14,737	15,718	15,997	16,284	16,575	16,873	17,178	17,486	17,802	18,124	18,452	18,787	19,471
2	7	15,550	16,592	16,890	17,194	17,504	17,820	18,142	18,470	18,805	19,148	19,497	19,853	20,579
3	8	16,427	17,534	17,851	18,175	18,504	18,840	19,183	19,533	19,889	20,252	20,623	21,002	21,773
4	9	17,400	18,582	18,919	19,263	19,614	19,972	20,338	20,711	21,092	21,480	21,875	22,279	23,102
5	10	18,486	19,728	20,088	20,456	20,831	21,214	21,604	22,001	22,407	22,822	23,244	23,674	24,553
6	11	19,631	20,980	21,366	21,760	22,160	22,568	22,987	23,413	23,848	24,291	24,742	25,204	26,144
7	12	20,920	22,367	22,780	23,202	23,633	24,071	24,519	24,975	25,440	25,915	26,401	26,898	27,966
8	13	22,336	23,869	24,333	24,786	25,248	25,719	26,199	26,688	27,188	27,703	28,239	28,784	29,992
9	14	24,113	25,799	26,282	26,785	27,309	27,845	28,393	28,952	29,522	30,103	30,698	31,302	32,536
10	15	25,982	27,648	28,396	29,156	29,925	30,706	31,501	32,311	33,127	33,950	34,781	35,621	36,986
11	16	28,113	30,195	30,791	31,397	32,016	32,648	33,291	33,950	34,620	35,303	36,001	36,712	38,183
12	17	30,478	32,736	33,382	34,042	34,713	35,398	36,097	36,809	37,537	38,279	39,035	39,806	41,382
13	18	33,087	35,543	36,245	36,961	37,692	38,437	39,196	39,971	40,762	41,569	42,391	43,230	44,942
14	19	35,958	38,628	39,393	40,171	40,965	41,778	42,602	43,446	44,305	45,182	46,077	46,990	48,853
15	20	39,088	41,997	42,828	43,676	44,539	45,422	46,321	47,239	48,176	49,129	50,102	51,093	53,117
16	21	42,533	45,703	46,608	47,531	48,474	49,434	50,414	51,413	52,433	53,473	54,534	55,616	57,826
17	22	46,316	49,769	50,755	51,762	52,789	53,836	54,904	55,993	57,103	58,233	59,386	60,563	62,965
18	23	50,453	54,218	55,294	56,390	57,510	58,651	59,815	61,002	62,211	63,446	64,707	65,992	68,617
19	24	54,998	59,104	60,279	61,477	62,697	63,942	65,211	66,507	67,830	69,181	70,559	71,964	74,834
20	25	59,992	64,474	65,765	67,082	68,433	69,819	71,233	72,644	74,084	75,553	77,052	78,481	82,153

21 (2) The statewide classification pay schedule for fiscal year  
 22 ~~1991~~ 1993 is as follows:

23 Annual Hours -- 2080 Note: Includes Insurance  
 24 Pay Matrix -- State Matrix Type -- Annual

25 STEP

26	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
27	1	10,932	11,620	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,242
28	2	11,414	12,157	12,388	12,598	12,807	13,023	13,242	13,466	13,725	13,979	14,238	14,482	15,000
29	3	11,838	12,721	12,945	13,172	13,406	13,643	13,885	14,133	14,384	14,641	14,903	15,170	15,715
30	4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,090	15,361	15,637	15,919	16,494
31	5	13,143	14,018	14,268	14,521	14,778	15,046	15,318	15,592	15,873	16,160	16,453	16,750	17,358
32	6	13,825	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,020	17,320	17,626	18,261
33	7	14,602	15,595	15,868	16,152	16,445	16,743	17,047	17,357	17,673	17,998	18,325	18,653	19,248

1	<del>8</del>	<del>15,429</del>	<del>16,474</del>	<del>16,773</del>	<del>17,078</del>	<del>17,389</del>	<del>17,706</del>	<del>18,029</del>	<del>18,359</del>	<del>18,695</del>	<del>19,038</del>	<del>19,388</del>	<del>19,745</del>	<del>20,172</del>
2	<del>9</del>	<del>16,247</del>	<del>17,462</del>	<del>17,780</del>	<del>18,106</del>	<del>18,436</del>	<del>18,774</del>	<del>19,119</del>	<del>19,471</del>	<del>19,829</del>	<del>20,196</del>	<del>20,569</del>	<del>20,950</del>	<del>21,326</del>
3	<del>10</del>	<del>17,263</del>	<del>18,543</del>	<del>18,882</del>	<del>19,230</del>	<del>19,584</del>	<del>19,945</del>	<del>20,312</del>	<del>20,688</del>	<del>21,071</del>	<del>21,462</del>	<del>21,860</del>	<del>22,266</del>	<del>22,696</del>
4	<del>11</del>	<del>18,462</del>	<del>19,725</del>	<del>20,080</del>	<del>20,440</del>	<del>20,808</del>	<del>21,184</del>	<del>21,569</del>	<del>21,960</del>	<del>22,358</del>	<del>22,764</del>	<del>23,178</del>	<del>23,600</del>	<del>24,038</del>
5	<del>12</del>	<del>19,668</del>	<del>21,032</del>	<del>21,432</del>	<del>21,831</del>	<del>22,237</del>	<del>22,641</del>	<del>23,052</del>	<del>23,469</del>	<del>23,892</del>	<del>24,320</del>	<del>24,754</del>	<del>25,194</del>	<del>25,640</del>
6	<del>13</del>	<del>21,004</del>	<del>22,469</del>	<del>22,888</del>	<del>23,315</del>	<del>23,751</del>	<del>24,195</del>	<del>24,648</del>	<del>25,110</del>	<del>25,580</del>	<del>26,058</del>	<del>26,544</del>	<del>27,038</del>	<del>27,538</del>
7	<del>14</del>	<del>22,680</del>	<del>24,371</del>	<del>24,728</del>	<del>25,201</del>	<del>25,685</del>	<del>26,201</del>	<del>26,718</del>	<del>27,245</del>	<del>27,783</del>	<del>28,331</del>	<del>28,890</del>	<del>29,458</del>	<del>30,036</del>
8	<del>15</del>	<del>24,426</del>	<del>26,304</del>	<del>26,721</del>	<del>27,249</del>	<del>27,789</del>	<del>28,334</del>	<del>28,895</del>	<del>29,465</del>	<del>30,047</del>	<del>30,640</del>	<del>31,247</del>	<del>31,864</del>	<del>32,496</del>
9	<del>16</del>	<del>26,464</del>	<del>28,418</del>	<del>28,880</del>	<del>29,452</del>	<del>30,038</del>	<del>30,639</del>	<del>31,256</del>	<del>31,889</del>	<del>32,538</del>	<del>33,203</del>	<del>33,885</del>	<del>34,584</del>	<del>35,300</del>
10	<del>17</del>	<del>28,682</del>	<del>30,815</del>	<del>31,435</del>	<del>32,047</del>	<del>32,680</del>	<del>33,336</del>	<del>34,016</del>	<del>34,720</del>	<del>35,449</del>	<del>36,204</del>	<del>36,985</del>	<del>37,784</del>	<del>38,600</del>
11	<del>18</del>	<del>31,146</del>	<del>33,462</del>	<del>34,135</del>	<del>34,801</del>	<del>35,491</del>	<del>36,206</del>	<del>36,947</del>	<del>37,714</del>	<del>38,507</del>	<del>39,327</del>	<del>40,174</del>	<del>41,048</del>	<del>41,940</del>
12	<del>19</del>	<del>33,852</del>	<del>36,374</del>	<del>37,095</del>	<del>37,829</del>	<del>38,578</del>	<del>39,343</del>	<del>40,123</del>	<del>40,918</del>	<del>41,729</del>	<del>42,557</del>	<del>43,401</del>	<del>44,262</del>	<del>45,140</del>
13	<del>20</del>	<del>36,808</del>	<del>39,552</del>	<del>40,326</del>	<del>41,135</del>	<del>41,960</del>	<del>42,782</del>	<del>43,621</del>	<del>44,497</del>	<del>45,380</del>	<del>46,280</del>	<del>47,198</del>	<del>48,134</del>	<del>49,088</del>
14	<del>21</del>	<del>40,068</del>	<del>43,049</del>	<del>43,902</del>	<del>44,772</del>	<del>45,662</del>	<del>46,568</del>	<del>47,497</del>	<del>48,435</del>	<del>49,397</del>	<del>50,378</del>	<del>51,378</del>	<del>52,398</del>	<del>53,438</del>
15	<del>22</del>	<del>43,626</del>	<del>46,884</del>	<del>47,814</del>	<del>48,764</del>	<del>49,732</del>	<del>50,720</del>	<del>51,729</del>	<del>52,756</del>	<del>53,803</del>	<del>54,870</del>	<del>55,958</del>	<del>57,066</del>	<del>58,194</del>
16	<del>23</del>	<del>47,528</del>	<del>51,081</del>	<del>52,088</del>	<del>53,130</del>	<del>54,187</del>	<del>55,263</del>	<del>56,361</del>	<del>57,481</del>	<del>58,624</del>	<del>59,790</del>	<del>60,978</del>	<del>62,188</del>	<del>63,418</del>
17	<del>24</del>	<del>51,818</del>	<del>55,681</del>	<del>56,798</del>	<del>57,929</del>	<del>59,080</del>	<del>60,255</del>	<del>61,453</del>	<del>62,684</del>	<del>63,947</del>	<del>65,242</del>	<del>66,568</del>	<del>67,926</del>	<del>69,316</del>
18	<del>25</del>	<del>56,528</del>	<del>60,757</del>	<del>61,965</del>	<del>63,198</del>	<del>64,454</del>	<del>65,726</del>	<del>67,026</del>	<del>68,354</del>	<del>69,710</del>	<del>71,094</del>	<del>72,506</del>	<del>73,946</del>	<del>75,414</del>

STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	
21	1	12,421	13,215	13,442	13,874	13,908	14,150	14,396	14,647	14,902	15,162	15,429	15,699	16,252
22	2	12,962	13,797	14,035	14,279	14,527	14,780	15,039	15,302	15,570	15,844	16,124	16,409	16,992
23	3	13,551	14,431	14,683	14,939	15,201	15,467	15,739	16,016	16,299	16,588	16,883	17,183	17,795
24	4	14,195	15,123	15,388	15,658	15,934	16,215	16,502	16,794	17,093	17,397	17,707	18,024	18,670
25	5	14,905	15,886	16,167	16,453	16,745	17,043	17,347	17,657	17,972	18,295	18,623	18,958	19,641
26	6	15,683	16,722	17,018	17,322	17,631	17,947	18,268	18,596	18,931	19,272	19,621	19,976	20,701
27	7	16,544	17,649	17,965	18,287	18,616	18,950	19,292	19,640	19,995	20,358	20,727	21,105	21,875
28	8	17,474	18,648	18,984	19,326	19,676	20,032	20,395	20,766	21,143	21,529	21,922	22,323	23,141
29	9	18,505	19,758	20,115	20,480	20,852	21,232	21,620	22,015	22,419	22,830	23,249	23,677	24,549
30	10	19,635	20,972	21,354	21,744	22,142	22,548	22,961	23,383	23,813	24,252	24,699	25,156	26,087
31	11	20,870	22,301	22,710	23,126	23,551	23,985	24,428	24,879	25,340	25,810	26,288	26,777	27,774
32	12	22,236	23,770	24,208	24,656	25,112	25,577	26,051	26,534	27,028	27,531	28,047	28,584	29,705
33	13	23,738	25,384	25,854	26,334	26,824	27,323	27,832	28,361	28,912	29,479	30,058	30,647	31,852
34	14	25,621	27,408	27,920	28,453	29,008	29,577	30,158	30,750	31,354	31,970	32,601	33,241	34,549

1	15	<u>27,581</u>	<u>29,580</u>	<u>30,161</u>	<u>30,754</u>	<u>31,358</u>	<u>31,974</u>	<u>32,604</u>	<u>33,244</u>	<u>33,898</u>	<u>34,566</u>	<u>35,247</u>	<u>35,940</u>	<u>37,357</u>
2	16	<u>28,861</u>	<u>32,068</u>	<u>32,699</u>	<u>33,342</u>	<u>33,998</u>	<u>34,666</u>	<u>35,350</u>	<u>36,048</u>	<u>36,758</u>	<u>37,483</u>	<u>38,222</u>	<u>38,976</u>	<u>40,514</u>
3	17	<u>32,366</u>	<u>34,761</u>	<u>35,447</u>	<u>36,148</u>	<u>36,867</u>	<u>37,593</u>	<u>38,324</u>	<u>39,079</u>	<u>39,850</u>	<u>40,637</u>	<u>41,438</u>	<u>42,256</u>	<u>43,926</u>
4	18	<u>35,133</u>	<u>37,737</u>	<u>38,480</u>	<u>39,240</u>	<u>40,016</u>	<u>40,804</u>	<u>41,608</u>	<u>42,431</u>	<u>43,269</u>	<u>44,124</u>	<u>44,996</u>	<u>45,885</u>	<u>47,700</u>
5	19	<u>38,175</u>	<u>41,007</u>	<u>41,817</u>	<u>42,642</u>	<u>43,484</u>	<u>44,343</u>	<u>45,220</u>	<u>46,113</u>	<u>47,024</u>	<u>47,955</u>	<u>48,903</u>	<u>49,870</u>	<u>51,846</u>
6	20	<u>41,495</u>	<u>44,578</u>	<u>45,459</u>	<u>46,367</u>	<u>47,273</u>	<u>48,208</u>	<u>49,161</u>	<u>50,134</u>	<u>51,128</u>	<u>52,138</u>	<u>53,169</u>	<u>54,220</u>	<u>56,385</u>
7	21	<u>45,147</u>	<u>48,506</u>	<u>49,486</u>	<u>50,444</u>	<u>51,443</u>	<u>52,461</u>	<u>53,500</u>	<u>54,559</u>	<u>55,640</u>	<u>56,742</u>	<u>57,867</u>	<u>59,014</u>	<u>61,357</u>
8	22	<u>49,156</u>	<u>52,816</u>	<u>53,881</u>	<u>54,929</u>	<u>56,018</u>	<u>57,127</u>	<u>58,259</u>	<u>59,414</u>	<u>60,591</u>	<u>61,788</u>	<u>63,011</u>	<u>64,258</u>	<u>66,804</u>
9	23	<u>53,541</u>	<u>57,532</u>	<u>58,673</u>	<u>59,834</u>	<u>61,022</u>	<u>62,231</u>	<u>63,465</u>	<u>64,723</u>	<u>66,005</u>	<u>67,314</u>	<u>68,650</u>	<u>70,013</u>	<u>72,795</u>
10	24	<u>58,360</u>	<u>62,712</u>	<u>63,957</u>	<u>65,227</u>	<u>66,520</u>	<u>67,840</u>	<u>69,185</u>	<u>70,559</u>	<u>71,961</u>	<u>73,393</u>	<u>74,854</u>	<u>76,343</u>	<u>79,385</u>
11	25	<u>63,652</u>	<u>68,404</u>	<u>69,761</u>	<u>71,147</u>	<u>72,558</u>	<u>73,997</u>	<u>75,463</u>	<u>76,958</u>	<u>78,484</u>	<u>80,041</u>	<u>81,630</u>	<u>83,251</u>	<u>87,143</u>

**Section 4.** Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~130~~ 165 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~150~~ 185 per month for the fiscal year ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social

1 Security Act of 1965, as amended, if the state group benefit plan  
2 is the secondary payer and medicare the primary payer.

3 (3) For employees of elementary and high school districts and  
4 of local government units, the employer's premium contributions may  
5 exceed but may not be less than \$10 per month.

6 (4) Unused employer contributions for any state employee must  
7 be transferred to an account established for this purpose by the  
8 department of administration and upon such transfer may be used to  
9 offset losses occurring to the group of which the employee is  
10 eligible to be a member."

11 NEW SECTION. **Section 5.** shift differential pay -- purpose and  
12 eligibility. (1) The purpose of shift differential pay is to  
13 compensate employees for a regular work schedule that differs from  
14 the customary flexible day shift.

15 (2) An employee shall receive an additional \$1 per hour for  
16 each regularly scheduled hour worked between 6 p.m. and 7 a.m. on  
17 any day of the week, including weekends.

18 NEW SECTION. **Section 6.** Codification instruction. [Section  
19 5] is intended to be codified as an integral part of Title 2,  
20 chapter 18, part 3, and the provisions of Title 2, chapter 18, part  
21 3, apply to [section 5].

22 NEW SECTION. **Section 7.** Effective date. [This act] is  
23 effective July 1, 1991.

24

-END-

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB0259, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION:


An Act to reinstate step increases and provide salary and insurance adjustments for classified state employees for fiscal years 1992 and 1993; to increase the state contribution toward group benefit costs; and to provide shift differential pay for state employees.

ASSUMPTIONS:

1. The FTE levels contained in the executive budget recommendation are used to estimate the cost of the proposal. FTE attributes reflect the payroll period ending January 26, 1990, except grade adjustments were made for any personnel actions made during the remainder of the fiscal year. The estimates are based on this position detail.
2. Costs for classified employees of the University System are estimated based on the FY 1991 operation plans for the units as approved by the Commissioner of Higher Education. Position detail for classified employees provided by each of the units will apply to FY 92 and FY 93. Pay and benefit increases for employees funded by non-appropriated, designated funds are not included in this fiscal note since appropriation authority is not directly impacted by the proposal.
3. No salary or benefit increase is included for the university system's faculty or contract professionals since none is proposed in the bill.
3. FTE attribute data concerning longevity dates and increments on the P/P/P System are accurate and will allow the determination of the proper number of retroactive step increases as provided by the proposal.
4. Personal services funding splits provided by the agencies and modified to reflect the executive budget recommendation are used to allocate the cost of the proposal among the various state fund types.
5. Salary increases and retroactive steps are granted only to employees covered by pay plan 60 as provided in the proposal. Similar increases are not considered for employees covered by the other pay plans, exempt employees or elected officials.
6. The proposed shift differential of \$1.00 per hour will cost \$1,776,000 per year based on research prepared for the Governor's Council on State Employee Pay.
7. The new longevity increase of \$0.40 per hour is estimated to cost \$3,733,000 (without benefits) for current state employees. It is assumed that the increase will remain at this level for FY 92 and FY 93.
8. Benefit rates (ignoring insurance) of 15% were applied to the university system, the shift differential and the new longevity amounts.

FISCAL IMPACT:

(See next page)

  
\_\_\_\_\_  
ROD SUNDSTED, BUDGET DIRECTOR  
Office of Budget and Program Planning

1-24-91  
\_\_\_\_\_  
DATE

\_\_\_\_\_  
VICKI COCCHIARELLA, PRIMARY SPONSOR  
DATE

Fiscal Note for HB0259, as introduced

**HB 259**

Fiscal Note Request, HB0259 as introduced

Form BD-15

Page 2

FISCAL IMPACT:

Expenditures:

	FY 92			FY 93		
	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>
Personal Services	0	37,601,000	37,601,000	0	68,848,000	68,848,000
<u>Funding:</u>						
General fund (01)	0	18,185,000	18,185,000	0	33,984,000	33,984,000
State Special Revenue (02)	0	8,628,000	8,628,000	0	15,008,000	15,008,000
Federal Special Revenue (03)	0	8,254,000	8,254,000	0	15,240,000	15,240,000
Other Funds (04-09)	0	<u>2,534,000</u>	<u>2,534,000</u>	0	<u>4,616,000</u>	<u>4,616,000</u>
Total	0	37,601,000	37,601,000	0	68,848,000	68,848,000

LONG-RANGE EFFECTS OF PROPOSED LEGISLATION:

The proposal will increase "current level" expenditures for future bienniums by approximately the amount shown for FY 93.

TECHNICAL NOTES:

The salary matrix for FY 93 were designed to provide a 6% increase over the FY 92 matrix and include an insurance contribution of \$180 per month. However, section 4 of the bill provides for insurance of \$185 per month, which reduces the percent increase to slightly less than 6%. The fiscal note is based on the bill as drafted.

**HB 259**