

HOUSE BILL NO. 509

INTRODUCED BY SWYSGOOD, HOFFMAN, DEVLIN

BY REQUEST OF THE GOVERNOR

IN THE HOUSE

JANUARY 31, 1991

INTRODUCED AND REFERRED TO
COMMITTEE ON STATE ADMINISTRATION.

FEBRUARY 1, 1991

FIRST READING.

APRIL 29, 1991

ON MOTION, TAKEN FROM COMMITTEE AND
PLACED ON SECOND READING THIS DAY.

SECOND READING, DO PASS AS AMENDED.

THIRD READING, PASSED.
AYES, 56; NOES, 43.

TRANSMITTED TO SENATE.

IN THE SENATE

APRIL 29, 1991

ON MOTION, RULES SUSPENDED TO ALLOW
INTRODUCTION OF BILL.

INTRODUCED AND REFERRED TO
COMMITTEE ON FINANCE AND CLAIMS.

FIRST READING.

COMMITTEE RECOMMEND BILL BE
CONCURRED IN AS AMENDED. REPORT
ADOPTED.

SECOND READING, CONCURRED IN.

THIRD READING, CONCURRED IN.
AYES, 39; NOES, 11.

RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 29, 1991

RECEIVED FROM SENATE.

SECOND READING, AMENDMENTS
CONCURRED IN.

THIRD READING, AMENDMENTS CONCURRED
IN. AYES, 59; NOES, 35.

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

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HOUSE BILL NO. *509*

INTRODUCED BY

Swyngood Hoffman Dawkins

BY REQUEST OF THE GOVERNOR

A BILL FOR AN ACT ENTITLED: "AN ACT TO GENERALLY REVISE THE LAWS RELATING TO STATE EMPLOYEE COMPENSATION; ARTICULATING A MARKET-BASED PAY PHILOSOPHY; RETURNING EMPLOYEES OF THE STATE COMPENSATION MUTUAL INSURANCE FUND TO THE PAY PLAN; PROVIDING PAY ADJUSTMENTS TO EMPLOYEES IN THE STATEWIDE, TEACHERS', LIQUOR STORE OCCUPATIONS, AND BLUE-COLLAR PAY PLANS; PROVIDING GROUP BENEFITS ADJUSTMENTS; PROVIDING AN APPROPRIATION TO FUND THE PAY ADJUSTMENTS; AMENDING SECTIONS 2-18-101, 2-18-103, 2-18-301, 2-18-303, 2-18-304, 2-18-305, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

STATEMENT OF INTENT

In order to recruit and retain competent and qualified public employees to perform required services for the state, it is the intent of the legislature to provide for a state employee compensation system based on the prevailing compensation practices found in relevant public sector and private sector labor markets.

(1) To achieve this goal, 2-18-301 requires that the department of administration provide a salary survey report to the legislature. The report may include, but is not limited to:

(a) data showing the average salaries paid to employees in

1 Montana's labor market for comparable positions;

2 (b) recommendations for administering the pay increases
3 provided in 2-18-303; and

4 (c) recommendations for adjusting the pay schedules provided
5 in 2-18-312 in order to maintain an internally equitable and
6 competitive salary structure for Montana state employees.

7 (2) Labor markets relevant to state employees must have
8 positions comparable to those in Montana state government and must
9 compete with state government for qualified employees.

10

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

12 **Section 1.** Section 2-18-101, MCA, is amended to read:

13 "2-18-101. Definitions. As used in parts 1 through 3 and part
14 10 of this chapter, the following definitions apply:

15 (1) "Agency" means a department, board, commission, office,
16 bureau, institution, or unit of state government recognized in the
17 state budget.

18 (2) "Base salary" means the amount of compensation paid to an
19 employee, excluding:

20 (a) state contributions to group benefits provided in
21 2-18-703;

22 (b) overtime;

23 (c) fringe benefits as defined in 39-2-903; and

24 (d) the longevity allowance provided in 2-18-304.

25 ~~(2)~~(3) "Board" means the board of personnel appeals es-

1 tablished in 2-15-1705.

2 ~~(3)~~(4) "Class" means one or more positions substantially
3 similar with respect to the kind or nature of duties performed,
4 responsibility assumed, and level of difficulty so that the same
5 descriptive title may be used to designate each position allocated
6 to the class, similar qualifications may be required of persons
7 appointed to the positions in the class, and the same pay rate or
8 pay grade may be applied with equity.

9 ~~(4)~~(5) "Class specification" means a written descriptive
10 statement of the duties and responsibilities characteristic of a
11 class of positions and includes the education, experience,
12 knowledge, skills, abilities, and qualifications necessary to
13 perform the work of the class.

14 ~~(5)~~(6) "Compensation" means the annual or hourly wage or
15 salary and includes the state contribution to group benefits under
16 provisions of 2-18-703.

17 ~~(6)~~(7) "Department" means the department of administration
18 created in 2-15-1001.

19 ~~(7)~~(8) Except in 2-18-306, "employee" means any state employee
20 other than an employee excepted under 2-18-103 or 2-18-104 from the
21 statewide classification system.

22 (9) "Entry salary" means the entry-level base salary for each
23 grade provided in 2-18-312.

24 ~~(8)~~(10) "Grade" means the number assigned to a pay range
25 within a pay schedule in part 3 of this chapter.

26 ~~(9)~~(11) "Job sharing" means the sharing by two or more persons

1 of a position that is considered an aggregate or permanent
2 position.

3 (12) "Market salary" means the average base salary that other
4 employers pay to employees in occupations comparable to occupations
5 in a grade provided in 2-18-312, as determined by the department's
6 salary survey of the relevant labor market.

7 ~~(10)~~(13) "Permanent position" means a position so designated
8 on the appropriate agency list of authorized positions referenced
9 in 2-18-206 and approved as such in the biennium budget.

10 ~~(11)~~(14) "Permanent status" means the state an employee
11 attains after satisfactorily completing an appropriate probationary
12 period in a permanent position.

13 ~~(12)~~(15) "Personal staff" means those positions occupied by
14 employees appointed by the elected officials enumerated in
15 Article VI, section 1, of the Montana constitution or by the public
16 service commission as a whole.

17 ~~(13)~~(16) "Position" means a collection of duties and respon-
18 sibilities currently assigned or delegated by competent authority,
19 requiring the full-time, part-time, or intermittent employment of
20 one person.

21 ~~(14)~~(17) "Program" means a combination of planned efforts to
22 provide a service.

23 ~~(15)~~(18) "Seasonal position" means a position so designated on
24 the appropriate agency list of authorized positions referenced in
25 2-18-206 and which is a permanent position but which is interrupted
26 by the seasonal nature of the position.

1 ~~(16)~~(19) "Temporary position" means a position so designated
2 on the appropriate agency list of authorized positions referenced
3 in 2-18-206, created for a definite period of time not to exceed 9
4 months."

5 **Section 2.** Section 2-18-103, MCA, is amended to read:

6 **"2-18-103. Officers and employees excepted.** Parts 1 and 2 do
7 not apply to the following positions in state government:

- 8 (1) elected officials;
- 9 (2) county assessors and their chief deputy;
- 10 (3) officers and employees of the legislative branch;
- 11 (4) judges and employees of the judicial branch;
- 12 (5) members of boards and commissions appointed by the
13 governor, the legislature, or other elected state officials;
- 14 (6) officers or members of the militia;
- 15 (7) agency heads appointed by the governor;
- 16 (8) academic and professional administrative personnel with
17 individual contracts under the authority of the board of regents of
18 higher education;
- 19 (9) academic and professional administrative personnel and
20 live-in houseparents who have entered into individual contracts
21 with the state school for the deaf and blind under the authority of
22 the state board of public education;
- 23 (10) teachers under the authority of the department of
24 institutions or family services;
- 25 (11) investment officer, assistant investment officer,

1 executive director, and three professional staff positions of the
2 board of investments;

3 (12) four professional staff positions under the board of oil
4 and gas conservation;

5 (13) assistant director for security of the Montana state
6 lottery;

7 (14) executive director and senior investment officer of the
8 Montana board of science and technology development; and

9 (15) executive director ~~and employees~~ of the state
10 compensation mutual insurance fund."

11 **Section 3.** Section 2-18-301, MCA, is amended to read:

12 "2-18-301. Purpose and intent of part -- rules. (1) The
13 purpose of this part is to provide the market-based compensation
14 necessary to attract and retain competent and qualified employees
15 in order to perform the services the state is required to provide
16 to its citizens.

17 (2) It is the intent of the legislature that, ~~for the~~
18 ~~biennium ending June 30, 1991, the:~~ compensation plans for state
19 employees, excluding those employees excepted under 2-18-103 or 2-
20 18-104, be based on an analysis of the labor market as provided by
21 the department in a salary survey report to the legislature at the
22 start of each legislative session.

23 ~~(a)(3) pay~~ Pay schedules provided for in 2-18-312 through
24 2-18-315 supersede any other plan or systems established through
25 collective bargaining after the adjournment of the ~~51st~~ 52nd

1 legislature.

2 ~~(b)(4) pay~~ Pay levels provided for in 2-18-312 through
3 2-18-315 may not be increased through collective bargaining after
4 adjournment of the ~~51st~~ 52nd legislature ~~and.~~

5 ~~(e)(5) total~~ Total funds required to implement the pay
6 schedules provided for in 2-18-312 through 2-18-315 for any
7 employee group or bargaining unit may not be increased through
8 collective bargaining over the amount appropriated by the ~~51st~~
9 52nd legislature.

10 ~~(3)(6)~~ The department shall administer the pay program
11 established by the legislature on the basis of merit, internal
12 equity, and competitiveness to external labor markets when fiscally
13 able.

14 ~~(4)(7)~~ The department may promulgate rules not inconsistent
15 with the provisions of this part, collective bargaining statutes,
16 or negotiated contracts to carry out the purposes of this part."

17 **Section 4.** Section 2-18-303, MCA, is amended to read:

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

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

25 (b) Each new employee shall ~~advance from step 1 to step 2 of~~

1 ~~a grade after successfully completing 6 months of probationary~~
2 ~~service. The anniversary date of an employee must be established~~
3 ~~at the end of the probationary period in accordance with rules~~
4 ~~promulgated by the department newly hired by the state of Montana~~
5 ~~must be hired at the entry rate, except as provided in subsections~~
6 ~~(7) and (8).~~

7 (c) ~~(i) The compensation of each employee Except as provided~~
8 ~~in subsection (1)(f), on the first day of the first complete pay~~
9 ~~period in fiscal year 1990 1992, is that amount corresponding to~~
10 ~~the grade and step occupied each employee hired before July 1,~~
11 ~~1991, is entitled to the amount of his base salary as it was on the~~
12 ~~last day of fiscal year 1989. June 30, 1991, plus the following~~
13 ~~increases:~~

14 ~~(i) an increase of 3% of the employee's base salary, as it~~
15 ~~was on June 30, 1991; and~~

16 ~~(ii) an additional increase of 1/8 of 1% of his base salary as~~
17 ~~it was before the 3% increase, for each full percentage point that~~
18 ~~the employee's base salary, as it was before the 3% increase, is~~
19 ~~below the market salary for the employee's assigned grade.~~

20 ~~(ii)(d) The compensation of each employee Except as provided~~
21 ~~in subsection (1)(f), on the first day of the first pay period in~~
22 ~~fiscal year 1991 1993, is that amount corresponding to the grade~~
23 ~~and step occupied each employee hired before July 1, 1992, is~~
24 ~~entitled to the amount of his base salary as it was on the last day~~
25 ~~of fiscal year 1990. June 30, 1992, plus the following increases:~~

26 ~~(i) an increase of 3% of the employee's base salary, as it~~

1 was on June 30, 1992; and

2 (ii) an additional increase of 1/8 of 1% of his base salary as
3 it was before the 3% increase, for each full percentage point that
4 his base salary, as it was before the 3% increase, is below the
5 market salary for the employee's assigned grade.

6 (e) The department shall determine the number of full
7 percentage points that an employee's base salary is below the
8 market salary by dividing the employee's base salary by the market
9 salary for his assigned grade, multiplying the result by 100, and
10 subtracting that total from 100.

11 (f) An employee's base salary may be no less than the entry
12 salary for his assigned grade.

13 (g) Except as provided in subsections (5) through (8), an
14 employee's base salary may not exceed the market salary by a
15 percentage greater than the percentage that the market salary for
16 the employee's grade exceeds the entry salary for that grade.

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

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

23 (a) (i) The pay schedules provided for in 2-18-313 indicate
24 the annual compensation for the contracted school term for teachers
25 employed under the authority of the department of institutions or
26 the department of family services for fiscal years ~~1990~~ 1992 and

1 ~~1991~~ 1993.

2 ~~(ii) On the first day of the first pay period in July 1989,~~
3 ~~each teacher shall advance three steps on the appropriate pay~~
4 ~~schedule for fiscal year 1990 from the step that he occupied on~~
5 ~~June 30, 1989.~~

6 ~~(iii)~~(ii) The compensation of each teacher on the first day of
7 the first pay period in July ~~1990~~ 1992 is that amount corresponding
8 to ~~his~~ the teacher's level of academic achievement and the step
9 occupied on June 30, ~~1990~~ 1991.

10 (iii) The compensation of each teacher on the first day of the
11 first pay period in July 1993 is that amount shown in 2-18-313 that
12 corresponds to the teacher's level of academic achievement and the
13 step occupied on June 30, 1992.

14 (b) (i) The pay schedules provided in 2-18-314 indicate the
15 maximum hourly compensation for fiscal years ending June 30, ~~1990~~
16 1992, and June 30, ~~1991~~ 1993, for those employees in liquor store
17 occupations who have collectively bargained separate classification
18 and pay plans.

19 (ii) The compensation of each employee on the first day of
20 the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that
21 amount corresponding to the grade occupied on the last day of the
22 preceding fiscal year.

23 (c) (i) The pay schedules provided in 2-18-315 indicate the
24 maximum hourly compensation for fiscal years ending June 30, ~~1990~~
25 1992, and June 30, ~~1991~~ 1993, for employees in apprentice trades
26 and crafts and other blue-collar occupations recognized in the

1 state blue-collar classification plan who are members of units that
2 have collectively bargained separate classification and pay plans.

3 (ii) The compensation of each employee on the first day of
4 the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that
5 amount corresponding to the grade occupied on the last day of the
6 preceding fiscal year.

7 (4) (a) (i) A member of a bargaining unit may not receive the
8 amounts indicated in the respective pay schedules provided in
9 2-18-312 through 2-18-315 until the bargaining unit of which he is
10 a member ratifies a completely integrated collective bargaining
11 agreement covering the biennium ending June 30, ~~1991~~ 1993.

12 (ii) If negotiation and ratification of a completely
13 integrated collective bargaining agreement as required by
14 subsection (4)(a)(i) are not completed by July 1, ~~1989~~ 1991,
15 retroactivity to that date may be negotiated.

16 (iii) If negotiation and ratification of a completely in-
17 tegrated collective bargaining agreement as required by subsection
18 (4)(a)(i) are not completed by July 1, ~~1989~~ 1991, members of the
19 bargaining unit involved must continue to receive the compensation
20 they were receiving as of June 30, ~~1989~~ 1991.

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

25 (5) The current wage or salary of an employee may not be
26 reduced by the implementation of the pay schedules provided for in

1 2-18-312 through 2-18-315.

2 (6) The department may authorize a separate pay schedule for
3 medical doctors if the rates provided in 2-18-312 are not suffi-
4 cient to attract and retain fully licensed and qualified physicians
5 at the state institutions.

6 (7) The department may develop programs that enable the
7 department to mitigate problems associated with difficult recruit-
8 ment, retention, transfer, or other exceptional circumstances.
9 Insofar as the program may apply to employees within a collective
10 bargaining unit, it is a negotiable subject under 39-31-305.

11 (8) The department shall review the competitiveness of the
12 compensation provided to ~~registered nurses and other~~ all occupa-
13 tions under this part. If the department finds that substantial
14 problems exist with recruitment and retention because of inadequate
15 salaries when compared to competing employers, the department may
16 establish criteria allowing an adjustment in pay or classification
17 to mitigate the problems. Insofar as these adjustments may apply
18 to employees within a collective bargaining unit, the implementa-
19 tion of these adjustments is a negotiable subject under 39-31-305."

20 **Section 5.** Section 2-18-304, MCA, is amended to read:

21 "**2-18-304. Longevity allowance.** (1) (a) In addition to the
22 compensation provided for in 2-18-312, 2-18-313, 2-18-314, or 2-18-
23 315, each employee who has completed 5 years of uninterrupted state
24 service shall receive the ~~larger~~ greater of:

25 (i) \$10 a month; or

1 (ii) ~~10% 9/10 of 1%~~ of the ~~difference between the employee's~~
2 base salary ~~compensation for his grade and step~~ (where
3 applicable) ~~and the base compensation for the next highest grade~~
4 ~~and corresponding step (where applicable)~~ multiplied by the number
5 of completed, contiguous 5-year periods of uninterrupted state
6 service.

7 (b) Service to the state is not interrupted by authorized
8 leaves of absence.

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

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

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

23 (b) State agencies, other than the university system and a
24 school at a state institution, shall use the method provided in
25 subsection (2)(a)(i) to calculate years of service under this
26 section."

1 **Section 6.** Section 2-18-305, MCA, is amended to read:

2 **"2-18-305. Allocation between wages and group benefits.**

3 (1) The dollar amounts shown in the respective pay schedules
4 provided in ~~2-18-312~~, 2-18-313, 2-18-314, or 2-18-315, ~~as the case~~
5 ~~may be~~, represent the maximum amount allocated by the state for
6 wages and group benefits, exclusive of longevity as defined in 2-
7 18-304 for an employee covered by a pay schedule provided in 2-18-
8 313, 2-18-314, or 2-18-315.

9 (2) Except as provided in subsection ~~(2)(4)~~ ~~of this section,~~
10 ~~that~~ the amount specifically allocated for group benefits shall
11 must be determined by 2-18-703.

12 (3) (a) An employee covered under the pay schedules provided
13 in 2-18-312 who elects not to be covered by a state employee group
14 benefit plan under the provisions of 2-18-703 must receive as wages
15 his base salary, including adjustments provided in
16 2-18-303(1)(c) and (1)(d) and 2-18-304.

17 (b) An employee covered under the pay schedules provided in
18 2-18-213, 2-18-314, or 2-18-315 who elects not to be covered by a
19 state employee group benefit plan ~~will~~ shall, under the provisions
20 of 2-18-703, receive as wages the amount shown in the appropriate
21 pay schedule less the state contribution for group benefits as
22 determined by 2-18-703.

23 ~~(2)(4)~~ Employees may, through collective bargaining,
24 determine the allocation ~~of the amounts shown in the pay schedules~~
25 ~~provided in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, as the case~~

1 ~~may be,~~ between wages and group benefits, except that in no case
 2 may the group benefits allocation be less than the amounts provided
 3 in 2-18-703."

4 **Section 7.** Section 2-18-312, MCA, is amended to read:

5 **"2-18-312. Statewide pay schedules for fiscal years ~~1990~~ 1992**
 6 **and ~~1991~~ 1993.** (1) The statewide classification pay schedule for
 7 fiscal year ~~1990~~ 1992 is as follows:

8 Annual Hours -- 2080 Note: ~~Includes~~ Does Not Include
 9 Insurance

10 Pay Matrix -- State Matrix Type -- Annual

11 STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796
12	18,868	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,132	23,580	24,037	24,503	25,477
13	20,204	21,669	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,783	26,295	27,341
14	21,680	23,271	23,726	24,190	24,672	25,166	25,670	26,184	26,709	27,244	27,791	28,347	29,503
15	23,225	25,069	25,553	26,046	26,549	27,062	27,584	28,116	28,659	29,213	29,778	30,353	31,619
16	25,613	27,629	28,147	28,675	29,213	29,761	30,319	30,887	31,466	32,056	32,657	33,268	34,645
17	27,787	29,967	30,519	31,081	31,653	32,235	32,827	33,429	34,042	34,666	35,301	35,946	37,433
18	30,190	32,451	33,037	33,633	34,239	34,855	35,481	36,117	36,764	37,422	38,091	38,770	40,367

~~19 33,821 35,201 36,904 38,710 37,441 38,187 38,948 39,724 40,515 41,323 42,146 42,986 42,986~~
~~20 35,714 38,301 39,156 39,926 40,731 41,543 42,371 43,216 44,077 44,955 45,851 46,851 46,851~~
~~21 38,885 41,802 42,625 43,485 44,353 45,236 46,128 47,058 47,996 48,953 49,953 49,953 49,953~~
~~22 42,266 45,544 46,452 47,379 48,324 49,287 50,270 51,273 52,295 53,395 53,395 53,395 53,395~~
~~23 46,174 49,620 50,620 51,638 52,669 53,719 54,790 55,883 56,983 56,983 56,983 56,983 56,983~~
~~24 50,258 54,137 55,218 56,320 57,443 58,589 59,757 59,757 59,757 59,757 59,757 59,757 59,757~~
~~25 54,952 59,079 60,258 61,460 62,686 63,926 63,926 63,926 63,926 63,926 63,926 63,926 63,926~~

Pay Range: Entry Salary to Market Salary

	<u>GRADE</u>	<u>ENTRY SALARY</u>	<u>MARKET SALARY</u>
10	<u>1</u>	<u>8,426</u>	<u>9,913</u>
11	<u>2</u>	<u>9,077</u>	<u>10,704</u>
12	<u>3</u>	<u>9,777</u>	<u>11,557</u>
13	<u>4</u>	<u>10,536</u>	<u>12,484</u>
14	<u>5</u>	<u>11,385</u>	<u>13,522</u>
15	<u>6</u>	<u>12,303</u>	<u>14,647</u>
16	<u>7</u>	<u>13,289</u>	<u>15,858</u>
17	<u>8</u>	<u>14,404</u>	<u>17,230</u>
18	<u>9</u>	<u>15,596</u>	<u>18,701</u>
19	<u>10</u>	<u>16,916</u>	<u>20,332</u>
20	<u>11</u>	<u>18,353</u>	<u>22,112</u>
21	<u>12</u>	<u>19,946</u>	<u>24,090</u>
22	<u>13</u>	<u>21,674</u>	<u>26,240</u>
23	<u>14</u>	<u>23,588</u>	<u>28,626</u>
24	<u>15</u>	<u>25,694</u>	<u>31,258</u>
25	<u>16</u>	<u>28,044</u>	<u>34,200</u>
26	<u>17</u>	<u>30,665</u>	<u>37,488</u>
27	<u>18</u>	<u>33,555</u>	<u>41,122</u>

1		<u>19</u>	<u>36,793</u>	<u>45,201</u>
2		<u>20</u>	<u>40,406</u>	<u>49,761</u>
3		<u>21</u>	<u>44,421</u>	<u>54,841</u>
4		<u>22</u>	<u>48,906</u>	<u>60,527</u>
5		<u>23</u>	<u>53,965</u>	<u>66,954</u>
6		<u>24</u>	<u>59,645</u>	<u>74,185</u>
7		<u>25</u>	<u>65,930</u>	<u>82,206</u>

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

Annual Hours -- 2080 Note: Includes Does Not Include
Insurance

Pay Matrix -- State Matrix Type -- Annual

	STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,932	11,638	11,841	12,047	12,257	12,471	12,690	12,912	13,140	13,372	13,609	13,850	14,242
2	11,414	12,157	12,269	12,586	12,807	13,032	13,261	13,496	13,735	13,979	14,228	14,482	15,000
3	11,938	12,721	13,045	13,172	13,406	13,642	13,885	14,132	14,384	14,641	14,903	15,170	15,715
4	12,511	13,237	13,572	13,814	14,059	14,309	14,564	14,824	15,090	15,361	15,637	15,919	16,494
5	13,142	14,018	14,266	14,521	14,781	15,046	15,316	15,592	15,873	16,160	16,452	16,750	17,358
6	13,825	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,030	17,340	17,656	18,301
7	14,602	15,585	15,866	16,152	16,445	16,743	17,047	17,357	17,672	17,996	18,325	18,661	19,345
8	15,428	16,474	16,772	17,078	17,389	17,706	18,028	18,356	18,695	19,038	19,388	19,745	20,472
9	16,347	17,462	17,780	18,105	18,436	18,774	19,118	19,471	19,830	20,196	20,569	20,950	21,726
10	17,352	18,542	18,882	19,230	19,584	19,945	20,312	20,688	21,071	21,462	21,860	22,266	23,095
11	18,452	19,725	20,089	20,460	20,839	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,596
12	19,668	21,022	21,422	21,821	22,227	22,641	23,062	23,492	23,932	24,380	24,839	25,317	26,215
13	21,004	22,460	22,888	23,315	23,751	24,195	24,648	25,119	25,609	26,114	26,629	27,153	28,126
14	22,580	24,271	24,726	25,201	25,695	26,201	26,718	27,245	27,782	28,331	28,892	29,462	30,526
15	24,425	26,304	26,721	27,249	27,786	28,334	28,895	29,465	30,047	30,640	31,247	31,864	32,925
16	26,454	28,418	28,980	29,552	30,136	30,732	31,339	31,960	32,592	33,237	33,895	34,566	35,735

1 ~~17 28,682 30,815 31,425 32,047 32,680 33,326 33,986 34,658 35,344 36,044 36,758 37,485 38,972~~
 2 ~~18 31,146 32,462 34,125 34,801 35,491 36,193 36,908 37,641 38,387 39,148 39,924 40,715 42,320~~
 3 ~~19 32,852 34,374 37,095 37,829 38,578 39,343 40,123 40,918 41,728 42,557 43,401 44,262 44,262~~
 4 ~~20 36,808 38,552 40,326 41,125 41,950 42,793 43,651 44,497 45,380 46,280 47,198 47,198 47,198~~
 5 ~~21 40,058 42,048 43,902 44,732 45,562 46,568 47,492 48,435 49,397 50,378 50,378 50,378 50,378~~
 6 ~~22 42,628 44,884 47,814 48,764 49,722 50,720 51,728 52,756 53,802 53,802 53,802 53,802 53,802~~
 7 ~~23 47,528 51,091 52,096 53,120 54,197 55,262 56,261 57,491 57,491 57,491 57,491 57,491 57,491~~
 8 ~~24 51,818 55,601 56,799 57,929 59,090 60,355 61,452 61,452 61,452 61,452 61,452 61,452 61,452~~
 9 ~~25 58,528 60,757 61,965 63,198 64,454 65,725 65,725 65,725 65,725 65,725 65,725 65,725 65,725~~

10 Pay Range: Entry Salary to Market Salary

	<u>GRADE</u>	<u>ENTRY SALARY</u>	<u>MARKET SALARY</u>
11			
12	<u>1</u>	<u>8,679</u>	<u>10,210</u>
13	<u>2</u>	<u>9,349</u>	<u>11,025</u>
14	<u>3</u>	<u>10,070</u>	<u>11,903</u>
15	<u>4</u>	<u>10,852</u>	<u>12,858</u>
16	<u>5</u>	<u>11,727</u>	<u>13,927</u>
17	<u>6</u>	<u>12,672</u>	<u>15,086</u>
18	<u>7</u>	<u>13,688</u>	<u>16,334</u>
19	<u>8</u>	<u>14,836</u>	<u>17,747</u>
20	<u>9</u>	<u>16,064</u>	<u>19,262</u>
21	<u>10</u>	<u>17,424</u>	<u>20,942</u>
22	<u>11</u>	<u>18,904</u>	<u>22,775</u>
23	<u>12</u>	<u>20,545</u>	<u>24,812</u>
24	<u>13</u>	<u>22,325</u>	<u>27,027</u>
25	<u>14</u>	<u>24,295</u>	<u>29,485</u>
26	<u>15</u>	<u>26,465</u>	<u>32,196</u>
27	<u>16</u>	<u>28,885</u>	<u>35,226</u>
28	<u>17</u>	<u>31,585</u>	<u>38,613</u>

1	<u>18</u>	<u>34,562</u>	<u>42,355</u>
2	<u>19</u>	<u>37,897</u>	<u>46,557</u>
3	<u>20</u>	<u>41,618</u>	<u>51,254</u>
4	<u>21</u>	<u>45,754</u>	<u>56,487</u>
5	<u>22</u>	<u>50,373</u>	<u>62,343</u>
6	<u>23</u>	<u>55,584</u>	<u>68,963</u>
7	<u>24</u>	<u>61,434</u>	<u>76,410</u>
8	<u>25</u>	<u>67,907</u>	<u>84,673"</u>

Section 8. Section 2-18-313, MCA, is amended to read:

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080 Note: ~~Includes~~ Does Not Include
 Insurance
 Term -- Twelve Months Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,228	21,870	22,529	22,850	23,173	23,832
2	21,983	22,699	23,416	23,775	24,134	24,859
3	22,738	23,529	24,302	24,706	25,110	25,905
4	23,494	24,362	25,206	25,652	26,097	26,949
5	24,247	25,206	26,115	26,598	27,084	27,995
6	25,016	26,060	27,027	27,548	28,071	29,041
7	25,786	26,908	27,934	28,496	29,056	30,083
8	26,561	27,760	28,847	29,446	30,045	31,127
9	27,335	28,610	29,756	30,392	31,033	32,172

1	10	28,108	29,464	30,664	31,340	32,018	33,218
2	11	28,884	30,286	31,571	32,288	33,005	34,260
3	12	28,884	30,286	31,571	32,288	33,005	34,260
4	13	28,884	30,286	31,571	32,288	33,005	34,260
5		<u>Steps BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
6	<u>1</u>	<u>20,835</u>	<u>21,496</u>	<u>22,175</u>	<u>22,506</u>	<u>22,838</u>	<u>23,517</u>
7	<u>2</u>	<u>21,612</u>	<u>22,350</u>	<u>23,088</u>	<u>23,458</u>	<u>23,832</u>	<u>24,597</u>
8	<u>3</u>	<u>22,390</u>	<u>23,205</u>	<u>24,010</u>	<u>24,437</u>	<u>24,863</u>	<u>25,703</u>
9	<u>4</u>	<u>23,169</u>	<u>24,073</u>	<u>24,964</u>	<u>25,435</u>	<u>25,905</u>	<u>26,805</u>
10	<u>5</u>	<u>23,952</u>	<u>24,964</u>	<u>25,924</u>	<u>26,434</u>	<u>26,947</u>	<u>27,909</u>
11	<u>6</u>	<u>24,763</u>	<u>25,866</u>	<u>26,887</u>	<u>27,437</u>	<u>27,989</u>	<u>29,013</u>
12	<u>7</u>	<u>25,577</u>	<u>26,761</u>	<u>27,844</u>	<u>28,437</u>	<u>29,028</u>	<u>30,113</u>
13	<u>8</u>	<u>26,395</u>	<u>27,661</u>	<u>28,808</u>	<u>29,440</u>	<u>30,073</u>	<u>31,215</u>
14	<u>9</u>	<u>27,208</u>	<u>28,558</u>	<u>29,768</u>	<u>30,440</u>	<u>31,116</u>	<u>32,318</u>
15	<u>10</u>	<u>28,028</u>	<u>29,460</u>	<u>30,727</u>	<u>31,441</u>	<u>32,156</u>	<u>33,422</u>
16	<u>11</u>	<u>28,847</u>	<u>30,327</u>	<u>31,684</u>	<u>32,441</u>	<u>33,198</u>	<u>34,524</u>
17	<u>12</u>	<u>28,847</u>	<u>30,327</u>	<u>31,684</u>	<u>32,441</u>	<u>33,198</u>	<u>34,524</u>
18	<u>13</u>	<u>28,847</u>	<u>30,327</u>	<u>31,684</u>	<u>32,441</u>	<u>33,198</u>	<u>34,524</u>

19 (b) The 9-month pay schedule for teachers for fiscal year
20 ~~1990~~ 1992 is as follows:

21 Annual Hours -- 1480 Note: ~~Includes~~ Does Not Include
22 Insurance
23 Term -- Nine Months Matrix Type -- Annual
24 Education Level
25 ~~STEP BA~~ ~~BA+1~~ ~~BA+2~~ ~~BA+3~~ ~~MA~~ ~~MA+1~~
26 ~~1~~ ~~16,451~~ ~~16,933~~ ~~17,427~~ ~~17,668~~ ~~17,910~~ ~~18,404~~

1	2	17,017	17,554	18,092	18,361	18,631	19,168
2	3	17,583	18,176	18,757	19,056	19,352	19,933
3	4	18,151	18,801	19,422	19,749	20,074	20,697
4	5	18,715	19,422	20,087	20,441	20,796	21,463
5	6	19,283	20,047	20,755	21,136	21,518	22,228
6	7	19,846	20,667	21,418	21,829	22,239	22,990
7	8	20,414	21,291	22,086	22,524	22,963	23,754
8	9	20,980	21,913	22,751	23,217	23,685	24,519
9	10	21,546	22,537	23,416	23,910	24,406	25,304
10	11	22,113	23,139	24,079	24,606	25,144	26,085
11	12	22,113	23,139	24,079	24,606	25,144	26,085
12	13	22,113	23,139	24,079	24,606	25,144	26,085
13	<u>Steps</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
14	<u>1</u>	<u>15,915</u>	<u>16,411</u>	<u>16,920</u>	<u>17,168</u>	<u>17,417</u>	<u>17,926</u>
15	<u>2</u>	<u>16,498</u>	<u>17,051</u>	<u>17,605</u>	<u>17,882</u>	<u>18,160</u>	<u>18,713</u>
16	<u>3</u>	<u>17,080</u>	<u>17,691</u>	<u>18,290</u>	<u>18,598</u>	<u>18,903</u>	<u>19,501</u>
17	<u>4</u>	<u>17,666</u>	<u>18,335</u>	<u>18,975</u>	<u>19,311</u>	<u>19,646</u>	<u>20,288</u>
18	<u>5</u>	<u>18,246</u>	<u>18,975</u>	<u>19,660</u>	<u>20,024</u>	<u>20,390</u>	<u>21,077</u>
19	<u>6</u>	<u>18,831</u>	<u>19,618</u>	<u>20,348</u>	<u>20,740</u>	<u>21,134</u>	<u>21,865</u>
20	<u>7</u>	<u>19,411</u>	<u>20,257</u>	<u>21,031</u>	<u>21,454</u>	<u>21,876</u>	<u>22,650</u>
21	<u>8</u>	<u>19,996</u>	<u>20,900</u>	<u>21,719</u>	<u>22,170</u>	<u>22,622</u>	<u>23,437</u>
22	<u>9</u>	<u>20,579</u>	<u>21,540</u>	<u>22,404</u>	<u>22,884</u>	<u>23,366</u>	<u>24,239</u>
23	<u>10</u>	<u>21,162</u>	<u>22,183</u>	<u>23,088</u>	<u>23,597</u>	<u>24,120</u>	<u>25,068</u>
24	<u>11</u>	<u>21,746</u>	<u>22,803</u>	<u>23,774</u>	<u>24,331</u>	<u>24,899</u>	<u>25,892</u>
25	<u>12</u>	<u>21,746</u>	<u>22,803</u>	<u>23,774</u>	<u>24,331</u>	<u>24,899</u>	<u>25,892</u>
26	<u>13</u>	<u>21,746</u>	<u>22,803</u>	<u>23,774</u>	<u>24,331</u>	<u>24,899</u>	<u>25,892</u>

1 (Note: Nine-month teachers are paid additional compensation for
 2 holidays and annual leave days that they accumulate in excess of
 3 1480 hours per year. Dollar amounts vary depending on individual
 4 annual leave accrual and actual hours worked.)

5 (2) (a) The 12-month pay schedule for teachers for fiscal
 6 year ~~1991~~ 1993 is as follows:

7	Annual Hours -- 2080	Note: Includes <u>Does Not Include</u>				
8		Insurance				
9	Term -- Twelve Months	Matrix Type -- Annual				
10		Education Level				
11	STEP BA	BA+1	BA+2	BA+3	MA	MA+1
12	1 22,028	22,670	23,329	23,650	23,973	24,632
13	2 22,783	23,499	24,216	24,575	24,938	25,681
14	3 23,538	24,329	25,111	25,525	25,939	26,754
15	4 24,294	25,172	26,037	26,494	26,950	27,824
16	5 25,054	26,037	26,969	27,464	27,962	28,896
17	6 25,842	26,913	27,904	28,438	28,974	29,968
18	7 26,632	27,782	28,833	29,409	29,983	31,036
19	8 27,426	28,655	29,769	30,383	30,997	32,106
20	9 28,219	29,526	30,701	31,353	32,010	33,177
21	10 29,012	30,402	31,632	32,325	33,019	34,249
22	11 29,807	31,244	32,561	33,296	34,031	35,318
23	12 29,807	31,244	32,561	33,296	34,031	35,318
24	13 29,807	31,244	32,561	33,296	34,031	35,318
25	<u>Steps BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
26	<u>1 21,460</u>	<u>22,141</u>	<u>22,840</u>	<u>23,181</u>	<u>23,523</u>	<u>24,223</u>

1	<u>2</u>	<u>22,260</u>	<u>23,021</u>	<u>23,781</u>	<u>24,162</u>	<u>24,547</u>	<u>25,335</u>
2	<u>3</u>	<u>23,062</u>	<u>23,901</u>	<u>24,730</u>	<u>25,170</u>	<u>25,609</u>	<u>26,474</u>
3	<u>4</u>	<u>23,864</u>	<u>24,795</u>	<u>25,713</u>	<u>26,198</u>	<u>26,682</u>	<u>27,609</u>
4	<u>5</u>	<u>24,671</u>	<u>25,713</u>	<u>26,702</u>	<u>27,227</u>	<u>27,755</u>	<u>28,746</u>
5	<u>6</u>	<u>25,506</u>	<u>26,642</u>	<u>27,694</u>	<u>28,260</u>	<u>28,829</u>	<u>29,883</u>
6	<u>7</u>	<u>26,344</u>	<u>27,564</u>	<u>28,679</u>	<u>29,290</u>	<u>29,899</u>	<u>31,016</u>
7	<u>8</u>	<u>27,187</u>	<u>28,491</u>	<u>29,672</u>	<u>30,323</u>	<u>30,975</u>	<u>32,151</u>
8	<u>9</u>	<u>28,024</u>	<u>29,415</u>	<u>30,661</u>	<u>31,353</u>	<u>32,049</u>	<u>33,288</u>
9	<u>10</u>	<u>28,869</u>	<u>30,344</u>	<u>31,649</u>	<u>32,384</u>	<u>33,121</u>	<u>34,425</u>
10	<u>11</u>	<u>29,712</u>	<u>31,237</u>	<u>32,635</u>	<u>33,414</u>	<u>34,194</u>	<u>35,560</u>
11	<u>12</u>	<u>29,712</u>	<u>31,237</u>	<u>32,635</u>	<u>33,414</u>	<u>34,194</u>	<u>35,560</u>
12	<u>13</u>	<u>29,712</u>	<u>31,237</u>	<u>32,635</u>	<u>33,414</u>	<u>34,194</u>	<u>35,560</u>

13 (b) The 9-month pay schedule for teachers for fiscal year
 14 ~~1991~~ 1993 is as follows:

15 Annual Hours -- 1480 Note: Includes Does Not Include
 16 Insurance
 17 Term -- Nine Months Matrix Type -- Annual

18 Education Level

19	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
20	1	17,251	17,733	18,227	18,468	18,710	19,204
21	2	17,817	18,354	18,892	19,161	19,431	19,968
22	3	18,383	18,976	19,557	19,856	20,152	20,733
23	4	18,951	19,601	20,222	20,549	20,874	21,497
24	5	19,515	20,222	20,887	21,241	21,596	22,263
25	6	20,083	20,847	21,555	21,936	22,318	23,028
26	7	20,646	21,467	22,218	22,629	23,039	23,790

1	8	21,214	22,091	22,886	23,324	23,763	24,554
2	9	21,780	22,713	23,551	24,017	24,485	25,333
3	10	22,346	23,337	24,216	24,710	25,217	26,138
4	11	22,913	23,939	24,882	25,422	25,974	26,938
5	12	22,913	23,939	24,882	25,422	25,974	26,938
6	13	22,913	23,939	24,882	25,422	25,974	26,938
7	<u>Steps</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
8	<u>1</u>	<u>16,392</u>	<u>16,903</u>	<u>17,428</u>	<u>17,683</u>	<u>17,940</u>	<u>18,464</u>
9	<u>2</u>	<u>16,993</u>	<u>17,563</u>	<u>18,133</u>	<u>18,418</u>	<u>18,705</u>	<u>19,274</u>
10	<u>3</u>	<u>17,592</u>	<u>18,222</u>	<u>18,839</u>	<u>19,156</u>	<u>19,470</u>	<u>20,086</u>
11	<u>4</u>	<u>18,196</u>	<u>18,885</u>	<u>19,544</u>	<u>19,890</u>	<u>20,235</u>	<u>20,897</u>
12	<u>5</u>	<u>18,793</u>	<u>19,544</u>	<u>20,250</u>	<u>20,625</u>	<u>21,002</u>	<u>21,709</u>
13	<u>6</u>	<u>19,396</u>	<u>20,207</u>	<u>20,958</u>	<u>21,362</u>	<u>21,768</u>	<u>22,521</u>
14	<u>7</u>	<u>19,993</u>	<u>20,865</u>	<u>21,662</u>	<u>22,098</u>	<u>22,532</u>	<u>23,330</u>
15	<u>8</u>	<u>20,596</u>	<u>21,527</u>	<u>22,371</u>	<u>22,835</u>	<u>23,301</u>	<u>24,140</u>
16	<u>9</u>	<u>21,196</u>	<u>22,186</u>	<u>23,076</u>	<u>23,571</u>	<u>24,067</u>	<u>24,966</u>
17	<u>10</u>	<u>21,797</u>	<u>22,848</u>	<u>23,781</u>	<u>24,305</u>	<u>24,844</u>	<u>25,820</u>
18	<u>11</u>	<u>22,398</u>	<u>23,487</u>	<u>24,487</u>	<u>25,061</u>	<u>25,646</u>	<u>26,669</u>
19	<u>12</u>	<u>22,398</u>	<u>23,487</u>	<u>24,487</u>	<u>25,061</u>	<u>25,646</u>	<u>26,669</u>
20	<u>13</u>	<u>22,398</u>	<u>23,487</u>	<u>24,487</u>	<u>25,061</u>	<u>25,646</u>	<u>26,669</u>

21 (Note: Nine-month teachers are paid additional compensation for
 22 holidays and annual leave days that they accumulate in excess of
 23 1480 hours per year. Dollar amounts vary depending on individual
 24 annual leave accrual and actual hours worked.)"

25 **Section 9.** Section 2-18-314, MCA, is amended to read:

1 **"2-18-314. Liquor store occupations pay schedules.** (1) The
 2 pay schedule for liquor store occupations for fiscal year ~~1990~~ 1992
 3 is as follows:

4 Annual Hours -- 2080 Note: ~~With~~ Without Insurance

5 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

6 Grade \$/Hour

7 W/Ins. —

8 L1 ————— 0.000

9 L2 ————— 8.040

10 L3 ————— 8.540

11 L4 ————— 8.820

12 L5 ————— 9.110

13 L6 ————— 9.720

14 L7 ————— 10.380

15 L8 ————— 11.130

16 L1 0.00

17 L2 7.92

18 L3 8.42

19 L4 8.70

20 L5 8.99

21 L6 9.60

22 L7 10.26

23 L8 11.01

24 (2) The pay schedule for liquor store occupations for fiscal
 25 year ~~1991~~ 1993 is as follows:

26 Annual Hours -- 2080 Note: ~~With~~ Without Insurance

1	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
2	Grade	\$/Hour
3		W/Ins.
4	L1	0.000
5	L2	8.425
6	L3	8.925
7	L4	9.205
8	L5	9.495
9	L6	10.105
10	L7	10.765
11	L8	11.515
12	<u>L1</u>	<u>0.00</u>
13	<u>L2</u>	<u>8.28</u>
14	<u>L3</u>	<u>8.78</u>
15	<u>L4</u>	<u>9.06</u>
16	<u>L5</u>	<u>9.35</u>
17	<u>L6</u>	<u>9.96</u>
18	<u>L7</u>	<u>10.62</u>
19	<u>L8</u>	<u>11.37"</u>

20 **Section 10.** Section 2-18-315, MCA, is amended to read:

21 **"2-18-315. Blue-collar pay schedules.** (1) The pay schedule
 22 for blue-collar workers for fiscal year ~~1990~~ 1992 is as follows:

23 Annual Hours -- 2080 Note: ~~With~~ Without Insurance

24 Pay Matrix -- Blue-Collar Matrix Type -- Hourly

25 Grade \$/Hour

		W/Ins.
1		
2	B1	8.51
3	B2	8.91
4	B3	9.31
5	B4	9.71
6	B5	10.11
7	B6	10.51
8	B7	10.91
9	B8	11.31
10	B9	11.71
11	B10	12.11
12	B11	12.51
13	B12	12.91
14	B00	13.31
15	<u>B1</u>	<u>8.458</u>
16	<u>B2</u>	<u>8.858</u>
17	<u>B3</u>	<u>9.258</u>
18	<u>B4</u>	<u>9.658</u>
19	<u>B4</u>	<u>10.058</u>
20	<u>B6</u>	<u>10.458</u>
21	<u>B7</u>	<u>10.858</u>
22	<u>B8</u>	<u>11.258</u>
23	<u>B9</u>	<u>11.658</u>
24	<u>B10</u>	<u>12.058</u>
25	<u>B11</u>	<u>12.458</u>
26	<u>B12</u>	<u>12.858</u>

1 B00 13.258

2 (2) The pay schedule for blue-collar workers for fiscal year
 3 ~~1991~~ 1993 is as follows:

4 Annual Hours -- 2080 Note: With Without Insurance
 5 Pay Matrix -- Blue-Collar Matrix Type -- Hourly

6 Grade \$/Hour

7 ~~W/Ins.~~

8 B1 ----- 8.90

9 B2 ----- 9.30

10 B3 ----- 9.70

11 B4 ----- 10.10

12 B5 ----- 10.50

13 B6 ----- 10.90

14 B7 ----- 11.30

15 B8 ----- 11.70

16 B9 ----- 12.10

17 B10 ----- 12.50

18 B11 ----- 12.90

19 B12 ----- 13.30

20 B00 ----- 13.70

21 B1 8.891

22 B2 9.291

23 B3 9.691

24 B4 10.091

25 B4 10.491

26 B6 10.891

1	<u>B7</u>	<u>11.291</u>
2	<u>B8</u>	<u>11.691</u>
3	<u>B9</u>	<u>12.091</u>
4	<u>B10</u>	<u>12.491</u>
5	<u>B11</u>	<u>12.891</u>
6	<u>B12</u>	<u>13.291</u>
7	<u>B00</u>	<u>13.691"</u>

8 **Section 11.** Section 2-18-703, MCA, is amended to read:

9 **"2-18-703. Contributions.** (1) Each agency, as defined in 2-
10 18-601, shall contribute the amount specified in this section
11 towards the group benefits cost.

12 (2) For employees defined in 2-18-701, other than members of
13 collective bargaining units, and for members of the legislature,
14 the employer contribution for group benefits shall be ~~\$130~~ \$165 per
15 month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$180
16 per month for the fiscal year ending June 30, ~~1991~~ 1993, and for
17 each fiscal year thereafter. Permanent part-time, seasonal part-
18 time, and temporary part-time employees who are regularly scheduled
19 to work less than 20 hours a week are not eligible for the group
20 benefit contribution. An employee who elects not to be covered by
21 a state-sponsored group benefit plan may not receive the state
22 contribution as wages. A portion of the employer contribution for
23 group benefits may be applied to an employee's costs for
24 participation in Part B of medicare under Title XVIII of the Social
25 Security Act of 1965, as amended, if the state group benefit plan

1 is the secondary payer and medicare the primary payer.

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

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

10 NEW SECTION. Section 12. Appropriation. (1) The following
11 money for the indicated fiscal years is appropriated to the listed
12 agencies to implement [sections 1 through 12]:

	<u>FY 1992</u>	<u>FY 1993</u>
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1	General Fund	859	1,719
2	State Special Revenue Fund	55	110
3	LEGISLATIVE COUNCIL		
4	General Fund	36,165	91,860
5	State Special Revenue Fund	9,673	9,765
6			
7	ENVIRONMENTAL QUALITY COUNCIL		
8	ENVIRONMENTAL QUALITY PROGRAM		
9	General Fund	6,986	13,943
10	WATER POLICY COMMITTEE		
11	State Special Revenue Fund	84	166
12			
13	CONSUMER COUNSEL		
14	ADMINISTRATION PROGRAM		
15	State Special Revenue Fund	6,466	12,902
16			
17	JUDICIARY		
18	SUPREME COURT OPERATIONS		
19	General Fund	35,777	72,324
20	BOARDS AND COMMISSIONS		
21	General Fund	3,068	6,122
22	LAW LIBRARY		
23	General Fund	6,255	12,487
24	DISTRICT COURT OPERATIONS		
25	General Fund	70,812	149,184
26	WATER COURTS SUPERVISION		

1	State Special Revenue Fund	12,137	24,443
2	CLERK OF COURT		
3	General Fund	4,385	8,753
4			
5	GOVERNOR'S OFFICE		
6	EXECUTIVE OFFICE PROGRAM		
7	General Fund	29,695	59,340
8	State Special Revenue Fund	280	559
9	MANSION MAINTENANCE PROGRAM		
10	General Fund	1,082	2,173
11	AIR TRANSPORTATION PROGRAM		
12	General Fund	1,821	3,686
13	OFFICE OF BUDGET & PROGRAM PLANNING		
14	General Fund	32,828	65,811
15	NORTHWEST REGIONAL POWER ACT		
16	Federal Special Revenue Fund	11,691	23,678
17	LT. GOVERNOR		
18	General Fund	4,706	9,389
19	CITIZENS' ADVOCATE OFFICE		
20	General Fund	2,150	4,297
21	MENTAL DISABILITIES BOARD OF VISITORS		
22	General Fund	5,381	10,831
23	Federal Special Revenue Fund	1,794	3,610
24			
25	SECRETARY OF STATE'S OFFICE		
26	RECORDS MANAGEMENT PROGRAM		

1	General Fund	23,026	46,084
2	ADMINISTRATIVE CODE PROGRAM		
3	State Special Revenue Fund	3,468	6,929
4			
5	COMMISSIONER OF POLITICAL PRACTICES		
6	ADMINISTRATION		
7	General Fund	3,456	6,953
8			
9	STATE AUDITOR'S OFFICE		
10	CENTRAL MANAGEMENT		
11	General Fund	10,880	21,742
12	STATE PAYROLL		
13	General Fund	4,157	7,941
14	State Special Revenue Fund	6,817	13,978
15	INSURANCE		
16	General Fund	40,846	81,781
17	SECURITIES		
18	General Fund	11,914	23,868
19	FISCAL CONTROL AND MANAGEMENT		
20	General Fund	7,725	15,453
21	Proprietary Fund	3,424	6,867
22			
23	OFFICE OF PUBLIC INSTRUCTION		
24	STATE SUPERINTENDENT'S OFFICE		
25	General Fund	22,221	44,229
26	Federal Special Revenue Fund	1,120	2,222

1	CENTRAL SERVICES		
2	General Fund	28,039	56,094
3	State Special Revenue Fund	105	210
4	Federal Special Revenue Fund	244	494
5	Proprietary Fund	17,713	35,621
6	EDUCATIONAL SERVICES		
7	General Fund	33,895	67,985
8	State Special Revenue Fund	7,807	15,668
9	Federal Special Revenue Fund	84,563	169,694
10			
11	CRIME CONTROL DIVISION		
12	JUSTICE SYSTEM SUPPORT SERVICE		
13	General Fund	16,309	32,583
14	State Special Revenue Fund	2,581	5,115
15	Federal Special Revenue Fund	7,140	14,338
16			
17	HIGHWAY TRAFFIC SAFETY		
18	HIGHWAY TRAFFIC SAFETY DIVISION		
19	State Special Revenue Fund	3,790	7,596
20	Federal Special Revenue Fund	8,843	17,723
21			
22	DEPARTMENT OF JUSTICE		
23	LEGAL SERVICES DIVISION		
24	General Fund	46,067	91,969
25	AGENCY LEGAL SERVICES		
26	Proprietary Fund	26,196	52,389

1	GAMBLING CONTROL DIVISION		
2	State Special Revenue Fund	66,273	132,915
3	MOTOR VEHICLE DIVISION		
4	General Fund	116,960	234,857
5	State Special Revenue Fund	44,156	88,740
6	HIGHWAY PATROL DIVISION		
7	State Special Revenue Fund	355,050	713,676
8	Federal Special Revenue Fund	14,858	29,913
9	LAW ENFORCEMENT SERVICES DIVISION		
10	General Fund	42,132	95,632
11	State Special Revenue Fund	12,953	25,965
12	Federal Special Revenue Fund	14,252	18,472
13	COUNTY ATTORNEY PAYROLL		
14	General Fund	33,753	67,603
15	LAW ENFORCEMENT ACADEMY DIVISION		
16	General Fund	12,605	25,344
17	CENTRAL SERVICES DIVISION		
18	General Fund	5,007	10,049
19	State Special Revenue Fund	6,961	13,970
20	Proprietary Fund	244	490
21	DATA PROCESSING DIVISION		
22	General Fund	17,259	34,554
23	State Special Revenue Fund	5,814	11,641
24	FORENSIC SCIENCE DIVISION		
25	General Fund	23,091	46,313
26	State Special Revenue Fund	6,025	12,122

1	PUBLIC SERVICE REGULATION		
2	PUBLIC SERVICE REGULATION PROGRAM		
3	General Fund	67,742	139,109
4	Federal Special Revenue Fund	911	1,819
5	Proprietary Fund	703	1,404
6			
7	BOARD OF PUBLIC EDUCATION		
8	ADMINISTRATION		
9	General Fund	2,788	5,585
10	ADVISORY COUNCIL		
11	State Special Revenue Fund	2,637	5,295
12			
13	COMMISSIONER OF HIGHER EDUCATION		
14	ADMINISTRATION PROGRAM		
15	General Fund	23,161	44,899
16	MONTANA UNIVERSITY SYSTEM		
17	GROUP INSURANCE PROGRAM		
18	Proprietary Fund	3,067	6,135
19	TALENT SEARCH		
20	Federal Special Revenue Fund	6,934	13,851
21	VO-TECH ADMINISTRATION		
22	General Fund	118	238
23	Federal Special Revenue Fund	6,529	13,158
24	GUARANTEED STUDENT LOAN PROGRAM		
25	Federal Special Revenue Fund	41,443	82,979
26			

1	UNIVERSITY SYSTEM		
2	General Fund	3,704,562	7,397,579
3	Current Unrestricted	813,940	1,625,089
4			
5	SCHOOL FOR THE DEAF & BLIND		
6	ADMINISTRATION PROGRAM		
7	General Fund	6,622	13,197
8	GENERAL SERVICES PROGRAM		
9	General Fund	4,579	9,180
10	STUDENT SERVICES		
11	General Fund	30,275	60,668
12	Federal Special Revenue Fund	1,476	2,941
13	EDUCATION		
14	General Fund	43,134	86,408
15	State Special Revenue Fund	5,169	10,697
16	Federal Special Revenue Fund	4,176	8,387
17			
18	MONTANA ARTS COUNCIL		
19	PROMOTION OF THE ARTS		
20	General Fund	2,325	4,669
21	State Special Revenue Fund	2,085	4,174
22	Federal Special Revenue Fund	5,956	11,930
23			
24	LIBRARY COMMISSION		
25	STATE LIBRARY OPERATIONS		
26	General Fund	14,716	29,643

1	State Special Revenue Fund	2,334	4,581
2	Federal Special Revenue Fund	14,974	29,948
3	NATURAL RESOURCE INFORMATION SERVICES		
4	State Special Revenue Fund	5,778	11,547
5	Federal Special Revenue Fund	363	726
6			
7	MONTANA COUNCIL ON VOCATIONAL		
8	ADMINISTRATION PROGRAM		
9	Federal Special Revenue Fund	3,398	6,823
10			
11	HISTORICAL SOCIETY		
12	ADMINISTRATION PROGRAM		
13	General Fund	12,899	25,940
14	State Special Revenue Fund	3,604	7,182
15	Federal Special Revenue Fund	1,016	2,031
16	LIBRARY PROGRAM		
17	General Fund	16,076	32,202
18	State Special Revenue Fund	1,492	2,999
19	MUSEUM PROGRAM		
20	General Fund	8,244	16,542
21	State Special Revenue Fund	901	1,809
22	MAGAZINE PROGRAM		
23	General Fund	812	1,616
24	Proprietary Fund	7,989	15,996
25	HISTORICAL SITES PRESERVATION		
26	General Fund	1,245	2,504

1	Federal Special Revenue Fund	9,749	19,584
2			
3	DEPARTMENT OF FISH, WILDLIFE, & PARKS		
4	MANAGEMENT SERVICES DIVISION		
5	State Special Revenue Fund	26,895	54,595
6	Federal Special Revenue Fund	11,874	23,093
7	Proprietary Fund	5,754	11,576
8	FIELD SERVICES DIVISION		
9	State Special Revenue Fund	47,015	94,354
10	Federal Special Revenue Fund	9,143	18,405
11	Proprietary Fund	2,343	4,718
12	FISHERIES DIVISION		
13	State Special Revenue Fund	58,989	110,936
14	Federal Special Revenue Fund	82,565	173,544
15	LAW ENFORCEMENT DIVISION		
16	State Special Revenue Fund	133,849	267,788
17	Federal Special Revenue Fund	7,142	14,287
18	WILDLIFE DIVISION		
19	State Special Revenue Fund	55,186	112,461
20	Federal Special Revenue Fund	75,334	150,129
21	RECREATION & PARKS DIVISION		
22	General Fund	8,990	17,996
23	State Special Revenue Fund	85,804	173,353
24	Federal Special Revenue Fund	16,269	32,439
25	Proprietary Fund	2,969	5,951
26	CONSERVATION EDUCATION DIVISION		

1	State Special Revenue Fund	31,050	61,955
2	Federal Special Revenue Fund	5,375	11,019
3	ADMINISTRATION		
4	State Special Revenue Fund	44,523	89,231
5	Federal Special Revenue Fund	16,910	34,029
6			
7	DEPARTMENT OF PUBLIC HEALTH		
8	DIRECTOR'S OFFICE		
9	General Fund	3,658	7,424
10	Federal Special Revenue Fund	2,438	4,950
11	Proprietary Fund	15,441	30,949
12	CENTRAL SERVICES		
13	General Fund	21,518	43,647
14	State Special Revenue Fund	29,081	57,968
15	Federal Special Revenue Fund	3,742	7,490
16	Proprietary Fund	21,558	43,203
17	ENVIRONMENTAL SCIENCES		
18	General Fund	18,123	36,430
19	State Special Revenue Fund	4,084	8,181
20	HEALTH SERVICES/MEDICAL FACILITIES		
21	General Fund	15,490	31,117
22	Federal Special Revenue Fund	4,148	8,317
23	FAMILY/MATERNAL AND CHILD HEALTH		
24	General Fund	1,469	2,938
25	Federal Special Revenue Fund	35,463	71,081
26	PREVENTIVE HEALTH		

1	General Fund	1,951	3,882
2	Federal Special Revenue Fund	29,533	59,090
3	LICENSING AND CERTIFICATION		
4	General Fund	16,555	33,164
5	Federal Special Revenue Fund	55,149	110,487
6			
7	DEPARTMENT OF TRANSPORTATION		
8	GENERAL OPERATIONS PROGRAM		
9	State Special Revenue Fund	174,050	349,362
10	Federal Special Revenue Fund	51,375	103,119
11	CONSTRUCTION PROGRAM		
12	State Special Revenue Fund	446,660	727,477
13	Federal Special Revenue Fund	715,264	1,608,853
14	MAINTENANCE PROGRAM		
15	State Special Revenue Fund	694,168	1,405,224
16	STATE MOTOR POOL		
17	Proprietary Fund	5,055	10,228
18	EQUIPMENT PROGRAM		
19	Proprietary Fund	127,336	257,905
20	MOTOR FUELS PROGRAM		
21	State Special Revenue Fund	24,617	49,484
22	G.V.W.		
23	State Special Revenue Fund	148,569	298,503
24	AERONAUTICS PROGRAM		
25	State Special Revenue Fund	13,040	26,344
26	Federal Special Revenue Fund	1,595	3,227

1	Proprietary Fund	1,892	3,800
2	TRANSPORTATION PROGRAM		
3	General Fund	3,640	12,384
4	State Special Revenue Fund	11,549	2,153
5	Federal Special Revenue Fund	5,465	26,702
6			
7	DEPARTMENT OF STATE LANDS		
8	CENTRAL MANAGEMENT PROGRAM		
9	General Fund	42,586	85,462
10	Federal Special Revenue Fund	3,327	6,672
11	Proprietary Fund	1,497	3,020
12	LAND ADMINISTRATION PROGRAM		
13	General Fund	38,707	87,326
14	State Special Revenue Fund	11,307	22,700
15	CONSERVATION & RESOURCE DEVELOPMENT		
16	General Fund	1,293	2,591
17	State Special Revenue Fund	29,118	58,314
18	Federal Special Revenue Fund	1,083	2,163
19	WATER PROJECTS		
20	General Fund	1,021	2,134
21	State Special Revenue Fund	24,774	49,776
22	FORESTRY		
23	General Fund	123,095	249,332
24	State Special Revenue Fund	159,269	320,874
25	Federal Special Revenue Fund	16,407	32,944
26	Proprietary Fund	780	1,572

1	DEPARTMENT OF LIVESTOCK		
2	CENTRALIZED SERVICES PROGRAM		
3	General Fund	2,461	4,940
4	State Special Revenue Fund	10,499	21,074
5	Federal Special Revenue Fund	529	1,061
6	DIAGNOSTIC LABORATORY PROGRAM		
7	General Fund	10,163	20,318
8	State Special Revenue Fund	14,932	29,851
9	DISEASE CONTROL PROGRAM		
10	State Special Revenue Fund	16,874	33,815
11	MILK & EGG PROGRAM		
12	General Fund	8,194	16,475
13	Federal Special Revenue Fund	1,318	2,648
14	INSPECTION & CONTROL PROGRAM		
15	State Special Revenue Fund	70,170	137,167
16	PREDATORY ANIMAL CONTROL PROGRAM		
17	State Special Revenue Fund	2,162	4,384
18	MEAT INSPECTION PROGRAM		
19	General Fund	11,847	23,832
20	Federal Special Revenue Fund	11,846	23,834
21			
22	DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENT		
23	CENTRALIZED SERVICES		
24	General Fund	47,531	93,811
25	State Special Revenue Fund	21,808	44,357
26	OIL & GAS REGULATION		

1	State Special Revenue Fund	30,364	60,991
2	WATER RESOURCES & PLANNING		
3	General Fund	96,137	193,002
4	State Special Revenue Fund	49,256	98,723
5	Federal Special Revenue Fund	1,785	3,574
6	RESERVED WATER RIGHTS COMPACT COMMISSION		
7	General Fund	7,911	15,863
8	State Special Revenue Fund	11,867	23,794
9	ENERGY PLANNING		
10	General Fund	22,207	44,628
11	State Special Revenue Fund	6,360	12,745
12	Federal Special Revenue Fund	33,064	66,331
13	FACILITY SITING DIVISION		
14	General Fund	8,296	16,592
15	State Special Revenue Fund	37,754	79,940
16	Federal Special Revenue Fund	39,139	81,770
17	ENVIRONMENTAL SCIENCES		
18	General Fund	11,770	23,735
19	State Special Revenue Fund	13,237	26,394
20	Federal Special Revenue Fund	17,215	34,473
21	SOLID/HAZARDOUS WASTE		
22	General Fund	5,222	5,810
23	State Special Revenue Fund	49,630	104,245
24	Federal Special Revenue Fund	56,053	112,521
25	WATER QUALITY		
26	General Fund	5,114	10,262

1	State Special Revenue Fund	13,056	26,243
2	Federal Special Revenue Fund	68,740	137,923
3	PETROLEUM TANK PROGRAM		
4	State Special Revenue Fund	18,721	37,546
5			
6	DEPARTMENT OF REVENUE		
7	DIRECTOR'S OFFICE		
8	General Fund	42,485	85,004
9	Federal Special Revenue Fund	5,692	11,390
10	Proprietary Fund	15,841	31,724
11	CENTRALIZED SERVICES DIVISION		
12	General Fund	29,363	59,008
13	DATA PROCESSING DIVISION		
14	General Fund	39,172	78,525
15	State Special Revenue Fund	3,925	7,225
16	Proprietary Fund	18,094	36,473
17	LIQUOR DIVISION		
18	Proprietary Fund	103,122	208,229
19	INCOME TAX		
20	General Fund	117,977	235,708
21	State Special Revenue Fund	15,694	32,031
22	CORPORATION TAX		
23	General Fund	41,987	84,208
24	State Special Revenue Fund	2,259	4,538
25	Federal Special Revenue Fund	4,246	8,530
26	PROPERTY VALUATION		

1	General Fund	441,878	886,225
2			
3	DEPARTMENT OF ADMINISTRATION		
4	DIRECTOR'S OFFICE		
5	General Fund	10,002	19,977
6	Proprietary Fund	2,500	4,994
7	ACCOUNTING PROGRAM		
8	General Fund	35,106	70,315
9	Proprietary Fund	1,253	2,514
10	ARCHITECTURE & ENGINEERING PROGRAM		
11	State Special Revenue Fund	11,979	24,089
12	Capital Projects Fund	11,979	24,089
13	Nonexpendable Trust Fund	1	
14	PROCUREMENT & PRINTING DIVISION		
15	General Fund	15,912	31,804
16	Proprietary Fund	58,914	124,508
17	INFORMATION SERVICES DIVISION		
18	Proprietary Fund	186,818	374,832
19	GENERAL SERVICES PROGRAM		
20	General Fund	2,846	5,730
21	Proprietary Fund	20,869	42,023
22	MAIL & DISTRIBUTION BUREAU		
23	Proprietary Fund	10,266	20,698
24	STATE PERSONNEL DIVISION		
25	General Fund	49,576	99,271
26	Proprietary Fund	7,548	15,164

1	TORT CLAIMS DIVISION		
2	Proprietary Fund	19,021	37,970
3	STATE TAX APPEAL BOARD		
4	General Fund	11,029	22,080
5			
6	STATE COMPENSATION MUTUAL INSURANCE FUND		
7	STATE COMPENSATION MUTUAL INSURANCE FUND		
8	State Special Revenue Fund	746	
9	Proprietary Fund	193,008	385,407
10			
11	PUBLIC EMPLOYEES' RETIREMENT BOARD		
12	PUBLIC EMPLOYEES' RETIREMENT		
13	Nonexpendable Trust Fund	24,497	49,140
14			
15	TEACHERS' RETIREMENT BOARD		
16	TEACHERS' RETIREMENT PROGRAM		
17	Nonexpendable Trust Fund	13,847	27,743
18			
19	DEPARTMENT OF AGRICULTURE		
20	CENTRALIZED SERVICES DIVISION		
21	General Fund	7,266	14,554
22	State Special Revenue Fund	7,013	14,010
23	Federal Special Revenue Fund	939	1,871
24	Expendable Trust Fund	1,284	2,560
25	STATE GRAIN LABORATORY		
26	State Special Revenue Fund	17,172	34,499

1	ENVIRONMENTAL MANAGEMENT DIVISION		
2	General Fund	4,055	8,122
3	State Special Revenue Fund	34,007	69,075
4	Federal Special Revenue Fund	9,621	19,420
5	PLANT INDUSTRY DIVISION		
6	General Fund	18,058	36,152
7	State Special Revenue Fund	4,736	9,502
8	AGRICULTURAL DEVELOPMENT		
9	General Fund	6,697	13,443
10	State Special Revenue Fund	11,530	23,090
11	Expendable Trust Fund	8,670	17,379
12			
13	DEPARTMENT OF INSTITUTIONS		
14	CENTRAL OPERATIONS		
15	General Fund	72,207	142,757
16	State Special Revenue Fund	770	1,538
17	Federal Special Revenue Fund	159	319
18	Proprietary Fund	128	256
19	CORRECTIONS SYSTEMS		
20	General Fund	728,168	1,489,299
21	State Special Revenue Fund	11,073	22,213
22	Federal Special Revenue Fund	3,391	6,761
23	Proprietary Fund	28,326	56,939
24	MENTAL HEALTH SYSTEM		
25	General Fund	769,634	1,534,072
26	State Special Revenue Fund	10,692	21,392

1	Federal Special Revenue Fund	433	61
2	CHEMICAL DEPENDENCY SYSTEM		
3	General Fund	684	1,930
4	State Special Revenue Fund	11,762	25,292
5	Federal Special Revenue Fund	2,601	2,946
6	DEVELOPMENTAL DISABILITIES SYSTEM		
7	General Fund	550,542	1,009,333
8	State Special Revenue Fund	1,065	2,018
9	Federal Special Revenue Fund	470	162
10	VETERANS' NURSING HOME PROGRAM		
11	General Fund	19,825	39,134
12	State Special Revenue Fund	52,945	107,565
13	Federal Special Revenue Fund	19,488	38,737
14			
15	DEPARTMENT OF COMMERCE		
16	PUBLIC SAFETY DIVISION		
17	State Special Revenue Fund	1,184	2,381
18	Proprietary Fund	1,100	2,193
19	WEIGHTS & MEASURES BUREAU		
20	General Fund	13,234	26,719
21	FINANCIAL DIVISION		
22	State Special Revenue Fund	31,790	63,591
23	MILK CONTROL BUREAU		
24	State Special Revenue Fund	9,016	18,065
25	PROFESSIONAL AND OCCUPATIONAL LICENSING BUREAU		
26	State Special Revenue Fund	10,626	21,323

1	Proprietary Fund	33,011	66,239
2	BUSINESS DEVELOPMENT DIVISION		
3	General Fund	22,141	44,316
4	State Special Revenue Fund	12,164	10,693
5	Federal Special Revenue Fund	6,280	26,275
6	MONTANA PROMOTION DIVISION		
7	State Special Revenue Fund	26,579	53,255
8	COMMUNITY DEVELOPMENT BUREAU		
9	General Fund	8,163	16,444
10	State Special Revenue Fund	5,269	10,582
11	Federal Special Revenue Fund	14,503	29,104
12	OFFICE OF RESEARCH & INFORMATION SERVICES		
13	General Fund	12,249	24,567
14	LOCAL GOVERNMENT SERVICES--AUDIT		
15	General Fund	3,221	6,470
16	Proprietary Fund	39,623	79,365
17	LOCAL GOVERNMENT SERVICES--SYSTEMS		
18	General Fund	2,359	4,729
19	Proprietary Fund	3,500	7,021
20	LOCAL GOVERNMENT ASSISTANCE ADMINISTRATION		
21	Proprietary Fund	4,496	8,990
22	BUILDING CODES BUREAU		
23	General Fund	1,373	2,743
24	State Special Revenue Fund	43,127	86,673
25	INDIAN AFFAIRS COORDINATOR		
26	General Fund	2,883	5,762

1	HEALTH FACILITIES AUTHORITY		
2	Proprietary Fund	1,473	2,977
3	MONTANA SCIENCE & TECHNOLOGY ALLIANCE		
4	General Fund	9,225	18,469
5	BOARD OF HOUSING		
6	Proprietary Fund	19,745	39,529
7	INVESTMENTS DIVISION		
8	Proprietary Fund	42,336	85,065
9	MONTANA STATE LOTTERY		
10	Proprietary Fund	53,261	106,734
11	BOARD OF HORSERACING		
12	State Special Revenue Fund	5,525	11,081
13	DIRECTOR/MANAGEMENT SERVICES		
14	General Fund	3,751	7,441
15	Proprietary Fund	30,168	60,308
16			
17	LABOR & INDUSTRY		
18	JOB SERVICE DIVISION		
19	State Special Revenue Fund	3,103	6,283
20	Federal Special Revenue Fund	404,343	810,706
21	UNEMPLOYMENT INSURANCE		
22	Federal Special Revenue Fund	117,684	235,778
23	COMMISSIONER/CENTRALIZED SERVICES		
24	Proprietary Fund	85,883	171,545
25	EMPLOYMENT RELATIONS		
26	State Special Revenue Fund	53,768	107,714

1	Federal Special Revenue Fund	25,303	50,689
2	LEGAL SERVICES DIVISION		
3	State Special Revenue Fund	8,697	17,392
4	Federal Special Revenue Fund	16,883	33,783
5	Proprietary Fund	4,898	9,806
6	RESEARCH, SAFETY, AND TRAINING		
7	State Special Revenue Fund	21,848	43,942
8	Federal Special Revenue Fund	60,380	120,945
9	HUMAN RIGHTS COMMISSION		
10	General Fund	14,538	29,124
11	WORKERS' COMPENSATION JUDGE		
12	State Special Revenue Fund	8,426	17,028
13			
14	ADJUTANT GENERAL		
15	ADMINISTRATION PROGRAM		
16	General Fund	6,496	13,017
17	ARMY NATIONAL GUARD PROGRAM		
18	General Fund	9,536	19,129
19	Federal Special Revenue Fund	9,162	18,379
20	AIR NATIONAL GUARD PROGRAM		
21	General Fund	1,756	3,526
22	Federal Special Revenue Fund	33,363	66,989
23	DISASTER COORDINATION RESPONSE		
24	General Fund	9,737	19,452
25	Federal Special Revenue Fund	9,737	19,451
26	EMERGENCY MANAGEMENT DEVELOPMENT		

1	Federal Special Revenue Fund	11,523	23,132
2	VETERANS' AFFAIRS PROGRAM		
3	General Fund	22,345	44,897
4	Federal Special Revenue Fund	931	1,871
5			
6	DEPARTMENT OF SOCIAL & REHABILITATION SERVICES		
7	FAMILY ASSISTANCE		
8	General Fund	23,143	46,374
9	Federal Special Revenue Fund	36,682	73,505
10	ELIGIBILITY DETERMINATION PROGRAM		
11	General Fund	120,102	242,367
12	State Special Revenue Fund	115,781	232,383
13	Federal Special Revenue Fund	218,139	436,089
14	ADMINISTRATIVE & SUPPORT SERVICES		
15	General Fund	23,166	46,291
16	State Special Revenue Fund	5,920	11,874
17	Federal Special Revenue Fund	38,348	76,765
18	Proprietary Fund	2,042	4,085
19	CHILD SUPPORT ENFORCEMENT		
20	Federal Special Revenue Fund	97,383	195,432
21	Proprietary Fund	49,543	98,628
22	MEDICAID SERVICES		
23	General Fund	31,788	63,456
24	Federal Special Revenue Fund	35,846	71,557
25	AUDIT AND PROGRAM COMPLIANCE DIVISION		
26	General Fund	25,009	50,210

1	Federal Special Revenue Fund	25,963	52,174
2	Proprietary Fund	308	619
3	OFFICE OF MANAGEMENT, ANALYSIS, & SYSTEMS		
4	General Fund	20,063	39,886
5	State Special Revenue Fund	5,393	10,934
6	Federal Special Revenue Fund	28,222	56,179
7	Proprietary Fund	872	1,794
8	VOCATIONAL REHABILITATION		
9	General Fund	17,977	36,055
10	State Special Revenue Fund	2,951	5,934
11	Federal Special Revenue Fund	75,877	150,887
12	DISABILITY DETERMINATION		
13	Federal Special Revenue Fund	50,614	101,688
14	VISUAL SERVICES		
15	General Fund	4,999	10,033
16	Federal Special Revenue Fund	19,996	40,132
17	DEVELOPMENTAL DISABILITIES		
18	General Fund	55,283	118,660
19	Federal Special Revenue Fund	6,754	15,022
20	DEVELOPMENTAL DISABILITIES ADVISORY		
21	Federal Special Revenue Fund	3,963	7,946
22			
23	DEPARTMENT OF FAMILY SERVICES		
24	MANAGEMENT SUPPORT		
25	General Fund	58,252	116,744
26	Federal Special Revenue Fund	19,203	38,395

1 COMMUNITY SERVICES

2	General Fund	363,294	728,528
3	State Special Revenue Fund	37,408	75,015
4	Federal Special Revenue Fund	73,906	148,197

5 MOUNTAIN VIEW

6	General Fund	81,001	162,540
7	Federal Special Revenue Fund	1,596	3,224

8 PINE HILLS

9	General Fund	135,976	273,237
10	Federal Special Revenue Fund	4,584	9,229

11 (2) There is appropriated to the state personnel division for
12 changes in the payroll/personnel/position control system \$73,200
13 from the general fund for the fiscal year ending June 30, 1992. Any
14 unexpended portion of this appropriation is reappropriated for the
15 biennium ending June 30, 1993.

16 NEW SECTION. **Section 13. Coordination instruction.** (1) If
17 ____ Bill No. ____ [LC 0289] is not passed and approved, the
18 appropriations to the department of natural resources and
19 environment, department of public health, and department of state
20 lands must be allocated to the former departments and programs as
21 reflected in current law.

22 (2) If Senate Bill 164 is not passed and approved, the
23 appropriations to the department of transportation must be
24 allocated to the former departments and programs composing the
25 proposed department of transportation.

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB0509, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION:

A bill to generally revise the laws relating to state employee compensation to reflect a market based philosophy; returning employees of the State Mutual Fund to the pay plan; providing pay adjustments for the other pay plans; providing group benefit adjustments; and providing an appropriation to fund the pay adjustments.

ASSUMPTIONS:

1. The appropriation contained in the bill is based on the executive budget recommendation and funds all of the provisions of the bill.

FISCAL IMPACT:


Expenditures:

The proposal increases personal services appropriations by \$18,500,204 in FY92 and \$37,056,347 in FY93. These amounts are appropriated in the bill.

Funding:

A statewide summary of the funding provided in the bill is presented below.

	FY 92			FY 93		
	Current Law	Proposed Law	Difference	Current Law	Proposed Law	Difference
General Fund	0	9,392,708	9,392,708	0	18,785,094	18,785,094
State Special	0	3,836,422	3,836,422	0	7,502,584	7,502,584
Federal Special	0	3,114,928	3,114,928	0	6,444,216	6,444,216
Capital Projects	0	12,348	12,348	0	24,811	24,811
Proprietary	0	1,281,928	1,281,928	0	2,578,453	2,578,453
Expendable Trusts	0	9,954	9,954	0	19,939	19,939
Non-Expendable Trusts	0	37,976	37,976	0	76,161	76,161
Current Unrestricted	0	813,940	813,940	0	1,625,089	1,625,089
Total	0	18,500,204	18,500,204	0	37,056,347	37,056,347


 ROD SUNDSTED, BUDGET DIRECTOR DATE 2-7-91
 Office of Budget and Program Planning

CHARLES SWYSGOOD, PRIMARY SPONSOR DATE
 Fiscal Note for HB0509, as introduced.

HB 509

SENATE STANDING COMMITTEE REPORT

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April 29, 1991

Page 1 of 16
April 29, 1991

MR. PRESIDENT:

We, your committee on Finance and Claims having had under consideration House Bill No. 509 (first reading -- white), respectfully report that House Bill No. 509 be amended and as so amended be concurred in:

1. Strike: The House Committee of the Whole Amendments in their entirety.

Amend House Bill 509 as follows:

1. Title, lines 8 and 9.
Following: ";" on line 8
Strike: remainder of line 8 through "PLAN;" on line 9
2. Title, line 11.
Following: "PLANS;"
Insert: "PROVIDING PAY ADJUSTMENTS FOR CERTAIN ELECTED AND APPOINTED OFFICIALS AND CERTAIN OTHER STATE EMPLOYEES; REQUIRING THAT EACH AGENCY NEGOTIATE SHIPT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES;"
3. Title, line 13.
Following: "SECTIONS"
Insert: "2-16-405,"
Strike: "2-18-103,"
4. Title, line 14.
Strike: "AND"
Following: "2-18-703,"
Insert: "5-2-301, 13-37-106, AND 15-2-102,"
5. Title, line 15.
Strike: "AN IMMEDIATE"
Following: "EFFECTIVE"
Strike: "DATE"
Insert: "DATES"
6. Page 5, line 5 through page 6, line 10.
Strike: section 2 in its entirety
Renumber: subsequent sections
7. Page 6, line 20.
Following: "2-18-104"
Insert: "and excluding employees compensated under 2-18-313, 2-18-314, and 2-18-315"

8. Page 6, line 23.

Strike: "Pay"

Insert: "Except as provided in 2-18-305(4) and [section 11], pay"

9. Page 7, line 17 through page 12, line 19.

Strike: section 4 in its entirety

Insert: "Section 3. 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 entry salary and market salary 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 newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).~~

(c) (i) ~~The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first complete pay period in fiscal year 1990 1992, is that amount corresponding to the grade and step occupied each employee hired before July 1, 1991, is entitled to the amount of his base salary as it was on the last day of fiscal year 1989. June 30, 1991, plus the following increases:~~

(i) ~~an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991; and~~

(ii) ~~an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.~~

(d) ~~Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1993, each employee hired before July 1, 1992, is entitled to the amount of the employee's base salary as it was on June 30, 1992, plus an increase calculated as follows:~~

(i) ~~add 45 cents an hour to the employee's base salary as it was on June 30, 1992; then~~

(ii) ~~add an amount equal to 1/8 of 1% of the amount computed in subsection (1)(d)(i) for each full percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade; then~~

SENATE

(iii) from the sum calculated in subsection (1)(d)(ii), subtract 20 cents an hour.

(ii)(e) The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year ~~1991~~ January 1993, is that amount corresponding to the grade and step occupied each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on the last day of fiscal year ~~1990~~ December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g) An employee's base salary may be no less than the entry salary for his assigned grade.

(h) Except as provided in subsections (5) through (8), an employee's base salary may not exceed the market salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

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

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

(a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed under the authority of the department of institutions or the department of family services for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993.

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

(iii)(ii) The compensation of each teacher on the first day of the first pay period in July ~~1990~~ 1991 is that amount corresponding to his the teacher's level of academic achievement and the step occupied on June 30, ~~1990~~ years of experience.

(iii) On the first day of the first pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for those employees in liquor store

occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1991~~ 1993.

(ii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, ~~1989~~ 1991, retroactivity to that date may be negotiated.

(iii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, ~~1989~~ 1991, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, ~~1989~~ 1991.

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

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

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

(7) The department may develop programs that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it is a negotiable subject

under 39-31-305. To maintain the internal equity of the statewide pay plan provided for in 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

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

10. Page 14, line 4.

Strike: "or"
Insert: "and"

11. Page 14, line 16.

Following: "(c)"
Strike: "and (1)(d)"
Insert: "through (1)(e)"

12. Page 14, line 18.

Strike: "2-18-213"
Insert: "2-18-313"

13. Page 19, line 10 through page 29, line 7.

Strike: sections 8 through 10 in their entirety
Insert: "Section 7. Section 2-18-313, MCA, is amended to read:
"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 1992 is as follows:

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,220	21,870	22,529	22,850	23,173	23,832
2	21,903	22,699	23,416	23,775	24,134	24,859
3	22,738	23,529	24,302	24,706	25,110	25,905
4	23,494	24,362	25,206	25,652	26,097	26,949

5	24,247	25,206	26,115	26,598	27,004	27,995
6	25,016	26,060	27,027	27,548	28,071	29,041
7	25,786	26,908	27,934	28,496	29,056	30,003
8	26,561	27,760	28,847	29,446	30,045	31,127
9	27,335	28,610	29,756	30,392	31,033	32,172
10	28,108	29,464	30,664	31,340	32,018	33,218
11	28,884	30,286	31,571	32,288	33,005	34,260
12	28,884	30,286	31,571	32,288	33,005	34,260
13	28,884	30,286	31,571	32,288	33,005	34,260
1	23,516	24,175	24,817	25,138	25,461	26,120
2	24,271	24,987	25,704	26,063	26,426	27,169
3	25,026	25,817	26,599	27,013	27,427	28,242
4	25,782	26,660	27,525	27,982	28,438	29,312
5	26,542	27,525	28,457	28,952	29,450	30,384
6	27,330	28,401	29,392	29,926	30,462	31,456
7	28,120	29,270	30,321	30,897	31,471	32,524
8	28,914	30,143	31,257	31,871	32,485	33,594
9	29,707	31,014	32,189	32,841	33,498	34,665
10	30,500	31,890	33,120	33,813	34,507	35,737
11	31,295	32,732	34,049	34,784	35,519	36,806
12	31,295	32,732	34,049	34,784	35,519	36,806
13	31,295	32,732	34,049	34,784	35,519	36,806

(b) The 9-month pay schedule for teachers for fiscal year 1990 1992 is as follows:

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	16,451	16,933	17,427	17,668	17,910	18,404
2	17,017	17,554	18,092	18,361	18,631	19,160
3	17,583	18,176	18,757	19,056	19,352	19,933
4	18,151	18,801	19,422	19,749	20,074	20,697
5	18,715	19,422	20,087	20,441	20,796	21,463
6	19,283	20,047	20,755	21,136	21,518	22,228
7	19,846	20,667	21,418	21,829	22,239	22,990
8	20,414	21,291	22,086	22,524	22,963	23,754
9	20,980	21,913	22,751	23,217	23,605	24,519
10	21,546	22,537	23,416	23,910	24,406	25,304
11	22,113	23,139	24,079	24,606	25,144	26,085
12	22,113	23,139	24,079	24,606	25,144	26,085
13	22,113	23,139	24,079	24,606	25,144	26,085
1	19,262	19,770	20,291	20,545	20,800	21,321
2	19,859	20,425	20,992	21,275	21,560	22,126
3	20,455	21,080	21,693	22,008	22,320	22,932
4	21,054	21,739	22,394	22,738	23,081	23,738
5	21,649	22,394	23,095	23,468	23,842	24,545
6	22,247	23,053	23,799	24,200	24,603	25,351

7	22,841	23,706	24,498	24,931	25,363	26,155
8	23,439	24,364	25,202	25,663	26,126	26,960
9	24,036	25,019	25,903	26,394	26,887	27,781
10	24,633	25,677	26,604	27,124	27,659	28,630
11	25,230	26,312	27,306	27,875	28,457	29,473
12	25,230	26,312	27,306	27,875	28,457	29,473
13	25,230	26,312	27,306	27,875	28,457	29,473

(2) (a) The 12-month pay schedule for teachers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080 Note: Includes Insurance
Term -- Twelve Months Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	22,028	22,670	23,329	23,650	23,973	24,632
2	22,783	23,499	24,216	24,575	24,938	25,681
3	23,538	24,329	25,111	25,525	25,939	26,754
4	24,294	25,172	26,037	26,494	26,950	27,824
5	25,054	26,037	26,969	27,464	27,962	28,896
6	25,842	26,913	27,904	28,438	28,974	29,968
7	26,632	27,782	28,833	29,409	29,983	31,036
8	27,426	28,655	29,769	30,383	30,997	32,106
9	28,219	29,526	30,701	31,353	32,010	33,177
10	29,012	30,402	31,632	32,325	33,019	34,249
11	29,807	31,244	32,561	33,296	34,031	35,318
12	29,807	31,244	32,561	33,296	34,031	35,318
13	29,807	31,244	32,561	33,296	34,031	35,318
1	24,276	24,935	25,577	25,898	26,221	26,880
2	25,031	25,747	26,464	26,823	27,186	27,929
3	25,786	26,577	27,359	27,773	28,187	29,002
4	26,542	27,420	28,285	28,742	29,198	30,072
5	27,302	28,285	29,217	29,712	30,210	31,144
6	28,090	29,161	30,152	30,686	31,222	32,216
7	28,880	30,030	31,081	31,657	32,231	33,284
8	29,674	30,903	32,017	32,631	33,245	34,354
9	30,467	31,774	32,949	33,601	34,258	35,425
10	31,260	32,650	33,880	34,573	35,267	36,497
11	32,055	33,492	34,809	35,544	36,279	37,566
12	32,055	33,492	34,809	35,544	36,279	37,566
13	32,055	33,492	34,809	35,544	36,279	37,566

(b) The 9-month pay schedule for teachers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 1488 1560 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,251	17,733	18,227	18,468	18,710	19,204

2	17,817	18,354	18,892	19,161	19,431	19,968
3	18,383	18,976	19,557	19,856	20,152	20,733
4	18,951	19,681	20,222	20,549	20,874	21,497
5	19,515	20,222	20,887	21,241	21,596	22,263
6	20,083	20,847	21,555	21,936	22,318	23,028
7	20,646	21,467	22,218	22,629	23,039	23,790
8	21,214	22,091	22,886	23,324	23,763	24,554
9	21,780	22,713	23,551	24,017	24,485	25,333
10	22,346	23,337	24,216	24,710	25,217	26,138
11	22,913	23,939	24,882	25,422	25,974	26,938
12	22,913	23,939	24,882	25,422	25,974	26,938
13	22,913	23,939	24,882	25,422	25,974	26,938
1	19,892	20,400	20,921	21,175	21,430	21,951
2	20,489	21,055	21,622	21,905	22,190	22,756
3	21,085	21,710	22,323	22,638	22,950	23,562
4	21,684	22,369	23,024	23,368	23,711	24,368
5	22,279	23,024	23,725	24,098	24,472	25,175
6	22,877	23,683	24,429	24,830	25,233	25,981
7	23,471	24,336	25,128	25,561	25,993	26,785
8	24,069	24,994	25,832	26,293	26,756	27,590
9	24,666	25,649	26,533	27,024	27,517	28,411
10	25,263	26,307	27,234	27,754	28,289	29,260
11	25,860	26,942	27,936	28,505	29,087	30,103
12	25,860	26,942	27,936	28,505	29,087	30,103
13	25,860	26,942	27,936	28,505	29,087	30,103

(3)(a) The 12-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080 Note: Includes Insurance
Term -- Twelve Months Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	24,692	25,351	25,993	26,314	26,637	27,296
2	25,447	26,163	26,880	27,239	27,602	28,345
3	26,202	26,993	27,775	28,189	28,603	29,418
4	26,958	27,836	28,701	29,158	29,614	30,488
5	27,718	28,701	29,633	30,128	30,626	31,560
6	28,506	29,577	30,568	31,102	31,638	32,632
7	29,296	30,446	31,497	32,073	32,647	33,700
8	30,090	31,319	32,433	33,047	33,661	34,770
9	30,883	32,190	33,365	34,017	34,674	35,841
10	31,676	33,066	34,296	34,989	35,683	36,913
11	32,471	33,908	35,225	35,960	36,695	37,982
12	32,471	33,908	35,225	35,960	36,695	37,982
13	32,471	33,908	35,225	35,960	36,695	37,982

(b) The 9-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 1560		Note: Includes Insurance				
Term -- Nine Months		Matrix Type -- Annual				
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	20,204	20,712	21,233	21,487	21,742	22,263
2	20,801	21,367	21,934	22,217	22,502	23,068
3	21,397	22,022	22,635	22,950	23,262	23,874
4	21,996	22,681	23,336	23,680	24,023	24,680
5	22,591	23,336	24,037	24,410	24,784	25,487
6	23,189	23,995	24,741	25,142	25,545	26,293
7	23,783	24,648	25,440	25,873	26,305	27,097
8	24,381	25,306	26,144	26,605	27,068	27,902
9	24,978	25,961	26,845	27,336	27,829	28,723
10	25,575	26,619	27,546	28,066	28,601	29,572
11	26,172	27,254	28,248	28,817	29,399	30,415
12	26,172	27,254	28,248	28,817	29,399	30,415
13	26,172	27,254	28,248	28,817	29,399	30,415"

Section 8. Section 2-18-314, MCA, is amended to read:
"2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store occupations for fiscal year 1990 1992 is as follows:

Annual Hours -- 2080		Note: With Insurance	
Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
Grade	\$/Hour	Grade	\$/Hour
L1	0.000	L1	0.000
L2	0.040	L2	0.040
L3	0.540	L3	0.540
L4	0.820	L4	0.820
L5	9.110	L5	9.110
L6	9.720	L6	9.720
L7	10.380	L7	10.380
L8	11.130	L8	11.130
L1	0.000	L1	0.000
L2	9.140	L2	9.140
L3	9.640	L3	9.640
L4	9.920	L4	9.920
L5	10.210	L5	10.210
L6	10.820	L6	10.820
L7	11.480	L7	11.480
L8	12.230	L8	12.230

(2)(a) The pay schedule for liquor store occupations for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080		Note: With Insurance	
Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
Grade	\$/Hour	Grade	\$/Hour
E1	0.000	L1	0.000
E2	0.425	L2	9.505
E3	0.925	L3	10.005
E4	9.205	L4	10.285
E5	9.495	L5	10.575
E6	10.105	L6	11.185
E7	10.765	L7	11.845
E8	11.515	L8	12.595
L1	0.000		
L2	9.505		
L3	10.005		
L4	10.285		
L5	10.575		
L6	11.185		
L7	11.845		
L8	12.595		

(b) The pay schedule for liquor store occupations for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080		Note: With Insurance	
Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
Grade	\$/Hour	Grade	\$/Hour
L1	0.000	L1	0.000
L2	9.705	L2	9.705
L3	10.205	L3	10.205
L4	10.485	L4	10.485
L5	10.775	L5	10.775
L6	11.385	L6	11.385
L7	12.045	L7	12.045
L8	12.795"	L8	12.795"

Section 9. Section 2-18-315, MCA, is amended to read:
"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year 1990 1992 is as follows:

Annual Hours -- 2080		Note: With Insurance	
Pay Matrix -- Blue-Collar		Matrix Type -- Hourly	
Grade	\$/Hour	Grade	\$/Hour
B1	0.51		

B2	8.91
B3	9.31
B4	9.71
B5	10.11
B6	10.51
B7	10.91
B8	11.31
B9	11.71
B10	12.11
B11	12.51
B12	12.91
B00	13.31
B1	9.615
B2	10.015
B3	10.415
B4	10.815
B5	11.215
B6	11.615
B7	12.015
B8	12.415
B9	12.815
B10	13.215
B11	13.615
B12	14.015
B00	14.415

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080	Note: With Insurance
Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
Grade	\$/Hour W/Ins.
B1	8.90
B2	9.30
B3	9.70
B4	10.10
B5	10.50
B6	10.90
B7	11.30
B8	11.70
B9	12.10
B10	12.50
B11	12.90
B12	13.30
B00	13.70
B1	9.980
B2	10.380
B3	10.780

B4	11.180
B5	11.580
B6	11.980
B7	12.380
B8	12.780
B9	13.180
B10	13.580
B11	13.980
B12	14.380
B00	14.780

(3) The pay schedule for blue-collar workers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080	Note: With Insurance
Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
Grade	\$/Hour W/Ins.
B1	10.180
B2	10.580
B3	10.980
B4	11.380
B5	11.780
B6	12.180
B7	12.580
B8	12.980
B9	13.380
B10	13.780
B11	14.180
B12	14.580
B00	14.980"

14. Page 29, line 14.
Strike: "\$165"
Insert: "\$170"

15. Page 29, line 15.
Strike: "\$180"
Insert: "\$190"

16. Page 30, line 10.
Following: line 9
Insert: "NEW SECTION. Section 11. Shift differential and hazardous duty pay negotiated. (1) Shift differential pay for those employees who are regularly scheduled to work other than the day shift is a mandatory subject of collective bargaining."

(2) Hazardous duty pay for those employees who work under hazardous conditions is a mandatory subject of collective bargaining.

Section 12. Section 2-16-405, MCA, is amended to read: "2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1990 and following years are:

	Fiscal Year		Following	
	1990	1992	June 30, 1990	1992
Governor	\$51,713	\$54,254	\$53,006	\$55,502
Lieutenant governor	\$37,044	\$39,218	\$37,970	\$40,466
Attorney general	\$47,166	\$49,593	\$48,345	\$50,841
State auditor	\$34,176	\$36,278	\$35,030	\$37,526
Superintendent of public instruction	\$40,664	\$42,929	\$41,681	\$44,177
Public service commission chairman	\$30,297	\$40,502	\$39,254	\$41,750
Public service commissioners, other than chairman	\$37,044	\$39,218	\$37,970	\$40,466
Secretary of state	\$34,176	\$36,278	\$35,630	\$37,526
Clerk of the supreme court	\$33,211	\$35,289	\$34,041	\$36,537"

Section 13. Section 5-2-301, MCA, is amended to read: "5-2-301. Compensation and expenses for members while in session. (1) Except as provided in subsection (7), legislators are entitled to a salary commensurate to that of the daily rate of ~~a an~~ entry grade 8, ~~step 2,~~ classified state employee in effect when the regular session of the legislature in which they serve is convened under 5-2-103 for those days during which the legislature is in session. The president of the senate and the speaker of the house shall receive an additional \$5 a day in salary for those days during which the legislature is in session.

(2) Legislators may serve for no salary.

(3) Legislators are entitled to \$50 a day, 7 days a week, during a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments shall stop when the legislature recesses for more than 3 days and shall resume when the legislature reconvenes.

(4) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel to the place of the holding of the session and to return to their place of residence at the conclusion of the session.

(5) In addition to the mileage allowance provided for in

subsection (4), legislators, upon submittal of an appropriate claim for such mileage reimbursement to the office of the legislative council, are entitled to:

- (a) three additional round trips to their place of residence during each regular session; and
 - (b) such additional round trips as are authorized by the legislature during special session.
- (6) Legislators are not entitled to any additional mileage allowance under subsection (4) for a special session if it is convened within 7 days of a regular session.
- (7) In lieu of the salary provided for in subsection (1) and the expense allowance provided for in subsection (3), a legislator may receive remuneration for services performed during a legislative session. A legislator choosing to receive remuneration for services performed shall file a request to receive payment under this subsection with the accounting office of the legislative council. A legislator exercising the option to receive remuneration for services performed may not receive more remuneration than legislators paid pursuant to subsections (1) and (3). Remuneration for services performed must be reduced \$50 a day when the legislature recesses for more than 3 days."

Section 14. Section 13-37-106, MCA, is amended to read: "13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$28,346~~ \$30,303 in fiscal year ~~1990~~ 1992 and ~~\$29,055~~ \$31,551 in fiscal year ~~1991~~ 1993 and thereafter."

Section 15. Section 15-2-102, MCA, is amended to read: "15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$29,002 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter equivalent to that of an entry grade 17 salary, plus 5%.~~ The remaining state tax appeal board members shall be paid a salary of ~~\$20,326 in fiscal year~~

~~1990 and \$29,034 in fiscal year 1991 and thereafter equivalent to that of an entry grade 17 salary. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."~~
Renumber: subsequent sections

17. Page 30, line 12.
Following: "[
Strike: "sections 1 through 12"
Insert: "this act"

18. Page 30, line 14 through page 55, line 15.
Strike: page 30, line 14 through page 55, line 15 in its entirety
Insert: "

	Fiscal 1992		Fiscal 1993	
	General Fund	Other Funds	General Fund	Other Funds
Legislative Auditor	\$ 55,321	\$ 59,836	\$ 90,697	\$ 98,098
Legislative Fiscal Analyst	29,486		49,742	
Legislative Council	76,834		152,898	
Environmental Quality Council	11,763		18,618	
Consumer Counsel		7,167		11,734
Judiciary	72,569	16,802	122,084	28,266
University System	4,113,000	1,160,000	6,752,000	1,904,000
Office of Budget and Program Planning for Distribution to All Other Agencies	8,603,027	11,843,195	13,727,961	18,844,902

(2) There is appropriated to the state personnel division \$73,200 from the general fund for the fiscal year ending June 30, 1993, for changes in the payroll/personnel/position control

system. Any unexpended portion of the appropriation is reappropriated for the biennium ending June 30, 1993."

19. Page 56, line 1.
Insert: "NEW SECTION. Section 18. Codification instruction. [Section 11] is intended to be codified as an integral part of Title 2, chapter 18, part 1, and the provisions of Title 2, chapter 18, part 1, apply to [section 11]."
Renumber: subsequent section

20. Page 56, line 1.
Strike: "date"
Insert: "dates"
Following: ".
Insert: "(1) Except as provided in subsection (2)."
Following: "[
Strike: "This"
Insert: "this"

21. Page 56, line 3.
Insert: "(2) [Section 15] is effective July 1, 1991."

Signed: Judy H. Jacobson
Judy H. Jacobson, Chairman

JH 4-29-91
amd. Coord.
SB 4-29 7:45
Sec. of Senate

THIS IS THE ENROLLED VERSION OF HB 509 AS PASSED
BY BOTH HOUSES OF THE LEGISLATURE AND SIGNED BY
THE GOVERNOR.

House bill 509 went from introduced to this version
in the same day. No second, third or reference printing
will be done on this bill.

HB 509



AN ACT TO GENERALLY REVISE THE LAWS RELATING TO STATE EMPLOYEE COMPENSATION; ARTICULATING A MARKET-BASED PAY PHILOSOPHY; PROVIDING PAY ADJUSTMENTS TO EMPLOYEES IN THE STATEWIDE, TEACHERS', LIQUOR STORE OCCUPATIONS, AND BLUE-COLLAR PAY PLANS; PROVIDING PAY ADJUSTMENTS FOR CERTAIN ELECTED AND APPOINTED OFFICIALS AND CERTAIN OTHER STATE EMPLOYEES; REQUIRING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES; PROVIDING GROUP BENEFITS ADJUSTMENTS; PROVIDING AN APPROPRIATION TO FUND THE PAY ADJUSTMENTS; AMENDING SECTIONS 2-16-405, 2-18-101, 2-18-301, 2-18-303, 2-18-304, 2-18-305, 2-18-312, 2-18-313, 2-18-314, 2-18-315, 2-18-703, 5-2-301, 13-37-106, AND 15-2-102, MCA; AND PROVIDING EFFECTIVE DATES.

STATEMENT OF INTENT

In order to recruit and retain competent and qualified public employees to perform required services for the state, it is the intent of the legislature to provide for a state employee compensation system based on the prevailing compensation practices found in relevant public sector and private sector labor markets.

(1) To achieve this goal, 2-18-301 requires that the department of administration provide a salary survey report to the legislature. The report may include, but is not limited to:

(a) data showing the average salaries paid to employees in Montana's labor market for comparable positions;

(b) recommendations for administering the pay increases provided in 2-18-303; and

(c) recommendations for adjusting the pay schedules provided in 2-18-312 in order to maintain an internally equitable and competitive salary structure for Montana state employees.

(2) Labor markets relevant to state employees must have positions comparable to those in Montana state government and must compete with state government for qualified employees.

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

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. **Definitions.** As used in parts 1 through 3 and part 10 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Base salary" means the amount of compensation paid to an employee, excluding:

(a) state contributions to group benefits provided in 2-18-703;

(b) overtime;

(c) fringe benefits as defined in 39-2-903; and

(d) the longevity allowance provided in 2-18-304.

~~(2)~~(3) "Board" means the board of personnel appeals established in 2-15-1705.

~~(3)~~(4) "Class" means one or more positions substantially

similar with respect to the kind or nature of duties performed, responsibility assumed, and level of difficulty so that the same descriptive title may be used to designate each position allocated to the class, similar qualifications may be required of persons appointed to the positions in the class, and the same pay rate or pay grade may be applied with equity.

~~(4)~~(5) "Class specification" means a written descriptive statement of the duties and responsibilities characteristic of a class of positions and includes the education, experience, knowledge, skills, abilities, and qualifications necessary to perform the work of the class.

~~(5)~~(6) "Compensation" means the annual or hourly wage or salary and includes the state contribution to group benefits under provisions of 2-18-703.

~~(6)~~(7) "Department" means the department of administration created in 2-15-1001.

~~(7)~~(8) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 or 2-18-104 from the statewide classification system.

(9) "Entry salary" means the entry-level base salary for each grade provided in 2-18-312.

~~(8)~~(10) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this chapter.

~~(9)~~(11) "Job sharing" means the sharing by two or more persons of a position that is considered an aggregate or permanent position.

(12) "Market salary" means the average base salary that other employers pay to employees in occupations comparable to occupations in a grade provided in 2-18-312, as determined by the department's salary survey of the relevant labor market.

~~(10)~~ (13) "Permanent position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and approved as such in the biennium budget.

~~(11)~~ (14) "Permanent status" means the state an employee attains after satisfactorily completing an appropriate probationary period in a permanent position.

~~(12)~~ (15) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in Article VI, section 1, of the Montana constitution or by the public service commission as a whole.

~~(13)~~ (16) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

~~(14)~~ (17) "Program" means a combination of planned efforts to provide a service.

~~(15)~~ (18) "Seasonal position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and which is a permanent position but which is interrupted by the seasonal nature of the position.

~~(16)~~ (19) "Temporary position" means a position so designated on the appropriate agency list of authorized positions referenced

in 2-18-206, created for a definite period of time not to exceed 9 months."

Section 2. Section 2-18-301, MCA, is amended to read:

"2-18-301. **Purpose and intent of part -- rules.** (1) The purpose of this part is to provide the market-based compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, ~~for the biennium ending June 30, 1991, the~~ compensation plans for state employees, excluding those employees excepted under 2-18-103 or 2-18-104 and excluding employees compensated under 2-18-313, 2-18-314, and 2-18-315, be based on an analysis of the labor market as provided by the department in a salary survey report to the legislature at the start of each legislative session.

~~(a)~~ (3) Except as provided in 2-18-305(4) and [section 11], pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~51st~~ 52nd legislature.

~~(b)~~ (4) Pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~51st~~ 52nd legislature, ~~and.~~

~~(e)~~ (5) ~~total~~ Total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the ~~51st~~

52nd legislature.

~~(3)~~(6) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

~~(4)~~(7) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 3. 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 entry salary and market salary~~ 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~~ newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).

(c) ~~(i) The compensation of each employee~~ Except as provided in subsection (1)(g), on the first day of the first complete pay period in fiscal year ~~1990~~ 1992, ~~is that amount corresponding to~~

the grade and step occupied each employee hired before July 1, 1991, is entitled to the amount of his base salary as it was on the last day of fiscal year 1989, June 30, 1991, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991; and

(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1993, each employee hired before July 1, 1992, is entitled to the amount of the employee's base salary as it was on June 30, 1992, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992; then

(ii) add an amount equal to 1/8 of 1% of the amount computed in subsection (1)(d)(i) for each full percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade; then

(iii) from the sum calculated in subsection (1)(d)(ii), subtract 20 cents an hour.

(ii)(e) ~~The compensation of each employee~~ Except as provided

in subsection (1)(g), on the first day of the first pay period in fiscal year 1991 January 1993, is that amount corresponding to the grade and step occupied each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on the last day of fiscal year 1990. December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g) An employee's base salary may be no less than the entry salary for his assigned grade.

(h) Except as provided in subsections (5) through (8), an employee's base salary may not exceed the market salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

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

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

(a) (i) The pay schedules provided for in 2-18-313 indicate

the annual compensation for the contracted school term for teachers employed under the authority of the department of institutions or the department of family services for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993.

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

~~(iii)(ii)~~ The compensation of each teacher on the first day of the first pay period in July ~~1990~~ 1991 is that amount corresponding to his the teacher's level of academic achievement and ~~the step occupied on June 30, 1990~~ years of experience.

(iii) On the first day of the first pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~

1992, and June 30, ~~1991~~ 1993, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1991~~ 1993.

(ii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, ~~1989~~ 1991, retroactivity to that date may be negotiated.

(iii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, ~~1989~~ 1991, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, ~~1989~~ 1991.

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

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

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

(7) The department may develop programs that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it is a negotiable subject under 39-31-305. In 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

(8) The department shall review the competitiveness of the compensation provided to ~~registered nurses and other~~ all occupations under this part. If the department finds that substantial problems exist with recruitment and retention because of inadequate salaries when compared to competing employers, the department may

establish criteria allowing an adjustment in pay or classification to mitigate the problems. Insofar as these adjustments may apply to employees within a collective bargaining unit, the implementation of these adjustments is a negotiable subject under 39-31-305."

Section 4. Section 2-18-304, MCA, is amended to read:

"2-18-304. Longevity allowance. (1) (a) In addition to the compensation provided for in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, each employee who has completed 5 years of uninterrupted state service shall receive the ~~larger~~ greater of:

(i) \$10 a month; or

(ii) ~~10% 9/10 of 1%~~ of the difference between the employee's base salary ~~compensation for his grade and step (where applicable) and the base compensation for the next highest grade and corresponding step (where applicable)~~ multiplied by the number of completed, contiguous 5-year periods of uninterrupted state service.

(b) Service to the state is not interrupted by authorized leaves of absence.

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

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

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

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

Section 5. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in ~~2-18-312, 2-18-313, 2-18-314, or and 2-18-315,~~ as the case may be, represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection ~~(2)(4) of this section,~~ that the amount specifically allocated for group benefits shall must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his base salary, including adjustments provided in 2-18-303(1)(c) through (1)(e) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not to be covered by a state employee group benefit plan ~~will~~ shall, under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

~~(2)(4)~~ Employees may, through collective bargaining, determine the allocation ~~of the amounts shown in the pay schedules provided in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, as the case may be,~~ between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

Section 6. Section 2-18-312, MCA, is amended to read:

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

Annual Hours -- 2080 Note: ~~Includes~~ Does Not Include
Insurance

Pay Matrix -- State Matrix Type -- Annual

STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,132	10,838	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,808	13,050	13,543
2	10,814	11,357	11,689	11,788	12,007	12,232	12,482	12,698	12,935	13,179	13,428	13,892	14,200
3	11,138	11,921	12,145	12,373	12,808	12,943	13,085	13,332	13,584	13,841	14,103	14,370	14,915
4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,894
5	12,343	13,118	13,488	13,721	13,981	14,246	14,518	14,792	15,073	15,360	15,652	15,950	16,558
6	13,035	13,980	14,224	14,494	14,789	15,050	15,336	15,628	15,928	16,230	16,540	16,858	17,501

7	13,902	14,795	15,088	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,548
8	14,829	15,874	15,973	16,279	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
9	15,547	16,662	16,980	17,305	17,638	17,974	18,319	18,671	19,030	19,398	19,769	20,150	20,928
10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,889	20,271	20,662	21,060	21,468	22,295
11	17,852	19,225	19,589	19,960	20,338	20,724	21,119	21,520	21,930	22,348	22,774	23,209	24,087
12	18,868	20,333	20,723	21,121	21,527	21,941	22,363	22,793	23,132	23,580	24,037	24,503	25,427
13	20,204	21,689	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,783	26,295	27,341
14	21,890	23,471	23,928	24,390	24,872	25,368	25,870	26,384	26,909	27,444	27,991	28,547	29,693
15	23,825	25,389	25,873	26,368	26,872	27,387	27,904	28,550	29,118	29,697	30,289	30,891	32,121
16	25,813	27,529	28,077	28,635	29,205	29,788	30,379	30,984	31,601	32,230	32,872	33,527	34,882
17	27,787	29,667	30,482	31,069	31,687	32,317	32,961	33,617	34,288	34,969	35,665	36,375	37,826
18	30,190	32,151	33,097	33,758	34,429	35,114	35,813	36,527	37,255	37,997	38,754	39,528	41,101
19	32,931	35,291	35,994	36,710	37,441	38,187	38,949	39,724	40,515	41,323	42,148	42,988	44,988
20	35,714	38,391	39,158	39,938	40,731	41,543	42,371	43,218	44,077	44,955	45,851	46,761	49,051
21	38,895	41,802	42,835	43,485	44,352	45,238	46,138	47,068	47,998	48,953	49,953	50,953	53,553
22	42,388	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	53,335	54,395	55,475	58,575
23	46,174	49,839	50,829	51,839	52,869	53,919	54,990	56,083	57,197	58,331	59,485	60,659	64,259
24	50,358	54,137	55,218	56,320	57,443	58,589	59,757	60,957	62,187	63,437	64,707	66,007	70,007
25	54,953	59,079	60,258	61,460	62,686	63,938	65,216	66,520	67,850	69,205	70,585	72,000	76,500

Pay Range: Entry Salary to Market Salary

<u>GRADE</u>	<u>ENTRY SALARY</u>	<u>MARKET SALARY</u>
<u>1</u>	<u>8,426</u>	<u>9,913</u>
<u>2</u>	<u>9,077</u>	<u>10,704</u>
<u>3</u>	<u>9,777</u>	<u>11,557</u>
<u>4</u>	<u>10,536</u>	<u>12,484</u>
<u>5</u>	<u>11,385</u>	<u>13,522</u>
<u>6</u>	<u>12,303</u>	<u>14,647</u>
<u>7</u>	<u>13,289</u>	<u>15,858</u>
<u>8</u>	<u>14,404</u>	<u>17,230</u>

<u>9</u>	<u>15,596</u>	<u>18,701</u>
<u>10</u>	<u>16,916</u>	<u>20,332</u>
<u>11</u>	<u>18,353</u>	<u>22,112</u>
<u>12</u>	<u>19,946</u>	<u>24,090</u>
<u>13</u>	<u>21,674</u>	<u>26,240</u>
<u>14</u>	<u>23,588</u>	<u>28,626</u>
<u>15</u>	<u>25,694</u>	<u>31,258</u>
<u>16</u>	<u>28,044</u>	<u>34,200</u>
<u>17</u>	<u>30,665</u>	<u>37,488</u>
<u>18</u>	<u>33,555</u>	<u>41,122</u>
<u>19</u>	<u>36,793</u>	<u>45,201</u>
<u>20</u>	<u>40,406</u>	<u>49,761</u>
<u>21</u>	<u>44,421</u>	<u>54,841</u>
<u>22</u>	<u>48,906</u>	<u>60,527</u>
<u>23</u>	<u>53,965</u>	<u>66,954</u>
<u>24</u>	<u>59,645</u>	<u>74,185</u>
<u>25</u>	<u>65,930</u>	<u>82,206</u>

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

Annual Hours -- 2080 Note: ~~Includes~~ Does Not Include
Insurance

Pay Matrix -- State Matrix Type -- Annual

	STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,932	11,838	11,841	12,047	12,257	12,471	12,890	12,913	13,140	13,372	13,609	13,850	14,342
2	11,414	12,157	12,389	12,588	12,807	12,032	13,282	13,498	13,735	13,979	14,228	14,482	15,000

3	11,038	12,721	12,945	13,173	13,408	13,643	13,886	14,132	14,384	14,641	14,903	15,170	15,715
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
5	13,143	14,018	14,268	14,521	14,781	15,048	15,318	15,592	15,871	16,160	16,452	16,750	17,358
6	13,835	14,780	15,024	15,294	15,589	15,850	16,138	16,428	16,728	17,030	17,340	17,658	18,301
7	14,602	15,585	15,868	16,153	16,445	16,743	17,047	17,357	17,673	17,998	18,325	18,661	19,348
8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,389	19,745	20,473
9	16,347	17,482	17,790	18,105	18,438	18,774	19,119	19,471	19,830	20,196	20,569	20,950	21,728
10	17,353	18,543	18,863	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,268	23,095
11	18,452	19,725	20,089	20,480	20,838	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,598
12	19,668	21,033	21,423	21,821	22,237	22,641	23,063	23,493	23,932	24,380	24,838	25,317	26,315
13	21,004	22,469	22,888	23,315	23,751	24,195	24,648	25,119	25,609	26,114	26,629	27,153	28,228
14	22,690	24,271	24,728	25,201	25,695	26,201	26,718	27,245	27,783	28,331	28,892	29,462	30,628
15	24,425	26,204	26,721	27,249	27,798	28,334	28,895	29,465	30,047	30,640	31,247	31,864	33,125
16	26,454	28,418	28,980	29,552	30,138	30,732	31,339	31,960	32,592	33,237	33,895	34,568	35,935
17	28,883	30,815	31,425	32,047	32,680	33,326	33,988	34,658	35,344	36,044	36,758	37,485	38,972
18	31,148	33,183	34,125	34,801	35,491	36,193	36,909	37,641	38,387	39,148	39,924	40,715	42,330
19	33,853	36,074	37,095	37,839	38,579	39,343	40,123	40,919	41,729	42,557	43,401	44,262	46,022
20	36,908	39,552	40,338	41,135	41,950	42,783	43,631	44,497	45,380	46,280	47,198	47,198	47,198
21	40,058	43,048	43,902	44,773	45,662	46,568	47,492	48,435	49,397	50,378	50,378	50,378	50,378
22	43,628	46,884	47,814	48,784	49,733	50,720	51,728	52,758	53,803	53,803	53,803	53,803	53,803
23	47,529	51,091	52,098	53,130	54,187	55,283	56,381	57,481	57,481	57,481	57,481	57,481	57,481
24	51,818	55,891	56,799	57,929	59,080	60,255	61,452	61,452	61,452	61,452	61,452	61,452	61,452
25	58,528	60,757	61,985	63,198	64,454	65,735	65,735	65,735	65,735	65,735	65,735	65,735	65,735

Pay Range: Entry Salary to Market Salary

<u>GRADE</u>	<u>ENTRY SALARY</u>	<u>MARKET SALARY</u>
<u>1</u>	<u>8,679</u>	<u>10,210</u>
<u>2</u>	<u>9,349</u>	<u>11,025</u>
<u>3</u>	<u>10,070</u>	<u>11,903</u>
<u>4</u>	<u>10,852</u>	<u>12,858</u>
<u>5</u>	<u>11,727</u>	<u>13,927</u>

<u>6</u>	<u>12,672</u>	<u>15,086</u>
<u>7</u>	<u>13,688</u>	<u>16,334</u>
<u>8</u>	<u>14,836</u>	<u>17,747</u>
<u>9</u>	<u>16,064</u>	<u>19,262</u>
<u>10</u>	<u>17,424</u>	<u>20,942</u>
<u>11</u>	<u>18,904</u>	<u>22,775</u>
<u>12</u>	<u>20,545</u>	<u>24,812</u>
<u>13</u>	<u>22,325</u>	<u>27,027</u>
<u>14</u>	<u>24,295</u>	<u>29,485</u>
<u>15</u>	<u>26,465</u>	<u>32,196</u>
<u>16</u>	<u>28,885</u>	<u>35,226</u>
<u>17</u>	<u>31,585</u>	<u>38,613</u>
<u>18</u>	<u>34,562</u>	<u>42,355</u>
<u>19</u>	<u>37,897</u>	<u>46,557</u>
<u>20</u>	<u>41,618</u>	<u>51,254</u>
<u>21</u>	<u>45,754</u>	<u>56,487</u>
<u>22</u>	<u>50,373</u>	<u>62,343</u>
<u>23</u>	<u>55,584</u>	<u>68,963</u>
<u>24</u>	<u>61,434</u>	<u>76,410</u>
<u>25</u>	<u>67,907</u>	<u>84,673"</u>

Section 7. Section 2-18-313, MCA, is amended to read:

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080 Note: Includes Insurance

Term -- Twelve Months Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,228	21,870	22,529	22,850	23,173	23,832
2	21,983	22,699	23,416	23,775	24,134	24,859
3	22,738	23,529	24,302	24,706	25,110	25,905
4	23,494	24,362	25,206	25,652	26,097	26,949
5	24,247	25,206	26,115	26,598	27,084	27,995
6	25,016	26,060	27,027	27,548	28,071	29,041
7	25,786	26,908	27,934	28,496	29,056	30,083
8	26,561	27,760	28,847	29,446	30,045	31,127
9	27,335	28,610	29,756	30,392	31,033	32,172
10	28,108	29,464	30,664	31,340	32,018	33,218
11	28,884	30,286	31,571	32,288	33,005	34,260
12	28,884	30,286	31,571	32,288	33,005	34,260
13	28,884	30,286	31,571	32,288	33,005	34,260
<u>1</u>	<u>23,516</u>	<u>24,175</u>	<u>24,817</u>	<u>25,138</u>	<u>25,461</u>	<u>26,120</u>
<u>2</u>	<u>24,271</u>	<u>24,987</u>	<u>25,704</u>	<u>26,063</u>	<u>26,426</u>	<u>27,169</u>
<u>3</u>	<u>25,026</u>	<u>25,817</u>	<u>26,599</u>	<u>27,013</u>	<u>27,427</u>	<u>28,242</u>
<u>4</u>	<u>25,782</u>	<u>26,660</u>	<u>27,525</u>	<u>27,982</u>	<u>28,438</u>	<u>29,312</u>
<u>5</u>	<u>26,542</u>	<u>27,525</u>	<u>28,457</u>	<u>28,952</u>	<u>29,450</u>	<u>30,384</u>
<u>6</u>	<u>27,330</u>	<u>28,401</u>	<u>29,392</u>	<u>29,926</u>	<u>30,462</u>	<u>31,456</u>
<u>7</u>	<u>28,120</u>	<u>29,270</u>	<u>30,321</u>	<u>30,897</u>	<u>31,471</u>	<u>32,524</u>
<u>8</u>	<u>28,914</u>	<u>30,143</u>	<u>31,257</u>	<u>31,871</u>	<u>32,485</u>	<u>33,594</u>
<u>9</u>	<u>29,707</u>	<u>31,014</u>	<u>32,189</u>	<u>32,841</u>	<u>33,498</u>	<u>34,665</u>
<u>10</u>	<u>30,500</u>	<u>31,890</u>	<u>33,120</u>	<u>33,813</u>	<u>34,507</u>	<u>35,737</u>
<u>11</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>
<u>12</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>

13 31,295 32,732 34,049 34,784 35,519 36,806

(b) The 9-month pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- ~~1480~~ 1560 Note: Includes Insurance

Term -- Nine Months Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	16,451	16,933	17,427	17,668	17,910	18,404
2	17,017	17,554	18,092	18,361	18,631	19,168
3	17,583	18,176	18,757	19,056	19,352	19,933
4	18,151	18,801	19,422	19,749	20,074	20,697
5	18,715	19,422	20,087	20,441	20,796	21,463
6	19,283	20,047	20,755	21,136	21,518	22,228
7	19,846	20,667	21,418	21,829	22,239	22,990
8	20,414	21,291	22,086	22,524	22,963	23,754
9	20,980	21,913	22,751	23,217	23,685	24,519
10	21,546	22,537	23,416	23,910	24,406	25,304
11	22,113	23,139	24,079	24,606	25,144	26,085
12	22,113	23,139	24,079	24,606	25,144	26,085
13	22,113	23,139	24,079	24,606	25,144	26,085
<u>1</u>	<u>19,262</u>	<u>19,770</u>	<u>20,291</u>	<u>20,545</u>	<u>20,800</u>	<u>21,321</u>
<u>2</u>	<u>19,859</u>	<u>20,425</u>	<u>20,992</u>	<u>21,275</u>	<u>21,560</u>	<u>22,126</u>
<u>3</u>	<u>20,455</u>	<u>21,080</u>	<u>21,693</u>	<u>22,008</u>	<u>22,320</u>	<u>22,932</u>
<u>4</u>	<u>21,054</u>	<u>21,739</u>	<u>22,394</u>	<u>22,738</u>	<u>23,081</u>	<u>23,738</u>
<u>5</u>	<u>21,649</u>	<u>22,394</u>	<u>23,095</u>	<u>23,468</u>	<u>23,842</u>	<u>24,545</u>
<u>6</u>	<u>22,247</u>	<u>23,053</u>	<u>23,799</u>	<u>24,200</u>	<u>24,603</u>	<u>25,351</u>

<u>7</u>	<u>22,841</u>	<u>23,706</u>	<u>24,498</u>	<u>24,931</u>	<u>25,363</u>	<u>26,155</u>
<u>8</u>	<u>23,439</u>	<u>24,364</u>	<u>25,202</u>	<u>25,663</u>	<u>26,126</u>	<u>26,960</u>
<u>9</u>	<u>24,036</u>	<u>25,019</u>	<u>25,903</u>	<u>26,394</u>	<u>26,887</u>	<u>27,781</u>
<u>10</u>	<u>24,633</u>	<u>25,677</u>	<u>26,604</u>	<u>27,124</u>	<u>27,659</u>	<u>28,630</u>
<u>11</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
<u>12</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
<u>13</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>

(2) (a) The 12-month pay schedule for teachers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve Months

Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	22,028	22,670	23,329	23,650	23,973	24,632
2	22,783	23,499	24,216	24,575	24,938	25,681
3	23,538	24,329	25,111	25,525	25,939	26,754
4	24,294	25,172	26,037	26,494	26,950	27,824
5	25,054	26,037	26,969	27,464	27,962	28,896
6	25,842	26,913	27,904	28,438	28,974	29,968
7	26,632	27,782	28,833	29,409	29,983	31,036
8	27,426	28,655	29,769	30,383	30,997	32,106
9	28,219	29,526	30,701	31,353	32,010	33,177
10	29,012	30,402	31,632	32,325	33,019	34,249
11	29,807	31,244	32,561	33,296	34,031	35,318
12	29,807	31,244	32,561	33,296	34,031	35,318
13	29,807	31,244	32,561	33,296	34,031	35,318

<u>1</u>	<u>24,276</u>	<u>24,935</u>	<u>25,577</u>	<u>25,898</u>	<u>26,221</u>	<u>26,880</u>
<u>2</u>	<u>25,031</u>	<u>25,747</u>	<u>26,464</u>	<u>26,823</u>	<u>27,186</u>	<u>27,929</u>
<u>3</u>	<u>25,786</u>	<u>26,577</u>	<u>27,359</u>	<u>27,773</u>	<u>28,187</u>	<u>29,002</u>
<u>4</u>	<u>26,542</u>	<u>27,420</u>	<u>28,285</u>	<u>28,742</u>	<u>29,198</u>	<u>30,072</u>
<u>5</u>	<u>27,302</u>	<u>28,285</u>	<u>29,217</u>	<u>29,712</u>	<u>30,210</u>	<u>31,144</u>
<u>6</u>	<u>28,090</u>	<u>29,161</u>	<u>30,152</u>	<u>30,686</u>	<u>31,222</u>	<u>32,216</u>
<u>7</u>	<u>28,880</u>	<u>30,030</u>	<u>31,081</u>	<u>31,657</u>	<u>32,231</u>	<u>33,284</u>
<u>8</u>	<u>29,674</u>	<u>30,903</u>	<u>32,017</u>	<u>32,631</u>	<u>33,245</u>	<u>34,354</u>
<u>9</u>	<u>30,467</u>	<u>31,774</u>	<u>32,949</u>	<u>33,601</u>	<u>34,258</u>	<u>35,425</u>
<u>10</u>	<u>31,260</u>	<u>32,650</u>	<u>33,880</u>	<u>34,573</u>	<u>35,267</u>	<u>36,497</u>
<u>11</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>
<u>12</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>
<u>13</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>

(b) The 9-month pay schedule for teachers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- ~~1480~~ 1560 Note: Includes Insurance

Term -- Nine Months Matrix Type -- Annual

	Education Level					
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,251	17,733	18,227	18,468	18,710	19,204
2	17,817	18,354	18,892	19,161	19,431	19,968
3	18,383	18,976	19,557	19,856	20,152	20,733
4	18,951	19,601	20,222	20,549	20,874	21,497
5	19,515	20,222	20,887	21,241	21,596	22,263
6	20,083	20,847	21,555	21,936	22,318	23,028
7	20,646	21,467	22,218	22,629	23,039	23,790

8	21,214	22,091	22,886	23,324	23,763	24,554
9	21,780	22,713	23,551	24,017	24,485	25,333
10	22,346	23,337	24,216	24,710	25,217	26,138
11	22,913	23,939	24,882	25,422	25,974	26,938
12	22,913	23,939	24,882	25,422	25,974	26,938
13	22,913	23,939	24,882	25,422	25,974	26,938
<u>1</u>	<u>19,892</u>	<u>20,400</u>	<u>20,921</u>	<u>21,175</u>	<u>21,430</u>	<u>21,951</u>
<u>2</u>	<u>20,489</u>	<u>21,055</u>	<u>21,622</u>	<u>21,905</u>	<u>22,190</u>	<u>22,756</u>
<u>3</u>	<u>21,085</u>	<u>21,710</u>	<u>22,323</u>	<u>22,638</u>	<u>22,950</u>	<u>23,562</u>
<u>4</u>	<u>21,684</u>	<u>22,369</u>	<u>23,024</u>	<u>23,368</u>	<u>23,711</u>	<u>24,368</u>
<u>5</u>	<u>22,279</u>	<u>23,024</u>	<u>23,725</u>	<u>24,098</u>	<u>24,472</u>	<u>25,175</u>
<u>6</u>	<u>22,877</u>	<u>23,683</u>	<u>24,429</u>	<u>24,830</u>	<u>25,233</u>	<u>25,981</u>
<u>7</u>	<u>23,471</u>	<u>24,336</u>	<u>25,128</u>	<u>25,561</u>	<u>25,993</u>	<u>26,785</u>
<u>8</u>	<u>24,069</u>	<u>24,994</u>	<u>25,832</u>	<u>26,293</u>	<u>26,756</u>	<u>27,590</u>
<u>9</u>	<u>24,666</u>	<u>25,649</u>	<u>26,533</u>	<u>27,024</u>	<u>27,517</u>	<u>28,411</u>
<u>10</u>	<u>25,263</u>	<u>26,307</u>	<u>27,234</u>	<u>27,754</u>	<u>28,289</u>	<u>29,260</u>
<u>11</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>
<u>12</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>
<u>13</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>

(3) (a) The 12-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve Months

Matrix Type -- Annual

Education Level

<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
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<u>1</u>	<u>24,692</u>	<u>25,351</u>	<u>25,993</u>	<u>26,314</u>	<u>26,637</u>	<u>27,296</u>
<u>2</u>	<u>25,447</u>	<u>26,163</u>	<u>26,880</u>	<u>27,239</u>	<u>27,602</u>	<u>28,345</u>
<u>3</u>	<u>26,202</u>	<u>26,993</u>	<u>27,775</u>	<u>28,189</u>	<u>28,603</u>	<u>29,418</u>
<u>4</u>	<u>26,958</u>	<u>27,836</u>	<u>28,701</u>	<u>29,158</u>	<u>29,614</u>	<u>30,488</u>
<u>5</u>	<u>27,718</u>	<u>28,701</u>	<u>29,633</u>	<u>30,128</u>	<u>30,626</u>	<u>31,560</u>
<u>6</u>	<u>28,506</u>	<u>29,577</u>	<u>30,568</u>	<u>31,102</u>	<u>31,638</u>	<u>32,632</u>
<u>7</u>	<u>29,296</u>	<u>30,446</u>	<u>31,497</u>	<u>32,073</u>	<u>32,647</u>	<u>33,700</u>
<u>8</u>	<u>30,090</u>	<u>31,319</u>	<u>32,433</u>	<u>33,047</u>	<u>33,661</u>	<u>34,770</u>
<u>9</u>	<u>30,883</u>	<u>32,190</u>	<u>33,365</u>	<u>34,017</u>	<u>34,674</u>	<u>35,841</u>
<u>10</u>	<u>31,676</u>	<u>33,066</u>	<u>34,296</u>	<u>34,989</u>	<u>35,683</u>	<u>36,913</u>
<u>11</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>
<u>12</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>
<u>13</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>

(b) The 9-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 1560

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level

<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
<u>1</u>	<u>20,204</u>	<u>20,712</u>	<u>21,233</u>	<u>21,487</u>	<u>21,742</u>	<u>22,263</u>
<u>2</u>	<u>20,801</u>	<u>21,367</u>	<u>21,934</u>	<u>22,217</u>	<u>22,502</u>	<u>23,068</u>
<u>3</u>	<u>21,397</u>	<u>22,022</u>	<u>22,635</u>	<u>22,950</u>	<u>23,262</u>	<u>23,874</u>
<u>4</u>	<u>21,996</u>	<u>22,681</u>	<u>23,336</u>	<u>23,680</u>	<u>24,023</u>	<u>24,680</u>
<u>5</u>	<u>22,591</u>	<u>23,336</u>	<u>24,037</u>	<u>24,410</u>	<u>24,784</u>	<u>25,487</u>
<u>6</u>	<u>23,189</u>	<u>23,995</u>	<u>24,741</u>	<u>25,142</u>	<u>25,545</u>	<u>26,293</u>
<u>7</u>	<u>23,783</u>	<u>24,648</u>	<u>25,440</u>	<u>25,873</u>	<u>26,305</u>	<u>27,097</u>

<u>8</u>	<u>24,381</u>	<u>25,306</u>	<u>26,144</u>	<u>26,605</u>	<u>27,068</u>	<u>27,902</u>
<u>9</u>	<u>24,978</u>	<u>25,961</u>	<u>26,845</u>	<u>27,336</u>	<u>27,829</u>	<u>28,723</u>
<u>10</u>	<u>25,575</u>	<u>26,619</u>	<u>27,546</u>	<u>28,066</u>	<u>28,601</u>	<u>29,572</u>
<u>11</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
<u>12</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
<u>13</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415"</u>

Section 8. Section 2-18-314, MCA, is amended to read:

"2-18-314. **Liquor store occupations pay schedules.** (1) The pay schedule for liquor store occupations for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade	\$/Hour
	W/Ins.
L1	0.000
L2	8.040
L3	8.540
L4	8.820
L5	9.110
L6	9.720
L7	10.380
L8	11.130
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.140</u>
<u>L3</u>	<u>9.640</u>
<u>L4</u>	<u>9.920</u>

<u>L5</u>	<u>10.210</u>
<u>L6</u>	<u>10.820</u>
<u>L7</u>	<u>11.480</u>
<u>L8</u>	<u>12.230</u>

(2) (a) The pay schedule for liquor store occupations for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade	\$/Hour W/Ins.
L1	0.000
L2	8.425
L3	8.925
L4	9.205
L5	9.495
L6	10.105
L7	10.765
L8	11.515
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.505</u>
<u>L3</u>	<u>10.005</u>
<u>L4</u>	<u>10.285</u>
<u>L5</u>	<u>10.575</u>
<u>L6</u>	<u>11.185</u>
<u>L7</u>	<u>11.845</u>
<u>L8</u>	<u>12.595</u>

(b) The pay schedule for liquor store occupations for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

<u>Grade</u>	<u>\$/Hour</u>
	<u>W/Ins.</u>
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.705</u>
<u>L3</u>	<u>10.205</u>
<u>L4</u>	<u>10.485</u>
<u>L5</u>	<u>10.775</u>
<u>L6</u>	<u>11.385</u>
<u>L7</u>	<u>12.045</u>
<u>L8</u>	<u>12.795"</u>

Section 9. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade	\$/Hour
	W/Ins.
B1	8.51
B2	8.91
B3	9.31
B4	9.71
B5	10.11

B6	10.51
B7	10.91
B8	11.31
B9	11.71
B10	12.11
B11	12.51
B12	12.91
B00	13.31
<u>B1</u>	<u>9.615</u>
<u>B2</u>	<u>10.015</u>
<u>B3</u>	<u>10.415</u>
<u>B4</u>	<u>10.815</u>
<u>B5</u>	<u>11.215</u>
<u>B6</u>	<u>11.615</u>
<u>B7</u>	<u>12.015</u>
<u>B8</u>	<u>12.415</u>
<u>B9</u>	<u>12.815</u>
<u>B10</u>	<u>13.215</u>
<u>B11</u>	<u>13.615</u>
<u>B12</u>	<u>14.015</u>
<u>B00</u>	<u>14.415</u>

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade

\$/Hour

W/Ins.

B1	8.90
B2	9.30
B3	9.70
B4	10.10
B5	10.50
B6	10.90
B7	11.30
B8	11.70
B9	12.10
B10	12.50
B11	12.90
B12	13.30
B00	13.70
<u>B1</u>	<u>9.980</u>
<u>B2</u>	<u>10.380</u>
<u>B3</u>	<u>10.780</u>
<u>B4</u>	<u>11.180</u>
<u>B5</u>	<u>11.580</u>
<u>B6</u>	<u>11.980</u>
<u>B7</u>	<u>12.380</u>
<u>B8</u>	<u>12.780</u>
<u>B9</u>	<u>13.180</u>
<u>B10</u>	<u>13.580</u>
<u>B11</u>	<u>13.980</u>
<u>B12</u>	<u>14.380</u>

B00 14.780

(3) The pay schedule for blue-collar workers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Blue-Collar Matrix Type -- Hourly

<u>Grade</u>	<u>\$/Hour</u> <u>W/Ins.</u>
<u>B1</u>	<u>10.180</u>
<u>B2</u>	<u>10.580</u>
<u>B3</u>	<u>10.980</u>
<u>B4</u>	<u>11.380</u>
<u>B5</u>	<u>11.780</u>
<u>B6</u>	<u>12.180</u>
<u>B7</u>	<u>12.580</u>
<u>B8</u>	<u>12.980</u>
<u>B9</u>	<u>13.380</u>
<u>B10</u>	<u>13.780</u>
<u>B11</u>	<u>14.180</u>
<u>B12</u>	<u>14.580</u>
<u>B00</u>	<u>14.980"</u>

Section 10. 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~~ \$170 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$190 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 Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

Section 11. Shift differential and hazardous duty pay negotiated. (1) Shift differential pay for those employees who are regularly scheduled to work other than the day shift is a mandatory subject of collective bargaining.

(2) Hazardous duty pay for those employees who work under

hazardous conditions is a mandatory subject of collective bargaining.

Section 12. Section 2-16-405, MCA, is amended to read:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1990 and following years are:

	Fiscal Year		Following	
	1990	<u>1992</u>	June 30, 1990	<u>1992</u>
Governor	\$51,713	<u>\$54,254</u>	\$53,006	<u>\$55,502</u>
Lieutenant governor	\$37,044	<u>\$39,218</u>	\$37,970	<u>\$40,466</u>
Attorney general	\$47,166	<u>\$49,593</u>	\$48,345	<u>\$50,841</u>
State auditor	\$34,176	<u>\$36,278</u>	\$35,030	<u>\$37,526</u>
Superintendent of public instruction	\$40,664	<u>\$42,929</u>	\$41,681	<u>\$44,177</u>
Public service commission chairman	\$38,297	<u>\$40,502</u>	\$39,254	<u>\$41,750</u>
Public service commissioners, other than chairman	\$37,044	<u>\$39,218</u>	\$37,970	<u>\$40,466</u>
Secretary of state	\$34,176	<u>\$36,278</u>	\$35,030	<u>\$37,526</u>
Clerk of the supreme court	\$33,211	<u>\$35,289</u>	\$34,041	<u>\$36,537"</u>

Section 13. Section 5-2-301, MCA, is amended to read:

"5-2-301. Compensation and expenses for members while in session. (1) Except as provided in subsection (7), legislators are entitled to a salary commensurate to that of the daily rate of a an

entry grade 8, ~~step 2~~, classified state employee in effect when the regular session of the legislature in which they serve is convened under 5-2-103 for those days during which the legislature is in session. The president of the senate and the speaker of the house shall receive an additional \$5 a day in salary for those days during which the legislature is in session.

(2) Legislators may serve for no salary.

(3) Legislators are entitled to \$50 a day, 7 days a week, during a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments shall stop when the legislature recesses for more than 3 days and shall resume when the legislature reconvenes.

(4) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel to the place of the holding of the session and to return to their place of residence at the conclusion of the session.

(5) In addition to the mileage allowance provided for in subsection (4), legislators, upon submittal of an appropriate claim for such mileage reimbursement to the office of the legislative council, are entitled to:

(a) three additional round trips to their place of residence during each regular session; and

(b) such additional round trips as are authorized by the legislature during special session.

(6) Legislators are not entitled to any additional mileage allowance under subsection (4) for a special session if it is

convened within 7 days of a regular session.

(7) In lieu of the salary provided for in subsection (1) and the expense allowance provided for in subsection (3), a legislator may receive remuneration for services performed during a legislative session. A legislator choosing to receive remuneration for services performed shall file a request to receive payment under this subsection with the accounting office of the legislative council. A legislator exercising the option to receive remuneration for services performed may not receive more remuneration than legislators paid pursuant to subsections (1) and (3). Remuneration for services performed must be reduced \$50 a day when the legislature recesses for more than 3 days."

Section 14. Section 13-37-106, MCA, is amended to read:

"**13-37-106. Salary.** The commissioner of political practices is entitled to receive a salary of ~~\$28,346~~ \$30,303 in fiscal year ~~1990~~ 1992 and ~~\$29,055~~ \$31,551 in fiscal year ~~1991~~ 1993 and thereafter."

Section 15. Section 15-2-102, MCA, is amended to read:

"**15-2-102. Qualification and compensation.** (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of

trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter~~ equivalent to that of an entry grade 17 salary, plus 5%. The remaining state tax appeal board members shall be paid a salary of ~~\$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter~~ equivalent to that of an entry grade 17 salary. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

Section 16. Appropriation. (1) The following money for the indicated fiscal years is appropriated to the listed agencies to implement [this act]:

	Fiscal 1992		Fiscal 1993	
	General	Other	General	Other
	Fund	Funds	Fund	Funds
Legislative				
Auditor	\$ 55,321	\$ 59,836	\$ 90,697	\$ 98,098
Legislative Fiscal				
Analyst	29,486		49,742	

Legislative				
Council	76,834		152,898	
Environmental				
Quality Council	11,763		18,618	
Consumer Counsel		7,167		11,734
Judiciary	72,569	16,802	122,084	28,266
University				
System	4,113,000	1,160,000	6,752,000	1,904,000
Office of Budget and Program Planning for Distribution to All Other Agencies				
	8,603,027	11,843,195	13,727,961	18,844,902

(2) There is appropriated to the state personnel division \$73,200 from the general fund for the fiscal year ending June 30, 1993, for changes in the payroll/personnel/position control system. Any unexpended portion of the appropriation is reappropriated for the biennium ending June 30, 1993.

Section 17. Coordination instruction. (1) If ___ Bill No. ___ [LC 0289] is not passed and approved, the appropriations to

the department of natural resources and environment, department of public health, and department of state lands must be allocated to the former departments and programs as reflected in current law.

(2) If Senate Bill 164 is not passed and approved, the appropriations to the department of transportation must be allocated to the former departments and programs composing the proposed department of transportation.

Section 18. Codification instruction. [Section 11] is intended to be codified as an integral part of Title 2, chapter 18, part 1, and the provisions of Title 2, chapter 18, part 1, apply to [section 11].

Section 19. Effective dates. (1) Except as provided in subsection (2), [this act] is effective on passage and approval.

(2) [Section 15] is effective July 1, 1991.