

HOUSE BILL NO. 514
INTRODUCED BY MENAHAN, LYNCH

IN THE HOUSE

JANUARY 31, 1991 INTRODUCED AND REFERRED TO COMMITTEE
ON STATE ADMINISTRATION.

FEBRUARY 1, 1991 FIRST READING.

MARCH 8, 1991 COMMITTEE RECOMMEND BILL
DO PASS AS AMENDED. REPORT ADOPTED.

MARCH 11, 1991 PRINTING REPORT.

 ON MOTION, TAKEN FROM SECOND READING
AND REREFERRED TO COMMITTEE ON
APPROPRIATIONS.

MARCH 27, 1991 COMMITTEE RECOMMEND BILL
DO PASS AS AMENDED. REPORT ADOPTED.

 PRINTING REPORT.

 SECOND READING, DO PASS AS AMENDED.

MARCH 28, 1991 ENGROSSING REPORT.

 THIRD READING, PASSED.
AYES, 57; NOES, 42.

 TRANSMITTED TO SENATE.

IN THE SENATE

MARCH 28, 1991 FIRST READING.

 INTRODUCED AND REFERRED TO COMMITTEE
ON FINANCE & CLAIMS.

APRIL 9, 1991 COMMITTEE RECOMMEND BILL BE
CONCURRED IN AS AMENDED. REPORT
ADOPTED.

APRIL 10, 1991 SECOND READING, CONCURRED IN AS
AMENDED.

APRIL 11, 1991 ON MOTION, TAKEN FROM THIRD READING
AND PLACED ON SECOND READING FOR
PURPOSES OF AMENDMENT.

SECOND READING, CONCURRED IN AS
AMENDED.

ON MOTION, RULES SUSPENDED. BILL
PLACED ON THIRD READING THIS DAY.

THIRD READING, CONCURRED IN.
AYES, 29; NOES, 21.

RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 12, 1991

RECEIVED FROM SENATE.

SECOND READING, AMENDMENTS
CONCURRED IN.

APRIL 13, 1991

THIRD READING, AMENDMENTS
CONCURRED IN.

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

1 HOUSE BILL NO. 514
 2 INTRODUCED BY Montana Dept
 3

4 A BILL FOR AN ACT ENTITLED: "AN ACT FREEZING THE STATEWIDE
 5 SALARY SCHEDULES FOR STATE EMPLOYEES AND PROVIDING AN
 6 ACROSS-THE-BOARD PAY INCREASE TO EMPLOYEES ON THE STATEWIDE
 7 PAY PLAN FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR SHIFT
 8 DIFFERENTIAL PAY AND HAZARDOUS DUTY PAY FOR STATE EMPLOYEES;
 9 REPEALING THE STATEWIDE CLASSIFICATION SYSTEM AND MANDATING
 10 THAT ALL POSITION CLASSIFICATIONS BE NEGOTIATED; PROVIDING
 11 THAT AGENCIES MAY NEGOTIATE SEPARATE PAY PLANS; PROVIDING
 12 INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS;
 13 REPEALING THE TEACHERS' PAY SCHEDULES AND PROVIDING THAT THE
 14 DEPARTMENT OF INSTITUTIONS AND THE DEPARTMENT OF FAMILY
 15 SERVICES ADOPT PAY SCHEDULES FOR THEIR TEACHERS THAT ARE
 16 EQUAL TO THE PAY SCHEDULES OF TEACHERS IN LOCAL SCHOOL
 17 DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS
 18 2-18-104, 2-18-204, 2-18-303, 2-18-304, 2-18-305, AND
 19 2-18-703, MCA; REPEALING SECTIONS 2-18-201, 2-18-202,
 20 2-18-203, 2-18-205, 2-18-207, 2-18-208, 2-18-209, 2-18-301,
 21 AND 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE
 22 DATE."

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

25 NEW SECTION. Section 1. Position classifications

1 negotiated. The classification and grade of all state
 2 positions, except those exempt from statewide classification
 3 under the provisions of 2-18-103 and 2-18-104, must be
 4 determined through negotiations with employee unions and
 5 organizations.

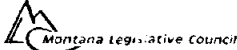
6 NEW SECTION. Section 2. Negotiation of separate pay
 7 plans. Each agency may develop, through negotiated
 8 settlements with employee unions, a separate pay plan for
 9 its employees if employee unions demonstrate that the
 10 special job responsibilities for positions within the
 11 agency, career progression for specialized job classes, and
 12 working conditions, such as shift work and hazardous duty,
 13 cannot be appropriately classified and compensated within a
 14 statewide pay plan.

15 NEW SECTION. Section 3. Shift differential and
 16 hazardous duty pay. (1) Each employee is entitled to shift
 17 differential pay, in addition to all other compensation
 18 provided by law, for each hour worked on a regularly
 19 scheduled shift as follows:

20 (a) \$1 an hour for each hour worked on the second
 21 shift; and

22 (b) \$1.50 an hour for each hour worked on the third
 23 shift.

24 (2) Each agency with employees who work under hazardous
 25 conditions shall negotiate with employee unions and the



1 department for hazardous duty pay for those employees of up
2 to \$2 an hour.

3 **Section 4.** Section 2-18-104, MCA, is amended to read:

4 "2-18-104. Exemption for personal staff -- limit. (1)
5 Subject to the limitations in subsections (2) and (3),
6 members of a personal staff are exempt from the application
7 of ~~2-18-204, 2-18-205, 2-18-207, and part 2 of this chapter~~
8 and 2-18-1011 through 2-18-1013.

9 (2) The personal staff who are exempted by subsection
10 (1) may not exceed 10 unless otherwise approved by the
11 department according to criteria developed by the
12 department. Under no circumstances may the total exemptions
13 of each elected official exceed 15.

14 (3) The number of members of the personal staff of the
15 public service commission who are exempted by subsection (1)
16 may not exceed 10."

17 **Section 5.** Section 2-18-204, MCA, is amended to read:

18 "2-18-204. Determination of number ~~and classes~~ of
19 employees in each agency. (1) ~~Based on documentation to be~~
20 ~~submitted by each agency, the department shall determine the~~
21 ~~classes of positions of employees of each agency or program~~
22 ~~thereof before the beginning of each fiscal year. At any~~
23 ~~time, upon request of the agency, the department may amend~~
24 ~~the classes of positions of employees in any agency or~~
25 ~~program thereof.~~

1 ~~(2)~~ Based on documentation to be submitted by each
2 agency, the budget director shall determine the number of
3 positions and employees (full-time equivalents) of each
4 agency or program ~~thereof~~ prior to preparation of the
5 executive budget and before the beginning of each fiscal
6 year. At any time, upon the request of the agency, the
7 budget director may amend the number of positions or
8 employees (full-time equivalents) in any agency or program
9 thereof.

10 ~~(3)~~(2) This section does not limit legislative
11 authority to amend the determinations of the department or
12 the budget director."

13 **Section 6.** Section 2-18-303, MCA, is amended to read:

14 "2-18-303. Procedures for utilizing pay schedules. (1)
15 The pay schedules provided in 2-18-312 must be implemented
16 as follows:

17 (a) The pay schedules provided in 2-18-312 indicate the
18 annual compensation for the fiscal years ending June 30,
19 1990, and June 30, 1991, for each grade and step for
20 positions classified under the provisions of part 2 of this
21 chapter in effect during fiscal year 1990.

22 (b) Each new employee shall advance from step 1 to step
23 2 of a grade after successfully completing 6 months of
24 probationary service. The anniversary date of an employee
25 must be established at the end of the probationary period in

1 accordance with rules promulgated by the department.

2 (c) (i) The compensation of each employee on the first
3 day of the first pay period in fiscal year ~~1990~~ 1992 is that
4 amount corresponding to the grade and step occupied on the
5 last day of fiscal year ~~1989~~ 1991 plus a \$3,000 increase to
6 the employee's base salary and the employer contribution to
7 group benefits provided in 2-18-703.

8 (ii) The compensation of each employee on the first day
9 of the first pay period in fiscal year ~~1991~~ 1993 is that
10 amount corresponding to the grade and step occupied on the
11 last day of fiscal year ~~1990~~ 1992 plus the \$3,000 increase
12 to the employee's base salary in fiscal year 1992 as
13 provided in subsection (2)(c)(i), an additional \$3,000
14 increase to the employee's base salary, and the employer
15 contribution to group benefits provided in 2-18-703.

16 (2) The pay schedules provided in 2-18-312 and the
17 provisions of subsection (1) do not apply to those teachers,
18 liquor store occupations, or blue-collar occupations
19 compensated under the provisions of subsection (3) or the
20 pay schedules provided in ~~2-18-313~~ through 2-18-314 and
21 2-18-315.

22 (3) The pay for teachers excepted from the pay plan
23 under the provisions in 2-18-103(10) and the pay schedules
24 provided in ~~2-18-313~~ through 2-18-314 and 2-18-315 must be
25 implemented as follows:

1 (a) (i) ~~The pay schedules provided for in 2-18-313~~
2 ~~indicate the annual compensation for the contracted school~~
3 ~~term for teachers employed under the authority of the~~
4 ~~department of institutions or the department of family~~
5 ~~services for fiscal years 1990 and 1991~~ The department of
6 institutions and the department of family services shall,
7 for fiscal years 1992 and 1993 and thereafter, adopt pay
8 schedules for teachers equal to the pay schedule in effect
9 the year preceding each new biennium for teachers in the
10 school district nearest to the department-operated school.

11 (ii) ~~On the first day of the first pay period in July~~
12 ~~1989, each teacher shall advance three steps on the~~
13 ~~appropriate pay schedule for fiscal year 1990 from the step~~
14 ~~that he occupied on June 30, 1989~~ A teacher must be placed
15 on the adopted pay schedule according to his educational
16 training and years of experience.

17 (iii) ~~The compensation of each teacher on the first day~~
18 ~~of the first pay period in July 1990 is that amount~~
19 ~~corresponding to his level of academic achievement and the~~
20 ~~step occupied on June 30, 1990.~~

21 (b) (i) The pay schedules provided in 2-18-314 indicate
22 the maximum hourly compensation for fiscal years ending June
23 30, 1990, and June 30, 1991, for those employees in liquor
24 store occupations who have collectively bargained separate
25 classification and pay plans.

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

5 (c) (i) The pay schedules provided in 2-18-315 indicate
6 the maximum hourly compensation for fiscal years ending June
7 30, 1990, and June 30, 1991, for employees in apprentice
8 trades and crafts and other blue-collar occupations
9 recognized in the state blue-collar classification plan who
10 are members of units that have collectively bargained
11 separate classification and pay plans.

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

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

22 (ii) If negotiation and ratification of a completely
23 integrated collective bargaining agreement as required by
24 subsection (4)(a)(i) are not completed by July 17, 1989,
25 retroactivity to that date may be negotiated.

1 (iii) If negotiation and ratification of a completely
2 integrated collective bargaining agreement as required by
3 subsection (4)(a)(i) are not completed by July 17, 1989,
4 members of the bargaining unit involved must continue to
5 receive the compensation they were receiving as of June 30,
6 1989.

7 (b) Methods of administration not inconsistent with the
8 purpose of this part and necessary to properly implement the
9 pay schedules provided in 2-18-312 through, 2-18-314, and
10 2-18-315 may be provided for in collective bargaining
11 agreements.

12 (5) The current wage or salary of an employee may not
13 be reduced by the implementation of the pay schedules
14 provided for in 2-18-312 through, 2-18-314, and 2-18-315.

15 (6) The department may authorize a separate pay
16 schedule for medical doctors if the rates provided in
17 2-18-312 are not sufficient to attract and retain fully
18 licensed and qualified physicians at the state institutions.

19 (7) The department may develop programs that enable the
20 department to mitigate problems associated with difficult
21 recruitment, retention, transfer, or other exceptional
22 circumstances. Insofar as the program may apply to employees
23 within a collective bargaining unit, it is a negotiable
24 subject under 39-31-305.

25 (8) The department shall review the competitiveness of

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

11 **Section 7.** Section 2-18-304, MCA, is amended to read:

12 **"2-18-304. Longevity allowance.** (1) In addition to the
 13 compensation provided for in 2-18-312, ~~2-18-313~~, 2-18-314,
 14 or 2-18-315, each employee who has completed 5 years of
 15 uninterrupted state service shall receive the larger of \$10
 16 a month or 10% of the difference between the base
 17 compensation for his grade and step plus the amount provided
 18 in 2-18-303 (where applicable) and the base compensation for
 19 the next highest grade and corresponding step plus the
 20 amount provided in 2-18-303 (where applicable) multiplied by
 21 the number of completed, contiguous 5-year periods of
 22 uninterrupted state service. Service to the state is not
 23 interrupted by authorized leaves of absence.

24 (2) (a) For the purpose of determining years of service
 25 under this section, an employee must be credited with 1 year

1 of service for each period of:

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

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

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

19 **Section 8.** Section 2-18-305, MCA, is amended to read:

20 **"2-18-305. Allocation between wages and group benefits.**
 21 (1) The dollar amounts shown in the respective pay schedules
 22 provided in 2-18-312, ~~2-18-313~~, 2-18-314, or 2-18-315, as
 23 the case may be, represent the maximum amount allocated by
 24 the state for wages and group benefits, exclusive of
 25 longevity as defined in 2-18-304. Except as provided in

1 subsection (2) of this section, that amount specifically
 2 allocated for group benefits shall be determined by
 3 2-18-703. An employee who elects not to be covered by a
 4 state employee group benefit plan will receive as wages the
 5 amount shown in the appropriate pay schedule less the state
 6 contribution for group benefits as determined by 2-18-703.

7 (2) Employees may, through collective bargaining,
 8 determine the allocation of the amounts shown in the pay
 9 schedules provided in 2-18-312, ~~2-18-313~~, 2-18-314, or
 10 2-18-315, as the case may be, between wages and group
 11 benefits, except that in no case may the group benefits
 12 allocation be less than the amounts provided in 2-18-703."

13 **Section 9.** Section 2-18-703, MCA, is amended to read:
 14 "2-18-703. Contributions. (1) Each agency, as defined
 15 in 2-18-601, shall contribute the amount specified in this
 16 section towards the group benefits cost.

17 (2) For employees defined in 2-18-701, other than
 18 members of collective bargaining units, and for members of
 19 the legislature, the employer contribution for group
 20 benefits shall be ~~\$130~~ \$180 per month for the fiscal year
 21 ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$230 per month for the
 22 fiscal year ending June 30, ~~1991~~ 1993, and for each fiscal
 23 year thereafter. Permanent part-time, seasonal part-time,
 24 and temporary part-time employees who are regularly
 25 scheduled to work less than 20 hours a week are not eligible

1 for the group benefit contribution. An employee who elects
 2 not to be covered by a state-sponsored group benefit plan
 3 may not receive the state contribution as wages. A portion
 4 of the employer contribution for group benefits may be
 5 applied to an employee's costs for participation in Part B
 6 of medicare under Title XVIII of the Social Security Act of
 7 1965, as amended, if the state group benefit plan is the
 8 secondary payer and medicare the primary payer.

9 (3) For employees of elementary and high school
 10 districts and of local government units, the employer's
 11 premium contributions may exceed but may not be less than
 12 \$10 per month.

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

18 **NEW SECTION. Section 10. Appropriation.** There is
 19 appropriated a total of \$156,993,038 to the office of budget
 20 program and planning to be distributed as indicated to fund
 21 the salary, benefit, and insurance costs of [this act]:

	FY 1992	FY 1993
23 State Government	\$47,307,442	\$85,001,532
24 University System	7,940,546	16,743,518

25 **NEW SECTION. Section 11. Repealer.** Sections 2-18-201,

1 2-18-202, 2-18-203, 2-18-205, 2-18-207, 2-18-208, 2-18-209,
2 2-18-301, and 2-18-313, MCA, are repealed.

3 NEW SECTION. **Section 12.** Codification instruction. (1)
4 [Sections 1 and 2] are intended to be codified as an
5 integral part of Title 2, chapter 18, part 2, and the
6 provisions of Title 2, chapter 18, part 2, apply to
7 [sections 1 and 2].

8 (2) [Section 3] is intended to be codified as an
9 integral part of Title 2, chapter 18, part 3, and the
10 provisions of Title 2, chapter 18, part 3, apply to [section
11 3].

12 NEW SECTION. **Section 13.** Effective date. [This act] is
13 effective on passage and approval.

-End-

STATE OF MONTANA - FISCAL NOTE
Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB0514, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION:

A bill freezing the statewide salary schedules for state employees and providing for an across-the-board pay increase to employees on the statewide pay plan for each year of the biennium; providing for shift differential and hazardous duty pay for state employees; repealing the statewide classification system and mandating that all position classifications be negotiated; providing that agencies may negotiate separate pay plans; providing increases to employer contributions to group benefits; repealing the teachers' pay schedules and requiring pay based on local school district schedules.

ASSUMPTIONS:

1. The appropriation contained in the bill was calculated based on the executive budget recommendation and includes all of the bill's provisions, except agency negotiated classification changes (see technical note).
2. Agency negotiated pay classifications can result in significant increases in personal services costs. Since this magnitude can not be anticipated in advance, there is no way to budget for these changes. Therefore, any increase would be funded by vacancy savings and/or reductions in operating expenditures.
3. The hazardous duty pay estimate was based on a survey prepared for the Governor's committee on state employee pay. Any increase over the amount included in the appropriation would be financed by vacancy savings and/or reductions in operating expenditures.
4. The state auditor would incur costs of \$4,900 and \$540 in FY92 and FY93, respectively, for modifications to the P/P/P and warrant systems.
5. The a portion of the classification bureau employees will be reassigned to the labor relations bureau of the Department of Administration. There will be no change in net expenditures.

FISCAL IMPACT:

Expenditures:

The appropriation contained in the bill funds most of the proposed changes as noted in assumptions 1 and 2. OBPP would allocate these funds to the various agencies as required.

State Auditor's Office, State Payroll Division:

	FY '92			FY '93		
	Current Law	Proposed Law	Difference	Current Law	Proposed Law	Difference
Operating Costs	0	4,900	4,900	0	540	540
<u>Funding:</u>						
General Fund	0	4,900	4,900	0	540	540

Continued on next page


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


WILLIAM T. "RED" MENAHAN, PRIMARY SPONSOR 2/8/91
 DATE

Fiscal Note for HB0514, as introduced.

AB 514

Fiscal Note Request, HB0514, as introduced

Form BD-15

Page 2

TECHNICAL NOTES:

Fund detail, for the appropriation, was provided but not included in the bill. The following provides the amounts needed from each of the various funds using the personal services funding of the executive budget. These amounts should be reflected in the bill.

	FY 92			FY 93		
	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>
General Fund	0	27,534,421	27,534,421	0	52,227,644	52,227,644
State Special Revenue	0	12,315,827	12,315,827	0	21,315,405	21,315,405
Federal Special Revenue	0	11,781,833	11,781,833	0	21,645,073	21,645,073
Proprietary	0	3,382,581	3,382,581	0	6,128,787	6,128,787
Other	0	233,325	233,325	0	428,141	428,141
Total	0	55,247,987	55,247,987	0	101,745,050	101,745,050

APPROVED BY COMMITTEE
ON STATE ADMINISTRATION

HOUSE BILL NO. 514

INTRODUCED BY MENAHAN, LYNCH

A BILL FOR AN ACT ENTITLED: "AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY SCHEDULES FOR STATE EMPLOYEES AND PROVIDING AN ACROSS-THE-BOARD FLAT \$1-AN-HOUR PAY INCREASE TO ALL STATE EMPLOYEES ON THE-STATEWIDE-PAY-PLAN FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR THAT SHIFT DIFFERENTIAL PAY AND HAZARDOUS DUTY PAY FOR STATE EMPLOYEES MAY BE NEGOTIATED BY AGENCY; REPEALING-THE-STATEWIDE CLASSIFICATION-SYSTEM-AND-MANDATING-THAT-ALL-POSITION-CLASSIFICATIONS-BE-NEGOTIATED;-PROVIDING--THAT AGENCIES--MAY--NEGOTIATE--SEPARATE-PAY-PLANS; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; REPEALING-THE-TEACHERS-PAY-SCHEDULES-AND-PROVIDING-THAT-THE--DEPARTMENT--OF--INSTITUTIONS AND--THE--DEPARTMENT-OF-FAMILY-SERVICES-ADOPT-PAY-SCHEDULES-FOR-THEIR-TEACHERS-THAT-ARE-EQUAL-TO-THE PAY-SCHEDULES-OF-TEACHERS-IN-LOCAL-SCHOOL-DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-104;--2-18-204; 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; REPEALING--SECTIONS--2-18-201;--2-18-202;--2-18-203;--2-18-205;--2-18-207;--2-18-208; 2-18-209;--2-18-301;--AND-2-18-313;--MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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

NEW-SECTION:--Section-1;--Position--classifications--negotiated;--The-classification-and-grade-of all-state-positions;--except-those-exempt-from--statewide--classification--under--the--provisions--of 2-18-103--and--2-18-104;--must--be--determined--through--negotiations--with--employee--unions--and organizations;

NEW-SECTION:--Section-2;--Negotiation-of-separate-pay-plans;--Each-agency--may--develop;--through negotiated--settlements--with--employee--unions;--a--separate-pay-plan-for-its-employees-if-employee unions-demonstrate-that-the-special-job-responsibilities-for-positions--within--the--agency;--career progression--for--specialized--job-classes;--and-working-conditions;--such-as-shift-work-and-hazardous

SECOND READING
HB 514

1 ~~duty; cannot be appropriately classified and compensated within a statewide pay plan;~~

2 NEW SECTION. Section 1. Shift differential and hazardous duty pay NEGOTIATED. (1) Each
 3 employee is entitled to shift differential pay, in addition to all other compensation provided by
 4 law, for each hour worked on a regularly scheduled shift as follows:

5 (a) \$1 an hour for each hour worked on the second shift; and

6 (b) \$1.50 an hour for each hour worked on the third shift; AGENCY SHALL NEGOTIATE WITH
 7 EMPLOYEES FOR SHIFT DIFFERENTIAL PAY FOR THOSE EMPLOYEES WHO ARE REGULARLY SCHEDULED TO WORK OTHER
 8 THAN THE DAY SHIFT.

9 (2) Each agency with employees who work under hazardous conditions shall negotiate with
 10 employee unions and the department EMPLOYEES for hazardous duty pay for those employees of up to \$2
 11 an hour WHO WORK UNDER HAZARDOUS CONDITIONS.

12 Section 4. ~~Section 2-18-104, MCA, is amended to read:~~

13 "2-18-104. ~~Exemption for personal staff -- limit. (1) Subject to the limitations in subsections~~
 14 ~~(2) and (3), members of a personal staff are exempt from the application of 2-18-204, 2-18-205,~~
 15 ~~2-18-207, and part 2 of this chapter and 2-18-1011 through 2-18-1019:~~

16 (2) ~~The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise~~
 17 ~~approved by the department according to criteria developed by the department. Under no circumstances~~
 18 ~~may the total exemptions of each elected official exceed 15.~~

19 (3) ~~The number of members of the personal staff of the public service commission who are~~
 20 ~~exempted by subsection (1) may not exceed 10."~~

21 Section 5. ~~Section 2-18-204, MCA, is amended to read:~~

22 "2-18-204. ~~Determination of number and classes of employees in each agency. (1) Based on~~
 23 ~~documentation to be submitted by each agency, the department shall determine the classes of~~
 24 ~~positions of employees of each agency or program thereof before the beginning of each fiscal year.~~
 25 ~~At any time, upon request of the agency, the department may amend the classes of positions of~~

1 employees-in-any-agency-or-program-thereof;

2 (2) ~~Based on documentation to be submitted by each agency, the budget director shall determine~~
 3 ~~the number of positions and employees (full-time equivalents) of each agency or program thereof~~
 4 ~~prior to preparation of the executive budget and before the beginning of each fiscal year. At any~~
 5 ~~time, upon the request of the agency, the budget director may amend the number of positions or~~
 6 ~~employees (full-time equivalents) in any agency or program thereof;~~

7 (3) ~~(2) This section does not limit legislative authority to amend the determinations of the~~
 8 ~~department or the budget director;~~

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

10 "2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-312
 11 must be implemented as follows:

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

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

18 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal
 19 year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal
 20 year ~~1989~~ 1991 ~~plus a \$3,000 increase to the employee's base salary and the employer contribution to~~
 21 ~~group benefits provided in 2-18-703.~~

22 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
 23 ~~1991~~ 1993 is that amount corresponding to the grade and step occupied on the last day of fiscal year
 24 ~~1990~~ 1992 ~~plus the \$3,000 increase to the employee's base salary in fiscal year 1992 as provided in~~
 25 ~~subsection (2)(c)(i); an additional \$3,000 increase to the employee's base salary; and the employer~~

1 contribution-to-group-benefits-provided-in-2-18-789.

2 (2) The pay schedules provided in 2-18-312 and the provisions of subsection (1) do not apply to
3 those teachers, liquor store occupations, or blue-collar occupations compensated under the
4 provisions-if-subsection-(3)-or-the pay schedules provided in 2-18-313 through 2-18-314-and 2-18-313
5 THROUGH 2-18-315.

6 (3) The pay for--teachers-expected-from-the-pay-plan-under-the-provisions-in-2-18-189(18)-and
7 the-pay schedules provided in 2-18-313 through 2-18-314--and 2-18-313 THROUGH 2-18-315 must be
8 implemented as follows:

9 (a) (i) The--pay--schedules--provided--for--in-2-18-313-indicate-the-annual-compensation-for-the
10 contracted-school-term-for-teachers-employed-under-the-authority-of-the-department--of--institutions
11 or--the--department-of-family-services-for-fiscal-years-1990-and-1991 The-department-of-institutions
12 and-the-department-of-family-services-shall,-for-fiscal-years-1992-and-1993--and--thereafter,-adopt
13 pay--schedules-for-teachers-equal-to-the-pay-schedule-in-effect-the-year-preceding-each-new-biennium
14 for-teachers-in-the-school-district-nearest-to-the--department-operated--school THE PAY SCHEDULES
15 PROVIDED FOR IN 2-18-313 INDICATE THE ANNUAL COMPENSATION FOR THE CONTRACTED SCHOOL TERM FOR
16 TEACHERS EMPLOYED UNDER THE AUTHORITY OF THE DEPARTMENT OF INSTITUTIONS OR THE DEPARTMENT OF FAMILY
17 SERVICES FOR FISCAL YEARS 1992 AND 1993.

18 (ii) On--the--first--day--of-the-first-pay-period-in-july-1989,-each-teacher-shall-advance-three
19 steps-on-the-appropriate-pay-schedule-for-fiscal-year-1990-from-the-step-that-he-occupied-on-june
20 30,-1989 A-teacher-must-be-placed-on-the-adopted-pay-schedule-according-to-his-educational-training
21 and-years-of-experience:

22 (iii) The-compensation-of-each-teacher-on-the-first-day-of-the-first-pay-period-in-july-1990--is
23 that--amount--corresponding--to--his-level-of-academic-achievement-and-the-step-occupied-on-june-30;
24 1990: THE COMPENSATION OF EACH TEACHER ON THE FIRST DAY OF THE FIRST PAY PERIOD IN JULY 1991 IS THAT
25 AMOUNT CORRESPONDING TO HIS LEVEL OF ACADEMIC ACHIEVEMENT AND THE STEP OCCUPIED ON JUNE 30, 1991.

1 (III) THE COMPENSATION OF EACH TEACHER ON THE FIRST DAY OF THE FIRST PAY PERIOD IN JULY 1992 IS
 2 THAT AMOUNT CORRESPONDING TO HIS LEVEL OF ACADEMIC ACHIEVEMENT AND THE STEP OCCUPIED ON JUNE 30,
 3 1992.

4 (b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for
 5 fiscal years ending June 30, 1998 1992, and June 30, 1999 1993, for those employees in liquor store
 6 occupations who have collectively bargained separate classification and pay plans.

7 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
 8 1998 1992 or 1999 1993 is that amount corresponding to the grade occupied on the last day of the
 9 preceding fiscal year.

10 (c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for
 11 fiscal years ending June 30, 1998 1992, and June 30, 1999 1993, for employees in apprentice trades
 12 and crafts and other blue-collar occupations recognized in the state blue-collar classification plan
 13 who are members of units that have collectively bargained separate classification and pay plans.

14 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
 15 1998 1992 or 1999 1993 is that amount corresponding to the grade occupied on the last day of the
 16 preceding fiscal year.

17 (4) ~~(a) (i) A member of a bargaining unit may not receive the amounts indicated in the~~
 18 ~~respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he~~
 19 ~~is a member ratifies a completely integrated collective bargaining agreement covering the biennium~~
 20 ~~ending June 30, 1999.~~

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

24 ~~(iii) If negotiation and ratification of a completely integrated collective bargaining agreement~~
 25 ~~as required by subsection (4)(a)(i) are not completed by July 1, 1989, members of the bargaining~~

1 ~~unit-involved-must-continue-to-receive-the-compensation-they-were-receiving-as-of-June-98;-1989:~~

2 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
3 properly implement the pay schedules provided in 2-18-312 through ~~2-18-314;~~ and THROUGH 2-18-315
4 may be provided for in collective bargaining agreements.

5 (5) The current wage or salary of an employee may not be reduced by the implementation of the
6 pay schedules provided for in 2-18-312 through ~~2-18-314;~~ and THROUGH 2-18-315.

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

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

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

20 ~~Section-7;-Section-2-18-984;-MCA;-is-amended-to-read:~~

21 ~~"2-18-984;-Longevity-allowance;-(1)-in-addition-to-the-compensation-provided-for-in-2-18-312;~~
22 ~~2-18-313;-2-18-314;-or-2-18-315;-each-employee-who-has-completed-5-years-of-uninterrupted-state~~
23 ~~service-shall-receive-the-larger-of--\$10--a--month--or--10%--of--the--difference--between--the--base~~
24 ~~compensation--for-his-grade-and-step-plus-the-amount-provided-in-2-18-983-(where-applicable)-and-the~~
25 ~~base-compensation-for-the-next-highest-grade-and-corresponding-step-plus-the-amount-provided-in~~

1 ~~2-18-988--(where--applicable)--multiplied--by--the--number--of--completed--contiguous--5--year--periods--of~~
 2 ~~uninterrupted--state--service--Service--to--the--state--is--not--interrupted--by--authorized--leaves--of~~
 3 ~~absence--~~

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

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

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

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

15 ~~Section--8--Section--2-18-385--MCA--is--amended--to--read--~~

16 ~~"2-18-385--Allocation--between--wages--and--group--benefits--(1)--The--dollar--amounts--shown--in--the~~
 17 ~~respective--pay--schedules--provided--in--2-18-312--2-18-313--2-18-314--or--2-18-315--as--the--case--may--be--~~
 18 ~~represent--the--maximum--amount--allocated--by--the--state--for--wages--and--group--benefits--exclusive--of~~
 19 ~~longevity--as--defined--in--2-18-384--Except--as--provided--in--subsection--(2)--of--this--section--that--amount~~
 20 ~~specifically--allocated--for--group--benefits--shall--be--determined--by--2-18-783--An--employee--who--elects~~
 21 ~~not--to--be--covered--by--a--state--employee--group--benefit--plan--will--receive--as--wages--the--amount--shown--in~~
 22 ~~the--appropriate--pay--schedule--less--the--state--contribution--for--group--benefits--as--determined--by~~
 23 ~~2-18-783--~~

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

1 ~~between wages and group benefits, except that in no case may the group benefits allocation be less~~
 2 ~~than the amounts provided in 2-18-783."~~

3 SECTION 3. SECTION 2-18-312, MCA, IS AMENDED TO READ:

4 "2-18-312. Statewide pay schedules for fiscal years 1990 1992 and 1991 1993. (1) The statewide
 5 classification pay schedule for fiscal year 1990 1992 is as follows:

6	Annual Hours -- 2080	Note: includes <u>Does Not Include</u> Insurance												
7	Pay Matrix -- State	Matrix Type -- Annual												
8		STEP												
9	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
10	1	10,192	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
11	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
12	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
13	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
14	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
15	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
16	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
17	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
18	9	15,517	16,622	16,938	17,255	17,576	17,904	18,239	18,581	18,930	19,286	19,649	20,018	20,796
19	10	16,465	17,622	17,953	18,284	18,619	18,960	19,308	19,663	20,025	20,394	20,770	21,152	21,975
20	11	17,473	18,682	19,028	19,374	19,724	20,080	20,443	20,813	21,190	21,574	21,964	22,360	23,225
21	12	18,541	19,802	20,163	20,524	20,890	21,263	21,643	22,030	22,424	22,825	23,232	23,645	24,555
22	13	19,669	20,982	21,358	21,734	22,116	22,505	22,900	23,302	23,711	24,127	24,550	24,979	25,935
23	14	20,857	22,222	22,613	23,004	23,400	23,803	24,214	24,632	25,057	25,490	25,930	26,376	27,375

1	15	23,625	25,369	25,873	26,388	26,912	27,447	27,994	28,550	29,118	29,697	30,289	30,894	32,712
2	16	25,613	27,529	28,077	28,635	29,205	29,786	30,379	30,984	31,601	32,230	32,872	33,527	34,862
3	17	27,787	29,867	30,462	31,069	31,687	32,317	32,961	33,617	34,286	34,969	35,665	36,375	37,825
4	18	30,190	32,451	33,097	33,756	34,429	35,114	35,813	36,527	37,255	37,997	38,754	39,526	41,710
5	19	32,831	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,146	42,986	42,986
6	20	35,714	38,391	39,156	39,936	40,731	41,543	42,371	43,216	44,077	44,955	45,851	45,851	45,851
7	21	38,885	41,802	42,635	43,485	44,352	45,236	46,138	47,058	47,996	48,953	48,953	48,953	48,953
8	22	42,366	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	52,295	52,295	52,295	52,295
9	23	46,174	49,699	50,629	51,638	52,669	53,719	54,798	55,888	55,888	55,888	55,888	55,888	55,888
10	24	50,358	54,137	55,218	56,320	57,443	58,589	59,757	59,757	59,757	59,757	59,757	59,757	59,757
11	25	54,953	59,879	60,258	61,468	62,686	63,936	63,936	63,936	63,936	63,936	63,936	63,936	63,936
12	<u>1</u>	<u>11,212</u>	<u>11,919</u>	<u>12,121</u>	<u>12,327</u>	<u>12,537</u>	<u>12,751</u>	<u>12,970</u>	<u>13,193</u>	<u>13,420</u>	<u>13,652</u>	<u>13,889</u>	<u>14,130</u>	<u>14,622</u>
13	<u>2</u>	<u>11,694</u>	<u>12,437</u>	<u>12,649</u>	<u>12,866</u>	<u>13,087</u>	<u>13,312</u>	<u>13,542</u>	<u>13,776</u>	<u>14,015</u>	<u>14,259</u>	<u>14,508</u>	<u>14,762</u>	<u>15,280</u>
14	<u>3</u>	<u>12,218</u>	<u>13,001</u>	<u>13,225</u>	<u>13,453</u>	<u>13,686</u>	<u>13,923</u>	<u>14,165</u>	<u>14,412</u>	<u>14,664</u>	<u>14,921</u>	<u>15,183</u>	<u>15,450</u>	<u>15,995</u>
15	<u>4</u>	<u>12,791</u>	<u>13,617</u>	<u>13,853</u>	<u>14,094</u>	<u>14,339</u>	<u>14,589</u>	<u>14,844</u>	<u>15,104</u>	<u>15,370</u>	<u>15,641</u>	<u>15,917</u>	<u>16,199</u>	<u>16,774</u>
16	<u>5</u>	<u>13,423</u>	<u>14,296</u>	<u>14,546</u>	<u>14,801</u>	<u>15,061</u>	<u>15,326</u>	<u>15,596</u>	<u>15,872</u>	<u>16,153</u>	<u>16,440</u>	<u>16,732</u>	<u>17,030</u>	<u>17,638</u>
17	<u>6</u>	<u>14,115</u>	<u>15,040</u>	<u>15,304</u>	<u>15,574</u>	<u>15,849</u>	<u>16,130</u>	<u>16,416</u>	<u>16,708</u>	<u>17,006</u>	<u>17,310</u>	<u>17,620</u>	<u>17,936</u>	<u>18,581</u>
18	<u>7</u>	<u>14,882</u>	<u>15,865</u>	<u>16,146</u>	<u>16,433</u>	<u>16,725</u>	<u>17,023</u>	<u>17,327</u>	<u>17,637</u>	<u>17,953</u>	<u>18,276</u>	<u>18,605</u>	<u>18,941</u>	<u>19,626</u>
19	<u>8</u>	<u>15,709</u>	<u>16,754</u>	<u>17,053</u>	<u>17,358</u>	<u>17,669</u>	<u>17,986</u>	<u>18,309</u>	<u>18,639</u>	<u>18,975</u>	<u>19,318</u>	<u>19,668</u>	<u>20,025</u>	<u>20,753</u>
20	<u>9</u>	<u>16,627</u>	<u>17,742</u>	<u>18,060</u>	<u>18,385</u>	<u>18,716</u>	<u>19,054</u>	<u>19,399</u>	<u>19,751</u>	<u>20,110</u>	<u>20,476</u>	<u>20,849</u>	<u>21,230</u>	<u>22,006</u>
21	<u>10</u>	<u>17,633</u>	<u>18,823</u>	<u>19,163</u>	<u>19,510</u>	<u>19,864</u>	<u>20,225</u>	<u>20,593</u>	<u>20,968</u>	<u>21,351</u>	<u>21,742</u>	<u>22,140</u>	<u>22,546</u>	<u>23,375</u>
22	<u>11</u>	<u>18,732</u>	<u>20,005</u>	<u>20,369</u>	<u>20,740</u>	<u>21,118</u>	<u>21,504</u>	<u>21,898</u>	<u>22,300</u>	<u>22,710</u>	<u>23,128</u>	<u>23,554</u>	<u>23,989</u>	<u>24,876</u>
23	<u>12</u>	<u>19,948</u>	<u>21,313</u>	<u>21,703</u>	<u>22,101</u>	<u>22,507</u>	<u>22,921</u>	<u>23,343</u>	<u>23,773</u>	<u>24,212</u>	<u>24,660</u>	<u>25,119</u>	<u>25,597</u>	<u>26,595</u>
24	<u>13</u>	<u>21,284</u>	<u>22,749</u>	<u>23,168</u>	<u>23,595</u>	<u>24,031</u>	<u>24,475</u>	<u>24,928</u>	<u>25,399</u>	<u>25,889</u>	<u>26,394</u>	<u>26,909</u>	<u>27,433</u>	<u>28,506</u>
25	<u>14</u>	<u>22,960</u>	<u>24,551</u>	<u>25,006</u>	<u>25,481</u>	<u>25,975</u>	<u>26,481</u>	<u>26,998</u>	<u>27,525</u>	<u>28,063</u>	<u>28,611</u>	<u>29,172</u>	<u>29,742</u>	<u>30,906</u>

1	<u>15</u>	<u>24,705</u>	<u>26,484</u>	<u>27,001</u>	<u>27,529</u>	<u>28,066</u>	<u>28,614</u>	<u>29,175</u>	<u>29,745</u>	<u>30,327</u>	<u>30,920</u>	<u>31,527</u>	<u>32,144</u>	<u>33,405</u>
2	<u>16</u>	<u>26,734</u>	<u>28,698</u>	<u>29,260</u>	<u>29,832</u>	<u>30,416</u>	<u>31,012</u>	<u>31,619</u>	<u>32,240</u>	<u>32,872</u>	<u>33,517</u>	<u>34,175</u>	<u>34,846</u>	<u>36,215</u>
3	<u>17</u>	<u>28,963</u>	<u>31,095</u>	<u>31,705</u>	<u>32,327</u>	<u>32,960</u>	<u>33,606</u>	<u>34,266</u>	<u>34,938</u>	<u>35,624</u>	<u>36,324</u>	<u>37,038</u>	<u>37,765</u>	<u>39,252</u>
4	<u>18</u>	<u>31,426</u>	<u>33,743</u>	<u>34,405</u>	<u>35,081</u>	<u>35,771</u>	<u>36,473</u>	<u>37,189</u>	<u>37,921</u>	<u>38,667</u>	<u>39,428</u>	<u>40,204</u>	<u>40,995</u>	<u>42,610</u>
5	<u>19</u>	<u>34,133</u>	<u>36,654</u>	<u>37,375</u>	<u>38,109</u>	<u>38,858</u>	<u>39,623</u>	<u>40,403</u>	<u>41,198</u>	<u>42,009</u>	<u>42,837</u>	<u>43,681</u>	<u>44,542</u>	<u>44,542</u>
6	<u>20</u>	<u>37,088</u>	<u>39,832</u>	<u>40,616</u>	<u>41,415</u>	<u>42,230</u>	<u>43,063</u>	<u>43,911</u>	<u>44,777</u>	<u>45,660</u>	<u>46,560</u>	<u>47,478</u>	<u>47,478</u>	<u>47,478</u>
7	<u>21</u>	<u>40,338</u>	<u>43,328</u>	<u>44,182</u>	<u>45,053</u>	<u>45,942</u>	<u>46,848</u>	<u>47,772</u>	<u>48,715</u>	<u>49,677</u>	<u>50,658</u>	<u>50,658</u>	<u>50,658</u>	<u>50,658</u>
8	<u>22</u>	<u>43,906</u>	<u>47,164</u>	<u>48,094</u>	<u>49,044</u>	<u>50,013</u>	<u>51,000</u>	<u>52,008</u>	<u>53,036</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>
9	<u>23</u>	<u>47,809</u>	<u>51,361</u>	<u>52,376</u>	<u>53,410</u>	<u>54,467</u>	<u>55,543</u>	<u>56,641</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>
10	<u>24</u>	<u>52,098</u>	<u>55,971</u>	<u>57,079</u>	<u>58,209</u>	<u>59,360</u>	<u>60,535</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>
11	<u>25</u>	<u>56,808</u>	<u>61,037</u>	<u>62,245</u>	<u>63,478</u>	<u>64,734</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>

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

13 Annual Hours -- 2080 Note: includes Does Not Include Insurance
 14 Pay Matrix -- State Matrix Type -- Annual

		STEP												
GRADE		1	2	3	4	5	6	7	8	9	10	11	12	13
17	1	10,992	11,699	11,841	12,047	12,257	12,471	12,690	12,919	13,148	13,372	13,609	13,850	14,342
18	2	11,414	12,157	12,969	12,586	12,887	13,092	13,262	13,496	13,735	13,979	14,228	14,482	15,000
19	3	11,938	12,721	12,945	13,179	13,406	13,649	13,885	14,132	14,384	14,641	14,903	15,170	15,715
20	4	12,511	13,397	13,573	13,814	14,059	14,309	14,564	14,824	15,088	15,357	15,637	15,919	16,494
21	5	13,149	14,016	14,266	14,521	14,781	15,046	15,316	15,592	15,879	16,170	16,472	16,785	17,398
22	6	13,835	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,030	17,340	17,656	18,301

1	7	14,682	15,585	15,866	16,159	16,445	16,743	17,047	17,357	17,673	17,996	18,325	18,661	19,006
2	8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,388	19,745	20,109
3	9	16,347	17,462	17,780	18,105	18,436	18,774	19,119	19,471	19,830	20,196	20,569	20,950	21,338
4	10	17,353	18,543	18,883	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,266	22,680
5	11	18,452	19,725	20,089	20,460	20,838	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,153
6	12	19,660	21,033	21,423	21,821	22,227	22,641	23,063	23,493	23,932	24,380	24,839	25,317	25,805
7	13	21,004	22,469	22,888	23,315	23,751	24,195	24,648	25,110	25,580	26,059	26,547	27,045	27,553
8	14	22,480	24,027	24,476	24,933	25,399	25,874	26,358	26,850	27,351	27,861	28,380	28,909	29,448
9	15	24,000	25,629	26,110	26,601	27,102	27,614	28,137	28,671	29,216	29,772	30,339	30,917	31,506
10	16	25,660	27,363	27,876	28,400	28,935	29,481	30,038	30,606	31,186	31,777	32,379	32,992	33,616
11	17	28,360	30,147	30,683	31,230	31,788	32,357	32,938	33,531	34,136	34,753	35,382	36,023	36,675
12	18	31,110	32,983	33,543	34,114	34,696	35,289	35,894	36,511	37,140	37,781	38,434	39,100	39,777
13	19	34,000	35,959	36,543	37,138	37,744	38,362	38,992	39,634	40,288	40,954	41,633	42,324	43,027
14	20	37,000	39,045	39,653	40,272	40,902	41,544	42,198	42,864	43,543	44,234	44,937	45,652	46,379
15	21	40,100	42,231	42,863	43,506	44,161	44,828	45,507	46,198	46,901	47,616	48,343	49,082	49,833
16	22	43,300	45,517	46,173	46,840	47,519	48,209	48,911	49,625	50,351	51,089	51,839	52,601	53,375
17	23	46,600	48,903	49,583	50,274	50,977	51,692	52,419	53,158	53,909	54,672	55,447	56,234	57,034
18	24	50,000	52,391	53,095	53,811	54,539	55,279	56,031	56,795	57,571	58,359	59,159	59,971	60,796
19	25	53,500	55,981	56,709	57,449	58,201	58,965	59,741	60,529	61,329	62,141	62,965	63,802	64,652
20	1	<u>13,292</u>	<u>13,999</u>	<u>14,201</u>	<u>14,407</u>	<u>14,617</u>	<u>14,831</u>	<u>15,050</u>	<u>15,273</u>	<u>15,500</u>	<u>15,732</u>	<u>15,969</u>	<u>16,210</u>	<u>16,456</u>
21	2	<u>13,774</u>	<u>14,517</u>	<u>14,729</u>	<u>14,946</u>	<u>15,167</u>	<u>15,392</u>	<u>15,622</u>	<u>15,856</u>	<u>16,095</u>	<u>16,339</u>	<u>16,588</u>	<u>16,842</u>	<u>17,101</u>
22	3	<u>14,298</u>	<u>15,081</u>	<u>15,305</u>	<u>15,533</u>	<u>15,766</u>	<u>16,003</u>	<u>16,245</u>	<u>16,492</u>	<u>16,744</u>	<u>17,001</u>	<u>17,263</u>	<u>17,530</u>	<u>17,802</u>
23	4	<u>14,871</u>	<u>15,697</u>	<u>15,933</u>	<u>16,174</u>	<u>16,419</u>	<u>16,669</u>	<u>16,924</u>	<u>17,184</u>	<u>17,450</u>	<u>17,721</u>	<u>18,000</u>	<u>18,285</u>	<u>18,576</u>
24	5	<u>15,503</u>	<u>16,376</u>	<u>16,626</u>	<u>16,881</u>	<u>17,141</u>	<u>17,406</u>	<u>17,676</u>	<u>17,952</u>	<u>18,233</u>	<u>18,520</u>	<u>18,812</u>	<u>19,110</u>	<u>19,414</u>
25	6	<u>16,195</u>	<u>17,120</u>	<u>17,384</u>	<u>17,654</u>	<u>17,929</u>	<u>18,210</u>	<u>18,496</u>	<u>18,788</u>	<u>19,086</u>	<u>19,390</u>	<u>19,700</u>	<u>20,016</u>	<u>20,338</u>

1	<u>7</u>	<u>16,962</u>	<u>17,945</u>	<u>18,226</u>	<u>18,513</u>	<u>18,805</u>	<u>19,103</u>	<u>19,407</u>	<u>19,717</u>	<u>20,033</u>	<u>20,356</u>	<u>20,685</u>	<u>21,021</u>	<u>21,706</u>
2	<u>8</u>	<u>17,789</u>	<u>18,834</u>	<u>19,133</u>	<u>19,438</u>	<u>19,749</u>	<u>20,066</u>	<u>20,389</u>	<u>20,719</u>	<u>21,055</u>	<u>21,398</u>	<u>21,748</u>	<u>22,105</u>	<u>22,833</u>
3	<u>9</u>	<u>18,707</u>	<u>19,822</u>	<u>20,140</u>	<u>20,465</u>	<u>20,796</u>	<u>21,134</u>	<u>21,479</u>	<u>21,831</u>	<u>22,190</u>	<u>22,556</u>	<u>22,929</u>	<u>23,310</u>	<u>24,086</u>
4	<u>10</u>	<u>19,713</u>	<u>20,903</u>	<u>21,243</u>	<u>21,590</u>	<u>21,944</u>	<u>22,305</u>	<u>22,673</u>	<u>23,048</u>	<u>23,431</u>	<u>23,822</u>	<u>24,220</u>	<u>24,626</u>	<u>25,455</u>
5	<u>11</u>	<u>20,812</u>	<u>22,085</u>	<u>22,449</u>	<u>22,820</u>	<u>23,198</u>	<u>23,584</u>	<u>23,978</u>	<u>24,380</u>	<u>24,790</u>	<u>25,208</u>	<u>25,634</u>	<u>26,069</u>	<u>26,956</u>
6	<u>12</u>	<u>22,028</u>	<u>23,393</u>	<u>23,783</u>	<u>24,181</u>	<u>24,587</u>	<u>25,001</u>	<u>25,423</u>	<u>25,853</u>	<u>26,292</u>	<u>26,740</u>	<u>27,199</u>	<u>27,677</u>	<u>28,675</u>
7	<u>13</u>	<u>23,364</u>	<u>24,829</u>	<u>25,248</u>	<u>25,675</u>	<u>26,111</u>	<u>26,555</u>	<u>27,008</u>	<u>27,479</u>	<u>27,969</u>	<u>28,474</u>	<u>28,989</u>	<u>29,513</u>	<u>30,586</u>
8	<u>14</u>	<u>25,040</u>	<u>26,631</u>	<u>27,086</u>	<u>27,561</u>	<u>28,055</u>	<u>28,561</u>	<u>29,078</u>	<u>29,605</u>	<u>30,143</u>	<u>30,691</u>	<u>31,252</u>	<u>31,822</u>	<u>32,986</u>
9	<u>15</u>	<u>26,785</u>	<u>28,564</u>	<u>29,081</u>	<u>29,609</u>	<u>30,146</u>	<u>30,694</u>	<u>31,255</u>	<u>31,825</u>	<u>32,407</u>	<u>33,000</u>	<u>33,607</u>	<u>34,224</u>	<u>35,485</u>
10	<u>16</u>	<u>28,814</u>	<u>30,778</u>	<u>31,340</u>	<u>31,912</u>	<u>32,496</u>	<u>33,092</u>	<u>33,699</u>	<u>34,320</u>	<u>34,952</u>	<u>35,597</u>	<u>36,255</u>	<u>36,926</u>	<u>38,295</u>
11	<u>17</u>	<u>31,043</u>	<u>33,175</u>	<u>33,785</u>	<u>34,407</u>	<u>35,040</u>	<u>35,686</u>	<u>36,346</u>	<u>37,018</u>	<u>37,704</u>	<u>38,404</u>	<u>39,118</u>	<u>39,845</u>	<u>41,332</u>
12	<u>18</u>	<u>33,506</u>	<u>35,823</u>	<u>36,485</u>	<u>37,161</u>	<u>37,851</u>	<u>38,553</u>	<u>39,269</u>	<u>40,001</u>	<u>40,747</u>	<u>41,508</u>	<u>42,284</u>	<u>43,075</u>	<u>44,690</u>
13	<u>19</u>	<u>36,213</u>	<u>38,734</u>	<u>39,455</u>	<u>40,189</u>	<u>40,938</u>	<u>41,703</u>	<u>42,483</u>	<u>43,278</u>	<u>44,089</u>	<u>44,917</u>	<u>45,761</u>	<u>46,622</u>	<u>46,622</u>
14	<u>20</u>	<u>39,168</u>	<u>41,912</u>	<u>42,696</u>	<u>43,495</u>	<u>44,310</u>	<u>45,143</u>	<u>45,991</u>	<u>46,857</u>	<u>47,740</u>	<u>48,640</u>	<u>49,558</u>	<u>49,558</u>	<u>49,558</u>
15	<u>21</u>	<u>42,418</u>	<u>45,408</u>	<u>46,262</u>	<u>47,133</u>	<u>48,022</u>	<u>48,928</u>	<u>49,852</u>	<u>50,795</u>	<u>51,757</u>	<u>52,738</u>	<u>52,738</u>	<u>52,738</u>	<u>52,738</u>
16	<u>22</u>	<u>45,986</u>	<u>49,244</u>	<u>50,174</u>	<u>51,124</u>	<u>52,093</u>	<u>53,080</u>	<u>54,088</u>	<u>55,116</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>
17	<u>23</u>	<u>49,889</u>	<u>53,441</u>	<u>54,456</u>	<u>55,490</u>	<u>56,547</u>	<u>57,623</u>	<u>58,721</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>
18	<u>24</u>	<u>54,178</u>	<u>58,051</u>	<u>59,159</u>	<u>60,289</u>	<u>61,440</u>	<u>62,615</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>
19	<u>25</u>	<u>58,888</u>	<u>63,117</u>	<u>64,325</u>	<u>65,558</u>	<u>66,814</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>

SECTION 4. 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							
2							
3	1	21,228	21,878	22,529	22,858	23,179	23,832
4	2	21,983	22,699	23,416	23,775	24,134	24,859
5	3	22,738	23,529	24,302	24,706	25,110	25,985
6	4	23,494	24,362	25,206	25,652	26,097	26,949
7	5	24,247	25,206	26,115	26,598	27,084	27,995
8	6	25,016	26,068	27,027	27,548	28,071	29,041
9	7	25,786	26,988	27,934	28,496	29,056	30,083
10	8	26,561	27,768	28,847	29,446	30,045	31,127
11	9	27,335	28,618	29,756	30,392	31,033	32,172
12	10	28,108	29,464	30,664	31,348	32,018	33,218
13	11	28,884	30,286	31,571	32,288	33,005	34,268
14	12	28,884	30,286	31,571	32,288	33,005	34,268
15	13	28,884	30,286	31,571	32,288	33,005	34,268
16	1	<u>25,039</u>	<u>25,756</u>	<u>26,489</u>	<u>26,847</u>	<u>27,208</u>	<u>27,940</u>
17	2	<u>25,879</u>	<u>26,678</u>	<u>27,478</u>	<u>27,876</u>	<u>28,279</u>	<u>29,077</u>
18	3	<u>26,722</u>	<u>27,601</u>	<u>28,466</u>	<u>28,910</u>	<u>29,350</u>	<u>30,214</u>
19	4	<u>27,566</u>	<u>28,532</u>	<u>29,453</u>	<u>29,939</u>	<u>30,423</u>	<u>31,349</u>
20	5	<u>28,404</u>	<u>29,453</u>	<u>30,443</u>	<u>30,968</u>	<u>31,496</u>	<u>32,486</u>
21	6	<u>29,246</u>	<u>30,383</u>	<u>31,435</u>	<u>32,000</u>	<u>32,569</u>	<u>33,623</u>
22	7	<u>30,084</u>	<u>31,305</u>	<u>32,420</u>	<u>33,031</u>	<u>33,640</u>	<u>34,755</u>
23	8	<u>30,929</u>	<u>32,231</u>	<u>33,412</u>	<u>34,063</u>	<u>34,716</u>	<u>35,890</u>
24	9	<u>31,769</u>	<u>33,154</u>	<u>34,401</u>	<u>35,092</u>	<u>35,789</u>	<u>37,049</u>
25	10	<u>32,609</u>	<u>34,082</u>	<u>35,389</u>	<u>36,123</u>	<u>36,875</u>	<u>38,245</u>

1	<u>11</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>
2	<u>12</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>
3	<u>13</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>

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

5 Annual Hours -- 1480 Note: Includes Does Not Include Insurance
 6 Term -- Nine Months Matrix Type -- Annual

7	Education Level						
8	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
9	1	16,451	16,933	17,427	17,668	17,918	18,484
10	2	17,017	17,554	18,092	18,961	18,631	19,168
11	3	17,583	18,176	18,757	19,056	19,352	19,933
12	4	18,151	18,801	19,422	19,749	20,074	20,697
13	5	18,715	19,422	20,087	20,441	20,796	21,469
14	6	19,283	20,047	20,755	21,136	21,518	22,228
15	7	19,846	20,667	21,418	21,829	22,239	22,998
16	8	20,414	21,291	22,086	22,524	22,969	23,754
17	9	20,988	21,913	22,751	23,217	23,685	24,519
18	10	21,546	22,537	23,416	23,918	24,486	25,384
19	11	22,113	23,139	24,079	24,606	25,144	26,085
20	12	22,713	23,799	24,879	24,606	25,144	26,085
21	13	22,713	23,799	24,879	24,606	25,144	26,085
22	<u>1</u>	<u>16,931</u>	<u>17,413</u>	<u>17,907</u>	<u>18,148</u>	<u>18,390</u>	<u>18,884</u>

1	<u>2</u>	<u>17,497</u>	<u>18,034</u>	<u>18,572</u>	<u>18,841</u>	<u>19,111</u>	<u>19,648</u>
2	<u>3</u>	<u>18,063</u>	<u>18,656</u>	<u>19,237</u>	<u>19,536</u>	<u>19,832</u>	<u>20,413</u>
3	<u>4</u>	<u>18,631</u>	<u>19,281</u>	<u>19,902</u>	<u>20,229</u>	<u>20,554</u>	<u>21,177</u>
4	<u>5</u>	<u>19,195</u>	<u>19,902</u>	<u>20,567</u>	<u>20,921</u>	<u>21,276</u>	<u>21,943</u>
5	<u>6</u>	<u>19,763</u>	<u>20,527</u>	<u>21,235</u>	<u>21,616</u>	<u>21,998</u>	<u>22,708</u>
6	<u>7</u>	<u>20,326</u>	<u>21,147</u>	<u>21,898</u>	<u>22,309</u>	<u>22,719</u>	<u>23,470</u>
7	<u>8</u>	<u>20,894</u>	<u>21,771</u>	<u>22,566</u>	<u>23,004</u>	<u>23,443</u>	<u>24,234</u>
8	<u>9</u>	<u>21,460</u>	<u>22,393</u>	<u>23,231</u>	<u>23,697</u>	<u>24,165</u>	<u>25,013</u>
9	<u>10</u>	<u>22,026</u>	<u>23,017</u>	<u>23,896</u>	<u>24,390</u>	<u>24,897</u>	<u>25,818</u>
10	<u>11</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>
11	<u>12</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>
12	<u>13</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>

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

14 Annual Hours -- 2080 Note: includes Does Not Include Insurance
 15 Term -- Twelve Months Matrix Type -- Annual

		Education Level					
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1	
18	1	22,028	22,678	23,329	23,658	23,973	24,632
19	2	22,783	23,499	24,216	24,575	24,938	25,681
20	3	23,538	24,329	25,111	25,525	25,939	26,754
21	4	24,294	25,172	26,037	26,494	26,950	27,824
22	5	25,054	26,037	26,969	27,464	27,962	28,896

1	6	25,842	26,913	27,984	28,438	28,974	29,868
2	7	26,692	27,782	28,889	29,409	29,983	31,086
3	8	27,426	28,655	29,769	30,383	30,997	32,106
4	9	28,219	29,526	30,781	31,859	32,818	33,177
5	10	29,012	30,402	31,632	32,825	33,819	34,249
6	11	29,807	31,244	32,561	33,296	34,031	35,318
7	12	29,807	31,244	32,561	33,296	34,031	35,318
8	13	29,807	31,244	32,561	33,296	34,031	35,318
9	<u>1</u>	<u>27,119</u>	<u>27,836</u>	<u>28,569</u>	<u>28,927</u>	<u>29,288</u>	<u>30,020</u>
10	<u>2</u>	<u>27,959</u>	<u>28,758</u>	<u>29,558</u>	<u>29,956</u>	<u>30,359</u>	<u>31,157</u>
11	<u>3</u>	<u>28,802</u>	<u>29,681</u>	<u>30,546</u>	<u>30,990</u>	<u>31,430</u>	<u>32,294</u>
12	<u>4</u>	<u>29,646</u>	<u>30,612</u>	<u>31,533</u>	<u>32,019</u>	<u>32,503</u>	<u>33,429</u>
13	<u>5</u>	<u>30,484</u>	<u>31,533</u>	<u>32,523</u>	<u>33,048</u>	<u>33,576</u>	<u>34,566</u>
14	<u>6</u>	<u>31,326</u>	<u>32,463</u>	<u>33,515</u>	<u>34,080</u>	<u>34,649</u>	<u>35,703</u>
15	<u>7</u>	<u>32,164</u>	<u>33,385</u>	<u>34,500</u>	<u>35,111</u>	<u>35,720</u>	<u>36,835</u>
16	<u>8</u>	<u>33,009</u>	<u>34,311</u>	<u>35,492</u>	<u>36,143</u>	<u>36,796</u>	<u>37,970</u>
17	<u>9</u>	<u>33,849</u>	<u>35,234</u>	<u>36,481</u>	<u>37,172</u>	<u>37,869</u>	<u>39,129</u>
18	<u>10</u>	<u>34,689</u>	<u>36,162</u>	<u>37,469</u>	<u>38,203</u>	<u>38,955</u>	<u>40,325</u>
19	<u>11</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>
20	<u>12</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>
21	<u>13</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>

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

23 Annual Hours -- 1480

Note: includes Does Not Include Insurance

1	Term -- Nine Months			Matrix Type -- Annual			
2	Education Level						
3	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
4	†	†7,25†	†7,733	†8,227	†8,468	†8,7†8	†9,284
5	2	†7,8†7	†8,354	†8,892	†9,†6†	†9,43†	†9,968
6	3	†8,383	†8,976	†9,557	†9,856	20,†52	20,733
7	4	†8,95†	†9,68†	20,222	20,549	20,874	2†,497
8	5	†9,5†5	20,222	20,887	2†,24†	2†,596	22,263
9	6	20,889	20,847	2†,555	2†,936	22,9†8	23,828
10	7	20,646	2†,467	22,2†8	22,629	23,039	23,798
11	8	2†,2†4	22,89†	22,886	23,924	23,763	24,554
12	9	2†,780	22,7†3	23,55†	24,0†7	24,485	25,333
13	†0	22,346	23,337	24,2†6	24,7†0	25,2†7	26,†38
14	††	22,9†3	23,939	24,882	25,422	25,974	26,938
15	†2	22,9†9	23,939	24,882	25,422	25,974	26,938
16	†3	22,9†3	23,939	24,882	25,422	25,974	26,938
17	<u>1</u>	<u>18,411</u>	<u>18,893</u>	<u>19,387</u>	<u>19,628</u>	<u>19,870</u>	<u>20,364</u>
18	<u>2</u>	<u>18,977</u>	<u>19,514</u>	<u>20,052</u>	<u>20,321</u>	<u>20,591</u>	<u>21,128</u>
19	<u>3</u>	<u>19,543</u>	<u>20,136</u>	<u>20,717</u>	<u>21,016</u>	<u>21,312</u>	<u>21,893</u>
20	<u>4</u>	<u>20,111</u>	<u>20,761</u>	<u>21,382</u>	<u>21,709</u>	<u>22,034</u>	<u>22,657</u>
21	<u>5</u>	<u>20,675</u>	<u>21,382</u>	<u>22,047</u>	<u>22,401</u>	<u>22,756</u>	<u>23,423</u>
22	<u>6</u>	<u>21,243</u>	<u>22,007</u>	<u>22,715</u>	<u>23,096</u>	<u>23,478</u>	<u>24,188</u>
23	<u>7</u>	<u>21,806</u>	<u>22,627</u>	<u>23,378</u>	<u>23,789</u>	<u>24,199</u>	<u>24,950</u>
24	<u>8</u>	<u>22,374</u>	<u>23,251</u>	<u>24,046</u>	<u>24,484</u>	<u>24,923</u>	<u>25,714</u>

1	<u>9</u>	<u>22,940</u>	<u>23,873</u>	<u>24,711</u>	<u>25,177</u>	<u>25,645</u>	<u>26,493</u>
2	<u>10</u>	<u>23,506</u>	<u>24,497</u>	<u>25,376</u>	<u>25,870</u>	<u>26,377</u>	<u>27,298</u>
3	<u>11</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098</u>
4	<u>12</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098</u>
5	<u>13</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098"</u>

SECTION 5. 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
Pay Matrix -- Retail Clerk

Note: With Without Insurance
Matrix Type -- Hourly

	Grade	\$/Hour
12	-	W/ins:
13	E1	-8-800
14	E2	-8-848
15	E3	-8-548
16	E4	-8-828
17	E5	-9-110
18	E6	-9-728
19	E7	10-988
20	E8	11-138
21	<u>L1</u>	<u>0.000</u>
22	<u>L2</u>	<u>8.560</u>
23	<u>L3</u>	<u>9.060</u>

1	<u>L4</u>	<u>9.340</u>
2	<u>L5</u>	<u>9.630</u>
3	<u>L6</u>	<u>10.240</u>
4	<u>L7</u>	<u>10.900</u>
5	<u>L8</u>	<u>11.650</u>

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

7 Annual Hours -- 2080 Note: With Without Insurance
 8 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

9	Grade	\$/Hour
10	-	W/ins:
11	E1	-8-888
12	E2	-8-425
13	E3	-8-925
14	E4	-9-285
15	E5	-9-495
16	E6	+8-+85
17	E7	+8-765
18	E8	+1-5+5
19	<u>L1</u>	<u>0.000</u>
20	<u>L2</u>	<u>9.560</u>
21	<u>L3</u>	<u>10.060</u>
22	<u>L4</u>	<u>10.340</u>

1	<u>L5</u>	<u>10.630</u>
2	<u>L6</u>	<u>11.240</u>
3	<u>L7</u>	<u>11.900</u>
4	<u>L8</u>	<u>12.650"</u>

5 SECTION 6. SECTION 2-18-315, MCA, IS AMENDED TO READ:

6 "2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
7 year 1990 1992 is as follows:

8 Annual Hours -- 2080 Note: With Without Insurance
9 Pay Matrix -- Blue-Collar Matrix Type -- Hourly

10	Grade	\$/Hour
11	-	W/ins:
12	B1-	-8-5†
13	B2-	-8-9†
14	B3-	-9-0†
15	B4-	-9-7†
16	B5-	+0-††
17	B6-	+0-5†
18	B7-	+0-9†
19	B8-	+†-9†
20	B9-	+†-7†
21	B†0	+2-††
22	B††	+2-5†
23	B†2	+2-9†

1	<u>B00</u>	<u>8.31</u>
2	<u>B1</u>	<u>9.04</u>
3	<u>B2</u>	<u>9.44</u>
4	<u>B3</u>	<u>9.84</u>
5	<u>B4</u>	<u>10.24</u>
6	<u>B5</u>	<u>10.64</u>
7	<u>B6</u>	<u>11.04</u>
8	<u>B7</u>	<u>11.44</u>
9	<u>B8</u>	<u>11.84</u>
10	<u>B9</u>	<u>12.24</u>
11	<u>B10</u>	<u>12.64</u>
12	<u>B11</u>	<u>13.04</u>
13	<u>B12</u>	<u>13.44</u>
14	<u>B00</u>	<u>13.84</u>

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

16 Annual Hours -- 2080 Note: With Without Insurance
 17 Pay Matrix -- Blue-Collar Matrix Type -- Hourly

18	Grade	\$/Hour
19	-	<u>W/ins-</u>
20	B1-	<u>8.98</u>
21	B2-	<u>9.38</u>
22	B3-	<u>9.78</u>

1	B4-	18-18
2	B5-	18-58
3	B6-	18-98
4	B7-	11-88
5	B8-	11-78
6	B9-	12-18
7	B+8	12-58
8	B++	12-98
9	B+2	13-98
10	B88	18-78
11	<u>B1</u>	<u>10.04</u>
12	<u>B2</u>	<u>10.44</u>
13	<u>B3</u>	<u>10.84</u>
14	<u>B4</u>	<u>11.24</u>
15	<u>B5</u>	<u>11.64</u>
16	<u>B6</u>	<u>12.04</u>
17	<u>B7</u>	<u>12.44</u>
18	<u>B8</u>	<u>12.84</u>
19	<u>B9</u>	<u>13.24</u>
20	<u>B10</u>	<u>13.64</u>
21	<u>B11</u>	<u>14.04</u>
22	<u>B12</u>	<u>14.44</u>
23	<u>B00</u>	<u>14.84"</u>

24 Section 7. Section 2-18-703, MCA, is amended to read:
 25 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount

1 specified in this section towards the group benefits cost.

2 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
 3 for members of the legislature, the employer contribution for group benefits shall be ~~\$198~~ \$198 \$170
 4 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$238 \$195 per month for the fiscal
 5 year ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal
 6 part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours
 7 a week are not eligible for the group benefit contribution. An employee who elects not to be covered
 8 by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion
 9 of the employer contribution for group benefits may be applied to an employee's costs for
 10 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
 11 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

17 NEW SECTION. Section 8. Appropriation. There is appropriated a total of ~~\$156,993,898~~
 18 \$118,906,542 to the office of budget program and planning to be distributed as indicated to fund the
 19 salary, benefit, and insurance costs of [this act]:

	FY 1992	FY 1993
20		
21 State-Government	\$47,987,442	\$85,881,582
22 University-System	-7,948,546	-16,749,518
23 <u>STATE GOVERNMENT</u>		
24 <u>GENERAL FUND</u>	<u>\$13,322,546</u>	<u>\$25,522,528</u>
25 <u>OTHER FUNDS</u>	<u>18,081,847</u>	<u>35,350,231</u>

1 UNIVERSITY SYSTEM

2 GENERAL FUND 8,820,113 17,809,277

3 ~~NEW SECTION. Section 1. Repeater. Sections 2-18-201, 2-18-202, 2-18-203, 2-18-205, 2-18-207,~~
 4 ~~2-18-208, 2-18-209, 2-18-210, and 2-18-211, MCA, are repeated.~~

5 NEW SECTION. Section 9. Codification instruction. (1) ~~{Sections 1 and 2} are intended to be~~
 6 ~~codified as an integral part of Title 2, chapter 18, part 2, and the provisions of Title 2, chapter~~
 7 ~~18, part 2, apply to {sections 1 and 2}.~~

8 (2) ~~{Section 3}~~ SECTION 1 is intended to be codified as an integral part of Title 2, chapter
 9 18, part 3, and the provisions of Title 2, chapter 18, part 3, apply to [section 9 1].

10 NEW SECTION. Section 10. Effective date. [This act] is effective on passage and approval.

-End-

RE-REFERRED AND

APPROVED BY COMMITTEE
ON APPROPRIATIONS
AS AMENDED

HOUSE BILL NO. 514

INTRODUCED BY MENAHAN, LYNCH

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

A BILL FOR AN ACT ENTITLED: "AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY SCHEDULES FOR STATE EMPLOYEES AND ~~PROVIDING AN ACROSS-THE-BOARD FLAT-\$1-AN-HOUR PAY-INCREASE TO ALL-STATE~~ EMPLOYEES ON THE STATEWIDE PAY PLAN FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR THAT SHIFT DIFFERENTIAL PAY AND HAZARDOUS DUTY PAY FOR STATE EMPLOYEES MAY BE NEGOTIATED BY AGENCY; ~~REPEALING THE STATEWIDE CLASSIFICATION SYSTEM AND MANDATING THAT ALL POSITION CLASSIFICATIONS BE NEGOTIATED; PROVIDING THAT AGENCIES MAY NEGOTIATE SEPARATE PAY PLANS; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; REPEALING THE TEACHERS PAY SCHEDULES AND PROVIDING THAT THE DEPARTMENT OF INSTITUTIONS AND THE DEPARTMENT OF FAMILY SERVICES ADOPT PAY SCHEDULES FOR THEIR TEACHERS THAT ARE EQUAL TO THE PAY SCHEDULES OF TEACHERS IN LOCAL SCHOOL DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-104; 2-18-204; 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; REPEALING SECTIONS 2-18-201; 2-18-202; 2-18-203; 2-18-205; 2-18-207; 2-18-208; 2-18-209; 2-18-301; AND 2-18-313; MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."~~

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
(Refer to Second Reading copy)

Strike everything after the enacting clause and insert:

NEW SECTION. Section 1. **Shift differential and hazardous duty pay negotiated.** (1) Each agency shall negotiate with employees for shift differential pay for those employees who are regularly scheduled to work other than the day shift.

(2) Each agency shall negotiate with employees for hazardous duty pay for those employees who work under hazardous conditions.

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

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

4 (2) It is the intent of the legislature that, for the biennium ending June 30, ~~1991~~ 1993, the:

5 (a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems
 6 established through collective bargaining after the adjournment of the ~~51st~~ 52nd legislature;

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

9 (c) total funds required to implement the pay schedules provided for in 2-18-312 through
 10 2-18-315 for any employee group or bargaining unit may not be increased through collective
 11 bargaining over the amount appropriated by the ~~51st~~ legislature.

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

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

16 Section 3. Section 2-18-303, MCA, is amended to read:

17 **"2-18-303. Procedures for utilizing pay schedules.** (1) The pay schedules provided in 2-18-312
 18 must be implemented as follows:

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

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

25 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal

1 year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal
2 year ~~1989~~ 1991.

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

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

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

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

13 (ii) On the first day of the first pay period in July ~~1989~~ 1991, the compensation of each
14 teacher shall advance three steps is that amount on the appropriate pay schedule for fiscal year
15 ~~1990~~ 1992 from that corresponds to his level of academic achievement and the step that he occupied
16 on June 30, ~~1989~~ 1991.

17 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1990~~
18 1992 is that amount corresponding to his level of academic achievement and the step occupied on June
19 30, ~~1990~~ 1992.

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

23 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
24 ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the
25 preceding fiscal year.

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

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

8 ~~(4)--(a)-(i)-A--member--of--a--bargaining--unit--may--not--receive--the--amounts--indicated--in--the~~
 9 ~~respective--pay--schedules--provided--in--2--18--312--through--2--18--315--until--the--bargaining--unit--of--which--he~~
 10 ~~is--a--member--ratifies--a--completely--integrated--collective--bargaining--agreement--covering--the--biennium~~
 11 ~~ending--June--90--1991:~~

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

15 ~~(iii)--If--negotiation--and--ratification--of--a--completely--integrated--collective--bargaining--agreement~~
 16 ~~as--required--by--subsection--(4)(a)(i)--are--not--completed--by--July--1--1989--members--of--the--bargaining~~
 17 ~~unit--involved--must--continue--to--receive--the--compensation--they--were--receiving--as--of--June--90--1989:~~

18 (b)(4) Methods of administration not inconsistent with the purpose of this part and necessary
 19 to properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in
 20 collective bargaining agreements.

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

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

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

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

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

14 "2-18-312. Statewide pay schedules for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993. (1) The statewide
 15 classification pay schedule for fiscal year ~~1990~~ 1992 is as follows:

16		Annual Hours -- 2080												Note: Includes Insurance
17		Pay Matrix -- State												Matrix Type -- Annual
18		STEP												
19	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
20	1	10,192	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,294
21	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	13,940
22	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	14,641
23	4	11,711	12,597	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,404

1	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	16,550
2	6	13,895	14,960	15,224	15,494	15,769	16,050	16,336	16,628	16,926	17,230	17,540	17,856	17,581
3	7	15,482	16,785	17,066	17,353	17,645	17,943	18,247	18,557	18,873	19,196	19,525	19,861	18,546
4	8	17,129	18,674	18,973	19,278	19,589	19,906	20,229	20,559	20,895	21,238	21,588	21,945	19,673
5	9	18,847	20,662	20,980	21,305	21,636	21,974	22,319	22,671	23,030	23,396	23,769	24,150	20,926
6	10	20,659	22,743	23,083	23,430	23,784	24,145	24,513	24,888	25,271	25,662	26,060	26,466	22,295
7	11	22,562	24,925	25,289	25,660	26,038	26,424	26,818	27,220	27,629	28,048	28,474	28,909	23,786
8	12	24,568	27,233	27,623	28,021	28,427	28,841	29,263	29,693	30,132	30,580	31,037	31,503	25,477
9	13	26,684	29,669	30,088	30,515	30,951	31,395	31,848	32,310	32,788	33,281	33,783	34,295	27,341
10	14	28,928	32,171	32,626	33,098	33,577	34,064	34,568	35,089	35,627	36,181	36,751	37,337	29,683
11	15	31,312	34,969	35,453	35,944	36,442	36,947	37,468	37,996	38,541	39,101	39,677	40,269	32,121
12	16	33,843	37,929	38,437	38,952	39,474	39,993	40,528	41,070	41,629	42,204	42,795	43,403	34,862
13	17	36,527	41,067	41,602	42,144	42,693	43,249	43,812	44,382	44,959	45,553	46,164	46,792	37,825
14	18	39,374	44,451	45,007	45,574	46,152	46,741	47,341	47,952	48,574	49,207	49,851	50,506	41,181
15	19	42,391	48,291	48,869	49,458	50,058	50,669	51,291	51,924	52,568	53,223	53,889	54,566	42,986
16	20	45,584	52,591	53,196	53,812	54,439	55,077	55,726	56,386	57,057	57,739	58,432	59,136	45,851
17	21	48,965	57,482	58,115	58,758	59,412	60,077	60,752	61,438	62,135	62,843	63,562	64,292	48,959
18	22	52,546	62,544	63,205	63,876	64,557	65,248	65,950	66,663	67,387	68,122	68,868	69,625	52,295
19	23	56,337	67,999	68,689	69,389	70,099	70,819	71,549	72,289	73,040	73,801	74,573	75,356	55,883
20	24	60,358	73,837	74,556	75,285	76,024	76,773	77,532	78,301	79,080	79,869	80,668	81,478	59,757
21	25	64,619	79,979	80,728	81,487	82,256	83,035	83,824	84,623	85,432	86,251	87,080	87,919	63,936
22	<u>1</u>	<u>12,524</u>	<u>13,231</u>	<u>13,433</u>	<u>13,639</u>	<u>13,849</u>	<u>14,063</u>	<u>14,282</u>	<u>14,505</u>	<u>14,732</u>	<u>14,964</u>	<u>15,201</u>	<u>15,442</u>	<u>15,934</u>
23	<u>2</u>	<u>13,006</u>	<u>13,749</u>	<u>13,961</u>	<u>14,178</u>	<u>14,399</u>	<u>14,624</u>	<u>14,854</u>	<u>15,088</u>	<u>15,327</u>	<u>15,571</u>	<u>15,820</u>	<u>16,074</u>	<u>16,592</u>
24	<u>3</u>	<u>13,530</u>	<u>14,313</u>	<u>14,537</u>	<u>14,765</u>	<u>14,998</u>	<u>15,235</u>	<u>15,477</u>	<u>15,724</u>	<u>15,976</u>	<u>16,233</u>	<u>16,495</u>	<u>16,762</u>	<u>17,307</u>
25	<u>4</u>	<u>14,103</u>	<u>14,929</u>	<u>15,165</u>	<u>15,406</u>	<u>15,651</u>	<u>15,901</u>	<u>16,156</u>	<u>16,416</u>	<u>16,682</u>	<u>16,953</u>	<u>17,229</u>	<u>17,511</u>	<u>18,086</u>

1	<u>5</u>	<u>14,735</u>	<u>15,608</u>	<u>15,858</u>	<u>16,113</u>	<u>16,373</u>	<u>16,638</u>	<u>16,908</u>	<u>17,184</u>	<u>17,465</u>	<u>17,752</u>	<u>18,044</u>	<u>18,342</u>	<u>18,950</u>
2	<u>6</u>	<u>15,427</u>	<u>16,352</u>	<u>16,616</u>	<u>16,886</u>	<u>17,161</u>	<u>17,442</u>	<u>17,728</u>	<u>18,020</u>	<u>18,318</u>	<u>18,622</u>	<u>18,932</u>	<u>19,248</u>	<u>19,893</u>
3	<u>7</u>	<u>16,194</u>	<u>17,177</u>	<u>17,458</u>	<u>17,745</u>	<u>18,037</u>	<u>18,335</u>	<u>18,639</u>	<u>18,949</u>	<u>19,265</u>	<u>19,588</u>	<u>19,917</u>	<u>20,253</u>	<u>20,938</u>
4	<u>8</u>	<u>17,021</u>	<u>18,066</u>	<u>18,365</u>	<u>18,670</u>	<u>18,981</u>	<u>19,298</u>	<u>19,621</u>	<u>19,951</u>	<u>20,287</u>	<u>20,630</u>	<u>20,980</u>	<u>21,337</u>	<u>22,065</u>
5	<u>9</u>	<u>17,939</u>	<u>19,054</u>	<u>19,372</u>	<u>19,697</u>	<u>20,028</u>	<u>20,366</u>	<u>20,711</u>	<u>21,063</u>	<u>21,422</u>	<u>21,788</u>	<u>22,161</u>	<u>22,542</u>	<u>23,318</u>
6	<u>10</u>	<u>19,121</u>	<u>20,135</u>	<u>20,475</u>	<u>20,822</u>	<u>21,176</u>	<u>21,537</u>	<u>21,905</u>	<u>22,280</u>	<u>22,663</u>	<u>23,054</u>	<u>23,452</u>	<u>23,858</u>	<u>24,687</u>
7	<u>11</u>	<u>20,571</u>	<u>21,317</u>	<u>21,681</u>	<u>22,052</u>	<u>22,430</u>	<u>22,816</u>	<u>23,210</u>	<u>23,612</u>	<u>24,022</u>	<u>24,440</u>	<u>24,866</u>	<u>25,301</u>	<u>26,188</u>
8	<u>12</u>	<u>22,180</u>	<u>22,625</u>	<u>23,015</u>	<u>23,413</u>	<u>23,819</u>	<u>24,233</u>	<u>24,655</u>	<u>25,085</u>	<u>25,524</u>	<u>25,972</u>	<u>26,431</u>	<u>26,909</u>	<u>27,907</u>
9	<u>13</u>	<u>23,925</u>	<u>24,061</u>	<u>24,480</u>	<u>24,907</u>	<u>25,343</u>	<u>25,787</u>	<u>26,240</u>	<u>26,711</u>	<u>27,201</u>	<u>27,706</u>	<u>28,221</u>	<u>28,745</u>	<u>29,818</u>
10	<u>14</u>	<u>25,857</u>	<u>25,863</u>	<u>26,318</u>	<u>26,793</u>	<u>27,287</u>	<u>27,793</u>	<u>28,310</u>	<u>28,837</u>	<u>29,375</u>	<u>29,923</u>	<u>30,484</u>	<u>31,054</u>	<u>32,218</u>
11	<u>15</u>	<u>27,984</u>	<u>27,984</u>	<u>28,313</u>	<u>28,841</u>	<u>29,378</u>	<u>29,926</u>	<u>30,487</u>	<u>31,057</u>	<u>31,639</u>	<u>32,232</u>	<u>32,839</u>	<u>33,456</u>	<u>34,717</u>
12	<u>16</u>	<u>30,356</u>	<u>30,356</u>	<u>30,572</u>	<u>31,144</u>	<u>31,728</u>	<u>32,324</u>	<u>32,931</u>	<u>33,552</u>	<u>34,184</u>	<u>34,829</u>	<u>35,487</u>	<u>36,158</u>	<u>37,527</u>
13	<u>17</u>	<u>33,003</u>	<u>33,003</u>	<u>33,017</u>	<u>33,639</u>	<u>34,272</u>	<u>34,918</u>	<u>35,578</u>	<u>36,250</u>	<u>36,936</u>	<u>37,636</u>	<u>38,350</u>	<u>39,077</u>	<u>40,564</u>
14	<u>18</u>	<u>35,921</u>	<u>35,921</u>	<u>35,921</u>	<u>36,393</u>	<u>37,083</u>	<u>37,785</u>	<u>38,501</u>	<u>39,233</u>	<u>39,979</u>	<u>40,740</u>	<u>41,516</u>	<u>42,307</u>	<u>43,922</u>
15	<u>19</u>	<u>39,190</u>	<u>39,190</u>	<u>39,190</u>	<u>39,421</u>	<u>40,170</u>	<u>40,936</u>	<u>41,715</u>	<u>42,510</u>	<u>43,321</u>	<u>44,149</u>	<u>44,993</u>	<u>45,854</u>	<u>45,854</u>
16	<u>20</u>	<u>42,839</u>	<u>42,839</u>	<u>42,839</u>	<u>42,839</u>	<u>43,542</u>	<u>44,375</u>	<u>45,223</u>	<u>46,089</u>	<u>46,972</u>	<u>47,872</u>	<u>48,790</u>	<u>48,790</u>	<u>48,790</u>
17	<u>21</u>	<u>46,893</u>	<u>46,893</u>	<u>46,893</u>	<u>46,893</u>	<u>47,254</u>	<u>48,160</u>	<u>49,084</u>	<u>50,027</u>	<u>50,989</u>	<u>51,970</u>	<u>51,970</u>	<u>51,970</u>	<u>51,970</u>
18	<u>22</u>	<u>51,421</u>	<u>51,421</u>	<u>51,421</u>	<u>51,421</u>	<u>51,421</u>	<u>52,312</u>	<u>53,320</u>	<u>54,348</u>	<u>55,395</u>	<u>55,395</u>	<u>55,395</u>	<u>55,395</u>	<u>55,395</u>
19	<u>23</u>	<u>56,529</u>	<u>56,529</u>	<u>56,529</u>	<u>56,529</u>	<u>56,529</u>	<u>56,855</u>	<u>57,953</u>	<u>59,073</u>	<u>59,073</u>	<u>59,073</u>	<u>59,073</u>	<u>59,073</u>	<u>59,073</u>
20	<u>24</u>	<u>62,264</u>	<u>62,264</u>	<u>62,264</u>	<u>62,264</u>	<u>62,264</u>	<u>62,264</u>	<u>63,044</u>	<u>63,044</u>	<u>63,044</u>	<u>63,044</u>	<u>63,044</u>	<u>63,044</u>	<u>63,044</u>
21	<u>25</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>	<u>68,610</u>

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

23 Annual Hours -- 2080

Note: Includes Insurance

1		Pay Matrix -- State												Matrix Type -- Annual
2		STEP												
3	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
4	1	10,992	11,699	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,092
5	2	11,414	12,157	12,369	12,586	12,807	13,032	13,262	13,496	13,735	13,979	14,228	14,482	14,740
6	3	11,930	12,721	12,945	13,173	13,406	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,441
7	4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,089	15,361	15,637	15,919	16,204
8	5	13,149	14,016	14,266	14,521	14,781	15,046	15,316	15,592	15,873	16,160	16,452	16,750	17,053
9	6	13,835	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,030	17,340	17,656	17,977
10	7	14,602	15,585	15,866	16,153	16,445	16,743	17,047	17,357	17,673	17,996	18,325	18,661	19,002
11	8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,388	19,745	20,107
12	9	16,347	17,462	17,780	18,105	18,436	18,774	19,119	19,471	19,830	20,196	20,569	20,950	21,336
13	10	17,353	18,543	18,883	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,266	22,679
14	11	18,452	19,725	20,089	20,460	20,838	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,151
15	12	19,660	21,033	21,423	21,821	22,227	22,641	23,063	23,493	23,932	24,380	24,839	25,307	25,784
16	13	21,004	22,469	22,888	23,315	23,751	24,195	24,648	25,110	25,580	26,059	26,547	27,045	27,552
17	14	22,488	24,071	24,526	25,001	25,485	25,978	26,481	26,994	27,517	28,050	28,592	29,144	29,705
18	15	24,025	25,704	26,191	26,699	27,217	27,745	28,284	28,833	29,393	29,963	30,543	31,133	31,733
19	16	25,625	27,418	27,928	28,452	28,986	29,531	30,086	30,652	31,228	31,815	32,413	33,021	33,639
20	17	27,289	29,205	29,745	30,299	30,864	31,441	32,029	32,628	33,238	33,858	34,489	35,130	35,781
21	18	29,025	31,063	31,635	32,221	32,819	33,429	34,051	34,684	35,328	35,983	36,649	37,325	38,012
22	19	30,835	32,994	33,595	34,209	34,835	35,473	36,123	36,785	37,458	38,142	38,837	39,543	40,260
23	20	32,720	34,999	35,621	36,257	36,905	37,565	38,237	38,921	39,617	40,324	41,042	41,771	42,511
24	21	34,685	37,084	37,737	38,403	39,081	39,771	40,473	41,187	41,913	42,650	43,398	44,157	44,927

1	22	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
2	23	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
3	24	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
4	25	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>
5	<u>1</u>	<u>14,864</u>	<u>15,571</u>	<u>15,773</u>	<u>15,979</u>	<u>16,189</u>	<u>16,403</u>	<u>16,622</u>	<u>16,845</u>	<u>17,072</u>	<u>17,304</u>	<u>17,541</u>	<u>17,782</u>	<u>18,274</u>
6	<u>2</u>	<u>15,346</u>	<u>16,089</u>	<u>16,301</u>	<u>16,518</u>	<u>16,739</u>	<u>16,964</u>	<u>17,194</u>	<u>17,428</u>	<u>17,667</u>	<u>17,911</u>	<u>18,160</u>	<u>18,414</u>	<u>18,932</u>
7	<u>3</u>	<u>15,870</u>	<u>16,653</u>	<u>16,877</u>	<u>17,105</u>	<u>17,338</u>	<u>17,575</u>	<u>17,817</u>	<u>18,064</u>	<u>18,316</u>	<u>18,573</u>	<u>18,835</u>	<u>19,102</u>	<u>19,647</u>
8	<u>4</u>	<u>16,443</u>	<u>17,269</u>	<u>17,505</u>	<u>17,746</u>	<u>17,991</u>	<u>18,241</u>	<u>18,496</u>	<u>18,756</u>	<u>19,022</u>	<u>19,293</u>	<u>19,569</u>	<u>19,851</u>	<u>20,426</u>
9	<u>5</u>	<u>17,075</u>	<u>17,948</u>	<u>18,198</u>	<u>18,453</u>	<u>18,713</u>	<u>18,978</u>	<u>19,248</u>	<u>19,524</u>	<u>19,805</u>	<u>20,092</u>	<u>20,384</u>	<u>20,682</u>	<u>21,290</u>
10	<u>6</u>	<u>17,767</u>	<u>18,692</u>	<u>18,956</u>	<u>19,226</u>	<u>19,501</u>	<u>19,782</u>	<u>20,068</u>	<u>20,360</u>	<u>20,658</u>	<u>20,962</u>	<u>21,272</u>	<u>21,588</u>	<u>22,233</u>
11	<u>7</u>	<u>18,534</u>	<u>19,517</u>	<u>19,798</u>	<u>20,085</u>	<u>20,377</u>	<u>20,675</u>	<u>20,979</u>	<u>21,289</u>	<u>21,605</u>	<u>21,928</u>	<u>22,257</u>	<u>22,593</u>	<u>23,278</u>
12	<u>8</u>	<u>19,361</u>	<u>20,406</u>	<u>20,705</u>	<u>21,010</u>	<u>21,321</u>	<u>21,638</u>	<u>21,961</u>	<u>22,291</u>	<u>22,627</u>	<u>22,970</u>	<u>23,320</u>	<u>23,677</u>	<u>24,405</u>
13	<u>9</u>	<u>20,279</u>	<u>21,394</u>	<u>21,712</u>	<u>22,037</u>	<u>22,368</u>	<u>22,706</u>	<u>23,051</u>	<u>23,403</u>	<u>23,762</u>	<u>24,128</u>	<u>24,501</u>	<u>24,882</u>	<u>25,658</u>
14	<u>10</u>	<u>21,461</u>	<u>22,475</u>	<u>22,815</u>	<u>23,162</u>	<u>23,516</u>	<u>23,877</u>	<u>24,245</u>	<u>24,620</u>	<u>25,003</u>	<u>25,394</u>	<u>25,792</u>	<u>26,198</u>	<u>27,027</u>
15	<u>11</u>	<u>22,911</u>	<u>23,657</u>	<u>24,021</u>	<u>24,392</u>	<u>24,770</u>	<u>25,156</u>	<u>25,550</u>	<u>25,952</u>	<u>26,362</u>	<u>26,780</u>	<u>27,206</u>	<u>27,641</u>	<u>28,528</u>
16	<u>12</u>	<u>24,520</u>	<u>24,965</u>	<u>25,355</u>	<u>25,753</u>	<u>26,159</u>	<u>26,573</u>	<u>26,995</u>	<u>27,425</u>	<u>27,864</u>	<u>28,312</u>	<u>28,771</u>	<u>29,249</u>	<u>30,247</u>
17	<u>13</u>	<u>26,265</u>	<u>26,401</u>	<u>26,820</u>	<u>27,247</u>	<u>27,683</u>	<u>28,127</u>	<u>28,580</u>	<u>29,051</u>	<u>29,541</u>	<u>30,046</u>	<u>30,561</u>	<u>31,085</u>	<u>32,158</u>
18	<u>14</u>	<u>28,197</u>	<u>28,203</u>	<u>28,658</u>	<u>29,133</u>	<u>29,627</u>	<u>30,133</u>	<u>30,650</u>	<u>31,177</u>	<u>31,715</u>	<u>32,263</u>	<u>32,824</u>	<u>33,394</u>	<u>34,558</u>
19	<u>15</u>	<u>30,324</u>	<u>30,324</u>	<u>30,653</u>	<u>31,181</u>	<u>31,718</u>	<u>32,266</u>	<u>32,827</u>	<u>33,397</u>	<u>33,979</u>	<u>34,572</u>	<u>35,179</u>	<u>35,796</u>	<u>37,057</u>
20	<u>16</u>	<u>32,696</u>	<u>32,696</u>	<u>32,912</u>	<u>33,484</u>	<u>34,068</u>	<u>34,664</u>	<u>35,271</u>	<u>35,892</u>	<u>36,524</u>	<u>37,169</u>	<u>37,827</u>	<u>38,498</u>	<u>39,867</u>
21	<u>17</u>	<u>35,343</u>	<u>35,343</u>	<u>35,357</u>	<u>35,979</u>	<u>36,612</u>	<u>37,258</u>	<u>37,918</u>	<u>38,590</u>	<u>39,276</u>	<u>39,976</u>	<u>40,690</u>	<u>41,417</u>	<u>42,904</u>
22	<u>18</u>	<u>38,261</u>	<u>38,261</u>	<u>38,261</u>	<u>38,733</u>	<u>39,423</u>	<u>40,125</u>	<u>40,841</u>	<u>41,573</u>	<u>42,319</u>	<u>43,080</u>	<u>43,856</u>	<u>44,647</u>	<u>46,262</u>
23	<u>19</u>	<u>41,530</u>	<u>41,530</u>	<u>41,530</u>	<u>41,761</u>	<u>42,510</u>	<u>43,275</u>	<u>44,055</u>	<u>44,850</u>	<u>45,661</u>	<u>46,489</u>	<u>47,333</u>	<u>48,194</u>	<u>48,194</u>
24	<u>20</u>	<u>45,179</u>	<u>45,179</u>	<u>45,179</u>	<u>45,179</u>	<u>45,882</u>	<u>46,715</u>	<u>47,563</u>	<u>48,429</u>	<u>49,312</u>	<u>50,212</u>	<u>51,130</u>	<u>51,130</u>	<u>51,130</u>
25	<u>21</u>	<u>49,233</u>	<u>49,233</u>	<u>49,233</u>	<u>49,233</u>	<u>49,594</u>	<u>50,500</u>	<u>51,424</u>	<u>52,367</u>	<u>53,329</u>	<u>54,310</u>	<u>54,310</u>	<u>54,310</u>	<u>54,310</u>

1	<u>22</u>	<u>53,761</u>	<u>53,761</u>	<u>53,761</u>	<u>53,761</u>	<u>53,761</u>	<u>54,652</u>	<u>55,660</u>	<u>56,688</u>	<u>57,735</u>	<u>57,735</u>	<u>57,735</u>	<u>57,735</u>	<u>57,735</u>
2	<u>23</u>	<u>58,869</u>	<u>58,869</u>	<u>58,869</u>	<u>58,869</u>	<u>58,869</u>	<u>59,195</u>	<u>60,293</u>	<u>61,413</u>	<u>61,413</u>	<u>61,413</u>	<u>61,413</u>	<u>61,413</u>	<u>61,413</u>
3	<u>24</u>	<u>64,604</u>	<u>64,604</u>	<u>64,604</u>	<u>64,604</u>	<u>64,604</u>	<u>64,604</u>	<u>65,384</u>	<u>65,384</u>	<u>65,384</u>	<u>65,384</u>	<u>65,384</u>	<u>65,384</u>	<u>65,384</u>
4	<u>25</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>	<u>70,950</u>

5 "

6 Section 5. Section 2-18-313, MCA, is amended to read:

7 "2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal
8 year ~~1990~~ 1992 is as follows:

9	Annual Hours -- 2080	Note: Includes Insurance					
10	Term -- Twelve Months	Matrix Type -- Annual					
11		Education Level					
12	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
13	1	21,220	21,070	22,529	22,050	23,173	23,032
14	2	21,983	22,699	23,416	23,775	24,134	24,859
15	3	22,738	23,529	24,302	24,706	25,110	25,905
16	4	23,494	24,362	25,206	25,652	26,097	26,949
17	5	24,247	25,286	26,115	26,598	27,084	27,995
18	6	25,016	26,060	27,027	27,548	28,071	29,041
19	7	25,786	26,908	27,934	28,496	29,056	30,083
20	8	26,561	27,760	28,847	29,446	30,045	31,127
21	9	27,335	28,618	29,756	30,392	31,033	32,172
22	10	28,108	29,464	30,664	31,340	32,018	33,210
23	11	28,884	30,286	31,571	32,288	33,005	34,268

1	†2	28,884	30,286	31,571	32,288	33,885	34,268
2	†3	28,884	30,286	31,571	32,288	33,885	34,268
3	<u>1</u>	<u>23,639</u>	<u>24,299</u>	<u>24,941</u>	<u>25,262</u>	<u>25,586</u>	<u>26,245</u>
4	<u>2</u>	<u>24,395</u>	<u>25,111</u>	<u>25,829</u>	<u>26,188</u>	<u>26,552</u>	<u>27,295</u>
5	<u>3</u>	<u>25,150</u>	<u>25,942</u>	<u>26,725</u>	<u>27,139</u>	<u>27,553</u>	<u>28,369</u>
6	<u>4</u>	<u>25,907</u>	<u>26,786</u>	<u>27,652</u>	<u>28,109</u>	<u>28,565</u>	<u>29,440</u>
7	<u>5</u>	<u>26,668</u>	<u>27,652</u>	<u>28,584</u>	<u>29,080</u>	<u>29,578</u>	<u>30,513</u>
8	<u>6</u>	<u>27,456</u>	<u>28,528</u>	<u>29,520</u>	<u>30,055</u>	<u>30,591</u>	<u>31,586</u>
9	<u>7</u>	<u>28,247</u>	<u>29,398</u>	<u>30,450</u>	<u>31,027</u>	<u>31,601</u>	<u>32,655</u>
10	<u>8</u>	<u>29,042</u>	<u>30,272</u>	<u>31,387</u>	<u>32,001</u>	<u>32,616</u>	<u>33,726</u>
11	<u>9</u>	<u>29,835</u>	<u>31,144</u>	<u>32,320</u>	<u>32,972</u>	<u>33,630</u>	<u>34,798</u>
12	<u>10</u>	<u>30,629</u>	<u>32,020</u>	<u>33,251</u>	<u>33,945</u>	<u>34,640</u>	<u>35,871</u>
13	<u>11</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>
14	<u>12</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>
15	<u>13</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>

16 (b) The 9-month pay schedule for teachers for fiscal year †998 1992 is as follows:

17 Annual Hours -- 1480 Note: Includes Insurance
 18 Term -- Nine Months Matrix Type -- Annual

		Education Level					
STEP		BA	BA+1	BA+2	BA+3	MA	MA+1
21	†	†6,45†	†6,983	†7,427	†7,668	†7,9†8	†8,484
22	2	†7,8†7	†7,554	†8,892	†8,36†	†8,63†	†9,†68

1	3	17,583	18,176	18,757	19,856	19,352	19,933
2	4	18,151	18,801	19,422	19,749	20,874	20,697
3	5	18,715	19,422	20,887	20,441	20,796	21,463
4	6	19,283	20,047	20,755	21,196	21,518	22,228
5	7	19,846	20,667	21,418	21,829	22,239	22,990
6	8	20,414	21,291	22,086	22,524	22,963	23,754
7	9	20,988	21,913	22,751	23,217	23,685	24,519
8	10	21,546	22,537	23,416	23,910	24,406	25,384
9	11	22,113	23,199	24,079	24,606	25,144	26,085
10	12	22,713	23,799	24,679	24,606	25,144	26,085
11	13	22,713	23,799	24,679	24,606	25,144	26,085
12	<u>1</u>	<u>18,467</u>	<u>18,950</u>	<u>19,444</u>	<u>19,686</u>	<u>19,928</u>	<u>20,422</u>
13	<u>2</u>	<u>19,034</u>	<u>19,571</u>	<u>20,110</u>	<u>20,379</u>	<u>20,649</u>	<u>21,187</u>
14	<u>3</u>	<u>19,600</u>	<u>20,194</u>	<u>20,775</u>	<u>21,075</u>	<u>21,371</u>	<u>21,953</u>
15	<u>4</u>	<u>20,169</u>	<u>20,820</u>	<u>21,441</u>	<u>21,768</u>	<u>22,094</u>	<u>22,717</u>
16	<u>5</u>	<u>20,733</u>	<u>21,441</u>	<u>22,107</u>	<u>22,461</u>	<u>22,816</u>	<u>23,484</u>
17	<u>6</u>	<u>21,302</u>	<u>22,067</u>	<u>22,775</u>	<u>23,157</u>	<u>23,539</u>	<u>24,250</u>
18	<u>7</u>	<u>21,865</u>	<u>22,687</u>	<u>23,439</u>	<u>23,850</u>	<u>24,261</u>	<u>25,012</u>
19	<u>8</u>	<u>22,434</u>	<u>23,312</u>	<u>24,107</u>	<u>24,546</u>	<u>24,985</u>	<u>25,777</u>
20	<u>9</u>	<u>23,000</u>	<u>23,934</u>	<u>24,773</u>	<u>25,239</u>	<u>25,708</u>	<u>26,557</u>
21	<u>10</u>	<u>23,567</u>	<u>24,559</u>	<u>25,439</u>	<u>25,933</u>	<u>26,440</u>	<u>27,362</u>
22	<u>11</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>
23	<u>12</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>
24	<u>13</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>

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

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

		Education Level					
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1	
6	1	22,828	22,678	23,329	23,658	23,978	24,632
7	2	22,783	23,499	24,216	24,575	24,938	25,681
8	3	23,538	24,329	25,111	25,525	25,989	26,754
9	4	24,294	25,172	26,037	26,494	26,950	27,824
10	5	25,054	26,037	26,969	27,464	27,962	28,896
11	6	25,842	26,919	27,904	28,438	28,974	29,968
12	7	26,632	27,782	28,833	29,409	29,983	31,036
13	8	27,426	28,655	29,769	30,383	30,997	32,106
14	9	28,219	29,526	30,781	31,953	32,818	33,177
15	10	29,012	30,482	31,632	32,925	33,819	34,249
16	11	29,807	31,244	32,561	33,296	34,831	35,318
17	12	29,807	31,244	32,561	33,296	34,831	35,318
18	13	29,807	31,244	32,561	33,296	34,831	35,318
19	1	<u>25,311</u>	<u>25,871</u>	<u>26,614</u>	<u>26,936</u>	<u>27,259</u>	<u>27,920</u>
20	2	<u>26,067</u>	<u>26,785</u>	<u>27,503</u>	<u>27,863</u>	<u>28,226</u>	<u>28,970</u>
21	3	<u>26,824</u>	<u>27,616</u>	<u>28,399</u>	<u>28,814</u>	<u>29,229</u>	<u>30,045</u>
22	4	<u>27,581</u>	<u>28,461</u>	<u>29,327</u>	<u>29,785</u>	<u>30,242</u>	<u>31,117</u>
23	5	<u>28,342</u>	<u>29,327</u>	<u>30,261</u>	<u>30,757</u>	<u>31,255</u>	<u>32,191</u>

1	<u>6</u>	<u>29,132</u>	<u>30,205</u>	<u>31,197</u>	<u>31,732</u>	<u>32,269</u>	<u>33,265</u>
2	<u>7</u>	<u>29,923</u>	<u>31,075</u>	<u>32,128</u>	<u>32,705</u>	<u>33,280</u>	<u>34,335</u>
3	<u>8</u>	<u>30,719</u>	<u>31,950</u>	<u>33,066</u>	<u>33,681</u>	<u>34,296</u>	<u>35,407</u>
4	<u>9</u>	<u>31,513</u>	<u>32,822</u>	<u>33,999</u>	<u>34,652</u>	<u>35,311</u>	<u>36,480</u>
5	<u>10</u>	<u>32,307</u>	<u>33,700</u>	<u>34,932</u>	<u>35,626</u>	<u>36,321</u>	<u>37,554</u>
6	<u>11</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>
7	<u>12</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>
8	<u>13</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>

9 (b) The 9-month pay schedule for teachers for fiscal year 199† 1993 is as follows:

10 Annual Hours -- 1480
 11 Term -- Nine Months

Note: Includes Insurance
 Matrix Type -- Annual

		Education Level					
STEP		BA	BA+1	BA+2	BA+3	MA	MA+1
14	1	17,251	17,799	18,227	18,468	18,710	19,204
15	2	17,817	18,954	18,892	19,161	19,491	19,968
16	3	18,383	18,976	19,557	19,856	20,152	20,799
17	4	18,951	19,601	20,222	20,549	20,874	21,497
18	5	19,515	20,222	20,887	21,241	21,596	22,263
19	6	20,083	20,847	21,555	21,936	22,310	23,020
20	7	20,646	21,467	22,218	22,629	23,039	23,790
21	8	21,214	22,091	22,886	23,324	23,769	24,554
22	9	21,780	22,713	23,551	24,017	24,485	25,399

1	†0	22,346	23,337	24,216	24,718	25,217	26,138
2	††	22,913	23,999	24,882	25,422	25,974	26,938
3	†2	22,913	23,999	24,882	25,422	25,974	26,938
4	†3	22,913	23,999	24,882	25,422	25,974	26,938
5	<u>1</u>	<u>19,745</u>	<u>20,228</u>	<u>20,722</u>	<u>20,964</u>	<u>21,206</u>	<u>21,701</u>
6	<u>2</u>	<u>20,312</u>	<u>20,850</u>	<u>21,389</u>	<u>21,658</u>	<u>21,928</u>	<u>22,466</u>
7	<u>3</u>	<u>20,879</u>	<u>21,473</u>	<u>22,055</u>	<u>22,354</u>	<u>22,651</u>	<u>23,233</u>
8	<u>4</u>	<u>21,448</u>	<u>22,099</u>	<u>22,721</u>	<u>23,048</u>	<u>23,374</u>	<u>23,998</u>
9	<u>5</u>	<u>22,013</u>	<u>22,721</u>	<u>23,387</u>	<u>23,742</u>	<u>24,097</u>	<u>24,765</u>
10	<u>6</u>	<u>22,582</u>	<u>23,347</u>	<u>24,056</u>	<u>24,438</u>	<u>24,821</u>	<u>25,532</u>
11	<u>7</u>	<u>23,146</u>	<u>23,968</u>	<u>24,720</u>	<u>25,132</u>	<u>25,543</u>	<u>26,295</u>
12	<u>8</u>	<u>23,715</u>	<u>24,593</u>	<u>25,390</u>	<u>25,828</u>	<u>26,268</u>	<u>27,060</u>
13	<u>9</u>	<u>24,282</u>	<u>25,216</u>	<u>26,056</u>	<u>26,523</u>	<u>26,991</u>	<u>27,841</u>
14	<u>10</u>	<u>24,849</u>	<u>25,841</u>	<u>26,722</u>	<u>27,217</u>	<u>27,725</u>	<u>28,647</u>
15	<u>11</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449</u>
16	<u>12</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449</u>
17	<u>13</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449"</u>

18

19 Section 6. Section 2-18-314, MCA, is amended to read:

20 "2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store
 21 occupations for fiscal year 1998 1992 is as follows:

22 Annual Hours -- 2080
 23 Pay Matrix -- Retail Clerk

Note: With Insurance
 Matrix Type -- Hourly

1	Grade	\$/Hour
2		W/Ins.
3	E1	-8-888
4	E2	-8-848
5	E3	-8-548
6	E4	-8-828
7	E5	-9-118
8	E6	-9-728
9	E7	10-888
10	E8	11-138
11	<u>L1</u>	<u>8.000</u>
12	<u>L2</u>	<u>9.198</u>
13	<u>L3</u>	<u>9.698</u>
14	<u>L4</u>	<u>9.978</u>
15	<u>L5</u>	<u>10.269</u>
16	<u>L6</u>	<u>10.879</u>
17	<u>L7</u>	<u>11.540</u>
18	<u>L8</u>	<u>12.290</u>

19 (2) The pay schedule for liquor store occupations for fiscal year 1993 is as follows:

20 Annual Hours -- 2080 Note: With Insurance
 21 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

22	Grade	\$/Hour
----	-------	---------

1		W/Ins.
2	E1	-8.000
3	E2	-8.425
4	E3	-8.925
5	E4	-9.205
6	E5	-9.495
7	E6	+8.185
8	E7	+8.765
9	E8	+11.515
10	<u>L1</u>	<u>0.000</u>
11	<u>L2</u>	<u>10.000</u>
12	<u>L3</u>	<u>10.500</u>
13	<u>L4</u>	<u>10.781</u>
14	<u>L5</u>	<u>11.072</u>
15	<u>L6</u>	<u>11.682</u>
16	<u>L7</u>	<u>12.344</u>
17	<u>L8</u>	<u>13.095"</u>

18 Section 7. Section 2-18-315, MCA, is amended to read:

19 "2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
 20 year +998 1992 is as follows:

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

23	Grade	\$/Hour
----	-------	---------

		W/Ins.
1		
2	B1-	-8-5†
3	B2-	-8-9†
4	B3-	-9-3†
5	B4-	-9-7†
6	B5-	+8-††
7	B6-	+8-5†
8	B7-	+8-9†
9	B8-	+†-8†
10	B9-	+†-7†
11	B†0	+2-††
12	B††	+2-5†
13	B†2	+2-9†
14	B00	+9-9†
15	<u>B1</u>	<u>9.283</u>
16	<u>B2</u>	<u>9.683</u>
17	<u>B3</u>	<u>10.083</u>
18	<u>B4</u>	<u>10.484</u>
19	<u>B5</u>	<u>10.884</u>
20	<u>B6</u>	<u>11.284</u>
21	<u>B7</u>	<u>11.685</u>
22	<u>B8</u>	<u>12.085</u>
23	<u>B9</u>	<u>12.486</u>
24	<u>B10</u>	<u>12.886</u>
25	<u>B11</u>	<u>13.286</u>

1	<u>B12</u>	<u>13.687</u>
2	<u>B00</u>	<u>14.087</u>

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

4 Annual Hours -- 2080 Note: With 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	B1+	12.90
19	B12	13.30
20	B00	13.70
21	<u>B1</u>	<u>10.085</u>
22	<u>B2</u>	<u>10.485</u>

1	<u>B3</u>	<u>10.886</u>
2	<u>B4</u>	<u>11.287</u>
3	<u>B5</u>	<u>11.687</u>
4	<u>B6</u>	<u>12.088</u>
5	<u>B7</u>	<u>12.489</u>
6	<u>B8</u>	<u>12.890</u>
7	<u>B9</u>	<u>13.291</u>
8	<u>B10</u>	<u>13.691</u>
9	<u>B11</u>	<u>14.092</u>
10	<u>B12</u>	<u>14.493</u>
11	<u>B00</u>	<u>14.893"</u>

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

13 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount
14 specified in this section towards the group benefits cost.

15 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
16 for members of the legislature, the employer contribution for group benefits shall be ~~\$180~~ \$170 per
17 month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$195 per month for the fiscal year
18 ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal
19 part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours
20 a week are not eligible for the group benefit contribution. An employee who elects not to be covered
21 by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion
22 of the employer contribution for group benefits may be applied to an employee's costs for
23 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
24 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

6 NEW SECTION. Section 9. **Appropriation.** (1) The following is appropriated from the general fund
 7 for the biennium ending June 30, 1993, to fund the salary, benefit, and insurance costs of [this
 8 act]:

9 (a) \$26,615,224 to the office of budget and program planning for the executive branch;

10 (b) \$425,642 to the judicial branch; and

11 (c) \$14,424,284 to the office of the commissioner of higher education.

12 (2) To implement [this act], the office of budget and program planning shall increase the
 13 expenditure authority to the following branches as indicated:

14 (a) \$36,715,001 for the executive branch;

15 (b) \$59,815 for the judicial branch; and

16 (c) \$4,068,388 in current unrestricted funds.

17 (3) The following money is appropriated to the legislative branch agencies as follows:

	Fiscal 1992		Fiscal 1993	
		State		State
	General	Special	General	Special
	Fund	Revenue	Fund	Revenue
22 Legislative Auditor	\$55,226	\$61,187	\$111,759	\$123,815
23 Legislative Council	62,488	19,182	166,942	21,641
24 Legislative Fiscal Analyst	31,421		65,633	

1	Environmental Quality Council	12,076	369	24,410	732
2	Consumer Counsel	<u> </u>	<u>7,597</u>	<u> </u>	<u>15,352</u>
3	TOTAL	\$161,211	\$88,335	\$368,744	\$161,540

4 NEW SECTION. Section 10. **Codification instruction.** [Section 1] is intended to be codified as
5 an integral part of Title 2, chapter 18, part 2, and the provisions of Title 2, chapter 18, part 2,
6 apply to [section 1].

7 NEW SECTION. Section 11. **Effective date.** [This act] is effective on passage and approval.

-End-

HOUSE BILL NO. 514

INTRODUCED BY MENAHAN, LYNCH

1
2
3
4 A BILL FOR AN ACT ENTITLED: "AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY SCHEDULES FOR STATE
5 EMPLOYEES ~~AND PROVIDING AN ACROSS-THE-BOARD~~ FLAT \$1-AN-HOUR PAY INCREASE TO ALL-STATE EMPLOYEES AND
6 PROVIDING AN ACROSS-THE-BOARD FLAT \$1-AN-HOUR PAY INCREASE TO ALL STATE EMPLOYEES ~~ON--THE--STATEWIDE~~
7 ~~PAY-PLAN~~ FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR THAT SHIFT DIFFERENTIAL PAY AND HAZARDOUS DUTY
8 PAY FOR STATE EMPLOYEES MAY BE NEGOTIATED BY AGENCY; ~~REPEALING-THE-STATEWIDE-CLASSIFICATION-SYSTEM~~
9 ~~AND-MANDATING-THAT-ALL-POSITION-CLASSIFICATIONS-BE-NEGOTIATED; PROVIDING-THAT-AGENCIES-MAY-NEGOTIATE~~
10 ~~SEPARATE-PAY-PLANS; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; REPEALING--THE~~
11 ~~TEACHERS--PAY--SCHEDULES--AND--PROVIDING--THAT--THE-DEPARTMENT-OF-INSTITUTIONS-AND--THE-DEPARTMENT-OF~~
12 ~~FAMILY-SERVICES-ADOPT-PAY-SCHEDULES-FOR-THEIR-TEACHERS-THAT--ARE--EQUAL--TO--THE--PAY--SCHEDULES--OF~~
13 ~~TEACHERS--IN--LOCAL--SCHOOL--DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-104,~~
14 ~~2-18-204, 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~~
15 ~~2-18-703, MCA; REPEALING--SECTIONS--2-18-201,--2-18-202,--2-18-203,--2-18-205,--2-18-207,--2-18-208,~~
16 ~~2-18-209,--2-18-301,--AND-2-18-313,--MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."~~

17
18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

19 (Refer to Second Reading Copy, Second Printing)

20 Strike everything after the enacting clause and insert:

21 NEW-SECTION: ~~Section-1;--Position-classifications-negotiated;--The-classification-and--grade--of~~
22 ~~all--state--positions;--except--those--exempt--from-statewide-classification-under-the-provisions-of~~
23 ~~2-18-103--and--2-18-104;--most--be--determined--through--negotiations--with--employee--unions--and~~
24 ~~organizations;~~

25 NEW-SECTION: ~~Section-2;--Negotiation--of--separate--pay-plans;--Each-agency-may-develop;--through~~

THIRD READING
AS AMENDED
HB 514

1 negotiated settlements with employee unions; a separate pay plan for its employees if employee
 2 unions demonstrate that the special job responsibilities for positions within the agency; career
 3 progression for specialized job classes; and working conditions; such as shift work and hazardous
 4 duty; cannot be appropriately classified and compensated within a statewide pay plan;

5 NEW SECTION. Section 1. Shift differential and hazardous duty pay NEGOTIATED. (1) Each
 6 employee is entitled to shift differential pay; in addition to all other compensation provided by
 7 law; for each hour worked on a regularly scheduled shift as follows:

- 8 (a) \$1 an hour for each hour worked on the second shift; and
- 9 (b) \$1.50 an hour for each hour worked on the third shift; AGENCY SHALL NEGOTIATE WITH
 10 EMPLOYEES FOR SHIFT DIFFERENTIAL PAY FOR THOSE EMPLOYEES WHO ARE REGULARLY SCHEDULED TO WORK OTHER
 11 THAN THE DAY SHIFT.

12 (2) Each agency with employees who work under hazardous conditions shall negotiate with
 13 employee unions and the department EMPLOYEES for hazardous duty pay for those employees of up to \$2
 14 an hour WHO WORK UNDER HAZARDOUS CONDITIONS.

15 Section 4. Section 2-18-104, MCA, is amended to read:

16 "2-18-104. Exemption for personal staff --- limit. (1) Subject to the limitations in subsections
 17 (2) and (3); members of a personal staff are exempt from the application of 2-18-204, 2-18-205,
 18 2-18-207; and part 2 of this chapter and 2-18-101 through 2-18-103;

19 (2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise
 20 approved by the department according to criteria developed by the department; Under no circumstances
 21 may the total exemptions of each elected official exceed 15;

22 (3) The number of members of the personal staff of the public service commission who are
 23 exempted by subsection (1) may not exceed 10."

24 Section 5. Section 2-18-204, MCA, is amended to read:

25 "2-18-204. Determination of number and classes of employees in each agency. (1) Based on

1 documentation-to-be-submitted-by--each--agency;--the--department--shall--determine--the--classes--of
 2 positions--of--employees-of-each-agency-or-program-thereof-before-the-beginning-of-each-fiscal-year.
 3 At-any-time;--upon-request-of-the-agency;--the-department--may--amend--the--classes--of--positions--of
 4 employees-in-any-agency-or-program-thereof:

5 ~~(2)~~--Based--on-documentation-to-be-submitted-by-each-agency;--the-budget-director-shall-determine
 6 the-number-of-positions-and-employees-(full-time-equivalents)-of--each--agency--or--program--thereof
 7 prior--to--preparation--of-the-executive-budget-and-before-the-beginning-of-each-fiscal-year;--At-any
 8 time;--upon-the-request-of-the-agency;--the-budget-director-may--amend--the--number--of--positions--or
 9 employees-(full-time-equivalents)-in-any-agency-or-program-thereof:

10 ~~(3)(2)~~--This--section--does--not--limit-legislative-authority-to-amend-the-determinations-of-the
 11 department-or-the-budget-director;#

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

13 "2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-312
 14 must be implemented as follows:

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

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

21 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal
 22 year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal
 23 year ~~1989~~ 1991 plus-a-\$9,000-increase-to-the-employee's-base-salary-and-the-employer-contribution-to
 24 group-benefits-provided-in-2-18-703.

25 (ii) The compensation of each employee on the first day of the first pay period in fiscal year

1 1991 1993 is that amount corresponding to the grade and step occupied on the last day of fiscal year
 2 1990 1992 ~~plus the \$9,000 increase to the employee's base salary in fiscal year 1992 as provided in~~
 3 ~~subsection (2)(c)(i), an additional \$9,000 increase to the employee's base salary, and the employer~~
 4 ~~contribution to group benefits provided in 2-18-789.~~

5 (2) The pay schedules provided in 2-18-312 and the provisions of subsection (1) do not apply to
 6 those teachers, liquor store occupations, or blue-collar occupations compensated under the
 7 ~~provisions of subsection (3) or the~~ pay schedules provided in 2-18-313 through 2-18-314 and 2-18-313
 8 THROUGH 2-18-315.

9 (3) The pay ~~for teachers excepted from the pay plan under the provisions in 2-18-103(i) and~~
 10 ~~the~~ pay schedules provided in 2-18-313 through 2-18-314 and 2-18-313 THROUGH 2-18-315 must be
 11 implemented as follows:

12 (a) (i) ~~The pay schedules provided for in 2-18-313 indicate the annual compensation for the~~
 13 ~~contracted school term for teachers employed under the authority of the department of institutions~~
 14 ~~or the department of family services for fiscal years 1990 and 1991. The department of institutions~~
 15 ~~and the department of family services shall, for fiscal years 1992 and 1993 and thereafter, adopt~~
 16 ~~pay schedules for teachers equal to the pay schedule in effect the year preceding each new biennium~~
 17 ~~for teachers in the school district nearest to the department operated school. THE PAY SCHEDULES~~
 18 PROVIDED FOR IN 2-18-313 INDICATE THE ANNUAL COMPENSATION FOR THE CONTRACTED SCHOOL TERM FOR
 19 TEACHERS EMPLOYED UNDER THE AUTHORITY OF THE DEPARTMENT OF INSTITUTIONS OR THE DEPARTMENT OF FAMILY
 20 SERVICES FOR FISCAL YEARS 1992 AND 1993.

21 (ii) ~~On the first day of the first pay period in July 1989, each teacher shall advance three~~
 22 ~~steps on the appropriate pay schedule for fiscal year 1990 from the step that he occupied on June~~
 23 ~~30, 1989. A teacher must be placed on the adopted pay schedule according to his educational training~~
 24 ~~and years of experience.~~

25 (iii) ~~The compensation of each teacher on the first day of the first pay period in July 1990 is~~

1 that amount corresponding to his level of academic achievement and the step occupied on June 30,
 2 1990: THE COMPENSATION OF EACH TEACHER ON THE FIRST DAY OF THE FIRST PAY PERIOD IN JULY 1991 IS THAT
 3 AMOUNT CORRESPONDING TO HIS LEVEL OF ACADEMIC ACHIEVEMENT AND THE STEP OCCUPIED ON JUNE 30, 1991;
 4 EACH TEACHER MUST BE PLACED ON THE ADOPTED PAY SCHEDULE ACCORDING TO HIS EDUCATIONAL TRAINING AND
 5 YEARS OF EXPERIENCE.

6 (III) THE COMPENSATION OF EACH TEACHER ON THE FIRST DAY OF THE FIRST PAY PERIOD IN JULY 1992 IS
 7 THAT AMOUNT CORRESPONDING TO HIS LEVEL OF ACADEMIC ACHIEVEMENT AND THE STEP OCCUPIED ON JUNE 30,
 8 1992; ON THE FIRST DAY OF THE FIRST PAY PERIOD IN JULY OF EACH FISCAL YEAR, EACH TEACHER SHALL
 9 ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE ADOPTED IN 2-18-313.

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

13 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
 14 1990 1992 or 1991 1993 is that amount corresponding to the grade occupied on the last day of the
 15 preceding fiscal year.

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

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

23 (4) (a)-(i) ~~A member of a bargaining unit may not receive the amounts indicated in the~~
 24 ~~respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he~~
 25 ~~is a member ratifies a completely integrated collective bargaining agreement covering the biennium~~

1 ending June 30, 1991.

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

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

8 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
9 properly implement the pay schedules provided in 2-18-312 through ~~2-18-314~~ and THROUGH 2-18-315
10 may be provided for in collective bargaining agreements.

11 (5) The current wage or salary of an employee may not be reduced by the implementation of the
12 pay schedules provided for in 2-18-312 through ~~2-18-314~~ and THROUGH 2-18-315.

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

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

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

1 Section 7. Section 2-18-304, MCA, is amended to read:

2 "2-18-304. Longevity allowance: (1) In addition to the compensation provided for in 2-18-312,
3 2-18-313, 2-18-314, or 2-18-315, each employee who has completed 5 years of uninterrupted state
4 service shall receive the larger of \$10 a month or 10% of the difference between the base
5 compensation for his grade and step plus the amount provided in 2-18-303 (where applicable) and the
6 base compensation for the next highest grade and corresponding step plus the amount provided in
7 2-18-303 (where applicable) multiplied by the number of completed, contiguous 5-year periods of
8 uninterrupted state service. Service to the state is not interrupted by authorized leaves of
9 absence:

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

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

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

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

21 Section 8. Section 2-18-305, MCA, is amended to read:

22 "2-18-305. Allocation between wages and group benefits: (1) The dollar amounts shown in the
23 respective pay schedules provided in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, as the case may be,
24 represent the maximum amount allocated by the state for wages and group benefits, exclusive of
25 longevity as defined in 2-18-304. Except as provided in subsection (2) of this section, that amount

1 specifically allocated for group benefits shall be determined by 2-18-703. An employee who elects
 2 not to be covered by a state employee group benefit plan will receive as wages the amount shown in
 3 the appropriate pay schedule less the state contribution for group benefits as determined by
 4 2-18-703.

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

9 SECTION 3. SECTION 2-18-312, MCA, IS AMENDED TO READ:

10 "2-18-312. Statewide pay schedules for fiscal years 1990 1992 and 1991 1993. (1) The statewide
 11 classification pay schedule for fiscal year 1990 1992 is as follows:

12 Annual Hours -- 2080

Note: Includes Does Not Include Insurance

13 Pay Matrix -- State

Matrix Type -- Annual

14 STEP

15 GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
16 1	+0,132	+0,899	+1,041	+1,247	+1,457	+1,671	+1,890	+2,113	+2,340	+2,572	+2,809	+3,050	+3,542
17 2	+0,614	+1,357	+1,569	+1,786	+2,007	+2,232	+2,462	+2,696	+2,935	+3,179	+3,428	+3,682	+4,200
18 3	+1,138	+1,921	+2,145	+2,373	+2,606	+2,843	+3,085	+3,332	+3,584	+3,841	+4,103	+4,370	+4,915
19 4	+1,711	+2,537	+2,773	+3,014	+3,259	+3,509	+3,764	+4,024	+4,290	+4,561	+4,837	+5,119	+5,694
20 5	+2,343	+3,216	+3,466	+3,721	+3,981	+4,246	+4,516	+4,792	+5,073	+5,360	+5,652	+5,950	+6,558
21 6	+3,035	+3,960	+4,224	+4,494	+4,769	+5,050	+5,336	+5,628	+5,926	+6,230	+6,540	+6,856	+7,501
22 7	+3,802	+4,785	+5,066	+5,353	+5,645	+5,940	+6,247	+6,557	+6,870	+7,196	+7,525	+7,861	+8,546
23 8	+4,629	+5,674	+5,973	+6,278	+6,589	+6,906	+7,229	+7,559	+7,895	+8,238	+8,588	+8,945	+9,673

1	9	15,547	16,662	16,988	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
2	10	16,553	17,743	18,089	18,438	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
3	11	17,652	18,925	19,289	19,668	20,058	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796
4	12	18,868	20,233	20,623	21,021	21,427	21,841	22,269	22,699	23,132	23,580	24,037	24,503	25,477
5	13	20,204	21,669	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,789	26,295	27,341
6	14	21,680	23,171	23,626	24,098	24,572	25,066	25,578	26,084	26,609	27,144	27,691	28,247	29,689
7	15	23,225	24,739	25,213	25,698	26,192	26,694	27,204	27,721	28,246	28,780	29,323	29,875	32,121
8	16	25,749	27,289	27,787	28,295	28,812	29,338	29,872	30,414	30,964	31,521	32,086	32,659	34,862
9	17	27,787	29,357	29,867	30,389	30,921	31,462	32,011	32,568	33,132	33,703	34,281	34,866	37,825
10	18	30,198	31,791	32,313	32,845	33,386	33,935	34,492	35,056	35,627	36,204	36,788	37,379	41,101
11	19	32,831	34,447	34,984	35,531	36,087	36,651	37,222	37,799	38,382	38,971	39,566	40,167	44,986
12	20	35,714	37,351	37,904	38,466	39,036	39,613	40,196	40,785	41,380	41,981	42,588	43,201	48,851
13	21	38,885	40,542	41,113	41,692	42,278	42,871	43,470	44,075	44,686	45,303	45,926	46,555	52,953
14	22	42,366	44,054	44,645	45,243	45,847	46,457	47,073	47,695	48,323	48,957	49,596	50,241	57,295
15	23	46,174	47,893	48,513	49,141	49,776	50,417	51,064	51,717	52,376	53,041	53,712	54,389	62,883
16	24	50,358	52,107	52,758	53,416	54,080	54,750	55,426	56,108	56,796	57,490	58,190	58,896	68,757
17	25	54,953	56,739	57,430	58,128	58,832	59,542	60,258	60,980	61,708	62,442	63,182	63,928	74,936
18	<u>1</u>	<u>11,212</u>	<u>11,919</u>	<u>12,121</u>	<u>12,327</u>	<u>12,537</u>	<u>12,751</u>	<u>12,970</u>	<u>13,193</u>	<u>13,420</u>	<u>13,652</u>	<u>13,889</u>	<u>14,130</u>	<u>14,622</u>
19	<u>2</u>	<u>11,694</u>	<u>12,437</u>	<u>12,649</u>	<u>12,866</u>	<u>13,087</u>	<u>13,312</u>	<u>13,542</u>	<u>13,776</u>	<u>14,015</u>	<u>14,259</u>	<u>14,508</u>	<u>14,762</u>	<u>15,280</u>
20	<u>3</u>	<u>12,218</u>	<u>13,001</u>	<u>13,225</u>	<u>13,453</u>	<u>13,686</u>	<u>13,923</u>	<u>14,165</u>	<u>14,412</u>	<u>14,664</u>	<u>14,921</u>	<u>15,183</u>	<u>15,450</u>	<u>15,995</u>
21	<u>4</u>	<u>12,791</u>	<u>13,617</u>	<u>13,853</u>	<u>14,094</u>	<u>14,339</u>	<u>14,589</u>	<u>14,844</u>	<u>15,104</u>	<u>15,370</u>	<u>15,641</u>	<u>15,917</u>	<u>16,199</u>	<u>16,774</u>
22	<u>5</u>	<u>13,423</u>	<u>14,296</u>	<u>14,546</u>	<u>14,801</u>	<u>15,061</u>	<u>15,326</u>	<u>15,596</u>	<u>15,872</u>	<u>16,153</u>	<u>16,440</u>	<u>16,732</u>	<u>17,030</u>	<u>17,638</u>
23	<u>6</u>	<u>14,115</u>	<u>15,040</u>	<u>15,304</u>	<u>15,574</u>	<u>15,849</u>	<u>16,130</u>	<u>16,416</u>	<u>16,708</u>	<u>17,006</u>	<u>17,310</u>	<u>17,620</u>	<u>17,936</u>	<u>18,581</u>
24	<u>7</u>	<u>14,882</u>	<u>15,865</u>	<u>16,146</u>	<u>16,433</u>	<u>16,725</u>	<u>17,023</u>	<u>17,327</u>	<u>17,637</u>	<u>17,953</u>	<u>18,276</u>	<u>18,605</u>	<u>18,941</u>	<u>19,626</u>
25	<u>8</u>	<u>15,709</u>	<u>16,754</u>	<u>17,053</u>	<u>17,358</u>	<u>17,669</u>	<u>17,986</u>	<u>18,309</u>	<u>18,639</u>	<u>18,975</u>	<u>19,318</u>	<u>19,668</u>	<u>20,025</u>	<u>20,753</u>

1	<u>9</u>	<u>16,627</u>	<u>17,742</u>	<u>18,060</u>	<u>18,385</u>	<u>18,716</u>	<u>19,054</u>	<u>19,399</u>	<u>19,751</u>	<u>20,110</u>	<u>20,476</u>	<u>20,849</u>	<u>21,230</u>	<u>22,006</u>
2	<u>10</u>	<u>17,633</u>	<u>18,823</u>	<u>19,163</u>	<u>19,510</u>	<u>19,864</u>	<u>20,225</u>	<u>20,593</u>	<u>20,968</u>	<u>21,351</u>	<u>21,742</u>	<u>22,140</u>	<u>22,546</u>	<u>23,375</u>
3	<u>11</u>	<u>18,732</u>	<u>20,005</u>	<u>20,369</u>	<u>20,740</u>	<u>21,118</u>	<u>21,504</u>	<u>21,898</u>	<u>22,300</u>	<u>22,710</u>	<u>23,128</u>	<u>23,554</u>	<u>23,989</u>	<u>24,876</u>
4	<u>12</u>	<u>19,948</u>	<u>21,313</u>	<u>21,703</u>	<u>22,101</u>	<u>22,507</u>	<u>22,921</u>	<u>23,343</u>	<u>23,773</u>	<u>24,212</u>	<u>24,660</u>	<u>25,119</u>	<u>25,597</u>	<u>26,595</u>
5	<u>13</u>	<u>21,284</u>	<u>22,749</u>	<u>23,168</u>	<u>23,595</u>	<u>24,031</u>	<u>24,475</u>	<u>24,928</u>	<u>25,399</u>	<u>25,889</u>	<u>26,394</u>	<u>26,909</u>	<u>27,433</u>	<u>28,506</u>
6	<u>14</u>	<u>22,960</u>	<u>24,551</u>	<u>25,006</u>	<u>25,481</u>	<u>25,975</u>	<u>26,481</u>	<u>26,998</u>	<u>27,525</u>	<u>28,063</u>	<u>28,611</u>	<u>29,172</u>	<u>29,742</u>	<u>30,908</u>
7	<u>15</u>	<u>24,705</u>	<u>26,484</u>	<u>27,001</u>	<u>27,529</u>	<u>28,066</u>	<u>28,614</u>	<u>29,175</u>	<u>29,745</u>	<u>30,327</u>	<u>30,920</u>	<u>31,527</u>	<u>32,144</u>	<u>33,405</u>
8	<u>16</u>	<u>26,734</u>	<u>28,698</u>	<u>29,260</u>	<u>29,832</u>	<u>30,416</u>	<u>31,012</u>	<u>31,619</u>	<u>32,240</u>	<u>32,872</u>	<u>33,517</u>	<u>34,175</u>	<u>34,846</u>	<u>36,215</u>
9	<u>17</u>	<u>28,963</u>	<u>31,095</u>	<u>31,705</u>	<u>32,327</u>	<u>32,960</u>	<u>33,606</u>	<u>34,266</u>	<u>34,938</u>	<u>35,624</u>	<u>36,324</u>	<u>37,038</u>	<u>37,765</u>	<u>39,252</u>
10	<u>18</u>	<u>31,426</u>	<u>33,743</u>	<u>34,405</u>	<u>35,081</u>	<u>35,771</u>	<u>36,473</u>	<u>37,189</u>	<u>37,921</u>	<u>38,667</u>	<u>39,428</u>	<u>40,204</u>	<u>40,995</u>	<u>42,610</u>
11	<u>19</u>	<u>34,133</u>	<u>36,654</u>	<u>37,375</u>	<u>38,109</u>	<u>38,858</u>	<u>39,623</u>	<u>40,403</u>	<u>41,198</u>	<u>42,009</u>	<u>42,837</u>	<u>43,681</u>	<u>44,542</u>	<u>46,342</u>
12	<u>20</u>	<u>37,088</u>	<u>39,832</u>	<u>40,616</u>	<u>41,415</u>	<u>42,230</u>	<u>43,063</u>	<u>43,911</u>	<u>44,777</u>	<u>45,660</u>	<u>46,560</u>	<u>47,478</u>	<u>47,478</u>	<u>47,478</u>
13	<u>21</u>	<u>40,338</u>	<u>43,328</u>	<u>44,182</u>	<u>45,053</u>	<u>45,942</u>	<u>46,848</u>	<u>47,772</u>	<u>48,715</u>	<u>49,677</u>	<u>50,658</u>	<u>50,658</u>	<u>50,658</u>	<u>50,658</u>
14	<u>22</u>	<u>43,906</u>	<u>47,164</u>	<u>48,094</u>	<u>49,044</u>	<u>50,013</u>	<u>51,000</u>	<u>52,008</u>	<u>53,036</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>	<u>54,083</u>
15	<u>23</u>	<u>47,809</u>	<u>51,361</u>	<u>52,376</u>	<u>53,410</u>	<u>54,467</u>	<u>55,543</u>	<u>56,641</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>	<u>57,761</u>
16	<u>24</u>	<u>52,098</u>	<u>55,971</u>	<u>57,079</u>	<u>58,209</u>	<u>59,360</u>	<u>60,535</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>	<u>61,732</u>
17	<u>25</u>	<u>56,808</u>	<u>61,037</u>	<u>62,245</u>	<u>63,478</u>	<u>64,734</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>	<u>66,015</u>

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

19 Annual Hours -- 2080 Note: Includes Does Not Include Insurance
 20 Pay Matrix -- State Matrix Type -- Annual

21		STEP												
22	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13

1	+	10,932	11,699	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,342
2	2	11,414	12,157	12,369	12,586	12,807	13,032	13,262	13,496	13,735	13,979	14,228	14,482	15,080
3	3	11,938	12,721	12,945	13,173	13,406	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,715
4	4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,089	15,361	15,637	15,919	16,494
5	5	13,143	14,016	14,266	14,521	14,781	15,046	15,316	15,592	15,873	16,160	16,452	16,750	17,358
6	6	13,835	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	7	14,602	15,585	15,866	16,153	16,445	16,743	17,047	17,357	17,673	17,996	18,325	18,661	19,346
8	8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,388	19,745	20,479
9	9	16,347	17,462	17,788	18,105	18,436	18,774	19,119	19,471	19,830	20,196	20,569	20,950	21,726
10	10	17,353	18,548	18,889	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,266	23,095
11	11	18,452	19,725	20,089	20,460	20,838	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,596
12	12	19,660	21,033	21,423	21,821	22,227	22,641	23,063	23,493	23,932	24,380	24,839	25,317	26,315
13	13	21,004	22,469	22,888	23,315	23,751	24,195	24,648	25,119	25,600	26,091	26,629	27,153	28,226
14	14	22,600	24,271	24,726	25,201	25,695	26,201	26,718	27,245	27,783	28,331	28,892	29,462	30,626
15	15	24,425	26,204	26,721	27,249	27,786	28,334	28,895	29,465	30,047	30,640	31,247	31,864	33,125
16	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	35,935
17	17	28,683	30,815	31,425	32,047	32,680	33,326	33,986	34,658	35,344	36,044	36,758	37,485	38,972
18	18	31,146	33,463	34,125	34,801	35,491	36,193	36,909	37,641	38,387	39,148	39,924	40,715	42,390
19	19	33,853	36,374	37,095	37,829	38,578	39,343	40,123	40,918	41,729	42,557	43,401	44,262	46,022
20	20	36,800	39,552	40,336	41,135	41,950	42,783	43,634	44,497	45,380	46,280	47,198	47,198	47,198
21	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	22	43,626	46,884	47,814	48,764	49,733	50,720	51,728	52,756	53,803	53,803	53,803	53,803	53,803
23	23	47,529	51,081	52,096	53,130	54,187	55,263	56,361	57,481	57,481	57,481	57,481	57,481	57,481
24	24	51,810	55,691	56,799	57,929	59,080	60,255	61,452	61,452	61,452	61,452	61,452	61,452	61,452
25	25	56,528	60,757	61,965	63,190	64,454	65,735	65,735	65,735	65,735	65,735	65,735	65,735	65,735

1	<u>1</u>	<u>13,292</u>	<u>13,999</u>	<u>14,201</u>	<u>14,407</u>	<u>14,617</u>	<u>14,831</u>	<u>15,050</u>	<u>15,273</u>	<u>15,500</u>	<u>15,732</u>	<u>15,969</u>	<u>16,210</u>	<u>16,702</u>
2	<u>2</u>	<u>13,774</u>	<u>14,517</u>	<u>14,729</u>	<u>14,946</u>	<u>15,167</u>	<u>15,392</u>	<u>15,622</u>	<u>15,856</u>	<u>16,095</u>	<u>16,339</u>	<u>16,588</u>	<u>16,842</u>	<u>17,360</u>
3	<u>3</u>	<u>14,298</u>	<u>15,081</u>	<u>15,305</u>	<u>15,533</u>	<u>15,766</u>	<u>16,003</u>	<u>16,245</u>	<u>16,492</u>	<u>16,744</u>	<u>17,001</u>	<u>17,263</u>	<u>17,530</u>	<u>18,075</u>
4	<u>4</u>	<u>14,871</u>	<u>15,697</u>	<u>15,933</u>	<u>16,174</u>	<u>16,419</u>	<u>16,669</u>	<u>16,924</u>	<u>17,184</u>	<u>17,450</u>	<u>17,721</u>	<u>17,997</u>	<u>18,279</u>	<u>18,854</u>
5	<u>5</u>	<u>15,503</u>	<u>16,376</u>	<u>16,626</u>	<u>16,881</u>	<u>17,141</u>	<u>17,406</u>	<u>17,676</u>	<u>17,952</u>	<u>18,233</u>	<u>18,520</u>	<u>18,812</u>	<u>19,110</u>	<u>19,718</u>
6	<u>6</u>	<u>16,195</u>	<u>17,120</u>	<u>17,384</u>	<u>17,654</u>	<u>17,929</u>	<u>18,210</u>	<u>18,496</u>	<u>18,788</u>	<u>19,086</u>	<u>19,390</u>	<u>19,700</u>	<u>20,016</u>	<u>20,661</u>
7	<u>7</u>	<u>16,962</u>	<u>17,945</u>	<u>18,226</u>	<u>18,513</u>	<u>18,805</u>	<u>19,103</u>	<u>19,407</u>	<u>19,717</u>	<u>20,033</u>	<u>20,356</u>	<u>20,685</u>	<u>21,021</u>	<u>21,706</u>
8	<u>8</u>	<u>17,789</u>	<u>18,834</u>	<u>19,133</u>	<u>19,438</u>	<u>19,749</u>	<u>20,066</u>	<u>20,389</u>	<u>20,719</u>	<u>21,055</u>	<u>21,398</u>	<u>21,748</u>	<u>22,105</u>	<u>22,833</u>
9	<u>9</u>	<u>18,707</u>	<u>19,822</u>	<u>20,140</u>	<u>20,465</u>	<u>20,796</u>	<u>21,134</u>	<u>21,479</u>	<u>21,831</u>	<u>22,190</u>	<u>22,556</u>	<u>22,929</u>	<u>23,310</u>	<u>24,086</u>
10	<u>10</u>	<u>19,713</u>	<u>20,903</u>	<u>21,243</u>	<u>21,590</u>	<u>21,944</u>	<u>22,305</u>	<u>22,673</u>	<u>23,048</u>	<u>23,431</u>	<u>23,822</u>	<u>24,220</u>	<u>24,626</u>	<u>25,455</u>
11	<u>11</u>	<u>20,812</u>	<u>22,085</u>	<u>22,449</u>	<u>22,820</u>	<u>23,198</u>	<u>23,584</u>	<u>23,978</u>	<u>24,380</u>	<u>24,790</u>	<u>25,208</u>	<u>25,634</u>	<u>26,069</u>	<u>26,956</u>
12	<u>12</u>	<u>22,028</u>	<u>23,393</u>	<u>23,783</u>	<u>24,181</u>	<u>24,587</u>	<u>25,001</u>	<u>25,423</u>	<u>25,853</u>	<u>26,292</u>	<u>26,740</u>	<u>27,199</u>	<u>27,677</u>	<u>28,675</u>
13	<u>13</u>	<u>23,364</u>	<u>24,829</u>	<u>25,248</u>	<u>25,675</u>	<u>26,111</u>	<u>26,555</u>	<u>27,008</u>	<u>27,479</u>	<u>27,969</u>	<u>28,474</u>	<u>28,989</u>	<u>29,513</u>	<u>30,586</u>
14	<u>14</u>	<u>25,040</u>	<u>26,631</u>	<u>27,086</u>	<u>27,561</u>	<u>28,055</u>	<u>28,561</u>	<u>29,078</u>	<u>29,605</u>	<u>30,143</u>	<u>30,691</u>	<u>31,252</u>	<u>31,822</u>	<u>32,986</u>
15	<u>15</u>	<u>26,785</u>	<u>28,564</u>	<u>29,081</u>	<u>29,609</u>	<u>30,146</u>	<u>30,694</u>	<u>31,255</u>	<u>31,825</u>	<u>32,407</u>	<u>33,000</u>	<u>33,607</u>	<u>34,224</u>	<u>35,485</u>
16	<u>16</u>	<u>28,814</u>	<u>30,778</u>	<u>31,340</u>	<u>31,912</u>	<u>32,496</u>	<u>33,092</u>	<u>33,699</u>	<u>34,320</u>	<u>34,952</u>	<u>35,597</u>	<u>36,255</u>	<u>36,926</u>	<u>38,295</u>
17	<u>17</u>	<u>31,043</u>	<u>33,175</u>	<u>33,785</u>	<u>34,407</u>	<u>35,040</u>	<u>35,686</u>	<u>36,346</u>	<u>37,018</u>	<u>37,704</u>	<u>38,404</u>	<u>39,118</u>	<u>39,845</u>	<u>41,332</u>
18	<u>18</u>	<u>33,506</u>	<u>35,823</u>	<u>36,485</u>	<u>37,161</u>	<u>37,851</u>	<u>38,553</u>	<u>39,269</u>	<u>40,001</u>	<u>40,747</u>	<u>41,508</u>	<u>42,284</u>	<u>43,075</u>	<u>44,690</u>
19	<u>19</u>	<u>36,213</u>	<u>38,734</u>	<u>39,455</u>	<u>40,189</u>	<u>40,938</u>	<u>41,703</u>	<u>42,483</u>	<u>43,278</u>	<u>44,089</u>	<u>44,917</u>	<u>45,761</u>	<u>46,622</u>	<u>48,322</u>
20	<u>20</u>	<u>39,168</u>	<u>41,912</u>	<u>42,696</u>	<u>43,495</u>	<u>44,310</u>	<u>45,143</u>	<u>45,991</u>	<u>46,857</u>	<u>47,740</u>	<u>48,640</u>	<u>49,558</u>	<u>49,558</u>	<u>49,558</u>
21	<u>21</u>	<u>42,418</u>	<u>45,408</u>	<u>46,262</u>	<u>47,133</u>	<u>48,022</u>	<u>48,928</u>	<u>49,852</u>	<u>50,795</u>	<u>51,757</u>	<u>52,738</u>	<u>52,738</u>	<u>52,738</u>	<u>52,738</u>
22	<u>22</u>	<u>45,986</u>	<u>49,244</u>	<u>50,174</u>	<u>51,124</u>	<u>52,093</u>	<u>53,080</u>	<u>54,088</u>	<u>55,116</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>	<u>56,163</u>
23	<u>23</u>	<u>49,889</u>	<u>53,441</u>	<u>54,456</u>	<u>55,490</u>	<u>56,547</u>	<u>57,623</u>	<u>58,721</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>	<u>59,841</u>
24	<u>24</u>	<u>54,178</u>	<u>58,051</u>	<u>59,159</u>	<u>60,289</u>	<u>61,440</u>	<u>62,615</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>	<u>63,812</u>
25	<u>25</u>	<u>58,888</u>	<u>63,117</u>	<u>64,325</u>	<u>65,558</u>	<u>66,814</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>	<u>68,095</u>

1 SECTION 4. SECTION 2-18-313, MCA, IS AMENDED TO READ:

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

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

6		Education Level					
7	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
8	1	21,228	21,870	22,529	22,850	23,179	23,852
9	2	21,989	22,699	23,416	23,775	24,104	24,859
10	3	22,738	23,529	24,382	24,786	25,110	25,985
11	4	23,494	24,362	25,286	25,652	26,097	26,949
12	5	24,247	25,206	26,115	26,598	27,084	27,995
13	6	25,016	26,060	27,027	27,548	28,071	29,041
14	7	25,786	26,988	27,994	28,496	29,056	30,089
15	8	26,561	27,760	28,847	29,446	30,045	31,127
16	9	27,385	28,610	29,756	30,392	31,099	32,172
17	10	28,188	29,464	30,664	31,348	32,018	33,210
18	11	28,884	30,286	31,571	32,288	33,005	34,260
19	12	28,884	30,286	31,571	32,288	33,005	34,260
20	13	28,884	30,286	31,571	32,288	33,005	34,260
21	<u>1</u>	<u>25,039</u>	<u>25,756</u>	<u>26,489</u>	<u>26,847</u>	<u>27,208</u>	<u>27,940</u>
22	<u>2</u>	<u>25,879</u>	<u>26,678</u>	<u>27,478</u>	<u>27,876</u>	<u>28,279</u>	<u>29,077</u>
23	<u>3</u>	<u>26,722</u>	<u>27,601</u>	<u>28,466</u>	<u>28,910</u>	<u>29,350</u>	<u>30,214</u>

1	<u>4</u>	<u>27,566</u>	<u>28,532</u>	<u>29,453</u>	<u>29,939</u>	<u>30,423</u>	<u>31,349</u>
2	<u>5</u>	<u>28,404</u>	<u>29,453</u>	<u>30,443</u>	<u>30,968</u>	<u>31,496</u>	<u>32,486</u>
3	<u>6</u>	<u>29,246</u>	<u>30,383</u>	<u>31,435</u>	<u>32,000</u>	<u>32,569</u>	<u>33,623</u>
4	<u>7</u>	<u>30,084</u>	<u>31,305</u>	<u>32,420</u>	<u>33,031</u>	<u>33,640</u>	<u>34,755</u>
5	<u>8</u>	<u>30,929</u>	<u>32,231</u>	<u>33,412</u>	<u>34,063</u>	<u>34,716</u>	<u>35,890</u>
6	<u>9</u>	<u>31,769</u>	<u>33,154</u>	<u>34,401</u>	<u>35,092</u>	<u>35,789</u>	<u>37,049</u>
7	<u>10</u>	<u>32,609</u>	<u>34,082</u>	<u>35,389</u>	<u>36,123</u>	<u>36,875</u>	<u>38,245</u>
8	<u>11</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>
9	<u>12</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>
10	<u>13</u>	<u>33,453</u>	<u>34,977</u>	<u>36,378</u>	<u>37,181</u>	<u>38,001</u>	<u>39,433</u>

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

12 Annual Hours -- 1488 1560 Note: includes Does Not Include Insurance
 13 Term -- Nine Months Matrix Type -- Annual

		Education Level					
STEP		BA	BA+1	BA+2	BA+3	MA	MA+1
16	1	16,451	16,933	17,427	17,668	17,918	18,484
17	2	17,817	17,554	18,892	18,361	18,631	19,168
18	3	17,583	18,176	18,757	19,856	19,352	19,933
19	4	18,151	18,881	19,422	19,749	20,874	20,697
20	5	18,715	19,422	20,087	20,441	20,796	21,463
21	6	19,283	20,047	20,759	21,136	21,518	22,228
22	7	19,846	20,667	21,418	21,829	22,239	22,998

1	8	20,414	21,291	22,086	22,524	22,963	23,754
2	9	20,988	21,813	22,751	23,217	23,685	24,519
3	10	21,546	22,587	23,416	23,918	24,406	25,384
4	11	22,119	23,139	24,079	24,606	25,144	26,085
5	12	22,119	23,139	24,079	24,606	25,144	26,085
6	13	22,119	23,139	24,079	24,606	25,144	26,085
7	<u>1</u>	<u>16,931</u>	<u>17,413</u>	<u>17,907</u>	<u>18,148</u>	<u>18,390</u>	<u>18,884</u>
8	<u>2</u>	<u>17,497</u>	<u>18,034</u>	<u>18,572</u>	<u>18,841</u>	<u>19,111</u>	<u>19,648</u>
9	<u>3</u>	<u>18,063</u>	<u>18,656</u>	<u>19,237</u>	<u>19,536</u>	<u>19,832</u>	<u>20,413</u>
10	<u>4</u>	<u>18,631</u>	<u>19,281</u>	<u>19,902</u>	<u>20,229</u>	<u>20,554</u>	<u>21,177</u>
11	<u>5</u>	<u>19,195</u>	<u>19,902</u>	<u>20,567</u>	<u>20,921</u>	<u>21,276</u>	<u>21,943</u>
12	<u>6</u>	<u>19,763</u>	<u>20,527</u>	<u>21,235</u>	<u>21,616</u>	<u>21,998</u>	<u>22,708</u>
13	<u>7</u>	<u>20,326</u>	<u>21,147</u>	<u>21,898</u>	<u>22,309</u>	<u>22,719</u>	<u>23,470</u>
14	<u>8</u>	<u>20,894</u>	<u>21,771</u>	<u>22,566</u>	<u>23,004</u>	<u>23,443</u>	<u>24,234</u>
15	<u>9</u>	<u>21,460</u>	<u>22,393</u>	<u>23,231</u>	<u>23,697</u>	<u>24,165</u>	<u>25,013</u>
16	<u>10</u>	<u>22,026</u>	<u>23,017</u>	<u>23,896</u>	<u>24,390</u>	<u>24,897</u>	<u>25,818</u>
17	<u>11</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>
18	<u>12</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>
19	<u>13</u>	<u>22,593</u>	<u>23,619</u>	<u>24,562</u>	<u>25,102</u>	<u>25,654</u>	<u>26,618</u>

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

21 Annual Hours -- 2080
 22 Term -- Twelve Months

Note: Includes Does Not Include Insurance
 Matrix Type -- Annual

1		Education Level					
2	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
3	1	22,628	22,676	23,929	23,656	23,978	24,652
4	2	22,783	23,489	24,216	24,575	24,938	25,681
5	3	23,538	24,329	25,111	25,525	25,939	26,754
6	4	24,294	25,172	26,037	26,494	26,950	27,824
7	5	25,054	26,037	26,969	27,464	27,962	28,896
8	6	25,842	26,919	27,904	28,438	28,974	29,968
9	7	26,632	27,782	28,839	29,409	29,983	31,036
10	8	27,426	28,655	29,769	30,388	30,997	32,166
11	9	28,219	29,526	30,781	31,353	32,018	33,177
12	10	29,012	30,402	31,682	32,325	33,019	34,249
13	11	29,807	31,244	32,561	33,296	34,031	35,318
14	12	29,807	31,244	32,561	33,296	34,031	35,318
15	13	29,807	31,244	32,561	33,296	34,031	35,318
16	1	<u>27,119</u>	<u>27,836</u>	<u>28,569</u>	<u>28,927</u>	<u>29,288</u>	<u>30,020</u>
17	2	<u>27,959</u>	<u>28,758</u>	<u>29,558</u>	<u>29,956</u>	<u>30,359</u>	<u>31,157</u>
18	3	<u>28,802</u>	<u>29,681</u>	<u>30,546</u>	<u>30,990</u>	<u>31,430</u>	<u>32,294</u>
19	4	<u>29,646</u>	<u>30,612</u>	<u>31,533</u>	<u>32,019</u>	<u>32,503</u>	<u>33,429</u>
20	5	<u>30,484</u>	<u>31,533</u>	<u>32,523</u>	<u>33,048</u>	<u>33,576</u>	<u>34,566</u>
21	6	<u>31,326</u>	<u>32,463</u>	<u>33,515</u>	<u>34,080</u>	<u>34,649</u>	<u>35,703</u>
22	7	<u>32,164</u>	<u>33,385</u>	<u>34,500</u>	<u>35,111</u>	<u>35,720</u>	<u>36,835</u>
23	8	<u>33,009</u>	<u>34,311</u>	<u>35,492</u>	<u>36,143</u>	<u>36,796</u>	<u>37,970</u>
24	9	<u>33,849</u>	<u>35,234</u>	<u>36,481</u>	<u>37,172</u>	<u>37,869</u>	<u>39,129</u>
25	10	<u>34,689</u>	<u>36,162</u>	<u>37,469</u>	<u>38,203</u>	<u>38,955</u>	<u>40,325</u>

1	<u>11</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>
2	<u>12</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>
3	<u>13</u>	<u>35,533</u>	<u>37,057</u>	<u>38,458</u>	<u>39,261</u>	<u>40,081</u>	<u>41,513</u>

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

5 Annual Hours -- 1488 1560 Note: Includes Does Not Include Insurance
 6 Term -- Nine Months Matrix Type -- Annual

7	Education Level						
8	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
9	1	17,251	17,793	18,227	18,468	18,718	19,284
10	2	17,817	18,354	18,892	19,161	19,431	19,968
11	3	18,383	18,976	19,557	19,856	20,152	20,733
12	4	18,951	19,601	20,222	20,549	20,874	21,497
13	5	19,515	20,222	20,887	21,241	21,596	22,263
14	6	20,083	20,847	21,555	21,936	22,318	23,028
15	7	20,646	21,467	22,218	22,629	23,039	23,798
16	8	21,214	22,091	22,886	23,324	23,763	24,554
17	9	21,788	22,713	23,551	24,017	24,485	25,333
18	10	22,346	23,337	24,216	24,718	25,217	26,138
19	11	22,913	23,939	24,882	25,422	25,974	26,938
20	12	22,913	23,939	24,882	25,422	25,974	26,938
21	13	22,913	23,939	24,882	25,422	25,974	26,938
22	<u>1</u>	<u>18,411</u>	<u>18,893</u>	<u>19,387</u>	<u>19,628</u>	<u>19,870</u>	<u>20,364</u>

1	<u>2</u>	<u>18,977</u>	<u>19,514</u>	<u>20,052</u>	<u>20,321</u>	<u>20,591</u>	<u>21,128</u>
2	<u>3</u>	<u>19,543</u>	<u>20,136</u>	<u>20,717</u>	<u>21,016</u>	<u>21,312</u>	<u>21,893</u>
3	<u>4</u>	<u>20,111</u>	<u>20,761</u>	<u>21,382</u>	<u>21,709</u>	<u>22,034</u>	<u>22,657</u>
4	<u>5</u>	<u>20,675</u>	<u>21,382</u>	<u>22,047</u>	<u>22,401</u>	<u>22,756</u>	<u>23,423</u>
5	<u>6</u>	<u>21,243</u>	<u>22,007</u>	<u>22,715</u>	<u>23,096</u>	<u>23,478</u>	<u>24,188</u>
6	<u>7</u>	<u>21,806</u>	<u>22,627</u>	<u>23,378</u>	<u>23,789</u>	<u>24,199</u>	<u>24,950</u>
7	<u>8</u>	<u>22,374</u>	<u>23,251</u>	<u>24,046</u>	<u>24,484</u>	<u>24,923</u>	<u>25,714</u>
8	<u>9</u>	<u>22,940</u>	<u>23,873</u>	<u>24,711</u>	<u>25,177</u>	<u>25,645</u>	<u>26,493</u>
9	<u>10</u>	<u>23,506</u>	<u>24,497</u>	<u>25,376</u>	<u>25,870</u>	<u>26,377</u>	<u>27,298</u>
10	<u>11</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098</u>
11	<u>12</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098</u>
12	<u>13</u>	<u>24,073</u>	<u>25,099</u>	<u>26,042</u>	<u>26,582</u>	<u>27,134</u>	<u>28,098</u> "

SECTION 5. 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
Pay Matrix -- Retail Clerk

Note: With Without Insurance
Matrix Type -- Hourly

	Grade	\$/Hour
18		
19	-	W/Ins:
20	E1	-8-800
21	E2	-8-840
22	E3	-8-540
23	E4	-8-828

1	E5	-9-118
2	E6	-9-728
3	E7	+8-388
4	E8	+1-198
5	<u>L1</u>	<u>0.000</u>
6	<u>L2</u>	<u>8.560</u>
7	<u>L3</u>	<u>9.060</u>
8	<u>L4</u>	<u>9.340</u>
9	<u>L5</u>	<u>9.630</u>
10	<u>L6</u>	<u>10.240</u>
11	<u>L7</u>	<u>10.900</u>
12	<u>L8</u>	<u>11.650</u>

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

14 Annual Hours -- 2080 Note: With Without Insurance
 15 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

16	Grade	\$/Hour
17	-	Wfins-
18	E1	-8-888
19	E2	-8-425
20	E3	-8-925
21	E4	-9-285
22	E5	-9-495

1	E6	†8-†85
2	E7	†8-765
3	E8	††-5†5
4	<u>L1</u>	<u>0.000</u>
5	<u>L2</u>	<u>9.560</u>
6	<u>L3</u>	<u>10.060</u>
7	<u>L4</u>	<u>10.340</u>
8	<u>L5</u>	<u>10.630</u>
9	<u>L6</u>	<u>11.240</u>
10	<u>L7</u>	<u>11.900</u>
11	<u>L8</u>	<u>12.650"</u>

12 SECTION 6. SECTION 2-18-315, MCA, IS AMENDED TO READ:

13 "2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
 14 year 1998 1992 is as follows:

15	Annual Hours -- 2080	Note: With <u>Without</u> Insurance
16	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
17	Grade	\$/Hour
18	-	W/ins:
19	B†-	-8-5†
20	B2-	-8-9†
21	B3-	-9-9†
22	B4-	-9-7†
23	B5-	†8-††

1	B6-	10.51
2	B7-	10.91
3	B8-	11.31
4	B9-	11.71
5	B10	12.11
6	B11	12.51
7	B12	12.91
8	B00	13.31
9	<u>B1</u>	<u>9.04</u>
10	<u>B2</u>	<u>9.44</u>
11	<u>B3</u>	<u>9.84</u>
12	<u>B4</u>	<u>10.24</u>
13	<u>B5</u>	<u>10.64</u>
14	<u>B6</u>	<u>11.04</u>
15	<u>B7</u>	<u>11.44</u>
16	<u>B8</u>	<u>11.84</u>
17	<u>B9</u>	<u>12.24</u>
18	<u>B10</u>	<u>12.64</u>
19	<u>B11</u>	<u>13.04</u>
20	<u>B12</u>	<u>13.44</u>
21	<u>B00</u>	<u>13.84</u>

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

23 Annual Hours -- 2080

Note: With Without Insurance

1	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
2	Grade	\$/Hour
3	-	W/Inst
4	B1-	8.90
5	B2-	9.00
6	B3-	9.70
7	B4-	10.10
8	B5-	10.50
9	B6-	10.90
10	B7-	11.00
11	B8-	11.70
12	B9-	12.10
13	B10	12.50
14	B11	12.90
15	B12	13.90
16	B00	13.70
17	<u>B1</u>	<u>10.04</u>
18	<u>B2</u>	<u>10.44</u>
19	<u>B3</u>	<u>10.84</u>
20	<u>B4</u>	<u>11.24</u>
21	<u>B5</u>	<u>11.64</u>
22	<u>B6</u>	<u>12.04</u>
23	<u>B7</u>	<u>12.44</u>
24	<u>B8</u>	<u>12.84</u>

1	<u>B9</u>	<u>13.24</u>
2	<u>B10</u>	<u>13.64</u>
3	<u>B11</u>	<u>14.04</u>
4	<u>B12</u>	<u>14.44</u>
5	<u>B00</u>	<u>14.84"</u>

6 Section 7. Section 2-18-703, MCA, is amended to read:

7 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount
8 specified in this section towards the group benefits cost.

9 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
10 for members of the legislature, the employer contribution for group benefits shall be \$+98 ~~\$+88~~ \$170
11 per month for the fiscal year ending June 30, +998 1992, and \$+58 ~~\$238~~ \$195 per month for the fiscal
12 year ending June 30, +99+ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal
13 part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours
14 a week are not eligible for the group benefit contribution. An employee who elects not to be covered
15 by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion
16 of the employer contribution for group benefits may be applied to an employee's costs for
17 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
18 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

24 NEW SECTION. Section 8. Appropriation. There---is---appropriated---a---total---of---\$156,999,898
25 ~~\$+18,986,542~~ to the office of budget program and planning to be distributed as indicated to fund the

1	salary;--benefit;--and--insurance--costs--of--{this--act};		
2		FY-1992--	FY-1993--
3	State-Government	\$47,887,442	\$85,881,592
4	University-System	-7,948,546	-16,749,518
5	<u>STATE-GOVERNMENT</u>		
6	<u>GENERAL-FUND</u>	<u>\$19,822,546</u>	<u>\$25,522,528</u>
7	<u>OTHER-FUNDS</u>	<u>-18,861,847</u>	<u>-35,358,291</u>
8	<u>UNIVERSITY-SYSTEM</u>		
9	<u>GENERAL-FUND</u>	<u>-8,828,119</u>	<u>-17,889,277</u>

10 [NEW LANGUAGE WILL BE DEVELOPED BY THE LEGISLATIVE FISCAL ANALYST TO PROVIDE THE APPROPRIATE
 11 GENERAL FUND AND SPECIAL FUND APPROPRIATIONS AND EXPENDITURE AUTHORITY TO IMPLEMENT THE EFFECTS OF
 12 THESE AMENDMENTS.]

13 NEW-SECTION;--Section-11;--Repeater;--Sections-2-18-201;--2-18-282;--2-18-283;--2-18-285;--2-18-287;
 14 2-18-288;--2-18-289;--2-18-381;--and-2-18-818;--MEA;--are-repeated;

15 NEW SECTION. Section 9. Codification instruction. (1)--{Sections-1-and-2}-are-intended-to-be
 16 codified-as-an-integral-part-of-Title-2;--chapter-18;--part-2;--and-the-provisions-of-Title-2;--chapter
 17 18;--part-2;--apply-to-{sections-1-and-2};

18 (2)--{Section--3} [SECTION 1] is intended to be codified as an integral part of Title 2, chapter
 19 18, part 3, and the provisions of Title 2, chapter 18, part 3, apply to [section 8 1].

20 NEW SECTION. Section 10. Effective date. [This act] is effective on passage and approval.

-End-

MR. PRESIDENT:

We, your committee on Finance and Claims having had under consideration House Bill No. 514 (third reading copy as amended - blue), respectfully report that House Bill No. 514 be amended and as so amended be concurred in:

1. Title, lines 4 through 16.

Strike: the second "AN" on line 4 through "DATE" on line 16
Insert: "AN ACT ADJUSTING THE SALARIES OF STATE EMPLOYEES IN EACH YEAR OF THE BIENNIUM; MANDATING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE"

2. Page 1.

Strike: everything after the enacting clause

Insert:

"NEW SECTION. Section 1. Shift differential and hazardous duty pay negotiated. (1) Each agency shall negotiate with employees for shift differential pay for those employees who are regularly scheduled to work other than the day shift.

(2) Each agency shall negotiate with employees for hazardous duty pay for those employees who work under hazardous conditions.

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 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~~ 1993, the:

(a) 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) 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

(c) 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) 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) 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 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.

(c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal year ~~1989~~ 1991.

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

(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. Each teacher must be placed on the adopted pay schedule according to his educational training and years of experience.~~

(iii) ~~The compensation of each teacher on On the first day of the first pay period in July 1990 is that amount corresponding to his level of academic achievement and the step occupied on June 30, 1990 of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313.~~

(b) (1) 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.

(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, 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, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, 1989.

(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 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 2-18-312, 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:

GRADE	Annual Hours -- 2080												
	Pay Matrix -- State												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,139	10,438	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,808	13,050	13,297
2	10,614	11,057	11,569	11,700	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	13,940
3	11,130	11,921	12,145	12,378	12,600	12,843	13,085	13,337	13,584	13,841	14,103	14,370	14,645
4	11,711	12,537	12,773	13,014	13,250	13,500	13,784	14,024	14,290	14,561	14,837	15,118	15,394
5	12,345	13,218	13,400	13,721	13,901	14,248	14,510	14,792	15,073	15,300	15,602	15,950	16,350
6	13,035	13,900	14,224	14,484	14,709	15,050	15,300	15,626	15,880	16,230	16,540	16,950	17,501
7	13,800	14,705	15,000	15,353	15,645	15,943	16,247	16,557	16,873	17,190	17,525	17,861	18,540
8	14,620	15,674	15,873	16,278	16,500	16,900	17,229	17,569	17,905	18,250	18,580	18,945	19,673
9	15,547	16,601	16,800	17,305	17,500	17,974	18,310	18,671	19,030	19,380	19,709	20,150	20,888
10	16,553	17,743	18,000	18,490	18,784	19,145	19,510	19,880	20,271	20,682	21,060	21,460	22,296
11	17,652	18,925	19,200	19,660	20,030	20,404	20,810	21,200	21,630	22,040	22,474	22,900	23,780
12	18,860	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,130	23,580	24,037	24,503	25,477
13	20,204	21,669	22,088	22,515	22,951	23,395	23,840	24,310	24,780	25,281	25,780	26,295	27,341
14	21,680	23,271	23,920	24,590	24,872	25,300	25,870	26,384	26,900	27,444	27,991	28,547	29,883
15	23,285	25,069	25,873	26,680	26,912	27,447	27,994	28,550	29,118	29,697	30,289	30,891	32,121
16	25,013	27,029	28,077	28,835	29,205	29,780	30,379	30,984	31,601	32,230	32,877	33,527	34,982
17	27,077	29,807	30,468	31,000	31,607	32,317	32,981	33,617	34,260	34,980	35,665	36,375	37,825
18	30,100	32,451	33,097	33,750	34,420	35,114	35,813	36,527	37,255	37,997	38,754	39,520	41,101
19	32,831	35,391	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,140	42,980	44,980
20	35,714	38,391	39,150	39,930	40,731	41,543	42,371	43,210	44,077	44,955	45,851	46,761	48,881
21	38,885	41,802	42,650	43,485	44,350	45,230	46,130	47,050	47,990	48,950	49,950	50,950	53,280
22	42,300	45,544	46,452	47,370	48,304	49,260	50,270	51,270	52,295	53,340	54,400	55,480	58,000
23	46,174	49,630	50,650	51,680	52,660	53,710	54,790	55,880	56,980	58,100	59,240	60,400	63,120
24	50,350	54,137	55,210	56,300	57,443	58,580	59,757	60,975	62,230	63,520	64,840	66,190	69,150
25	54,953	58,970	60,250	61,480	62,760	64,090	65,460	66,880	68,340	69,840	71,380	72,960	75,980
1	12,351	13,127	13,320	13,535	13,745	13,950	14,178	14,401	14,628	14,860	15,097	15,330	15,830
2	12,831	13,645	13,857	14,074	14,295	14,520	14,750	14,984	15,223	15,467	15,718	15,970	16,480
3	13,357	14,209	14,433	14,661	14,894	15,131	15,373	15,620	15,872	16,128	16,381	16,650	17,200
4	13,930	14,825	15,061	15,302	15,547	15,797	16,052	16,312	16,578	16,849	17,125	17,407	17,980
5	14,562	15,504	15,754	16,009	16,269	16,534	16,804	17,080	17,361	17,648	17,940	18,238	18,840
6	15,253	16,248	16,512	16,782	17,057	17,338	17,624	17,916	18,214	18,518	18,828	19,144	19,780
7	16,021	17,073	17,354	17,641	17,933	18,231	18,535	18,845	19,161	19,484	19,813	20,149	20,830

8	18,847	17,962	18,281	18,508	18,877	18,184	19,517	19,847	20,183	20,528	20,876	21,233	21,861
9	17,766	18,950	19,298	18,583	18,824	20,282	20,807	20,859	21,316	21,884	22,067	22,438	23,214
10	18,772	20,031	20,371	20,718	21,072	21,433	21,801	22,178	22,559	22,950	23,348	23,754	24,583
11	19,871	21,213	21,572	21,948	22,328	22,712	23,108	23,508	23,918	24,336	24,762	25,197	26,084
12	21,047	22,521	22,911	23,309	23,715	24,128	24,561	24,981	25,420	25,868	26,327	26,805	27,803
13	22,423	23,957	24,378	24,803	25,239	25,683	26,136	26,607	27,087	27,582	28,112	28,641	29,714
14	24,190	25,857	26,312	26,770	27,250	27,732	28,224	28,736	29,268	29,817	30,377	30,948	32,112
15	26,168	27,984	28,460	28,945	29,501	30,027	30,583	31,121	31,701	32,299	32,909	33,529	34,799
16	28,374	30,350	30,887	31,439	32,012	32,586	33,171	33,780	34,413	35,065	35,736	36,407	37,793
17	30,838	33,003	33,595	34,198	34,814	35,441	36,081	36,748	37,438	38,151	38,879	39,619	41,135
18	33,549	35,821	36,508	37,229	37,983	38,769	39,589	40,417	41,274	42,155	43,061	44,020	45,820
19	36,590	39,180	39,900	40,624	41,383	42,184	43,028	43,907	44,813	45,759	46,742	47,760	49,820
20	39,983	42,839	43,619	44,414	45,228	46,083	46,989	47,923	48,885	49,875	50,884	51,924	54,135
21	43,753	46,893	47,750	48,624	49,516	50,425	51,352	52,318	53,319	54,352	55,425	56,528	58,820
22	47,894	51,421	52,365	53,327	54,309	55,309	56,330	57,381	58,465	59,582	60,731	61,914	64,320
23	52,715	56,529	57,571	58,633	59,717	60,821	61,947	63,118	64,318	65,548	66,811	68,118	70,620
24	58,048	62,284	63,415	64,588	65,796	67,048	68,351	69,718	71,141	72,621	74,158	75,751	78,320
25	63,998	68,610	69,883	71,180	72,504	73,863	75,253	76,683	78,153	79,663	81,213	82,813	85,420

1	13,812	14,875	14,877	15,083	15,283	15,507	15,728	15,948	16,176	16,408	16,645	16,886	17,378
2	14,293	15,193	15,405	15,622	15,843	16,068	16,298	16,532	16,771	17,015	17,264	17,518	18,036
3	14,818	15,757	15,981	16,209	16,442	16,679	16,921	17,168	17,420	17,677	17,939	18,206	18,751
4	15,391	16,373	16,609	16,850	17,095	17,345	17,600	17,860	18,126	18,397	18,673	18,953	19,530
5	16,022	17,052	17,302	17,557	17,817	18,082	18,352	18,628	18,909	19,195	19,488	19,786	20,394
6	16,714	17,796	18,060	18,330	18,605	18,886	19,172	19,464	19,762	20,066	20,376	20,692	21,337
7	17,481	18,621	18,902	19,189	19,481	19,778	20,083	20,393	20,709	21,032	21,361	21,697	22,382
8	18,308	19,510	19,808	20,114	20,425	20,742	21,065	21,395	21,731	22,074	22,424	22,781	23,508
9	19,227	20,498	20,816	21,141	21,472	21,810	22,155	22,507	22,866	23,232	23,605	23,988	24,782
10	20,232	21,579	21,919	22,266	22,620	22,981	23,349	23,724	24,107	24,498	24,896	25,302	26,131
11	21,332	22,781	23,125	23,496	23,874	24,260	24,654	25,056	25,466	25,884	26,310	26,745	27,632
12	22,548	24,099	24,458	24,857	25,263	25,677	26,099	26,529	26,968	27,416	27,875	28,353	29,301
13	23,883	25,505	25,874	26,281	26,707	27,144	27,591	28,048	28,516	29,004	29,503	30,019	31,037
14	25,350	27,005	27,386	27,824	28,279	28,752	29,234	29,726	30,229	30,744	31,271	31,810	32,888
15	27,029	28,832	29,223	29,673	30,142	30,630	31,128	31,637	32,157	32,688	33,231	33,786	34,914
16	28,935	30,804	31,205	31,673	32,160	32,666	33,192	33,729	34,277	34,836	35,407	35,991	37,168
17	32,298	34,551	35,143	35,748	36,367	36,999	37,629	38,269	38,919	39,580	40,251	40,933	42,168
18	35,109	37,576	38,244	38,924	39,616	40,320	41,036	41,764	42,504	43,256	44,020	44,795	46,080
19	38,221	40,978	41,688	42,409	43,148	43,906	44,684	45,482	46,291	47,111	47,942	48,784	50,136
20	41,890	44,770	45,550	46,343	47,151	47,981	48,834	49,709	50,606	51,525	52,466	53,429	54,812
21	45,722	48,987	49,844	50,717	51,606	52,511	53,444	54,407	55,400	56,424	57,479	58,556	60,008
22	50,101	53,896	54,840	55,801	56,781	57,789	58,826	59,893	60,991	62,120	63,280	64,471	66,084
23	55,042	59,099	60,081	61,112	62,186	63,299	64,452	65,645	66,878	68,152	69,467	70,814	72,596
24	60,589	64,973	66,124	67,297	68,495	69,714	70,958	72,251	73,584	74,957	76,371	77,826	79,720
25	66,725	71,572	72,844	74,139	75,464	76,812	78,188	79,594	81,031	82,500	84,000	85,531	88,104

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

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

GRADE	STEP												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,992	11,638	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,342
2	11,414	12,157	12,369	12,586	12,807	13,032	13,262	13,496	13,735	13,979	14,228	14,482	15,000
3	11,958	12,721	12,945	13,173	13,406	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,715
4	12,511	13,307	13,575	13,814	14,058	14,309	14,564	14,824	15,089	15,360	15,637	15,919	16,484
5	13,148	14,018	14,296	14,521	14,751	15,000	15,258	15,526	15,804	16,092	16,390	16,698	17,296
6	13,865	14,780	15,064	15,294	15,529	15,769	16,016	16,269	16,528	16,792	17,061	17,336	17,961
7	14,662	15,605	15,896	16,133	16,375	16,623	16,877	17,137	17,402	17,672	17,948	18,229	18,884
8	15,549	16,524	16,823	17,071	17,324	17,582	17,846	18,116	18,392	18,674	18,961	19,254	19,939
9	16,528	17,537	17,844	18,101	18,363	18,630	18,903	19,181	19,464	19,752	20,046	20,346	21,061
10	17,600	18,643	18,958	19,226	19,498	19,775	20,058	20,346	20,640	20,939	21,244	21,555	22,300
11	18,768	19,845	20,168	20,446	20,729	21,017	21,310	21,608	21,911	22,219	22,532	22,850	23,625
12	20,033	21,143	21,473	21,758	22,048	22,343	22,643	22,948	23,258	23,573	23,893	24,218	25,033
13	21,404	22,549	22,886	23,177	23,473	23,774	24,080	24,391	24,707	25,028	25,354	25,685	26,540
14	22,891	24,071	24,415	24,712	25,014	25,321	25,634	25,952	26,275	26,603	26,936	27,274	28,169
15	24,506	25,721	26,072	26,376	26,685	27,000	27,320	27,645	27,975	28,310	28,650	28,995	29,930
16	26,251	27,501	27,858	28,169	28,485	28,806	29,132	29,463	29,799	30,140	30,486	30,837	31,812
17	28,128	29,414	29,777	30,092	30,412	30,737	31,067	31,402	31,742	32,087	32,437	32,792	33,807
18	30,149	31,471	31,840	32,161	32,487	32,818	33,154	33,495	33,841	34,192	34,548	34,909	35,964
19	32,316	33,673	34,048	34,376	34,709	35,047	35,390	35,738	36,091	36,449	36,812	37,180	38,265
20	34,641	36,043	36,424	36,756	37,093	37,435	37,782	38,134	38,491	38,853	39,220	39,592	40,707
21	37,136	38,573	38,961	39,304	39,652	40,005	40,363	40,726	41,094	41,467	41,845	42,228	43,373
22	39,803	41,273	41,668	42,016	42,369	42,727	43,090	43,458	43,831	44,209	44,592	44,980	46,155
23	42,646	44,151	44,552	44,907	45,267	45,632	46,002	46,377	46,757	47,142	47,532	47,927	49,132
24	45,669	47,201	47,618	48,036	48,459	48,887	49,320	49,758	50,201	50,649	51,102	51,560	52,785
25	48,866	50,423	50,847	51,271	51,705	52,149	52,603	53,067	53,541	54,025	54,519	55,023	56,268

Section 5. 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

STEP	Education Level					
	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	26,988	27,934	28,496	29,056	30,083
8	26,561	27,760	28,647	29,246	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	29,684	31,126	32,501	33,068	34,000	35,312
13	30,508	31,984	33,346	33,968	35,000	36,374
1	23,516	24,175	24,817	25,138	25,461	26,120
2						

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	19,168
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

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	18,427	18,909	19,403	19,644	19,886	20,380
2	18,993	19,530	20,068	20,337	20,607	21,144
3	19,559	20,152	20,733	21,032	21,328	21,909
4	20,127	20,777	21,398	21,725	22,050	22,673
5	20,691	21,398	22,063	22,417	22,772	23,439
6	21,259	22,023	22,731	23,112	23,494	24,204
7	21,822	22,643	23,394	23,805	24,215	24,966
8	22,390	23,267	24,062	24,500	24,939	25,730
9	22,956	23,889	24,727	25,193	25,661	26,509
10	23,522	24,513	25,392	25,886	26,393	27,314
11	24,089	25,115	26,058	26,598	27,150	28,114
12	24,089	25,115	26,058	26,598	27,150	28,114
13	24,089	25,115	26,058	26,598	27,150	28,114

(2) (a) The 12-month pay schedule for teachers for 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	27,702	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	30,482	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

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	25,064	25,723	26,365	26,686	27,009	27,668
2	25,819	26,535	27,252	27,611	27,974	28,717
3	26,574	27,365	28,147	28,561	28,975	29,790
4	27,330	28,208	29,073	29,530	29,986	30,860
5	28,090	29,073	30,005	30,500	30,998	31,932
6	28,878	29,949	30,940	31,474	32,010	33,004
7	29,668	30,818	31,869	32,445	33,019	34,072
8	30,462	31,691	32,805	33,419	34,033	35,142
9	31,255	32,562	33,737	34,389	35,046	36,213
10	32,048	33,438	34,668	35,361	36,055	37,285
11	32,843	34,280	35,597	36,332	37,067	38,354
12	32,843	34,280	35,597	36,332	37,067	38,354
13	32,843	34,280	35,597	36,332	37,067	38,354

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

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	19,663	20,145	20,639	20,880	21,122	21,616
2	20,229	20,766	21,304	21,573	21,843	22,380
3	20,795	21,388	21,969	22,268	22,564	23,145
4	21,363	22,013	22,634	22,961	23,286	23,909
5	21,927	22,634	23,299	23,653	24,008	24,675
6	22,495	23,259	23,967	24,348	24,730	25,440
7	23,058	23,879	24,630	25,041	25,451	26,202
8	23,626	24,503	25,298	25,736	26,175	26,966
9	24,192	25,125	25,963	26,429	26,897	27,745
10	24,758	25,749	26,628	27,122	27,629	28,550
11	25,325	26,351	27,294	27,834	28,386	29,350
12	25,325	26,351	27,294	27,834	28,386	29,350
13	25,325	26,351	27,294	27,834	28,386	29,350

E5	9.495
E6	10.105
E7	10.765
E8	11.515
L1	0.000
L2	9.924
L3	10.428
L4	10.709
L5	11.000
L6	11.613
L7	12.276
L8	13.030

Section 6. 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	Pay Matrix -- Retail Clerk	Note: With Insurance
Grade	\$/Hour	Matrix Type -- Hourly
W/Ins.		
E1	0.000	
E2	0.040	
E3	0.540	
E4	0.020	
E5	9.110	
E6	9.720	
E7	10.300	
E8	11.130	
L1	0.000	
L2	9.178	
L3	9.681	
L4	9.962	
L5	10.253	
L6	10.866	
L7	11.529	
L8	12.283	

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

Annual Hours -- 2080	Pay Matrix -- Retail Clerk	Note: With Insurance
Grade	\$/Hour	Matrix Type -- Hourly
W/Ins.		
E1	0.000	
E2	0.425	
E3	0.925	
E4	9.205	

Section 7. 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	Pay Matrix -- Blue-Collar	Note: With Insurance
Grade	\$/Hour	Matrix Type -- Hourly
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	
B1	9.264	
B2	9.666	
B3	10.068	
B4	10.469	
B5	10.871	
B6	11.273	
B7	11.675	
B8	12.077	
B9	12.479	
B10	12.881	
B11	13.282	
B12	13.684	
B00	14.086	

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

Annual Hours -- 2080	Pay Matrix -- Blue-Collar	Note: With Insurance
Grade	\$/Hour	Matrix Type -- Hourly
	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	10.010	
B2	10.412	
B3	10.815	
B4	11.216	
B5	11.618	
B6	12.020	
B7	12.422	
B8	12.824	
B9	13.226	
B10	13.628	
B11	14.029	
B12	14.431	
B00	14.834	

Section 8. 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~~ \$195 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."

NEW SECTION. Section 9. Appropriation. There is appropriated to the office of budget and program planning \$40,689,000 in general fund money and \$39,739,000 in other funds for the biennium ending June 30, 1993, to be allocated to each branch and agency to implement the provisions effects of [this act] for all classified and exempt employees as follows:

	FY 1992	FY 1993
State Government		
General Fund	\$8,970,000	\$17,669,000
Other Funds	12,094,000	23,683,000
University System		
General Fund	4,763,000	9,287,000
Current Unrestricted	1,343,000	2,619,000

NEW SECTION. Section 10. {standard} Codification instruction. [Section 1] 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 1].

NEW SECTION. Section 11. {standard} Effective date. [This act] is effective on passage and approval."

Signed:

Judy H. Jacobson
Judy H. Jacobson, Chairman

191 4-9-91
[Signature]
Sec. of Senate

#2

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1991
Page 2 of 2

April 10, 1991 12:44 pm
Mr. Chairman: I move to amend House Bill No. 514 (third reading copy -- blue) as follows:

Amend Senate Committee on Finance and Claims amendment dated April 9, 1991, as follows:

1. Amendment No. 2, on page 10, amending 2-18-315, MCA.
Following: "~~13.31~~"

Strike: "B1" through "14.086"

Insert: " B1	9.656
B2	10.058
B3	10.459
B4	10.861
B5	11.263
B6	11.665
B7	12.067
B8	12.469
B9	12.871
B10	13.272
B11	13.674
B12	14.076
B00	14.478"

2. Amendment No. 2, on page 11, amending 2-18-315, MCA.

Following: "~~13.70~~"

Strike: "B1" through "14.834"

Insert: " B1	10.402
B2	10.805
B3	11.206
B4	11.608
B5	12.010
B6	12.412
B7	12.814
B8	13.216
B9	13.618
B10	14.019
B11	14.421
B12	14.824
B00	15.226"

3. Amendment No. 2, on page 12, at "NEW SECTION. Section 9. Appropriation."

Following: "Appropriation." in the catch line

Strike: the remainder of section 9

Insert: "The following money for the indicated fiscal years is appropriated to implement the provisions of [this act]:"

	Fiscal 1992	Fiscal 1993		
	General Fund	Other Funds	General Fund	Other Funds
Legislative Auditor	\$ 69,519	\$ 75,190	\$ 124,924	\$ 136,214
Legislative Fiscal Analyst	43,759		75,420	
Legislative Council	101,935		209,849	
Environmental Quality Council	14,895		26,172	
Consumer Counsel		16,950		26,576
Judiciary	74,766	29,467	151,067	46,723
University System	4,763,000	1,343,000	9,287,000	2,619,000
Office of Budget and Program Planning for Distribution to All Other Agencies	8,665,000	11,972,000	17,082,000	23,473,000"

ADOPT

REJECT

Signed:

Judy H. Jacobson
Senator Jacobson

LB 4/10/91
Amd. /Coord.

SB 4/10 1:30
Sec. of Senate

3

41

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1991 12:59 pm

Mr. Chairman: I move to amend House Bill No. 514 (third reading copy -- blue) as follows:

Amend Senator Jacobson's amendment to Amendment No. 2, on page 12, at section 9 of the Report of the Senate Committee on Finance and Claims dated April 9, 1991, as follows:

Following: "Legislative Council"
Strike: "101,935"
Insert: "135,008"
Strike: "209,849"
Insert: "295,122"

ADOPT

REJECT

Signed: _____
Senator Gage

LB 4/10/91
Amd. Coord.

SB 4-10-91 1:10
Sec. of Senate

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1991 12:27 pm

Mr. Chairman: I move to amend House Bill No. 514 (third reading copy -- blue) as follows:

Amend the Senate Committee on Finance and Claims report dated April 9, 1991, as follows:

1. Amendment No. 1
In the insert following "CONTRIBUTIONS TO GROUP BENEFITS;"
Insert: "SPECIFYING A PAY GRADE FOR MEMBERS OF THE STATE TAX APPEAL BOARD;"
Following: "2-18-315,"
Strike: "AND"
Following: "2-18-703"
Insert: ", AND 15-2-102"

2. Amendment No. 2
In the insert, following section 8, amending 2-18-703
Insert:
"Section 9. Section 15-2-102, HCA, 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 ~~329,002~~ in fiscal year 1990 and ~~329,009~~ in fiscal year 1991 and thereafter equivalent to that of a career executive assignment, grade 20, step 2. The remaining state tax appeal board members shall be paid a salary of ~~320,326~~ in fiscal year 1990 and ~~329,034~~ in fiscal year 1991 and thereafter equivalent to that of a career executive assignment, grade 19, step 2. 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

ADOPT

REJECT

Signed: _____
Senator Waterman

SB 4/10/91 SB 4/10 1:10
Amd Coord Sec. of Sen.

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 11, 1991 11:31 am

Hr. Chairman: I move to amend House Bill No. 514 (reference copy - salmon) as follows:

1. Page 22, line 25.

Strike: "career executive assignment, grade 20, step 2"

Insert: "grade 17, step 4"

2. Page 23, line 2.

Strike: "career executive assignment, grade 19, step 2"

Insert: "grade 17, step 2"

ADOPT

REJECT

Signed:


Senator Van Valkenburg

HOUSE BILL 514 WAS ON THIRD READING IN THE SENATE AND WAS SENT BACK TO SECOND READING FOR THE PURPOSE OF ADDING THIS AMENDMENT. THIS AMENDMENT IS NOT INCORPORATED INTO THE REFERENCE COPY 514/05.

LB 4/11
Amd. Coord.

SB 4/11 12:45
Sec. of Senate

SENATE
HB 514

HOUSE BILL NO. 514
INTRODUCED BY MENAHAN, LYNCH

A BILL FOR AN ACT ENTITLED: "AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY--SCHEDULES--FOR--STATE EMPLOYEES AND PROVIDING AN ACROSS-THE-BOARD FLAT-\$1-AN-HOUR PAY-INCREASE-TO ALL-STATE EMPLOYEES AND PROVIDING AN ACROSS-THE-BOARD FLAT-\$1-AN-HOUR-PAY-INCREASE-TO-ALL-STATE-EMPLOYEES ON--THE--STATEWIDE PAY-PLAN FOR-EACH-YEAR-OF-THE-BIENNIUM; PROVIDING FOR THAT SHIFT-DIFFERENTIAL-PAY-AND-HAZARDOUS-DUTY PAY--FOR--STATE-EMPLOYEES MAY-BE-NEGOTIATED-BY-AGENCY; REPEALING-THE-STATEWIDE-CLASSIFICATION-SYSTEM AND-MANDATING-THAT-ALL-POSITION-CLASSIFICATIONS-BE-NEGOTIATED; PROVIDING-THAT-AGENCIES-MAY-NEGOTIATE SEPARATE-PAY-PLANS; PROVIDING-INCREASES-TO-EMPLOYER-CONTRIBUTIONS-TO-GROUP-BENEFITS; REPEALING--THE TEACHERS--PAY--SCHEDULES--AND--PROVIDING--THAT--THE-DEPARTMENT-OF-INSTITUTIONS-AND-THE-DEPARTMENT-OF FAMILY-SERVICES-ADOPT-PAY-SCHEDULES-FOR-THEIR-TEACHERS-THAT--ARE--EQUAL--TO--THE--PAY--SCHEDULES--OF TEACHERS--IN--LOCAL--SCHOOL--DISTRICTS; PROVIDING--AN--APPROPRIATION;--AMENDING--SECTIONS 2-18-104, 2-18-204; 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; REPEALING--SECTIONS--2-18-201;--2-18-202;--2-18-203;--2-18-205;--2-18-207;--2-18-208; 2-18-209;--2-18-301;--AND-2-18-313;--MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE AN ACT ADJUSTING THE SALARIES OF STATE EMPLOYEES IN EACH YEAR OF THE BIENNIUM; MANDATING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; SPECIFYING A PAY GRADE FOR MEMBERS OF THE STATE TAX APPEAL BOARD; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, AND 15-2-102, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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

(Refer to Third Reading Copy As Amended)

Strike everything after the enacting clause and insert:

REFERENCE BILL
AS AMENDED

1 NEW SECTION. Section 1. **Shift differential and hazardous duty pay negotiated.** (1) Each agency
 2 shall negotiate with employees for shift differential pay for those employees who are regularly
 3 scheduled to work other than the day shift.

4 (2) Each agency shall negotiate with employees for hazardous duty pay for those employees who
 5 work under hazardous conditions.

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

7 "2-18-301. **Purpose and intent of part -- rules.** (1) The purpose of this part is to provide the
 8 compensation necessary to attract and retain competent and qualified employees in order to perform
 9 the services the state is required to provide to its citizens.

10 (2) It is the intent of the legislature that, for the biennium ending June 30, ~~1991~~ 1993, the:

11 (a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems
 12 established through collective bargaining after the adjournment of the ~~51st~~ 52nd legislature;

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

15 (c) total funds required to implement the pay schedules provided for in 2-18-312 through
 16 2-18-315 for any employee group or bargaining unit may not be increased through collective
 17 bargaining over the amount appropriated by the ~~51st~~ 52nd legislature.

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

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

22 Section 3. Section 2-18-303, MCA, is amended to read:

23 "2-18-303. **Procedures for utilizing pay schedules.** (1) The pay schedules provided in 2-18-312
 24 must be implemented as follows:

25 (a) The pay schedules provided in 2-18-312 indicate the annual compensation for the fiscal

1 years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for each grade and step for positions
 2 classified under the provisions of part 2 of this chapter.

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

6 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal
 7 year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal
 8 year ~~1989~~ 1991.

9 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
 10 ~~1991~~ 1993 is that amount corresponding to the grade and step occupied on the last day of fiscal year
 11 ~~1990~~ 1992.

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

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

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

19 ~~(ii) On the first day of the first pay period in July 1989, each teacher shall advance three~~
 20 ~~steps on the appropriate pay schedule for fiscal year 1990 from the step that he occupied on June~~
 21 ~~30, 1989~~ Each teacher must be placed on the adopted pay schedule according to his educational
 22 training and years of experience.

23 ~~(iii) The compensation of each teacher on~~ On the first day of the first pay period in July 1990
 24 ~~is that amount corresponding to his level of academic achievement and the step occupied on June 30,~~
 25 ~~1990~~ of each fiscal year, each teacher shall advance one step on the appropriate pay schedule

1 adopted in 2-18-313.

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

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

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

12 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
13 ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the
14 preceding fiscal year.

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

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

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

25 (b) Methods of administration not inconsistent with the purpose of this part and necessary to

1 properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in
2 collective bargaining agreements.

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

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

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

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

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

25 "2-18-312. **Statewide pay schedules for fiscal years 1990 1992 and 1991 1993.** (1) The statewide

1 classification pay schedule for fiscal year 1998 1992 is as follows:

2 Annual Hours -- 2080 Note: Includes Insurance
3 Pay Matrix -- State Matrix Type -- Annual

GRADE	STEP												
	1	2	3	4	5	6	7	8	9	10	11	12	13
4													
5	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,294
6	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	13,939
7	11,130	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,641
8	11,671	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,404
9	12,234	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,253
10	12,819	13,968	14,224	14,484	14,749	15,020	15,296	15,578	15,866	16,160	16,460	16,766	17,077
11	13,426	14,785	15,046	15,313	15,585	15,863	16,147	16,437	16,733	17,035	17,343	17,657	17,976
12	14,055	15,674	15,941	16,214	16,492	16,776	17,066	17,362	17,664	17,972	18,286	18,606	18,931
13	14,706	16,585	16,858	17,137	17,421	17,711	18,007	18,309	18,617	18,931	19,251	19,576	19,906
14	15,379	17,528	17,807	18,092	18,383	18,680	18,983	19,292	19,607	19,928	20,255	20,588	20,926
15	16,074	18,483	18,768	19,059	19,356	19,659	19,968	20,283	20,604	20,931	21,264	21,603	21,947
16	16,791	19,560	19,851	20,148	20,451	20,760	21,075	21,396	21,723	22,056	22,395	22,740	23,090
17	17,530	20,559	20,856	21,159	21,468	21,783	22,104	22,431	22,764	23,103	23,448	23,799	24,155
18	18,291	21,678	21,981	22,290	22,605	22,926	23,253	23,586	23,925	24,270	24,621	24,978	25,340
19	19,074	22,923	23,232	23,547	23,868	24,195	24,528	24,867	25,212	25,563	25,920	26,283	26,651
20	19,879	24,302	24,617	24,938	25,265	25,598	25,937	26,282	26,633	26,990	27,353	27,722	28,096
21	20,706	25,821	26,142	26,469	26,802	27,141	27,486	27,837	28,194	28,557	28,926	29,301	29,681
22	21,555	27,492	27,821	28,156	28,497	28,844	29,197	29,556	29,921	30,292	30,669	31,052	31,441
23	22,426	29,325	29,661	30,003	30,351	30,705	31,065	31,431	31,803	32,181	32,565	32,955	33,351

1	+9	32,83+	35,29+	35,994	36,718	37,44+	38,187	38,948	39,724	40,515	41,323	42,146	42,986	42,986
2	20	35,714	38,39+	39,156	39,986	40,73+	41,543	42,37+	43,216	44,077	44,955	45,85+	45,85+	45,85+
3	21	38,885	41,802	42,635	43,485	44,352	45,236	46,138	47,058	47,996	48,953	48,953	48,953	48,953
4	22	42,366	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	52,295	52,295	52,295	52,295
5	23	46,174	49,639	50,629	51,638	52,669	53,719	54,790	55,883	55,883	55,883	55,883	55,883	55,883
6	24	50,358	54,137	55,218	56,328	57,449	58,589	59,757	59,757	59,757	59,757	59,757	59,757	59,757
7	25	54,953	59,879	60,258	61,468	62,686	63,936	63,936	63,936	63,936	63,936	63,936	63,936	63,936
8	<u>1</u>	<u>12,351</u>	<u>13,127</u>	<u>13,329</u>	<u>13,535</u>	<u>13,745</u>	<u>13,959</u>	<u>14,178</u>	<u>14,401</u>	<u>14,628</u>	<u>14,860</u>	<u>15,097</u>	<u>15,338</u>	<u>15,830</u>
9	<u>2</u>	<u>12,833</u>	<u>13,645</u>	<u>13,857</u>	<u>14,074</u>	<u>14,295</u>	<u>14,520</u>	<u>14,750</u>	<u>14,984</u>	<u>15,223</u>	<u>15,467</u>	<u>15,716</u>	<u>15,970</u>	<u>16,488</u>
10	<u>3</u>	<u>13,357</u>	<u>14,209</u>	<u>14,433</u>	<u>14,661</u>	<u>14,894</u>	<u>15,131</u>	<u>15,373</u>	<u>15,620</u>	<u>15,872</u>	<u>16,129</u>	<u>16,391</u>	<u>16,658</u>	<u>17,203</u>
11	<u>4</u>	<u>13,930</u>	<u>14,825</u>	<u>15,061</u>	<u>15,302</u>	<u>15,547</u>	<u>15,797</u>	<u>16,052</u>	<u>16,312</u>	<u>16,578</u>	<u>16,849</u>	<u>17,125</u>	<u>17,407</u>	<u>17,982</u>
12	<u>5</u>	<u>14,562</u>	<u>15,504</u>	<u>15,754</u>	<u>16,009</u>	<u>16,269</u>	<u>16,534</u>	<u>16,804</u>	<u>17,080</u>	<u>17,361</u>	<u>17,648</u>	<u>17,940</u>	<u>18,238</u>	<u>18,846</u>
13	<u>6</u>	<u>15,253</u>	<u>16,248</u>	<u>16,512</u>	<u>16,782</u>	<u>17,057</u>	<u>17,338</u>	<u>17,624</u>	<u>17,916</u>	<u>18,214</u>	<u>18,518</u>	<u>18,828</u>	<u>19,144</u>	<u>19,789</u>
14	<u>7</u>	<u>16,021</u>	<u>17,073</u>	<u>17,354</u>	<u>17,641</u>	<u>17,933</u>	<u>18,231</u>	<u>18,535</u>	<u>18,845</u>	<u>19,161</u>	<u>19,484</u>	<u>19,813</u>	<u>20,149</u>	<u>20,834</u>
15	<u>8</u>	<u>16,847</u>	<u>17,962</u>	<u>18,261</u>	<u>18,566</u>	<u>18,877</u>	<u>19,194</u>	<u>19,517</u>	<u>19,847</u>	<u>20,183</u>	<u>20,526</u>	<u>20,876</u>	<u>21,233</u>	<u>21,961</u>
16	<u>9</u>	<u>17,766</u>	<u>18,950</u>	<u>19,268</u>	<u>19,593</u>	<u>19,924</u>	<u>20,262</u>	<u>20,607</u>	<u>20,959</u>	<u>21,318</u>	<u>21,684</u>	<u>22,057</u>	<u>22,438</u>	<u>23,214</u>
17	<u>10</u>	<u>18,772</u>	<u>20,031</u>	<u>20,371</u>	<u>20,718</u>	<u>21,072</u>	<u>21,433</u>	<u>21,801</u>	<u>22,176</u>	<u>22,559</u>	<u>22,950</u>	<u>23,348</u>	<u>23,754</u>	<u>24,583</u>
18	<u>11</u>	<u>19,871</u>	<u>21,213</u>	<u>21,577</u>	<u>21,948</u>	<u>22,326</u>	<u>22,712</u>	<u>23,106</u>	<u>23,508</u>	<u>23,918</u>	<u>24,336</u>	<u>24,762</u>	<u>25,197</u>	<u>26,084</u>
19	<u>12</u>	<u>21,087</u>	<u>22,521</u>	<u>22,911</u>	<u>23,309</u>	<u>23,715</u>	<u>24,129</u>	<u>24,551</u>	<u>24,981</u>	<u>25,420</u>	<u>25,868</u>	<u>26,327</u>	<u>26,805</u>	<u>27,803</u>
20	<u>13</u>	<u>22,423</u>	<u>23,957</u>	<u>24,376</u>	<u>24,803</u>	<u>25,239</u>	<u>25,683</u>	<u>26,136</u>	<u>26,607</u>	<u>27,097</u>	<u>27,602</u>	<u>28,117</u>	<u>28,641</u>	<u>29,714</u>
21	<u>14</u>	<u>24,190</u>	<u>25,857</u>	<u>26,312</u>	<u>26,776</u>	<u>27,250</u>	<u>27,732</u>	<u>28,224</u>	<u>28,736</u>	<u>29,268</u>	<u>29,817</u>	<u>30,377</u>	<u>30,946</u>	<u>32,112</u>
22	<u>15</u>	<u>26,168</u>	<u>27,984</u>	<u>28,480</u>	<u>28,985</u>	<u>29,501</u>	<u>30,027</u>	<u>30,563</u>	<u>31,121</u>	<u>31,701</u>	<u>32,299</u>	<u>32,909</u>	<u>33,529</u>	<u>34,799</u>
23	<u>16</u>	<u>28,374</u>	<u>30,356</u>	<u>30,897</u>	<u>31,449</u>	<u>32,012</u>	<u>32,586</u>	<u>33,171</u>	<u>33,780</u>	<u>34,413</u>	<u>35,065</u>	<u>35,730</u>	<u>36,407</u>	<u>37,793</u>
24	<u>17</u>	<u>30,836</u>	<u>33,003</u>	<u>33,595</u>	<u>34,198</u>	<u>34,814</u>	<u>35,441</u>	<u>36,081</u>	<u>36,746</u>	<u>37,438</u>	<u>38,151</u>	<u>38,879</u>	<u>39,619</u>	<u>41,135</u>
25	<u>18</u>	<u>33,549</u>	<u>35,921</u>	<u>36,569</u>	<u>37,229</u>	<u>37,903</u>	<u>38,589</u>	<u>39,289</u>	<u>40,017</u>	<u>40,774</u>	<u>41,555</u>	<u>42,351</u>	<u>43,161</u>	<u>44,820</u>

1	<u>19</u>	<u>36,590</u>	<u>39,190</u>	<u>39,900</u>	<u>40,624</u>	<u>41,363</u>	<u>42,116</u>	<u>42,884</u>	<u>43,682</u>	<u>44,513</u>	<u>45,369</u>	<u>46,242</u>	<u>47,130</u>	<u>47,130</u>
2	<u>20</u>	<u>39,983</u>	<u>42,839</u>	<u>43,619</u>	<u>44,414</u>	<u>45,226</u>	<u>46,053</u>	<u>46,896</u>	<u>47,773</u>	<u>48,685</u>	<u>49,625</u>	<u>50,584</u>	<u>50,584</u>	<u>50,584</u>
3	<u>21</u>	<u>43,753</u>	<u>46,893</u>	<u>47,750</u>	<u>48,624</u>	<u>49,516</u>	<u>50,425</u>	<u>51,352</u>	<u>52,316</u>	<u>53,319</u>	<u>54,352</u>	<u>54,352</u>	<u>54,352</u>	<u>54,352</u>
4	<u>22</u>	<u>47,964</u>	<u>51,421</u>	<u>52,365</u>	<u>53,327</u>	<u>54,309</u>	<u>55,309</u>	<u>56,330</u>	<u>57,391</u>	<u>58,495</u>	<u>58,495</u>	<u>58,495</u>	<u>58,495</u>	<u>58,495</u>
5	<u>23</u>	<u>52,715</u>	<u>56,529</u>	<u>57,571</u>	<u>58,633</u>	<u>59,717</u>	<u>60,821</u>	<u>61,947</u>	<u>63,118</u>	<u>63,118</u>	<u>63,118</u>	<u>63,118</u>	<u>63,118</u>	<u>63,118</u>
6	<u>24</u>	<u>58,048</u>	<u>62,264</u>	<u>63,415</u>	<u>64,588</u>	<u>65,786</u>	<u>67,006</u>	<u>68,251</u>	<u>68,251</u>	<u>68,251</u>	<u>68,251</u>	<u>68,251</u>	<u>68,251</u>	<u>68,251</u>
7	<u>25</u>	<u>63,950</u>	<u>68,610</u>	<u>69,883</u>	<u>71,180</u>	<u>72,504</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>	<u>73,853</u>

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

9	Annual Hours -- 2080													Note: Includes Insurance
10	Pay Matrix -- State													Matrix Type -- Annual
11	STEP													
12	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
13	1	10,932	11,639	11,841	12,047	12,257	12,471	12,688	12,913	13,140	13,372	13,609	13,850	14,094
14	2	11,414	12,157	12,369	12,586	12,807	13,032	13,262	13,496	13,735	13,979	14,228	14,482	14,740
15	3	11,938	12,721	12,945	13,173	13,406	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,441
16	4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,089	15,361	15,637	15,919	16,204
17	5	13,143	14,016	14,266	14,521	14,781	15,046	15,316	15,592	15,873	16,160	16,452	16,750	17,052
18	6	13,835	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,030	17,340	17,656	17,977
19	7	14,602	15,585	15,866	16,153	16,445	16,743	17,047	17,357	17,673	17,996	18,325	18,661	19,002
20	8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,388	19,745	20,107
21	9	16,317	17,422	17,738	18,055	18,376	18,704	19,039	19,381	19,730	20,086	20,449	20,819	21,194
22	10	17,263	18,428	18,759	19,096	19,439	19,789	20,146	20,510	20,871	21,239	21,614	21,996	22,383

1	11	18,452	19,725	20,089	20,468	20,838	21,224	21,618	22,020	22,438	22,848	23,274	23,709	24,596
2	12	19,668	21,033	21,423	21,821	22,227	22,641	23,063	23,493	23,932	24,388	24,839	25,317	26,315
3	13	21,084	22,469	22,888	23,315	23,751	24,195	24,648	25,119	25,609	26,114	26,629	27,153	28,226
4	14	22,688	24,271	24,726	25,201	25,695	26,201	26,718	27,245	27,783	28,331	28,892	29,462	30,626
5	15	24,425	26,204	26,721	27,249	27,786	28,334	28,895	29,465	30,047	30,640	31,247	31,864	33,125
6	16	26,454	28,418	28,988	29,552	30,136	30,732	31,339	31,968	32,592	33,237	33,895	34,566	35,935
7	17	28,683	30,815	31,425	32,047	32,688	33,326	33,986	34,658	35,344	36,044	36,758	37,485	38,972
8	18	31,146	33,463	34,125	34,801	35,491	36,193	36,909	37,641	38,387	39,148	39,924	40,715	42,338
9	19	33,853	36,374	37,095	37,829	38,578	39,343	40,123	40,918	41,729	42,557	43,401	44,262	44,262
10	20	36,888	39,552	40,336	41,135	41,958	42,783	43,631	44,497	45,388	46,286	47,198	47,198	47,198
11	21	40,058	43,048	43,982	44,973	45,662	46,568	47,492	48,435	49,397	50,378	50,378	50,378	50,378
12	22	43,626	46,884	47,814	48,764	49,733	50,728	51,728	52,756	53,803	53,803	53,803	53,803	53,803
13	23	47,529	51,081	52,096	53,138	54,187	55,268	56,361	57,481	57,481	57,481	57,481	57,481	57,481
14	24	51,818	55,691	56,799	57,929	59,088	60,255	61,452	61,452	61,452	61,452	61,452	61,452	61,452
15	25	56,528	60,757	61,965	63,198	64,454	65,735	65,735	65,735	65,735	65,735	65,735	65,735	65,735
16	<u>1</u>	<u>13,812</u>	<u>14,675</u>	<u>14,877</u>	<u>15,083</u>	<u>15,293</u>	<u>15,507</u>	<u>15,726</u>	<u>15,949</u>	<u>16,176</u>	<u>16,408</u>	<u>16,645</u>	<u>16,886</u>	<u>17,378</u>
17	<u>2</u>	<u>14,293</u>	<u>15,193</u>	<u>15,405</u>	<u>15,622</u>	<u>15,843</u>	<u>16,068</u>	<u>16,298</u>	<u>16,532</u>	<u>16,771</u>	<u>17,015</u>	<u>17,264</u>	<u>17,518</u>	<u>18,036</u>
18	<u>3</u>	<u>14,818</u>	<u>15,757</u>	<u>15,981</u>	<u>16,209</u>	<u>16,442</u>	<u>16,679</u>	<u>16,921</u>	<u>17,168</u>	<u>17,420</u>	<u>17,677</u>	<u>17,939</u>	<u>18,206</u>	<u>18,751</u>
19	<u>4</u>	<u>15,391</u>	<u>16,373</u>	<u>16,609</u>	<u>16,850</u>	<u>17,095</u>	<u>17,345</u>	<u>17,600</u>	<u>17,860</u>	<u>18,126</u>	<u>18,397</u>	<u>18,673</u>	<u>18,955</u>	<u>19,530</u>
20	<u>5</u>	<u>16,022</u>	<u>17,052</u>	<u>17,302</u>	<u>17,557</u>	<u>17,817</u>	<u>18,082</u>	<u>18,352</u>	<u>18,628</u>	<u>18,909</u>	<u>19,196</u>	<u>19,488</u>	<u>19,786</u>	<u>20,394</u>
21	<u>6</u>	<u>16,714</u>	<u>17,796</u>	<u>18,060</u>	<u>18,330</u>	<u>18,605</u>	<u>18,886</u>	<u>19,172</u>	<u>19,464</u>	<u>19,762</u>	<u>20,066</u>	<u>20,376</u>	<u>20,692</u>	<u>21,337</u>
22	<u>7</u>	<u>17,481</u>	<u>18,621</u>	<u>18,902</u>	<u>19,189</u>	<u>19,481</u>	<u>19,779</u>	<u>20,083</u>	<u>20,393</u>	<u>20,709</u>	<u>21,032</u>	<u>21,361</u>	<u>21,697</u>	<u>22,382</u>
23	<u>8</u>	<u>18,308</u>	<u>19,510</u>	<u>19,809</u>	<u>20,114</u>	<u>20,425</u>	<u>20,742</u>	<u>21,065</u>	<u>21,395</u>	<u>21,731</u>	<u>22,074</u>	<u>22,424</u>	<u>22,781</u>	<u>23,509</u>
24	<u>9</u>	<u>19,227</u>	<u>20,498</u>	<u>20,816</u>	<u>21,141</u>	<u>21,472</u>	<u>21,810</u>	<u>22,155</u>	<u>22,507</u>	<u>22,866</u>	<u>23,232</u>	<u>23,605</u>	<u>23,986</u>	<u>24,762</u>
25	<u>10</u>	<u>20,232</u>	<u>21,579</u>	<u>21,919</u>	<u>22,266</u>	<u>22,620</u>	<u>22,981</u>	<u>23,349</u>	<u>23,724</u>	<u>24,107</u>	<u>24,498</u>	<u>24,896</u>	<u>25,302</u>	<u>26,131</u>

1	<u>11</u>	<u>21,332</u>	<u>22,761</u>	<u>23,125</u>	<u>23,496</u>	<u>23,874</u>	<u>24,260</u>	<u>24,654</u>	<u>25,056</u>	<u>25,466</u>	<u>25,884</u>	<u>26,310</u>	<u>26,745</u>	<u>27,632</u>
2	<u>12</u>	<u>22,548</u>	<u>24,069</u>	<u>24,459</u>	<u>24,857</u>	<u>25,263</u>	<u>25,677</u>	<u>26,099</u>	<u>26,529</u>	<u>26,968</u>	<u>27,416</u>	<u>27,875</u>	<u>28,353</u>	<u>29,351</u>
3	<u>13</u>	<u>23,883</u>	<u>25,505</u>	<u>25,924</u>	<u>26,351</u>	<u>26,787</u>	<u>27,231</u>	<u>27,684</u>	<u>28,155</u>	<u>28,645</u>	<u>29,150</u>	<u>29,665</u>	<u>30,189</u>	<u>31,262</u>
4	<u>14</u>	<u>25,650</u>	<u>27,405</u>	<u>27,860</u>	<u>28,324</u>	<u>28,798</u>	<u>29,280</u>	<u>29,772</u>	<u>30,284</u>	<u>30,816</u>	<u>31,365</u>	<u>31,925</u>	<u>32,494</u>	<u>33,660</u>
5	<u>15</u>	<u>27,629</u>	<u>29,532</u>	<u>30,028</u>	<u>30,533</u>	<u>31,049</u>	<u>31,575</u>	<u>32,111</u>	<u>32,669</u>	<u>33,249</u>	<u>33,847</u>	<u>34,457</u>	<u>35,077</u>	<u>36,347</u>
6	<u>16</u>	<u>29,835</u>	<u>31,904</u>	<u>32,445</u>	<u>32,997</u>	<u>33,560</u>	<u>34,134</u>	<u>34,719</u>	<u>35,328</u>	<u>35,961</u>	<u>36,613</u>	<u>37,278</u>	<u>37,955</u>	<u>39,341</u>
7	<u>17</u>	<u>32,296</u>	<u>34,551</u>	<u>35,143</u>	<u>35,746</u>	<u>36,362</u>	<u>36,989</u>	<u>37,629</u>	<u>38,294</u>	<u>38,986</u>	<u>39,699</u>	<u>40,427</u>	<u>41,167</u>	<u>42,683</u>
8	<u>18</u>	<u>35,109</u>	<u>37,576</u>	<u>38,224</u>	<u>38,884</u>	<u>39,558</u>	<u>40,244</u>	<u>40,944</u>	<u>41,671</u>	<u>42,428</u>	<u>43,208</u>	<u>44,004</u>	<u>44,813</u>	<u>46,471</u>
9	<u>19</u>	<u>38,271</u>	<u>40,976</u>	<u>41,686</u>	<u>42,409</u>	<u>43,148</u>	<u>43,900</u>	<u>44,668</u>	<u>45,466</u>	<u>46,296</u>	<u>47,151</u>	<u>48,024</u>	<u>48,912</u>	<u>50,730</u>
10	<u>20</u>	<u>41,800</u>	<u>44,770</u>	<u>45,550</u>	<u>46,344</u>	<u>47,155</u>	<u>47,981</u>	<u>48,824</u>	<u>49,700</u>	<u>50,612</u>	<u>51,551</u>	<u>52,510</u>	<u>53,485</u>	<u>53,485</u>
11	<u>21</u>	<u>45,722</u>	<u>48,987</u>	<u>49,844</u>	<u>50,717</u>	<u>51,609</u>	<u>52,517</u>	<u>53,444</u>	<u>54,407</u>	<u>55,409</u>	<u>56,442</u>	<u>57,496</u>	<u>57,496</u>	<u>57,496</u>
12	<u>22</u>	<u>50,101</u>	<u>53,696</u>	<u>54,640</u>	<u>55,601</u>	<u>56,583</u>	<u>57,583</u>	<u>58,603</u>	<u>59,663</u>	<u>60,766</u>	<u>61,903</u>	<u>61,903</u>	<u>61,903</u>	<u>61,903</u>
13	<u>23</u>	<u>55,042</u>	<u>59,009</u>	<u>60,051</u>	<u>61,112</u>	<u>62,196</u>	<u>63,299</u>	<u>64,425</u>	<u>65,595</u>	<u>66,812</u>	<u>66,812</u>	<u>66,812</u>	<u>66,812</u>	<u>66,812</u>
14	<u>24</u>	<u>60,589</u>	<u>64,973</u>	<u>66,124</u>	<u>67,297</u>	<u>68,495</u>	<u>69,714</u>	<u>70,958</u>	<u>72,251</u>	<u>72,251</u>	<u>72,251</u>	<u>72,251</u>	<u>72,251</u>	<u>72,251</u>
15	<u>25</u>	<u>66,726</u>	<u>71,572</u>	<u>72,844</u>	<u>74,140</u>	<u>75,464</u>	<u>76,812</u>	<u>78,188</u>	<u>78,188</u>	<u>78,188</u>	<u>78,188</u>	<u>78,188</u>	<u>78,188</u>	<u>78,188</u>

16 Section 5. Section 2-18-313, MCA, is amended to read:
 17 "2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal
 18 year ~~1990~~ 1992 is as follows:

19	Annual Hours --	2080	Note: Includes Insurance				
20	Term --	Twelve Months	Matrix Type -- Annual				
21			Education Level				
22	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
23	+	<u>21,228</u>	<u>21,878</u>	<u>22,529</u>	<u>22,858</u>	<u>23,173</u>	<u>23,832</u>

1	2	21,983	22,699	23,416	23,775	24,134	24,859
2	3	22,738	23,529	24,302	24,766	25,110	25,965
3	4	23,494	24,362	25,206	25,652	26,097	26,949
4	5	24,247	25,206	26,115	26,598	27,084	27,995
5	6	25,016	26,068	27,027	27,548	28,071	29,041
6	7	25,786	26,988	27,934	28,496	29,056	30,083
7	8	26,561	27,760	28,847	29,446	30,045	31,127
8	9	27,335	28,618	29,756	30,392	31,033	32,172
9	10	28,108	29,464	30,664	31,348	32,018	33,218
10	11	28,884	30,286	31,571	32,288	33,005	34,268
11	12	28,884	30,286	31,571	32,288	33,005	34,268
12	13	28,884	30,286	31,571	32,288	33,005	34,268
13	<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>
14	<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>
15	<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>
16	<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>
17	<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>
18	<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>
19	<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>
20	<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>
21	<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>
22	<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>
23	<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>
24	<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>
25	<u>13</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>

1 (b) The 9-month pay schedule for teachers for fiscal year 1998 1992 is as follows:

2	Annual Hours -- <u>1488 1560</u>		Note: Includes Insurance				
3	Term -- Nine Months		Matrix Type -- Annual				
4	Education Level						
5	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
6	1	16,451	16,933	17,427	17,668	17,910	18,404
7	2	17,017	17,554	18,092	18,361	18,631	19,168
8	3	17,583	18,176	18,757	19,056	19,352	19,939
9	4	18,151	18,801	19,422	19,749	20,074	20,697
10	5	18,715	19,422	20,087	20,441	20,796	21,468
11	6	19,283	20,047	20,755	21,136	21,518	22,228
12	7	19,846	20,667	21,418	21,829	22,239	22,998
13	8	20,414	21,291	22,086	22,524	22,963	23,754
14	9	20,988	21,913	22,751	23,217	23,685	24,519
15	10	21,546	22,537	23,416	23,910	24,406	25,304
16	11	22,113	23,139	24,079	24,606	25,144	26,085
17	12	22,113	23,139	24,079	24,606	25,144	26,085
18	13	22,113	23,139	24,079	24,606	25,144	26,085
19	<u>1</u>	<u>18,427</u>	<u>18,909</u>	<u>19,403</u>	<u>19,644</u>	<u>19,886</u>	<u>20,380</u>
20	<u>2</u>	<u>18,993</u>	<u>19,530</u>	<u>20,068</u>	<u>20,337</u>	<u>20,607</u>	<u>21,144</u>
21	<u>3</u>	<u>19,559</u>	<u>20,152</u>	<u>20,733</u>	<u>21,032</u>	<u>21,328</u>	<u>21,909</u>
22	<u>4</u>	<u>20,127</u>	<u>20,777</u>	<u>21,398</u>	<u>21,725</u>	<u>22,050</u>	<u>22,673</u>
23	<u>5</u>	<u>20,691</u>	<u>21,398</u>	<u>22,063</u>	<u>22,417</u>	<u>22,772</u>	<u>23,439</u>

1	<u>6</u>	<u>21,259</u>	<u>22,023</u>	<u>22,731</u>	<u>23,112</u>	<u>23,494</u>	<u>24,204</u>
2	<u>7</u>	<u>21,822</u>	<u>22,643</u>	<u>23,394</u>	<u>23,805</u>	<u>24,215</u>	<u>24,966</u>
3	<u>8</u>	<u>22,390</u>	<u>23,267</u>	<u>24,062</u>	<u>24,500</u>	<u>24,939</u>	<u>25,730</u>
4	<u>9</u>	<u>22,956</u>	<u>23,889</u>	<u>24,727</u>	<u>25,193</u>	<u>25,661</u>	<u>26,509</u>
5	<u>10</u>	<u>23,522</u>	<u>24,513</u>	<u>25,392</u>	<u>25,886</u>	<u>26,393</u>	<u>27,314</u>
6	<u>11</u>	<u>24,089</u>	<u>25,115</u>	<u>26,058</u>	<u>26,598</u>	<u>27,150</u>	<u>28,114</u>
7	<u>12</u>	<u>24,089</u>	<u>25,115</u>	<u>26,058</u>	<u>26,598</u>	<u>27,150</u>	<u>28,114</u>
8	<u>13</u>	<u>24,089</u>	<u>25,115</u>	<u>26,058</u>	<u>26,598</u>	<u>27,150</u>	<u>28,114</u>

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

10 Annual Hours -- 2080
 11 Term -- Twelve Months

Note: Includes Insurance
 Matrix Type -- Annual

		Education Level					
STEP		BA	BA+1	BA+2	BA+3	MA	MA+1
13	1	22,028	22,678	23,329	23,658	23,973	24,632
14	2	22,783	23,499	24,216	24,575	24,938	25,681
15	3	23,538	24,329	25,111	25,525	25,939	26,754
16	4	24,294	25,172	26,037	26,494	26,950	27,824
17	5	25,054	26,037	26,969	27,464	27,962	28,896
18	6	25,842	26,913	27,984	28,438	28,974	29,968
19	7	26,632	27,782	28,883	29,409	29,983	31,036
20	8	27,426	28,655	29,769	30,383	30,997	32,106
21	9	28,219	29,526	30,781	31,353	32,018	33,177

1	+8	<u>29,812</u>	<u>30,402</u>	<u>31,632</u>	<u>32,925</u>	<u>33,819</u>	<u>34,249</u>
2	+1	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
3	+2	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
4	+3	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
5	<u>1</u>	<u>25,064</u>	<u>25,723</u>	<u>26,365</u>	<u>26,686</u>	<u>27,009</u>	<u>27,668</u>
6	<u>2</u>	<u>25,819</u>	<u>26,535</u>	<u>27,252</u>	<u>27,611</u>	<u>27,974</u>	<u>28,717</u>
7	<u>3</u>	<u>26,574</u>	<u>27,365</u>	<u>28,147</u>	<u>28,561</u>	<u>28,975</u>	<u>29,790</u>
8	<u>4</u>	<u>27,330</u>	<u>28,208</u>	<u>29,073</u>	<u>29,530</u>	<u>29,986</u>	<u>30,860</u>
9	<u>5</u>	<u>28,090</u>	<u>29,073</u>	<u>30,005</u>	<u>30,500</u>	<u>30,998</u>	<u>31,932</u>
10	<u>6</u>	<u>28,878</u>	<u>29,949</u>	<u>30,940</u>	<u>31,474</u>	<u>32,010</u>	<u>33,004</u>
11	<u>7</u>	<u>29,668</u>	<u>30,818</u>	<u>31,869</u>	<u>32,445</u>	<u>33,019</u>	<u>34,072</u>
12	<u>8</u>	<u>30,462</u>	<u>31,691</u>	<u>32,805</u>	<u>33,419</u>	<u>34,033</u>	<u>35,142</u>
13	<u>9</u>	<u>31,255</u>	<u>32,562</u>	<u>33,737</u>	<u>34,389</u>	<u>35,046</u>	<u>36,213</u>
14	<u>10</u>	<u>32,048</u>	<u>33,438</u>	<u>34,668</u>	<u>35,361</u>	<u>36,055</u>	<u>37,285</u>
15	<u>11</u>	<u>32,843</u>	<u>34,280</u>	<u>35,597</u>	<u>36,332</u>	<u>37,067</u>	<u>38,354</u>
16	<u>12</u>	<u>32,843</u>	<u>34,280</u>	<u>35,597</u>	<u>36,332</u>	<u>37,067</u>	<u>38,354</u>
17	<u>13</u>	<u>32,843</u>	<u>34,280</u>	<u>35,597</u>	<u>36,332</u>	<u>37,067</u>	<u>38,354</u>

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

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

21 Education Level
 22 STEP BA BA+1 BA+2 BA+3 MA MA+1

1	†	17,25†	17,733	18,227	18,468	18,710	19,284
2	2	17,817	18,854	18,892	19,161	19,431	19,968
3	3	18,989	18,976	19,557	19,856	20,152	20,739
4	4	18,95†	19,60†	20,222	20,549	20,874	21,497
5	5	19,515	20,222	20,887	21,241	21,596	22,269
6	6	20,083	20,847	21,555	21,936	22,318	23,028
7	7	20,646	21,467	22,218	22,629	23,039	23,790
8	8	21,214	22,091	22,886	23,324	23,763	24,554
9	9	21,780	22,713	23,551	24,017	24,485	25,333
10	10	22,346	23,337	24,216	24,710	25,217	26,138
11	11	22,913	23,939	24,882	25,422	25,974	26,938
12	12	22,913	23,939	24,882	25,422	25,974	26,938
13	13	22,913	23,939	24,882	25,422	25,974	26,938
14	<u>1</u>	<u>19,663</u>	<u>20,145</u>	<u>20,639</u>	<u>20,880</u>	<u>21,122</u>	<u>21,616</u>
15	<u>2</u>	<u>20,229</u>	<u>20,766</u>	<u>21,304</u>	<u>21,573</u>	<u>21,843</u>	<u>22,380</u>
16	<u>3</u>	<u>20,795</u>	<u>21,388</u>	<u>21,969</u>	<u>22,268</u>	<u>22,564</u>	<u>23,145</u>
17	<u>4</u>	<u>21,363</u>	<u>22,013</u>	<u>22,634</u>	<u>22,961</u>	<u>23,286</u>	<u>23,909</u>
18	<u>5</u>	<u>21,927</u>	<u>22,634</u>	<u>23,299</u>	<u>23,653</u>	<u>24,008</u>	<u>24,675</u>
19	<u>6</u>	<u>22,495</u>	<u>23,259</u>	<u>23,967</u>	<u>24,348</u>	<u>24,730</u>	<u>25,440</u>
20	<u>7</u>	<u>23,058</u>	<u>23,879</u>	<u>24,630</u>	<u>25,041</u>	<u>25,451</u>	<u>26,202</u>
21	<u>8</u>	<u>23,626</u>	<u>24,503</u>	<u>25,298</u>	<u>25,736</u>	<u>26,175</u>	<u>26,966</u>
22	<u>9</u>	<u>24,192</u>	<u>25,125</u>	<u>25,963</u>	<u>26,429</u>	<u>26,897</u>	<u>27,745</u>
23	<u>10</u>	<u>24,758</u>	<u>25,749</u>	<u>26,628</u>	<u>27,122</u>	<u>27,629</u>	<u>28,550</u>
24	<u>11</u>	<u>25,325</u>	<u>26,351</u>	<u>27,294</u>	<u>27,834</u>	<u>28,386</u>	<u>29,350</u>
25	<u>12</u>	<u>25,325</u>	<u>26,351</u>	<u>27,294</u>	<u>27,834</u>	<u>28,386</u>	<u>29,350</u>

1 L8 12.283

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

3 Annual Hours -- 2080 Note: With Insurance
 4 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

5	Grade	\$/Hour
6		W/Ins.
7	E1	8.000
8	E2	8.425
9	E3	8.925
10	E4	9.205
11	E5	9.495
12	E6	10.105
13	E7	10.765
14	E8	11.515
15	<u>L1</u>	<u>0.000</u>
16	<u>L2</u>	<u>9.924</u>
17	<u>L3</u>	<u>10.428</u>
18	<u>L4</u>	<u>10.709</u>
19	<u>L5</u>	<u>11.000</u>
20	<u>L6</u>	<u>11.613</u>
21	<u>L7</u>	<u>12.276</u>
22	<u>L8</u>	<u>13.030"</u>

1 Section 7. Section 2-18-315, MCA, is amended to read:
 2 "2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
 3 year 1998 1992 is as follows:

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

6	Grade	\$/Hour
7		W/Ins.
8	B1-	8.51
9	B2-	8.91
10	B3-	9.31
11	B4-	9.71
12	B5-	10.11
13	B6-	10.51
14	B7-	10.91
15	B8-	11.31
16	B9-	11.71
17	B10	12.11
18	B11	12.51
19	B12	12.91
20	B00	13.31
21	<u>B1</u>	<u>9.264</u>
22	<u>B2</u>	<u>9.666</u>
23	<u>B3</u>	<u>10.068</u>

1	<u>B4</u>	<u>+0-469</u>
2	<u>B5</u>	<u>+0-871</u>
3	<u>B6</u>	<u>+1-273</u>
4	<u>B7</u>	<u>+1-675</u>
5	<u>B8</u>	<u>+2-077</u>
6	<u>B9</u>	<u>+2-479</u>
7	<u>B10</u>	<u>+2-881</u>
8	<u>B11</u>	<u>+3-282</u>
9	<u>B12</u>	<u>+3-684</u>
10	<u>B00</u>	<u>+4-086</u>
11	<u>B1</u>	<u>9.656</u>
12	<u>B2</u>	<u>10.058</u>
13	<u>B3</u>	<u>10.459</u>
14	<u>B4</u>	<u>10.861</u>
15	<u>B5</u>	<u>11.263</u>
16	<u>B6</u>	<u>11.665</u>
17	<u>B7</u>	<u>12.067</u>
18	<u>B8</u>	<u>12.469</u>
19	<u>B9</u>	<u>12.871</u>
20	<u>B10</u>	<u>13.272</u>
21	<u>B11</u>	<u>13.674</u>
22	<u>B12</u>	<u>14.076</u>
23	<u>B00</u>	<u>14.478</u>

24 (2) The pay schedule for blue-collar workers for fiscal year +99+ 1993 is as follows:

1	Annual Hours -- 2080	Note: With Insurance
2	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
3	Grade	\$/Hour
4		W/Ins.
5	B1-	-8-90
6	B2-	-9-00
7	B3-	-9-70
8	B4-	+0-+0
9	B5-	+0-50
10	B6-	+0-90
11	B7-	+1-00
12	B8-	+1-70
13	B9-	+2-+0
14	B+0	+2-50
15	B+1	+2-90
16	B+2	+3-00
17	B00	+3-70
18	<u>B1</u>	<u>+0-0+0</u>
19	<u>B2</u>	<u>+0-4+2</u>
20	<u>B3</u>	<u>+0-8+5</u>
21	<u>B4</u>	<u>+1-2+6</u>
22	<u>B5</u>	<u>+1-6+8</u>
23	<u>B6</u>	<u>+2-0+0</u>
24	<u>B7</u>	<u>+2-4+2</u>

1	<u>B8</u>	<u>12.824</u>
2	<u>B9</u>	<u>13.226</u>
3	<u>B+0</u>	<u>13.628</u>
4	<u>B+1</u>	<u>14.029</u>
5	<u>B+2</u>	<u>14.431</u>
6	<u>B00</u>	<u>14.834</u>
7	<u>B1</u>	<u>10.402</u>
8	<u>B2</u>	<u>10.805</u>
9	<u>B3</u>	<u>11.206</u>
10	<u>B4</u>	<u>11.608</u>
11	<u>B5</u>	<u>12.010</u>
12	<u>B6</u>	<u>12.412</u>
13	<u>B7</u>	<u>12.814</u>
14	<u>B8</u>	<u>13.216</u>
15	<u>B9</u>	<u>13.618</u>
16	<u>B10</u>	<u>14.019</u>
17	<u>B11</u>	<u>14.421</u>
18	<u>B12</u>	<u>14.824</u>
19	<u>B00</u>	<u>15.226"</u>

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

21 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount
22 specified in this section towards the group benefits cost.

23 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
24 for members of the legislature, the employer contribution for group benefits shall be \$130 ~~\$170~~ per
25 month for the fiscal year ending June 30, 1990 1992, and \$150 \$195 per month for the fiscal year

1 ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal
 2 part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours
 3 a week are not eligible for the group benefit contribution. An employee who elects not to be covered
 4 by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion
 5 of the employer contribution for group benefits may be applied to an employee's costs for
 6 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
 7 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

13 SECTION 9. SECTION 15-2-102, MCA, IS AMENDED TO READ:

14 "15-2-102. **Qualification and compensation.** (1) To be appointed a member of the state tax appeal
 15 board, a person must possess knowledge of the subject of taxation and skill in matters pertaining
 16 thereto. No person so appointed may hold any other office under the laws of this state or any other
 17 state or any office under the government of the United States or under the government of any other
 18 state. He shall devote his entire time to the duties of the office and shall not hold any other
 19 position of trust or profit or engage in any occupation or business interfering or inconsistent with
 20 his duties. The state tax appeal board is transferred to the department of administration for
 21 administrative purposes only as is specified in 2-15-121. However, the board may hire its own
 22 personnel, and 2-15-121(2)(d) does not apply.

23 (2) The member designated chairman as provided for in 15-2-103 shall receive a salary of
 24 \$29,882-in-fiscal-year-1990-and-\$29,889-in-fiscal-year-1991-and-thereafter equivalent to that of a
 25 career executive assignment, grade 20, step 2. The remaining state tax appeal board members shall be

1 paid a salary of--\$28,326--in--fiscal--year--1990--and--\$29,034--in--fiscal--year--1991--and--thereafter
 2 equivalent to that of a career executive assignment, grade 19, step 2. All members of the board
 3 shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away
 4 from the capital on official business."

5 NEW SECTION. Section 10. Appropriation. ~~There is appropriated to the office of budget and~~
 6 ~~program planning \$40,689,000 in general fund money and \$39,739,000 in other funds for the biennium~~
 7 ~~ending June 30, 1993, to be allocated to each branch and agency to implement the provisions effects~~
 8 ~~of [this act] for all classified and exempt employees as follows:~~

9 -	FY-1992	FY-1993
10 State Government	-	-
11 ----General Fund	\$-8,970,000	\$17,669,000
12 ----Other Funds	-12,894,000	-23,689,000
13 University System		
14 ----General Fund	--4,769,000	--9,287,000
15 ----Current Unrestricted	--1,349,000	--2,619,000

16 THE FOLLOWING MONEY FOR THE INDICATED FISCAL YEARS IS APPROPRIATED TO IMPLEMENT THE PROVISIONS OF

17 [THIS ACT]:

18	<u>FISCAL</u>		<u>FISCAL</u>	
	<u>1992</u>		<u>1993</u>	
	<u>GENERAL</u>	<u>OTHER</u>	<u>GENERAL</u>	<u>OTHER</u>
20	<u>FUND</u>	<u>FUNDS</u>	<u>FUND</u>	<u>FUNDS</u>
21				
22	<u>\$ 69,519</u>	<u>\$ 75,190</u>	<u>\$ 124,924</u>	<u>\$ 136,214</u>
23	<u>43,759</u>	<u>-</u>	<u>75,420</u>	<u>-</u>
24	<u>101,935</u>	<u>-</u>	<u>209,849</u>	<u>-</u>
25	<u>135,008</u>	<u>-</u>	<u>295,122</u>	<u>-</u>

1	<u>ENVIRONMENTAL QUALITY COUNCIL</u>	<u>14,895</u>	-	<u>26,172</u>	-
2	<u>CONSUMER COUNSEL</u>	-	<u>16,950</u>	-	<u>26,576</u>
3	<u>JUDICIARY</u>	<u>74,766</u>	<u>29,467</u>	<u>151,067</u>	<u>46,723</u>
4	<u>UNIVERSITY SYSTEM</u>	<u>4,763,000</u>	<u>1,343,000</u>	<u>9,287,000</u>	<u>2,619,000</u>
5	<u>OFFICE OF BUDGET AND PROGRAM</u>	-	-	-	-
6	<u>PLANNING FOR DISTRIBUTION TO</u>	-	-	-	-
7	<u>ALL OTHER AGENCIES</u>	<u>8,665,000</u>	<u>11,972,000</u>	<u>17,082,000</u>	<u>23,473,000</u>

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

11 NEW SECTION. Section 12. **Effective date.** [This act] is effective on passage and approval.

-End-



State of Montana
Office of the Governor
Helena, Montana 59620
406-444-3111

STAN STEPHENS
GOVERNOR

April 18, 1991

The Honorable Hal Harper
Speaker of the House
State Capitol
Helena, Montana 59620

The Honorable Joseph P. Mazurek
President of the Senate
State Capitol
Helena, Montana 59620

Dear Speaker Harper and President Mazurek:

In accordance with the power vested in me as Governor by the Constitution and laws of the State of Montana, I hereby make the attached amendatory veto to House Bill 514, "AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY SCHEDULES FOR STATE EMPLOYEES AND PROVIDING AN ACROSS THE BOARD FLAT \$1 AN HOUR PAY INCREASE TO ALL STATE EMPLOYEES AND PROVIDING AN ACROSS THE BOARD FLAT \$1 AN HOUR PAY INCREASE TO ALL STATE EMPLOYEES ON THE STATEWIDE PAY PLAN FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR THAT SHIFT DIFFERENTIAL PAY AND HAZARDOUS DUTY PAY FOR STATE EMPLOYEES MAY BE NEGOTIATED BY AGENCY; REPEALING THE STATEWIDE CLASSIFICATION SYSTEM AND MANDATING THAT ALL POSITION CLASSIFICATIONS BE NEGOTIATED; PROVIDING THAT AGENCIES MAY NEGOTIATE SEPARATE PAY PLANS; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; REPEALING THE TEACHERS' PAY SCHEDULES AND PROVIDING THAT THE DEPARTMENT OF INSTITUTIONS AND THE DEPARTMENT OF FAMILY SERVICES ADOPT PAY SCHEDULES FOR THEIR TEACHERS THAT ARE EQUAL TO THE PAY SCHEDULES OF TEACHERS IN LOCAL SCHOOL DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-104, 2-18-204, 2-18-301, 2-18-303, 2-18-384, 2-18-305, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, MCA; REPEALING SECTIONS 2-18-201, 2-18-202, 2-18-203, 2-18-205, 2-18-207, 2-18-208, 2-18-209, 2-18-301, AND 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE AN ACT ADJUSTING THE SALARIES OF STATE EMPLOYEES IN EACH YEAR OF THE BIENNIUM; MANDATING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; SPECIFYING A PAY GRADE FOR MEMBERS OF THE STATE TAX APPEAL BOARD; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, AND 15-2-102, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

The Honorable Hal Harper
The Honorable Joseph P. Mazurek
April 18, 1991
Page Two

At the beginning of this legislative session, the administration presented lawmakers with a well reasoned, fully funded pay plan proposal for state employees which surpassed any pay proposal submitted since 1981. The administration's pay plan design was based on information developed by an 18 month study conducted by a bi-partisan public/private committee authorized by the 1989 Legislature and appointed by the Governor. It provided an average 10% increase in wages and benefits for state workers over the biennium. It distributed the wage and salary increases among state workers on a market-based pay plan concept. This distribution method gives greater increases to workers whose current wage and salary levels are below those paid by the market for similar work and duties.

House Bill 514 was presented as the legislative alternative to the administration's pay plan. Its history and development involved none of the research and reasoning which was put into the administration's proposal. It began as a hastily conceived "\$1 an hour increase" which legislative leaders from the majority party almost immediately admitted was too costly. They also agreed that it lacked the structure to address the shortcomings in the state's current pay plan system. The Montana Senate pared the proposal back to a 60 cent an hour increase, but still failed to institute the full market-based concept which the study committee and this administration have deemed as essential to stop the "brain drain" from state government and enhance our ability to attract and retain quality professionals for public service.

We agree with veteran House member Francis Bardanouve who labeled House Bill 514 as a "cruel joke" on state employees. It is a bill with many failings which does not address the ongoing needs of state employees. It offers a pay increase but it presents no pay plan. It ignores prevailing wage rates by its disregard for the market-based pay plan concept and by continuing to use the state's obsolete 13-step pay matrix. It provides the largest percentage increases to both ends of the pay scale while avoiding the needs of state employees in the middle. Those in middle management positions or those who provide essential technical skills receive the lowest pay increase despite the fact that the study committee identified these workers as needing the largest pay boost. Again, House Bill 514 fails to recognize the reality of the problems in the state pay plan system and the reasoned approaches available in the administration's plan.

In addition to these failures, HB 514 mandates that each agency negotiate with its employees over shift differential and hazardous duty pay, regardless of whether those employees wish to do so. It also strikes historical language which mandates that

The Honorable Hal Harper
The Honorable Joseph P. Mazurek
April 18, 1991
Page Three

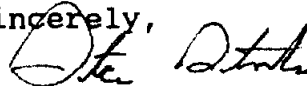
members of a bargaining unit must ratify new collective bargaining agreements before they receive pay increases. Striking this language tips the scales in the collective bargaining process and inappropriately separates wage benefits from all other issues involved in this process. In the private sector, the granting of increases prior to agreement would be an unfair labor practice. State government should not be required to operate in an unfair way. There are numerous other technical problems with the bill which are addressed by amendments attached to this message.

House Bill 514 will cost Montana taxpayers \$40 million. This is about \$12 million more than the administration's pay plan, which was funded with revenues available to the state without having to increase taxes. Despite costing less, the administration's pay plan proposal does more good for state workers than the more expensive House plan which only continues the pay plan problems into the next biennium. The problems are not being fixed; they are being made worse by this legislative plan.

I want to provide the legislature with an opportunity to consider a reasonable pay plan for state workers which is affordable to Montana's taxpayers. I am offering a series of amendments to address the fundamental flaws I have listed above. I ask that lawmakers take this opportunity to adopt a plan based on the sound reasoning and management policies the administration and others have provided. Using these tools, lawmakers can join the administration in rewarding our very deserving public workers in a manner which serves them well and respects Montana's taxpayers.

I urge your concurrence with these amendments.

Sincerely,



STAN STEPHENS
Governor

GOVERNOR'S AMENDMENTS TO
HOUSE BILL 514
(REFERENCE COPY, AS AMENDED)
April 18, 1991

1. Title, lines 17 and 18.

Following: ";" on line 17

Strike: "MANDATING" through "EMPLOYEES" on line 18

Insert: "ARTICULATING A MARKET-BASED PAY PHILOSOPHY"

2. Title, line 20.

Following: "SECTIONS"

Insert: "2-18-101, 2-18-103,"

Following: "2-18-303,"

Insert: "2-18-304, 2-18-305,"

3. Title line 21.

Following: "2-18-703,"

Insert: "5-2-301,"

4. Title, line 21.

Following: "PROVIDING"

Strike: "AN IMMEDIATE EFFECTIVE DATE"

Insert: "EFFECTIVE DATES"

5. Page 1.

Following: line 23

Strike: everything after the enacting clause

Insert: "

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.

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:

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

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

(3) 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.

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."

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 2-18-103, MCA, is amended to read:

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

- (1) elected officials;
- (2) county assessors and their chief deputy;
- (3) officers and employees of the legislative branch;
- (4) judges and employees of the judicial branch;
- (5) members of boards and commissions appointed by the governor, the legislature, or other elected state officials;
- (6) officers or members of the militia;
- (7) agency heads appointed by the governor;
- (8) academic and professional administrative personnel with individual contracts under the authority of the board of regents of higher education;
- (9) academic and professional administrative personnel and live-in houseparents who have entered into individual contracts with the state school for the deaf and blind under the authority of the state board of public education;
- (10) teachers under the authority of the department of institutions or family services;
- (11) investment officer, assistant investment officer, executive director, and three professional staff positions of the board of investments;
- (12) four professional staff positions under the board of oil and gas conservation;
- (13) assistant director for security of the Montana state lottery;
- (14) executive director and senior investment officer of the Montana board of science and technology development; and
- (15) executive director ~~and employees~~ of the state compensation mutual insurance fund."

Section 3. 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, 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) pay 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 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 4. 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)(f), 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 3% of 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 was before the 3% increase, for each full percentage point that the employee's base salary, as it was before the 3% increase, is below the market salary for the employee's assigned grade.~~

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

~~(i) an increase of 3% of the employee's base salary, as it was on June 30, 1992; and~~

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

(e) 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.

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

(g) 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.

(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~~ 1991.

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

(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.

(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 5. 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

~~24 50,358 54,137 55,210 56,320 57,443 58,580 59,757 59,757 59,757 59,757 59,757 59,757 59,757~~
~~25 54,953 59,079 60,258 61,460 62,686 63,936 63,936 63,936 63,936 63,936 63,936 63,936 63,936~~
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

<u>GRADE</u>	<u>STEP</u>												
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
<u>7</u>	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
<u>8</u>	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
<u>9</u>	<u>16,317</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
<u>10</u>	<u>17,263</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
<u>11</u>	<u>18,268</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
<u>12</u>	<u>19,333</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
<u>13</u>	<u>20,468</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
<u>14</u>	<u>21,680</u>	<u>24,021</u>	<u>24,476</u>	<u>24,941</u>	<u>25,415</u>	<u>25,898</u>	<u>26,391</u>	<u>26,894</u>	<u>27,407</u>	<u>27,931</u>	<u>28,465</u>	<u>29,009</u>	<u>30,166</u>
<u>15</u>	<u>22,968</u>	<u>25,721</u>	<u>26,204</u>	<u>26,701</u>	<u>27,209</u>	<u>27,728</u>	<u>28,257</u>	<u>28,797</u>	<u>29,348</u>	<u>29,909</u>	<u>30,481</u>	<u>31,063</u>	<u>32,306</u>
<u>16</u>	<u>24,333</u>	<u>27,548</u>	<u>28,061</u>	<u>28,591</u>	<u>29,128</u>	<u>29,673</u>	<u>30,226</u>	<u>30,788</u>	<u>31,359</u>	<u>31,939</u>	<u>32,529</u>	<u>33,129</u>	<u>34,466</u>
<u>17</u>	<u>25,785</u>	<u>29,493</u>	<u>29,996</u>	<u>30,531</u>	<u>31,073</u>	<u>31,623</u>	<u>32,181</u>	<u>32,747</u>	<u>33,321</u>	<u>33,903</u>	<u>34,494</u>	<u>35,095</u>	<u>36,526</u>
<u>18</u>	<u>27,323</u>	<u>31,574</u>	<u>32,077</u>	<u>32,611</u>	<u>33,153</u>	<u>33,703</u>	<u>34,261</u>	<u>34,827</u>	<u>35,401</u>	<u>35,983</u>	<u>36,574</u>	<u>37,175</u>	<u>38,699</u>
<u>19</u>	<u>28,948</u>	<u>33,721</u>	<u>34,224</u>	<u>34,758</u>	<u>35,300</u>	<u>35,849</u>	<u>36,407</u>	<u>36,973</u>	<u>37,547</u>	<u>38,129</u>	<u>38,719</u>	<u>39,318</u>	<u>40,926</u>
<u>20</u>	<u>30,661</u>	<u>35,936</u>	<u>36,439</u>	<u>36,973</u>	<u>37,515</u>	<u>38,064</u>	<u>38,621</u>	<u>39,186</u>	<u>39,759</u>	<u>40,340</u>	<u>40,929</u>	<u>41,527</u>	<u>43,136</u>
<u>21</u>	<u>32,463</u>	<u>38,321</u>	<u>38,824</u>	<u>39,358</u>	<u>39,900</u>	<u>40,449</u>	<u>41,006</u>	<u>41,571</u>	<u>42,143</u>	<u>42,723</u>	<u>43,311</u>	<u>43,908</u>	<u>45,519</u>
<u>22</u>	<u>34,355</u>	<u>40,576</u>	<u>41,079</u>	<u>41,613</u>	<u>42,155</u>	<u>42,704</u>	<u>43,261</u>	<u>43,826</u>	<u>44,398</u>	<u>44,977</u>	<u>45,564</u>	<u>46,158</u>	<u>47,772</u>
<u>23</u>	<u>36,338</u>	<u>43,021</u>	<u>43,524</u>	<u>44,058</u>	<u>44,600</u>	<u>45,149</u>	<u>45,706</u>	<u>46,271</u>	<u>46,843</u>	<u>47,421</u>	<u>48,006</u>	<u>48,598</u>	<u>50,214</u>
<u>24</u>	<u>38,413</u>	<u>45,846</u>	<u>46,349</u>	<u>46,883</u>	<u>47,425</u>	<u>47,974</u>	<u>48,531</u>	<u>49,096</u>	<u>49,668</u>	<u>50,246</u>	<u>50,830</u>	<u>51,420</u>	<u>53,038</u>
<u>25</u>	<u>40,581</u>	<u>48,894</u>	<u>49,397</u>	<u>49,931</u>	<u>50,473</u>	<u>51,022</u>	<u>51,579</u>	<u>52,143</u>	<u>52,713</u>	<u>53,289</u>	<u>53,872</u>	<u>54,461</u>	<u>56,081</u>

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 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

<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>
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>Steps</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>20,835</u>	<u>21,496</u>	<u>22,175</u>	<u>22,506</u>	<u>22,838</u>	<u>23,517</u>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>

10	28,028	29,460	30,727	31,441	32,156	33,422
11	28,847	30,327	31,684	32,441	33,198	34,524
12	28,847	30,327	31,684	32,441	33,198	34,524
13	28,847	30,327	31,684	32,441	33,198	34,524

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

Annual Hours -- 1480

Note: Includes Does Not Include
Insurance

Term -- Nine Months

Matrix Type -- Annual

STEP	Education Level					
	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

Steps	BA	BA+1	BA+2	BA+3	MA	MA+1
1	15,915	16,411	16,920	17,168	17,417	17,926
2	16,498	17,051	17,605	17,882	18,160	18,713
3	17,080	17,691	18,290	18,598	18,903	19,501
4	17,666	18,335	18,975	19,311	19,646	20,288
5	18,246	18,975	19,660	20,024	20,390	21,077
6	18,831	19,618	20,348	20,740	21,134	21,865
7	19,411	20,257	21,031	21,454	21,876	22,650
8	19,996	20,900	21,719	22,170	22,622	23,437
9	20,579	21,540	22,404	22,884	23,366	24,239
10	21,162	22,183	23,088	23,597	24,120	25,068
11	21,746	22,803	23,774	24,331	24,899	25,892
12	21,746	22,803	23,774	24,331	24,899	25,892
13	21,746	22,803	23,774	24,331	24,899	25,892

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

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

Annual Hours -- 2080

Note: Includes Does Not Include
Insurance

Term -- Twelve Months

Matrix Type -- Annual

STEP	Education Level					
	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>Steps</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>21,460</u>	<u>22,141</u>	<u>22,840</u>	<u>23,181</u>	<u>23,523</u>	<u>24,223</u>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>

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

Annual Hours -- 1480 Note: Includes Does Not Include
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>Steps</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>16,392</u>	<u>16,903</u>	<u>17,428</u>	<u>17,683</u>	<u>17,940</u>	<u>18,464</u>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>
<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>

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

Section 9. 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 Without 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>0.00</u>
<u>L2</u>	<u>7.820</u>
<u>L3</u>	<u>8.320</u>
<u>L4</u>	<u>8.600</u>
<u>L5</u>	<u>8.890</u>
<u>L6</u>	<u>9.500</u>
<u>L7</u>	<u>10.160</u>
<u>L8</u>	<u>10.910</u>

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

Annual Hours -- 2080 Note: With Without 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>0.00</u>
<u>L2</u>	<u>8.090</u>
<u>L3</u>	<u>8.590</u>
<u>L4</u>	<u>8.870</u>
<u>L5</u>	<u>9.160</u>
<u>L6</u>	<u>9.770</u>
<u>L7</u>	<u>10.430</u>
<u>L8</u>	<u>11.180"</u>

Section 10. 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 Without 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>8.39</u>
<u>B2</u>	<u>8.79</u>
<u>B3</u>	<u>9.19</u>
<u>B4</u>	<u>9.59</u>
<u>B4</u>	<u>9.99</u>
<u>B6</u>	<u>10.39</u>
<u>B7</u>	<u>10.79</u>
<u>B8</u>	<u>11.19</u>
<u>B9</u>	<u>11.59</u>
<u>B10</u>	<u>11.99</u>
<u>B11</u>	<u>12.39</u>
<u>B12</u>	<u>12.79</u>
<u>B00</u>	<u>13.19</u>

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

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

Grade	\$/Hour
	<u>W/Ins.</u>
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>8.75</u>
<u>B2</u>	<u>9.15</u>
<u>B3</u>	<u>9.55</u>
<u>B4</u>	<u>9.95</u>
<u>B5</u>	<u>10.35</u>
<u>B6</u>	<u>10.75</u>
<u>B7</u>	<u>11.15</u>
<u>B8</u>	<u>11.55</u>
<u>B9</u>	<u>11.95</u>
<u>B10</u>	<u>12.35</u>
<u>B11</u>	<u>12.75</u>
<u>B12</u>	<u>13.15</u>
<u>B00</u>	<u>13.55"</u>

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

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

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~130~~ \$165 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~150~~ \$180 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."

NEW SECTION. Section 12. 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 entry salary, grade 18. 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 entry salary, grade 17. All members of the board shall receive travel expenses as provided for in 2-18-503, as amended, when away from the capital on official business."

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

"Section 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 salary, 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."

NEW SECTION. Section 14. Appropriation. There is appropriated a total of \$56,226,519 to the office of budget and program planning to be distributed as indicated to fund the salary, benefit and insurance costs of [this act]:

	FY 1992	FY 1993
State Government		
General Fund	5,830,438	11,687,923
Other Funds	8,288,400	16,636,076
University System		
General Fund	3,727,841	7,442,716
Other Funds	871,913	1,741,212

NEW SECTION. Section 15. Effective Dates. (1) [Sections 1 through 11, 14, and this section] are effective on passage and approval.

(2) [Sections 12 and 13] are effective July 1, 1991.



State of Montana
Office of the Governor
Helena, Montana 59620
406-444-3111

STAN STEPHENS
GOVERNOR

April 23, 1991

The Honorable Hal Harper
Speaker of the House
House of Representatives
Capitol Station
Helena, Montana 59620

The Honorable Joseph P. Mazurek
President
Montana State Senate
Capitol Station
Helena, Montana 59620

Dear Speaker Harper and President Mazurek:

In accordance with the power vested in me as Governor by the Constitution and laws of the State of Montana, I hereby veto the adoption of House Bill 514, ~~"AN ACT FREEZING ADJUSTING THE STATEWIDE SALARY SCHEDULES FOR STATE EMPLOYEES AND PROVIDING AN ACROSS THE BOARD FLAT \$1 AN HOUR PAY INCREASE TO ALL STATE EMPLOYEES AND PROVIDING AN ACROSS THE BOARD FLAT \$1 AN HOUR PAY INCREASE TO ALL STATE EMPLOYEES ON THE STATEWIDE PAY PLAN FOR EACH YEAR OF THE BIENNIUM; PROVIDING FOR THAT SHIFT DIFFERENTIAL PAY AND HAZARDOUS DUTY PAY FOR STATE EMPLOYEES MAY BE NEGOTIATED BY AGENCY; REPEALING THE STATEWIDE CLASSIFICATION SYSTEM AND MANDATING THAT ALL POSITION CLASSIFICATIONS BE NEGOTIATED; PROVIDING THAT AGENCIES MAY NEGOTIATE SEPARATE PAY PLANS; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; REPEALING THE TEACHERS' PAY SCHEDULES AND PROVIDING THAT THE DEPARTMENT OF INSTITUTIONS AND THE DEPARTMENT OF FAMILY SERVICES ADOPT PAY SCHEDULES FOR THEIR TEACHERS THAT ARE EQUAL TO THE PAY SCHEDULES OF TEACHERS IN LOCAL SCHOOL DISTRICTS; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-104, 2-18-204, 2-18-301, 2-18-303, 2-18-384, 2-18-305 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, MCA; REPEALING SECTIONS 2-18-201, 2-18-202, 2-18-203, 2-18-205, 2-18-207, 2-18-208, 2-18-209, 2-18-301, AND 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE AN ACT ADJUSTING THE SALARIES OF STATE EMPLOYEES IN EACH YEAR OF THE BIENNIUM; MANDATING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES; PROVIDING INCREASES TO EMPLOYER CONTRIBUTIONS TO GROUP BENEFITS; SPECIFYING A PAY GRADE FOR MEMBERS OF THE STATE TAX APPEAL BOARD; PROVIDING AN APPROPRIATION; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND 2-18-703, AND 15-2-102, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."~~

The Honorable Hal Harper
The Honorable Joseph P. Mazurek
April 23, 1991
Page Two

I veto House Bill 514 for the following reasons:

1. House Bill 514 is too costly and cannot be funded with the ongoing revenues available to the state.
2. House Bill 514 ignores the market-based pay plan concept developed and endorsed by a bipartisan, public/private study committee over an 18 month period.
3. House Bill 514 contains technical errors and poor public policy which should not be instituted into a state pay plan.

We are confronted with a strange turn of events. During the decade of the eighties, under a previous administration, state employees were forced to endure pay freezes. There were no efforts to strike under these conditions. In the current session my administration has presented the most generous pay plan proposal offered in 10 years. The response has been met with the threat of a strike. The people of Montana are justified in being disappointed and astonished with the present situation.

The administration remains committed to the passage of a deserving and fundable pay plan in this session. To that end I have authorized the state negotiator to continue his efforts at the collective bargaining table with an enhanced pay plan proposal. While House Bill 514 is not acceptable, I call upon the legislature to use the tools available in this session to pass a responsible pay plan bill.

The resolution of the pay plan issue should contain the following components.

1. The plan should retain a market-based concept following a thorough 18 month study of which the legislature is aware,
2. It should address the specific concerns of the unions regarding the lower grade scales, and
3. It must be achieved with no increase in taxes.

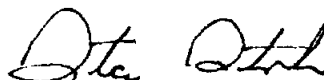
The state of Montana continues to bargain at the collective bargaining table. The labor negotiator representing the state has been authorized to submit significant enhancements beyond the administration's original proposal to the union representatives. The significant enhancements offered to state employees in our revised pay plan proposal retain the important aspects of the market-based concept unanimously endorsed by an 18 month study committee. They address the union's concerns about the pay increase

The Honorable Hal Harper
The Honorable Joseph P. Mazurek
April 23, 1991
Page Three

afforded workers at the lower pay grades. And, they can be accomplished with no new taxes.

I encourage the honorable members of the Montana House of Representatives and the Montana Senate to work seriously and responsibly toward approving a state pay plan.

Sincerely,

A handwritten signature in cursive script, appearing to read "Stan Stephens".

STAN STEPHENS
Governor