

FIRST READING

MISSING

## STATE OF MONTANA

REQUEST NO. 243-75

## FISCAL NOTE

Form BD-15

In compliance with a written request received February 21, 1975, there is hereby submitted a Fiscal Note for HJR 37 pursuant to Chapter 53, Laws of Montana, 1965 - Thirty-Ninth Legislative Assembly. Background information used in developing this Fiscal Note is available from the Office of Budget and Program Planning, to members of the Legislature upon request.

## DESCRIPTION OF PROPOSED LEGISLATION:

HJR37 is the Governor's proposal for implementation of a salary and wage plan developed in accordance with Section 6, Chapter 440, Laws of 1973.

## ASSUMPTIONS:

1. Forty three percent of personal services costs are funded from the General Fund.
2. The six instructional units of the University System will be funded according to the Regent's formula, which is unaffected by the pay plan.

## FISCAL IMPACT:

	FY75	FY76	FY77
Cost of Personal Services Included in Executive Budget (excluding Univ. System*)	\$114,880,949	\$143,534,752	\$152,854,139
Cost of Personal Services Under HJR37 (excluding Univ. System*)	\$113,865,694	\$145,515,337	\$156,000,473
Increase (Decrease) in Funding Req. to Fund HJR37 over Executive Budget Levels	\$ ( 1,015,255)	\$ 1,980,585	\$ 3,146,334
General Fund Amount of Increase (Decrease)	\$ ( 436,560)	\$ 851,652	\$ 1,352,924

## CONCLUSION:

Adoption of HJR37 will result in a net cost increase of \$4,111,664 for personal services over and above what is funded in the Executive Budget for the 30 month period from January 1, 1975 through June 30, 1977. Of this amount, approximately \$1.8 million would be funded from the General Fund. The balance of this increase would come from earmarked funds, Federal funds, revolving funds and local funds.

\* The six instructional units only have been excluded.

*Michael S. Bellings*

BUDGET DIRECTOR

Office of Budget and Program Planning

Date: \_\_\_\_\_

SECOND READING

MISSING

THIRD READING

MISSING

1           HOUSE JOINT RESOLUTION NO. 37  
 2           INTRODUCED BY DRISCOLL, MELOY

3  
 4   A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF  
 5   REPRESENTATIVES OF THE STATE OF MONTANA SUBMITTING A WAGE  
 6   AND SALARY PLAN TO THE LEGISLATURE FOR APPROVAL IN  
 7   ACCORDANCE WITH SECTION 6, CHAPTER 440, LAWS OF MONTANA  
 8   1973.

9  
 10       WHEREAS, Chapter 440, Laws of Montana 1973, directs the  
 11   Department of Administration to develop a personnel  
 12   classification plan for all state positions and classes of  
 13   positions in state service; and

14       WHEREAS, Section 6, Chapter 440, Laws of Montana 1973,  
 15   requires the Department of Administration to develop a wage  
 16   and salary plan, for integration with the personnel  
 17   classification plan, to be submitted to the Forty-fourth  
 18   Legislature for approval; and

19       WHEREAS, the Department of Administration has developed  
 20   a personnel classification plan and a wage and salary plan.

21  
 22   NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE  
 23   OF REPRESENTATIVES OF THE STATE OF MONTANA:

24           REFER TO SECOND READING

25   (Strike everything after the resolved clause and insert:)

1           That the following Wage and Salary Plan submitted to  
 2   the legislature by the Department of Administration is  
 3   hereby approved for integration with the personnel  
 4   classification plan:

The Amounts Shown Are Annual Salaries In Dollars

<u>GRADE</u>	<u>Step 1</u>	<u>Step 1½</u>	<u>Step 2</u>	<u>Step 2½</u>	<u>Step 3</u>	<u>Step 3½</u>	<u>Step 4</u>	<u>Step 4½</u>	<u>Step 5</u>	<u>Step 5½</u>	<u>Step 6</u>	<u>Step 6½</u>	<u>Step 7</u>
1	\$ --	\$ --	\$ 4,164	\$ 4,242	\$ 4,320	\$ 4,422	\$ 4,524	\$ 4,632	\$ 4,740	\$ 4,812	\$ 4,884	\$ 4,956	\$ 5,028
2	4,320	4,422	4,524	4,632	4,740	4,854	4,968	5,082	5,196	5,274	5,352	5,430	5,508
3	4,740	4,854	4,968	5,082	5,196	5,322	5,448	5,574	5,700	5,784	5,868	5,958	6,048
4	5,196	5,322	5,448	5,574	5,700	5,832	5,964	6,108	6,252	6,348	6,444	6,540	6,636
5	5,700	5,832	5,964	6,108	6,252	6,402	6,552	6,708	6,864	6,966	7,068	7,176	7,284
6	6,252	6,402	6,552	6,708	6,864	7,026	7,188	7,356	7,524	7,638	7,752	7,866	7,980
7	6,864	7,026	7,188	7,356	7,524	7,704	7,884	8,070	8,256	8,382	8,508	8,634	8,760
8	7,524	7,704	7,884	8,070	8,256	8,454	8,652	8,856	9,060	9,198	9,336	9,474	9,612
9	8,256	8,454	8,652	8,856	9,060	9,276	9,492	9,714	9,936	10,086	10,236	10,392	10,548
10	9,060	9,276	9,492	9,714	9,936	10,170	10,404	10,656	10,908	11,070	11,232	11,400	11,568
11	9,936	10,170	10,404	10,656	10,908	11,166	11,424	11,694	11,964	12,144	12,324	12,510	12,696
12	10,908	11,166	11,424	11,694	11,964	12,246	12,528	12,822	13,116	13,314	13,512	13,716	13,920
13	11,964	12,246	12,528	12,822	13,116	13,428	13,740	14,064	14,388	14,604	14,820	15,042	15,264
14	13,116	13,416	13,716	14,016	14,316	14,616	14,916	15,216	15,516	15,816	16,116	16,266	16,416
15	14,388	14,688	14,988	15,288	15,588	15,888	16,188	16,488	16,788	17,088	17,388	17,538	17,688
16	15,792	16,092	16,392	16,692	16,992	17,292	17,592	17,892	18,192	18,492	18,792	18,942	19,092
17	17,316	17,616	17,916	18,216	18,516	18,816	19,116	19,416	19,716	20,016	20,316	20,466	20,616
18	18,996	19,296	19,596	19,896	20,196	20,496	20,796	21,096	21,396	21,696	21,996	22,146	22,296
19	20,844	21,144	21,444	21,744	22,044	22,344	22,644	22,944	23,244	23,544	23,844	23,994	24,144
20	22,860	23,160	23,460	23,760	24,060	24,360	24,660	24,960	25,260	25,560	25,860	26,010	26,160
21	25,080	25,380	25,680	25,980	26,280	26,580	26,880	27,180	27,480	27,780	28,080	28,230	28,380
22	27,516	27,816	28,116	28,416	28,716	29,016	29,316	29,616	29,916	30,216	30,516	30,666	30,816
23	30,180	30,480	30,780	31,080	31,380	31,680	31,980	32,280	32,580	32,880	33,180	33,330	33,480
24	33,108	33,408	33,708	34,008	34,308	34,608	34,908	35,208	35,508	35,808	36,108	36,258	36,408
25	36,324	36,624	36,924	37,224	37,524	37,824	38,124	38,424	38,724	39,024	39,324	39,474	39,624

1 Except as specifically provided herein, the salary of  
 2 each employee of record on January 1, 1975 shall,  
 3 retroactive to the first day of the first pay period in  
 4 January, 1975 as determined by the budget director, be the  
 5 salary shown under the column, "Step 1" for the grade which  
 6 corresponds to the classification made previously by the  
 7 department of administration as provided in section 59-905,  
 8 R.C.M. 1947. Each employee's salary which exceeds the  
 9 amount shown in the column, "Step 1" for the appropriate  
 10 grade as previously determined by the department of  
 11 administration and does not equal an amount in the  
 12 appropriate grade shall be increased to the next highest  
 13 salary shown in the above table for the appropriate grade  
 14 effective the first day of the first pay period in January,  
 15 1975 as determined by the budget director. All employees  
 16 hired after passage of this resolution shall be started at  
 17 "Step 1" of the appropriate grade.

18 Effective the first day of the first pay period in  
 19 July, 1975, as determined by the budget director, each  
 20 salary on the above table shall be increased by 5.012  
 21 percent.

22 Effective the first day of the first pay period in  
 23 July, 1976, as determined by the budget director, each  
 24 salary on the table as adjusted in 1975 shall be increased  
 25 4.057 percent.

1 Effective the first day of the first pay period in  
 2 July, 1975, as determined by the budget director, the salary  
 3 of each employee of record on July 1, 1975 whose salary is  
 4 at step 6 1/2 or below on the above table shall increase to  
 5 the next highest amount shown on the above table for the  
 6 appropriate grade upon certification by the agency director  
 7 that the employee merits such an increase.

8 Effective the first day of the first pay period in  
 9 July, 1976, as determined by the budget director, the salary  
 10 of each employee of record on July 1, 1975 whose salary on  
 11 July 1, 1976 would otherwise be at step 6 1/2 or below on  
 12 the above table shall increase to the next highest amount on  
 13 the above table for the appropriate grade upon certification  
 14 by the agency director that the employee merits such an  
 15 increase.

16 The salary of an employee of record after July 1, 1975  
 17 shall increase to the next highest amount shown on the above  
 18 table on the first day of the first pay period after the  
 19 anniversary date of the commencement of the employee's  
 20 employment upon the same certification as provided above.

21 In addition to the salary as determined above, each  
 22 classified employee who has completed at least five (5)  
 23 years of uninterrupted state service shall receive the  
 24 amount obtained by multiplying the larger of ten dollars  
 25 (\$10) per month or ten percent (10%) of the difference

1 between the base salary for his grade and step and the base  
2 salary for the corresponding step in the next highest grade  
3 by the number of completed contiguous five (5) year periods  
4 of uninterrupted service he has with the state. Service to  
5 the state shall not be considered to be interrupted by  
6 military service or leaves of absence not exceeding three  
7 months.

8 This wage and salary plan is in lieu of any other plan  
9 or system of pay increases for classified state employees.

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