

STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NO. 25-81

Executive Order Creating the
Personnel and Labor Relations Study Commission

I, TED SCHWINDEN, in accordance with the authority vested in me as Governor of the State of Montana, pursuant to the Constitution and laws of the State of Montana, and specifically pursuant to Chapter 421, Laws of Montana, 1981, do hereby create the Personnel and Labor Relations Study Commission.

I. Purpose

The purpose of the Commission is to study and make recommendations to the Governor and Legislature on methods for improving the personnel and labor relations programs in Montana. Specifically, the Commission shall study and make recommendations on such personnel functions and issues in state government including, but not limited to:

- a. Whether current state employee compensation and classification practices ensure inter-agency quality and serve to attract and retain qualified and competent employees needed by state government.
- b. Whether positive and efficient management consistent with the concept of merit and equitable treatment of employees is fostered by the personnel systems existing in the agencies of state government.
- c. Whether the adoption of more incentives and more opportunities for career development can foster increased employee productivity, initiative and job interest.
- d. Whether the actual operation of the Collective Bargaining for Public Employees Act (Title 39, Chapter 31, MCA) is workable and accomplishing the purposes of the act.
- e. Whether the state's grievance procedures, including the role of the Board of Personnel Appeals in resolving classification disputes, meet the needs of state employees and managers.

2. Composition

The Commission shall consist of four members of the State Legislature, three representatives of organized labor, three representatives from the private sector, and three employees of the executive branch. I hereby appoint the following persons as members of the commission:

Legislative Branch Commissioners

Representative Francis Bardanouve, Chairman
R. R. 1, Box 24
Harlem, Montana 59826

Senator Fred Van Valkenburg
219 University
Missoula, Montana 59801

Representative Calvin Winslow
1240 Crawford
Billings, Montana 59102

Senator Jan Johnson Wolf
P. O. Box 598
Plains, Montana 59859

Labor Sector Commissioners

Jerry Driscoll
Assistant Business Manager
Laborers' Local Number 98
345 Calhoun Lane
Billings, Montana 59101

Richard Ferderer
P. O. Box 2648
Great Falls, Montana 59401

Tom Schneider
Executive Director
Montana Public Employees' Association
P. O. Box 5600
Helena, Montana 59604

Private Sector Commissioners

Percy Cline, Staff Manager
Mountain Bell
560 North Park Avenue
Helena, Montana 59601

Nancy Hanson
Vice-President for Human Resources
First Northwestern National Bank
175 North 27th
Billings, Montana 59101

Don Robinson, Attorney
Law Firm of Poore, Roth, Robeschon and Robinson
1341 Harrison Avenue
Butte, Montana 59701

Executive Branch Commissioners

LeRoy Schramm
Chief Legal Counsel for the
Office of the Commissioner of Higher Education
33 South Last Chance Gulch
Helena, Montana 59620

Ray Shackelford
Deputy State Superintendent
Office of Public Instruction
Helena, Montana 59620

Gary Wicks, Director
State Highway Department
Highway Building
Helena, Montana 59620

The Commission shall be attached to the Department of Administration for administrative purposes. The Department of Administration, Personnel Division is herein directed to provide staff services to the Commission. I hereby direct all state agencies, boards and state employees to cooperate and furnish whatever information or assistance is requested by the Commission or its representatives in performance of their duties.

3. Report

A final written report, including specific legislative recommendations shall be submitted to the Governor by no later than December 1, 1982.

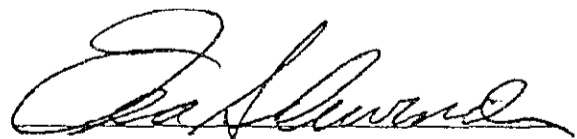
4. Compensation

Each member of the Commission shall receive \$25 per day as compensation for his services for each day spent in the performance of his duties and shall be reimbursed for travel and per diem expenses as provided for in Sections 2-18-501 through 2-18-503, MCA.

5. Duration


The Commission shall exist until June 30, 1983.

Given under my hand and the
GREAT SEAL OF THE STATE OF
MONTANA this 29th day of October
in the year of our Lord, One Thou-
sand Nine Hundred and Eighty-One.



TED SCHWINDEN, GOVERNOR

Attest:



JIM WALTERMIRE, Secretary of State