

January 4, 1977

JOINT MEETING OF LEGISLATIVE ADMINISTRATION
COMMITTEE

A joint meeting of the Senate Legislative Administration Committee and House Legislative Administration Committee was held at 10:00 A.M., at Room 415 in the Senate, with Senator Kolstad presiding. (The scheduled meeting for January 3, at 3:30 P.M. in Rm. 432 had to be cancelled as there was another meeting being held in that room, and the committee members could not find a place in which to hold their meeting.)

The Senators present were: Senators, Kolstad, Graham, Dunkle, Hazelbaker, Lee, **McOmber** and Rasmussen. Senator Norman was excused. The Representatives present were: Rep.'s Quilici, Gunderson and Kessler. Rep.'s Lund and Lory were excused.

Senator Kolstad called the meeting to order; the first order of business was the proposed pay plan, and Senator Kolstad asked Rep. Quilici if there had been any objections at the Democratic Caucus regarding this matter. Sen. Kolstad said it was his understanding that anything over Grade 16 would be on a straight salary, with no overtime allowed.

Rep. Quilici explained about the hours kept by the Chief Clerk the average time spent weekly for the Chief Clerk was between 55 to 60 hours a week during a session. Therefore their proposed salary of \$480.00 per week did not seem exorbitant to him, and further, that there should be some consideration given for those employees who had worked previous sessions and had experience.

Senator **McOmber** said he thought the proposed raise for the Chief Clerk and the Secretary of Senate were too high, in comparison with other salaries of State employees.

John LaFaver said he did not think it was too high, and that he had arrived at that figure by the same method he arrived at comparable jobs with the State employees. He said it was compared to the position of the Commissioner of Agriculture for the State of Montana.

Nancy Aagenes, Secretary for the Senate, said that previously the salary of the Secretary for the Senate and the Chief Clerk differed in that they used to be payed per diem and there was no withholding. This proposed plan would have no per diem and there would be withholding; therefore there would really be less take-home pay.

Senator Kolstad said the people who were hired knew what they were going to be paid before they agreed to work.

Rep. Quilici asked John LaFaver to explain how he arrived at the figures for the proposed raises. Mr. LaFaver said he worked it out on the same level as he would for State employees. Rep. Quilici said he did not think the Chief Clerk's salary (proposed) was too high for the type of job requirement needed for this position.

Senator Lee suggested that the Legislative employees be taken out of the State pay plan, and that they would just be paid according to what this committee came up with for their respective salaries.

Martha McGee explained that they had very carefully compiled facts regarding the various job descriptions, and that they were compared to jobs of that category in the State departments.

Senator Kolstad called on Mr. LaFaver to explain how he arrived at the figures; Mr. LaFaver said he arrived at them exactly as he did for the State Employees...**job descriptions** compared with the same type of job with the State. He went into detail regarding the Chief Clerk's position, saying that the closest they could come with the exact job was the position of the Commissioner of Agriculture, and that it should be the same Grade, which was grade 20.

Senator Kolstad asked Mr. LaFaver about the percentages showing the percent the particular salaries were to be increased, and thought that some of them were very high in comparison to other jobs throughout the system; He said they should be more of a unified percent.

Mr. LaFaver said he thought the pay plan was very fair; there was an average of 6% raise per job and by the state standards, these people were not really so very well paid.

Senator McOmber said he thought that the Commissioner of Agriculture having been graded a Grade 20, and having been compared with the job of Chief Clerk, should be taken into consideration. He asked that they find out the number of employees under each department, and the number of sub-departments for each respective department be considered.

Senator Graham said if those figures were without perdiem, he didn't think they were too high.

Mr. LaFaver said it was determined at the last session how the pay plan would be handled and was put into a Resolution, HJR #37, and that it was to be handled the same as the State employees with their pay plan, grades and steps etc. and that he tried to equate these legislative jobs to them.

Graham asked about how this would work for the next session then, and would they have to go through this every session; in reply, Mr. LaFaver said **once** it was keyed in, it would be simple to continue; he further said the actions of this legislature allows for the pay plan, as well as a cost of living raise. Senator Graham said if they continued, at this rate, the budget would be in trouble and that he didn't see how they could continue.

Mr. LaFaver explained that once the legislative employees were keyed into the State Pay Plan, there would be no further problems.

Rep. Quilici asked if the legislative employees weren't entitled to the same raises as the State Employees were, and said he certainly thought they should be.

Mr. LaFaver explained the grades and steps of the pay plan, saying that there were 13 steps in each grade and until one went through the 13 steps, he would not be placed into another grade. He reiterated regarding the legislative action allowing this pay plan.

Senator Dunkle inquired, explaining that he wasn't objecting—merely inquiring, if the proposed plan allowed for both a cost of living raise and the various steps for raises. Mr. LaFaver said it did, according to the way the plan was set up by the legislature.

Senator Mc Omber said he really didn't understand the pay plan and would like an explanation. Mr. LaFaver explained the grades and steps and said he thought this body should get together and come to some sort of agreement so that the legislative employees would get paid.

Senator Graham inquired why the legislative employees had to be under the pay plan, as they only worked 90 days, and he thought maybe it would be better if they were handled by another method. He said he thought something should and could be worked out with the legislature. He said, under the pay plan, it was more or less out of the legislators hands.

Mr. LaFaver said he didn't see how anyone could come up with anything more fair than this pay plan.

Rep. Quilici referred to HJR #37, saying that it was already determined, and that they should abide by that.

Rep. Kessler said he did think that the Chief Clerk, Secretary of the Senate and the Sgt.-at-Arms positions were, too much money and should be lowered.

Rep. Quilici said that as long as there was only disagreement regarding the pay plan with the three top positions (Secretary of the Senate, Chief Clerk, and Sgt.-at-Arms) he moved that the committee accept the pay plan for the other employees. Senator Hazelbaker seconded the motion.

Senator Dunkle wanted to know if this included Senator Galt's Aide; The subject of an Aide for **Rep. Gould** and the hiring thereof was discussed, and a proposed salary of \$800.00 per month was agreed to, with no overtime. They, therefore, excluded Senator Galt's Aide from the motion.

Senator Lee said he wanted to make it perfectly clear before this committee voted that they all realized what they were voting on; that this would open up a can of worms; that he did not agree to any of the proposed raises or this plan.

Senator said that before they voted they should change the salary of the pages to at least the minimum wage of \$2.30, and the committee agreed to this.

The committee voted:

Rep. Quilici.....Aye
 Rep. Lory.....(Absent)
 Rep. Gunderson.....Aye
 Rep. Kessler.....Aye
 Rep. Lund.....(Absent)

Sen. Kolstad.....Aye
 Sen. Graham.....Aye
 Sen. Dunkle.....Aye
 Sen. Hazelbaker.....Aye
 Sen. Lee.....NO
 Sen. Mc Omber.....Aye
 Sen. Norman.....(Absent)
 Sen. Rasmussen.....Aye

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The members decided that they would meet on January 5, at 10:00 A.M., Room 415 in the Senate to resolve the salaries of the Chief Clerk, Secretary to the Senate, and the Sgt.-at-Arms positions, and any further business they would have.

There being no further business, the meeting was adjourned.

Chairman, Senator Allen C. Kolstad

ROLL CALL

JOINT LEG. ADMINISTRATION COMMITTEE

45th LEGISLATIVE SESSION -- 1977

Date 1-4-77

NAME	PRESENT	ABSENT	EXCUSED
SENATOR KOLSTAD	X		
GRAHAM	X		
DUNKLE	X		
HAZELBAKER	X		
LEE	X		
MC OMBER	X		
NORMAN			X
RASMUSSEN	X		
REP. QUILICI	X		
LORY			X
GUNDERSON	X		
KESSLER	X		
LUND			X

Each day attach to minutes.

January 3 1977

MR. PRESIDENT.....

We, your committee on..... Legislative Administration.....

having had under consideration Bill No.
respectfully report as follows:

That the following attaches of the Senate be employed as of 8:00 A.M.
 January 3, 1977:

Jean Fallon
 Pat Alter
 Gloria Tripp
 Judy Pratt
 JoAnn Wunderlich
 Dorothy Hill
 Doris Cason
 Arthur Noonan
 Garth Jacobsen
 Steven Rovig
 Cort Harrington
 Harriet Celar
 Mary Beth Meyer
 JoAnn F. Owens

Respectfully report as follows: That..... Bill No.

Barbara Lester
 Helen Dunbar
 JoAnne J. Richards
 Lon Maxwell
 Jean Stearns
 Wilma Blocker
 William Neary
 James Chirgwin
 Ralph Erving
 Kenneth Morrow
 James Meldrum
 Wayne J. Putz
 Gary Zorn
 Robin Sarah Francis
 Marla Illona Hall
 Greg Hill
 Sheila B. Kroon
 William James Gordon
 Kevin Skarlure
 Brooke Bishop
 DO PASS

Assistant Secretary of the Senate
 Secy. to Secretary of Senate
 Secy. to the Asst. Secretary
 Chief Journal Clerk
 Asst. Journal Clerk
 Chief Bills Clerk
 Asst. Bills Clerk
 Amendments Coordinator
 Reading Clerk
 Reading Clerk
 Bills Distributing Clerk
 Asst. Bills Distributor
 Posting Clerk
 Secretary (Democratic Floor Leader)

Secretary (Republican Floor Leader)
 Secretary to the President
 Researcher (Democratic Floor Leader)
 Researcher (Republican Floor Leader)
 Proofreader
 Proofreader
 Asst. Sergeant-at-Arms
 Asst. Sergeant-at-Arms
 Asst. Sergeant-at-Arms
 Asst. Sergeant-at-Arms
 Asst. Sergeant-at-Arms
 Doorkeeper
 Parking Attendant
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STANDING COMMITTEE REPORT

.....January 4.....19....77...

MR. **PRESIDENT**.....

We, your committee on.....**Legislative Administration**.....

having had under consideration Bill No.

respectfully report as follows:

That the following attaches of the Senate be employed as of
January 4, 1977:

Paul Lavelle Grant	Guard
Robert Dartman	Guard
John E. Roche, Jr.	Guard
Mark J. Harrington	Guard

That the following attache of the Senate be employed as of
8:00 a.m., January 5, 1977:

Jeff Anderson	Page
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Respectfully report as follows: That..... Bill No.



DO PASS