

MINUTES OF THE MEETING  
APPROPRIATIONS COMMITTEE  
MONTANA STATE  
HOUSE OF REPRESENTATIVES  
49TH LEGISLATIVE SPECIAL SESSION III

JUNE 20, 1986

The meeting of the Appropriations Committee was called to order by Chairman Bardanoue on June 20, 1986 at 11:00 a.m. in Room 104 of the State Capitol.

ROLL CALL: All members were present.

TAPE (Malfunction)

Rep. Bardanoue announced that HB 31 would be presented by it's sponsor, Rep. Spaeth.

Rep. Spaeth said he was carrying HB 31 for the Department of Administration. It is a key feature of the governor's plan and proposes freezing the wages of state employees at the 1986 matrices. This affects a very large number of people, but the reality is that \$8.1 million can be saved and that is a lot of money.

PROPOSERS:

Ellen Feaver, Director of the Department of Administration, said this bill is proposed to help balance the budget. It is not a statement by the administration about the employees. People through the entire state are sacrificing. They not only have not received increases in salary but they have taken cuts. State employees are not being asked to take cuts but simply to maintain and share in the sacrifice with all Montanans. If the bargaining units choose not to come forward to renegotiate than the state is bound to pay the 1987 matrix. This alternative will mean that quite a few persons will be laid off. The university contracts would not be directly affected, but each department, if unable to renegotiate will have to deal with the task of determining how many people we can keep and those we cannot keep.

She stated that discussion has been held with two bargaining units but no success was made in the area of reopening the contracts for renegotiation. If this bill is considered favorably, there may be more interest in coming to the bargaining table.

OPPOSERS:

Tom Schneider, Executive Secretary of the Montana Public

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Employee's Association, presented prepared testimony (Exhibit 1) and stated he was quite concerned about HB 31. In the old days, he said, you made an agreement and shook hands. If you broke the contract you got shot. He said that he did not have the right to reopen the contracts. Out of 7000 members in the MPEA he had received only one letter asking that the contracts be renegotiated.

He went on to say that state employees work very hard and they should not be treated in this way. If they were making \$20 per hour giving up 3% would not have a great effect, but these employees make \$5.00 to \$5.50 generally. They need the money, and it hurts them very much to give up anything.

He further testified that on previous occasions the state has said they would never reopen a contract. Four months ago the American Federation of Teachers requested that contracts be reopened for non-economic questions. The AFT was told at that time that under no circumstances would the state ever reopen a contract. He asked why state employees should now look at reopening contracts in a different light? He said the bargaining units will use whatever recourse they may have to protect the state employees.

Mr. Schneider asked the committee why the people who are presently demanding wage freeze or lay-offs oppose early retirement? He felt if there was some support for early retirement, it would take some of the pressure off of state government at this time. He asked that all other options be considered rather than a wage freeze.

James McGarvey, business agent for the Montana Federation of Teachers, appeared to urge opposition to HB 31. He read from prepared testimony (Exhibit 2) and further commented that all state employees realize the state is facing a fiscal crisis. They, too, have a long standing commitment to fiscal responsibility but raises to state employees have been below the rate of inflation (Exhibit 3). He concluded by saying state employees ratified their contracts by a majority vote and they are not coming forward on this matter, asking for renegotiation.

Nadlean Jensen, representing A.F.S.C.M.C., Council #9, urged opposition to freezing the pay plan. She pointed out that a study had been presented to the legislature outlining methods of reducing the deficit. On page 23 of that book is a comparison of state employees, the governor and other higher salaried persons. She testified that for years the state classified employees have been hit in the wallet, while those in higher positions have received a much larger percentage

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of salary increases. She felt the classified employees should keep what has been negotiated and catch up.

Phil Campbell, Montana Education Association, went on record as opposing HB 31, on behalf of teachers at the Institution schools as well as the Vo-Tech Centers. Attempts are being made to raise Institution teachers to a level with their colleagues in the public sector, and he felt the present gap should be corrected not further aggravated. Mr. Campbell said that placing an additional burden on the taxpayer is not the answer to this problem. There are other ways of solving this crisis and they should be explored.

Don Judge, representing Montana State A.F.L.-C.I.O., expressed opposition to HB 31, and noted that his organization had long standing positions in support of quality state services, even though they represented other workers than public employees. He noted the committee had received recommendations from the MPEA and suggested this documentation be looked at and selections be made where significant amounts of money could be raised. He recommended that as a viable alternative to HB 31, noting that it would also take care of the long-term crisis.

Steve Waldron, representing Montana Mental Health Centers, spoke in opposition to HB 31. He said the Human Services subcommittee had approved a 5% reduction from the general fund budget, and if HB 31 passed as written the Mental Health Centers would receive further funding cuts. He testified that community centers were the only Human Service providers to receive both the 2% and now the 5% cuts.

Rep. Bob Ream expressed opposition to the Foundation Program freeze. He said he thought the school systems could absorb the reduction but the University of Montana was in a very serious condition. Many faculty have left the school and many others are seeking jobs elsewhere. He said he was fearful of the overall decline in higher education.

Rep. Ream reported that Montana rated 50th in the list of flagship universities and he did not think that spoke well for our University in terms of faculty salaries. He commented that it had been 23 years since he did his Ph.D. work in Wisconsin and he had not yet hit the \$30,000 mark in terms of salary. He felt this was considerably lower than both high school and grade school teachers in the Missoula system. He said he hoped the committee would defeat HB 31.

Polly Schulke, representing herself, testified that she was from the Bozeman and Kalispell area. She said she did not

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care if she had to pay \$500 per year more in taxes, she wanted the teachers paid. She said we need quality teachers for Montana to grow. She did not feel the state would grow without a strong educational system.

Rep. Donaldson inquired how many people, now working, would actually be laid off if it came to that point.

Nadiean Jensen said she thought perhaps 61 plus people would be laid off from her bargaining unit. She said the layoffs would probably be in grade 8, 9 or lower.

Rep. Menahan said a lot of people in Institutions have been downgraded by the Department of Administration. This has the effect of going after people at the low end. The state administration gave all directors increases amounting to about \$3,000. Other people only get \$65 to \$70 per year. He said so many things were terribly unfair and he could not support the bill.

Rep. Quilici asked Ms. Jensen what the average salary was for direct care or food service in Warm Springs. He was advised that in Boulder and Galen it would be grade 8, step 6. Depending on the step that would be \$12,000 or lower per year. He then asked Mr. McGarvey if the staff at Warm Springs was adequate; that he had people tell him there was not adequate staff to handle patients and they have been hurt.

Mr. McGarvey replied that it was adequate depending on whose definition was used. A lot of positions are being held open at Warm Springs. The Department of Institutions has worked in this area in terms of policy but in terms of FTE he said he thought they were pretty light.

Rep. Moore said that in 1985 he had contacted more than 240 state employees in different departments. The consensus was that they would rather not have a pay raise, but retain jobs. Also, a study made on pay raises from 1975 to 1985 shows that public employees received pay raises and benefits higher than the C.P.I. during that 10-year period.

Rep. Moore further stated that the legislature is not in the negotiation business, but rather has a responsibility to appropriate what revenue the state has, and that revenue is down because personal income is far below what was previously anticipated. He commented that when you don't have the money to meet your budget, you have to bring your budget down to meet your revenue.

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Rep. Swift inquired if the union membership had been polled or a vote taken on accepting a wage freeze.

Mr. Schneider, MPEA, answered that this had not been done. He said he had traveled over the state and met with both groups and individuals to see what they wanted to do. He said there was no sentiment toward reopening the contracts.

Rep. Menahan asked what would happen in Boulder, for instance, where federal funding is involved, if layoffs were made? He asked if consideration was being given to the fact that there may be court challenges? He asked what would happen if there was no hot water or other indirect care deficiencies?

Ellen Feaver replied that if HB 31 is not passed then each agency must set priorities and see what is most important. There is simply no revenue to do the jobs that need to be done. Employees are needed to do the work. That is why the state has tried to renegotiate so that layoffs will not have to occur.

Rep. Bob Marks addressed a question to Mrs. Feaver. He asked about the reluctance on the part of the administration toward the early retirement option, since he assumed that plan would alleviate some unemployment. He said there seemed to be a willingness on the part of the state to give layoffs rather than consider early retirement. He asked how many layoffs would be required if HB 31 did not pass.

Mrs. Feaver said the FTE listing for layoffs in all departments was 338. She also said the early retirement option would have a significant cost to the state. The administration does not want layoffs because they think renegotiations are in order. She further noted that employees who are eligible for early retirement are not the same employees who would be laid off. People on the job for 25 or 30 years must be replaced when they retire. This will not help the general fund at all. The departments will lay off where it will hurt the least. People will retire where it will hurt the most.

Rep. Winslow asked how much effort went into discussing this proposal with state employees. Organizations in other states have accepted similar agreements. He wondered if there had been much attempt at communication.

Mrs. Feaver replied that before any public statements were made about the wage freeze the administration had talked with the unions on the request for renegotiations. At this time only Nadiean Jensen and Gene Fenderson have come to

discuss the matter.

Mr. Schneider responded that there was a broken commitment involved on the part of the state. The governor was to have released his entire package to balance the budget. During the period we were talking to our people the news of the wage freeze only was released. This is when the employee feeling became contrary. He went on to say that with regard to the contract situation no other option was given except 'open the contract and take a wage freeze'. He said his people were willing to look in other directions, but they were not given any other options.

Rep. Connelly asked if the employees laid off would receive unemployment benefits and who would pay for that?

Mr. Schneider said they would receive benefits, possibly amount to \$1-or-\$2 million from the unemployment fund.

Rep. Spaeth, in closing, expressed appreciation to those in opposition to the bill. He said he knew this was a very emotional bill and many people were angry about it. He did note that this bill did not seek to blame anyone for the problems the state currently has. He said this was not an easy bill to carry, and he did not think anyone would find it easy to vote on HB 31.

He noted there were four major options involved:

- 1) There will be \$8.1 million savings by freezing the pay plan. This will cause problems. It will cause people to leave the universities; it will cause state employees to leave. These are not good options.
- 2) There will be layoffs. Unemployment is not a good option for the 500 to 600 people who may be involved. All members of the legislature will have to look these people in the eye if this option is chosen.
- 3) We can make cuts elsewhere. Frankly, we have made those cuts. I think the committee has done an incredible job, but we simply could not make any more cuts.
- 4) We can increase taxes. I don't know what should be done in this area. The people back home are not ready to make a major financial commitment to the state. There is no one out

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there who can afford to pay more taxes.  
They are raising the issue that they can't  
afford what they are paying now.

Rep. Spaeth asked the committee if there were other options. He was not sure what they might be but he thought some people were seeking them. He said all of us want a good state but the bottom line here is \$8.1 million in savings. He said he supported HB 31 because he did not think it would cause as much trouble as the options he had outlined.

Rep. Spaeth made a motion to accept HB 31. Rep. Moore seconded the motion.

Rep. Bradley said she could not support the bill. She felt there was a problem with the whole bill with regard to the fairness question and some legal considerations. She then presented an amendment to exempt the University System from the impact of HB 31. She said she had polled the Higher Education subcommittee and she felt the amendment reflected their sentiments. She went on to comment that the subcommittee had left the balance of the 6-mill levy hanging for a purpose, because the universities are on a different system and have different obligations than the rest of state government. They have yearly contracts that require a year's notice. Consequently when a cut is made across the board, the universities must be treated differently. She also commented that contracts require that you cannot impair them unless an emergency exists. (See Exhibit 4 for amendments.)

Rep. Bradley made a motion to approve her amendment. The motion was seconded by Rep. Quilici and further discussion had. Rep. Bardanouve said he wished Rep. Bradley would not muddy the water about the 6-mill levy. The amount in question was not university money. It never was and according to the law it does not belong to the universities.

Rep. Bradley said she was not muddying the issue. The fact was that if we were able to get around contracts by citing an emergency it would be raised in court that the money was available and no alternative had been explored.

TAPE 12:A:000

Rep. Bardanouve said he was not arguing against the amendment, but it was a fact that the excess dollars in the 6-mill levy account belonged as much to any other agency as it did to the University System.

Rep. Spaeth said he understood and appreciated the position

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taken by Rep. Bradley. He said she was entirely correct about the impact this would have on her constituency, the University System. These same arguments, however, applied to everyone throughout state government. He further said he did not believe that the University System should have a higher priority than any other agency. He felt that any employee making only \$10,000 or \$12,000 per year was as important, if not more so, than somebody in the University System. He stated that these kinds of judgements could not be made here by the legislature.

Rep. Spaeth further said he would have to oppose the motion on the basis that HB 31 should be voted up or voted down the way it was right now. The effect is that everyone is equal at this point. The bill should go through or be defeated the way it is written.

Rep. Peck said he was particularly concerned about the unfairness that would exist if the amendment were to go through. It would obviously be favoring one group of state employees. He pointed out that it was not accurate to say that the subcommittee supports what this amendment would do, i.e., make a separate group within the pay scale for the University System. He said he opposed the amendment.

Rep. Donaldson said he would vote for the amendment, and he noted that there is a severe problem not only with the University people but a lot of other people in the state system. He continued by saying that we are losing the good people in the University System and we should not freeze their salaries. We have got to find a better way to solve this problem. He said he would not be able to support HB 31 because he felt it was flawed and there must be a better way to solve the state's crisis.

Rep. Moore called the question on the amendment.

Rep. Bradley closed by apologizing if the amendment was divisive, and reiterated that among public employees the University System was different and the impacts will have a different effect there. One of the impacts is that because the faculty are protected, the classified employees will have to take more than their fair share of cuts. She said that all units have taken additional cuts because of enrollment drops. They have taken an additional, incredible impact from the 2% and 5% cuts already taken.

She went on to say there is a real question of fair share at this time. Statistics show that Higher Education takes 25% of the entire general fund appropriation, but according to



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these same statistics they have taken 37.8% of the cuts. She closed by saying she had told her constituency they would have to take cuts, but she felt they have taken more than their proportionate share. She said she felt this was an anti-education legislature and this amendment would soften the blow a little.

A roll call vote was taken and the motion FAILED, with Reps. Donaldson, Bradley, Connelly, Schye, Menahan and Quilici supporting.

Rep. Moore called the question on HB 31.

Rep. Menahan interjected comments that in Rep. Spaeth's options revenue enhancement had been considered. He said he had asked people in his area what type of taxes would be agreeable and the reply was that we need a surtax. He said there seems to be others with that same view and he felt the committee should do something in that regard. Not everyone would agree with that, he said, but he did believe we must have some new form of revenue.

Rep. Lory said he had a petition for a surcharge and he would welcome all signatures.

A roll call vote was taken and the motion CARRIED, with Reps. Donaldson, Bradley, Connelly, Ernest, Schye, Menahan and Quilici opposing.

The meeting was adjourned at 12:50 p.m.

  
FRANCIS BARDANOUVE, Chairman

## DAILY ROLL CALL

APPROPRIATIONSCOMMITTEE

49th Legislature Special Session III

Date June 20, 1986

NAME	PRESENT	ABSENT	EXCUSED
BARDANOUVE, Francis (Chairman)	✓		
DONALDSON, Gene (Vice Chairman)	✓		
BRADLEY, Dorothy	✓		
CONNELLY, Mary Ellen	✓		
ERNST, Gene	✓		
<del>FRITZ, Harry</del> SCHYE, Ted	✓		
HAND, Bill	✓		
LORY, Earl	✓		
MANUEL, Rex	✓		
MENAHAN, William	✓		
MILLER, Ron	✓		
MOORE, Jack	✓		
NATHE, Dennis	✓		
PECK, Ray	✓		
QUILICI, Joe	✓		
REHBERG, Dennis	✓		
SPAETH, Gary	✓		
SWIFT, Bernie	✓		
THOFT, Bob	✓		
WINSLOW, Cal	✓		

# STANDING COMMITTEE REPORT

June 20

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Mr. Speaker: We, the committee on APPROPRIATIONS

report HB 31

☒ do pass

☐ be concurred in

☐ as amended

☐ do not pass

☐ be not concurred in

☐ statement of intent attached

REP. FRANCIS BARDANOVE

Chairman

CONTINUE FY 1986 PAY PLAN DURING FY 1987

FIRST

WHITE

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# ROLL CALL VOTE

APPROPRIATIONS

COMMITTEE

DATE June 20, 1986

BILL NO. HB 31

NUMBER

12:45 p.m.

NAME	AYE	NAY
BARDANOUVE, Francis (Chairman)	.	✓
DONALDSON, Gene (Vice Chairman)	✓	
BRADLEY, Dorothy	✓	
CONNELLY, Mary Ellen	✓	
ERNST, Gene		✓
<del>FRITZ, Harry</del> SCHYE, Ted	✓	
HAND, Bill		✓
LORY, Earl		✓
MANUEL, Rex		✓
MENAHAN, William	✓	
MILLER, Ron		✓
MOORE, Jack		✓
NATHE, Dennis		✓
PECK, Ray		✓
QUILICI, Joe	✓	
REHBERG, Dennis		✓
SPAETH, Gary		✓
SWIFT, Bernie		✓
THOFT, Bob		✓
WINSLOW, Cal		✓

TALLY

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Marcene Lynn

Secretary

Rep. Francis Bardanouve

Chairman

MOTION: Rep. Bradley moved to exempt the University System from  
 HB 31. (See Exhibit 4 for actual amendments) The motion was  
 seconded by Rep. Quilici and FAILED.

# ROLL CALL VOTE

APPROPRIATIONS

COMMITTEE

DATE June 20, 1986

BILL NO. HB 31

NUMBER

12:50 p.m.

NAME	AYE	NAY
BARDANOUE, Francis (Chairman)	✓	
DONALDSON, Gene (Vice Chairman)		✓
BRADLEY, Dorothy		✓
CONNELLY, Mary Ellen		✓
ERNST, Gene		✓
FRITZ, Harry SCHYE, Ted		✓
HAND, Bill	✓	
LORY, Earl	✓	
MANUEL, Rex	✓	
MENAHAN, William		✓
MILLER, Ron	✓	
MOORE, Jack	✓	
NATHE, Dennis	✓	
PECK, Ray	✓	
QUILICI, Joe		✓
REHBERG, Dennis	✓	
SPAETH, Gary	✓	
SWIFT, Bernie	✓	
THOFT, Bob	✓	
WINSLOW, Cal	✓	

TALLY

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Marcene Lynn

Secretary

Rep. Bardanoue

Chairman

MOTION: Rep. Spaeth moved that HB 31 DO PASS. The motion was  
seconded by Rep. Moore and CARRIED.



Exhibit 1  
6-20-86  
HB 31

THOMAS E. SCHNEIDER — EXECUTIVE DIRECTOR  
PHONE (406) 442-4600  
P. O. BOX 5800 1426 CEDAR  
HELENA, MONTANA 59601

Mr. Chairman and Committee Members:

My name is Thomas E. Schneider. I am the Executive Director of the Montana Public Employees Association, an association representing some 7000 public employees in the State of Montana.

MPEA's position from the beginning has been to protect the salary increases which were negotiated in good faith and funded by this legislature in good faith. While that statement may be unpopular and our concern for layoffs is paramount, the contracts simply cannot be opened.

State employees have suffered in the past and continue to suffer. Since 1975 salary increases have barely exceeded half of the CPI increases and last year the salary increase was only 1½%. Last year employees received a step "freeze".

Legally, there is a question as to whether you can freeze wages of those covered by contract, thus impairing the contract. If you choose that option we would let the court make that decision. For us, to open the contracts would, of course, leave us with no protection whatsoever. Once the contracts were opened we would have no protection nor could any legislative committee give us any. We would run the risk of never reaching agreement on a new contract or, worse yet, having salaries cut instead of frozen. MPEA simply will not do that nor will its members accept that risk.

If you are to freeze the wages of state and university employees and at the same time pass the Governor's proposed gas and utility tax proposals you will be taxing state and university employees 3.25% higher than any other citizen of this State. THAT'S NOT FAIR....

How do we propose to receive this increase and not layoff any employees? We are proposing an early retirement option which would allow employees who have

completed 25 years of service or are age 55 and have completed 5 years of service to retire without penalty. As you know, PERD is the only system of the eight state retirement systems that penalizes employees who retire with 25 years of service. This bill would correct that inequity but only for a six month period. It is the same concept that has been used by many private sector corporations who have found themselves in the same position Montana is currently in.

The number of state, university and local government eligibles is approximately 1980. If, as a result of the very short period of time to take advantage of the option, a fourth of those eligible take early retirement, that would be approximately 500 employees out of employment. They would leave happy and with a monthly retirement check whereas those layed off would leave in complete despair and draw unemployment and welfare. We are asking you to explore that humane method before you cast these employees adrift.

Thank you very much for the opportunity to appear. I want you to know that we fully understand, probably better than anyone in Montana, the seriousness of the job this legislature has to do in the coming weeks. We will be here to assist you in any way we can.



# MONTANA FEDERATION OF TEACHERS

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

Box 1246

Helena, Montana 59624

(406) 442-2123



Jim McGarvey  
Executive Director

TESTIMONY OF JIM MCGARVEY, EXECUTIVE DIRECTOR, MONTANA FEDERATION OF  
TEACHERS/MONTANA FEDERATION OF STATE EMPLOYEES, AFT, AFL-CIO ON HB 31  
PRESENTED TO THE HOUSE APPROPRIATIONS COMMITTEE ON JUNE 20, 1986

My name is Jim McGarvey and I am the Executive Director of the Montana  
Federation of Teachers/Montana Federation of State Employees, AFT, AFL-CIO.  
I appear before you today to ask you to oppose HB 31. This bill would  
rescind the salary and benefit increases negotiated in good faith for state  
employees. Not only is HB 31 bad public policy, but it violates Article 2,  
Section 31 of the Montana Constitution which states:

"No ex post facto law nor any law impairing the obligation of  
contracts, or making any irrevocable grant of special privileges,  
franchises, or immunities, shall be passed by the legislature."

On behalf of our members I ask that you instead consider measures that would  
raise the revenue necessary to fund the pay plan approved by the 49th  
Legislature. Dedicated state employees have been willing in the past to pay  
their fair share of taxes and continue to be willing to pay their fair  
share. We realize that the state of Montana is facing a fiscal crisis. We  
at the MFT have a long-standing commitment to fiscal responsibility. In  
fact, in every year but one of the past 11 years pay increases for state  
employees have been below the rate of inflation.

I have for the committee a comparison of the inflation rate and the state  
employee pay plan increases for the past 11 years. As you can see, our  
members have clearly sacrificed and will continue to sacrifice in order to  
help balance the state budget. Negotiations are a long and complicated  
process that our members have participated in in good faith -- we've played  
by the rules. We have made trade-off's at the table to get the small  
increases that were agreed to for this coming year. For this Legislature to  
cancel these contracts mid-term is unnecessary, illegal and just plain  
wrong.

It is equally unfair to engage in the economic blackmail which threatens  
state employees with massive layoffs unless they agree to break their  
contracts and accept a wage freeze. It is the responsibility of the  
Legislature to determine the number of positions necessary to provide  
services to the people of this state. To lay that responsibility on the step  
of state employees by demanding that they give up their wage increase in  
order to save the jobs of co-workers is unreasonable and irresponsible.

Democracy in Education — Education for Democracy



Jim McGarvey testimony (cont.)

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The people of the state of Montana have come to expect a lot from state government, including quality schools, good roads, an outstanding park system, secure prisons, dependable health care and much more. And for years — thanks in part to the hard work and dedicated efforts of public employees — the state of Montana has provided it's citizens the high level of service they deserve and expect. Dismantling programs, risking the loss of talented employees and denying opportunity and quality in our children's education may impose a cost on Montanans far in excess of any short-term savings.

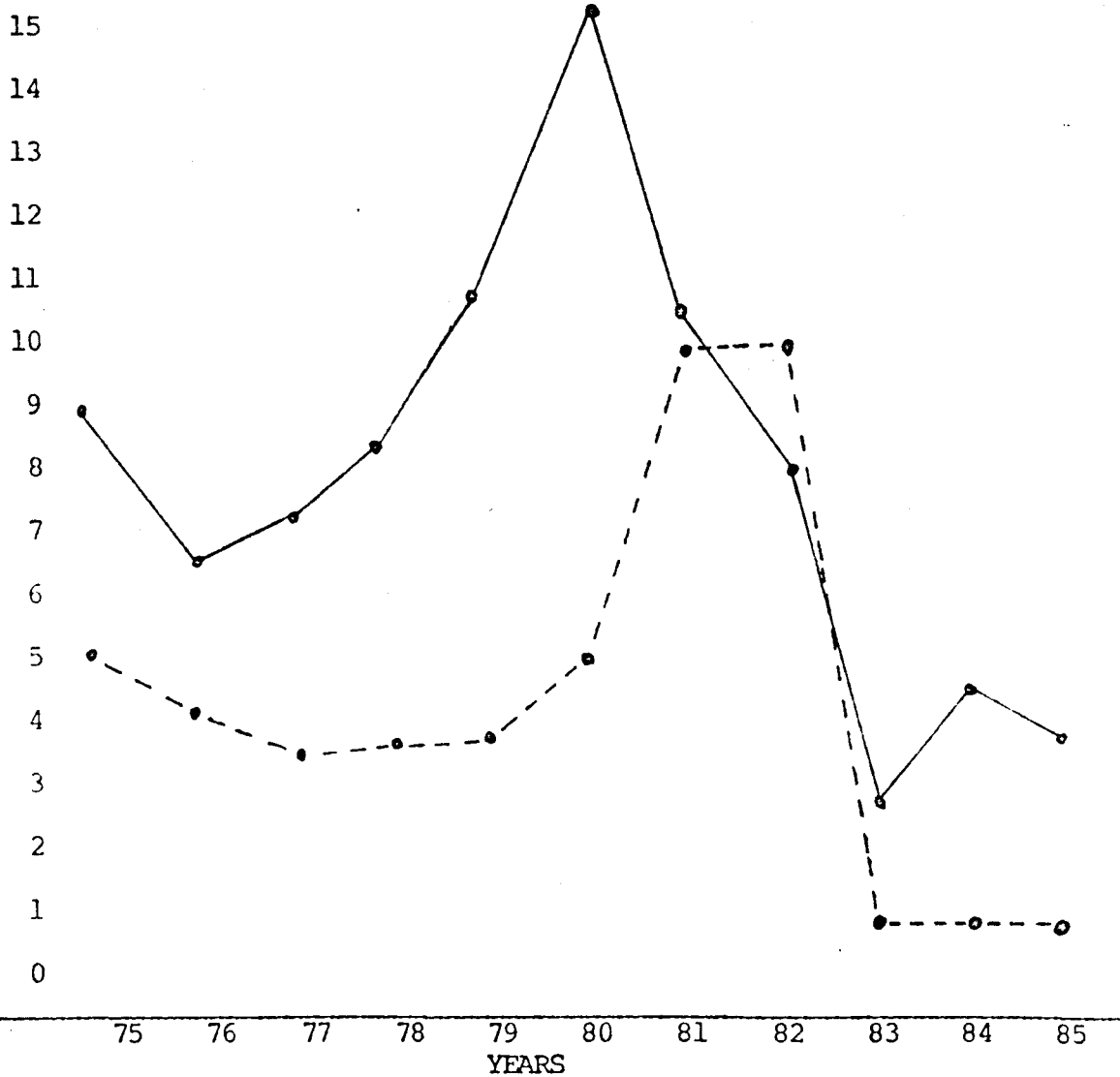
It is not our desire to blame anyone for this fiscal crisis nor should we be blamed for it. It is important to understand that there are some Montanans who are not to blame for this crisis and who should not be expected to shoulder the burden of resolving it.

Surely the children who attend our schools are not to blame. The people in our institutions and the Montanans who receive state services are not to blame, and certainly the state employees who provide these services are not to blame for this crisis.

Thank you.

YEAR BY YEAR COMPARISON  
OF STATE EMPLOYEE PAY INCREASES  
VS. INFLATION

percentage



----- pay plan  
———— inflation (CPI-U, Montana Department of Labor)

EXHIBIT  
6-20-86  
HB 31  
Rep. Bradley's  
Amendments

Proposed Amendments to House Bill 31

1. Title, line 6  
Following: "1987"  
Insert: "EXCEPT FOR EMPLOYEES OF THE MONTANA UNIVERSITY  
SYSTEM"  
Following: "SECTIONS"  
Strike: "2-18-301,"  
Following: "2-18-303"  
Strike: "THROUGH"  
Insert: ", "
2. Title, line 7  
Strike: "2-18-305,"  
Following: "2-18-311"  
Strike: ", 2-18-313"
3. Title, line 8  
Following: "1985;"  
Strike: "REPEALING SECTION 2-18-312, MCA;"
4. Page 1  
Following: enacting clause  
Strike: Section 1 in its entirety  
ReNUMBER: subsequent sections
5. Page 2, line 4  
Following: "~~schedules~~"  
Strike: "schedule"  
Insert: "schedules"
6. Page 2, line 5  
Following: "~~and-2-18-312~~"  
Insert: "and 2-18-312"
7. Page 2, line 8.  
Following: "chapter"  
Insert: "except classified positions in the Montana  
university system"
8. Page 2, following line 11  
Insert: "(b) The pay schedule provided in 2-18-312  
indicates the annual compensation for the fiscal year  
ending June 30, 1987, for each grade and step for  
positions in the Montana university system classified  
under the provisions of part 2 of this chapter."  
ReNUMBER: subsequent sections
9. Page 3, line 1  
Following: "~~schedules~~"  
Strike: "schedule"  
Insert: "schedules"  
Following: "~~and-2-18-312~~"  
Insert: "and 2-18-312"

10. Page 4, line 6  
Following: "2-18-311"  
Strike: "and 2-18-313"
11. Page 4, line 20  
Following: "2-18-311"  
Strike: "and 2-18-313"
12. Page 5  
Following: line 2  
Strike: Sections 3 and 4 in their entirety  
Renumber: subsequent sections
13. Page 6, line 13  
Following: "1987"  
Insert: ", except for those positions governed by the pay schedule set forth in 2-18-312,"
14. Page 7, following line 17  
Insert: "Section 3. Section 2-18-312, MCA, is amended to read: "2-18-312. Statewide State university system pay schedule for fiscal year 1987. The statewide classification pay schedule for the classified employees of the Montana university system for fiscal year 1987 is as follows:"

Annual Hours — 2080  
Pay Matrix — State

Note: Includes Insurance  
Matrix Type — Annual

GRADE	STEP												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	9,392	10,099	10,301	10,507	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,802
2	9,874	10,617	10,829	11,046	11,267	11,492	11,722	11,956	12,195	12,439	12,688	12,942	13,460
3	10,398	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	14,175
4	10,971	11,797	12,033	12,274	12,519	12,769	13,024	13,284	13,550	13,821	14,097	14,379	14,954
5	11,603	12,476	12,726	12,981	13,241	13,506	13,776	14,052	14,333	14,620	14,912	15,210	15,818
6	12,295	13,220	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,761
7	13,062	14,045	14,326	14,613	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,806
8	13,889	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,933
9	14,807	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	20,186
10	15,813	17,003	17,343	17,690	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,555
11	16,912	18,185	18,549	18,920	19,298	19,684	20,078	20,480	20,890	21,308	21,734	22,169	23,056
12	18,128	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,714
13	19,464	20,929	21,348	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,512	26,532
14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,817
15	22,885	24,608	25,100	25,602	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	31,196
16	24,846	26,716	27,250	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,870
17	26,967	28,997	29,577	30,169	30,772	31,387	32,015	32,655	33,308	33,974	34,653	35,346	36,760
18	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,957
19	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	41,796
20	34,701	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	44,591	44,591
21	37,795	40,640	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	47,617	47,617	47,617
22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	50,878	50,878	50,878	50,878
23	44,906	48,286	49,252	50,237	51,242	52,267	53,312	54,378	54,378	54,378	54,378	54,378	54,378
24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	58,158	58,158	58,158	58,158	58,158	58,158
25	53,471	57,496	58,646	59,819	61,015	62,235	62,235	62,235	62,235	62,235	62,235	62,235	62,235

Renumber: subsequent sections

15. Page 13, line 20  
Following: "units,"  
Insert: "employees of the Montana university system,"
16. Page 14, line 11  
Following: "\$16,500,000"  
Strike: "\$8,400,000"  
Insert: "\$11,866,206"
17. Page 14, line 14  
Following: "\$9,600,000"  
Strike: "\$5,200,000"  
Insert: "\$5,234,934"
18. Page 14, line 17  
Strike: Section 11 in its entirety.  
Re-number: subsequent sections.

AMEND/hm/HB 31/BCD

# VISITORS' REGISTER

APPROPRIATIONS

COMMITTEE

BILL NO. HB 31

DATE June 20, 1986

SPONSOR Rep. G. Spaeth

NAME (please print)	RESIDENCE REPRESENTING	SUPPORT	OPPOSE
<del>Thomas Schneider</del>	<del>MPEA</del>		X
Dave Deppen	MPEA		
Kadiane Jensen	AFSCME		X
Eric Romney	OCHF		X
Spaeth	HA & A	X	
Laurie Ekanger	Dept of Admin	X	
Kathleen Holden	Dept of Admin	X	
JACK ELLERY	DOR		
Larry Fashender	DNRC	X	
Robert Foster	Loringdon SD.		X
Phil Campbell	ME A		X
MATT THIER	MFT		X
Thom Olson	—		
Trishie Davison	MFT		X
Jim McHargue	MFT		X
Don Judge	Montana State AFL-CIO		X
Jay McVath	Mental Health Ass'n of MT		X
Steve Waldron	Mental Health Centers		X
Terry Minner	MFT		X

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## APPROPRIATIONS

BILL NO.

7/3 31

DATE \_\_\_\_\_

June 20, 1986

Rep. G. Spaeth

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM

CS-33