

MINUTES OF THE MEETING
APPROPRIATIONS COMMITTEE
50TH LEGISLATIVE SESSION

The meeting of the Appropriations Committee was called to order by Vice-Chairman Rep. Cal Winslow on January 21, 1987, at 1:30 p.m. in Room 104 of the State Capitol.

ROLL CALL: All members were present except Rep. Donaldson who was excused, Reps. Rehberg and Spaeth who were absent, and Reps. Miller and Iverson arrived late. Also in attendance was Judy Rippingale, Legislative Fiscal Analyst, Tom Cleary, Legislative Intern, and Denise Thompson, Secretary.

HB 233:

Rep. Francis Bardanoue introduced HB 233 to the committee by saying HB 233 establishes compensation levels for the 1989 biennium at the 1987 level; a pay freeze.

Section 1 updates the current fiscal years to the 1989 biennium.

Section 2 updates the procedure for utilizing the pay schedule, deletes the step increases, deletes the provision that ratifies a cut in bargaining agreement.

Section 3,4,5,6, and 7 establishes a fiscal year of 1988 and 1989 pay schedules at the 1987 level which about 90 percent or 9,000 employees that come under that.

The teacher's pay plan--about 50 teachers, about 130 liquor store employees, and about 750 blue collar workers will come under that.

Section 8. Establishes the FY 1988 and 1989 insurance level at \$115 per month which is the present level.

Blue Collar workers, about 330 highway employees have ratified and negotiated the pay plan for this biennium. They are the only employees that have ratified a settlement.

The bill does not require additional appropriations, it does not roll back any employees salaries. He stated that he was not presenting this bill with pride or joy but it is symbolic of the times that we are in, shortfalls on revenues, and no real economic upturn right now visible.

He referenced to arguments that a two year pay freeze will affect morale and the productivity of employees, but he has found most employees in these times, will probably prefer a firm job than a lay off or cut in salary. You must have a bill to set the schedules for state employees.

PROPONENTS:(11:A:8:55)

Mr. Rod Sunsted, Chief Negotiator for the executive branch and collective bargaining unit, stated he supported HB 233 (Exhibits 1 and 2). Mr. Sunsted explained some of the provisions of HB 233, discussed HB 233 relative to the present status of collective bargaining, and then discussed the competitiveness of state employees salaries in general.

Proposal on the Group Insurance Contribution--Mr. Sunsted stated they are proposing that \$115 per month remain the same for the next two years of the biennium. It is expected, given the present reserves and given the cost containment measures already in place, that the \$115 can maintain the existing benefits through the next biennium without any increase to the state or the employees.

Wages and salaries--The statewide pay schedule freezes the matrix and does not allow step increases either year except from step 1 to step 2, probationary status change.

Institutional teachers pay schedule--HB 233 freezes the schedule and also does not provide for step increases for experience but does allow for increases based on educational attainment.

Liquor store pay schedules--There are no steps in those schedules, they are by grade and would be frozen for both years of the biennium.

Blue collar schedules will also be frozen.

Collective bargaining has generally dictated the wages and benefit levels for state employees. The bargaining process this time has been slower this time than in the past. Partly because the Montana code requires us to present our pay plan schedules to the LFA by November 15th. Once it became known publicly that we were proposing a pay freeze, he felt it had a chilling effect on negotiations. We have reached agreement with one state employee bargaining agent, Public Employees Craft Council, who represent teamsters, machinists, operating engineers, painters and laborers in the Highway Maintenance Division and they are the largest bargaining agent on that blue collar pay schedule. He has not reached agreement with any union of any of the other pay schedules.

He referred to Exhibit 2, the Summary results of their biennial survey that they conduct each year. It is important to note how Montana salaries are in comparison to other states and also Montana employers. The salary survey shows that state of Montana salaries are lagging behind other states by about 12 percent. Last year salaries were about 8 percent behind, this year they are 12 percent behind. When compared to other Montana employers, the state is about on target, we are just slightly below. When comparing occupational groups, state employee salaries are at least competitive when they get into the professional and technical occupations.

House Bill 233 is not intended to be critical of the productivity of state employees, nor are we making any claim that state employees are over paid. We do however, believe that HB 233 is a fair proposal given the current economic conditions facing this state.

OPPONENTS:(12:A:12.00)

Mr. Tom Schneider, Executive Director, Montana Public Employees Association, stated that he understood the financial climate in the state. He stated that he opposed the bill with good reason. He stated that he has a bill which calls for a 12 percent increase, and mentioned that there also was a bill for a decrease. If they are dealing with a pay cut versus a pay freeze, then the freeze sounds pretty good. If they are dealing with a freeze versus an increase, then it sounds bad. Their position is maybe this is just a little premature, because when they are in the position to have a pay increase, its the last thing that's passed; if they are going to have a pay freeze, everyone wants that to be the first thing that passes.

One of the problems they have today is increased workload. People who have their areas cut so badly, are working at noon, through coffee breaks and taking work home at night. All of that is illegal under federal law, and somewhere down the road if they file a wage claim, the state will have to pay that. So the state has rules against them doing that. But these people are so concerned about getting the job done and the effect of their jobs on the public, they are actually taking their work home and doing it.

There are also morale problems from salary, stress, workload, and also because of the unknown. Productivity is a concern but he doesn't feel it is down because of what he has seen the employees doing.

He knows people are not overpaid, and that freezing wages is not going to keep us equal with some of the people doing like jobs in other states. It won't even keep up with inflation.

He stated that they only support the Insurance Benefits portion of the bill.

Mr. Schneider asked the committee to take a look at their bill and take a look at the whole financial picture before they just start the first block of balancing the budget on the backs of the employees.

(25.15) Terry Minnow, representing the Montana Federation of Teachers, Montana Federation of State Employees, asked that the committee oppose HB 233. The legislature instead should consider measures that would raise the revenue necessary to fund the state services that Montanans deserve and they are entitled to. More revenue must be raised to fund those services. Revenue neutral proposals will leave us in the same bind that we are in today. This bill represents a form of selective taxation. For state employees wages, to not keep up with inflation, is unfair. Dedicated state employees have been willing, in the past and continue to be, willing to pay their fair share of taxes.

(26:90)-Nadeen Jensen, Executive Director of Montana Council 9, AFL-CIO, opposed the bill because she felt it was untimely, it's too early in the session, they are still heavily in negotiations. With the passage of the bill it would curtail those negotiations.

(27.30)-Mr. Phil Campbell, representing the Montana Education Association reviewed a report which he presented to the committee (Exhibit 3). He discussed the large salary difference in the schedules in reference to the institution teacher's salaries in comparison to other schools. He asked the committee to vote no.

Rep. Iverson entered the meeting.

QUESTIONS:

Rep. Devlin asked Mr. Campbell if there were any teachers with a masters plus 10 or 17 years at either one of the institutions. Mr. Campbell stated he didn't think so, probably the longest is 10 years. Rep. Devlin asked whether there is summer employment or summer openings at Pine Hills or Mountain View. Are those teachers that teach there, a great priority to get these jobs? Mr. Campbell stated he thought so.

(12:A:36.10)Rep. Quilici asked Mr. Schneider if these employees that are taking work home are doing so at the request of their employers. Mr. Schneider stated no, that would be against the law.

Rep. Poulsen asked Mr. Schneider how he would propose we continue all of the services and the payroll within the state and in turn improve the economy.

Mr. Schneider stated he recognized that changes had to be made in the tax base, both to take the burden off and spur the economy. We can't do that in the appropriations committee. He doesn't think it is unfair to penalize one segment of the population until you have gone through that particular area. You have to do all things at the same time instead of just singling out one group as being the corner stone to balance the budget.

Mr. Campbell stated he felt that should be approached now are the services that the state needs to provide, and then once that is determined say it costs this much money, now we have to figure out how to pay. He felt there was no question that we need to look at our taxing structure, our tax policies in the state, look at creating some changes so that business does get some incentives, and he thought we needed to look at broadening the tax base. He stated he was talking tax increases.

Rep. Bardanouve closed by saying that he felt there was a fair hearing, the remarks that the representatives of the employees of Montana were valid. They presented their remarks in a fine manner. They realize that we have a serious situation. He stated that he would much rather bring a pay increase to employees. This bill is not an increase, it also is not a pay cut. This is an attempt to make the best of a bad situation to hold their salary at the present level, and hopefully in 1989 the legislature will be able to offer employees an increase.

(12:B:11.56)Rep. Bardanouve moved to DO PASS HB 233.

The meeting was temporarily stopped to wait for Rep. Bradley and Menahan to return from another meeting so they could vote. The meeting was called back to order.

Reps. Menahan and Poulsen expressed concern with the institutions teachers stating that they felt those people should be removed and something different done with them.

Rep. Quilici called the question.

There was a roll call vote. Reps. Thoft, Winslow, Bardanouve, Bradley, Connelly, Devlin, Iverson, Manuel, Menke, Nathe, Poulsen, Swift, and Switzer voted YES. Reps. Menahan, Miller, Peck, and Quilici voted NO. The motion CARRIED by a vote of 13 to 4. (NOTE MINUTES FROM 1/22/87 FOR A VOTE CHANGE).

ADJOURNMENT

There being no further business before the committee, the meeting adjourned at 2:39 p.m.



Rep. Cal Winslow, Vice-Chairman

DAILY ROLL CALL

APPROPRIATIONS

COMMITTEE

50th LEGISLATIVE SESSION -- 1987

Date 1/21/87

NAME	PRESENT	ABSENT	EXCUSED
DONALDSON, GENE (Chairman)			✓
THOFT, BOB (Vice Chairman)	✓		
WINSLOW, CAL (Vice Chairman)	✓		
BARDANOUVE, FRANCIS	✓		
BRADLEY, DOROTHY	✓		
CONNERY, MARY ELLEN	✓		
DEVLIN, GERRY	✓		
IVERSON, DENNIS	✓ late		
MANUEL, REX	✓		
MENAHAN, WILLIAM "RED"	✓		
MENKE, LARRY	✓		
MILLER, RON	✓ late		✓
NATHE, DENNIS	✓		
PECK, RAY	✓		
POULSEN, HAROLD	✓		
QUILLICI, JOE	✓		
REHBERG, DENNIS		✓	
SPAETH, GARY		✓	
SWIFT, BERNIE	✓		
SWITZER, DEAN	✓		

ROLL CALL VOTE

HOUSE APPROPRIATIONS

COMMITTEE

DATE 1/21/87 BILL NO. _____ HOUSE _____ NUMBER 233

NAME	AYE	NAY
Rep. Gene Donaldson, Chairman		
Rep. Bob Thoft, Vice Chairman	✓	
Rep. Cal Winslow, Vice Chairman	✓	
Rep. Francis Bardanouve	✓	
Rep. Dorothy Bradley	✓	
Rep. Mary Ellen Connelly	✓	
Rep. Gerry Devlin	✓	
Rep. Dennis Iverson	✓	
Rep. Rex Manuel	✓	
Rep. Red Menahan		✓
Rep. Larry Menke	✓	
Rep. Ron Miller		✓
Rep. Dennis Nathe	✓	
Rep. Ray Peck		✓
Rep. Harold Poulsen	✓	
Rep. Joe Quilici		✓
Rep. Dennis Rehberg		
Rep. Gary Spaeth		
Rep. Bernie Swift	✓	
Rep. Dean Switzer	✓	

TALLY MOTION CARRIED.

13 4

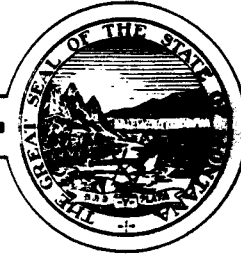
DENISE THOMPSON
Secretary

REP. CAL WINSLOW
Chairman

MOTION: REP. BARDANOUVE MOVED THAT HB 233 DO PASS.

DEPARTMENT OF ADMINISTRATION
STATE PERSONNEL DIVISION

EXHIBIT _____
DATE 1/21/87
HB 233



TED SCHWINDEN, GOVERNOR

ROOM 130, MITCHELL BUILDING

STATE OF MONTANA

(406) 444-3871

HELENA, MONTANA 59620

TESTIMONY OF ROD SUNDSTED, CHIEF NEGOTIATOR FOR THE
EXECUTIVE BRANCH OF STATE GOVERNMENT IN COLLECTIVE
BARGAINING, SUPPORTING HOUSE BILL 233

Mr. Chairman, Members of the Committee, my name is Rod Sundsted, and I am the Chief Negotiator for the Executive Branch of State Government in Collective Bargaining.

I appear before you today in support of HB 233, which is the Administration's proposal for state employees' salaries covering the Fiscal Year 88/89 biennium.

I would like to explain the provisions of HB 233, discuss HB 233 relative to the present status of collective bargaining, and discuss the competitiveness of state salaries in general.

HB 233, which is an integral part of the Governor's budget proposal, provides for the following:

Group Insurance Contribution

The State's contribution for group insurance would remain at the present \$115 per month rate for both Fiscal Year 1988 and 1989 for all employees. It is expected, given the present reserves and cost containment measures in place, that the Plan can maintain present benefits through Fiscal Year 1989 with no increase from the State or employees.

Wages and Salaries

Statewide Pay Schedule - Over 90% of all executive branch state employees are on this matrix. For Fiscal Year 1988 and Fiscal Year 1989, the matrix would remain the same as the present Fiscal Year 1987 level. Except for advancement from Step 1 to Step 2 after the probationary period, employees would not be allowed to advance a step on the matrix during either Fiscal Year 1988 or Fiscal 1989.

Institutional Teachers Pay Schedule - Approximately 48 positions. This matrix would also be frozen at the Fiscal Year 1987 level for Fiscal Year 1988 and Fiscal Year 1989. Teachers would be allowed to advance based on educational attainment during Fiscal Year 1988 and Fiscal Year 1989, but would not be allowed to advance based on experience.

Leg-1/ROD

Liquor Store Pay Schedules - Approximately 145 positions. These employees would also be frozen at the Fiscal Year 1987 level for Fiscal Year 1988 and Fiscal Year 1989.

Blue Collar Pay Schedules - Approximately 740 positions. These employees would also be frozen at the Fiscal Year 1987 level for Fiscal Year 1988 and Fiscal Year 1989.

Collective bargaining has generally dictated wage and benefit levels for state employees. Although we are in negotiations with most major bargaining agents representing state employees, the bargaining process has been somewhat slower this year than in the past. I believe that part of the reason is that 17-7-111 and 17-7-112, MCA, requires that the executive branch submit its proposed pay plan schedules to the Legislative Fiscal Analyst by November 15. Once it became known that we were proposing a wage freeze, I believe it had a chilling effect on negotiations. To date, we have reached agreement with one of the nineteen bargaining agents representing state employees. The Public Employees Craft Union (Teamsters, Machinists, Operating Engineering, Painters, Laborers) has reached an agreement with the State containing a wage freeze. The Public Employees Craft Council represents approximately 330 employees in the Highway Department Maintenance Division that are paid under the Blue Collar pay schedule.

Along with the copy of my testimony, which I have handed out to you, I have attached a summary of the results of the State's 1986 Biennial Salary Survey. I would like to briefly touch on those results to give you an idea of the competitiveness of the state's salaries.

Salaries paid Montana Government employees continue to lag behind those of neighboring states. State employees are paid approximately 12% less, with the gap widening slowly. State of Montana salaries are only slightly below what other Montana employers pay their employees. The occupational groups where the State is least competitive are the Professional and Technical occupations.

In closing, I would like to emphasize that HB 233 is not intended to be critical of the productivity of state employees, nor do we think that state employees are overpaid. We do, however, believe that HB 233 is fair and reasonable given the current economic conditions facing the State and its citizens.

SUMMARY OF RESULTS

**PRESENTED TO
HOUSE APPROPRIATIONS COMMITTEE
JANUARY 1987**

STATE EMPLOYEE SALARY

AND

BENEFIT SURVEY

1986

Prepared by:

**Department of Administration
Personnel Division
Labor Relations and
Employee Benefits Bureau**

SUMMARY OF RESULTS
STATE EMPLOYEE SALARY AND BENEFIT SURVEY - 1986

This report provides an overview of the results of the 1986 State Employee Salary and Benefit Survey conducted by the Department of Administration, Personnel Division. The final report will be presented to the Legislature at a later date.

The primary purpose of the State Salary and Benefit Survey is to measure the competitiveness of state government salaries and benefits with those labor markets most often used to recruit state government employees. State law (MCA 2-18-301) requires that state government provide adequate compensation to attract and retain competent employees to perform the services the state is required to provide its citizens.

State salaries were compared to salaries and benefits paid by other Montana employers and neighboring states. Job classes were selected to represent a cross section of occupational skill levels in state government.

The following general conclusions can be drawn from the survey results:

1. State government salaries continue to lag behind neighboring states. The gap has widened by approximately 4% since the previous survey in 1984. State salaries are comparable overall to other Montana employers.
2. State salaries paid by special pay matrices (retail clerks, blue collar crafts, teachers, and physicians) are near or below average when compared to other Montana employers and neighboring states.
3. Half of the employers surveyed anticipate salary increases for 1987. State Government will not keep pace with those employers.
4. Over half of the employers surveyed have a pay system for increasing salaries for more productive employees. State government does not have a merit pay system.
5. State government's monthly contribution to group insurance is comparable to other employers.
6. State government's retirement contribution is slightly below neighboring states but is comparable to other Montana employers.
7. State government provides comparable leave time to neighboring states, but provides more leave time when compared to Montana employers.

Two tables and a graph are presented in this summary from the survey data. Table 1 shows the 1986 survey results compared to surveys conducted in the previous three bienniums. Table 2 compares state government salaries by general occupational group to other Montana employers and neighboring states from the 1986 survey data. The graph visually shows the comparison by general occupational group.

The final report will contain descriptions of the comparisons made between occupational groups, job classes, and job grades, and will describe the methodologies used in survey design and analysis.

TABLE 2
COMPETITIVENESS OF STATE AVERAGE OR MIDPOINT SALARIES
BY GENERAL OCCUPATIONAL GROUP

<u>General Occupational Group*</u>	<u>Employer Sample</u>	<u>Percent State Is Above (Below) Survey</u>
Professional	Neighboring States	(12.9)
	Montana	(1.3)
Technical	Neighboring States	(9.3)
	Montana	1.4
Clerical	Neighboring States	(1.3)
	Montana	(1.3)
Crafts	Neighboring States	(2.1)
	Montana	0.8
Miscellaneous	Neighboring States	11.2
	Montana	1.8

*The survey results were divided into five general occupational groups shown in Table 2. Each general occupational group contains occupational sub-groups which contain specific job titles. The general occupational groups shown contain the following sub-groups:

Professional

Engineering & Architecture
 Computer Science
 Nursing
 Other Health
 Education
 Accounting
 General Business & Economics
 Top Officials
 Forestry/Agricultural Sciences
 Biological Sciences
 Other Physical & Life Sciences
 Behavioral Sciences
 Medicine
 Dentistry
 Veterinary Medicine
 Pharmacy
 Law
 Art, Photo, Journ., Radio/TV
 Protective Sciences
 Planning
 Aviation
 Library & Archival Sciences
 Hospital Administration

Technical

Engineering & Architecture
 Computer Science
 Health
 Forestry/Agricultural Sciences
 Other Physical & Life Sciences
 Behavioral Sciences
 Art, Photo, Journal., Radio/TV
 General Business
 Protective Services
 Electronics
 Library & Archival Sciences

Clerical

General
 Accounting
 Shipping & Receiving
 Computer Science

Crafts

Structural
 Machine Operator & Mechanics
 Personal Services

Miscellaneous

Personal & Domestic
 Custodian
 Unskilled - Semi-skilled
 Retail Sales
 Miscellaneous Services

EXHIBIT
DATE 1/27/87
HB 233

SALARY INFORMATION FOR INSTITUTION SCHOOLS

PREPARED BY
MONTANA EDUCATION ASSOCIATION
1987

CHANGES IN AMOUNT OF SALARY SCHEDULES 278676678407 OVER 270260188907
 FOR SCHOOL DIST.MOUNTAIN VIEW SCHOOL (STATE)
 AND SCHOOL DIST.HELENA DIST #1

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10
1	-2,166	-2,244	-2,322	-2,400	-2,943	-3,017
2	-2,266	-2,350	-2,434	-2,518	-3,108	-3,203
3	-2,364	-2,456	-2,552	-2,646	-3,273	-3,387
4	-2,461	-2,551	-2,653	-2,757	-3,437	-3,573
5	-2,540	-2,658	-2,765	-2,879	-3,611	-3,757
6	-2,637	-2,763	-2,880	-3,008	-3,775	-3,952
7	-2,727	-2,850	-2,983	-3,139	-3,941	-4,139
8	-2,824	-2,953	-3,093	-3,248	-4,104	-4,324
9	-2,913	-3,072	-3,200	-3,390	-4,268	-4,509
10	-3,010	-3,166	-3,316	-3,481	-4,434	-4,674
11	-3,097	-3,273	-3,424	-3,631	-4,598	-4,890
12	-3,097	-3,933	-4,144	-4,361	-5,428	-5,780
13	-3,097	-3,933	-4,874	-5,651	-6,258	-6,670
14	-3,097	-3,933	-4,874	-6,431	-7,088	-7,560
15	-3,097	-3,933	-4,874	-6,431	-7,918	-8,450
16	-3,097	-3,933	-4,874	-6,431	-8,748	-9,350
17	-3,097	-3,933	-4,874	-6,431	-9,578	-10,240

STATE: MONTANA
 DISTRICT: MILES CITY DIST #1
 ENROLLMENT: 2,002
 NO. OF TEACHERS: 150
 EFFECTIVE 7/86

STEPS	BA	BA+10	BA+20	BA+30	MA	MA+10
1	14,630	15,160	15,700	15,980	16,240	16,770
2	15,260	15,840	16,440	16,750	17,030	17,610
3	15,890	16,530	17,190	17,530	17,820	18,460
4	16,520	17,220	17,940	18,300	18,610	19,310
5	17,150	17,910	18,680	19,080	19,400	20,160
6	17,780	18,590	19,430	19,850	20,190	21,010
7	18,400	19,280	20,170	20,630	20,980	21,850
8	19,030	19,970	20,920	21,400	21,770	22,710
9	19,660	20,660	21,670	22,180	22,550	23,550
10	20,290	21,350	22,410	22,950	23,350	24,400
11	20,920	22,030	23,160	23,730	24,140	25,250
12	...	22,720	23,910	24,510	24,930	26,100
13	...	...	24,650	25,280	25,720	26,950
14	...	...	25,400	26,060	26,510	27,800
15	...	...	26,140	26,830	27,300	28,650
16	...	...	...	...	28,090	29,490

ATTAINMENT LEVEL 4.5

STATE: MONTANA
 DISTRICT: MILES CITY DIST #1
 ENROLLMENT: 2,002
 NO. OF TEACHERS: 150
 EFFECTIVE 7/86

STEPS	BA	BA+10	BA+20	BA+30	MA	MA+10
1	1.0000	1.0362	1.0731	1.0923	1.1100	1.1463
2	1.0431	1.0827	1.1237	1.1449	1.1640	1.2037
3	1.0861	1.1299	1.1750	1.1982	1.2180	1.2618
4	1.1292	1.1770	1.2262	1.2509	1.2720	1.3199
5	1.1722	1.2242	1.2768	1.3042	1.3260	1.3730
6	1.2153	1.2707	1.3281	1.3568	1.3800	1.4361
7	1.2577	1.3178	1.3787	1.4101	1.4340	1.4942
8	1.3008	1.3650	1.4299	1.4627	1.4880	1.5523
9	1.3438	1.4122	1.4812	1.5161	1.5420	1.6097
10	1.3869	1.4593	1.5318	1.5687	1.5960	1.6678
11	1.4299	1.5058	1.5830	1.6220	1.6500	1.7259
12	...	1.5530	1.6343	1.6753	1.7040	1.7840
13	...	...	1.6849	1.7280	1.7580	1.8421
14	...	...	1.7362	1.7813	1.8120	1.9002
15	...	...	1.7867	1.8339	1.8660	1.9583
16	...	...	...	...	1.9200	2.0157

ATTAINMENT LEVEL 4.5

CHANGES IN AMOUNT OF SALARY SCHEDULES 17988888888807 OVER 2700980228907
 FOR SCHOOL DIST.FIVE HILLS (STATE SCHOOL)
 AND SCHOOL DIST.MILES CITY DIST #1

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	RA	RA+10	RA+20	RA+30	MA	MA+10
1	-1,418	-1,804	-1,888	-1,848	-1,883	-1,757
2	-1,628	-1,910	-1,714	-1,778	-1,808	-1,893
3	-1,834	-1,728	-1,882	-1,918	-1,933	-2,037
4	-1,741	-1,841	-1,988	-2,047	-2,057	-2,183
5	-1,850	-1,958	-2,118	-2,189	-2,181	-2,327
6	-1,987	-2,088	-2,180	-2,318	-2,308	-2,472
7	-2,087	-2,180	-2,378	-2,459	-2,431	-2,619
8	-2,184	-2,298	-2,518	-2,888	-2,854	-2,764
9	-2,278	-2,412	-2,880	-2,730	-2,878	-2,899
10	-2,380	-2,828	-2,778	-2,861	-2,804	-3,044
11	-2,487	-2,888	-2,914	-3,001	-2,928	-3,190
12	-2,487	-3,000	-3,884	-3,781	-3,718	-4,040
13	-2,487	-3,000	-4,404	-4,881	-4,808	-4,890
14	-2,487	-3,000	-5,184	-5,331	-5,298	-5,740
15	-2,487	-3,000	-5,894	-6,101	-6,088	-6,590
16	-2,487	-3,000	-5,894	-6,101	-6,878	-7,430

STATE: MONTANA

DISTRICT: COMPOSITE (Helena & Miles City Districts)

EFFECTIVE 12/99 STEP	NO. OF TEACHERS:				ENROLLMENT:	
	BA	BA+15	BA+30	BA+45	MA	MA+15
1	15,005	15,530	16,070	16,470	16,870	17,400
2	15,630	16,210	16,800	17,250	17,680	18,233
3	16,250	16,855	17,540	18,030	18,490	19,173
4	16,875	17,575	18,275	18,810	19,300	20,003
5	17,495	18,260	19,005	19,570	20,115	20,873
6	18,120	18,940	19,745	20,370	20,925	21,750
7	18,735	19,620	20,475	21,150	21,733	22,620
8	19,360	20,305	21,210	21,930	22,545	23,490
9	19,980	20,990	21,945	22,710	23,355	24,353
10	20,605	21,670	22,680	23,485	24,165	25,223
11	21,225	22,350	23,415	24,270	24,975	26,100
12	...	23,035	24,150	25,050	25,785	26,970
13	...	...	24,885	25,830	26,593	27,840
14	...	...	25,260	26,610	27,405	28,710
15	...	...	25,630	26,993	28,215	29,530
16	...	...	...	...	29,025	30,450
17	...	...	...	...	29,440	30,893

CHANGES IN AMOUNT OF SALARY SCHEDULE OF STATE EMPLOYEES
 FOR SENIOR DIST. FIRE FIGHTERS (STATE SC-211) & Mountain View
 AND SENIOR DIST. FIRE FIGHTERS (Helena & Miles City Districts)
 (COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEMES.)

STEP	SA	MA+10	MA+11	MA+12	MA	MA+10
1	11,792	11,874	11,956	12,038	12,120	12,202
2	11,895	11,977	12,059	12,141	12,223	12,305
3	11,998	12,080	12,162	12,244	12,326	12,408
4	12,099	12,181	12,263	12,345	12,427	12,509
5	12,199	12,281	12,363	12,445	12,527	12,609
6	12,297	12,379	12,461	12,543	12,625	12,707
7	12,392	12,474	12,556	12,638	12,720	12,802
8	12,494	12,576	12,658	12,740	12,822	12,904
9	12,593	12,675	12,757	12,839	12,921	13,003
10	12,695	12,777	12,859	12,941	13,023	13,105
11	12,792	12,874	12,956	13,038	13,120	13,202
12	12,792	12,874	12,956	13,038	13,120	13,202
13	12,792	12,874	12,956	13,038	13,120	13,202
14	12,792	12,874	12,956	13,038	13,120	13,202
15	12,792	12,874	12,956	13,038	13,120	13,202
16	12,792	12,874	12,956	13,038	13,120	13,202
17	12,792	12,874	12,956	13,038	13,120	13,202

