

MINUTES

MONTANA HOUSE OF REPRESENTATIVES 52nd LEGISLATURE - REGULAR SESSION

COMMITTEE ON APPROPRIATIONS

Call to Order: By Chairman Bardanouve, on March 26, 1991, at
1:02 p.m.

ROLL CALL

Members Present:

Francis Bardanouve, Chairman (D)
Ray Peck, Vice-Chairman (D)
Dorothy Bradley (D)
John Cobb (R)
Dorothy Cody (D)
Mary Ellen Connelly (D)
Ed Grady (R)
Larry Grinde (R)
John Johnson (D)
Mike Kadas (D)
Berv Kimberley (D)
Wm. "Red" Menahan (D)
Jerry Nisbet (D)
Mary Lou Peterson (R)
Joe Quilici (D)
Chuck Swysgood (R)
Bob Thoft (R)
Tom Zook (R)

Staff Present: Terry Cohea, Legislative Fiscal Analyst
Jim Haubein, Principal Fiscal Analyst
Sylvia Kinsey, Committee Secretary

Please Note: These are summary minutes. Testimony and
discussion are paraphrased and condensed.

HEARING ON HOUSE BILL 514

State Employee Pay Plan Mandating Negotiated
Classifications

Presentation and Opening Statement by Sponsor:

REP. "RED" MENAHAN, House District 67, Anaconda, said this is the Pay Plan Bill. He said **REP. QUILICI** would present the bill since he was Chairman of the subcommittee on the Pay Plan bill.

REP. JOE QUILICI, House District 71, Butte, Chairman of the subcommittee on House Bill 514, said they had spent a lot of time on this bill and hoped they had reached a compromise that would

be accepted. They reviewed many of the proposals with the staff. This bill has \$41.338 million in general fund. They realize it is over the executive recommendations but thought the state employees should at least get this amount of money. He distributed **EXHIBIT 1** showing adjustments in state employee salaries with a 65 cent per hour increase and adjusted to correspond to prevailing entry rate. He also handed out **EXHIBIT 2**, proposed amendments requested by the Pay Plan Subcommittee for the Appropriations committee.

EXECUTIVE ACTION ON HOUSE BILL 514

Motion: REP. KADAS moved House Bill 514 do pass. Second by Rep. Menahan.

Motion to Amend: REP. KADAS moved to adopt the amendments to HB 514, **EXHIBIT 2**. Second by Rep. Menahan.

Discussion: REP. QUILICI said the major points in the proposal would be a flat 65 cents per hour increase which amounts to \$1352 per year and on top of that there is an increase for Health Insurance of \$20 in the first year, \$25 in the second per month. This amounts to \$240 in the first year and \$300 in the second. There will be a market entry provision so that all salaries would at least be brought up to the market minimum entry standard for that grade. In looking at the matrix in the upper grades you can see where the market entry meets the same level as the \$1 an hour increases. In those grades we will be able to offer a higher starting salary. The downside is a person working there for 5 years will get the same salary as one working 5 minutes. We are not adding to the longevity or more step increases, but are trying to treat employees that are with us a long time fairly. They get the flat increase. The second issue was recruitment and that is where you have the market entry provision.

CHAIRMAN BARDANOUVE asked if this will continue and will we lose the upper echelon people, the engineers, Board of Health, etc. REP. KADAS said we will be able to recruit in those positions but it may not be easy to keep them. REP. QUILICI said they will be able to hire closer to market than previously. REP. COBB asked if these are all struck? REP. KADAS said they are, but they will be put in the matrix later, they are not done yet.

CHAIRMAN BARDANOUVE said we used to have "blue collar" types in the liquor store, etc. REP. KADAS said they will get the 65 cents per hour plus benefits.

REP. SWYSGOOD said under this proposed pay plan funding we give a flat pay increase and people working for several years will earn no more than one working for 5 minutes. He thought this issue should be addressed. REP. KADAS said there will be 2 major components. Both have positive and negative sides and we will have to deal with that. This is the second or third stop for this bill. There are a number of state employees who hung with

us through this salary freeze. They should be rewarded for not leaving us in the last few years.

REP. SWYSGOOD said the other thing he was concerned with is the professional category since we do absolutely nothing about keeping those employees. REP. KADAS said he would agree to a certain extent but are between a rock and a hard place and it takes dollars to deal with the problem. To a certain extent, it makes more sense to deal with retention first, but when you try to put the package together and go to a market plan you have to have a market entry before you can get to the market average.

REP. SWYSGOOD said he knew this was difficult for the subcommittee but you put \$13 million more in the pay plan above the executive in HB 509. He asked if some of that could have been applied to those professional people to address their salaries? REP. KADAS said the work sheets would be available. This pay plan does address retention issues in grades 8 to 13 but when you go higher in grades 18 and 19 you still have some difficulty. However there is not a large number of employees in those grades.

REP. SWYSGOOD asked which group of employees would benefit the most. REP. KADAS said the lower grades and the new recruits in the upper grades.

CHAIRMAN BARDANOUVE asked if the committee could have a comparison of the Administration's proposal to this proposal. REP. KADAS said there are more dollars in this proposal. He said they had not tried to set them side by side and look at the changes. CHAIRMAN BARDANOUVE said the lower echelons will get more and asked percentage wise, how much more. REP. KADAS said the Governor's proposal was 3% increase if at market with an average 1.5% progressive increase. Under this proposal, you include insurance and grades 5, 6 and 7 will be getting about a 10 to 12% increase. CHAIRMAN BARDANOUVE said some employees might like more money in their pay check and less insurance and asked if that issue had been weighed. REP. KADAS said it was. This benefits the lower grade employee to a greater extent than the higher ones. Insurance increases are short of what is required to maintain current benefits. They considered one other proposal that would have put more in the pocket but abandoned it. They tried to look at all the problems of the pay scale, recruitment rates and money.

REP. GRINDE said he had been trying to get numbers on this bill and believes it runs up to \$41 million. REP. KADAS said they used the same funding split, (22% tuition to the 78% general fund) for pay plan increases within the University System as in HB 509. It is about a 4% increase per year in tuition. REP. GRINDE said he had talked to some students that were here and asked if the subcommittee had canvassed enough students in reaching the decision. REP. KADAS said he felt they had.

REP. SWYSGOOD said he had one more area of concern. This proposal contains \$1552 increase for all employees including the university faculty. He asked where it puts the faculty, in relation to the Governor's discretionary funds to bring the faculty up to par. **REP. KADAS** said with the raises authorized by the Universities after the last session and combined with the proposed pay plan, the University faculty will be treated fairly.

CHAIRMAN BARDANOUVE asked how many employees would be better off. How many were not that much better off under this proposal than HB 509? **Terry Johnson, LFA** said he did not have those figures with him. He presented **EXHIBIT 3, Pay Proposal Costs**.

REP. SWYSGOOD asked if this pay plan takes into account the bodies that are currently in place or also bodies that will be added? **REP. KADAS** said they were working off the FTE which includes the ones added by this committee but not the ones added on the floor in the last 2 days.

REP. BARDANOUVE asked how they can know what the faculty in the University are receiving when we don't know how many there are? **REP. KADAS** said the University agreed with them on a number. (3300) Since the people who are interested, (OBPP, LFA and the University System) agreed on that number we used it.

REP. PECK asked what the 3300 included and **Mrs. Cohea** said it includes the 6 units. The Agriculture Community Colleges and Vo techs are not included. **REP. KADAS** said the Vo Techs are exempt but the pay increase for the Community Colleges would be dealt with in an amendment.

REP. GRINDE said he had been looking at these numbers. He reviewed the money in the various bills and said as the committee sits we are \$15 to \$17 million over the executive budget. He said we are still looking at close to a \$20 million deficit funding to this session. **CHAIRMAN BARDANOUVE** told him he had left out the Foundation Program in his tally. He reviewed some of the bills that, if passed, would increase revenue. **REP. GRINDE** said they were not in the Executive budget and at present we propose to spend approximately \$53 million in new monies. He wanted to know how the budget could be balanced. **REP. KADAS** said the money is relatively what is experienced in dealing with these budgets. We start with it pretty much out of balance and manage to pull it together before we finish.

REP. SWYSGOOD asked about the amendment to deal with the pay increase in the community colleges. This plan does not have the money to address those employees. **REP. KADAS** said it will be in the neighborhood of \$300,000 to \$400,000.

Vote: The motion to adopt the amendments passed 12 to 6, roll call vote # 1.

Motion/Vote: **REP. KADAS** moved House Bill 514, as amended, do

pass. Second by Rep. Peck. Motion passed 12 to 6, roll call vote # 2.

CHAIRMAN BARDANOUVE said the meeting would recess and the committee would reconvene after session about 7 P.M.

EXHIBIT 4 for HB 623 and **EXHIBITS 5** and **6** were handed to the secretary for previous hearings.

ADJOURNMENT

Adjournment: 1:50 p.m.


FRANCIS BARDANOUVE, Chair


Sylvia Kinsey, Secretary

FB/sk

HOUSE OF REPRESENTATIVES

APPROPRIATIONS COMMITTEE

ROLL CALL

DATE

3-26-91

NAME	PRESENT	ABSENT	EXCUSED
REP. FRANCIS BARDANOUVE, CHAIRMAN	✓		
REP. RAY PECK, VICE-CHAIRMAN	✓		
REP. DOROTHY BRADLEY	✓		
REP. JOHN COBB	✓		
REP. DOROTHY CODY	✓		
REP. MARY ELLEN CONNELLY	✓		
REP. ED GRADY	✓		
REP. LARRY GRINDE	✓		
REP. JOHN JOHNSON	✓		
REP. MIKE KADAS	✓		
REP. BERV KIMBERLEY	✓		
REP. WM. "RED" MENAHAN	✓		
REP. JERRY NISBET	✓		
REP. MARY LOU PETERSON	✓		
REP. JOE QUILICI	✓		
REP. CHUCK SWYSGOOD	✓		
REP. BOB THOFT	✓		
REP. TOM ZOOK	✓		

10:45
3-27-91
JDB

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Mr. Speaker: We, the committee on Appropriations report that House Bill 514 (second reading copy -- yellow) do pass as amended.

Signed: Bardanoue
Francis Bardanoue, Chairman

And, that such amendments read:

1. Title, line 5.

Strike: "AND" through "EMPLOYEES"

2. Title, line 13.

Following: "~~2-18-204,~~"

Insert: "2-18-301,"

3. Page 1.

Following: line 17

Strike: everything after the enacting clause

Insert: "

NEW SECTION. Section 1. Shift differential and hazardous duty pay negotiated. (1) Each agency shall negotiate with employees for shift differential pay for those employees who are regularly scheduled to work other than the day shift.

(2) Each agency shall negotiate with employees for hazardous duty pay for those employees who work under hazardous conditions.

Section 2. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1994~~ 1993, the:

(a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~51st~~ 52nd legislature;

(b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~51st~~ 52nd legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the 51st legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 3. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-312 must be implemented as follows:

(a) The pay schedules provided in 2-18-312 indicate the annual compensation for the fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee must be established at the end of the probationary period in accordance with rules promulgated by the department.

(c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal year ~~1989~~ 1991.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1991~~ 1993 is that amount corresponding to the grade and step occupied on the last day of fiscal year ~~1990~~ 1992.

(2) The pay schedules provided in 2-18-312 and the provisions of subsection (1) do not apply to those teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313 through 2-18-315.

(3) The pay schedules provided in 2-18-313 through 2-18-315 must be implemented as follows:

(a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed under the authority of the department of institutions or the department of family services for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993.

(ii) On the first day of the first pay period in July ~~1989~~

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1991, the compensation of each teacher shall advance three steps is that amount on the appropriate pay schedule for fiscal year 1990 1992 from that corresponds to his level of academic achievement and the step that he occupied on June 30, 1989 1991.

(iii) The compensation of each teacher on the first day of the first pay period in July 1990 1992 is that amount corresponding to his level of academic achievement and the step occupied on June 30, 1990 1992.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, 1990 1992, and June 30, 1991 1993, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year 1990 1992 or 1991 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, 1990 1992, and June 30, 1991 1993, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year 1990 1992 or 1991 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

~~(4) (a) (i) A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, 1991.~~

~~(ii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4) (a) (i) are not completed by July 1, 1989, retroactivity to that date may be negotiated.~~

~~(iii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4) (a) (i) are not completed by July 1, 1989, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, 1989.~~

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in collective bargaining agreements.

~~(5) (4)~~ The current wage or salary of an employee may not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

~~(6)~~(5) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

~~(7)~~(6) The department may develop programs that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it is a negotiable subject under 39-31-305.

~~(8)~~(7) The department shall review the competitiveness of the compensation provided to registered nurses and other occupations under this part. If the department finds that substantial problems exist with recruitment and retention because of inadequate salaries when compared to competing employers, the department may establish criteria allowing an adjustment in pay or classification to mitigate the problems. The department shall review the appropriateness of blanket pay plan exceptions and shall adjust or eliminate such exceptions accordingly. Insofar as these adjustments may apply to employees within a collective bargaining unit, the implementation of these adjustments is a negotiable subject under 39-31-305."

Section 4. Section 2-18-312, MCA, is amended to read:

"2-18-312. Statewide pay schedules for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993. (1) The statewide classification pay schedule for fiscal year ~~1990~~ 1992 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	10,132	10,838	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
2	10,614	11,357	11,589	11,798	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
4	11,711	12,537	12,773	13,014	13,259	13,508	13,764	14,024	14,290	14,561	14,837	15,119	15,694
5	12,343	13,218	13,468	13,721	13,981	14,248	14,518	14,792	15,073	15,360	15,652	15,950	16,558
6	13,035	13,960	14,224	14,494	14,769	15,050	15,338	15,629	15,928	16,230	16,540	16,858	17,501
7	13,802	14,785	15,068	15,353	15,645	15,943	16,247	16,557	16,873	17,198	17,525	17,861	18,548
8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
9	15,547	16,662	16,980	17,305	17,638	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,928
10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,889	20,271	20,662	21,060	21,468	22,295
11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,798
12	18,868	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,132	23,580	24,037	24,503	25,477
13	20,204	21,689	22,099	22,515	22,951	23,395	23,848	24,310	24,789	25,281	25,783	26,295	27,341
14	21,680	23,471	23,928	24,390	24,872	25,368	25,870	26,384	26,909	27,444	27,991	28,547	29,683
15	23,225	25,389	25,873	26,368	26,872	27,447	27,994	28,550	29,119	29,697	30,289	30,891	32,121
16	25,813	27,529	28,077	28,635	29,205	29,788	30,379	30,984	31,601	32,230	32,872	33,527	34,882
17	27,787	29,887	30,482	31,089	31,697	32,317	32,961	33,617	34,288	34,969	35,665	36,375	37,825
18	30,180	32,451	33,097	33,758	34,430	35,114	35,813	36,527	37,255	37,997	38,754	39,528	41,101
19	32,831	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,148	42,988	44,688
20	35,714	38,391	39,158	39,938	40,731	41,543	42,371	43,218	44,077	44,955	45,851	46,761	48,581

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21	38,885	41,802	42,835	43,485	44,352	45,238	46,138	47,058	47,998	48,953	48,953	48,953	48,953
22	42,388	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	52,295	52,295	52,295	52,295
23	46,174	49,639	50,629	51,638	52,669	53,719	54,790	55,883	55,883	55,883	55,883	55,883	55,883
24	50,258	54,137	55,218	56,320	57,443	58,589	59,757	59,757	59,757	59,757	59,757	59,757	59,757
25	54,953	59,079	60,258	61,460	62,688	63,938	63,938	63,938	63,938	63,938	63,938	63,938	63,938

1	12,524	13,231	13,433	13,639	13,849	14,063	14,282	14,505	14,732	14,964	15,201	15,442	15,934
2	13,006	13,749	13,961	14,178	14,399	14,624	14,854	15,088	15,327	15,571	15,820	16,074	16,592
3	13,530	14,313	14,537	14,765	14,998	15,235	15,477	15,724	15,978	16,233	16,495	16,762	17,307
4	14,103	14,929	15,165	15,408	15,651	15,901	16,158	16,416	16,682	16,953	17,229	17,511	18,086
5	14,735	15,608	15,858	16,113	16,373	16,638	16,908	17,184	17,465	17,752	18,044	18,342	18,950
6	15,427	16,352	16,616	16,886	17,161	17,442	17,728	18,020	18,318	18,622	18,932	19,248	19,893
7	16,194	17,177	17,458	17,745	18,037	18,335	18,639	18,949	19,265	19,588	19,917	20,253	20,938
8	17,021	18,066	18,365	18,670	18,981	19,298	19,621	19,951	20,287	20,630	20,980	21,337	22,065
9	17,939	19,054	19,372	19,697	20,028	20,366	20,711	21,063	21,422	21,788	22,161	22,542	23,318
10	19,121	20,135	20,475	20,822	21,176	21,537	21,905	22,280	22,663	23,054	23,452	23,858	24,687
11	20,571	21,317	21,681	22,052	22,430	22,816	23,210	23,612	24,022	24,440	24,866	25,301	26,188
12	22,180	22,825	23,015	23,413	23,819	24,233	24,655	25,085	25,524	25,972	26,431	26,909	27,907
13	23,925	24,061	24,480	24,907	25,343	25,787	26,240	26,711	27,201	27,708	28,221	28,745	29,818
14	25,857	25,883	26,318	26,793	27,287	27,793	28,310	28,837	29,375	29,923	30,484	31,054	32,218
15	27,984	27,984	28,313	28,841	29,378	29,926	30,487	31,057	31,639	32,232	32,839	33,456	34,717
16	30,356	30,356	30,572	31,144	31,728	32,324	32,931	33,552	34,184	34,829	35,487	36,158	37,527
17	33,003	33,003	33,017	33,639	34,272	34,918	35,578	36,250	36,938	37,638	38,350	39,077	40,584
18	35,921	35,921	35,921	36,393	37,083	37,785	38,501	39,233	39,979	40,740	41,516	42,307	43,922
19	39,190	39,190	39,190	39,421	40,170	40,935	41,715	42,510	43,321	44,149	44,993	45,854	47,854
20	42,839	42,839	42,839	42,839	43,542	44,375	45,223	46,089	46,972	47,872	48,790	48,790	48,790
21	46,893	46,893	46,893	46,893	47,254	48,160	49,084	50,027	50,989	51,970	51,970	51,970	51,970
22	51,421	51,421	51,421	51,421	51,421	52,312	53,320	54,348	55,395	55,395	55,395	55,395	55,395
23	56,529	56,529	56,529	56,529	56,529	56,856	57,953	59,073	59,073	59,073	59,073	59,073	59,073
24	62,264	62,264	62,264	62,264	62,264	62,264	63,044	63,044	63,044	63,044	63,044	63,044	63,044
25	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610	68,610

(2) The statewide classification pay schedule for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080
Pay Matrix -- State

Note: Includes Insurance
Matrix Type -- Annual

		STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	
1	10,932	11,839	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,342	
2	11,414	12,157	12,389	12,588	12,807	13,032	13,262	13,498	13,735	13,979	14,228	14,482	15,000	
3	11,939	12,721	12,945	13,173	13,408	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,715	
4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,090	15,361	15,637	15,919	16,494	
5	13,143	14,018	14,266	14,521	14,781	15,048	15,318	15,592	15,873	16,160	16,452	16,750	17,358	
6	13,825	14,760	15,024	15,294	15,569	15,850	16,136	16,428	16,726	17,030	17,340	17,658	18,301	
7	14,602	15,585	15,868	16,153	16,445	16,743	17,047	17,357	17,673	17,998	18,325	18,661	19,348	
8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,388	19,745	20,473	
9	16,347	17,462	17,780	18,105	18,438	18,774	19,119	19,471	19,830	20,198	20,569	20,950	21,728	
10	17,353	18,543	18,883	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,268	23,095	
11	18,452	19,725	20,089	20,460	20,838	21,224	21,619	22,020	22,430	22,848	23,274	23,709	24,598	
12	19,688	21,033	21,423	21,821	22,227	22,641	23,063	23,493	23,932	24,380	24,838	25,317	26,315	
13	21,004	22,489	22,888	23,315	23,751	24,195	24,648	25,119	25,609	26,114	26,628	27,153	28,228	
14	22,690	24,371	24,728	25,201	25,685	26,201	26,719	27,245	27,783	28,331	28,892	29,462	30,628	
15	24,425	26,204	26,721	27,249	27,788	28,334	28,895	29,465	30,047	30,640	31,247	31,864	33,125	
16	26,454	28,418	28,980	29,552	30,136	30,722	31,320	31,960	32,592	33,237	33,895	34,568	35,935	
17	28,893	30,815	31,425	32,047	32,680	33,326	33,988	34,658	35,344	36,044	36,758	37,485	38,972	
18	31,146	33,463	34,125	34,801	35,491	36,193	36,909	37,641	38,387	39,148	39,924	40,715	42,330	
19	33,853	36,374	37,095	37,829	38,578	39,343	40,123	40,918	41,729	42,557	43,401	44,262	46,082	
20	36,908	39,552	40,338	41,135	41,950	42,782	43,631	44,497	45,380	46,280	47,198	47,198	47,198	

~~21 40,058 43,048 43,902 44,773 45,682 46,588 47,492 48,435 49,397 50,378 50,378 50,378 50,378~~
~~22 43,828 46,884 47,814 48,784 49,732 50,720 51,728 52,758 53,803 53,803 53,803 53,803 53,803~~
~~23 47,529 51,081 52,098 53,130 54,187 55,263 56,361 57,481 57,481 57,481 57,481 57,481 57,481~~
~~24 51,818 55,891 56,799 57,829 58,980 60,255 61,452 61,452 61,452 61,452 61,452 61,452 61,452~~
~~25 58,528 60,757 61,985 63,198 64,454 65,735 65,735 65,735 65,735 65,735 65,735 65,735 65,735~~

1 14,864 15,571 15,773 15,979 16,189 16,403 16,622 16,845 17,072 17,304 17,541 17,782 18,274
2 15,346 16,089 16,301 16,518 16,739 16,964 17,194 17,428 17,667 17,911 18,160 18,414 18,932
3 15,870 16,653 16,877 17,105 17,338 17,575 17,817 18,064 18,316 18,573 18,835 19,102 19,647
4 16,443 17,269 17,505 17,746 17,991 18,241 18,496 18,756 19,022 19,293 19,569 19,851 20,426
5 17,075 17,948 18,198 18,453 18,713 18,978 19,248 19,524 19,805 20,092 20,384 20,682 21,290
6 17,767 18,692 18,956 19,226 19,501 19,782 20,068 20,360 20,658 20,962 21,272 21,588 22,233
7 18,534 19,517 19,798 20,085 20,377 20,675 20,979 21,289 21,605 21,928 22,257 22,593 23,278
8 19,381 20,406 20,705 21,010 21,321 21,638 21,961 22,291 22,627 22,970 23,320 23,677 24,405
9 20,279 21,394 21,712 22,037 22,368 22,706 23,051 23,403 23,762 24,128 24,501 24,882 25,658
10 21,461 22,475 22,815 23,162 23,516 23,877 24,245 24,620 25,003 25,394 25,792 26,198 27,027
11 22,911 23,657 24,021 24,392 24,770 25,156 25,550 25,952 26,362 26,780 27,208 27,641 28,528
12 24,520 24,965 25,355 25,753 26,159 26,573 26,995 27,425 27,864 28,312 28,771 29,249 30,247
13 26,265 26,401 26,820 27,247 27,683 28,127 28,580 29,051 29,541 30,046 30,561 31,085 32,158
14 28,197 28,203 28,658 29,133 29,627 30,133 30,650 31,177 31,715 32,263 32,824 33,394 34,558
15 30,324 30,324 30,653 31,181 31,718 32,266 32,827 33,397 33,979 34,572 35,179 35,796 37,057
16 32,696 32,696 32,912 33,484 34,068 34,664 35,271 35,892 36,524 37,169 37,827 38,498 39,867
17 35,343 35,343 35,357 35,979 36,612 37,258 37,918 38,590 39,276 39,976 40,690 41,417 42,904
18 38,261 38,261 38,261 38,733 39,423 40,125 40,841 41,573 42,319 43,080 43,856 44,647 46,262
19 41,530 41,530 41,530 41,761 42,510 43,275 44,055 44,850 45,661 46,489 47,333 48,194 48,194
20 45,179 45,179 45,179 45,179 45,882 46,715 47,563 48,429 49,312 50,212 51,130 51,130 51,130
21 49,233 49,233 49,233 49,233 49,594 50,500 51,424 52,367 53,329 54,310 54,310 54,310 54,310
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23 58,869 58,869 58,869 58,869 59,195 60,293 61,413 61,413 61,413 61,413 61,413 61,413 61,413
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Section 5. Section 2-18-313, MCA, is amended to read:

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080
Term -- Twelve Months

Note: Includes Insurance
Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,228	21,870	22,529	22,850	23,173	23,832
2	21,983	22,699	23,416	23,775	24,134	24,859
3	22,738	23,529	24,302	24,706	25,110	25,905
4	23,494	24,362	25,206	25,652	26,097	26,949
5	24,247	25,206	26,115	26,598	27,084	27,995
6	25,016	26,060	27,027	27,548	28,071	29,041
7	25,786	26,908	27,934	28,496	29,056	30,083
8	26,561	27,760	28,847	29,446	30,045	31,127
9	27,335	28,610	29,756	30,392	31,033	32,172
10	28,108	29,464	30,664	31,340	32,018	33,218
11	28,884	30,286	31,571	32,288	33,005	34,260
12	28,884	30,286	31,571	32,288	33,005	34,260
13	28,884	30,286	31,571	32,288	33,005	34,260

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<u>1</u>	<u>23,639</u>	<u>24,299</u>	<u>24,941</u>	<u>25,262</u>	<u>25,586</u>	<u>26,245</u>
<u>2</u>	<u>24,395</u>	<u>25,111</u>	<u>25,829</u>	<u>26,188</u>	<u>26,552</u>	<u>27,295</u>
<u>3</u>	<u>25,150</u>	<u>25,942</u>	<u>26,725</u>	<u>27,139</u>	<u>27,553</u>	<u>28,369</u>
<u>4</u>	<u>25,907</u>	<u>26,786</u>	<u>27,652</u>	<u>28,109</u>	<u>28,565</u>	<u>29,440</u>
<u>5</u>	<u>26,668</u>	<u>27,652</u>	<u>28,584</u>	<u>29,080</u>	<u>29,578</u>	<u>30,513</u>
<u>6</u>	<u>27,456</u>	<u>28,528</u>	<u>29,520</u>	<u>30,055</u>	<u>30,591</u>	<u>31,586</u>
<u>7</u>	<u>28,247</u>	<u>29,398</u>	<u>30,450</u>	<u>31,027</u>	<u>31,601</u>	<u>32,655</u>
<u>8</u>	<u>29,042</u>	<u>30,272</u>	<u>31,387</u>	<u>32,001</u>	<u>32,616</u>	<u>33,726</u>
<u>9</u>	<u>29,835</u>	<u>31,144</u>	<u>32,320</u>	<u>32,972</u>	<u>33,630</u>	<u>34,798</u>
<u>10</u>	<u>30,629</u>	<u>32,020</u>	<u>33,251</u>	<u>33,945</u>	<u>34,640</u>	<u>35,871</u>
<u>11</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>
<u>12</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>
<u>13</u>	<u>31,425</u>	<u>32,863</u>	<u>34,181</u>	<u>34,917</u>	<u>35,653</u>	<u>36,941</u>

(b) The 9-month pay schedule for teachers for fiscal year
1990 1992 is as follows:

Annual Hours -- 1480
Term -- Nine Months

Note: Includes Insurance
Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
<u>1</u>	<u>18,467</u>	<u>18,950</u>	<u>19,444</u>	<u>19,686</u>	<u>19,928</u>	<u>20,422</u>
<u>2</u>	<u>19,034</u>	<u>19,571</u>	<u>20,110</u>	<u>20,379</u>	<u>20,649</u>	<u>21,187</u>
<u>3</u>	<u>19,600</u>	<u>20,194</u>	<u>20,775</u>	<u>21,075</u>	<u>21,371</u>	<u>21,953</u>
<u>4</u>	<u>20,169</u>	<u>20,820</u>	<u>21,441</u>	<u>21,768</u>	<u>22,094</u>	<u>22,717</u>
<u>5</u>	<u>20,733</u>	<u>21,441</u>	<u>22,107</u>	<u>22,461</u>	<u>22,816</u>	<u>23,484</u>
<u>6</u>	<u>21,302</u>	<u>22,067</u>	<u>22,775</u>	<u>23,157</u>	<u>23,539</u>	<u>24,250</u>
<u>7</u>	<u>21,865</u>	<u>22,687</u>	<u>23,439</u>	<u>23,850</u>	<u>24,261</u>	<u>25,012</u>
<u>8</u>	<u>22,434</u>	<u>23,312</u>	<u>24,107</u>	<u>24,546</u>	<u>24,985</u>	<u>25,777</u>
<u>9</u>	<u>23,000</u>	<u>23,934</u>	<u>24,773</u>	<u>25,239</u>	<u>25,708</u>	<u>26,557</u>
<u>10</u>	<u>23,567</u>	<u>24,559</u>	<u>25,439</u>	<u>25,933</u>	<u>26,440</u>	<u>27,362</u>
<u>11</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>
<u>12</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>
<u>13</u>	<u>24,134</u>	<u>25,161</u>	<u>26,105</u>	<u>26,646</u>	<u>27,198</u>	<u>28,163</u>

(2) (a) The 12-month pay schedule for teachers for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080 Note: Includes Insurance
Term -- Twelve Months Matrix Type -- Annual

STEP	Education Level					
	BA	BA+1	BA+2	BA+3	MA	MA+1
1	22,028	22,670	23,329	23,650	23,973	24,632
2	22,783	23,499	24,216	24,575	24,938	25,681
3	23,538	24,329	25,111	25,525	25,939	26,754
4	24,294	25,172	26,037	26,494	26,950	27,824
5	25,054	26,037	26,969	27,464	27,962	28,896
6	25,842	26,913	27,904	28,438	28,974	29,968
7	26,632	27,782	28,833	29,409	29,983	31,036
8	27,426	28,655	29,769	30,383	30,997	32,106
9	28,219	29,526	30,701	31,353	32,010	33,177
10	29,012	30,402	31,632	32,325	33,019	34,249
11	29,807	31,244	32,561	33,296	34,031	35,318
12	29,807	31,244	32,561	33,296	34,031	35,318
13	29,807	31,244	32,561	33,296	34,031	35,318
<u>1</u>	<u>25,311</u>	<u>25,971</u>	<u>26,614</u>	<u>26,936</u>	<u>27,259</u>	<u>27,920</u>
<u>2</u>	<u>26,067</u>	<u>26,785</u>	<u>27,503</u>	<u>27,863</u>	<u>28,226</u>	<u>28,970</u>
<u>3</u>	<u>26,824</u>	<u>27,616</u>	<u>28,399</u>	<u>28,814</u>	<u>29,229</u>	<u>30,045</u>
<u>4</u>	<u>27,581</u>	<u>28,461</u>	<u>29,327</u>	<u>29,785</u>	<u>30,242</u>	<u>31,117</u>
<u>5</u>	<u>28,342</u>	<u>29,327</u>	<u>30,261</u>	<u>30,757</u>	<u>31,255</u>	<u>32,191</u>
<u>6</u>	<u>29,132</u>	<u>30,205</u>	<u>31,197</u>	<u>31,732</u>	<u>32,269</u>	<u>33,265</u>
<u>7</u>	<u>29,923</u>	<u>31,075</u>	<u>32,128</u>	<u>32,705</u>	<u>33,280</u>	<u>34,335</u>
<u>8</u>	<u>30,719</u>	<u>31,950</u>	<u>33,066</u>	<u>33,681</u>	<u>34,296</u>	<u>35,407</u>
<u>9</u>	<u>31,513</u>	<u>32,822</u>	<u>33,999</u>	<u>34,652</u>	<u>35,311</u>	<u>36,480</u>
<u>10</u>	<u>32,307</u>	<u>33,700</u>	<u>34,932</u>	<u>35,626</u>	<u>36,321</u>	<u>37,554</u>
<u>11</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>
<u>12</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>
<u>13</u>	<u>33,104</u>	<u>34,543</u>	<u>35,863</u>	<u>36,599</u>	<u>37,335</u>	<u>38,624</u>

(b) The 9-month pay schedule for teachers for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 1480 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual

STEP	Education Level					
	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,251	17,733	18,227	18,468	18,710	19,204
2	17,817	18,354	18,892	19,161	19,431	19,968
3	18,383	18,976	19,557	19,856	20,152	20,733
4	18,951	19,601	20,222	20,549	20,874	21,497
5	19,515	20,222	20,887	21,241	21,596	22,263

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6	20,083	20,847	21,555	21,936	22,318	23,028
7	20,646	21,467	22,218	22,629	23,039	23,790
8	21,214	22,091	22,886	23,324	23,763	24,554
9	21,780	22,713	23,551	24,017	24,485	25,333
10	22,346	23,337	24,216	24,710	25,217	26,138
11	22,913	23,939	24,882	25,422	25,974	26,938
12	22,913	23,939	24,882	25,422	25,974	26,938
13	22,913	23,939	24,882	25,422	25,974	26,938

<u>1</u>	<u>19,745</u>	<u>20,228</u>	<u>20,722</u>	<u>20,964</u>	<u>21,206</u>	<u>21,701</u>
<u>2</u>	<u>20,312</u>	<u>20,850</u>	<u>21,389</u>	<u>21,658</u>	<u>21,928</u>	<u>22,466</u>
<u>3</u>	<u>20,879</u>	<u>21,473</u>	<u>22,055</u>	<u>22,354</u>	<u>22,651</u>	<u>23,233</u>
<u>4</u>	<u>21,448</u>	<u>22,099</u>	<u>22,721</u>	<u>23,048</u>	<u>23,374</u>	<u>23,998</u>
<u>5</u>	<u>22,013</u>	<u>22,721</u>	<u>23,387</u>	<u>23,742</u>	<u>24,097</u>	<u>24,765</u>
<u>6</u>	<u>22,582</u>	<u>23,347</u>	<u>24,056</u>	<u>24,438</u>	<u>24,821</u>	<u>25,532</u>
<u>7</u>	<u>23,146</u>	<u>23,968</u>	<u>24,720</u>	<u>25,132</u>	<u>25,543</u>	<u>26,295</u>
<u>8</u>	<u>23,715</u>	<u>24,593</u>	<u>25,390</u>	<u>25,828</u>	<u>26,268</u>	<u>27,060</u>
<u>9</u>	<u>24,282</u>	<u>25,216</u>	<u>26,056</u>	<u>26,523</u>	<u>26,991</u>	<u>27,841</u>
<u>10</u>	<u>24,849</u>	<u>25,841</u>	<u>26,722</u>	<u>27,217</u>	<u>27,725</u>	<u>28,647</u>
<u>11</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449</u>
<u>12</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449</u>
<u>13</u>	<u>25,417</u>	<u>26,444</u>	<u>27,389</u>	<u>27,930</u>	<u>28,483</u>	<u>29,449"</u>

Section 6. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store occupations for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080
Pay Matrix -- Retail Clerk

Note: With Insurance
Matrix Type -- Hourly

Grade \$/Hour
W/Ins.

L1	0.000
L2	8.040
L3	8.540
L4	8.820
L5	9.110
L6	9.720
L7	10.380
L8	11.130

<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.198</u>
<u>L3</u>	<u>9.698</u>
<u>L4</u>	<u>9.978</u>
<u>L5</u>	<u>10.269</u>
<u>L6</u>	<u>10.879</u>
<u>L7</u>	<u>11.540</u>

L8 12.290

(2) The pay schedule for liquor store occupations for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080
Pay Matrix -- Retail Clerk

Note: With Insurance
Matrix Type -- Hourly

Grade	\$/Hour W/Ins.
L1	0.000
L2	8.425
L3	8.925
L4	9.205
L5	9.495
L6	10.105
L7	10.765
L8	11.515

<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>10.000</u>
<u>L3</u>	<u>10.500</u>
<u>L4</u>	<u>10.781</u>
<u>L5</u>	<u>11.072</u>
<u>L6</u>	<u>11.682</u>
<u>L7</u>	<u>12.344</u>
<u>L8</u>	<u>13.095"</u>

Section 7. Section 2-18-315, MCA, is amended to read:
"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080
Pay Matrix -- Blue-Collar

Note: With Insurance
Matrix Type -- Hourly

Grade	\$/Hour W/Ins.
B1	8.51
B2	8.91
B3	9.31
B4	9.71
B5	10.11
B6	10.51
B7	10.91
B8	11.31
B9	11.71
B10	12.11
B11	12.51
B12	12.91

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~~B00 13.31~~

<u>B1</u>	<u>9.283</u>
<u>B2</u>	<u>9.683</u>
<u>B3</u>	<u>10.083</u>
<u>B4</u>	<u>10.484</u>
<u>B5</u>	<u>10.884</u>
<u>B6</u>	<u>11.284</u>
<u>B7</u>	<u>11.685</u>
<u>B8</u>	<u>12.085</u>
<u>B9</u>	<u>12.486</u>
<u>B10</u>	<u>12.886</u>
<u>B11</u>	<u>13.286</u>
<u>B12</u>	<u>13.687</u>
<u>B00</u>	<u>14.087</u>

(2) The pay schedule for blue-collar workers for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080
Pay Matrix -- Blue-Collar

Note: With Insurance
Matrix Type -- Hourly

Grade \$/Hour
 W/Ins.

B1	8.90
B2	9.30
B3	9.70
B4	10.10
B5	10.50
B6	10.90
B7	11.30
B8	11.70
B9	12.10
B10	12.50
B11	12.90
B12	13.30
B00	13.70

<u>B1</u>	<u>10.085</u>
<u>B2</u>	<u>10.485</u>
<u>B3</u>	<u>10.886</u>
<u>B4</u>	<u>11.287</u>
<u>B5</u>	<u>11.687</u>
<u>B6</u>	<u>12.088</u>
<u>B7</u>	<u>12.489</u>
<u>B8</u>	<u>12.890</u>
<u>B9</u>	<u>13.291</u>
<u>B10</u>	<u>13.691</u>
<u>B11</u>	<u>14.092</u>

<u>B12</u>	<u>14.493</u>
<u>B00</u>	<u>14.893"</u>

Section 8. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~\$130~~ \$170 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$195 per month for the fiscal year ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

(3) For employees of elementary and high school districts and of local government units, the employer's premium contributions may exceed but may not be less than \$10 per month.

(4) Unused employer contributions for any state employee must be transferred to an account established for this purpose by the department of administration and upon such transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member."

NEW SECTION. Section 9. Appropriation. (1) The following is appropriated from the general fund for the biennium ending June 30, 1993, to fund the salary, benefit, and insurance costs of [this act]:

(a) \$26,615,224 to the office of budget and program planning for the executive branch;

(b) \$425,642 to the judicial branch; and

(c) \$14,424,284 to the office of the commissioner of higher education.

(2) To implement [this act], the office of budget and program planning shall increase the expenditure authority to the following branches as indicated:

(a) \$36,715,001 for the executive branch;

(b) \$59,815 for the judicial branch; and

(c) \$4,068,388 in current unrestricted funds.

(3) The following money is appropriated to the legislative branch agencies as follows:

March 27, 1991
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	Fiscal 1992		Fiscal 1993	
	General Fund	State Special Revenue	General Fund	State Special Revenue
Legislative Auditor	\$ 55,226	\$ 61,187	\$111,759	\$123,815
Legislative Council	62,488	19,182	166,942	21,641
Legislative Fiscal Analyst	31,421		65,633	
Environmental Quality Council	12,076	369	24,410	732
Consumer Counsel	—	<u>7,597</u>	—	<u>15,352</u>
TOTAL	\$161,211	\$ 88,335	\$368,744	\$161,540

NEW SECTION. Section 10. {standard} Codification instruction. [Section 1] is intended to be codified as an integral part of Title 2, chapter 18, part 2, and the provisions of Title 2, chapter 18, part 2, apply to [section 1].

NEW SECTION. Section 11. Effective date. [This act] is effective on passage and approval.

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,484	11,191	11,393	11,598	11,809	12,023	12,242	12,465	12,692	12,924	13,161	13,402	13,894
2	10,966	11,709	11,921	12,138	12,359	12,584	12,814	13,048	13,287	13,531	13,780	14,034	14,552
3	11,490	12,273	12,497	12,725	12,958	13,195	13,437	13,684	13,936	14,193	14,455	14,722	15,267
4	12,063	12,889	13,125	13,366	13,611	13,861	14,116	14,376	14,642	14,913	15,189	15,471	16,046
5	12,695	13,568	13,818	14,073	14,333	14,598	14,868	15,144	15,425	15,712	16,004	16,302	16,910
6	13,387	14,312	14,576	14,846	15,121	15,402	15,688	15,980	16,278	16,582	16,892	17,208	17,853
7	14,154	15,137	15,418	15,705	15,997	16,295	16,599	16,909	17,225	17,548	17,877	18,213	18,898
8	14,989	16,026	16,325	16,630	16,941	17,258	17,581	17,911	18,247	18,590	18,940	19,297	20,025
9	15,899	17,014	17,332	17,657	17,988	18,326	18,671	19,023	19,382	19,748	20,121	20,502	21,278
10	16,895	18,095	18,435	18,782	19,136	19,497	19,865	20,240	20,623	21,014	21,412	21,818	22,647
11	17,977	19,277	19,641	20,012	20,390	20,776	21,170	21,572	21,982	22,400	22,826	23,261	24,148
12	20,585	20,585	20,975	21,373	21,779	22,193	22,615	23,045	23,484	23,932	24,391	24,869	25,867
13	22,021	22,021	22,440	22,867	23,303	23,747	24,200	24,671	25,161	25,666	26,181	26,705	27,778
14	23,823	23,823	24,278	24,753	25,247	25,753	26,270	26,797	27,335	27,883	28,444	29,014	30,178
15	26,273	26,273	26,773	27,291	27,838	28,404	28,989	29,593	30,214	30,852	31,507	32,178	33,377
16	28,532	28,532	29,104	29,688	30,284	30,895	31,512	32,144	32,791	33,453	34,131	34,824	36,057
17	30,977	30,977	31,599	32,232	32,878	33,538	34,210	34,896	35,596	36,310	37,037	37,778	39,057
18	34,353	34,353	35,027	35,713	36,411	37,121	37,843	38,577	39,324	40,084	40,857	41,643	42,953
19	37,502	37,502	38,227	38,963	39,711	40,471	41,243	42,027	42,823	43,631	44,451	45,283	46,637
20	41,502	41,502	42,277	43,063	43,861	44,671	45,493	46,327	47,173	48,031	48,901	49,783	51,187
21	45,214	45,214	46,041	46,879	47,729	48,591	49,465	50,351	51,249	52,159	53,081	54,015	55,467
22	50,214	50,214	51,091	51,979	52,879	53,791	54,715	55,651	56,597	57,555	58,525	59,507	61,004
23	54,815	54,815	55,741	56,679	57,629	58,591	59,565	60,551	61,547	62,555	63,575	64,607	66,178
24	61,004	61,004	62,001	63,001	64,001	65,001	66,001	67,001	68,001	69,001	70,001	71,001	72,001
25	66,570	66,570	67,570	68,570	69,570	70,570	71,570	72,570	73,570	74,570	75,570	76,570	77,570

EXHIBIT 1
DATE 5/14/91
HB 3-26-91

65¢ per hour and salaries adjusted to correspond to prevailing entry rate

Grade
1-9
10-14
15-17
18
19
20
21
22
23
24-25

Range

13 steps
12 steps
11 steps
10 steps
9 steps
7 steps
6 steps
4 steps
3 steps
1 step

If new employees are hired at step 1:

- Grades 1 thru 9 will have a 7% increase at step 2 because step 1 has traditionally been a probationary step.
- Grades 9 through 23 will have 1 to 5 steps to go before their salary is increased by a step movement. (2%)
- Grades 24 and 25 will stay at the entry salary regardless of step increases.

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	11,836	12,543	12,745	12,951	13,161	13,375	13,594	13,817	14,044	14,278	14,513	14,754	15,248
2	12,318	13,061	13,273	13,490	13,711	13,936	14,166	14,400	14,639	14,883	15,132	15,386	15,904
3	12,842	13,625	13,849	14,077	14,310	14,547	14,789	15,036	15,288	15,545	15,807	16,074	16,619
4	13,415	14,241	14,477	14,718	14,963	15,213	15,468	15,728	15,994	16,265	16,541	16,823	17,388
5	14,047	14,920	15,170	15,425	15,685	15,950	16,220	16,496	16,777	17,064	17,358	17,654	18,262
6	14,739	15,664	15,928	16,198	16,473	16,754	17,040	17,332	17,630	17,934	18,244	18,560	19,205
7	15,506	16,489	16,770	17,057	17,349	17,647	17,951	18,261	18,577	18,900	19,229	19,565	20,250
8	16,333	17,378	17,677	17,982	18,293	18,610	18,933	19,263	19,599	19,942	20,292	20,649	21,377
9	17,251	18,366	18,684	19,009	19,340	19,678	20,023	20,375	20,734	21,100	21,473	21,854	22,630
10	18,257	19,447	19,787	20,134	20,488	20,849	21,217	21,592	21,975	22,366	22,764	23,170	23,999
11	19,358	20,629	20,993	21,364	21,742	22,128	22,522	22,924	23,334	23,752	24,178	24,613	25,500
12	20,563	21,937	22,327	22,725	23,131	23,545	23,967	24,397	24,836	25,284	25,743	26,221	27,219
13	21,884	23,373	23,792	24,219	24,655	25,099	25,552	26,023	26,513	27,018	27,533	28,057	29,130
14	23,328	24,937	25,390	25,853	26,326	26,809	27,299	27,809	28,339	28,887	29,451	30,036	31,530
15	24,884	26,584	27,084	27,594	28,114	28,644	29,184	29,744	30,324	30,924	31,544	32,184	34,029
16	26,554	28,354	28,884	29,424	30,004	30,604	31,224	31,864	32,524	33,204	33,904	34,624	36,839
17	28,344	30,244	30,794	31,354	31,934	32,534	33,154	33,794	34,454	35,134	35,834	36,554	39,179
18	30,254	32,254	32,824	33,404	34,004	34,624	35,264	35,924	36,604	37,304	38,024	38,764	41,619
19	32,284	34,384	34,974	35,574	36,194	36,834	37,494	38,174	38,874	39,594	40,334	41,094	44,234
20	34,434	36,634	37,244	37,864	38,504	39,164	39,844	40,544	41,264	42,004	42,764	43,544	47,089
21	36,704	38,994	39,624	40,264	40,924	41,604	42,304	43,024	43,764	44,524	45,304	46,094	49,904
22	39,094	41,484	42,134	42,794	43,474	44,174	44,894	45,634	46,394	47,174	47,974	48,784	52,904
23	41,604	44,094	44,764	45,444	46,144	46,864	47,604	48,364	49,144	49,944	50,764	51,604	56,029
24	44,234	46,814	47,504	48,204	48,924	49,664	50,424	51,204	52,004	52,824	53,664	54,524	59,264
25	46,984	49,654	50,364	51,084	51,824	52,584	53,364	54,164	54,984	55,824	56,684	57,564	62,619

Grade	Range
1-11	13 steps
12-15	12 steps
16-18	11 steps
19	10 steps
20	7 steps
21	5 steps
22	4 steps
23	2 steps
24-25	1 step

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DATE
HB

05/05/89

NOTE: DOES NOT INCLUDE
INSURANCE.

PAY-MATRIX=

PERSONNEL DIVISION

MATRIX TYPE= ANNUAL.

1990 Market
Survey prevailing
Entry Rate $\times 3\%$

[illegible]

Figure 19
Proposed Open Range Pay Schedule
FY 1992 and FY 1993

<u>Grade</u>	<u>FY 92</u>		<u>FY 93</u>	
	<u>Entry</u>	<u>Market</u>	<u>Entry</u>	<u>Market</u>
1	8,508	10,009	8,848	10,409
2	9,165	10,808	9,532	11,240
3	9,872	11,669	10,267	12,136
4	10,638	12,605	11,064	13,109
5	11,496	13,653	11,956	14,199
6	12,423	14,789	12,919	15,380
7	13,418	16,012	13,955	16,652
8	14,544	17,397	15,126	18,093
9	15,748	18,882	16,378	19,638
10	17,081	20,530	17,764	21,351
11	18,531	22,327	19,272	23,220
12	20,140	24,324	20,945	25,296
13	21,885	26,495	22,760	27,555
14	23,817	28,904	24,769	30,060
15	25,944	31,562	26,982 27,982	32,824
16	28,316	34,532	29,449	35,913
17	30,963	37,852	32,201	39,366
18	33,881	41,521	35,236	43,182
19	37,150	45,639	38,636	47,465
20	40,799	52,444	42,430	52,254
21	44,853	55,374	46,647	57,589
22	49,381	61,115	51,356	63,559
23	54,489	67,604	56,669	70,308
24	60,224	74,905	62,633	77,901
25	66,570	83,004	69,232	86,325

Amendments to House Bill No. 514
Second Reading Copy

Requested by the Pay Plan Subcommittee
For the Committee on House Appropriations

Prepared by Sheri S. Heffelfinger
March 26, 1991

EXHIBIT 2
DATE 3-26-91
HB 514

1. Title, line 5.

Strike: "AND" through "EMPLOYEES"

2. Title, lines 6 and 7.

Strike: "PROVIDING" on line 6 through "AGENCY;" on line 7

3. Page 1.

Following: line 17

Strike: everything after the enacting clause

Insert: "

NEW SECTION. Section 1. Shift differential and hazardous duty pay negotiated. (1) Each agency shall negotiate with employees for shift differential pay for those employees who are regularly scheduled to work other than the day shift.

(2) Each agency shall negotiate with employees for hazardous duty pay for those employees who work under hazardous conditions.

Section 2. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1991~~ 1993, the:

(a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~51st~~ 52nd legislature;

(b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~51st~~ 52nd legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the 51st legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining statutes,

or negotiated contracts to carry out the purposes of this part."

Section 3. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-312 must be implemented as follows:

(a) The pay schedules provided in 2-18-312 indicate the annual compensation for the fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee must be established at the end of the probationary period in accordance with rules promulgated by the department.

(c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 is that amount corresponding to the grade and step occupied on the last day of fiscal year ~~1989~~ 1991.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1991~~ 1993 is that amount corresponding to the grade and step occupied on the last day of fiscal year ~~1990~~ 1992.

(2) The pay schedules provided in 2-18-312 and the provisions of subsection (1) do not apply to those teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313 through 2-18-315.

(3) The pay schedules provided in 2-18-313 through 2-18-315 must be implemented as follows:

(a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed under the authority of the department of institutions or the department of family services for fiscal years ~~1990~~ 1992 and ~~1991~~ 1993.

(ii) On the first day of the first pay period in July ~~1989~~ 1991, the compensation of each teacher shall advance three steps is that amount on the appropriate pay schedule for fiscal year 1990 1992 from cooresponding to his level of academic achievement and the step that he occupied on June 30, 1989 1991.

(iii) The compensation of each teacher on the first day of the first pay period in July ~~1990~~ 1992 is that amount corresponding to his level of academic achievement and the step occupied on June 30, ~~1990~~ 1992.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~ 1992, and June 30, ~~1991~~ 1993, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1990~~

1992, and June 30, ~~1991~~ 1993, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1990~~ 1992 or ~~1991~~ 1993 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

~~(4) (a) (i) A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, 1991.~~

~~(ii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, 1989, retroactivity to that date may be negotiated.~~

~~(iii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, 1989, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, 1989.~~

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in collective bargaining agreements.

~~(5)(4)~~ The current wage or salary of an employee may not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

~~(6)(5)~~ The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

~~(7)(6)~~ The department may develop programs that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it is a negotiable subject under 39-31-305.

~~(8)(7)~~ The department shall review the competitiveness of the compensation provided to registered nurses and other occupations under this part. If the department finds that substantial problems exist with recruitment and retention because of inadequate salaries when compared to competing employers, the department may establish criteria allowing an adjustment in pay or classification to mitigate the problems. The department shall review the appropriateness of blanket pay plan exceptions and shall adjust or eliminate such exceptions accordingly. Insofar as these adjustments may apply to employees within a collective bargaining unit, the implementation of these adjustments is a negotiable subject under 39-31-305."

Section 4. Section 2-18-312, MCA, is amended to read:

"2-18-312. Statewide pay schedules for fiscal years ~~1990~~

EXH

DATE

HB

1992 and 1991 1993. (1) The statewide classification pay schedule for fiscal year 1990 1992 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
2	10,814	11,357	11,589	11,786	12,007	12,232	12,462	12,698	12,935	13,179	13,428	13,682	14,200
3	11,138	11,921	12,145	12,373	12,608	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,815
4	11,711	12,537	12,773	13,014	13,259	13,508	13,764	14,024	14,290	14,561	14,837	15,119	15,694
5	12,343	13,218	13,468	13,721	13,981	14,248	14,518	14,792	15,073	15,360	15,652	15,950	16,558
6	12,935	13,860	14,124	14,404	14,689	15,000	15,328	15,628	15,928	16,230	16,540	16,856	17,501
7	13,802	14,785	15,068	15,353	15,645	15,943	16,247	16,557	16,873	17,198	17,525	17,861	18,548
8	14,829	15,874	16,173	16,478	16,789	17,106	17,429	17,759	18,095	18,438	18,789	19,145	19,873
9	15,547	16,662	16,980	17,305	17,638	17,974	18,319	18,671	19,030	19,398	19,769	20,150	20,928
10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,468	22,295
11	17,852	19,225	19,589	19,960	20,338	20,724	21,118	21,520	21,930	22,348	22,774	23,209	23,798
12	18,988	20,333	20,723	21,121	21,527	21,941	22,362	22,792	23,230	23,678	24,137	24,603	25,477
13	20,204	21,689	22,088	22,515	22,951	23,395	23,848	24,310	24,783	25,261	25,753	26,255	27,341
14	21,890	23,471	23,928	24,390	24,872	25,368	25,870	26,384	26,909	27,444	27,991	28,547	29,693
15	23,825	25,389	25,873	26,368	26,872	27,387	27,904	28,500	29,118	29,697	30,289	30,891	32,121
16	25,813	27,529	28,077	28,635	29,205	29,788	30,379	30,984	31,601	32,230	32,872	33,527	34,882
17	27,787	29,667	30,262	30,869	31,487	32,117	32,761	33,417	34,086	34,769	35,465	36,175	37,625
18	30,190	32,151	32,797	33,458	34,129	34,811	35,513	36,227	36,955	37,697	38,454	39,226	41,101
19	32,931	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,148	42,988	44,988
20	35,714	38,381	39,158	39,938	40,731	41,543	42,371	43,218	44,077	44,955	45,851	46,761	48,951
21	38,885	41,802	42,635	43,485	44,352	45,238	46,138	47,058	47,998	48,953	49,923	50,903	53,293
22	42,388	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	53,335	54,391	55,461	58,081
23	46,174	49,639	50,629	51,638	52,669	53,719	54,790	55,883	56,993	58,118	59,258	60,413	63,293
24	50,358	54,137	55,218	56,320	57,443	58,589	59,757	60,948	62,163	63,393	64,638	65,898	68,993
25	54,953	59,079	60,258	61,460	62,688	63,938	65,213	66,513	67,838	69,188	70,563	71,963	75,393

(2) The statewide classification pay schedule for fiscal year 1991 1993 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	10,932	11,839	11,841	12,047	12,257	12,471	12,690	12,913	13,140	13,372	13,609	13,850	14,342
2	11,414	12,157	12,389	12,586	12,807	13,032	13,262	13,498	13,735	13,979	14,228	14,482	15,000
3	11,938	12,721	12,945	13,173	13,408	13,643	13,885	14,132	14,384	14,641	14,903	15,170	15,715
4	12,511	13,337	13,573	13,814	14,059	14,309	14,564	14,824	15,090	15,361	15,637	15,919	16,494
5	13,143	14,018	14,268	14,521	14,781	15,048	15,318	15,592	15,873	16,160	16,452	16,750	17,358
6	13,835	14,780	15,024	15,284	15,549	15,820	16,096	16,378	16,665	16,958	17,257	17,561	18,201
7	14,602	15,585	15,868	16,153	16,445	16,743	17,047	17,357	17,673	17,995	18,325	18,661	19,348
8	15,429	16,474	16,773	17,078	17,389	17,706	18,029	18,359	18,695	19,038	19,389	19,745	20,473
9	16,347	17,462	17,780	18,105	18,438	18,774	19,119	19,471	19,830	20,196	20,569	20,950	21,728
10	17,353	18,543	18,883	19,230	19,584	19,945	20,313	20,688	21,071	21,462	21,860	22,268	23,095
11	18,452	19,725	20,089	20,460	20,838	21,224	21,618	22,020	22,430	22,848	23,274	23,709	24,598
12	19,688	21,033	21,423	21,821	22,227	22,641	23,062	23,492	23,932	24,380	24,837	25,317	26,215
13	21,004	22,469	22,888	23,315	23,751	24,195	24,648	25,119	25,608	26,114	26,629	27,153	28,128
14	22,890	24,371	24,728	25,201	25,685	26,181	26,689	27,205	27,732	28,271	28,823	29,388	30,488
15	24,425	26,004	26,321	26,749	27,188	27,634	28,089	28,555	29,032	29,520	30,019	30,529	31,689
16	26,454	28,118	28,490	28,953	29,428	29,915	30,405	30,907	31,420	31,945	32,481	33,029	34,259
17	28,883	30,615	31,025	31,447	31,881	32,327	32,784	33,252	33,731	34,221	34,723	35,237	36,537
18	31,148	32,983	33,425	33,881	34,349	34,829	35,319	35,819	36,330	36,852	37,385	37,929	39,329
19	33,853	35,774	36,255	36,749	37,255	37,771	38,298	38,835	39,383	39,941	40,510	41,090	42,640
20	36,908	39,052	40,038	41,135	42,243	43,362	44,492	45,633	46,785	47,948	49,123	50,309	51,989
21	40,058	42,348	43,302	44,373	45,462	46,568	47,692	48,835	49,997	51,169	52,352	53,546	55,486
22	43,828	46,274	47,314	48,384	49,473	50,582	51,712	52,863	54,035	55,218	56,413	57,619	59,789
23	47,529	50,141	51,258	52,409	53,584	54,783	55,997	57,227	58,473	59,735	61,013	62,307	64,687
24	51,818	54,591	55,789	57,029	58,302	59,609	60,941	62,299	63,683	65,093	66,529	67,991	70,611
25	56,528	60,757	62,085	63,449	64,849	66,285	67,757	69,265	70,809	72,389	73,995	75,627	78,527

Section 5. Section 2-18-313, MCA, is amended to read:

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month

pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080			Note: Includes Insurance			
Term -- Twelve Months			Matrix Type -- Annual			
Education Level						
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,228	21,870	22,529	22,850	23,173	23,832
2	21,983	22,699	23,416	23,775	24,134	24,859
3	22,738	23,529	24,302	24,706	25,110	25,905
4	23,494	24,362	25,206	25,652	26,097	26,949
5	24,247	25,206	26,115	26,598	27,084	27,995
6	25,016	26,060	27,027	27,548	28,071	29,041
7	25,786	26,908	27,934	28,496	29,056	30,083
8	26,561	27,760	28,847	29,446	30,045	31,127
9	27,335	28,610	29,756	30,392	31,033	32,172
10	28,108	29,464	30,664	31,340	32,018	33,218
11	28,884	30,286	31,571	32,288	33,005	34,260
12	28,884	30,286	31,571	32,288	33,005	34,260
13	28,884	30,286	31,571	32,288	33,005	34,260

(b) The 9-month pay schedule for teachers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 1480			Note: Includes Insurance			
Term -- Nine Months			Matrix Type -- Annual			
Education Level						
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	16,451	16,933	17,427	17,668	17,910	18,404
2	17,017	17,554	18,092	18,361	18,631	19,168
3	17,583	18,176	18,757	19,056	19,352	19,933
4	18,151	18,801	19,422	19,749	20,074	20,697
5	18,715	19,422	20,087	20,441	20,796	21,463
6	19,283	20,047	20,755	21,136	21,518	22,228
7	19,846	20,667	21,418	21,829	22,239	22,990
8	20,414	21,291	22,086	22,524	22,963	23,754
9	20,980	21,913	22,751	23,217	23,685	24,519
10	21,546	22,537	23,416	23,910	24,406	25,304
11	22,113	23,139	24,079	24,606	25,144	26,085
12	22,113	23,139	24,079	24,606	25,144	26,085
13	22,113	23,139	24,079	24,606	25,144	26,085

(2) (a) The 12-month pay schedule for teachers for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080			Note: Includes Insurance			
Term -- Twelve Months			Matrix Type -- Annual			
Education Level						
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	22,028	22,670	23,329	23,650	23,973	24,632
2	22,783	23,499	24,216	24,575	24,938	25,681
3	23,538	24,329	25,111	25,525	25,939	26,754
4	24,294	25,172	26,037	26,494	26,950	27,824
5	25,054	26,037	26,969	27,464	27,962	28,896
6	25,842	26,913	27,904	28,438	28,974	29,968
7	26,632	27,782	28,833	29,409	29,983	31,036
8	27,426	28,655	29,769	30,383	30,997	32,106
9	28,219	29,526	30,701	31,353	32,010	33,177
10	29,012	30,402	31,632	32,325	33,019	34,249
11	29,807	31,244	32,561	33,296	34,031	35,318

DATE _____

~~12 29,807 31,244 32,561 33,296 34,031~~ ^{HB} ~~35,318~~
~~13 29,807 31,244 32,561 33,296 34,031 35,318~~

(b) The 9-month pay schedule for teachers for fiscal year
~~1991~~ 1993 is as follows:

Annual Hours -- 1480 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,251	17,733	18,227	18,468	18,710	19,204
2	17,817	18,354	18,892	19,161	19,431	19,968
3	18,383	18,976	19,557	19,856	20,152	20,733
4	18,951	19,601	20,222	20,549	20,874	21,497
5	19,515	20,222	20,887	21,241	21,596	22,263
6	20,083	20,847	21,555	21,936	22,318	23,028
7	20,646	21,467	22,218	22,629	23,039	23,790
8	21,214	22,091	22,886	23,324	23,763	24,554
9	21,780	22,713	23,551	24,017	24,485	25,333
10	22,346	23,337	24,216	24,710	25,217	26,138
11	22,913	23,939	24,882	25,422	25,974	26,938
12	22,913	23,939	24,882	25,422	25,974	26,938
13	22,913	23,939	24,882	25,422	25,974	26,938 "

Section 6. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedules. (1) The
pay schedule for liquor store occupations for fiscal year ~~1990~~
~~1992~~ is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Retail Clerk Matrix Type -- Hourly
Grade \$/Hour
W/Ins.

L1	0.000
L2	8.040
L3	8.540
L4	8.820
L5	9.110
L6	9.720
L7	10.380
L8	11.130

(2) The pay schedule for liquor store occupations for
fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Retail Clerk Matrix Type -- Hourly
Grade \$/Hour
W/Ins.

L1	0.000
L2	8.425
L3	8.925
L4	9.205
L5	9.495
L6	10.105
L7	10.765
L8	11.515"

Section 7. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedules. (1) The pay schedule

for blue-collar workers for fiscal year ~~1990~~ 1992 is as follows:

Annual Hours -- 2080
Pay Matrix -- Blue-Collar
Grade \$/Hour
W/Ins.

Note: With Insurance
Matrix Type -- Hourly

B1	8.51
B2	8.91
B3	9.31
B4	9.71
B5	10.11
B6	10.51
B7	10.91
B8	11.31
B9	11.71
B10	12.11
B11	12.51
B12	12.91
B00	13.31

EXHIBIT
DATE
HB

(2) The pay schedule for blue-collar workers for fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- 2080
Pay Matrix -- Blue-Collar
Grade \$/Hour
W/Ins.

Note: With Insurance
Matrix Type -- Hourly

B1	8.90
B2	9.30
B3	9.70
B4	10.10
B5	10.50
B6	10.90
B7	11.30
B8	11.70
B9	12.10
B10	12.50
B11	12.90
B12	13.30
B00	13.70"

Section 8. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~\$130~~ \$170 per month for the fiscal year ending June 30, ~~1990~~ 1992, and ~~\$150~~ \$195 per month for the fiscal year ending June 30, ~~1991~~ 1993, and for each fiscal year thereafter. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under

EXHIBIT _____

Exhibit # 2
3-26-91 HB 514

DATE _____

~~HB~~

Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

(3) For employees of elementary and high school districts and of local government units, the employer's premium contributions may exceed but may not be less than \$10 per month.

(4) Unused employer contributions for any state employee must be transferred to an account established for this purpose by the department of administration and upon such transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member."

NEW SECTION. Section 9. Appropriation. The following is appropriated as indicated to fund the salary, benefit, and insurance costs of [this act]:

"

NEW SECTION. Section 10. {standard} Codification instruction. [Section 1] is intended to be codified as an integral part of Title 2, chapter 18, part 2, and the provisions of Title 2, chapter 18, part 2, apply to [section 1].

NEW SECTION. Section 11. Effective date. [This act] is effective on passage and approval.

3/2/92
EXHIBIT 3

DATE 3-26-91

HB 514

Office of Legislative Fiscal Analyst
Pay Proposal Costs
In Millions

Component	Fiscal 1992 Cost	Fiscal 1993 Cost	Total 1992-93 Cost	Gen. Fund 1992 Cost	Gen. Fund 1993 Cost	Gen. Fund 1992-93 Cost
All Agencies						
\$.65/Hour Base	\$23.565	\$47.057	\$70.622	\$11.643	\$23.407	\$35.050
Market Entry *	0.356	0.708	1.064	\$0.182	\$0.362	0.544
Progression	0.000	0.000	0.000	\$0.000	\$0.000	0.000
Longevity	0.000	0.000	0.000	\$0.000	\$0.000	0.000
Insurance	<u>3.552</u>	<u>7.986</u>	<u>11.538</u>	<u>\$1.760</u>	<u>\$3.984</u>	<u>5.744</u>
Totals	\$27.473	\$55.751	\$83.224	\$13.585	\$27.753	\$41.338
University System						
\$.65/Hour Base	\$5.212	\$10.405	\$15.617	\$4.065	\$8.116	\$12.181
Market Entry *	0.093	0.185	0.278	0.073	0.144	0.217
Progression	0.000	0.000	0.000	0.000	0.000	0.000
Longevity	0.000	0.000	0.000	0.000	0.000	0.000
Insurance	<u>0.799</u>	<u>1.797</u>	<u>2.596</u>	<u>0.623</u>	<u>1.402</u>	<u>2.025</u>
Totals	\$6.104	\$12.387	\$18.491	\$4.761	\$9.662	\$14.423
Other Agencies						
\$.65/Hour Base	\$18.353	\$36.652	\$55.005	\$7.578	\$15.291	\$22.869
Market Entry *	0.263	0.523	0.786	0.109	0.218	0.327
Progression	0.000	0.000	0.000	0.000	0.000	0.000
Longevity	0.000	0.000	0.000	0.000	0.000	0.000
Insurance	<u>2.753</u>	<u>6.189</u>	<u>8.942</u>	<u>1.137</u>	<u>2.582</u>	<u>3.719</u>
Totals	\$21.369	\$43.364	\$64.733	\$8.824	\$18.091	\$26.915

* Amount reflects incremental costs for all fiscal 1992 and 1993 FTE.

3-26-91

Exhibits 4, 5, and 6 were submitted for bills that were heard previously, and the exhibits placed with the minutes for those days.

Exhibit 4 - HB 623 - 3/25/91. Renumbered Ex. 4A.

Exhibits 5, 6 - HB 927 - 3/19/91. Renumbered Ex. 37, 38.

HOUSE OF REPRESENTATIVES

APPROPRIATIONS

ROLL CALL VOTE

TIME

1:40

DATE

7-26-92

BILL NO.

NUMBER

1

MOTION:

Am
514

NAME	AYE	NO	ABSENT
REP. RAY PECK, VICE-CHAIRMAN	✓		
REP. DOROTHY BRADLEY	✓		
REP. JOHN COBB			
REP. DOROTHY CODY	✓		
REP. MARY ELLEN CONNELLY	✓		
REP. ED GRADY	✓		
REP. LARRY GRINDE		✓	
REP. JOHN JOHNSON	✓		
REP. MIKE KADAS	✓		
REP. BERV KIMBERLEY	✓		
REP. WM."RED" MENAHAN	✓		
REP. JERRY NISBET	✓		
REP. MARY LOU PETERSON		✓	
REP. JOE QUILICI	✓		
REP. CHUCK SWYSGOOD		✓	
REP. BOB THOFT		✓	
REP. TOM ZOOK		✓	
REP. FRANCIS BARDANOUVE, CHAIRMAN	✓		
TOTAL	12	6	

HOUSE OF REPRESENTATIVES

APPROPRIATIONS

ROLL CALL VOTE

TIME

1:42

DATE

3-26-91

BILL NO.

514

NUMBER

2

MOTION:

Do Pass as Amended

NAME	AYE	NO	ABSENT
REP. RAY PECK, VICE-CHAIRMAN	✓		
REP. DOROTHY BRADLEY	✓		
REP. JOHN COBB		✓	
REP. DOROTHY CODY	✓		
REP. MARY ELLEN CONNELLY	✓		
REP. ED GRADY	✓		
REP. LARRY GRINDE		✓	
REP. JOHN JOHNSON	✓		
REP. MIKE KADAS	✓		
REP. BERV KIMBERLEY	✓		
REP. WM. "RED" MENAHAN	✓		
REP. JERRY NISBET	✓		
REP. MARY LOU PETERSON		✓	
REP. JOE QUILICI	✓		
REP. CHUCK SWYSGOOD		✓	
REP. BOB THOFT		✓	
REP. TOM ZOOK		✓	
REP. FRANCIS BARDANOUVE, CHAIRMAN	✓		
TOTAL	17	6	

