

MINUTES

MONTANA SENATE 52nd LEGISLATURE - REGULAR SESSION

COMMITTEE ON FINANCE & CLAIMS

Call to Order: By Senator Judy Jacobson, Chairman, on April 29, 1991, at 6:10 p.m., Room 325

ROLL CALL

Members Present:

Judy Jacobson, Chairman (D)
Greg Jergeson, Vice Chairman (D)
Gary Aklestad (R)
Thomas Beck (R)
Esther Bengtson (D)
Don Bianchi (D)
Gerry Devlin (R)
Eve Franklin (D)
Harry Fritz (D)
H.W. Hammond (R)
Ethel Harding (R)
Bob Hockett (D)
Thomas Keating (R)
Dennis Nathe (R)
Lawrence Stimatz (D)
Larry Tveit (R)
Eleanor Vaughn (D)
Mignon Waterman (D)
Cecil Weeding (D)

Members Excused: Senator Manning

Staff Present: Teresa Olcott Cohea(LFA).

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

Announcements/Discussion: Chairman Jacobson said testimony would be limited to 15 minutes for the proponents and 15 minutes for the opponents because of the time factor.

HEARING ON HOUSE BILL 509

Presentation and Opening Statement by Sponsor:

Representative Chuck Swysgood, District 73, Beaverhead County, sponsor, stated HB 509 as it comes to this committee from the House is the State pay plan. HB 509 contains a 60 cent an

hour increase the first year, 45 cent an hour increase the second year, broken back to 25 cents the first six months and 20 cents the second six months. Total money in the bill is around 68 million dollars. Of that, 34 million is general fund money; the rest is other funds, including state special revenue, federal funds, etc. HB 509 also contains one-eighth of one percent progression increase for every percentage point you are behind the market. It implements the market base philosophy. It also says that no employee shall be paid less than the market entry salary. He concluded HB 509 was brought about after a long, long debate with many people involved and urged the committee to pass HB 509.

Proponents' Testimony:

None

Opponents' Testimony:

Jim McGarvey, representing Montana Federation of Teachers, Montana Federation of State Employees. He said he would make a brief statement on behalf of the locals of his federation. During this legislative session, he said there was much discussion about negotiations. There never really were any negotiations and as of this committee hearing, he said it is his feeling and the feeling of his affiliates that there never really have been any negotiations. He stated the executive and legislative branch missed the golden opportunity this session to send a message to State employees. He added that the record speaks for itself in terms of the insults, the attitude, the impugning of State employees during the '80's. By adopting the watered down version of HB 514 sponsored by Representative Menahan that was passed at one point by both houses, he felt a message could have been sent to our State employees that we appreciate not only what they do but what they have done for the past decade, and in so doing suggesting we get off on the right foot during this new decade. He indicated that last biennium the entire raise was eaten up by most State employees by their insurance premiums, not to mention all the other inflationary obstacles that were faced. He made a plea in front of the committee and hoped the press would pick it up because it is to all senators and legislators and the Governor and his staff that indicated his desire that time be taken to visit the State agencies where the workers spend their time and the university system providing the services needed by Montanans and are entitled to, especially taking the time to visit the institutions and see the work being done there by the State workers. He added that every set of negotiations has some direction, a common denominator and a message. The message by all State employees was that they supported the people in the lower grades getting a reasonable and substantial raise compared to what they had received in the past. That message was not made by State employees of all grades. He concluded that the reason for the current strike is there was no meeting of minds prior to State

employees having to take that action. HB 509 does not in any way represent a meeting of the minds for the good, hard working, dedicated State employees of Montana.

Tom Schneider, representing Montana Public Employees Association, said it was nice to have had the press make him a major player since the past week on where we have gone with this bill, where we have gone with pay, but he said he would like everyone to know that the union people have never been part of this process and never were a player in the negotiations, and he added the people in Montana have been misled to that point. He added it has been regretful that some unions have tried to use this process to their advantage over some of the other unions that have acted responsibly and did two years ago and have done so since. Regarding HB 509, he stated he hoped the committee would look at the confusion he has because he did not feel we could look at HB 509 and analyze what it will do for an individual employee. HB 509 has language which will take at least a day to apply to each individual person on the pay matrix and be able to tell the person how much they will be receiving because of the market involvement. He added he could not tell after spending 18 months on the pay plan committee whether there is any market involvement in HB 509. He stated HB 509 was never a market pay plan, and right now it is not a market pay plan. He said we are not leaving the session paying people what they would get paid in the private sector for doing the same work and added it is a misnomer to try to tell people that is what we are doing. HB 509 as written and as it stands today will not pay people at market this century, so employees and the public in this state should not be misled into thinking a new pay plan has been developed and that a new pay plan is being passed that will do that. It is passing a plan that gives some limited cents per hour to the employees and really does not give what people have been led to believe it gives. He added it is magical figures such as these that have misled the Governor and some legislators to take action and tell employees they are getting a minimum of \$3,000 to \$3,200 increase. That is not the pay increase. He concluded there are many problems with this bill. He closed by stating how proud he was of the State employees on the picket lines in that they finally stood up to tell people they are tired of what is being done.

Mark Langdorf, a field representative for the American Federation of State, County and Municipal Employees, Montana Council 9 which represents about 1,500 State workers, stated he finds the proposed amendments to HB 509 unsatisfactory. In view of the wages received by State workers in the last ten years, he said he was convinced that the State can do better. He concluded the decision of the acceptance of HB 509 is up to their members, and labor leaders will not recommend HB 509 in its present form to their members.

Gene Fenderson, representing Montana District Council of Laborers, stated he was disturbed in what has happened in the

Capitol building today and felt there is a plague on the administration and the legislative body for what they have done to State employees. He concluded that HB 509 is not worth discussing; kill it.

Phil Campbell, representing Montana Education Association, which represents teachers at Mountain View School and Pine Hills School that are on a nine month schedule, said he is not quite sure of the status of the amendments to HB 509 that were adopted in the House. He said there was language amended into HB 514 referred to as the Stickney amendments which he understood would be included in this and added he has not seen those. He said he was advised by Senator Van Valkenburg that if needed those amendments would be made on the Senate floor. He concluded that he hoped if they were not included in the Senate that they could be adopted in the House on HB 509.

Questions From Committee Members:

Senator Jacobson said there are amendments being prepared and those amendments mentioned by Mr. Campbell are included with them.

Closing by Sponsor:

Representative Swysgood closed by saying it has been a difficult process that has been gone through with the pay plan. He said he was sure not everyone was satisfied but we must keep in mind that HB 509 as it now stands gives State employees roughly \$3,200 increase in pay over the next biennium. It increases their insurance benefits from 15/15 to 20/20. He added it is without a doubt the largest single increase in approximately the last decade that State employees have had. He concluded that while it doesn't go as far as many would like to see it go, it does make significant steps toward addressing some inadequacies in the current pay system.

EXECUTIVE ACTION ON HOUSE BILL 509

Amendments, Discussion, and Votes:

Senator Jacobson said there are amendments to HB 509 (See Exhibit 1)

Senator Keating moved the amendments (See exhibit 1).

Senator Jacobson said on page 11, section 12, if Senator Keating would add to his amendment that the totals will be corrected. She said she was informed that they moved off of 1990 instead of 1991.

Senator Keating moved the amendments to HB 509 (see Exhibit 1) and the correction of the totals in Section 12.

Senator Keating's motion to amend HB 509 carried unanimously.

Senator Keating moved that HOUSE BILL 509 AS AMENDED BE CONCURRED IN.

Recommendation and Vote:

Senator Keating's motion that HOUSE BILL 509 AS AMENDED BE CONCURRED IN passed with Senators Aklestad and Waterman opposed to the motion.

ADJOURNMENT

Adjournment At: 7:00 p.m.


JUDY JACOBSON, Chairman


LYNN STALEY, Secretary

JJ/ljs

ROLL CALL

FINANCE & CLAIMS COMMITTEE

DATE 1/29/91

LEGISLATIVE SESSION

NAME	PRESENT	ABSENT	EXCUSED
SENATOR JACOBSON CHAIRMAN	✓		
SENATOR JERGESON, VICE CHAIRMAN	✓		
SENATOR AKLESTAD	✓		
SENATOR BECK	✓		
SENATOR BENGTON	✓		
SENATOR BIANCHI	✓		
SENATOR DEVLIN	✓		
SENATOR FRITZ	✓		
SENATOR HAMMOND	✓		
SENATOR HARDING	✓		
SENATOR HOCKETT	✓		
SENATOR KEATING	✓		
SENATOR MANNING			✓
SENATOR NATHE	✓		
SENATOR STIMATZ	✓		

Each day attach to minutes.

ROLL CALL

FINANCE & CLAIMS COMMITTEE, CONTINUED

DATE _____

LEGISLATIVE SESSION

NAME	PRESENT	ABSENT	EXCUSED
SENATOR YVEIT	✓		
SENATOR VAUGHN	✓		
SENATOR WATERMAN	✓		
SENATOR WEEDING	✓		
SENATOR FRANKLIN	✓		

Each day attach to minutes.

SENATE STANDING COMMITTEE REPORT

Page 1 of 16
April 29, 1991

MR. PRESIDENT:

We, your committee on Finance and Claims having had under consideration House Bill No. 509 (first reading -- white), respectfully report that House Bill No. 509 be amended and as so amended be concurred in:

1. Strike: The House Committee of the Whole Amendments in their entirety.

Amend House Bill 509 as follows:

1. Title, lines 8 and 9.

Following: ";" on line 8

Strike: remainder of line 8 through "PLAN;" on line 9

2. Title, line 11.

Following: "PLANS;"

Insert: "PROVIDING PAY ADJUSTMENTS FOR CERTAIN ELECTED AND APPOINTED OFFICIALS AND CERTAIN OTHER STATE EMPLOYEES; REQUIRING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES;"

3. Title, line 13.

Following: "SECTIONS"

Insert: "2-16-405,"

Strike: "2-18-103,"

4. Title, line 14.

Strike: "AND"

Following: "2-18-703,"

Insert: "5-2-301, 13-37-106, AND 15-2-102,"

5. Title, line 15.

Strike: "AN IMMEDIATE"

Following: "EFFECTIVE"

Strike: "DATE"

Insert: "DATES"

6. Page 5, line 5 through page 6, line 10.

Strike: section 2 in its entirety

Renumber: subsequent sections

7. Page 6, line 20.

Following: "2-18-104"

Insert: "and excluding employees compensated under 2-18-313, 2-18-314, and 2-18-315"

8. Page 6, line 23.

Strike: "Pay"

Insert: "Except as provided in 2-18-305(4) and [section 11], pay"

9. Page 7, line 17 through page 12, line 19.

Strike: section 4 in its entirety

Insert: "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 entry salary and market salary 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 newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).

(c) (i) The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first complete pay period in fiscal year 1990 1992, is that amount corresponding to the grade and step occupied each employee hired before July 1, 1991, is entitled to the amount of his base salary as it was on the last day of fiscal year 1989. June 30, 1991, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991; and

(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1993, each employee hired before July 1, 1992, is entitled to the amount of the employee's base salary as it was on June 30, 1992, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992; then

(ii) add an amount equal to 1/3 of 1% of the amount computed in subsection (1)(d)(i) for each full percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade; then

(iii) from the sum calculated in subsection (1)(d)(ii), subtract 20 cents an hour.

~~(ii)(e) The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1991 January 1993, is that amount corresponding to the grade and step occupied each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on the last day of fiscal year 1990, December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.~~

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g) An employee's base salary may be no less than the entry salary for his assigned grade.

(h) Except as provided in subsections (5) through (8), an employee's base salary may not exceed the market salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(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 1990, each teacher shall advance three steps on the appropriate pay schedule for fiscal year 1990 from the step that he occupied on June 30, 1989.~~

~~(iii)(ii) The compensation of each teacher on the first day of the first pay period in July 1990 1991 is that amount corresponding to his the teacher's level of academic achievement and the step occupied on June 30, 1990 years of experience.~~

(iii) On the first day of the first pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313.

(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~~ 1993.

(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~~ 1991, 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~~ 1991, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, ~~1989~~ 1991.

(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) 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) 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) 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. To maintain the internal equity of the statewide pay plan provided for in 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

(8) The department shall review the competitiveness of the compensation provided to ~~registered nurses and other~~ all 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. 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."

10. Page 14, line 4.

Strike: "or"

Insert: "and"

11. Page 14, line 16.

Following: "(c)"

Strike: "and (1)(d)"

Insert: "through (1)(e)"

12. Page 14, line 18.

Strike: "2-18-213"

Insert: "2-18-313"

13. Page 19, line 10 through page 29, line 7.

Strike: sections 8 through 10 in their entirety

Insert: "Section 7. 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

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	21,228	21,870	22,529	23,850	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
<u>1</u>	<u>23,516</u>	<u>24,175</u>	<u>24,817</u>	<u>25,138</u>	<u>25,461</u>	<u>26,120</u>
<u>2</u>	<u>24,271</u>	<u>24,987</u>	<u>25,704</u>	<u>26,063</u>	<u>26,426</u>	<u>27,169</u>
<u>3</u>	<u>25,026</u>	<u>25,817</u>	<u>26,599</u>	<u>27,013</u>	<u>27,427</u>	<u>28,242</u>
<u>4</u>	<u>25,782</u>	<u>26,660</u>	<u>27,525</u>	<u>27,982</u>	<u>28,438</u>	<u>29,312</u>
<u>5</u>	<u>26,542</u>	<u>27,525</u>	<u>28,457</u>	<u>28,952</u>	<u>29,450</u>	<u>30,384</u>
<u>6</u>	<u>27,330</u>	<u>28,401</u>	<u>29,392</u>	<u>29,926</u>	<u>30,462</u>	<u>31,456</u>
<u>7</u>	<u>28,120</u>	<u>29,270</u>	<u>30,321</u>	<u>30,897</u>	<u>31,471</u>	<u>32,524</u>
<u>8</u>	<u>28,914</u>	<u>30,143</u>	<u>31,257</u>	<u>31,871</u>	<u>32,485</u>	<u>33,594</u>
<u>9</u>	<u>29,707</u>	<u>31,014</u>	<u>32,189</u>	<u>32,841</u>	<u>33,498</u>	<u>34,665</u>
<u>10</u>	<u>30,500</u>	<u>31,890</u>	<u>33,120</u>	<u>33,813</u>	<u>34,507</u>	<u>35,737</u>
<u>11</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>
<u>12</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>
<u>13</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>

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

Annual Hours -- ~~1480~~ 1560
Term -- Nine Months

Note: Includes Insurance
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
<u>1</u>	<u>19,262</u>	<u>19,770</u>	<u>20,291</u>	<u>20,545</u>	<u>20,800</u>	<u>21,321</u>
<u>2</u>	<u>19,859</u>	<u>20,425</u>	<u>20,992</u>	<u>21,275</u>	<u>21,560</u>	<u>22,126</u>
<u>3</u>	<u>20,455</u>	<u>21,080</u>	<u>21,693</u>	<u>22,008</u>	<u>22,320</u>	<u>22,932</u>
<u>4</u>	<u>21,054</u>	<u>21,739</u>	<u>22,394</u>	<u>22,738</u>	<u>23,081</u>	<u>23,738</u>
<u>5</u>	<u>21,649</u>	<u>22,394</u>	<u>23,095</u>	<u>23,468</u>	<u>23,842</u>	<u>24,545</u>
<u>6</u>	<u>22,247</u>	<u>23,053</u>	<u>23,799</u>	<u>24,200</u>	<u>24,603</u>	<u>25,351</u>

7	22,841	23,706	24,498	24,931	25,363	26,155
8	23,439	24,364	25,202	25,663	26,126	26,960
9	24,036	25,019	25,903	26,394	26,887	27,781
10	24,633	25,677	26,604	27,124	27,659	28,630
11	25,230	26,312	27,306	27,875	28,457	29,473
12	25,230	26,312	27,306	27,875	28,457	29,473
13	25,230	26,312	27,306	27,875	28,457	29,473

(2) (a) The 12-month pay schedule for teachers for the first 6 months of 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
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
1	24,276	24,935	25,577	25,898	26,221	26,880
2	25,031	25,747	26,464	26,823	27,186	27,929
3	25,786	26,577	27,359	27,773	28,187	29,002
4	26,542	27,420	28,285	28,742	29,198	30,072
5	27,302	28,285	29,217	29,712	30,210	31,144
6	28,090	29,161	30,152	30,686	31,222	32,216
7	28,880	30,030	31,081	31,657	32,231	33,284
8	29,674	30,903	32,017	32,631	33,245	34,354
9	30,467	31,774	32,949	33,601	34,258	35,425
10	31,260	32,650	33,880	34,573	35,267	36,497
11	32,055	33,492	34,809	35,544	36,279	37,566
12	32,055	33,492	34,809	35,544	36,279	37,566
13	32,055	33,492	34,809	35,544	36,279	37,566

(b) The 9-month pay schedule for teachers for the first 6 months of fiscal year 1991-1993 is as follows:

Annual Hours -- ~~1480~~ 1560

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level						
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
1	19,892	20,400	20,921	21,175	21,430	21,951
2	20,489	21,055	21,622	21,905	22,190	22,756
3	21,085	21,710	22,323	22,638	22,950	23,562
4	21,684	22,369	23,024	23,368	23,711	24,368
5	22,279	23,024	23,725	24,098	24,472	25,175
6	22,877	23,683	24,429	24,830	25,233	25,981
7	23,471	24,336	25,128	25,561	25,993	26,785
8	24,069	24,994	25,832	26,293	26,756	27,590
9	24,666	25,649	26,533	27,024	27,517	28,411
10	25,263	26,307	27,234	27,754	28,289	29,260
11	25,860	26,942	27,936	28,505	29,087	30,103
12	25,860	26,942	27,936	28,505	29,087	30,103
13	25,860	26,942	27,936	28,505	29,087	30,103

(3)(a) The 12-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

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

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	24,692	25,351	25,993	26,314	26,637	27,296
2	25,447	26,163	26,880	27,239	27,602	28,345
3	26,202	26,993	27,775	28,189	28,603	29,418
4	26,958	27,836	28,701	29,158	29,614	30,488
5	27,718	28,701	29,633	30,128	30,626	31,560
6	28,506	29,577	30,568	31,102	31,638	32,632
7	29,296	30,446	31,497	32,073	32,647	33,700
8	30,090	31,319	32,433	33,047	33,661	34,770
9	30,883	32,190	33,365	34,017	34,674	35,841
10	31,676	33,066	34,296	34,989	35,683	36,913
11	32,471	33,908	35,225	35,960	36,695	37,982
12	32,471	33,908	35,225	35,960	36,695	37,982
13	32,471	33,908	35,225	35,960	36,695	37,982

(b) The 9-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 1560 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual
Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	20,204	20,712	21,233	21,487	21,742	22,263
2	20,801	21,367	21,934	22,217	22,502	23,068
3	21,397	22,022	22,635	22,950	23,262	23,874
4	21,996	22,681	23,336	23,680	24,023	24,680
5	22,591	23,336	24,037	24,410	24,784	25,487
6	23,189	23,995	24,741	25,142	25,545	26,293
7	23,783	24,648	25,440	25,873	26,305	27,097
8	24,381	25,306	26,144	26,605	27,068	27,902
9	24,978	25,961	26,845	27,336	27,829	28,723
10	25,575	26,619	27,546	28,066	28,601	29,572
11	26,172	27,254	28,248	28,817	29,399	30,415
12	26,172	27,254	28,248	28,817	29,399	30,415
13	26,172	27,254	28,248	28,817	29,399	30,415"

Section 8. Section 2-18-314, HCA, 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

	<u>W/Ins.</u>
L1-----	0.000
L2-----	8.040
L3-----	8.540
L4-----	8.820
L5-----	9.110
L6-----	9.720
L7-----	10.380
L8-----	11.130
L1-----	0.000
L2-----	9.140
L3-----	9.640
L4-----	9.920
L5-----	10.210
L6-----	10.820
L7-----	11.480
L8-----	12.230

(2)(a) The pay schedule for liquor store occupations for the first 6 months of 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
L1	0.000
L2	9.505
L3	10.005
L4	10.285
L5	10.575
L6	11.185
L7	11.845
L8	12.595

(b) The pay schedule for liquor store occupations for the last 6 months of fiscal year 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	9.705
L3	10.205
L4	10.485
L5	10.775
L6	11.385
L7	12.045
L8	12.795

Section 9. 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 Note: With Insurance
Pay Matrix -- Blue-Collar 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
B00	13.31
B1	9.615
B2	10.015
B3	10.415
B4	10.815
B5	11.215
B6	11.615
B7	12.015
B8	12.415
B9	12.815
B10	13.215
B11	13.615
B12	14.015
B00	14.415

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1991-1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Blue-Collar 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
B1	9.980
B2	10.380
B3	10.780

<u>B4</u>	<u>11.180</u>
<u>B5</u>	<u>11.580</u>
<u>B6</u>	<u>11.980</u>
<u>B7</u>	<u>12.380</u>
<u>B8</u>	<u>12.780</u>
<u>B9</u>	<u>13.180</u>
<u>B10</u>	<u>13.580</u>
<u>B11</u>	<u>13.980</u>
<u>B12</u>	<u>14.380</u>
<u>B00</u>	<u>14.780</u>

(3) The pay schedule for blue-collar workers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Blue-Collar Matrix Type -- Hourly

<u>Grade</u>	<u>\$/Hour</u> <u>W/Ins.</u>
<u>B1</u>	<u>10.180</u>
<u>B2</u>	<u>10.580</u>
<u>B3</u>	<u>10.980</u>
<u>B4</u>	<u>11.380</u>
<u>B5</u>	<u>11.780</u>
<u>B6</u>	<u>12.180</u>
<u>B7</u>	<u>12.580</u>
<u>B8</u>	<u>12.980</u>
<u>B9</u>	<u>13.380</u>
<u>B10</u>	<u>13.780</u>
<u>B11</u>	<u>14.180</u>
<u>B12</u>	<u>14.580</u>
<u>B00</u>	<u>14.980"</u>

14. Page 29, line 14.

Strike: "\$165"

Insert: "\$170"

15. Page 29, line 15.

Strike: "\$180"

Insert: "\$190"

16. Page 30, line 10.

Following: line 9

Insert: "NEW SECTION. Section 11. Shift differential and hazardous duty pay negotiated. (1) Shift differential pay for those employees who are regularly scheduled to work other than the day shift is a mandatory subject of collective bargaining.

(2) Hazardous duty pay for those employees who work under hazardous conditions is a mandatory subject of collective bargaining.

Section 12. Section 2-16-405, MCA, is amended to read:
"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1990 and following years are:

	Fiscal Year 1990 1992	Following June 30, 1990 1992
Governor	\$51,713 \$54,254	\$53,006 \$55,502
Lieutenant governor	\$37,044 \$39,218	\$37,970 \$40,466
Attorney general	\$47,166 \$49,593	\$48,345 \$50,841
State auditor	\$34,176 \$36,278	\$35,030 \$37,526
Superintendent of public instruction	\$40,664 \$42,929	\$41,681 \$44,177
Public service commission chairman	\$38,297 \$40,502	\$39,254 \$41,750
Public service commissioners, other than chairman	\$37,044 \$39,218	\$37,970 \$40,466
Secretary of state	\$34,176 \$36,278	\$35,030 \$37,526
Clerk of the supreme court	\$33,211 \$35,289	\$34,041 \$36,537"

Section 13. Section 5-2-301, MCA, is amended to read:

"5-2-301. Compensation and expenses for members while in session. (1) Except as provided in subsection (7), legislators are entitled to a salary commensurate to that of the daily rate of ~~a~~ an entry grade 8, ~~step 2~~, classified state employee in effect when the regular session of the legislature in which they serve is convened under 5-2-103 for those days during which the legislature is in session. The president of the senate and the speaker of the house shall receive an additional \$5 a day in salary for those days during which the legislature is in session.

(2) Legislators may serve for no salary.

(3) Legislators are entitled to \$50 a day, 7 days a week, during a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments shall stop when the legislature recesses for more than 3 days and shall resume when the legislature reconvenes.

(4) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel to the place of the holding of the session and to return to their place of residence at the conclusion of the session.

(5) In addition to the mileage allowance provided for in

subsection (4), legislators, upon submittal of an appropriate claim for such mileage reimbursement to the office of the legislative council, are entitled to:

- (a) three additional round trips to their place of residence during each regular session; and
- (b) such additional round trips as are authorized by the legislature during special session.

(6) Legislators are not entitled to any additional mileage allowance under subsection (4) for a special session if it is convened within 7 days of a regular session.

(7) In lieu of the salary provided for in subsection (1) and the expense allowance provided for in subsection (3), a legislator may receive remuneration for services performed during a legislative session. A legislator choosing to receive remuneration for services performed shall file a request to receive payment under this subsection with the accounting office of the legislative council. A legislator exercising the option to receive remuneration for services performed may not receive more remuneration than legislators paid pursuant to subsections (1) and (3). Remuneration for services performed must be reduced \$50 a day when the legislature recesses for more than 3 days."

Section 14. Section 13-37-106, MCA, is amended to read:

"13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$28,346~~ \$30,303 in fiscal year ~~1990~~ 1992 and ~~\$29,055~~ \$31,551 in fiscal year ~~1991~~ 1993 and thereafter."

Section 15. Section 15-2-102, MCA, is amended to read:

"15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$29,092 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter~~ equivalent to that of an entry grade 17 salary, plus 5%. The remaining state tax appeal board members shall be paid a salary of ~~\$28,326 in fiscal year~~

~~1990 and \$29,034 in fiscal year 1991 and thereafter equivalent to that of an entry grade 17 salary. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."~~

Renumber: subsequent sections

17. Page 30, line 12.

Following: "[

Strike: "sections 1 through 12"

Insert: "this act"

18. Page 30, line 14 through page 55, line 15.

Strike: page 30, line 14 through page 55, line 15 in its entirety

Insert: "

	Fiscal 1992		Fiscal 1993	
	General Fund	Other Funds	General Fund	Other Funds
Legislative Auditor	\$ 55,321	\$ 59,836	\$ 90,697	\$ 98,098
Legislative Fiscal Analyst	29,486		49,742	
Legislative Council	76,834		152,898	
Environmental Quality Council	11,763		18,618	
Consumer Counsel		7,167		11,734
Judiciary	72,569	16,802	122,084	28,266
University System	4,113,000	1,160,000	6,752,000	1,904,000
Office of Budget and Program Planning for Distribution to All Other Agencies	8,603,027	11,843,195	13,727,961	18,844,902

(2) There is appropriated to the state personnel division \$73,200 from the general fund for the fiscal year ending June 30, 1993, for changes in the payroll/personnel/position control

system. Any unexpended portion of the appropriation is reappropriated for the biennium ending June 30, 1993."

19. Page 56, line 1.

Insert: "NEW SECTION. Section 18. Codification instruction.

[Section 11] is intended to be codified as an integral part of Title 2, chapter 18, part 1, and the provisions of Title 2, chapter 18, part 1, apply to [section 11]."

Renumber: subsequent section

20. Page 56, line 1.

Strike: "date"

Insert: "dates"

Following: "."

Insert: "(1) Except as provided in subsection (2)."

Following: "["

Strike: "This"

Insert: "this"

21. Page 56, line 3.

Insert: "(2) [Section 15] is effective July 1, 1991."

Signed: Judy H. Jacobson
Judy H. Jacobson, Chairman

4-29-91
Amd. Coord.

5-12-91
Sec. of Senate

7:45

SENATE COMMITTEE AMENDMENT
House Bill 509

1. Strike: The House Committee of the Whole Amendments in their entirety.

Amend House Bill 509 as follows:

1. Title, lines 8 and 9.
Following: ";" on line 8
Strike: remainder of line 8 through "PLAN;" on line 9
2. Title, line 11.
Following: "PLANS;"
Insert: "PROVIDING PAY ADJUSTMENTS FOR CERTAIN ELECTED AND APPOINTED OFFICIALS AND CERTAIN OTHER STATE EMPLOYEES; REQUIRING THAT EACH AGENCY NEGOTIATE SHIFT DIFFERENTIALS AND HAZARDOUS DUTY PAY WITH EMPLOYEES;"
3. Title, line 13.
Following: "SECTIONS"
Insert: "2-16-405,"
Strike: "2-18-103,"
4. Title, line 14.
Strike: "AND"
Following: "2-18-703,"
Insert: "5-2-301, 13-37-106, AND 15-2-102,"
5. Title, line 15.
Strike: "AN IMMEDIATE"
Following: "EFFECTIVE"
Strike: "DATE"
Insert: "DATES"
6. Page 5, line 5 through page 6, line 10.
Strike: section 2 in its entirety
Renumber: subsequent sections
7. Page 6, line 20.
Following: "2-18-104"
Insert: "and excluding employees compensated under 2-18-313, 2-18-314, and 2-18-315"
8. Page 6, line 23.
Strike: "pay"
Insert: "Except as provided in 2-18-305(4) and [section 11], pay"
9. Page 7, line 17 through page 12, line 19.
Strike: section 4 in its entirety
Insert: "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 entry salary and market salary 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 newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).~~

(c) ~~(i) The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first complete pay period in fiscal year 1990 1992, is that amount corresponding to the grade and step occupied each employee hired before July 1, 1991, is entitled to the amount of his base salary as it was on the last day of fiscal year 1989. June 30, 1991, plus the following increases:~~

~~(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991; and~~

~~(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.~~

~~(d) Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1993, each employee hired before July 1, 1992, is entitled to the amount of the employee's base salary as it was on June 30, 1992, plus an increase calculated as follows:~~

~~(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992; then~~

~~(ii) add an amount equal to 1/8 of 1% of the amount computed in subsection (1)(d)(i) for each full percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade; then~~

~~(iii) from the sum calculated in subsection (1)(d)(ii), subtract 20 cents an hour.~~

~~(ii)(e) The compensation of each employee Except as provided in subsection (1)(g), on the first day of the first pay period in fiscal year 1991 January 1993, is that amount corresponding to the grade and step occupied each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on the last day of fiscal year 1990. December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.~~

~~(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by~~

100, and subtracting that total from 100.

(g) An employee's base salary may be no less than the entry salary for his assigned grade.

(h) Except as provided in subsections (5) through (8), an employee's base salary may not exceed the market salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(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, each teacher shall advance three steps on the appropriate pay schedule for fiscal year 1990 from the step that he occupied on June 30, 1989.~~

~~(iii)(ii) The compensation of each teacher on the first day of the first pay period in July 1990 1991 is that amount corresponding to his the teacher's level of academic achievement and the step occupied on June 30, 1990 years of experience.~~

(iii) On the first day of the first pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313.

(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~~ 1993.

(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~~ 1991, 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~~ 1991, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, ~~1989~~ 1991.

(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) 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) 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) 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. To maintain the internal equity of the statewide pay plan provided for in 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

(8) The department shall review the competitiveness of the compensation provided to ~~registered nurses and other~~ all 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. 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."

10. Page 14, line 4.

Strike: "or"

Insert: "and"

11. Page 14, line 16.
 Following: "(c)"
 Strike: "and (1)(d)"
 Insert: "through (1)(e)"

12. Page 14, line 18.
 Strike: "2-18-213"
 Insert: "2-18-313"

13. Page 19, line 10 through page 29, line 7.
 Strike: sections 8 through 10 in their entirety
 Insert: "Section 7. 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
<u>1</u>	<u>23,516</u>	<u>24,175</u>	<u>24,817</u>	<u>25,138</u>	<u>25,461</u>	<u>26,120</u>
<u>2</u>	<u>24,271</u>	<u>24,987</u>	<u>25,704</u>	<u>26,063</u>	<u>26,426</u>	<u>27,169</u>
<u>3</u>	<u>25,026</u>	<u>25,817</u>	<u>26,599</u>	<u>27,013</u>	<u>27,427</u>	<u>28,242</u>
<u>4</u>	<u>25,782</u>	<u>26,660</u>	<u>27,525</u>	<u>27,982</u>	<u>28,438</u>	<u>29,312</u>
<u>5</u>	<u>26,542</u>	<u>27,525</u>	<u>28,457</u>	<u>28,952</u>	<u>29,450</u>	<u>30,384</u>
<u>6</u>	<u>27,330</u>	<u>28,401</u>	<u>29,392</u>	<u>29,926</u>	<u>30,462</u>	<u>31,456</u>
<u>7</u>	<u>28,120</u>	<u>29,270</u>	<u>30,321</u>	<u>30,897</u>	<u>31,471</u>	<u>32,524</u>
<u>8</u>	<u>28,914</u>	<u>30,143</u>	<u>31,257</u>	<u>31,871</u>	<u>32,485</u>	<u>33,594</u>
<u>9</u>	<u>29,707</u>	<u>31,014</u>	<u>32,189</u>	<u>32,841</u>	<u>33,498</u>	<u>34,665</u>
<u>10</u>	<u>30,500</u>	<u>31,890</u>	<u>33,120</u>	<u>33,813</u>	<u>34,507</u>	<u>35,737</u>
<u>11</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>
<u>12</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>
<u>13</u>	<u>31,295</u>	<u>32,732</u>	<u>34,049</u>	<u>34,784</u>	<u>35,519</u>	<u>36,806</u>

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

Annual Hours -- 1480 <u>1560</u>		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
<u>1</u>	<u>19,262</u>	<u>19,770</u>	<u>20,291</u>	<u>20,545</u>	<u>20,800</u>	<u>21,321</u>
<u>2</u>	<u>19,859</u>	<u>20,425</u>	<u>20,992</u>	<u>21,275</u>	<u>21,560</u>	<u>22,126</u>
<u>3</u>	<u>20,455</u>	<u>21,080</u>	<u>21,693</u>	<u>22,008</u>	<u>22,320</u>	<u>22,932</u>
<u>4</u>	<u>21,054</u>	<u>21,739</u>	<u>22,394</u>	<u>22,738</u>	<u>23,081</u>	<u>23,738</u>
<u>5</u>	<u>21,649</u>	<u>22,394</u>	<u>23,095</u>	<u>23,468</u>	<u>23,842</u>	<u>24,545</u>
<u>6</u>	<u>22,247</u>	<u>23,053</u>	<u>23,799</u>	<u>24,200</u>	<u>24,603</u>	<u>25,351</u>
<u>7</u>	<u>22,841</u>	<u>23,706</u>	<u>24,498</u>	<u>24,931</u>	<u>25,363</u>	<u>26,155</u>
<u>8</u>	<u>23,439</u>	<u>24,364</u>	<u>25,202</u>	<u>25,663</u>	<u>26,126</u>	<u>26,960</u>
<u>9</u>	<u>24,036</u>	<u>25,019</u>	<u>25,903</u>	<u>26,394</u>	<u>26,887</u>	<u>27,781</u>
<u>10</u>	<u>24,633</u>	<u>25,677</u>	<u>26,604</u>	<u>27,124</u>	<u>27,659</u>	<u>28,630</u>
<u>11</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
<u>12</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
<u>13</u>	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>

(2) (a) The 12-month pay schedule for teachers for the first 6 months of 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
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>24,276</u>	<u>24,935</u>	<u>25,577</u>	<u>25,898</u>	<u>26,221</u>	<u>26,880</u>
<u>2</u>	<u>25,031</u>	<u>25,747</u>	<u>26,464</u>	<u>26,823</u>	<u>27,186</u>	<u>27,929</u>
<u>3</u>	<u>25,786</u>	<u>26,577</u>	<u>27,359</u>	<u>27,773</u>	<u>28,187</u>	<u>29,002</u>
<u>4</u>	<u>26,542</u>	<u>27,420</u>	<u>28,285</u>	<u>28,742</u>	<u>29,198</u>	<u>30,072</u>
<u>5</u>	<u>27,302</u>	<u>28,285</u>	<u>29,217</u>	<u>29,712</u>	<u>30,210</u>	<u>31,144</u>
<u>6</u>	<u>28,090</u>	<u>29,161</u>	<u>30,152</u>	<u>30,686</u>	<u>31,222</u>	<u>32,216</u>
<u>7</u>	<u>28,880</u>	<u>30,030</u>	<u>31,081</u>	<u>31,657</u>	<u>32,231</u>	<u>33,284</u>
<u>8</u>	<u>29,674</u>	<u>30,903</u>	<u>32,017</u>	<u>32,631</u>	<u>33,245</u>	<u>34,354</u>

<u>9</u>	<u>30,467</u>	<u>31,774</u>	<u>32,949</u>	<u>33,601</u>	<u>34,258</u>	<u>35,425</u>
<u>10</u>	<u>31,260</u>	<u>32,650</u>	<u>33,880</u>	<u>34,573</u>	<u>35,267</u>	<u>36,497</u>
<u>11</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>
<u>12</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>
<u>13</u>	<u>32,055</u>	<u>33,492</u>	<u>34,809</u>	<u>35,544</u>	<u>36,279</u>	<u>37,566</u>

(b) The 9-month pay schedule for teachers for the first 6 months of fiscal year ~~1991~~ 1993 is as follows:

Annual Hours -- ~~1480~~ 1560

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

		Education Level				
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
<u>1</u>	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
<u>2</u>	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
<u>3</u>	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
<u>1</u>	<u>19,892</u>	<u>20,400</u>	<u>20,921</u>	<u>21,175</u>	<u>21,430</u>	<u>21,951</u>
<u>2</u>	<u>20,489</u>	<u>21,055</u>	<u>21,622</u>	<u>21,905</u>	<u>22,190</u>	<u>22,756</u>
<u>3</u>	<u>21,085</u>	<u>21,710</u>	<u>22,323</u>	<u>22,638</u>	<u>22,950</u>	<u>23,562</u>
<u>4</u>	<u>21,684</u>	<u>22,369</u>	<u>23,024</u>	<u>23,368</u>	<u>23,711</u>	<u>24,368</u>
<u>5</u>	<u>22,279</u>	<u>23,024</u>	<u>23,725</u>	<u>24,098</u>	<u>24,472</u>	<u>25,175</u>
<u>6</u>	<u>22,877</u>	<u>23,683</u>	<u>24,429</u>	<u>24,830</u>	<u>25,233</u>	<u>25,981</u>
<u>7</u>	<u>23,471</u>	<u>24,336</u>	<u>25,128</u>	<u>25,561</u>	<u>25,993</u>	<u>26,785</u>
<u>8</u>	<u>24,069</u>	<u>24,994</u>	<u>25,832</u>	<u>26,293</u>	<u>26,756</u>	<u>27,590</u>
<u>9</u>	<u>24,666</u>	<u>25,649</u>	<u>26,533</u>	<u>27,024</u>	<u>27,517</u>	<u>28,411</u>
<u>10</u>	<u>25,263</u>	<u>26,307</u>	<u>27,234</u>	<u>27,754</u>	<u>28,289</u>	<u>29,260</u>
<u>11</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>
<u>12</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>
<u>13</u>	<u>25,860</u>	<u>26,942</u>	<u>27,936</u>	<u>28,505</u>	<u>29,087</u>	<u>30,103</u>

(3)(a) The 12-month pay schedule for teachers for the last 6 months of fiscal year 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
<u>1</u>	<u>24,692</u>	<u>25,351</u>	<u>25,993</u>	<u>26,314</u>	<u>26,637</u>	<u>27,296</u>
<u>2</u>	<u>25,447</u>	<u>26,163</u>	<u>26,880</u>	<u>27,239</u>	<u>27,602</u>	<u>28,345</u>
<u>3</u>	<u>26,202</u>	<u>26,993</u>	<u>27,775</u>	<u>28,189</u>	<u>28,603</u>	<u>29,418</u>
<u>4</u>	<u>26,958</u>	<u>27,836</u>	<u>28,701</u>	<u>29,158</u>	<u>29,614</u>	<u>30,488</u>
<u>5</u>	<u>27,718</u>	<u>28,701</u>	<u>29,633</u>	<u>30,128</u>	<u>30,626</u>	<u>31,560</u>
<u>6</u>	<u>28,506</u>	<u>29,577</u>	<u>30,568</u>	<u>31,102</u>	<u>31,638</u>	<u>32,632</u>
<u>7</u>	<u>29,296</u>	<u>30,446</u>	<u>31,497</u>	<u>32,073</u>	<u>32,647</u>	<u>33,700</u>

<u>8</u>	<u>30,090</u>	<u>31,319</u>	<u>32,433</u>	<u>33,047</u>	<u>33,661</u>	<u>34,770</u>
<u>9</u>	<u>30,883</u>	<u>32,190</u>	<u>33,365</u>	<u>34,017</u>	<u>34,674</u>	<u>35,841</u>
<u>10</u>	<u>31,676</u>	<u>33,066</u>	<u>34,296</u>	<u>34,989</u>	<u>35,683</u>	<u>36,913</u>
<u>11</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>
<u>12</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>
<u>13</u>	<u>32,471</u>	<u>33,908</u>	<u>35,225</u>	<u>35,960</u>	<u>36,695</u>	<u>37,982</u>

(b) The 9-month pay schedule for teachers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 1560 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual
Education Level

<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
<u>1</u>	<u>20,204</u>	<u>20,712</u>	<u>21,233</u>	<u>21,487</u>	<u>21,742</u>	<u>22,263</u>
<u>2</u>	<u>20,801</u>	<u>21,367</u>	<u>21,934</u>	<u>22,217</u>	<u>22,502</u>	<u>23,068</u>
<u>3</u>	<u>21,397</u>	<u>22,022</u>	<u>22,635</u>	<u>22,950</u>	<u>23,262</u>	<u>23,874</u>
<u>4</u>	<u>21,996</u>	<u>22,681</u>	<u>23,336</u>	<u>23,680</u>	<u>24,023</u>	<u>24,680</u>
<u>5</u>	<u>22,591</u>	<u>23,336</u>	<u>24,037</u>	<u>24,410</u>	<u>24,784</u>	<u>25,487</u>
<u>6</u>	<u>23,189</u>	<u>23,995</u>	<u>24,741</u>	<u>25,142</u>	<u>25,545</u>	<u>26,293</u>
<u>7</u>	<u>23,783</u>	<u>24,648</u>	<u>25,440</u>	<u>25,873</u>	<u>26,305</u>	<u>27,097</u>
<u>8</u>	<u>24,381</u>	<u>25,306</u>	<u>26,144</u>	<u>26,605</u>	<u>27,068</u>	<u>27,902</u>
<u>9</u>	<u>24,978</u>	<u>25,961</u>	<u>26,845</u>	<u>27,336</u>	<u>27,829</u>	<u>28,723</u>
<u>10</u>	<u>25,575</u>	<u>26,619</u>	<u>27,546</u>	<u>28,066</u>	<u>28,601</u>	<u>29,572</u>
<u>11</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
<u>12</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
<u>13</u>	<u>26,172</u>	<u>27,254</u>	<u>28,248</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415"</u>

Section 8. 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.

<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>8.040</u>
<u>L3</u>	<u>8.540</u>
<u>L4</u>	<u>8.820</u>
<u>L5</u>	<u>9.110</u>
<u>L6</u>	<u>9.720</u>
<u>L7</u>	<u>10.380</u>
<u>L8</u>	<u>11.130</u>
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.140</u>
<u>L3</u>	<u>9.640</u>
<u>L4</u>	<u>9.920</u>
<u>L5</u>	<u>10.210</u>
<u>L6</u>	<u>10.820</u>
<u>L7</u>	<u>11.480</u>
<u>L8</u>	<u>12.230</u>

(2)(a) The pay schedule for liquor store occupations for the first 6 months of 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
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.505</u>
<u>L3</u>	<u>10.005</u>
<u>L4</u>	<u>10.285</u>
<u>L5</u>	<u>10.575</u>
<u>L6</u>	<u>11.185</u>
<u>L7</u>	<u>11.845</u>
<u>L8</u>	<u>12.595</u>

(b) The pay schedule for liquor store occupations for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Retail Clerk Matrix Type -- Hourly

Grade	\$/Hour W/Ins.
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>9.705</u>
<u>L3</u>	<u>10.205</u>
<u>L4</u>	<u>10.485</u>
<u>L5</u>	<u>10.775</u>
<u>L6</u>	<u>11.385</u>
<u>L7</u>	<u>12.045</u>
<u>L8</u>	<u>12.795"</u>

Section 9. 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 Note: With Insurance
Pay Matrix -- Blue-Collar 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
B00	13.31
B1	9.615
B2	10.015
B3	10.415
B4	10.815
B5	11.215
B6	11.615
B7	12.015
B8	12.415
B9	12.815
B10	13.215
B11	13.615
B12	14.015
B00	14.415

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1991 1993 is as follows:

Annual Hours -- 2080 Note: With Insurance
Pay Matrix -- Blue-Collar 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
B1	9.980
B2	10.380
B3	10.780
B4	11.180
B5	11.580
B6	11.980
B7	12.380
B8	12.780
B9	13.180
B10	13.580
B11	13.980
B12	14.380
B00	14.780

(3) The pay schedule for blue-collar workers for the last 6 months of fiscal year 1993 is as follows:

Annual Hours -- 2080

Pay Matrix -- Blue-Collar

Note: With Insurance

Matrix Type -- Hourly

<u>Grade</u>	<u>\$/Hour</u> <u>W/Ins.</u>
B1	<u>10.180</u>
B2	<u>10.580</u>
B3	<u>10.980</u>
B4	<u>11.380</u>
B5	<u>11.780</u>
B6	<u>12.180</u>
B7	<u>12.580</u>
B8	<u>12.980</u>
B9	<u>13.380</u>
B10	<u>13.780</u>
B11	<u>14.180</u>
B12	<u>14.580</u>
B00	<u>14.980"</u>

14. Page 29, line 14.

Strike: "\$165"

Insert: "\$170"

15. Page 29, line 15.

Strike: "\$180"

Insert: "\$190"

16. Page 30, line 10.

Following: line 9

Insert: "NEW SECTION. Section 11. Shift differential and hazardous duty pay negotiated. (1) Shift differential pay for those employees who are regularly scheduled to work other than the day shift is a mandatory subject of collective bargaining.

(2) Hazardous duty pay for those employees who work under hazardous conditions is a mandatory subject of collective bargaining.

Section 12. Section 2-16-405, MCA, is amended to read:
"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1990 and following years are:

	<u>Fiscal Year</u> <u>1990 1992</u>	<u>Following</u> <u>June 30, 1990 1992</u>
Governor	<u>\$51,713 \$52,961</u>	<u>\$53,006 \$54,209</u>
Lieutenant governor	<u>\$37,044 \$38,292</u>	<u>\$37,970 \$39,540</u>
Attorney general	<u>\$47,166 \$48,414</u>	<u>\$48,345 \$49,662</u>
State auditor	<u>\$34,176 \$35,424</u>	<u>\$35,030 \$36,672</u>
Superintendent of public instruction	<u>\$40,664 \$41,912</u>	<u>\$41,681 \$43,160</u>

Public service		
commission chairman	\$38,297 <u>\$39,545</u>	\$39,254 <u>\$40,793</u>
Public service		
commissioners, other		
than chairman	\$37,044 <u>\$38,292</u>	\$37,970 <u>\$39,540</u>
Secretary of state	\$34,176 <u>\$35,424</u>	\$35,030 <u>\$36,672</u>
Clerk of the		
supreme court	\$33,211 <u>\$34,459</u>	\$34,041 <u>\$35,707"</u>

Section 13. Section 5-2-301, MCA, is amended to read:

"5-2-301. Compensation and expenses for members while in session. (1) Except as provided in subsection (7), legislators are entitled to a salary commensurate to that of the daily rate of a an entry grade 8, ~~step 2~~, classified state employee in effect when the regular session of the legislature in which they serve is convened under 5-2-103 for those days during which the legislature is in session. The president of the senate and the speaker of the house shall receive an additional \$5 a day in salary for those days during which the legislature is in session.

(2) Legislators may serve for no salary.

(3) Legislators are entitled to \$50 a day, 7 days a week, during a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments shall stop when the legislature recesses for more than 3 days and shall resume when the legislature reconvenes.

(4) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel to the place of the holding of the session and to return to their place of residence at the conclusion of the session.

(5) In addition to the mileage allowance provided for in subsection (4), legislators, upon submittal of an appropriate claim for such mileage reimbursement to the office of the legislative council, are entitled to:

(a) three additional round trips to their place of residence during each regular session; and

(b) such additional round trips as are authorized by the legislature during special session.

(6) Legislators are not entitled to any additional mileage allowance under subsection (4) for a special session if it is convened within 7 days of a regular session.

(7) In lieu of the salary provided for in subsection (1) and the expense allowance provided for in subsection (3), a legislator may receive remuneration for services performed during a legislative session. A legislator choosing to receive remuneration for services performed shall file a request to receive payment under this subsection with the accounting office of the legislative council. A legislator exercising the option to receive remuneration for services performed may not receive more remuneration than legislators paid pursuant to subsections (1) and (3). Remuneration for services performed must be reduced \$50 a day when the legislature recesses for more than 3 days."

Section 14. Section 13-37-106, MCA, is amended to read:

"13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$28,346~~ \$29,454 in fiscal year ~~1990~~ 1992 and ~~\$29,055~~ \$30,842 in fiscal year ~~1991~~ 1993 and thereafter."

Section 15. Section 15-2-102, MCA, is amended to read:

"15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter equivalent to that of an entry grade 17 salary, plus 5%.~~ The remaining state tax appeal board members shall be paid a salary of ~~\$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter equivalent to that of an entry grade 17 salary.~~ All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

Renumber: subsequent sections

17. Page 30, line 12.

Following: "["

Strike: "sections 1 through 12"

Insert: "this act"

18. Page 30, line 14 through page 55, line 15.

Strike: page 30, line 14 through page 55, line 15 in its entirety

Insert: "

	Fiscal 1992		Fiscal 1993	
	General Fund	Other Funds	General Fund	Other Funds
Legislative Auditor	\$ 55,321	\$ 59,836	\$ 90,697	\$ 98,098
Legislative Fiscal Analyst	29,486		49,742	
Legislative Council	76,834		152,898	

Environmental Quality Council	11,763		18,618	
Consumer Counsel		7,167		11,734
Judiciary	72,569	16,802	122,084	28,266
University System	4,113,000	1,160,000	6,752,000	1,904,000
Office of Budget and Program Planning for Distribution to All Other Agencies	8,603,027	11,843,195	13,727,961	18,844,902

(2) There is appropriated to the state personnel division \$73,200 from the general fund for the fiscal year ending June 30, 1993, for changes in the payroll/personnel/position control system. Any unexpended portion of the appropriation is reappropriated for the biennium ending June 30, 1993."

19. Page 56, line 1.

Insert: "NEW SECTION. Section 18. Codification instruction.

[Section 11] is intended to be codified as an integral part of Title 2, chapter 18, part 1, and the provisions of Title 2, chapter 18, part 1, apply to [section 11]."

Renumber: subsequent section

20. Page 56, line 1.

Strike: "date"

Insert: "dates"

Following: "."

Insert: "(1) Except as provided in subsection (2),"

Following: "["

Strike: "This"

Insert: "this"

21. Page 56, line 3.

Insert: "(2) [Section 15] is effective July 1, 1991."

DATE April 29, 1991

COMMITTEE ON Senate Finance & Claims

VISITORS' REGISTER

[illegible]

(Please leave prepared statement with Secretary)

4-12-91

DATE _____
Finances Clearing

VISITORS' REGISTER

[illegible]

(Please leave prepared statement with Secretary)