#### MINUTES

### MONTANA HOUSE OF REPRESENTATIVES 53rd LEGISLATURE - REGULAR SESSION

## JOINT SUBCOMMITTEE ON INSTITUTIONS & CULTURAL EDUCATION

Call to Order: By REP. ED GRADY, Chair, on January 12, 1993, at 8:00 AM

#### ROLL CALL

#### Members Present:

Rep. Ed Grady, Chair (R) Sen. Eve Franklin, Vice Chair (D) Sen. Tom Beck (R) Sen. J.D. Lynch (D) Rep. Red Menahan (D) Rep. Linda Nelson (D)

Members Excused: NONE

Members Absent: SEN. GARY AKLESTAD

Staff Present: Sandra Whitney, Legislative Fiscal Analyst
Mary LaFond, Office of Budget & Program Planning
Judy Murphy, Committee Secretary

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

Committee Business Summary: Hearing: MONTANA STATE LIBRARY Executive Action: MONTANA STATE LIBRARY

#### HEARING ON MONTANA STATE LIBRARY

Tape No. 1:A

Lloyd Wallin, Chairman of the Montana State Library Commission, said the commission is composed of seven members who are appointed by the Governor. The commission meets six times a year and approves policies under which the MSL functions. The commission supports the budget being presented.

**Richard Miller, Montana State Librarian,** explained the mission of the state library is to provide library services to all Montanans by giving assistance, advice, and services to all libraries, citizens, and governments. HOUSE INSTITUTIONS & CULTURAL EDUCATION SUBCOMMITTEE January 12, 1993 Page 2 of 6

The state library strives to fulfill its mission through the efforts and activities of five divisions within two programs. The programs are Program 01 and Program 07. Exhibit 1

Program 01 consists of four divisions: Information Resources, Library for the Blind & Physically Handicapped, Library Development Division and Administration Section.

Information Resources provides information services to state agencies; back-up information and borrowing of materials for libraries statewide; combined purchasing of data base services; and collection and distribution of state and federal government publications.

The Library for the Blind and Physically Handicapped serves approximately 2,500 readers in every county in Montana with tapes, records, braille books, magazines, record and cassette players, free postage, and volunteer-produced Montana books.

The Library Development Division provides consulting services to local libraries statewide on issues such as budgeting, new technology, library governance, library laws and development of library collections. The Division also is responsible for children's library services, literacy, state institutional library services, and statewide coordination of federal library funds.

The Administration Section provides support services in the areas of personnel, property control, purchasing and accounting; handles public information for the agency; and coordinates Montana's Center for the Book activities.

Program 07 consists of Natural Resource Information System (NRIS). The division provides easy access to sources of data and information on Montana's natural resources. Serving business and industry, government agencies, and private citizens, NRIS operates a clearinghouse to link users with the best sources of information. It helps coordinate agencies and organizations which collect, manage, or use the same types of natural resource information to prevent duplication of effort and promote information sharing; and helps develop standards for data collection.

MSL budget concerns are: restoration of 5% reduction in Personal Services, restoration of the "vacant" position (Publicity Specialist II) as of 12-29-92, restoration of state aid to pubic libraries lost during the special session and donations and bequests. EXHIBIT 1 These requests are for Program 01.

Program 07 budget concerns are: restoration of 5% reduction in Personal Services, additional RIT funding in the NRIS program to offset pay plan increases and Department of State Lands core support for NRIS. **EXHIBIT 1** 

The MSL has requested language changes pertaining to the budget. For Program 01; Coal Severance Tax, allow additional collections HOUSE INSTITUTIONS & CULTURAL EDUCATION SUBCOMMITTEE January 12, 1993 Page 3 of 6

of CST funds above the estimated income, to be passed through to the public library federations, up to \$30,000 per year, to make per capita and per square mile state aid to libraries a biennial appropriation and to make federal Library Services and Construction Act funding a biennial appropriation. For Program 07; Legislative Contract Authority for NRIS, calling for accounting separate from current level operations, and for annual reports to the legislative fiscal analyst. **EXHIBIT 1** 

SEN. J.D. LYNCH asked Mr. Miller to breakdown their requests in the modification to the general funds.

#### EXECUTIVE ACTION ON MONTANA STATE LIBRARY

Tape 1:A

<u>Motion/Vote</u>: SEN. LYNCH made a motion that the LFA base be used for all agencies and budgets. The motion **CARRIED** unanimously.

### Questions, Responses, and Discussion:

SEN. LYNCH asked what general fund the MSL would like to have restored? He was not asking for the agency's "wish list".

Mr. Miller responded by stating the concerns. One concern is state aid to public libraries. They are asking for the \$63,957.00 restoration of general funds and to bring back the cut, made last session, in per capita, per square mile up to the full \$258,621. Another concern is the restoration of the 5% of Personal Services in Program 01 and in Program 07. General fund portion is \$23,138.00 and other funds would be \$18,531. These are rough figures. The agency is small, so when positions are lost the agency suffers

Sandra Whitney, Legislatiave Fiscal Analyst, explained that the numbers the committee sees in the table, EXHIBIT 2, include the 1.52 in the LFA. however, based on REP. COBB'S motion, those are out unless the committee votes to put them back in.

SEN. TOM BECK asked about the .5 FTE. The person was on staff as of December 28, 1992. EXHIBIT 3

Motion/Vote: SEN. LYNCH made the motion to restore the vacated .5 FTE. The motion CARRIED unanimously.

Motion: SEN. LYNCH made the motion that all the 5% reductions be restored. He was referring to all positions.

## Questions, Responses, and Discussion:

SEN. LYNCH stated that if one of the positions had to go, because of general funds appropriation, it would be the half time

HOUSE INSTITUTIONS & CULTURAL EDUCATION SUBCOMMITTEE January 12, 1993 Page 4 of 6

position moving to full-time. He felt the secretary position was of more value than the part-time position of Blind Physically Handicapped. This motion also included the 5% reductions in Natural Resource Information Services as well.

<u>Vote</u>: The motion FAILED 3 to 4 with SEN. FRANKLIN, REP. MENAHAN and SEN. LYNCH voting aye.

<u>Motion/Vote</u>: REP. MENAHAN made a motion to restore the .02 accountant position. This would make the accounting position full-time. The motion CARRIED unanimously.

Motion/Vote: SEN. LYNCH made a motion to restore the .22 nongeneral fund position. The motion CARRIED unanimously.

<u>Motion/Vote</u>: SEN. LYNCH made a motion to restore the secretary .5 secretarial position. The motion CARRIED 6 to 1 with CHAIRMAN GRADY voting nay.

<u>Motion/Vote</u>: REP. MENAHAN made a motion to have the LFA error in Personal Service calculations of the benefits corrected. The motion CARRIED unanimously.

Motion/Vote: SEN. LYNCH moved to have the \$63,957.00 in state aid restored. The motion CARRIED 5 to 2 with CHAIRMAN GRADY and SEN. BECK voting nay.

<u>Motion/Vote</u>: REP. MENAHAN made a motion to put the \$2,634.00 of coal tax grant money back in the budget and give the MLS authority to spend the \$25,000.00 in donations and bequests. The motion CARRIED unanimously.

Motion/Vote: SEN. LYNCH made a motion to restore the \$6,091.00 of RIT funds. The motion CARRIED unanimously.

<u>Motion/Vote</u>: SEN. LYNCH made a motion to restore the \$850,000 transfer of Legislative Contract Authority, to the LFA base. The motion CARRIED unanimously.

<u>Motion/Vote:</u> REP. MENAHAN made a motion to give the \$10,000.00 from DSL directly to the MSL to be put in the Core Support Fund and used for contract operating expenses. The motion CARRIED unanimously.

## Questions, Responses, and Discussion:

The library has requested that some of their funds be biennial appropriations. The per capita, per square mile, which includes \$194,664.00 and \$63,957.00 would be biennial at the MSL's request. The federal special projects of 1.16 million dollars per would also be a biennial request. This would allow the library flexibility with contracts that are not finished each year.

<u>Motion/Vote:</u> SEN. LYNCH made a motion to grant the library the flexibility to expand contracts another year. The motion CARRIED unanimously.

## Questions, Responses, and Discussion:

The language change for Coal Severance Tax is in EXHIBIT 4

Motion/Vote: SEN. MENAHAN made a motion to accept the language change for Coal Severance Tax and NRIS and to cap the \$30,000.00 in additional appropriations allowed each year. The motion CARRIED unanimously.

A motion was made to adjourn.

HOUSE INSTITUTIONS & CULTURAL EDUCATION SUBCOMMITTEE January 12, 1993 Page 6 of 6

## ADJOURNMENT

Adjournment: 9:10 am

ED GRADY, Chair JUDY MURPHY, Secretary

ED/jm

## HOUSE OF REPRESENTATIVES

## INSTITUTIONS/CULTURAL EDIL. SUB-COMMITTEE

ROLL CALL

DATE <u>1-12-93</u>

NAME	PRESENT	ABSENT	EXCUSED
SEN. GARY AKLESTAD			
SEN. TOM BECK			
SEN. EVE FRANKLIN, VICE CHAIRMAN			
SEN. J.D. LYNCH			
REP. RED MENAHAN			
REP. LINDA NELSON			
REP. ED GRADY, CHAIRMAN			

OF THE ST	MONTANA STATE LIBRARY	EXHIBIT
	MARC RACICOT, GOVERNOR	1515 E. 6TH AVENUE
	(406) 444-3115	PO BOX 201800 HELENA, MONTANA 59620-1800

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## MEMORANDUM

TO: The Honorable Ed Grady, Chairman Subcommittee on Institutions & Cultural Education

FROM: Richard T. Miller, Jr. RTM State Librarian

RE: State Library Budget Hearing

DATE: January 11, 1993

I am looking forward to appearing before your subcommittee on Tuesday, January 12, 1993 for the hearing on the Montana State Library budget. Thank you for the opportunity, and for agreeing to come to the State Library for the hearing. The providing of a breakfast hosted by the program managers is a tradition of longstanding begun by my predecessor, and we hope it will provide a relaxed atmosphere for your subcommittee to carry out its charge.

Please feel free, should the hearing end before you or any of your committee members need to return to the Capitol, to tour the State Library. Staff will be happy to answer any questions you have about the operation (and to check out materials to you also).

(Note: Attached to this memo is a copy of my remarks made before the subcommittee.)

EXHIBIT

JOINT SUBCOMMITTEE ON INSTITUTIONS AND CULTURAL EDUCATION

## January 12, 1993

Mr. Chairman, for the record, my name is Richard Miller; I am Montana State Librarian.

The mission of the State Library is :

To provide library services to all Montanans by giving assistance, advice, and services to all libraries, citizens, and governments.

The State Library strives to fulfill its mission through the efforts and activities of five divisions within two programs. I will briefly review the activities of these sections:

#### PROGRAM 01

Information Resources: information services to state agencies, back-up information and borrowing of materials for libraries statewide, combined purchasing of data base services, and collecting and distributing state and federal government publications.

Library for the Blind & Physically Handicapped: Serves approximately 2,500 readers in every county in Montana with tapes, records and braille books and magazines, record and cassette players, free postage, and volunteer-produced Montana books.

Library Development Division: Provides consulting services to local libraries statewide on issues such as budgeting, new technology, library governance, library laws and development of library collections. Is also responsible for children's library services, literacy, and state institutional library services, and statewide coordination of federal library funds.

Administration Section: Provides support services in the areas of personnel, property control, purchasing and accounting; handles public information for the agency; and coordinates Montana's Center for the Book activities.

### PROGRAM 07

Natural Resource Information System (NRIS): Makes sources of data and information on Montana's natural resources easily and readily accessible. Serving business and industry, government agencies, and private citizens, NRIS operates a clearinghouse to link users with the best sources of information. It helps coordinate among agencies and organizations that collect, manage, or use the same types of natural resource information to prevent duplication of effort and promote information sharing and helps to develop standards for data collection.

EXHIBIT\_

#### Budget Concerns

## Program 01:

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- 1. Restoration of 5% reduction in Personal Services:
  - Publicity Specialist I -- .5 FTE (Gr. 12) -- Now children's library services, statewide literacy, and institutional library services.
  - b. Library Clerk II -- .5 FTE (Gr. 7) -- In Blind & Physically Handicapped, circulation supervisor over volunteers.
  - c. Secretary I -- .5 FTE (Gr. 7) -- In Administration; very few support staff; only secretary on staff now.
  - d. Accountant -- .02 FTE (Gr. 15) -- Lead accounting staff; does all accounting for the agency.
- 2. Restoration of the "vacant" position (Publicity Specialist II) as of 12-29-92.
- 3. Restoration of state aid to public libraries lost during the special session,

During the last special session, a 27.4% cut was made in the "new" per capita/per square mile state aid to public libraries.

Total approved before cut: \$258,621 Total distributed: \$194,664

Total distributed. \$194,004

Total reduction: \$ 63,957

 Donations and Bequests -- \$25,000 for Blind & Physically Handicapped. No effect on General Fund. Withdrew request to establish a special account to be able to use the interest.

Program 07:

- 1. Restoration of 5% reduction in Personal Services:
  - a. Data Base Technician -- .1 FTE (Gr. 11) -- GIS technician.
  - b. Information System Specialist II -- .1 FTE (Gr. 14)
     -- GIS.
  - c. Information System Specialist II -- .02 FTE (Gr. 14) -- GIS.

EXHIBIT\_\_\_\_\_ DATE\_\_\_\_\_\_\_

If this funding is not restored, there will be a reduction in the general, statutory services offered. Interagency agreements (under the contract authority) are tied to specific deliverables. So these reductions would result in less service to walk-ins and other non-contract patrons.

- 2. Additional RIT funding in the NRIS program to offset pay plan increases; appears in the executive budget (an additional \$6091 per year of RIT funds).
- 3. Department of State Lands Core Support for NRIS --\$10,000. Change from Administrative Appropriation to put this amount directly into NRIS budget.

## Requested Language

#### Program 01:

- Coal Severance Tax -- to allow additional collections of CST funds above the estimated income, to be passed through to the public library federations, up to \$30,000 per year.
- 2. To make per capita and per square mile state aid to libraries a biennial appropriation.
- 3. To make federal Library Services and Construction Act funding a biennial appropriation.

## Program 07:

1. Legislative Contract Authority for NRIS, calling for accounting separate from current level operations, and for annual reports to the legislative fiscal analyst.

Thank you for the opportunity to appear before you today. If there are any questions my staff or I can answer, we would be happy to do that.

EXHIBIT

#### MEMORANDUM

- TO: Sandy Whitney Office of Legislative Fiscal Analyst
- FROM: Richard T. Miller, Jr. State Librarian

DATE: January 11, 1993

RE: Language for Coal Severance Tax and NRIS

Following is the language needed to ensure that additional CST monies collected over the estimated amount can be distributed to library federations:

In the event coal severance tax allocated to the state library under 15-35-108(3)(f) exceeds the amounts appropriated to the state library for fiscal 1994 and fiscal 1995, the additional funds are appropriated to the state library commission for pass-through to the library federations. The additional appropriation allowed is not to exceed \$30,000 each year.

Following is the language needed to change the reporting cycle for Legislative Contract Authority to NRIS from annual to biennial (since the contracts often run on a two-year basis):

(1) Legislative contract authority applies only to federal and private funds.

(2) Legislative contract authority expenditures must be reported on state accounting records. The records must be separate from current level operations.

(3) A report must be submitted by the library commission to the legislative fiscal analyst following the end of each fiscal year of the biennium. The report must include a listing of projects with the related amount of expenditures for each project.

Thank you for taking these to the Subcommittee for its consideration.

#### MONTANA STATE LIBRARY

## Positions Removed by Joint Committee Action House Appropriations & Senate Finance and Claims January 6, 1993

				FT	E		
		Total Person	al Services	Removed by		Total FTE	Non-Approp.
Position #	Position Description	Fiscal 1994 F	iscal 1995	5% Reduction	Being Vacant	Removed	FTE
All or Parti	al General Fund Positions	[		r		·	[]
00011	Secretary I	11,167	11,179	0.50	0.00	, 0.50	
00022	Publicity Spec. II	27,955	28,133	0.50	0.50	1.00	
00026	Library Clerk II	11,828	11,932	0.50	0.00	0.50	
00029	Accountant	668	669	0.02	0.00	0.02	
			{				
	Sub-Total	51,618	51,913	1.52	0.50	2.02	0.00
Non-Gen	eral Fund Positions					0.00	
00043	Data Base Tech	2,676	2,679	0.10	0.00	0.10	
00044	Info. Systems Specialist II	2,990	3,007	0.10	0.00	0.10	
00038	Info. Systems Specialist II	654	634	0.02	0.00	0.02	
					0.00	0.00	
				-		0.00	
						0.00	
	Sub-Total	6,320	6,320	0.22	0.00	0.22	0.00
[	TOTAL	57,938	58,233	1.74	0.5	2.24	0.00

\* Included in Racicot budget

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				State Library	Operations	U/	ATE_/	
LIBRARY COMMISSION Program Summary				State Liviary	Operations		7	
	Current Level	Current Level	Executive	LFA Figer 1994	Difference	Executive	LFA Fiscal 1995	Differer Fiscal 1
Budget Item	Fiscal 1992	Fiscal 1993	Fiscal 1994	Fiscal 1994	Fiscal 1994	Fiscal 1995	Fiscal 1995	Fiscal 19
FTE	25.50	25.50	23.98	25.50	(1.52)	23.98	25.50	(
Personal Services	704,210	684,246	719,339	751,993	(32,654)	722,077	754,841	(32
Operating Expenses Equipment	320,683 113,174	336,778 137,856	354,274 119,955	354,274 119,955	0	346,223 120,823		(2
Grants	728,301	364,741	1,727,580	1,724,946	2,634	372,916.		2
Debt Service	<u>1,314</u>	<u>0</u>	<u>1,752</u>	<u>1,752</u>	<u>0</u>	<u>876</u>	<u>876</u>	-
Total Costs	\$1,867,685	\$1,523,621	\$2,922,900	\$2,952,920	(\$30,020)	\$1,562,915	\$1,595,356	(\$32
Fund Sources								
General Fund	1,069,649	1,001,310	1,238,760	1,262,970	(24,210)	1,038,837	1,065,295	(26
State Revenue Fund	156,350	153,905	161,000	158,366	2,634	161,000		2
Federal Revenue Fund	<u>641,684</u>	<u>368,406</u>	1,523,140	<u>1,531,584</u>	<u>(8,444</u> )	<u>363,078</u>	371,584	(8
Total Funds	<b>\$1,867,685</b>	\$1,523,621	\$2,922,900	\$2,952,920	(\$30,020)	<b>\$1,</b> 562,915	\$1,595,356	(\$32
Page References							Exec. Over(U Fiscal 1994	Under) Ll <u>Fiscal 1</u>
I ago ivererenees							1130a1 1227	L'Isour .
LFA Budget Analysis (Vol. Stephens' Executive Budge	et, D4-D6					-		
Current Level Differe	ences							
PERSONAL SERVICES-1		is 1.52 FTE lo	ower and persc	onal services ar	e less than the	LFA		
			•				4	
current level as a result of:		ant agencies w	-		le a 5 nercent F		(33.052)	(33
current level as a result of: 1) the July special session r reduction as part of their b	requirement tl	hat agencies w s for the 1995	ith more than	20 FTE includ	le a 5 percent I		(33,052)	(33
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<ul> <li>1) the July special session of reduction as part of their b</li> <li>2) an incorrect LFA benefit Sub-Total Personal</li> <li>OPERATING EXPENSES-request for increases in con</li> <li>LFA current level includes</li> <li>GRANTS – The Executive i of \$161,000 each year of the fiscal 1994 and \$2,523 less</li> <li>Oversight Committee that</li> <li>TOTAL CURRENT LEVEL</li> <li>Budget Modifications</li> <li>DONATIONS AND BEQUI donations to the library for deposited in an account tha withdrawn part 2 of the reconstructions</li> </ul>	requirement th udget requests ts calculation. Services - The Executiv ntracts for fisca the agency rea includes more e biennium. T in fiscal 1995 were not avail - DIFFERENC S ESTS - The Ex the blind and at would accru quest because g it deposited i EDUCTION - T ed as part of th	s for the 1995 we is lower that al 1994 and in quest for \$72,7 grants than the he LFA inclue because it use lable when the CES cecutive includ physically hat e interest for t it would requi- n the general for The Stephens'	vith more than biennium; and n the LFA curr cludes the sam 741 in fiscal 19 ne LFA current des \$2,634 less ed estimates ac Executive Bu les: 1) a budge ndicapped; and the benefit of t ire a statute ch fund. budget includ	20 FTE includ rent level beca and amount (\$72 994 and \$74,94 t level because is in grants and dopted by the F dget was devel et modification d 2) a request t he library. Ho hange to allow	use it includes 2,741) in fiscal 1 in fiscal 1995 it included coa coal tax in Revenue loped. for authority t hat these dona wever, the Lib the Library to d and federal f	TE the agency 1995. The list funding tions be rary has keep the unds to	<u>398</u> (32,654) 2,634 <u>(30,020</u> ) 25,000	(32 (2 2 ( <u>32</u>

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5115 07 00000 LIBRARY COMMISSION Program Summary	Natural Resource Information Services							
Budget Item	Current Level Fiscal 1992	Current Level Fiscal 1993	Exccutive Fiscal 1994	LFA Fiscal 1994	Difference Fiscal 1994	Executive Fiscal 1995	LFA Fiscal 1995	Differenc Fiscal 19
FTE	4.00	4.00	3.78	4.00	(0.22)	3.78	4.00	(0.22
Personal Services Operating Expenses Equipment Transfers Debt Service	81,207 153,589 4,795 0 <u>246</u>	120,973 139,056 5,000 0 <u>0</u>	127,440 123,662 3,772 850,000 <u>0</u>	132,154 117,574 3,772 0 <u>0</u>	(4,714) 6,088 0 850,000 <u>0</u>	127,640 123,388 3,834 0 <u>0</u> ,	132,368 117,298 3,834 0 <u>0</u>	(4,728 6,090 0 <u>0</u> <u>0</u>
Total Costs	\$239,839	\$265,029	\$1,104,874	\$253,500	<b>\$</b> 851,374	\$254,862	\$253,500	\$1,362
Fund Sources								
State Revenue Fund Federal Revenue Fund	224,839 <u>15,000</u>	250,029 <u>15,000</u>	289,874 <u>815,000</u>	238,500 <u>15,000</u>	51,374 <u>800,000</u>	239,862 <u>15,000</u>	238,500 <u>15,000</u>	1,362 <u>0</u>
Total Funds	\$239,839	\$265,029	\$1.104,874	\$253,500	\$851,374	\$254,862	\$253,500	\$1,362
Page References LFA Budget Analysis (Vol. Stephens' Executive Budge Current Level Differe	et, D4-D6						Exec. Over(U <u>Fiscal 1994</u>	
PERSONAL SERVICES – 7 current level as a result of: 1) the July special session reduction as part of their b 2) an incorrect LFA benefit 3) an incorrect OBPP salar Sub-Total Personal S	: requirement th udget request ts calculation; y and benefits	hat agencies w s for the 1995 and	ith more than				(6,320) 948 <u>658</u> (4,714)	(6,320) 955 <u>6</u> 3' (4,7
OPERATING EXPENSES 1) the agency request for co 2) minor differences. The LFA current level redu current level funding rema grant). The Executive inclu- ncreases resulting from th	ontracts; and uces contracts ined fixed (\$3 uded contracts	because upgra 50,000 FWP lid	des resulted in cense fees, \$18	n higher persor 8,500 RIT fund	nal services, wi is, <b>\$1</b> 5,000 Sta	te Lands	6,091 (3)	6,091 (1
TRANSFERS—The Executive is higher than the LFA current level because it included \$850,000 in Legislative Contract Authority (LCA) as a biennial appropriation in fiscal 1994. A budget modification of \$650,000 was approved as a biennial appropriation for the current biennium by the 1991 Legislature.						<u>850,000</u>	<u>0</u>	
TOTAL CURRENT LEVEL DIFFERENCES						<u>851.374</u>	<u>1.362</u>	
<b>Budget Modifications</b>	<u>s</u>							
STATE LANDS CORE SUPPORT NRIS – The Executive includes a budget modification for authority to spend state special and federal funds from the Department of State Lands. In prior years these funds have been appropriated to the Dept. of State Lands and then transferred to the Library.						10,000	10,000	
RESTORE 5 PERCENT REDUCTION – The Executive includes a budget modification for 0.22 FTE and LCA to restore the 0.5 percent FTE removed by the July special session.					E and LCA	6,320	6,320	
Language Language will be presented				nd 2) LCA repo	rt language.			

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DATE /-/2-	93
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# MONTANA STATE LIBRARY



STAN STEPHENS, GOVERNOR

(406) 444-3115

1515 E. 6TH AVENUE

HELENA, MONTANA 59620

December 18, 1992

Gaye Walter 2194 No 4 Road Huntley Montana 59037

Dear Gaye:

Welcome to the Montana State Library! This letter is to officially offer you the position of Librarian I (P/N 00022 and 00551) at the State Library, effective December 28, 1992.

This position is permanent, full-time and is a combination of two half-time positions, one of which is funded by a federal literacy grant. Funding for Position Number 00551 is guaranteed only through September 30, 1993.

This position is classified as Grade 12. Your starting salary will be \$20,545 per year (\$9.877/hour). Effective "the first complete pay period of January, 1993," (starting January 9) you will receive a raise of 20 cents per hour.

Your supervisor for this position is Sheila Cates, Coordinator of Library Development. Any questions about your position duties should be directed to her.

We are very pleased to have you as part of the staff. Please sign the bottom of this form as acceptance of this employment offer and return a copy to me for your personnel file.

Sincerely, ne West

Mary Jane West Administrative Assistant

I hereby accept this offer of employment with the Montana State Library.

f. Walter (Signature)

1. 28, 1992