

1 *House* BILL NO. *834*
 2 INTRODUCED BY *South Foley Dwyer*
 3 *Mark Ham*

4 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH AND FUND A
 5 COMPENSATION PLAN FOR STATE EMPLOYEES FOR THE 1979
 6 BIENNIUM."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

9 Section 1. Definitions. As used in this act, the
 10 following definitions apply:

11 (1) "Employee" means any state employee other than an
 12 employee excepted under 59-904 from the statewide
 13 classification system.

14 (2) "Compensation" means the annual wage or salary
 15 plus the annual state contribution of health insurance
 16 premiums under provisions of 11-1024.

17 Section 2. Procedures for utilizing pay schedules. (1)
 18 The pay matrix provided in section 3 indicates the annual
 19 compensation for the fiscal year ending June 30, 1978, for
 20 each step and grade for positions classified under
 21 provisions of law. The compensation of each employee shall,
 22 on the first day of the first pay period in July, 1977, as
 23 determined by the budget director, be that amount which
 24 corresponds to the grade and step occupied on June 30, 1977.

25 (2) The pay matrix provided in section 4 indicates the

1 annual compensation for the fiscal year ending June 30,
 2 1979, for each step and grade for positions classified under
 3 provisions of law. The compensation of each employee shall,
 4 on the first day of the first pay period in July, 1978, as
 5 determined by the budget director, be that amount which
 6 corresponds to the grade and step occupied on June 30, 1978.

7 Section 3. Pay matrix for fiscal year ending June 30,
 8 1978.

9 Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
10 1.0			5,323	5,410	5,498	5,611
11 2.0	5,498	5,611	5,725	5,846	5,968	6,094
12 3.0	5,968	6,094	6,222	6,349	6,477	6,617
13 4.0	6,477	6,617	6,759	6,900	7,041	7,189
14 5.0	7,041	7,189	7,336	7,497	7,658	7,826
15 6.0	7,658	7,826	7,994	8,168	8,342	8,523
16 7.0	8,342	8,523	8,705	8,893	9,081	9,282
17 8.0	9,081	9,282	9,483	9,691	9,900	10,121
18 9.0	9,900	10,121	10,342	10,570	10,798	11,040
19 9.5	10,349	10,580	10,812	11,050	11,289	11,540
20 10.0	10,798	11,040	11,282	11,530	11,778	12,040
21 10.5	11,291	11,540	11,793	12,057	12,321	12,598
22 11.0	11,778	12,040	12,302	12,583	12,865	13,153
23 11.5	12,321	12,598	12,875	13,165	13,459	13,758
24 12.0	12,865	13,153	13,442	13,744	14,046	14,361
25 12.5	13,459	13,758	14,060	14,376	14,691	15,023

1	13.0	14,046	14,361	14,677	15,006	15,335	15,684	
2	14.0	15,335	15,670	16,006	16,342	16,676	17,012	
3	15.0	16,757	17,093	17,429	17,764	18,099	18,435	
4	16.0	18,327	18,663	18,999	19,334	19,670	20,005	
5	17.0	20,032	20,367	20,703	21,039	21,374	21,710	
6	18.0	21,911	22,246	22,582	22,918	23,253	23,588	
7	19.0	23,978	24,314	24,648	24,984	25,320	25,656	
8	20.0	26,233	26,567	26,903	27,239	27,575	27,910	
9	21.0	28,716	29,091	29,386	29,722	30,058	30,393	
10	22.0	31,439	31,775	32,111	32,446	32,782	33,117	
11	23.0	34,419	34,754	35,090	35,426	35,762	36,096	
12	24.0	37,694	38,030	38,365	38,700	39,036	39,371	
13	25.0	41,291	41,626	41,962	42,298	42,632	42,968	
14	Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
15	1.0	5,725	5,846	5,968	6,047	6,128	6,209	6,289
16	2.0	6,222	6,349	6,477	6,564	6,651	6,738	6,826
17	3.0	6,759	6,900	7,041	7,133	7,228	7,329	7,430
18	4.0	7,336	7,497	7,658	7,766	7,872	7,980	8,087
19	5.0	7,994	8,168	8,342	8,457	8,570	8,691	8,812
20	6.0	8,705	8,893	9,081	9,208	9,336	9,463	9,591
21	7.0	9,483	9,691	9,900	10,040	10,181	10,322	10,463
22	8.0	10,342	10,570	10,798	10,953	11,108	11,261	11,416
23	9.0	11,282	11,530	11,778	11,946	12,114	12,289	12,463
24	9.5	11,792	12,057	12,321	12,496	12,670	12,853	13,034
25	10.0	12,302	12,583	12,865	13,048	13,227	13,416	13,604

1	10.5	12,875	13,165	13,459	13,650	13,839	14,037	14,233
2	11.0	13,442	13,744	14,046	14,248	14,449	14,657	14,865
3	11.5	14,060	14,376	14,691	14,904	15,115	15,334	15,553
4	12.0	14,677	15,006	15,335	15,557	15,778	16,006	16,234
5	12.5	15,357	15,700	16,047	16,277	16,509	16,745	16,988
6	13.0	16,033	16,395	16,757	16,999	17,240	17,489	17,737
7	14.0	17,348	17,684	18,019	18,355	18,690	18,857	19,025
8	15.0	18,770	19,106	19,442	19,777	20,112	20,280	20,448
9	15.0	20,341	20,676	21,012	21,348	21,682	21,850	22,018
10	17.0	22,046	22,380	22,716	23,052	23,387	23,555	23,723
11	18.0	23,924	24,259	24,595	24,931	25,267	25,433	25,601
12	19.0	25,990	26,326	26,662	26,997	27,333	27,501	27,669
13	20.0	28,246	28,582	28,916	29,252	29,588	29,756	29,924
14	21.0	30,728	31,064	31,399	31,735	32,071	32,239	32,407
15	22.0	33,453	33,788	34,124	34,460	34,795	34,962	35,130
16	23.0	36,432	36,768	37,103	37,439	37,775	37,942	38,109
17	24.0	39,707	40,043	40,378	40,713	41,049	41,217	41,385
18	25.0	43,304	43,639	43,975	44,310	44,646	44,813	44,981
19	Section 4. Pay matrix for fiscal year ending June 30,							
20	1979.							
21	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
22	1.0			6,031	6,120	6,210	6,326	
23	2.0	6,210	6,326	6,443	6,567	6,691	6,820	
24	3.0	6,691	6,820	6,951	7,081	7,212	7,356	
25	4.0	7,212	7,356	7,501	7,645	7,790	7,941	

1	5.0	7,790	7,941	8,092	8,256	8,421	8,593
2	6.0	8,421	8,593	8,765	8,943	9,121	9,306
3	7.0	9,121	9,306	9,493	9,685	9,878	10,083
4	8.0	9,878	10,083	10,289	10,502	10,716	10,942
5	9.0	10,716	10,942	11,168	11,402	11,635	11,883
6	9.5	11,175	11,412	11,649	11,893	12,137	12,394
7	10.0	11,635	11,883	12,130	12,384	12,638	12,906
8	10.5	12,139	12,394	12,653	12,923	13,194	13,477
9	11.0	12,638	12,906	13,174	13,462	13,750	14,045
10	11.5	13,194	13,477	13,761	14,058	14,358	14,664
11	12.0	13,750	14,045	14,341	14,650	14,959	15,282
12	12.5	14,358	14,664	14,974	15,297	15,619	15,959
13	13.0	14,959	15,282	15,605	15,942	16,278	16,636
14	14.0	16,278	16,621	16,965	17,309	17,651	17,995
15	15.0	17,734	18,078	18,422	18,765	19,107	19,451
16	16.0	19,341	19,685	20,029	20,371	20,715	21,058
17	17.0	21,086	21,429	21,773	22,117	22,459	22,803
18	18.0	23,009	23,352	23,696	24,040	24,383	24,725
19	19.0	25,125	25,469	25,810	26,154	26,498	26,842
20	20.0	27,433	27,774	28,118	28,462	28,806	29,149
21	21.0	29,974	30,358	30,660	31,004	31,347	31,690
22	22.0	32,761	33,105	33,449	33,792	34,135	34,478
23	23.0	35,811	36,154	36,498	36,842	37,186	37,527
24	24.0	39,163	39,507	39,850	40,193	40,536	40,879
25	25.0	42,844	43,187	43,531	43,875	44,217	44,561

1	Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
2	1.0	6,443	6,567	6,691	6,772	6,855	6,938	7,020
3	2.0	6,951	7,081	7,212	7,301	7,390	7,479	7,570
4	3.0	7,501	7,645	7,790	7,884	7,981	8,084	8,188
5	4.0	8,092	8,256	8,421	8,532	8,640	8,751	8,860
6	5.0	8,765	8,943	9,121	9,239	9,355	9,478	9,602
7	6.0	9,493	9,685	9,878	10,008	10,139	10,269	10,400
8	7.0	10,289	10,502	10,716	10,859	11,003	11,148	11,292
9	8.0	11,168	11,402	11,635	11,794	11,952	12,109	12,267
10	9.0	12,130	12,384	12,638	12,810	12,982	13,161	13,339
11	9.5	12,652	12,923	13,194	13,373	13,551	13,738	13,923
12	10.0	13,174	13,462	13,750	13,936	14,121	14,314	14,507
13	10.5	13,761	14,058	14,358	14,554	14,747	14,950	15,151
14	11.0	14,341	14,650	14,959	15,166	15,372	15,585	15,797
15	11.5	14,974	15,297	15,619	15,837	16,053	16,277	16,502
16	12.0	15,605	15,942	16,278	16,506	16,732	16,965	17,199
17	12.5	16,301	16,652	17,007	17,243	17,480	17,722	17,970
18	13.0	16,993	17,363	17,734	17,982	18,228	18,483	18,737
19	14.0	18,339	18,683	19,026	19,369	19,712	19,883	20,055
20	15.0	19,794	20,138	20,482	20,825	21,168	21,340	21,512
21	16.0	21,402	21,745	22,089	22,433	22,775	22,947	23,119
22	17.0	23,147	23,489	23,833	24,177	24,520	24,692	24,864
23	18.0	25,069	25,412	25,756	26,100	26,444	26,614	26,786
24	19.0	27,184	27,528	27,872	28,215	28,553	28,730	28,902
25	20.0	29,493	29,837	30,179	30,523	30,866	31,038	31,210

1	21.0	32,033	32,377	32,720	33,064	33,408	33,580	33,752
2	22.0	34,822	35,165	35,509	35,853	36,196	36,367	36,539
3	23.0	37,871	38,215	38,558	38,902	39,246	39,417	39,588
4	24.0	41,223	41,567	41,910	42,253	42,597	42,769	42,941
5	25.0	44,905	45,248	45,592	45,934	46,278	46,449	46,621

6 Section 5. Allocation between wages and health
 7 insurance contribution. The compensation indicated in the
 8 matrices plus the longevity allowance provided in section 8
 9 is the entire compensation per employee for wages and health
 10 benefits. Any employee may, through collective bargaining or
 11 individually if not a member of a bargaining unit, determine
 12 the allocation between the annual wage and annual
 13 contribution for health insurance paid by the state.

14 Section 6. Meritorious promotions. In addition to the
 15 pay increases provided above, each agency director may grant
 16 intra-grade promotions to employees who have demonstrated
 17 exceptionally meritorious performance. The total cost of
 18 such promotions may not exceed 1/2 of 1% of total budgeted
 19 wages and salaries as approved by the budget director in the
 20 operational budget. Promotions are exclusively a management
 21 prerogative and, not withstanding any other provision of
 22 law, are not negotiable.

23 Section 7. New hires. The salary of any employee hired
 24 after the effective date of this act shall be at step 1 of
 25 the appropriate grade, except that an agency director may,

1 under the budget limitations imposed in section 6, approve a
 2 starting salary higher than step 1.

3 Section 8. Longevity allowance. In addition to the
 4 compensation determined above, each employee who has
 5 completed at least 5 years of uninterrupted state service
 6 shall receive the amount obtained by multiplying the larger
 7 of \$10 a month or 10% of the difference between the base
 8 compensation for his grade and step and the base
 9 compensation for the corresponding step in the next highest
 10 grade by the number of completed, contiguous 5-year periods
 11 of uninterrupted service he has with the state. Service to
 12 the state may not be considered to have been interrupted by
 13 authorized leaves of absence not exceeding 3 months or by
 14 military service.

15 Section 9. Exclusive procedure. The procedure
 16 established in this act for increasing compensation for
 17 state employees is in lieu of and supercedes any other plan
 18 or system of pay increases. No contract may be negotiated
 19 which provides compensation in excess of that provided in
 20 this act. A member of a bargaining unit may receive an
 21 increase in compensation only in the event the bargaining
 22 unit has ratified a contract with the state covering all
 23 compensation for the pertinent fiscal year.

24 Section 10. Rules. The department of administration,
 25 subject to approval by the budget director, may promulgate

1 rules not inconsistent with the provisions of this act to
2 carry out the purposes of the act.

3 Section 11. Appropriation. There is appropriated to
4 the budget director \$2,268,225 for the fiscal year ending
5 June 30, 1978, and \$5,042,600 for the fiscal year ending
6 June 30, 1979, from the state general fund to carry out the
7 provisions of this act as it pertains to executive branch
8 agencies, not including units of the university system. The
9 budget director is authorized to increase the expenditure
10 authority of executive branch agencies, not including units
11 of the university system, by \$3,641,692 for the fiscal year
12 ending June 30, 1978, and by \$8,237,724 for the fiscal year
13 ending June 30, 1979, from funds other than the state
14 general funds which accrue under provisions of law to the
15 respective agencies to carry out the provisions of this act.

16 Section 12. Reversion. Appropriated funds not spent at
17 the end of the fiscal year shall revert to the fund from
18 which they were appropriated.

-End-

Approved by Select Comm. on Emp. Comp.

1 HOUSE BILL NO. 834
2 INTRODUCED BY SOUTH,
3 DRISCOLL, MARKS, MOORE, MELOY

4
5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH AND FUND A
6 COMPENSATION PLAN FOR STATE EMPLOYEES FOR THE 1979 BIENNIUM;
7 AMENDING SECTION 11-1024, R.C.M., 1947."

8
9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

10 Section 1. Definitions. As used in this act, EXCEPT
11 FOR THE SECTION AMENDING 11-1024, the following definitions
12 apply:

13 (1) "Employee" means any state employee other than an
14 employee excepted under 59-904 from the statewide
15 classification system.

16 (2) "Compensation" means the annual wage or salary
17 plus the annual state contribution of health insurance
18 premiums under provisions of 11-1024.

19 Section 2. Procedures for utilizing pay schedules. (1)
20 The pay matrix provided in section 3 indicates the annual
21 compensation for the fiscal year ending June 30, 1978, for
22 each step and grade for positions classified under
23 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
24 COLLECTIVE BARGAINING UNITS, THE compensation of each
25 employee shall, on the first day of the first pay period in

1 July, 1977, as determined by the budget director, be that
2 amount which corresponds to the grade and step occupied on
3 June 30, 1977.

4 (2) The pay matrix provided in section 4 indicates the
5 annual compensation for the fiscal year ending June 30,
6 1979, for each step and grade for positions classified under
7 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
8 COLLECTIVE BARGAINING UNITS, THE compensation of each
9 employee shall, on the first day of the first pay period in
10 July, 1978, as determined by the budget director, be that
11 amount which corresponds to the grade and step occupied on
12 June 30, 1978.

13 Section 3. Pay matrix for fiscal year ending June 30,
14 1978.

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1.0			5,323	5,410	5,498	5,611
2.0	5,498	5,611	5,725	5,846	5,968	6,094
3.0	5,968	6,094	6,222	6,349	6,477	6,617
4.0	6,477	6,617	6,759	6,900	7,041	7,189
5.0	7,041	7,189	7,336	7,497	7,658	7,826
6.0	7,658	7,826	7,994	8,168	8,342	8,523
7.0	8,342	8,523	8,705	8,893	9,081	9,282
8.0	9,081	9,282	9,483	9,691	9,900	10,121
9.0	9,900	10,121	10,342	10,570	10,798	11,040
9.5	10,349	10,580	10,812	11,050	11,289	11,540

1	10.0	10,798	11,040	11,282	11,530	11,778	12,040	
2	10.5	11,291	11,540	11,793	12,057	12,321	12,598	
3	11.0	11,778	12,040	12,302	12,583	12,865	13,153	
4	11.5	12,321	12,598	12,875	13,165	13,459	13,758	
5	12.0	12,865	13,153	13,442	13,744	14,046	14,361	
6	12.5	13,459	13,758	14,060	14,376	14,691	15,023	
7	13.0	14,046	14,361	14,677	15,006	15,335	15,684	
8	14.0	15,335	15,670	16,006	16,342	16,676	17,012	
9	15.0	16,757	17,093	17,429	17,764	18,099	18,435	
10	16.0	18,327	18,663	18,999	19,334	19,670	20,005	
11	17.0	20,032	20,367	20,703	21,039	21,374	21,710	
12	18.0	21,911	22,246	22,582	22,918	23,253	23,588	
13	19.0	23,978	24,314	24,648	24,984	25,320	25,656	
14	20.0	26,233	26,567	26,903	27,239	27,575	27,910	
15	21.0	28,716	29,091	29,386	29,722	30,058	30,393	
16	22.0	31,439	31,775	32,111	32,446	32,782	33,117	
17	23.0	34,419	34,754	35,090	35,426	35,762	36,096	
18	24.0	37,694	38,030	38,365	38,700	39,036	39,371	
19	25.0	41,291	41,626	41,962	42,298	42,632	42,968	
20	Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
21	1.0	5,725	5,846	5,968	6,047	6,128	6,209	6,289
22	2.0	6,222	6,349	6,477	6,564	6,651	6,738	6,826
23	3.0	6,759	6,900	7,041	7,133	7,228	7,329	7,430
24	4.0	7,336	7,497	7,658	7,766	7,872	7,980	8,087
25	5.0	7,994	8,168	8,342	8,457	8,570	8,691	8,812

1	6.0	8,705	8,893	9,081	9,208	9,336	9,463	9,591
2	7.0	9,483	9,691	9,900	10,040	10,181	10,322	10,463
3	8.0	10,342	10,570	10,798	10,953	11,108	11,261	11,416
4	9.0	11,282	11,530	11,778	11,946	12,114	12,289	12,463
5	9.5	11,792	12,057	12,321	12,496	12,670	12,853	13,034
6	10.0	12,302	12,583	12,865	13,046	13,227	13,416	13,604
7	10.5	12,875	13,165	13,459	13,650	13,839	14,037	14,233
8	11.0	13,442	13,744	14,046	14,248	14,449	14,657	14,865
9	11.5	14,060	14,376	14,691	14,904	15,115	15,334	15,553
10	12.0	14,677	15,006	15,335	15,557	15,778	16,006	16,234
11	12.5	15,357	15,700	16,047	16,277	16,509	16,745	16,988
12	13.0	16,033	16,395	16,757	16,999	17,240	17,489	17,737
13	14.0	17,348	17,684	18,019	18,355	18,690	18,857	19,025
14	15.0	18,770	19,106	19,442	19,777	20,112	20,280	20,448
15	16.0	20,341	20,676	21,012	21,348	21,682	21,850	22,018
16	17.0	22,046	22,380	22,716	23,052	23,387	23,555	23,723
17	18.0	23,924	24,259	24,595	24,931	25,267	25,433	25,601
18	19.0	25,990	26,326	26,662	26,997	27,333	27,501	27,669
19	20.0	28,246	28,582	28,916	29,252	29,588	29,756	29,924
20	21.0	30,728	31,064	31,399	31,735	32,071	32,239	32,407
21	22.0	33,453	33,788	34,124	34,460	34,795	34,962	35,130
22	23.0	36,432	36,768	37,103	37,439	37,775	37,942	38,109
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25		Section 4. Pay matrix for fiscal year ending June 30,						

1	1979.						
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3	1.0			6,031	6,120	6,210	6,326
4	2.0	6,210	6,326	6,443	6,567	6,691	6,820
5	3.0	6,691	6,820	6,951	7,081	7,212	7,356
6	4.0	7,212	7,356	7,501	7,645	7,790	7,941
7	5.0	7,790	7,941	8,092	8,256	8,421	8,593
8	6.0	8,421	8,593	8,765	8,943	9,121	9,306
9	7.0	9,121	9,306	9,493	9,685	9,878	10,083
10	8.0	9,878	10,083	10,289	10,502	10,716	10,942
11	9.0	10,716	10,942	11,168	11,402	11,635	11,883
12	9.5	11,175	11,412	11,649	11,893	12,137	12,394
13	10.0	11,635	11,883	12,130	12,384	12,638	12,906
14	10.5	12,139	12,394	12,653	12,923	13,194	13,477
15	11.0	12,638	12,906	13,174	13,462	13,750	14,045
16	11.5	13,194	13,477	13,761	14,058	14,358	14,664
17	12.0	13,750	14,045	14,341	14,650	14,959	15,282
18	12.5	14,358	14,664	14,974	15,297	15,619	15,959
19	13.0	14,959	15,282	15,605	15,942	16,278	16,636
20	14.0	16,278	16,621	16,965	17,309	17,651	17,995
21	15.0	17,734	18,078	18,422	18,765	19,107	19,451
22	16.0	19,341	19,685	20,029	20,371	20,715	21,058
23	17.0	21,086	21,429	21,773	22,117	22,459	22,803
24	18.0	23,009	23,352	23,696	24,040	24,383	24,725
25	19.0	25,125	25,469	25,810	26,154	26,498	26,842

1	20.0	27,433	27,774	28,118	28,462	28,806	29,149	
2	21.0	29,974	30,358	30,660	31,004	31,347	31,690	
3	22.0	32,761	33,105	33,449	33,792	34,135	34,478	
4	23.0	35,811	36,154	36,498	36,842	37,186	37,527	
5	24.0	39,163	39,507	39,850	40,193	40,536	40,879	
6	25.0	42,844	43,187	43,531	43,875	44,217	44,561	
7	Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
8	1.0	6,443	6,567	6,691	6,772	6,855	6,938	7,020
9	2.0	6,951	7,081	7,212	7,301	7,390	7,479	7,570
10	3.0	7,501	7,645	7,790	7,884	7,981	8,084	8,188
11	4.0	8,092	8,256	8,421	8,532	8,640	8,751	8,860
12	5.0	8,765	8,943	9,121	9,239	9,355	9,478	9,602
13	6.0	9,493	9,685	9,878	10,008	10,139	10,269	10,400
14	7.0	10,289	10,502	10,716	10,859	11,003	11,148	11,292
15	8.0	11,168	11,402	11,635	11,794	11,952	12,109	12,267
16	9.0	12,130	12,384	12,638	12,810	12,982	13,161	13,339
17	9.5	12,652	12,923	13,194	13,373	13,551	13,738	13,923
18	10.0	13,174	13,462	13,750	13,936	14,121	14,314	14,507
19	10.5	13,761	14,058	14,358	14,554	14,747	14,950	15,151
20	11.0	14,341	14,650	14,959	15,166	15,372	15,585	15,797
21	11.5	14,974	15,297	15,619	15,837	16,053	16,277	16,502
22	12.0	15,605	15,942	16,278	16,506	16,732	16,965	17,199
23	12.5	16,301	16,652	17,007	17,243	17,480	17,722	17,970
24	13.0	16,993	17,363	17,734	17,982	18,228	18,483	18,737
25	14.0	18,339	18,683	19,026	19,369	19,712	19,883	20,055

1	15.0	19,794	20,138	20,482	20,825	21,168	21,344	21,512
2	16.0	21,402	21,745	22,089	22,433	22,775	22,947	23,119
3	17.0	23,147	23,489	23,833	24,177	24,520	24,692	24,864
4	18.0	25,069	25,412	25,756	26,100	26,444	26,614	26,786
5	19.0	27,184	27,528	27,872	28,215	28,558	28,730	28,902
6	20.0	29,493	29,837	30,179	30,523	30,866	31,038	31,210
7	21.0	32,033	32,377	32,720	33,064	33,408	33,580	33,752
8	22.0	34,822	35,165	35,509	35,853	36,196	36,367	36,539
9	23.0	37,871	38,215	38,558	38,902	39,246	39,417	39,588
10	24.0	41,223	41,567	41,910	42,253	42,597	42,769	42,941
11	25.0	44,905	45,248	45,592	45,934	46,278	46,449	46,621

~~Section 5. Allocation between wages and health insurance contributions. The compensation indicated in the matrices plus the longevity allowance provided in section 8 is the entire compensation per employee for wages and health benefits. Any employee may, through collective bargaining or individually if not a member of a bargaining unit, determine the allocation between the annual wage and annual contribution for health insurance paid by the state.~~

SECTION 5. ALLOCATION BETWEEN WAGES AND HEALTH INSURANCE. (A) THE DOLLAR AMOUNTS SHOWN IN THE RESPECTIVE MATRICES IN [SECTIONS 3 AND 4] REPRESENT THE MAXIMUM AMOUNT ALLOCATED BY THE STATE FOR WAGES AND HEALTH INSURANCE BENEFITS, AND EXCLUSIVE OF LONGEVITY AS DEFINED IN [SECTION 6]. EXCEPT AS PROVIDED IN PARAGRAPH (B) OF THIS SECTION.

1 THAT AMOUNT SPECIFICALLY ALLOCATED FOR HEALTH INSURANCE
2 BENEFITS SHALL BE DETERMINED BY 11-1024. AN EMPLOYEE WHO
3 ELECTS NOT BE TO COVERED BY A STATE HEALTH INSURANCE PLAN
4 WILL RECEIVE AS WAGES THE AMOUNT SHOWN IN THE APPROPRIATE
5 MATRIX LESS THE STATE CONTRIBUTION FOR HEALTH INSURANCE AS
6 DETERMINED BY 11-1024.

7 (B) EMPLOYEES MAY, THROUGH COLLECTIVE BARGAINING,
8 DETERMINE THE ALLOCATION OF THE AMOUNTS SHOWN IN THE
9 MATRICES OF [SECTIONS 3 AND 4] BETWEEN WAGES AND HEALTH
10 INSURANCE BENEFITS, EXCEPT THAT IN NO CASE MAY THE HEALTH
11 INSURANCE ALLOCATION BE LESS THAN THE AMOUNTS PROVIDED IN
12 11-1024.

~~Section 6. Meritorious promotions. In addition to the pay increases provided above, each agency director may grant intra-grade promotions to employees who have demonstrated exceptionally meritorious performance. The total cost of such promotions may not exceed 1/2 of 1% of total budgeted wages and salaries as approved by the budget director in the operations budget. Promotions are exclusively a management prerogative and not withstanding any other provision of law, are not negotiable.~~

~~Section 7. New hires. The salary of any employee hired after the effective date of this act shall be at step 1 of the appropriate grade, except that an agency director may, under the budget limitations imposed in section 6,~~

1 ~~approve a starting salary higher than step 1.~~
 2 Section 6. Longevity allowance. In addition to the
 3 compensation determined above, each employee who has
 4 completed at least 5 years of uninterrupted state service
 5 shall receive the amount obtained by multiplying the larger
 6 of \$10 a month or 10% of the difference between the base
 7 compensation for his grade and step and the base
 8 compensation for the corresponding step in the next highest
 9 grade by the number of completed, contiguous 5-year periods
 10 of uninterrupted service he has with the state. Service to
 11 the state may not be considered to have been interrupted by
 12 authorized leaves of absence not exceeding 3 months or by
 13 military service.

14 ~~Section 9. Exclusive procedure. The procedure~~
 15 ~~established in this act for increasing compensation for~~
 16 ~~state employees is in lieu of and supercedes any other plan~~
 17 ~~or system of pay increases. No contract may be negotiated~~
 18 ~~which provides compensation in excess of that provided in~~
 19 ~~this act. A member of a bargaining unit may receive an~~
 20 ~~increase in compensation only in the event the bargaining~~
 21 ~~unit has ratified a contract with the state covering all~~
 22 ~~compensation for the pertinent fiscal year.~~

23 SECTION 7. EXCEPTIONS FOR COLLECTIVE BARGAINING.
 24 (A) THE PROCEDURE ESTABLISHED IN THIS ACT FOR INCREASING
 25 COMPENSATION FOR STATE EMPLOYEES IS IN LIEU OF AND

1 SUPERCEDES ANY OTHER SUCH PLANS OR SYSTEMS EXCEPT THOSE
 2 PLANS NEGOTIATED WITH THE BLUE COLLAR CRAFTS AND TEACHERS IN
 3 ACCORDANCE WITH PROVISIONS OF SECTION 59, CHAPTER 16, R.C.M.
 4 THE TOTAL AMOUNT OF COMPENSATION WHICH MAY BE USED TO
 5 IMPLEMENT ANY SUCH PLAN MAY NOT EXCEED THE TOTAL AMOUNT OF
 6 FUNDING THAT WOULD BE REQUIRED TO FUND APPLICATION OF THE
 7 MATRICES IN [SECTIONS 3 AND 4] TO THE EMPLOYEES COVERED BY
 8 THE NEGOTIATED PLAN.

9 (B) A MEMBER OF A BARGAINING UNIT MAY RECEIVE
 10 NEGOTIATED INCREASES IN COMPENSATION ONLY AFTER THE
 11 BARGAINING UNIT HAS RATIFIED THE NEGOTIATED PLAN OR SYSTEM
 12 FOR THE BIENNIUM. SHOULD SUCH NEGOTIATIONS AND SUBSEQUENT
 13 RATIFICATION PROCESS NOT BE COMPLETED BY THE BEGINNING OF
 14 THE BIENNIUM, RETROACTIVITY TO THE BEGINNING OF THE BIENNIUM
 15 SHALL BE NEGOTIABLE.

16 Section 8. Rules. The department of administration,
 17 subject to approval by the budget director, may promulgate
 18 rules not inconsistent with the provisions of this act,
 19 COLLECTIVE BARGAINING STATUTES OR NEGOTIATED CONTRACTS, to
 20 carry out the purposes of the act.

21 Section 9. Appropriation. There is appropriated to the
 22 budget director \$2,268,225 for the fiscal year ending June
 23 30, 1978, and \$5,042,600 for the fiscal year ending June 30,
 24 1979, from the state general fund to carry out the
 25 provisions of this act as it pertains to executive branch

1 agencies, not including units of the university system. The
 2 budget director is authorized to increase the expenditure
 3 authority of executive branch agencies, not including units
 4 of the university system, by \$3,641,692 for the fiscal year
 5 ending June 30, 1978, and by \$8,237,724 for the fiscal year
 6 ending June 30, 1979, from funds other than the state
 7 general funds which accrue under provisions of law to the
 8 respective agencies to carry out the provisions of this act.

9 Section 10. Reversion. Appropriated funds not spent at
 10 the end of the fiscal year shall revert to the fund from
 11 which they were appropriated.

12 SECTION 11. SECTION 11-1024, R.C.M., 1947, IS AMENDED
 13 TO READ AS FOLLOWS:

14 "11-1024. Group insurance for all departments,
 15 bureaus, boards, commissions and agencies of the state of
 16 Montana, county, city, and town officers and employees --
 17 authority -- approval of employees -- limit on
 18 contributions. (1) All departments, bureaus, boards,
 19 commissions and agencies of the state of Montana, and all
 20 counties, cities and towns shall upon approval by two-thirds
 21 (2/3) vote of the officers and employees of each such
 22 department, bureau, board, commission, agency, county, city
 23 and town, enter into group hospitalization, medical, health
 24 including long-term disability, accident and/or group life
 25 insurance contracts or plans for the benefit of their

1 officers, employees and their dependents, and the respective
 2 administrative and governing bodies shall pay for such
 3 insurance ~~ten--dollars--(\$10)--per-month the amount specified~~
 4 in this section, for each officer, employee, and legislative
 5 and provided that for For all employees as defined in
 6 subsection (2) of this section other than members of
 7 collective bargaining units and for members of the
 8 legislature, such payment for insurance may be an amount
 9 equal to twelve (12) times the monthly rate, but may not
 10 exceed one hundred twenty dollars (\$120) shall be \$240 per
 11 year for the fiscal year ending June 30, 1978 and \$360 per
 12 year for each fiscal year thereafter. The employer shall
 13 prorate this amount for employees who work less than 2,080
 14 hours per year. However, for For employees of elementary and
 15 high school districts and of local government units, the
 16 employer's premium contributions may exceed but shall not be
 17 less than the amount specified in this section \$10 per
 18 month.

19 For state employee members of a collective bargaining
 20 unit, the employer shall pay the amount negotiated with the
 21 collective bargaining unit.

22 (2) In this section, as it applies to a person
 23 employed in the executive or legislative branches of state
 24 government, "employee" means:

25 (a) a permanent full-time employee as defined in

1 section 59-1007.1;

2 (b) a part-time employee as defined in section
3 59-1007.1 who is scheduled to work at least twenty (20)
4 hours per week;

5 (c) a person employed in a seasonal position as
6 defined in section 59-1007.1 who is employed on a regular
7 basis at least eight (8) months of the fiscal year.*

-End-

Approved by Comm. on Appropriation

1 HOUSE BILL NO. 834
 2 INTRODUCED BY SOUTH,
 3 ORISCOLL, MARKS, MOORE, MELOY
 4
 5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH AND FUND A
 6 COMPENSATION PLAN FOR STATE EMPLOYEES FOR THE 1979 BIENNIUM,
 7 AMENDING SECTION 11-1024, R.C.M., 1947."
 8
 9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
 10 Section 1. Definitions. As used in this act, EXCEPT
 11 FOR THE SECTION AMENDING 11-1024, the following definitions
 12 apply:
 13 (1) "Employee" means any state employee other than an
 14 employee excepted under 59-904 from the statewide
 15 classification system.
 16 (2) "Compensation" means the annual wage or salary
 17 plus the annual state contribution of health insurance
 18 premiums under provisions of 11-1024.
 19 Section 2. Procedures for utilizing pay schedules. (1)
 20 The pay matrix provided in section 3 indicates the annual
 21 compensation for the fiscal year ending June 30, 1978, for
 22 each step and grade for positions classified under
 23 provisions of law. THE EXCEPT AS PROVIDED IN [SECTION 7] FOR
 24 COLLECTIVE BARGAINING UNITS, THE compensation of each
 25 employee shall, on the first day of the first pay period in

1 July, 1977, as determined by the budget director, be that
 2 amount which corresponds to the grade and step occupied on
 3 June 30, 1977. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 4 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 5 OF ADMINISTRATION.
 6 (2) The pay matrix provided in section 4 indicates the
 7 annual compensation for the fiscal year ending June 30,
 8 1979, for each step and grade for positions classified under
 9 provisions of law. THE EXCEPT AS PROVIDED IN [SECTION 7] FOR
 10 COLLECTIVE BARGAINING UNITS, THE compensation of each
 11 employee shall, on the first day of the first pay period in
 12 July, 1978, as determined by the budget director, be that
 13 amount which corresponds to the grade and step occupied on
 14 June 30, 1978. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 15 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 16 OF ADMINISTRATION.
 17 Section 3. Pay matrix for fiscal year ending June 30,
 18 1978.
 19 Grade---Step-1---Step-2---Step-3---Step-4---Step-5---Step-6
 20 -1-0-----57323-----57410-----57498-----57611
 21 -2-0-----57498-----57611-----57725-----57846-----57968-----67094
 22 -3-0-----57968-----67094-----67222-----67349-----67477-----67617
 23 -4-0-----67477-----67617-----67759-----67908-----77041-----77189
 24 -5-0-----77041-----77189-----77336-----77497-----77658-----77826
 25 -6-0-----77658-----77826-----77994-----87168-----87342-----87523

1 -7v0-----8v342-----8v523-----8v705-----8v893-----9v081-----9v282
2 -8v0-----9v081-----9v282-----9v483-----9v691-----9v900-----10v121
3 -9v0-----9v900-----10v121-----10v342-----10v578-----10v798-----11v040
4 -9v5-----10v349-----10v580-----10v812-----11v050-----11v289-----11v540
5 10v0-----10v798-----11v040-----11v282-----11v538-----11v778-----12v040
6 10v5-----11v291-----11v540-----11v793-----12v057-----12v321-----12v598
7 11v0-----11v778-----12v040-----12v302-----12v583-----12v865-----13v153
8 11v5-----12v321-----12v598-----12v875-----13v165-----13v459-----13v758
9 12v0-----12v865-----13v153-----13v442-----13v744-----14v046-----14v361
10 12v5-----13v459-----13v758-----14v068-----14v376-----14v691-----15v023
11 13v0-----14v046-----14v361-----14v677-----15v086-----15v335-----15v684
12 14v0-----15v335-----15v678-----16v086-----16v342-----16v676-----17v012
13 15v0-----16v757-----17v093-----17v429-----17v764-----18v099-----18v435
14 16v0-----18v327-----18v663-----18v999-----19v334-----19v670-----20v085
15 17v0-----20v032-----20v367-----20v703-----21v039-----21v374-----21v710
16 18v0-----21v911-----22v246-----22v582-----22v918-----23v253-----23v588
17 19v0-----23v978-----24v314-----24v648-----24v984-----25v320-----25v656
18 20v0-----26v233-----26v567-----26v903-----27v239-----27v575-----27v910
19 21v0-----28v716-----29v091-----29v386-----29v722-----30v058-----30v393
20 22v0-----31v439-----31v775-----32v111-----32v446-----32v782-----33v117
21 23v0-----34v419-----34v754-----35v090-----35v426-----35v762-----36v096
22 24v0-----37v694-----38v030-----38v365-----38v700-----39v036-----39v371
23 25v0-----41v291-----41v626-----41v962-----42v298-----42v632-----42v968
24 Grade-Step-7-Step-8--Step-9-Step-10-Step-11-Step-12-Step-13
25 -1v0-----5v725-----5v846-----5v968-----6v047-----6v128-----6v209-----6v289

1 -2v0-----6v222-----6v349-----6v477-----6v564-----6v651-----6v738-----6v826
2 -3v0-----6v759-----6v900-----7v041-----7v133-----7v228-----7v329-----7v430
3 -4v0-----7v336-----7v497-----7v658-----7v766-----7v872-----7v988-----8v087
4 -5v0-----7v994-----8v168-----8v342-----8v457-----8v578-----8v691-----8v812
5 -6v0-----8v705-----8v893-----9v081-----9v288-----9v336-----9v463-----9v591
6 -7v0-----9v483-----9v691-----9v900-----10v040-----10v181-----10v322-----10v463
7 -8v0-----10v342-----10v578-----10v798-----10v953-----11v108-----11v261-----11v416
8 -9v0-----11v282-----11v538-----11v778-----11v946-----12v114-----12v289-----12v463
9 -9v5-----11v792-----12v057-----12v321-----12v496-----12v678-----12v853-----13v034
10 10v0-----12v382-----12v583-----12v865-----13v046-----13v227-----13v416-----13v684
11 10v5-----12v875-----13v165-----13v459-----13v658-----13v839-----14v037-----14v233
12 11v0-----13v442-----13v744-----14v046-----14v248-----14v449-----14v657-----14v865
13 11v5-----14v068-----14v376-----14v691-----14v984-----15v115-----15v334-----15v553
14 12v0-----14v677-----15v086-----15v335-----15v557-----15v778-----16v086-----16v234
15 12v5-----15v357-----15v788-----16v047-----16v277-----16v509-----16v745-----16v988
16 13v0-----16v033-----16v395-----16v757-----16v999-----17v248-----17v489-----17v737
17 14v0-----17v348-----17v684-----18v019-----18v355-----18v698-----18v857-----19v025
18 15v0-----18v778-----19v186-----19v442-----19v777-----20v112-----20v288-----20v448
19 16v0-----20v341-----20v676-----21v012-----21v340-----21v682-----21v858-----22v018
20 17v0-----22v046-----22v388-----22v716-----23v052-----23v387-----23v555-----23v723
21 18v0-----23v924-----24v259-----24v595-----24v931-----25v267-----25v433-----25v601
22 19v0-----25v998-----26v326-----26v662-----26v997-----27v333-----27v581-----27v669
23 20v0-----28v246-----28v582-----28v916-----29v252-----29v588-----29v756-----29v924
24 21v0-----30v728-----31v064-----31v399-----31v735-----32v071-----32v239-----32v407
25 22v0-----33v453-----33v788-----34v124-----34v460-----34v795-----34v962-----35v138

1 ~~23w8-36v432-36v768-37v103-37v439-37v775-37v942-38v109~~

2 ~~24w8-39v707-40v043-40v378-40v713-41v049-41v217-41v385~~

3 ~~25w8-43v304-43v639-43v975-44v310-44v646-44v813-44v981~~

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
1.0			5.205	5.323	5.410	5.498	5.511	5.725	5.844	5.948	6.047	6.128	6.209
2.0	5.377	5.499	5.611	5.725	5.844	5.968	6.094	6.222	6.349	6.477	6.564	6.651	6.738
3.0	5.816	5.968	6.094	6.222	6.349	6.477	6.611	6.759	6.900	7.041	7.133	7.228	7.329
4.0	6.334	6.477	6.611	6.759	6.900	7.041	7.189	7.334	7.497	7.658	7.746	7.872	7.980
5.0	6.885	7.041	7.189	7.334	7.497	7.658	7.826	7.994	8.169	8.342	8.457	8.570	8.691
6.0	7.488	7.658	7.826	7.994	8.169	8.342	8.523	8.705	8.893	9.081	9.208	9.336	9.463
7.0	8.154	8.342	8.523	8.705	8.893	9.081	9.282	9.483	9.691	9.900	10.040	10.181	10.322
8.0	8.878	9.081	9.282	9.483	9.691	9.900	10.121	10.342	10.570	10.798	10.953	11.108	11.261
9.0	9.678	9.900	10.121	10.342	10.570	10.798	11.040	11.282	11.530	11.778	11.946	12.114	12.289
9.5	10.117	10.349	10.580	10.812	11.050	11.289	11.540	11.792	12.057	12.321	12.494	12.670	12.853
10.0	10.556	10.798	11.040	11.282	11.530	11.778	12.040	12.302	12.583	12.865	13.046	13.227	13.414
10.5	11.037	11.291	11.540	11.793	12.057	12.321	12.598	12.875	13.145	13.459	13.650	13.839	14.037
11.0	11.513	11.778	12.040	12.302	12.583	12.865	13.153	13.442	13.744	14.046	14.248	14.449	14.657
11.5	12.044	12.321	12.598	12.875	13.145	13.442	13.744	14.060	14.374	14.691	14.904	15.115	15.334
12.0	12.575	12.865	13.153	13.442	13.744	14.046	14.361	14.677	15.006	15.335	15.557	15.778	16.004
12.5	13.155	13.459	13.758	14.040	14.376	14.691	15.023	15.357	15.700	16.047	16.277	16.509	16.745
13.0	13.729	14.044	14.361	14.677	15.006	15.335	15.684	16.033	16.395	16.757	16.999	17.240	17.489
13.5	14.358	14.677	15.006	15.335	15.684	16.033	16.402	16.764	17.148	17.524	17.855	18.186	18.537
14.0	14.988	15.335	15.670	16.006	16.342	16.676	17.012	17.348	17.684	18.019	18.355	18.690	19.037
14.5	15.618	15.977	16.327	16.676	17.024	17.372	17.720	18.068	18.416	18.764	19.112	19.460	19.810
15.0	16.248	16.618	16.993	17.367	17.741	18.115	18.489	18.863	19.237	19.611	19.985	20.359	20.730
15.5	16.878	17.267	17.663	18.057	18.451	18.845	19.239	19.633	20.027	20.421	20.815	21.209	21.603
16.0	17.508	17.912	18.327	18.741	19.155	19.569	19.983	20.397	20.811	21.225	21.639	22.053	22.467
16.5	18.138	18.563	18.998	19.432	19.866	20.300	20.734	21.168	21.602	22.036	22.470	22.904	23.338
17.0	18.768	19.212	19.666	20.120	20.574	21.028	21.482	21.936	22.390	22.844	23.298	23.752	24.206
17.5	19.398	19.862	20.336	20.810	21.284	21.758	22.232	22.706	23.180	23.654	24.128	24.602	25.076
18.0	20.028	20.512	21.006	21.500	21.994	22.488	22.982	23.476	23.970	24.464	24.958	25.452	25.946
18.5	20.658	21.162	21.676	22.190	22.704	23.218	23.732	24.246	24.760	25.274	25.788	26.302	26.816
19.0	21.288	21.812	22.346	22.880	23.414	23.948	24.482	25.016	25.550	26.084	26.618	27.152	27.686
19.5	21.918	22.462	23.016	23.574	24.132	24.690	25.248	25.806	26.364	26.922	27.480	28.038	28.596
20.0	22.548	23.112	23.686	24.260	24.834	25.408	25.982	26.556	27.130	27.704	28.278	28.852	29.426
20.5	23.178	23.762	24.356	24.950	25.544	26.138	26.732	27.326	27.920	28.514	29.108	29.702	30.296
21.0	23.808	24.412	25.026	25.640	26.254	26.868	27.482	28.096	28.710	29.324	29.938	30.552	31.166
21.5	24.438	25.062	25.696	26.330	26.964	27.598	28.232	28.866	29.500	30.134	30.768	31.402	32.036
22.0	25.068	25.712	26.366	27.020	27.674	28.328	28.982	29.636	30.290	30.944	31.598	32.252	32.906
22.5	25.698	26.362	27.036	27.700	28.364	29.028	29.692	30.356	31.020	31.684	32.348	33.012	33.676
23.0	26.328	27.012	27.706	28.390	29.074	29.758	30.442	31.126	31.810	32.494	33.178	33.862	34.546
23.5	26.958	27.662	28.376	29.080	29.784	30.488	31.192	31.896	32.600	33.304	34.008	34.712	35.416
24.0	27.588	28.312	29.046	29.780	30.514	31.248	31.982	32.716	33.450	34.184	34.918	35.652	36.386
24.5	28.218	28.962	29.716	30.470	31.224	31.978	32.732	33.486	34.240	35.004	35.768	36.532	37.296
25.0	28.848	29.612	30.386	31.170	31.954	32.738	33.522	34.306	35.090	35.884	36.678	37.472	38.266
25.5	29.478	30.262	31.056	31.860	32.654	33.448	34.242	35.036	35.830	36.624	37.418	38.212	39.006
26.0	30.108	30.912	31.726	32.540	33.354	34.168	34.982	35.796	36.610	37.424	38.238	39.052	39.866

1 Section 4. Pay matrix for fiscal year ending June 30,
2 1979.

3 Grade	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
4 100			6031	6120	6210	6326
5 200	6210	6326	6443	6567	6691	6820
6 300	6691	6820	6951	7081	7212	7356
7 400	7212	7356	7501	7645	7798	7941
8 500	7798	7941	8092	8256	8421	8593
9 600	8421	8593	8765	8943	9121	9306
10 700	9121	9306	9493	9685	9878	10083
11 800	9878	10083	10289	10502	10716	10942
12 900	10942	11160	11380	11602	11835	12083
13 95	1175	11942	12149	12363	12583	12809
14 100	11635	11883	12130	12384	12638	12906
15 105	12139	12394	12653	12923	13194	13477
16 110	12638	12906	13174	13462	13750	14045
17 115	13194	13477	13761	14050	14358	14664
18 120	13750	14045	14341	14650	14959	15282
19 125	14358	14664	14974	15297	15619	15959
20 130	14959	15282	15605	15942	16278	16636
21 140	16278	16621	16965	17309	17651	17995
22 150	17734	18078	18422	18765	19107	19451
23 160	19341	19685	20029	20371	20715	21058
24 170	21006	21429	21773	22117	22459	22803
25 180	23009	23352	23696	24040	24383	24725

1 190	25125	25469	25810	26154	26498	26842	
2 200	27433	27774	28110	28462	28806	29149	
3 210	29974	30358	30660	31004	31347	31690	
4 220	32761	33105	33449	33792	34135	34478	
5 230	35811	36154	36498	36842	37186	37527	
6 240	39163	39507	39850	40193	40536	40879	
7 250	42844	43187	43531	43875	44217	44561	
8 Grade	Step-7	Step-8	Step-9	Step-10	Step-11	Step-12	Step-13
9 100	6443	6567	6691	6772	6855	6938	7020
10 200	6951	7081	7212	7301	7390	7479	7570
11 300	7581	7645	7798	7884	7981	8084	8188
12 400	8092	8256	8421	8532	8640	8751	8860
13 500	8765	8943	9121	9239	9355	9478	9602
14 600	9493	9685	9878	10080	10283	10486	10688
15 700	10289	10502	10716	10859	11003	11148	11292
16 800	11160	11402	11635	11794	11952	12109	12267
17 900	12130	12384	12638	12810	12982	13161	13339
18 95	12652	12923	13194	13373	13551	13738	13923
19 100	13174	13462	13750	13936	14121	14314	14507
20 105	13761	14058	14358	14554	14747	14950	15151
21 110	14341	14650	14959	15166	15372	15585	15797
22 115	14974	15297	15619	15837	16053	16277	16502
23 120	15605	15942	16278	16586	16902	17219	17539
24 125	16301	16652	17007	17243	17488	17722	17970
25 130	16993	17363	17734	17982	18228	18483	18737

1	14v0	18v339	18v683	19v826	19v369	19v712	19v883	20v855
2	15v0	19v794	20v138	20v482	20v825	21v168	21v348	21v512
3	16v0	21v482	21v745	22v089	22v433	22v775	22v947	23v119
4	17v0	23v147	23v489	23v833	24v177	24v520	24v692	24v864
5	18v0	25v869	25v412	25v756	26v108	26v444	26v614	26v786
6	19v0	27v184	27v528	27v872	28v215	28v558	28v738	28v982
7	20v0	29v493	29v837	30v179	30v523	30v866	31v838	31v218
8	21v0	32v833	32v377	32v720	33v864	33v488	33v588	33v752
9	22v0	34v822	35v165	35v509	35v853	36v196	36v367	36v539
10	23v0	37v871	38v215	38v558	38v902	39v246	39v417	39v588
11	24v0	41v223	41v567	41v910	42v253	42v597	42v769	42v941
12	25v0	44v985	45v248	45v592	45v934	46v278	46v449	46v621

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
1.0	5.955	6.084	6.210	6.336	6.463	6.590	6.716	6.843	6.970	7.097	7.224	7.351
2.0	6.414	6.554	6.694	6.834	6.974	7.114	7.254	7.394	7.534	7.674	7.814	7.954
3.0	6.912	7.064	7.216	7.368	7.520	7.672	7.824	7.976	8.128	8.280	8.432	8.584
4.0	7.443	7.606	7.769	7.932	8.095	8.258	8.421	8.584	8.747	8.910	9.073	9.236
5.0	8.004	8.178	8.352	8.526	8.700	8.874	9.048	9.222	9.396	9.570	9.744	9.918
6.0	8.594	8.778	8.962	9.146	9.330	9.514	9.698	9.882	10.066	10.250	10.434	10.618
7.0	9.212	9.406	9.600	9.794	9.988	10.182	10.376	10.570	10.764	10.958	11.152	11.346
8.0	9.858	10.052	10.246	10.440	10.634	10.828	11.022	11.216	11.410	11.604	11.798	11.992
9.0	10.532	10.726	10.920	11.114	11.308	11.502	11.696	11.890	12.084	12.278	12.472	12.666
9.5	10.649	10.843	11.037	11.231	11.425	11.619	11.813	12.007	12.201	12.395	12.589	12.783
10.0	11.114	11.308	11.502	11.696	11.890	12.084	12.278	12.472	12.666	12.860	13.054	13.248
10.5	11.615	11.809	12.003	12.197	12.391	12.585	12.779	12.973	13.167	13.361	13.555	13.749
11.0	12.091	12.285	12.479	12.673	12.867	13.061	13.255	13.449	13.643	13.837	14.031	14.225
11.5	12.532	12.726	12.920	13.114	13.308	13.502	13.696	13.890	14.084	14.278	14.472	14.666
12.0	13.153	13.347	13.541	13.735	13.929	14.123	14.317	14.511	14.705	14.899	15.093	15.287
12.5	13.732	13.926	14.120	14.314	14.508	14.702	14.896	15.090	15.284	15.478	15.672	15.866
13.0	14.307	14.501	14.695	14.889	15.083	15.277	15.471	15.665	15.859	16.053	16.247	16.441
14.0	15.544	15.738	15.932	16.126	16.320	16.514	16.708	16.902	17.096	17.290	17.484	17.678
15.0	16.954	17.148	17.342	17.536	17.730	17.924	18.118	18.312	18.506	18.700	18.894	19.088
16.0	18.480	18.674	18.868	19.062	19.256	19.450	19.644	19.838	20.032	20.226	20.420	20.614
17.0	20.124	20.318	20.512	20.706	20.900	21.094	21.288	21.482	21.676	21.870	22.064	22.258
18.0	21.991	22.185	22.379	22.573	22.767	22.961	23.155	23.349	23.543	23.737	23.931	24.125
19.0	24.011	24.205	24.399	24.593	24.787	24.981	25.175	25.369	25.563	25.757	25.951	26.145
20.0	26.214	26.408	26.602	26.796	26.990	27.184	27.378	27.572	27.766	27.960	28.154	28.348
21.0	28.640	28.834	29.028	29.222	29.416	29.610	29.804	30.000	30.194	30.388	30.582	30.776
22.0	31.301	31.495	31.689	31.883	32.077	32.271	32.465	32.659	32.853	33.047	33.241	33.435
23.0	34.212	34.406	34.600	34.794	34.988	35.182	35.376	35.570	35.764	35.958	36.152	36.346
24.0	38.381	38.575	38.769	38.963	39.157	39.351	39.545	39.739	39.933	40.127	40.321	40.515
25.0	40.924	41.118	41.312	41.506	41.700	41.894	42.088	42.282	42.476	42.670	42.864	43.058

~~Section 5--Allocation--between--wages--and--health insurance--contributions--The compensation indicated in the matrices plus the longevity allowance provided in section--0 is the entire compensation per employee for wages and health benefits. Any employee may, through collective bargaining or individually if not a member of a bargaining unit, determine the--allocation--between--the--annual wage and--annual contribution for health insurance paid by the state.~~

SECTION 5. ALLOCATION BETWEEN WAGES AND HEALTH INSURANCE. (A) THE DOLLAR AMOUNTS SHOWN IN THE RESPECTIVE MATRICES IN [SECTIONS 3 AND 4] REPRESENT THE MAXIMUM AMOUNT ALLOCATED BY THE STATE FOR WAGES AND HEALTH INSURANCE BENEFITS, AND EXCLUSIVE OF LONGEVITY AS DEFINED IN [SECTION 6]. EXCEPT AS PROVIDED IN PARAGRAPH (B) OF THIS SECTION, THAT AMOUNT SPECIFICALLY ALLOCATED FOR HEALTH INSURANCE BENEFITS SHALL BE DETERMINED BY 11-1024. AN EMPLOYEE WHO ELECTS NOT BE TO COVERED BY A STATE HEALTH INSURANCE PLAN WILL RECEIVE AS WAGES THE AMOUNT SHOWN IN THE APPROPRIATE MATRIX LESS THE STATE CONTRIBUTION FOR HEALTH INSURANCE AS DETERMINED BY 11-1024.

(B) EMPLOYEES MAY, THROUGH COLLECTIVE BARGAINING, DETERMINE THE ALLOCATION OF THE AMOUNTS SHOWN IN THE MATRICES OF [SECTIONS 3 AND 4] BETWEEN WAGES AND HEALTH INSURANCE BENEFITS, EXCEPT THAT IN NO CASE MAY THE HEALTH INSURANCE ALLOCATION BE LESS THAN THE AMOUNTS PROVIDED IN

11-1024a

~~Section 6--Meritorious promotions--In addition to the pay increases provided above, each agency director may grant intra-grade promotions to employees who have demonstrated exceptionally meritorious performance. The total cost of such promotions may not exceed 1/2 of 1% of total budgeted wages and salaries as approved by the budget director in the operational budget. Promotions are exclusively a management prerogative and, notwithstanding any other provision of law, are not negotiable.~~

~~Section 7--New hires--The salary of any employee hired after the effective date of this act shall be at step 1 of the appropriate grade, except that an agency director may, under the budget limitations imposed in section 6, approve a starting salary higher than step 1.~~

Section 6. Longevity allowance. In addition to the compensation determined above, each employee who has completed at least 5 years of uninterrupted state service shall receive the amount obtained by multiplying the larger of \$10 a month or 10% of the difference between the base compensation for his grade and step and the base compensation for the corresponding step in the next highest grade by the number of completed, contiguous 5-year periods of uninterrupted service he has with the state. Service to the state may not be considered to have been interrupted by

1 authorized leaves of absence not exceeding 3 months or by
2 military service.

3 ~~Section 9. Exclusive procedure. The procedure~~
4 ~~established in this act for increasing compensation for~~
5 ~~state employees is in lieu of and supercedes any other plan~~
6 ~~or system of pay increases. No contract may be negotiated~~
7 ~~which provides compensation in excess of that provided in~~
8 ~~this act. A member of a bargaining unit may receive an~~
9 ~~increase in compensation only in the event the bargaining~~
10 ~~unit has ratified a contract with the state covering all~~
11 ~~compensation for the pertinent fiscal year.~~

12 SECTION 7. EXCEPTIONS FOR COLLECTIVE BARGAINING.
13 (A) THE PROCEDURE ESTABLISHED IN THIS ACT FOR INCREASING
14 COMPENSATION FOR STATE EMPLOYEES IS IN LIEU OF AND
15 SUPERCEDES ANY OTHER SUCH PLANS OR SYSTEMS EXCEPT THOSE
16 PLANS NEGOTIATED WITH THE BLUE COLLAR CRAFTS AND TEACHERS IN
17 ACCORDANCE WITH PROVISIONS OF SECTION 59, CHAPTER 16, R.C.M.
18 THE TOTAL AMOUNT OF COMPENSATION WHICH MAY BE USED TO
19 IMPLEMENT ANY SUCH PLAN MAY NOT EXCEED THE TOTAL AMOUNT OF
20 FUNDING THAT WOULD BE REQUIRED TO FUND APPLICATION OF THE
21 MATRICES IN [SECTIONS 3 AND 4] TO THE EMPLOYEES COVERED BY
22 THE NEGOTIATED PLAN.

23 (B) A MEMBER OF A BARGAINING UNIT MAY RECEIVE
24 NEGOTIATED INCREASES IN COMPENSATION ONLY AFTER THE
25 BARGAINING UNIT HAS RATIFIED THE NEGOTIATED PLAN OR SYSTEM

1 FOR THE BIENNIUM. SHOULD SUCH NEGOTIATIONS AND SUBSEQUENT
2 RATIFICATION PROCESS NOT BE COMPLETED BY THE BEGINNING OF
3 THE BIENNIUM, RETROACTIVITY TO THE BEGINNING OF THE BIENNIUM
4 SHALL BE NEGOTIABLE.

5 Section 8. Rules. The department of administration,
6 subject to approval by the budget director, may promulgate
7 rules not inconsistent with the provisions of this act,
8 COLLECTIVE BARGAINING STATUTES OR NEGOTIATED CONTRACTS, to
9 carry out the purposes of the act.

10 Section 9. Appropriation. There is appropriated to the
11 budget director \$2,268,225 for the fiscal year ending June
12 30, 1978, and \$5,042,600 for the fiscal year ending June 30,
13 1979, from the state general fund to carry out the
14 provisions of this act as it pertains to executive branch
15 agencies, not including units of the university system. The
16 budget director is authorized to increase the expenditure
17 authority of executive branch agencies, not including units
18 of the university system, by \$3,641,692 for the fiscal year
19 ending June 30, 1978, and by \$8,237,724 for the fiscal year
20 ending June 30, 1979, from funds other than the state
21 general funds which accrue under provisions of law to the
22 respective agencies to carry out the provisions of this act.

23 Section 10. Reversion. Appropriated funds not spent at
24 the end of the fiscal year shall revert to the fund from
25 which they were appropriated.

1 SECTION 11. SECTION 11-1024, R.C.M. 1947, IS AMENDED
 2 TO READ AS FOLLOWS:
 3 "11-1024. Group insurance for all departments,
 4 bureaus, boards, commissions and agencies of the state of
 5 Montana, county, city, and town officers and employees --
 6 authority -- approval of employees -- limit on
 7 contributions. (1) All departments, bureaus, boards,
 8 commissions and agencies of the state of Montana, and all
 9 counties, cities and towns shall upon approval by two-thirds
 10 (2/3) vote of the officers and employees of each such
 11 department, bureau, board, commission, agency, county, city
 12 and town, enter into group hospitalization, medical, health
 13 including long-term disability, accident and/or group life
 14 insurance contracts or plans for the benefit of their
 15 officers, employees and their dependents, and the respective
 16 administrative and governing bodies shall pay for such
 17 insurance ~~ten dollars (\$10) per month~~ the amount specified
 18 ~~in this section, for each officer, employee, and legislator~~
 19 ~~and provided that for~~ For all employees as defined in
 20 subsection (2) of this section other than members of
 21 collective bargaining units and for members of the
 22 legislature, such payment for insurance ~~may be an amount~~
 23 ~~equal to twelve (12) times the monthly rate, but may not~~
 24 ~~exceed one hundred twenty dollars (\$120)~~ shall be \$240 per
 25 year for the fiscal year ending June 30, 1978 and \$360 per

1 year for each fiscal year thereafter. The employer shall
 2 prorate this amount for employees who work less than 2,080
 3 hours per year. However, for ~~For~~ employees of elementary and
 4 high school districts and of local government units, the
 5 employer's premium contributions may exceed but shall not be
 6 less than ~~the amount specified in this section~~ \$10 per
 7 month.

8 For state employee members of a collective bargaining
 9 unit, the employer shall pay the amount negotiated with the
 10 collective bargaining unit.

11 (2) In this section, as it applies to a person
 12 employed in the executive or legislative branches of state
 13 government, "employee" means:

14 (a) a permanent full-time employee as defined in
 15 section 59-1007.1;

16 (b) a part-time employee as defined in section
 17 59-1007.1 who is scheduled to work at least twenty (20)
 18 hours per week;

19 (c) a person employed in a seasonal position as
 20 defined in section 59-1007.1 who is employed on a regular
 21 basis at least eight (8) months of the fiscal year."

-End-

1 HOUSE BILL NO. 834
 2 INTRODUCED BY SOUTH,
 3 DRISCOLL, MARKS, MOORE, MELOY
 4

5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH AND FUND A
 6 COMPENSATION PLAN FOR STATE EMPLOYEES FOR THE 1979 BIENNIUM;
 7 AMENDING SECTION 11-1024, R.C.M., 1947."
 8

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

10 Section 1. Definitions. As used in this act, EXCEPT
 11 FOR THE SECTION AMENDING 11-1024, the following definitions
 12 apply:

13 (1) "Employee" means any state employee other than an
 14 employee excepted under 59-904 from the statewide
 15 classification system.

16 (2) "Compensation" means the annual wage or salary
 17 plus the annual state contribution of health insurance
 18 premiums under provisions of 11-1024.

19 Section 2. Procedures for utilizing pay schedules. (1)
 20 The pay matrix provided in section 3 indicates the annual
 21 compensation for the fiscal year ending June 30, 1978, for
 22 each step and grade for positions classified under
 23 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
 24 COLLECTIVE BARGAINING UNITS, THE compensation of each
 25 employee shall, on the first day of the first pay period in

1 July, 1977, as determined by the budget director, be that
 2 amount which corresponds to the grade and step occupied on
 3 June 30, 1977. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 4 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 5 OF ADMINISTRATION.

6 (2) The pay matrix provided in section 4 indicates the
 7 annual compensation for the fiscal year ending June 30,
 8 1979, for each step and grade for positions classified under
 9 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
 10 COLLECTIVE BARGAINING UNITS, THE compensation of each
 11 employee shall, on the first day of the first pay period in
 12 July, 1978, as determined by the budget director, be that
 13 amount which corresponds to the grade and step occupied on
 14 June 30, 1978. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 15 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 16 OF ADMINISTRATION.

17 Section 3. Pay matrix for fiscal year ending June 30,
 18 1978.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
100			5323	5410	5498	5611
200	5498	5611	5725	5846	5968	6094
300	5968	6094	6222	6349	6477	6617
400	6477	6617	6759	6908	7041	7189
500	7041	7189	7336	7497	7658	7826
600	7658	7826	7994	8168	8342	8523

1 2#0--6#222--6#349--6#477--6#564--6#651--6#738--6#826
 2 3#0--6#759--6#908--7#041--7#133--7#228--7#329--7#438
 3 4#0--7#336--7#497--7#658--7#766--7#872--7#980--8#087
 4 5#0--7#994--8#168--8#342--8#457--8#578--8#691--8#812
 5 6#0--8#785--8#893--9#081--9#288--9#336--9#463--9#591
 6 7#0--9#483--9#691--9#888--10#048--10#181--10#322--10#463
 7 8#0--10#342--10#578--10#798--10#953--11#188--11#261--11#416
 8 9#0--11#282--11#538--11#778--11#946--12#114--12#289--12#463
 9 9#5--11#792--12#057--12#321--12#496--12#678--12#853--13#034
 10 10#0--12#382--12#665--13#046--13#227--13#416--13#684
 11 10#5--12#875--13#165--13#459--13#658--13#839--14#037--14#233
 12 11#0--13#442--13#744--14#046--14#248--14#449--14#657--14#865
 13 11#5--14#688--14#936--14#991--14#984--15#115--15#334--15#553
 14 12#0--14#677--15#086--15#335--15#557--15#778--16#086--16#234
 15 12#5--15#357--15#788--16#047--16#277--16#589--16#745--16#988
 16 13#0--16#833--16#995--16#757--16#999--17#248--17#489--17#737
 17 14#0--17#348--18#019--18#355--18#698--18#857--19#885
 18 15#0--18#778--19#186--19#442--19#777--20#112--20#488--20#448
 19 16#0--20#341--20#676--21#012--21#348--21#682--21#858--22#818
 20 17#0--22#046--22#388--22#716--23#052--23#387--23#555--23#723
 21 18#0--23#924--24#259--24#595--24#931--25#267--25#433--25#681
 22 19#0--25#998--26#326--26#662--26#997--27#333--27#581--27#669
 23 20#0--28#246--28#582--28#916--29#252--29#588--29#756--29#924
 24 21#0--30#728--31#064--31#399--31#735--32#071--32#407--32#487
 25 22#0--33#453--33#788--34#124--34#468--34#795--34#962--35#138

1 7#0--8#342--8#523--8#785--8#893--9#081--9#282
 2 8#0--9#081--9#282--9#483--9#691--9#908--10#121
 3 9#0--9#988--10#121--10#342--10#578--10#798--11#048
 4 9#5--10#349--10#588--10#812--11#058--11#289--11#548
 5 10#0--10#798--11#048--11#282--11#538--11#778--12#048
 6 10#5--11#291--11#548--11#793--12#057--12#321--12#598
 7 11#0--11#778--12#048--12#382--12#583--12#865--13#153
 8 11#5--12#321--12#598--12#875--13#165--13#459--13#758
 9 12#0--12#865--13#153--13#442--13#744--14#046--14#361
 10 12#5--13#459--13#758--14#068--14#376--14#691--15#023
 11 13#0--14#846--14#9361--14#677--15#086--15#335--15#684
 12 14#0--15#335--15#678--16#086--16#342--16#676--17#012
 13 15#0--16#757--17#093--17#429--17#764--18#099--18#435
 14 16#0--18#327--18#663--18#999--19#334--19#678--20#085
 15 17#0--20#832--20#937--20#783--21#039--21#374--21#718
 16 18#0--22#911--22#246--22#582--22#918--23#253--23#588
 17 19#0--23#978--24#314--24#648--24#984--25#328--25#656
 18 20#0--26#233--26#567--26#983--27#239--27#575--27#918
 19 21#0--28#776--29#091--29#386--29#722--30#058--30#393
 20 22#0--31#439--31#775--32#111--32#446--32#782--33#117
 21 23#0--34#419--34#754--35#098--35#426--35#762--36#096
 22 24#0--37#694--38#038--38#365--38#788--39#836--39#371
 23 25#0--41#291--41#626--41#962--42#298--42#632--42#968
 24 grade--step-7--step-8--step-9--step-11--step-12--step-13
 25 26#0--57#225--5#846--5#968--6#047--6#128--6#289--6#289

1	23v0	36v432	36v768	37v103	37v439	37v775	37v942	38v189
2	24v0	39v787	40v043	40v378	40v713	41v049	41v217	41v385
3	25v0	43v304	43v639	43v975	44v310	44v646	44v813	44v981

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
1.0	5.377	5.488	5.596	5.723	5.840	5.958	6.094	6.225	6.344	6.447	6.512	6.549	6.569
2.0	5.834	5.948	6.064	6.222	6.346	6.477	6.617	6.759	6.899	7.024	7.133	7.228	7.309
3.0	6.334	6.477	6.617	6.759	6.900	7.041	7.189	7.336	7.497	7.658	7.813	7.972	8.136
4.0	6.885	7.041	7.189	7.336	7.497	7.658	7.824	7.994	8.168	8.342	8.521	8.704	8.891
5.0	7.488	7.658	7.824	7.994	8.168	8.342	8.521	8.704	8.891	9.081	9.272	9.463	9.655
6.0	8.154	8.342	8.521	8.704	8.891	9.081	9.272	9.463	9.655	9.848	10.042	10.236	10.430
7.0	8.878	9.081	9.272	9.463	9.655	9.848	10.042	10.236	10.430	10.624	10.818	11.012	11.206
8.0	9.678	9.900	10.121	10.342	10.570	10.798	11.040	11.282	11.530	11.778	12.026	12.274	12.522
9.0	10.517	10.749	10.980	11.212	11.450	11.689	11.940	12.192	12.443	12.694	12.946	13.197	13.448
10.0	11.394	11.637	11.880	12.122	12.363	12.604	12.845	13.086	13.327	13.568	13.809	14.050	14.291
11.0	12.311	12.554	12.797	13.039	13.281	13.523	13.765	14.007	14.249	14.491	14.733	14.975	15.217
12.0	13.268	13.511	13.754	14.000	14.246	14.492	14.738	14.984	15.230	15.476	15.722	15.968	16.214
13.0	14.264	14.507	14.750	15.000	15.246	15.492	15.738	15.984	16.230	16.476	16.722	16.968	17.214
14.0	15.300	15.543	15.786	16.032	16.278	16.524	16.770	17.016	17.262	17.508	17.754	18.000	18.246
15.0	16.376	16.619	16.862	17.108	17.354	17.600	17.846	18.092	18.338	18.584	18.830	19.076	19.322
16.0	17.492	17.735	17.978	18.224	18.470	18.716	18.962	19.208	19.454	19.700	19.946	20.192	20.438
17.0	18.648	18.891	19.134	19.380	19.626	19.872	20.118	20.364	20.610	20.856	21.102	21.348	21.594
18.0	19.844	20.087	20.330	20.576	20.822	21.068	21.314	21.560	21.806	22.052	22.298	22.544	22.790
19.0	21.080	21.323	21.566	21.812	22.058	22.304	22.550	22.796	23.042	23.288	23.534	23.780	24.026
20.0	22.356	22.600	22.846	23.092	23.338	23.584	23.830	24.076	24.322	24.568	24.814	25.060	25.306
21.0	23.672	23.915	24.158	24.404	24.650	24.896	25.142	25.388	25.634	25.880	26.126	26.372	26.618
22.0	25.028	25.271	25.514	25.760	26.006	26.252	26.498	26.744	26.990	27.236	27.482	27.728	27.974
23.0	26.424	26.667	26.910	27.156	27.402	27.648	27.894	28.140	28.386	28.632	28.878	29.124	29.370
24.0	27.860	28.103	28.346	28.592	28.838	29.084	29.330	29.576	29.822	30.068	30.314	30.560	30.806
25.0	29.336	29.579	29.822	30.068	30.314	30.560	30.806	31.052	31.298	31.544	31.790	32.036	32.282
26.0	30.852	31.095	31.338	31.584	31.830	32.076	32.322	32.568	32.814	33.060	33.306	33.552	33.798
27.0	32.408	32.651	32.894	33.140	33.386	33.632	33.878	34.124	34.370	34.616	34.862	35.108	35.354
28.0	34.004	34.247	34.490	34.736	34.982	35.228	35.474	35.720	35.966	36.212	36.458	36.704	36.950
29.0	35.640	35.883	36.126	36.372	36.618	36.864	37.110	37.356	37.602	37.848	38.094	38.340	38.586
30.0	37.316	37.559	37.802	38.048	38.294	38.540	38.786	39.032	39.278	39.524	39.770	40.016	40.262
31.0	39.032	39.275	39.518	39.764	40.010	40.256	40.502	40.748	40.994	41.240	41.486	41.732	41.978
32.0	40.788	41.031	41.274	41.520	41.766	42.012	42.258	42.504	42.750	42.996	43.242	43.488	43.734
33.0	42.584	42.827	43.070	43.316	43.562	43.808	44.054	44.300	44.546	44.792	45.038	45.284	45.530
34.0	44.420	44.663	44.906	45.152	45.398	45.644	45.890	46.136	46.382	46.628	46.874	47.120	47.366
35.0	46.296	46.539	46.782	47.028	47.274	47.520	47.766	48.012	48.258	48.504	48.750	48.996	49.242

1 Section 4. Pay matrix for fiscal year ending June 30,
2 1979.

3 Grade	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6
4 1#0			6v031	6v120	6v210	6v326
5 2#0	6v210	6v326	6v443	6v567	6v691	6v820
6 3#0	6v691	6v820	6v951	7v081	7v212	7v356
7 4#0	7v212	7v356	7v501	7v645	7v790	7v941
8 5#0	7v790	7v941	8v092	8v256	8v421	8v593
9 6#0	8v421	8v593	8v765	8v943	9v121	9v306
10 7#0	9v121	9v306	9v493	9v685	9v870	10v083
11 8#0	9v870	10v083	10v289	10v502	10v716	10v942
12 9#0	10v716	10v942	11v160	11v402	11v635	11v883
13 9#5	11v175	11v412	11v649	11v893	12v137	12v394
14 10#0	11v635	11v883	12v130	12v384	12v638	12v906
15 10#5	12v139	12v394	12v653	12v923	13v194	13v477
16 11#0	12v638	12v906	13v174	13v462	13v750	14v045
17 11#5	13v194	13v477	13v761	14v058	14v350	14v664
18 12#0	13v750	14v045	14v341	14v650	14v959	15v282
19 12#5	14v350	14v664	14v974	15v297	15v619	15v959
20 13#0	14v959	15v282	15v605	15v942	16v278	16v636
21 14#0	16v278	16v621	16v965	17v309	17v651	17v995
22 15#0	17v734	18v078	18v422	18v765	19v107	19v451
23 16#0	19v341	19v685	20v029	20v371	20v715	21v058
24 17#0	21v086	21v429	21v773	22v117	22v459	22v803
25 18#0	23v089	23v352	23v696	24v040	24v383	24v725

1 19#0	25v125	25v469	25v810	26v154	26v498	26v842	
2 20#0	27v433	27v774	28v110	28v462	28v806	29v149	
3 21#0	29v974	30v358	30v660	31v004	31v347	31v690	
4 22#0	32v761	33v185	33v449	33v792	34v135	34v478	
5 23#0	35v811	36v154	36v498	36v842	37v186	37v527	
6 24#0	39v163	39v507	39v850	40v193	40v536	40v879	
7 25#0	42v844	43v187	43v531	43v875	44v217	44v561	
8 6#0	Step-7	Step-8	Step-9	Step-10	Step-11	Step-12	Step-13
9 1#0	6v443	6v567	6v691	6v772	6v855	6v938	7v020
10 2#0	6v951	7v081	7v212	7v301	7v390	7v479	7v570
11 3#0	7v501	7v645	7v790	7v884	7v981	8v084	8v188
12 4#0	8v092	8v256	8v421	8v532	8v640	8v751	8v860
13 5#0	8v765	8v943	9v121	9v239	9v355	9v478	9v602
14 6#0	9v493	9v685	9v870	10v080	10v139	10v269	10v400
15 7#0	10v289	10v502	10v716	10v859	11v083	11v148	11v292
16 8#0	11v160	11v402	11v635	11v794	11v952	12v109	12v267
17 9#0	12v130	12v384	12v638	12v810	12v982	13v161	13v339
18 9#5	12v652	12v923	13v194	13v373	13v551	13v738	13v923
19 10#0	13v174	13v462	13v750	13v936	14v121	14v314	14v507
20 10#5	13v761	14v058	14v350	14v554	14v747	14v950	15v151
21 11#0	14v341	14v650	14v959	15v166	15v372	15v585	15v797
22 11#5	14v974	15v297	15v619	15v837	16v053	16v277	16v502
23 12#0	15v685	15v942	16v278	16v586	16v732	16v965	17v199
24 12#5	16v301	16v652	17v007	17v243	17v480	17v722	17v970
25 13#0	16v993	17v363	17v734	17v982	18v228	18v483	18v737

1	14	18	18	19	19	19	19	20
2	15	19	20	20	21	21	21	21
3	16	21	21	22	22	22	22	23
4	17	23	23	24	24	24	24	24
5	18	25	25	26	26	26	26	26
6	19	27	27	28	28	28	28	28
7	20	29	29	30	30	30	31	31
8	21	32	32	33	33	33	33	33
9	22	34	35	35	36	36	36	36
10	23	37	38	38	39	39	39	39
11	24	41	41	42	42	42	42	42
12	25	44	45	45	46	46	46	46

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
1 0	5.955	6.084	5.784	5.911	6.031	6.120	6.210	6.226	6.441	6.527	6.591	6.772
2 0	4.414	4.554	4.691	4.820	4.951	5.081	5.212	5.356	5.491	5.627	5.761	5.895
3 0	6.912	7.044	7.173	7.304	7.431	7.556	7.681	7.804	7.924	8.041	8.156	8.271
4 0	7.463	7.610	7.750	7.891	8.024	8.154	8.281	8.404	8.524	8.641	8.756	8.871
5 0	8.066	8.247	8.421	8.593	8.765	8.943	9.121	9.304	9.483	9.661	9.841	10.021
6 0	8.734	8.931	9.121	9.304	9.483	9.661	9.841	10.021	10.201	10.376	10.551	10.726
7 0	9.454	9.670	9.878	10.083	10.289	10.492	10.691	10.883	11.076	11.261	11.441	11.621
8 0	10.254	10.489	10.714	10.942	11.168	11.394	11.615	11.831	12.041	12.241	12.431	12.621
9 5	10.695	10.918	11.135	11.342	11.549	11.751	11.947	12.134	12.311	12.476	12.631	12.781
10 0	11.134	11.387	11.635	11.873	12.110	12.344	12.571	12.791	13.004	13.201	13.381	13.551
10 5	11.615	11.879	12.139	12.394	12.653	12.914	13.174	13.421	13.661	13.891	14.111	14.321
11 0	12.091	12.347	12.598	12.844	13.084	13.314	13.531	13.741	13.941	14.131	14.311	14.481
11 5	12.622	12.910	13.184	13.457	13.721	13.974	14.221	14.461	14.691	14.911	15.121	15.321
12 0	13.153	13.454	13.750	14.041	14.324	14.591	14.841	15.071	15.281	15.471	15.641	15.801
12 5	13.733	14.047	14.358	14.664	14.974	15.279	15.571	15.841	16.091	16.321	16.531	16.721
13 0	14.307	14.635	14.959	15.282	15.605	15.924	16.231	16.521	16.791	17.041	17.271	17.481
13 5	14.886	15.233	15.578	15.921	16.261	16.591	16.901	17.191	17.461	17.711	17.941	18.151
14 0	15.466	15.833	16.201	16.561	16.911	17.241	17.551	17.841	18.111	18.361	18.591	18.801
14 5	16.056	16.444	16.834	17.214	17.581	17.931	18.261	18.571	18.861	19.131	19.381	19.611
15 0	16.656	17.064	17.474	17.874	18.261	18.621	18.961	19.281	19.581	19.861	20.121	20.361
16 0	17.266	17.694	18.124	18.544	18.951	19.341	19.701	20.041	20.361	20.661	20.931	21.181
17 0	17.886	18.334	18.784	19.224	19.651	20.061	20.441	20.791	21.111	21.411	21.681	21.921
18 0	18.516	19.084	19.654	20.214	20.761	21.281	21.771	22.231	22.661	23.061	23.431	23.771
19 0	19.156	19.744	20.334	20.914	21.471	22.001	22.501	22.971	23.411	23.821	24.191	24.521
20 0	19.806	20.414	21.034	21.644	22.231	22.791	23.321	23.811	24.261	24.681	25.061	25.401
21 0	20.466	21.094	21.734	22.364	22.971	23.541	24.071	24.561	25.011	25.421	25.791	26.121
22 0	21.136	21.784	22.444	23.094	23.721	24.311	24.861	25.371	25.841	26.271	26.661	26.991
23 0	21.816	22.484	23.164	23.834	24.481	25.091	25.661	26.191	26.681	27.131	27.541	27.911
24 0	22.506	23.194	23.894	24.584	25.251	25.881	26.471	27.021	27.531	28.001	28.431	28.821
25 0	23.206	23.914	24.634	25.354	26.041	26.691	27.301	27.871	28.401	28.891	29.341	29.751

1 ~~Section 5--Allocation--between--wages--and--health~~
 2 ~~insurance--contributions--The compensation indicated in the~~
 3 ~~matrices plus the longevity allowance provided in section--8~~
 4 ~~is the entire compensation per employee for wages and health~~
 5 ~~benefits. Any employee may, through collective bargaining or~~
 6 ~~individually if not a member of a bargaining unit, determine~~
 7 ~~the--allocation--between--the--annual wage and annual~~
 8 ~~contribution for health insurance paid by the state.~~

9 SECTION 5. ALLOCATION BETWEEN WAGES AND HEALTH
 10 INSURANCE. (A) THE DOLLAR AMOUNTS SHOWN IN THE RESPECTIVE
 11 MATRICES IN [SECTIONS 3 AND 4] REPRESENT THE MAXIMUM AMOUNT
 12 ALLOCATED BY THE STATE FOR WAGES AND HEALTH INSURANCE
 13 BENEFITS, AND EXCLUSIVE OF LONGEVITY AS DEFINED IN [SECTION
 14 6]. EXCEPT AS PROVIDED IN PARAGRAPH (B) OF THIS SECTION,
 15 THAT AMOUNT SPECIFICALLY ALLOCATED FOR HEALTH INSURANCE
 16 BENEFITS SHALL BE DETERMINED BY 11-1024. AN EMPLOYEE WHO
 17 ELECTS NOT BE TO COVERED BY A STATE HEALTH INSURANCE PLAN
 18 WILL RECEIVE AS WAGES THE AMOUNT SHOWN IN THE APPROPRIATE
 19 MATRIX LESS THE STATE CONTRIBUTION FOR HEALTH INSURANCE AS
 20 DETERMINED BY 11-1024.

21 (B) EMPLOYEES MAY, THROUGH COLLECTIVE BARGAINING,
 22 DETERMINE THE ALLOCATION OF THE AMOUNTS SHOWN IN THE
 23 MATRICES OF [SECTIONS 3 AND 4] BETWEEN WAGES AND HEALTH
 24 INSURANCE BENEFITS, EXCEPT THAT IN NO CASE MAY THE HEALTH
 25 INSURANCE ALLOCATION BE LESS THAN THE AMOUNTS PROVIDED IN

1 ~~11-1024.~~

2 ~~Section 6--Meritorious promotions--in addition to the~~
 3 ~~pay increases provided above, each agency director may grant~~
 4 ~~intra-grade promotions to employees who have demonstrated~~
 5 ~~exceptionally meritorious performance. The total cost of~~
 6 ~~such promotions may not exceed 1/2 of 1% of total budgeted~~
 7 ~~wages and salaries as approved by the budget director in the~~
 8 ~~operational budget. Promotions are exclusively a management~~
 9 ~~prerogative and, notwithstanding any other provision of~~
 10 ~~law, are not negotiable.~~

11 ~~Section 7--New hires--The salary of any employee~~
 12 ~~hired after the effective date of this act shall be at step~~
 13 ~~1 of the appropriate grade, except that an agency director~~
 14 ~~may, under the budget limitations imposed in section 6,~~
 15 ~~approve a starting salary higher than step 1.~~

16 Section 6. Longevity allowance. In addition to the
 17 compensation determined above, each employee who has
 18 completed at least 5 years of uninterrupted state service
 19 shall receive the amount obtained by multiplying the larger
 20 of \$10 a month or 10% of the difference between the base
 21 compensation for his grade and step and the base
 22 compensation for the corresponding step in the next highest
 23 grade by the number of completed, contiguous 5-year periods
 24 of uninterrupted service he has with the state. Service to
 25 the state may not be considered to have been interrupted by

1 authorized leaves of absence not exceeding 3 months or by
2 military service.

3 ~~Section 9. Exclusive procedure. The procedure~~
4 ~~established in this act for increasing compensation for~~
5 ~~state employees is in lieu of and supercedes any other plan~~
6 ~~or system of pay increases. No contract may be negotiated~~
7 ~~which provides compensation in excess of that provided in~~
8 ~~this act. A member of a bargaining unit may receive an~~
9 ~~increase in compensation only in the event the bargaining~~
10 ~~unit has ratified a contract with the state covering all~~
11 ~~compensation for the pertinent fiscal year.~~

12 SECTION 7. EXCEPTIONS FOR COLLECTIVE BARGAINING.

13 (A) THE PROCEDURE ESTABLISHED IN THIS ACT FOR INCREASING
14 COMPENSATION FOR STATE EMPLOYEES IS IN LIEU OF AND
15 SUPERCEDES ANY OTHER SUCH PLANS OR SYSTEMS EXCEPT THOSE
16 PLANS NEGOTIATED WITH THE BLUE COLLAR CRAFTS AND TEACHERS IN
17 ACCORDANCE WITH PROVISIONS OF SECTION 59, CHAPTER 16, R.C.M.
18 THE TOTAL AMOUNT OF COMPENSATION WHICH MAY BE USED TO
19 IMPLEMENT ANY SUCH PLAN MAY NOT EXCEED THE TOTAL AMOUNT OF
20 FUNDING THAT WOULD BE REQUIRED TO FUND APPLICATION OF THE
21 MATRICES IN [SECTIONS 3 AND 4] TO THE EMPLOYEES COVERED BY
22 THE NEGOTIATED PLAN.

23 (B) A MEMBER OF A BARGAINING UNIT MAY RECEIVE
24 NEGOTIATED INCREASES IN COMPENSATION ONLY AFTER THE
25 BARGAINING UNIT HAS RATIFIED THE NEGOTIATED PLAN OR SYSTEM

1 FOR THE BIENNIUM, SHOULD SUCH NEGOTIATIONS AND SUBSEQUENT
2 RATIFICATION PROCESS NOT BE COMPLETED BY THE BEGINNING OF
3 THE BIENNIUM, RETROACTIVITY TO THE BEGINNING OF THE BIENNIUM
4 SHALL BE NEGOTIABLE.

5 Section 8. Rules. The department of administration,
6 subject to approval by the budget director, may promulgate
7 rules not inconsistent with the provisions of this act,
8 COLLECTIVE BARGAINING STATUTES OR NEGOTIATED CONTRACTS, to
9 carry out the purposes of the act.

10 Section 9. Appropriation. There is appropriated to the
11 budget director \$2,268,225 for the fiscal year ending June
12 30, 1978, and \$5,042,600 for the fiscal year ending June 30,
13 1979, from the state general fund to carry out the
14 provisions of this act as it pertains to executive branch
15 agencies, not including units of the university system. The
16 budget director is authorized to increase the expenditure
17 authority of executive branch agencies, not including units
18 of the university system, by \$3,641,692 for the fiscal year
19 ending June 30, 1978, and by \$8,237,724 for the fiscal year
20 ending June 30, 1979, from funds other than the state
21 general funds which accrue under provisions of law to the
22 respective agencies to carry out the provisions of this act.

23 Section 10. Reversion. Appropriated funds not spent at
24 the end of the fiscal year shall revert to the fund from
25 which they were appropriated.

1 SECTION 11. SECTION 11-1024, R.C.M. 1947, IS AMENDED
2 TO READ AS FOLLOWS:

3 *11-1024. Group insurance for all departments,
4 bureaus, boards, commissions and agencies of the state of
5 Montana, county, city, and town officers and employees --
6 authority -- approval of employees -- limit on
7 contributions. (1) All departments, bureaus, boards,
8 commissions and agencies of the state of Montana, and all
9 counties, cities and towns shall upon approval by two-thirds
10 (2/3) vote of the officers and employees of each such
11 department, bureau, board, commission, agency, county, city
12 and town, enter into group hospitalization, medical, health
13 including long-term disability, accident and/or group life
14 insurance contracts or plans for the benefit of their
15 officers, employees and their dependents, and the respective
16 administrative and governing bodies shall pay for such
17 insurance ~~ten--dollars--(\$10) per month~~ the amount specified
18 in this section, for each officer, employee, and legislator,
19 ~~and provided that--for~~ For all employees as defined in
20 subsection (2) of this section other than members of
21 collective bargaining units and for members of the
22 legislature, such payment for insurance ~~may be an amount~~
23 ~~equal to twelve (12) times the monthly rate, but may not~~
24 ~~exceed one hundred twenty dollars (\$120)~~ shall be \$240 per
25 year for the fiscal year ending June 30, 1978 and \$360 per

1 year for each fiscal year thereafter. The employer shall
2 prorate this amount for employees who work less than 2,080
3 hours per year. However, for For employees of elementary and
4 high school districts and of local government units, the
5 employer's premium contributions may exceed but shall not be
6 less than ~~the amount--specified--in--this--section~~ \$10 per
7 month.

8 For state employee members of a collective bargaining
9 unit, the employer shall pay the amount negotiated with the
10 collective bargaining unit.

11 (2) In this section, as it applies to a person
12 employed in the executive or legislative branches of state
13 government, "employee" means:

14 (a) a permanent full-time employee as defined in
15 section 59-1007.1;

16 (b) a part-time employee as defined in section
17 59-1007.1 who is scheduled to work at least twenty (20)
18 hours per week;

19 (c) a person employed in a seasonal position as
20 defined in section 59-1007.1 who is employed on a regular
21 basis at least eight (8) months of the fiscal year."

-End-

1 HOUSE BILL NO. 834
 2 INTRODUCED BY SOUTH,
 3 DRISCOLL, MARKS, MOORE, MELOY

4
 5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH AND FUND A
 6 COMPENSATION PLAN FOR STATE EMPLOYEES FOR THE 1979 BIENNIUM;
 7 AMENDING SECTION 11-1024, R.C.M., 1947."

8
 9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

10 Section 1. Definitions. As used in this act, EXCEPT
 11 FOR THE SECTION AMENDING 11-1024, the following definitions
 12 apply:

13 (1) "Employee" means any state employee other than an
 14 employee excepted under 59-904 from the statewide
 15 classification system.

16 (2) "Compensation" means the annual wage or salary
 17 plus the annual state contribution of health insurance
 18 premiums under provisions of 11-1024.

19 Section 2. Procedures for utilizing pay schedules. (1)
 20 The pay matrix provided in section 3 indicates the annual
 21 compensation for the fiscal year ending June 30, 1978, for
 22 each step and grade for positions classified under
 23 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
 24 COLLECTIVE BARGAINING UNITS, THE "compensation of each
 25 employee shall, on the first day of the first pay period in

1 July, 1977, as determined by the budget director, be that
 2 amount which corresponds to the grade and step occupied on
 3 June 30, 1977. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 4 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 5 OF ADMINISTRATION, PROVIDED THAT IF THE EMPLOYEE'S
 6 ANNIVERSARY DATE FALLS BETWEEN (INCLUSIVE) JULY 1 AND THE
 7 FIRST DAY OF THE FIRST PAY PERIOD OF 1977, HE OR SHE WILL
 8 ADVANCE ONE STEP ON THE FIRST DAY OF THAT PAY PERIOD.

9 (2) The pay matrix provided in section 4 indicates the
 10 annual compensation for the fiscal year ending June 30,
 11 1979, for each step and grade for positions classified under
 12 provisions of law. The EXCEPT AS PROVIDED IN [SECTION 7] FOR
 13 COLLECTIVE BARGAINING UNITS, THE compensation of each
 14 employee shall, on the first day of the first pay period in
 15 July, 1978, as determined by the budget director, be that
 16 amount which corresponds to the grade and step occupied on
 17 June 30, 1978. THE EMPLOYEE WILL ADVANCE ONE STEP ON THE
 18 EMPLOYEE'S ANNIVERSARY DATE AS DETERMINED BY THE DEPARTMENT
 19 OF ADMINISTRATION, PROVIDED THAT IF THE EMPLOYEE'S
 20 ANNIVERSARY DATE FALLS BETWEEN (INCLUSIVE) JULY 1 AND THE
 21 FIRST DAY OF THE FIRST PAY PERIOD OF 1978, HE OR SHE WILL
 22 ADVANCE ONE STEP ON THE FIRST DAY OF THAT PAY PERIOD.

23 Section 3. Pay matrix for fiscal year ending June 30,
 24 1978.
 25 Grade --- Step 1 --- Step 2 --- Step 3 --- Step 4 --- Step 5 --- Step 6

1 ~~1w0-----5v323-----5v418-----5v498-----5v611~~
2 ~~2w0-----5v498-----5v611-----5v725-----5v846-----5v968-----6v094~~
3 ~~3w0-----5v968-----6v094-----6v222-----6v349-----6v477-----6v617~~
4 ~~4w0-----6v477-----6v617-----6v759-----6v900-----7v041-----7v189~~
5 ~~5w0-----7v041-----7v189-----7v336-----7v497-----7v658-----7v826~~
6 ~~6w0-----7v658-----7v826-----7v994-----8v168-----8v342-----8v523~~
7 ~~7w0-----8v342-----8v523-----8v705-----8v893-----9v081-----9v282~~
8 ~~8w0-----9v081-----9v282-----9v483-----9v691-----9v900-----10v121~~
9 ~~9w0-----9v900-----10v121-----10v342-----10v578-----10v798-----11v040~~
10 ~~9w5-----10v349-----10v580-----10v812-----11v058-----11v209-----11v540~~
11 ~~10w0-----10v798-----11v040-----11v282-----11v530-----11v778-----12v040~~
12 ~~10w5-----11v291-----11v540-----11v793-----12v057-----12v321-----12v598~~
13 ~~11w0-----11v778-----12v040-----12v302-----12v583-----12v865-----13v153~~
14 ~~11w5-----12v321-----12v598-----12v875-----13v165-----13v459-----13v758~~
15 ~~12w0-----12v865-----13v153-----13v442-----13v744-----14v046-----14v361~~
16 ~~12w5-----13v459-----13v758-----14v068-----14v376-----14v691-----15v023~~
17 ~~13w0-----14v046-----14v361-----14v677-----15v086-----15v335-----15v684~~
18 ~~14w0-----15v335-----15v678-----16v086-----16v342-----16v676-----17v012~~
19 ~~15w0-----16v757-----17v093-----17v429-----17v764-----18v099-----18v435~~
20 ~~16w0-----18v327-----18v663-----18v999-----19v334-----19v678-----20v085~~
21 ~~17w0-----20v832-----20v367-----20v703-----21v039-----21v374-----21v710~~
22 ~~18w0-----21v911-----22v246-----22v582-----22v918-----23v253-----23v588~~
23 ~~19w0-----23v978-----24v314-----24v648-----24v984-----25v320-----25v656~~
24 ~~20w0-----26v233-----26v567-----26v903-----27v239-----27v575-----27v910~~
25 ~~21w0-----28v716-----29v091-----29v386-----29v722-----30v058-----30v393~~

1 ~~22w0-----31v439-----31v775-----32v111-----32v446-----32v782-----33v117~~
2 ~~23w0-----34v419-----34v754-----35v090-----35v426-----35v762-----36v096~~
3 ~~24w0-----37v694-----38v030-----38v365-----38v700-----39v036-----39v371~~
4 ~~25w0-----41v291-----41v626-----41v962-----42v298-----42v632-----42v968~~
5 ~~Grade-Step-7-Step-8-Step-9-Step-10-Step-11-Step-12-Step-13~~
6 ~~1w0-----5v725-----5v846-----5v968-----6v047-----6v128-----6v209-----6v289~~
7 ~~2w0-----6v222-----6v349-----6v477-----6v564-----6v651-----6v738-----6v826~~
8 ~~3w0-----6v759-----6v900-----7v041-----7v133-----7v228-----7v329-----7v430~~
9 ~~4w0-----7v336-----7v497-----7v658-----7v766-----7v872-----7v980-----8v087~~
10 ~~5w0-----7v994-----8v168-----8v342-----8v457-----8v578-----8v691-----8v812~~
11 ~~6w0-----8v785-----8v893-----9v081-----9v288-----9v336-----9v463-----9v591~~
12 ~~7w0-----9v483-----9v691-----9v988-----10v048-----10v181-----10v322-----10v463~~
13 ~~8w0-----10v342-----10v578-----10v798-----10v953-----11v188-----11v261-----11v416~~
14 ~~9w0-----11v282-----11v530-----11v778-----11v946-----12v114-----12v289-----12v463~~
15 ~~9w5-----11v792-----12v057-----12v321-----12v496-----12v678-----12v853-----13v034~~
16 ~~10w0-----12v382-----12v583-----12v865-----13v046-----13v227-----13v416-----13v684~~
17 ~~10w5-----12v875-----13v165-----13v459-----13v658-----13v839-----14v037-----14v233~~
18 ~~11w0-----13v442-----13v744-----14v046-----14v248-----14v449-----14v657-----14v865~~
19 ~~11w5-----14v868-----14v376-----14v691-----14v904-----15v115-----15v334-----15v553~~
20 ~~12w0-----14v677-----15v086-----15v335-----15v557-----15v778-----16v086-----16v234~~
21 ~~12w5-----15v357-----15v788-----16v047-----16v277-----16v509-----16v745-----16v988~~
22 ~~13w0-----16v833-----16v395-----16v757-----16v999-----17v248-----17v489-----17v737~~
23 ~~14w0-----17v348-----17v684-----18v019-----18v355-----18v698-----18v857-----19v025~~
24 ~~15w0-----18v778-----19v186-----19v442-----19v777-----20v112-----20v288-----20v448~~
25 ~~16w0-----20v341-----20v676-----21v012-----21v348-----21v682-----21v858-----22v018~~

1	17#0	22#046	22#380	22#716	23#052	23#387	23#555	23#723
2	18#0	23#924	24#259	24#595	24#931	25#267	25#433	25#601
3	19#0	25#998	26#326	26#662	26#997	27#333	27#501	27#669
4	20#0	28#246	28#582	28#916	29#252	29#588	29#756	29#924
5	21#0	30#728	31#064	31#399	31#735	32#071	32#239	32#407
6	22#0	33#453	33#788	34#124	34#460	34#795	34#962	35#130
7	23#0	36#432	36#768	37#103	37#439	37#775	37#942	38#109
8	24#0	39#787	40#043	40#378	40#713	41#049	41#217	41#385
9	25#0	43#384	43#639	43#975	44#310	44#646	44#813	44#981

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
1.0	5.777	5.408	5.204	5.323	5.410	5.498	5.611	5.725	5.844	5.948	6.047	6.128
2.0	5.816	5.968	6.094	6.222	6.349	6.477	6.617	6.759	6.899	7.041	7.183	7.328
3.0	6.834	6.477	6.617	6.759	6.900	7.041	7.189	7.336	7.497	7.658	7.824	7.980
4.0	6.985	7.041	7.189	7.336	7.487	7.658	7.824	7.994	8.169	8.342	8.527	8.691
5.0	7.488	7.658	7.824	7.994	8.168	8.342	8.523	8.705	8.893	9.081	9.268	9.453
6.0	8.154	8.342	8.523	8.705	8.893	9.081	9.262	9.483	9.691	9.900	10.040	10.322
7.0	8.978	9.081	9.282	9.483	9.681	9.800	10.121	10.342	10.570	10.798	10.953	11.108
8.0	9.578	9.900	10.121	10.342	10.570	10.798	11.040	11.282	11.530	11.778	11.944	12.114
9.0	10.117	10.349	10.580	10.812	11.050	11.289	11.540	11.792	12.057	12.321	12.494	12.670
10.0	10.556	10.798	11.040	11.282	11.530	11.778	12.040	12.302	12.583	12.845	13.046	13.227
10.5	11.077	11.291	11.540	11.793	12.057	12.321	12.599	12.875	13.155	13.439	13.650	13.819
11.0	11.4513	11.778	12.040	12.302	12.593	12.865	13.153	13.442	13.744	14.046	14.248	14.449
11.5	12.044	12.321	12.598	12.875	13.145	13.459	13.758	14.060	14.374	14.691	14.904	15.115
12.0	12.575	12.865	13.153	13.442	13.744	14.046	14.361	14.677	15.006	15.335	15.557	15.778
12.5	13.155	13.459	13.758	14.040	14.374	14.691	15.023	15.357	15.700	16.047	16.377	16.509
13.0	13.729	14.046	14.361	14.677	15.006	15.335	15.684	16.033	16.395	16.757	17.140	17.489
13.5	14.098	15.335	15.670	16.006	16.342	16.676	17.012	17.348	17.684	18.019	18.355	18.690
14.0	14.478	16.757	17.093	17.429	17.744	18.099	18.435	18.770	19.104	19.442	19.777	20.112
14.5	17.912	18.327	18.653	18.999	19.334	19.670	20.005	20.341	20.676	21.013	21.348	21.682
17.0	19.478	20.032	20.367	20.703	21.039	21.374	21.710	22.046	22.380	22.716	23.052	23.387
18.0	21.413	21.911	22.446	22.918	23.391	23.853	24.315	24.778	25.240	25.702	26.164	26.626
19.0	23.433	23.978	24.314	24.648	24.984	25.320	25.656	25.990	26.324	26.642	26.977	27.313
20.0	25.636	26.233	26.567	26.903	27.239	27.575	27.910	28.246	28.582	28.916	29.252	29.588
21.0	28.062	28.716	29.091	29.384	29.722	30.058	30.393	30.728	31.064	31.399	31.735	32.071
22.0	30.723	31.430	31.775	32.111	32.446	32.782	33.117	33.453	33.788	34.124	34.460	34.795
23.0	33.434	34.419	34.954	35.090	35.426	35.762	36.096	36.432	36.768	37.104	37.439	37.775
24.0	36.914	37.484	38.020	38.365	38.700	39.036	39.371	39.707	40.043	40.378	40.713	41.049
25.0	40.348	41.291	41.626	41.962	42.298	42.632	42.968	43.304	43.640	43.975	44.310	44.646

1 Section 4. Pay matrix for fiscal year ending June 30,
 2 1979.

3 Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4 1-0			6,031	6,120	6,210	6,326
5 2-0	6,210	6,326	6,443	6,567	6,691	6,820
6 3-0	6,691	6,820	6,951	7,081	7,212	7,356
7 4-0	7,212	7,356	7,501	7,645	7,790	7,941
8 5-0	7,790	7,941	8,092	8,256	8,421	8,593
9 6-0	8,421	8,593	8,765	8,943	9,121	9,306
10 7-0	9,121	9,306	9,493	9,685	9,878	10,083
11 8-0	9,878	10,083	10,289	10,502	10,716	10,942
12 9-0	10,716	10,942	11,168	11,402	11,635	11,883
13 9-5	11,175	11,412	11,649	11,893	12,137	12,394
14 10-0	11,635	11,883	12,130	12,384	12,638	12,906
15 10-5	12,139	12,394	12,653	12,923	13,194	13,477
16 11-0	12,638	12,906	13,174	13,462	13,750	14,045
17 11-5	13,194	13,477	13,761	14,058	14,358	14,664
18 12-0	13,750	14,045	14,341	14,650	14,959	15,282
19 12-5	14,358	14,664	14,974	15,297	15,619	15,959
20 13-0	14,959	15,282	15,605	15,942	16,278	16,636
21 14-0	16,278	16,621	16,965	17,309	17,651	17,995
22 15-0	17,734	18,078	18,422	18,765	19,107	19,451
23 16-0	19,341	19,685	20,029	20,371	20,715	21,058
24 17-0	21,086	21,429	21,773	22,117	22,459	22,803
25 18-0	23,009	23,352	23,696	24,040	24,383	24,725

1 19-0	25,125	25,469	25,810	26,154	26,498	26,842	
2 20-0	27,433	27,774	28,110	28,452	28,806	29,149	
3 21-0	29,974	30,358	30,660	31,084	31,347	31,690	
4 22-0	32,761	33,105	33,449	33,792	34,135	34,478	
5 23-0	35,811	36,154	36,498	36,842	37,186	37,527	
6 24-0	39,163	39,507	39,850	40,193	40,536	40,879	
7 25-0	42,844	43,187	43,531	43,875	44,217	44,561	
8 Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
9 1-0	6,443	6,567	6,691	6,772	6,855	6,938	7,020
10 2-0	6,951	7,081	7,212	7,301	7,390	7,479	7,570
11 3-0	7,501	7,645	7,790	7,884	7,981	8,084	8,188
12 4-0	8,092	8,256	8,421	8,532	8,648	8,751	8,860
13 5-0	8,765	8,943	9,121	9,239	9,355	9,478	9,602
14 6-0	9,493	9,685	9,878	10,000	10,139	10,269	10,400
15 7-0	10,209	10,502	10,716	10,859	11,003	11,140	11,292
16 8-0	11,168	11,402	11,635	11,794	11,952	12,109	12,267
17 9-0	12,138	12,384	12,638	12,810	12,982	13,161	13,339
18 9-5	12,652	12,923	13,194	13,373	13,551	13,730	13,923
19 10-0	13,174	13,462	13,750	13,936	14,121	14,314	14,507
20 10-5	13,761	14,058	14,358	14,554	14,747	14,950	15,151
21 11-0	14,341	14,650	14,959	15,166	15,372	15,585	15,797
22 11-5	14,974	15,297	15,619	15,837	16,053	16,277	16,502
23 12-0	15,605	15,942	16,278	16,586	16,732	16,965	17,199
24 12-5	16,301	16,652	17,007	17,243	17,480	17,722	17,970
25 13-0	16,993	17,363	17,734	17,982	18,228	18,483	18,737

1	14w0	18y339	18y683	19y826	19y369	19y712	19y883	20y855
2	15w0	19y794	20y138	20y482	20y825	21y168	21y348	21y512
3	16w0	21y482	21y745	22y889	22y433	22y775	22y947	23y119
4	17w0	23y147	23y489	23y833	24y177	24y520	24y692	24y864
5	18w0	25y869	25y412	25y756	26y188	26y444	26y614	26y786
6	19w0	27y184	27y528	27y872	28y215	28y558	28y738	28y982
7	20w0	29y493	29y837	30y179	30y523	30y866	31y838	31y218
8	21w0	32y833	32y377	32y720	33y864	33y408	33y588	33y752
9	22w0	34y822	35y165	35y509	35y853	36y196	36y367	36y539
10	23w0	37y871	38y215	38y558	38y902	39y246	39y417	39y588
11	24w0	41y223	41y567	41y910	42y253	42y597	42y769	42y941
12	25w0	44y985	45y248	45y592	45y934	46y278	46y449	46y621

1	0	5+784	5+911	6+031	6+120	6+210	6+326	6+443	6+547	6+691	6+772	6+855
2	0	6+084	6+210	6+326	6+443	6+547	6+691	6+855	7+061	7+210	7+301	7+390
3	0	6+556	6+691	6+855	6+951	7+061	7+210	7+301	7+443	7+594	7+684	7+791
4	0	6+912	7+061	7+210	7+356	7+505	7+654	7+803	7+952	8+101	8+250	8+400
5	0	7+268	7+417	7+566	7+715	7+864	8+013	8+162	8+311	8+460	8+609	8+758
6	0	8+044	8+193	8+342	8+491	8+640	8+789	8+938	9+087	9+236	9+385	9+534
7	0	8+724	8+873	9+022	9+171	9+320	9+469	9+618	9+767	9+916	10+065	10+214
8	0	9+454	9+603	9+752	9+901	10+050	10+199	10+348	10+497	10+646	10+795	10+944
9	0	10+236	10+385	10+534	10+683	10+832	10+981	11+130	11+279	11+428	11+577	11+726
10	0	10+658	10+807	10+956	11+105	11+254	11+403	11+552	11+701	11+850	11+999	12+148
11	0	11+154	11+303	11+452	11+601	11+750	11+899	12+048	12+197	12+346	12+495	12+644
12	0	12+091	12+240	12+389	12+538	12+687	12+836	12+985	13+134	13+283	13+432	13+581
13	0	13+153	13+302	13+451	13+600	13+749	13+898	14+047	14+196	14+345	14+494	14+643
14	0	14+307	14+456	14+605	14+754	14+903	15+052	15+201	15+350	15+499	15+648	15+797
15	0	15+564	15+713	15+862	16+011	16+160	16+309	16+458	16+607	16+756	16+905	17+054
16	0	16+826	16+975	17+124	17+273	17+422	17+571	17+720	17+869	18+018	18+167	18+316
17	0	18+490	18+639	18+788	18+937	19+086	19+235	19+384	19+533	19+682	19+831	19+980
18	0	20+156	20+305	20+454	20+603	20+752	20+901	21+050	21+199	21+348	21+497	21+646
19	0	21+921	22+070	22+219	22+368	22+517	22+666	22+815	22+964	23+113	23+262	23+411
20	0	24+031	24+180	24+329	24+478	24+627	24+776	24+925	25+074	25+223	25+372	25+521
21	0	26+214	26+363	26+512	26+661	26+810	26+959	27+108	27+257	27+406	27+555	27+704
22	0	28+440	28+589	28+738	28+887	29+036	29+185	29+334	29+483	29+632	29+781	29+930
23	0	31+301	31+450	31+600	31+749	31+898	32+047	32+196	32+345	32+494	32+643	32+792
24	0	34+212	34+361	34+510	34+659	34+808	34+957	35+106	35+255	35+404	35+553	35+702
25	0	37+412	37+561	37+710	37+859	38+008	38+157	38+306	38+455	38+604	38+753	38+902
26	0	40+926	41+075	41+224	41+373	41+522	41+671	41+820	41+969	42+118	42+267	42+416

1 ~~Section 5--Allocation--between--wages--and--health~~
 2 ~~insurance--contributions--The compensation indicated in the~~
 3 ~~matrices plus the longevity allowance provided in section 6~~
 4 ~~is the entire compensation per employee for wages and health~~
 5 ~~benefits. Any employee may, through collective bargaining or~~
 6 ~~individually if not a member of a bargaining unit, determine~~
 7 ~~the--allocation--between--the--annual--wage--and--annual~~
 8 ~~contribution for health insurance paid by the state.~~

9 SECTION 5. ALLOCATION BETWEEN WAGES AND HEALTH
 10 INSURANCE. (1) THE DOLLAR AMOUNTS SHOWN IN THE RESPECTIVE
 11 MATRICES IN [SECTIONS 3 AND 4] REPRESENT THE MAXIMUM AMOUNT
 12 ALLOCATED BY THE STATE FOR WAGES AND HEALTH INSURANCE
 13 BENEFITS, EXCLUSIVE OF LONGEVITY AS DEFINED IN [SECTION 6].
 14 EXCEPT AS PROVIDED IN SUBSECTION (2) OF THIS SECTION, THAT
 15 AMOUNT SPECIFICALLY ALLOCATED FOR HEALTH INSURANCE BENEFITS
 16 SHALL BE DETERMINED BY 11-1024. AN EMPLOYEE WHO ELECTS NOT
 17 BE TO COVERED BY A STATE HEALTH INSURANCE PLAN WILL RECEIVE
 18 AS WAGES THE AMOUNT SHOWN IN THE APPROPRIATE MATRIX LESS THE
 19 STATE CONTRIBUTION FOR HEALTH INSURANCE AS DETERMINED BY
 20 11-1024.

21 (2) EMPLOYEES MAY, THROUGH COLLECTIVE BARGAINING,
 22 DETERMINE THE ALLOCATION OF THE AMOUNTS SHOWN IN THE
 23 MATRICES OF [SECTIONS 3 AND 4] BETWEEN WAGES AND HEALTH
 24 INSURANCE BENEFITS, EXCEPT THAT IN NO CASE MAY THE HEALTH
 25 INSURANCE ALLOCATION BE LESS THAN THE AMOUNTS PROVIDED IN

1 ~~11-1024.~~

2 ~~Section 6--Meritorious promotions--in addition to the~~
 3 ~~pay increases provided above, each agency director may grant~~
 4 ~~intra-grade--promotions--to--employees--who--have--demonstrated~~
 5 ~~exceptionally meritorious performance. The total cost of~~
 6 ~~such--promotions--may--not--exceed--1/2--of--1%--of--total--budgeted~~
 7 ~~wages and salaries as approved by the budget director in the~~
 8 ~~operational budget. Promotions are exclusively a management~~
 9 ~~prerogative and, notwithstanding any other provision of~~
 10 ~~law, are not negotiable.~~

11 ~~Section 7--New hires--The salary of any employee~~
 12 ~~hired after the effective date of this act shall be at step~~
 13 ~~1 of the appropriate grade, except that an agency director~~
 14 ~~may, under the budget limitations imposed in section 6,~~
 15 ~~approve a starting salary higher than step 1.~~

16 Section 6. Longevity allowance. In addition to the
 17 compensation determined above, each employee who has
 18 completed at least 5 years of uninterrupted state service
 19 shall receive the amount obtained by multiplying the larger
 20 of \$10 a month or 10% of the difference between the base
 21 compensation for his grade and step and the base
 22 compensation for the corresponding step in the next highest
 23 grade by the number of completed, contiguous 5-year periods
 24 of uninterrupted service he has with the state. Service to
 25 the state may not be considered to have been interrupted by

1 authorized leaves of absence ~~not exceeding 3 months or by~~
 2 ~~military service.~~

3 ~~Section 9. Exclusive procedures. The procedure~~
 4 ~~established in this act for increasing compensation for~~
 5 ~~state employees is in lieu of and supercedes any other plan~~
 6 ~~or system of pay increases. No contract may be negotiated~~
 7 ~~which provides compensation in excess of that provided in~~
 8 ~~this act. A member of a bargaining unit may receive an~~
 9 ~~increase in compensation only in the event the bargaining~~
 10 ~~unit has ratified a contract with the state covering all~~
 11 ~~compensation for the pertinent fiscal year.~~

12 SECTION 7. EXCEPTIONS FOR COLLECTIVE BARGAINING. (1)
 13 THE PROCEDURE ESTABLISHED IN THIS ACT FOR INCREASING
 14 COMPENSATION FOR STATE EMPLOYEES IS IN LIEU OF AND
 15 SUPERSEDES ANY OTHER SUCH PLANS OR SYSTEMS EXCEPT THOSE
 16 PLANS NEGOTIATED WITH THE BLUE COLLAR CRAFTS AND TEACHERS IN
 17 ACCORDANCE WITH PROVISIONS OF TITLE 59, CHAPTER 16. THE
 18 TOTAL AMOUNT OF COMPENSATION WHICH MAY BE USED TO IMPLEMENT
 19 ANY SUCH PLAN MAY NOT EXCEED THE TOTAL AMOUNT OF FUNDING
 20 THAT WOULD BE REQUIRED TO FUND APPLICATION OF THE MATRICES
 21 IN [SECTIONS 3 AND 4] TO THE EMPLOYEES COVERED BY THE
 22 NEGOTIATED PLAN.

23 (2) A MEMBER OF A BARGAINING UNIT MAY RECEIVE
 24 NEGOTIATED INCREASES IN COMPENSATION ONLY AFTER THE
 25 BARGAINING UNIT HAS RATIFIED THE NEGOTIATED PLAN OR SYSTEM

1 FOR THE BIENNIUM. SHOULD SUCH NEGOTIATIONS AND SUBSEQUENT
 2 RATIFICATION PROCESS NOT BE COMPLETED BY THE BEGINNING OF
 3 THE BIENNIUM, RETROACTIVITY TO THE BEGINNING OF THE BIENNIUM
 4 SHALL BE NEGOTIABLE.

5 Section 8. Rules. The department of administration,
 6 subject to approval by the budget director, may promulgate
 7 rules not inconsistent with the provisions of this act,
 8 COLLECTIVE BARGAINING STATUTES OR NEGOTIATED CONTRACTS, to
 9 carry out the purposes of the act.

10 Section 9. Appropriation. There is appropriated to the
 11 budget director ~~\$2,268,225~~ \$2,208,225 for the fiscal year
 12 ending June 30, 1978, and ~~\$5,842,600~~ \$4,902,600 for the
 13 fiscal year ending June 30, 1979, from the state general
 14 fund to carry out the provisions of this act as it pertains
 15 to executive branch agencies, not including units of the
 16 university system. The budget director is authorized to
 17 increase the expenditure authority of executive branch
 18 agencies, not including units of the university system, by
 19 ~~\$3,641,692~~ \$3,581,692 for the fiscal year ending June 30,
 20 1978, and by ~~\$8,237,724~~ \$8,097,724 for the fiscal year
 21 ending June 30, 1979, from funds other than the state
 22 general funds which accrue under provisions of law to the
 23 respective agencies to carry out the provisions of this act.

24 Section 10. Reversion. Appropriated funds not spent at
 25 the end of the fiscal year shall revert to the fund from

1 which they were appropriated.

2 SECTION 11. SECTION 11-1024, R.C.M. 1947, IS AMENDED
3 TO READ AS FOLLOWS:

4 "11-1024. Group insurance for all departments,
5 bureaus, boards, commissions and agencies of the state of
6 Montana, county, city, and town officers and employees --
7 authority -- approval of employees -- limit on
8 contributions. (1) All departments, bureaus, boards,
9 commissions and agencies of the state of Montana, and all
10 counties, cities and towns shall upon approval by two-thirds
11 (2/3) vote of the officers and employees of each such
12 department, bureau, board, commission, agency, county, city
13 and town, enter into group hospitalization, medical, health
14 including long-term disability, accident and/or group life
15 insurance contracts or plans for the benefit of their
16 officers, employees and their dependents, and the respective
17 administrative and governing bodies shall pay for such
18 insurance ~~ten dollars (\$10) per month~~ the amount specified
19 in this section, ~~for each officer, employee, and legislator~~
20 ~~and provided that for~~ For all employees as defined in
21 subsection (2) of this section other than members of
22 collective bargaining units and for members of the
23 legislature, such payment for insurance ~~may be an amount~~
24 ~~equal to twelve (12) times the monthly rate, but may not~~
25 ~~exceed one hundred twenty dollars (\$120) shall be \$240 per~~

1 year for the fiscal year ending June 30, 1978 and \$360 per
2 year for each fiscal year thereafter. The employer shall
3 prorate this amount for employees who work less than 2,080
4 hours per year. However, for ~~For~~ employees of elementary and
5 high school districts and of local government units, the
6 employer's premium contributions may exceed but shall not be
7 less than ~~the amount specified in this section~~ \$10 per
8 month.

9 For state employee members of a collective bargaining
10 unit, the employer shall pay the amount negotiated with the
11 collective bargaining unit.

12 (2) In this section, as it applies to a person
13 employed in the executive or legislative branches of state
14 government, "employee" means:

15 (a) a permanent full-time employee as defined in
16 section 59-1007.1;

17 (b) a part-time employee as defined in section
18 59-1007.1 who is scheduled to work at least twenty (20)
19 hours per week;

20 (c) a person employed in a seasonal position as
21 defined in section 59-1007.1 who is employed on a regular
22 basis at least eight (8) months of the fiscal year."

23 SECTION 12. THERE IS A NEW R.C.M. SECTION THAT READS
24 AS FOLLOWS:

25 Participation of legislators in state insurance group.

1 Members of the senate and the house of representatives may
2 enroll in the state employees insurance group during the
3 terms to which they have been elected, without the approval
4 of two-thirds of the appropriate house under 59-1505. The
5 insurer shall enroll and collect employee contributions
6 directly from such legislators. The employer contribution
7 shall be paid from funds appropriated for that purpose.

-End-