

CHAPTER NO. 628

HOUSE BILL NO. 891

INTRODUCED BY SOUTH, GERKE, DUSSAULT, VINCENT, RAMIREZ

IN THE HOUSE

February 23, 1979	Introduced and referred to Committee on Appropriations.
February 27, 1979	Rereferred to Select Committee on Employee Compensation.
April 4, 1979	Rereferred to Committee on Appropriations.
April 7, 1979	Committee recommend bill do pass as amended. Report adopted.
April 9, 1979	Printed and placed on members' desks.
April 10, 1979	Second reading, do pass as amended.
April 10, 1979	On motion rules suspended and bill placed on third reading this day.
	Third reading, passed. Engrossed before transmittal. Transmitted to second house.

IN THE SENATE

April 11, 1979	Introduced and referred to Committee on Finance and Claims.
April 16, 1979	Committee recommend bill be concurred in as amended. Report adopted.
April 17, 1979	Second reading, concurred in. On motion rules suspended. Bill placed on Calendar for third reading this day.

April 17, 1979

Third reading, concurred in
as amended.

IN THE HOUSE

April 18, 1979

Returned from second house.
Concurred in as amended.

Second reading, amendments
adopted.

Third reading, amendments
adopted. Sent to enrolling.

Reported correctly enrolled.

1 *House* BILL NO. *891*
 2 INTRODUCED BY *Sen. Luke Messerschmidt* VINCENT
 3 *Ramirez*

4 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH STATE
 5 EMPLOYEE COMPENSATION AND PROVIDE PAY SCHEDULES FOR FISCAL
 6 YEARS 1980 AND 1981; APPROPRIATING FUNDS THEREFOR; AMENDING
 7 SECTIONS 2-18-101, 2-18-106, 2-18-301, 2-18-303, 2-18-304,
 8 2-18-305, 2-18-311, 2-18-312, 2-18-701, AND 2-18-703, MCA;
 9 AND REPEALING SECTION 2-18-307, MCA."

10
 11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

12 Section 1. Section 2-18-101, MCA, is amended to read:
 13 "2-18-101. Definitions. As used in parts 1 through 3
 14 of this chapter, the following definitions apply:

15 (1) "Agency" means a department, board, commission,
 16 office, bureau, institution, or unit of state government
 17 recognized in the state budget.

18 (2) "Compensation" means the annual wage or salary
 19 plus the annual state contribution of ~~health insurance~~
 20 premiums to group benefits under provisions of 2-18-703.

21 (3) "Department" means the department of
 22 administration.

23 (4) Except in 2-18-306, "employee" means any state
 24 employee other than an employee excepted under 2-18-103 from
 25 the statewide classification system.

1 (5) "Personal staff" means those positions occupied by
 2 employees appointed by the elected officials enumerated in
 3 2-18-103(10).

4 (6) "Position" means a collection of duties and
 5 responsibilities currently assigned or delegated by
 6 competent authority, requiring the full-time, part-time, or
 7 intermittent employment of one person.

8 (7) "Program" means a combination of planned efforts
 9 to provide a service."

10 Section 2. Section 2-18-106, MCA, is amended to read:

11 "2-18-106. No limitation on legislative authority.
 12 Parts 1~~2~~ and 2~~3~~ and 3 do not limit the authority of the
 13 legislature relative to appropriations for salary and wages.
 14 The budget director shall adjust his determinations in
 15 accordance with legislative appropriations."

16 Section 3. Section 2-18-301, MCA, is amended to read:

17 "2-18-301. Rules Purpose and intent of part -- rules.
 18 (1) The purpose of this part is to provide the compensation
 19 necessary to attract and retain competent and qualified
 20 employees in order to perform the services the state is
 21 required to provide to its citizens.

22 (2) It is the intent of the legislature that the pay
 23 schedules provided in 2-18-311, 2-18-312, [section 10],
 24 [section 11], or [section 12] will generally grant state
 25 employees up to a 5.5% a year salary increase for fiscal

1 years 1980 and 1981, not including increases that are
 2 otherwise provided for in [this act].

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

7 (4) The department of administration, subject to
 8 approval by the budget director, may promulgate rules not
 9 inconsistent with the provisions of this part, collective
 10 bargaining statutes, or negotiated contracts to carry out
 11 the purposes of this part."

12 Section 4. Section 2-18-303, MCA, is amended to read:

13 "2-18-303. Procedures for utilizing pay schedules. (1)
 14 ~~The pay matrix provided in 2-18-311 indicates the annual~~
 15 ~~compensation for the fiscal year ending June 30, 1978, for~~
 16 ~~each step and grade for positions classified under~~
 17 ~~provisions of law. Except as provided in 2-18-307 for~~
 18 ~~collective bargaining units, the compensation of each~~
 19 ~~employee shall, on the first day of the first pay period in~~
 20 ~~July, 1977, as determined by the budget director, be that~~
 21 ~~amount which corresponds to the grade and step occupied on~~
 22 ~~June 30, 1977. The employee will advance one step on the~~
 23 ~~employee's anniversary date as determined by the department~~
 24 ~~of administration if the employee's anniversary date falls~~
 25 ~~between (inclusive) July 1 and the first day of the first~~

1 ~~pay period of 1977, he or she will advance one step on the~~
 2 ~~first day of that pay period.~~

3 (2) ~~The pay matrix provided in 2-18-312 indicates the~~
 4 ~~annual compensation for the fiscal year ending June 30,~~
 5 ~~1979, for each step and grade for positions classified under~~
 6 ~~provisions of law. Except as provided in 2-18-307 for~~
 7 ~~collective bargaining units, the compensation of each~~
 8 ~~employee shall, on the first day of the first pay period in~~
 9 ~~July, 1978, as determined by the budget director, be that~~
 10 ~~amount which corresponds to the grade and step occupied on~~
 11 ~~June 30, 1978. The employee will advance one step on the~~
 12 ~~employee's anniversary date as determined by the department~~
 13 ~~of administration if the employee's anniversary date falls~~
 14 ~~between (inclusive) July 1 and the first day of the first~~
 15 ~~pay period of 1978, he or she will advance one step on the~~
 16 ~~first day of that pay period. (1) The pay schedules provided~~
 17 ~~in 2-18-311 and 2-18-312 shall be implemented as follows:~~

18 (a) The pay schedule provided in 2-18-311 indicates
 19 the annual compensation for the fiscal year ending June 30,
 20 1980, for each grade and step for positions classified under
 21 the provisions of this chapter.

22 (b) The pay schedule provided in 2-18-312 indicates
 23 the annual compensation for the fiscal year ending June 30,
 24 1981, for each grade and step for positions classified under
 25 the provisions of part 2 of this chapter.

1 (c) Each new employee shall advance from step 1 to
 2 step 2 of a grade after successfully completing 6 months of
 3 probationary service.

4 (d) In compliance with rules adopted to implement
 5 [this act], and based on meritorious work performance, each
 6 employee is eligible on his anniversary date to advance one
 7 step in the pay matrix each fiscal year. However, if the
 8 employee's anniversary date falls between July 1 through and
 9 including the first day of the first pay period of fiscal
 10 year 1980 or 1981, as the case may be, he will advance one
 11 step on the first day of that pay period.

12 (2) The pay schedules provided in 2-18-311 and
 13 2-18-312 and the provisions of subsection (1) of this
 14 section do not apply to those institutional teachers,
 15 retail-clerk occupations, or blue-collar-craft occupations
 16 compensated under the pay schedules provided in [sections
 17 10, 11, or 12].

18 (3) The pay schedules provided in [sections 10, 11,
 19 and 12] shall be implemented as follows:

20 (a) The pay schedules provided in [section 10]
 21 indicate the annual compensation for fiscal years ending
 22 June 30, 1980, and June 30, 1981, for teachers employed by
 23 institutions under the authority of the department of
 24 institutions.

25 (b) The pay schedules provided in [section 11]

1 indicate the annual compensation for fiscal years ending
 2 June 30, 1980, and June 30, 1981, for those employees in
 3 retail-clerk occupations who have collectively bargained
 4 separate classification and pay plans.

5 (c) The pay schedules provided in [section 12]
 6 indicate the annual compensation for fiscal years ending
 7 June 30, 1980, and June 30, 1981, for those employees in
 8 blue-collar-craft occupations who have collectively
 9 bargained separate classification and pay plans.

10 (d) (i) No member of a bargaining unit (whether
 11 comprised of institutional teachers, retail-clerk
 12 occupations, or blue-collar-craft occupations, as the case
 13 may be) may receive the amounts indicated in the respective
 14 pay schedules provided in [sections 10, 11, or 12] until the
 15 bargaining unit of which he is a member ratifies a
 16 completely integrated collective bargaining agreement
 17 covering the biennium ending June 30, 1981.

18 (ii) In the event that negotiation and ratification of
 19 a completely integrated collective bargaining agreement as
 20 required by subsection (3)(d)(i) of this section is not
 21 completed by July 1, 1979, retroactivity to that date may be
 22 negotiated.

23 (iii) In the event that negotiation and ratification of
 24 a completely integrated collective bargaining agreement as
 25 required by subsection (3)(d)(i) of this section is not

1 ~~completed by July 1, 1979, members of the bargaining unit~~
 2 ~~involved will continue to receive the compensation they were~~
 3 ~~receiving as of June 30, 1979.~~

4 (a) Rules and policies necessary to properly implement
 5 the pay schedules provided in [sections 10, 11, or 12] may
 6 be provided for in collective bargaining agreements."

7 Section 5. Section 2-18-304, MCA, is amended to read:

8 "2-18-304. Longevity allowance. In addition to the
 9 compensation ~~determined provided for~~ in 2-18-311, ~~and~~
 10 2-18-312, ~~[section 10], [section 11], or [section 12],~~ each
 11 employee who has completed ~~at least~~ 5 years of uninterrupted
 12 state service shall receive the ~~amount obtained by~~
 13 ~~multiplying~~ the larger of \$10 a month or 10% of the
 14 difference between the base compensation for his grade and
 15 ~~(where applicable)~~ step and the base compensation for the
 16 ~~next highest grade and (where applicable)~~ corresponding step
 17 ~~in the next highest grade multiplied~~ by the number of
 18 completed, contiguous 5-year periods of uninterrupted state
 19 service ~~he has with the state~~. Service to the state ~~may~~ is
 20 ~~not be considered to have been~~ interrupted by authorized
 21 leaves of absence."

22 Section 6. Section 2-18-305, MCA, is amended to read:

23 "2-18-305. Allocation between wages and health
 24 insurance group benefits. (1) The dollar amounts shown in
 25 the respective metrics pay schedules provided in 2-18-311,

1 ~~and 2-18-312, [section 10], [section 11], or [section 12],~~
 2 ~~as the case may be,~~ represent the maximum amount allocated
 3 by the state for wages and health-insurance group benefits,
 4 exclusive of longevity as defined in 2-18-304. Except as
 5 provided in subsection (2) of this section, that amount
 6 specifically allocated for health-insurance group benefits
 7 shall be determined by 2-18-703. An employee who elects not
 8 to be covered by a state health-insurance employee group
 9 benefit plan will receive as wages the amount shown in the
 10 appropriate ~~metric~~ pay schedule less the state contribution
 11 for health-insurance group benefits as determined by
 12 2-18-703.

13 (2) Employees may, through collective bargaining,
 14 determine the allocation of the amounts shown in the
 15 ~~metrics~~ of pay schedules provided in 2-18-311, ~~and~~
 16 2-18-312, ~~[section 10], [section 11], or [section 12],~~ as
 17 the case may be, between wages and health-insurance group
 18 benefits, except that in no case may the health-insurance
 19 group benefits allocation be less than the amounts provided
 20 in 2-18-703."

21 NEW SECTION. Section 7. Bonus plan. The department
 22 shall develop a bonus plan to reward employees for superior
 23 performance. Employees eligible to receive a bonus under the
 24 bonus plan are limited to 10% of the number of employees in
 25 each agency for each fiscal year. The bonus plan may provide

1 up to \$500 a fiscal year for either exceptional single-event
 2 performance or consistent superior performance. Bonuses may
 3 be prorated by pay period. An employee may receive only one
 4 bonus award in a 12-month period.

1 Section 8. Section 2-18-311, MCA, is amended to read:
 2 "2-18-311. Pay ~~rate~~ schedule for first fiscal year
 3 1980.

STEP	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	STEP 14	STEP 15
1.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
2.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
3.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
4.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
5.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
6.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
7.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
8.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
9.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
9.5	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
10.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
10.5	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
11.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
11.5	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
12.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
12.5	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
13.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
14.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
15.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
16.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
17.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
18.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
19.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
20.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
21.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
22.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
23.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
24.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140
25.0	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140	6140

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GRN	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,969	6,283	6,421	6,102	6,236	6,363	6,457	6,552	6,674	6,797	6,928	7,059	7,144
2	6,429	6,747	6,917	7,059	7,195	7,333	7,470	7,609	7,761	7,914	8,065	8,218	8,318
3	6,927	7,292	7,455	7,609	7,761	7,914	8,065	8,218	8,378	8,533	8,710	8,884	9,001
4	7,479	7,873	8,050	8,210	8,378	8,537	8,710	8,884	9,066	9,247	9,435	9,623	9,747
5	8,085	8,510	8,701	8,883	9,066	9,247	9,435	9,623	9,818	10,015	10,218	10,451	10,578
6	8,753	9,214	9,422	9,623	9,818	10,015	10,218	10,421	10,638	10,855	11,030	11,305	11,458
7	9,477	9,976	10,302	10,421	10,638	10,855	11,080	11,305	11,544	11,785	12,029	12,275	12,443
8	10,279	10,820	11,066	11,305	11,544	11,785	12,029	12,275	12,537	12,797	13,065	13,333	13,515
9	11,159	11,746	12,013	12,275	12,537	12,797	13,065	13,333	13,617	13,883	14,202	14,508	14,702
10	12,110	12,756	13,047	13,333	13,616	13,899	14,202	14,506	14,817	15,130	15,456	15,782	16,000
11	13,103	13,876	14,194	14,506	14,817	15,130	15,456	15,785	16,113	16,463	16,819	17,173	17,414
12	14,339	15,094	15,440	15,783	16,123	16,463	16,819	17,173	17,551	17,930	18,310	18,709	19,071
13	15,701	16,422	16,799	17,173	17,535	17,898	18,261	18,622	18,985	19,348	19,711	20,072	20,434
14	16,995	17,809	18,300	18,709	19,072	19,435	19,797	20,158	20,521	20,883	21,246	21,609	21,970
15	18,534	19,507	19,976	20,400	20,768	21,131	21,491	21,854	22,216	22,579	22,941	23,304	23,667
16	20,207	21,265	21,755	22,246	22,688	23,133	23,579	24,024	24,469	24,914	25,359	25,804	26,249
17	22,041	23,201	23,736	24,274	24,816	25,362	25,912	26,464	27,018	27,574	28,131	28,689	29,247
18	24,041	25,332	25,918	26,507	27,097	27,690	28,287	28,886	29,487	30,089	30,692	31,296	31,900
19	26,273	27,656	28,297	28,942	29,592	30,246	30,902	31,560	32,220	32,881	33,543	34,206	34,870
20	28,704	30,215	30,917	31,623	32,334	33,048	33,764	34,482	35,202	35,924	36,647	37,371	38,096
21	31,372	33,023	33,790	34,563	35,342	36,126	36,914	37,706	38,501	39,298	40,097	40,897	41,698
22	34,189	36,091	36,933	37,781	38,634	39,491	40,351	41,214	42,080	42,948	43,818	44,690	45,563
23	37,149	39,177	40,169	41,177	42,189	43,204	44,222	45,242	46,264	47,288	48,314	49,341	50,369
24	40,261	42,314	43,376	44,448	45,521	46,595	47,670	48,746	49,823	50,901	51,980	53,060	54,141
25	43,526	45,617	46,740	47,864	48,989	50,114	51,240	52,366	53,492	54,618	55,744	56,870	58,000

11
1

1 Section 9. Section 2-18-312, MCA, is amended to read:
2 "2-18-312. Pay matrix schedule for second fiscal year
3 1981.

GRN	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
10	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
20	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
30	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
40	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
50	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
60	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
70	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
80	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
90	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
100	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
110	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
120	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
130	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
140	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
150	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
160	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
170	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
180	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
190	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
200	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
210	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
220	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
230	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
240	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
250	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,171	6,476	6,659	6,774	6,838	6,879	6,713	6,812	6,912	7,041	7,171	7,309	7,447
2	6,646	6,996	7,132	7,297	7,447	7,591	7,736	7,881	8,027	8,188	8,347	8,507	8,670
3	7,162	7,535	7,693	7,865	8,027	8,188	8,349	8,509	8,670	8,839	9,007	9,189	9,373
4	7,733	8,140	8,306	8,473	8,670	8,839	9,007	9,189	9,373	9,565	9,756	9,954	10,152
5	8,358	8,798	8,978	9,180	9,373	9,565	9,756	9,954	10,152	10,358	10,566	10,780	10,994
6	9,051	9,527	9,721	9,930	10,152	10,358	10,566	10,780	10,994	11,233	11,452	11,689	11,927
7	9,799	10,315	10,525	10,763	10,994	11,233	11,452	11,689	11,927	12,179	12,430	12,691	12,950
8	10,628	11,187	11,415	11,675	11,927	12,179	12,430	12,691	12,950	13,227	13,501	13,784	14,066
9	11,537	12,144	12,392	12,674	12,950	13,227	13,501	13,784	14,066	14,365	14,663	14,961	15,264
10	12,530	13,189	13,458	13,765	14,066	14,365	14,663	14,961	15,264	15,582	15,908	16,234	16,560
11	13,629	14,346	14,639	14,975	15,304	15,632	15,962	16,306	16,650	17,010	17,368	17,744	18,118
12	14,856	15,606	15,924	16,289	16,650	17,010	17,368	17,744	18,118	18,516	18,914	19,315	19,738
13	16,130	16,979	17,325	17,723	18,118	18,499	18,883	19,265	19,646	20,029	20,412	20,795	21,176
14	17,571	18,496	18,873	19,307	19,738	20,121	20,504	20,886	21,267	21,650	22,032	22,415	22,797
15	19,182	20,168	20,580	21,054	21,527	21,910	22,293	22,673	23,056	23,438	23,821	24,203	24,586
16	20,987	21,986	22,435	22,932	23,470	23,951	24,434	24,916	25,397	25,880	26,363	26,844	27,327
17	22,988	23,987	24,477	25,041	25,609	26,177	26,745	27,313	27,881	28,449	29,017	29,585	30,153
18	24,881	25,911	26,475	27,143	27,965	28,548	29,131	29,714	30,297	30,880	31,463	32,046	32,629
19	26,977	28,039	28,617	29,307	30,034	30,761	31,488	32,215	32,942	33,669	34,396	35,123	35,850
20	29,283	30,374	30,967	31,684	32,441	33,198	33,955	34,712	35,469	36,226	36,983	37,740	38,497
21	31,808	32,931	33,535	34,282	35,074	35,866	36,658	37,450	38,242	39,034	39,826	40,618	41,410
22	34,453	35,617	36,241	37,014	37,837	38,660	39,483	40,306	41,129	41,952	42,775	43,598	44,421
23	37,228	38,431	39,075	39,968	40,861	41,754	42,647	43,540	44,433	45,326	46,219	47,112	48,005
24	40,133	41,376	42,041	42,964	43,887	44,810	45,733	46,656	47,579	48,502	49,425	50,348	51,271
25	43,168	44,441	45,125	46,148	47,171	48,194	49,217	50,240	51,263	52,286	53,309	54,332	55,355

1 **NEW SECTION.** Section 10. Pay schedules for

2 institutional teachers.

3 (1) Teacher pay schedule for fiscal year 1980:

4 Experience BA BA+1 qtr. BA+2 qtr. 5th Year MA

5 (Grade) (Step 1) (Step 2) (Step 3) (Step 4) (Step 5)

6 0 9,370 9,689 10,017 10,176 10,335

7 1 9,745 10,101 10,457 10,635 10,813

8 2 10,120 10,513 10,897 11,094 11,291

9 3 10,494 10,925 11,338 11,553 11,769

10 4 10,869 11,338 11,778 12,012 12,247

11 5 11,24 11,750 12,218 12,471 12,724

12 6 11,619 12,162 12,659 12,931 13,202

13 7 11,994 12,575 13,099 13,390 13,680

14 8 12,368 12,987 13,540 13,849 14,158

15 (2) Teacher pay schedule for fiscal year 1981:

16 Experience BA BA+1 qtr. BA+2 qtr. 5th Year MA

17 (Grade) (Step 1) (Step 2) (Step 3) (Step 4) (Step 5)

18 0 9,670 9,999 10,337 10,502 10,666

19 1 10,057 10,424 10,792 10,975 11,159

20 2 10,444 10,850 11,246 11,449 11,652

21 3 10,830 11,275 11,701 11,923 12,146

22 4 11,217 11,701 12,155 12,397 12,639

23 5 11,604 12,126 12,610 12,871 13,132

24 6 11,991 12,552 13,064 13,345 13,625

25 7 12,378 12,977 13,519 13,818 14,118

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1 8 12,764 13,403 13,973 14,292 14,611

1 NEW SECTION. Section 11. Pay schedule for
 2 retail-clerk occupations. (1) Retail clerk pay schedule for
 3 fiscal yer 1980:

4	<u>Grade</u>	<u>\$/Hour</u>
5	L1	4.444
6	L2	4.804
7	L3	5.174
8	L4	5.379
9	L5	5.594
10	L6	6.044
11	L7	6.534
12	L8	7.084

13 (2) Retail clerk pay schedule for fiscal year 1981:

14	<u>Grade</u>	<u>\$/Hour</u>
15	L1	4.729
16	L2	5.089
17	L3	5.459
18	L4	5.664
19	L5	5.879
20	L6	6.329
21	L7	6.819
22	L8	7.369

23 NEW SECTION. Section 12. Pay schedules for
 24 blue-collar-craft occupations. (1) Blue-collar-craft pay
 25 schedule for fiscal year 1980:

1	Grade	\$/Hour
2	B1	4.947
3	B2	5.275
4	B3	5.603
5	B4	5.931
6	B5	6.259
7	B6	6.587
8	B7	6.915
9	B8	7.243
10	B9	7.571
11	B10	7.899
12	B11	8.227
13	B12	8.555
14	899**	8.883

15 (2) Blue-collar-craft pay schedule for fiscal year
16 1981:

17	Grade	\$/Hour
18	B1	5.343
19	B2	5.671
20	B3	5.999
21	B4	6.327
22	B5	6.655
23	B6	6.983
24	B7	7.311
25	B8	7.639

1	B9	7.967
2	B10	8.295
3	B11	8.623
4	B12	8.951
5	899**	9.279

6 Section 13. Section 2-18-701, MCA, is amended to read:
7 "2-18-701. Definitions. In this part, as it applies to
8 a person employed in the executive, judicial, or legislative
9 branches of state government, "employee" means:

10 (1) a permanent full-time employee defined in
11 2-18-601;

12 ~~(2) a part-time employee defined in 2-18-601 who is~~
13 ~~scheduled to work at least 20 hours per week;~~

14 ~~(3) a person employed in a seasonal position defined~~
15 ~~in 2-18-601 who is employed on a regular basis at least 8~~
16 ~~months of the fiscal year;~~

17 (2) a part-time permanent employee, as defined in
18 2-18-601, who is scheduled to work a regular schedule for 20
19 hours or more a week;

20 (3) a seasonal employee, as defined in 2-18-601, who
21 is scheduled to work 6 months or more a year;

22 (4) elected officials;

23 (5) officers and employees of the legislative branch;

24 (6) judges and employees of the judicial branch; and

25 (7) academic, professional, and administrative

1 ~~personnel having individual contracts under the authority of~~
 2 ~~the board of regents of higher education or the state board~~
 3 ~~of public education."~~

4 Section 14. Section 2-18-703, MCA, is amended to read:

5 "2-18-703. Contributions. (1) ~~The~~ ~~respective~~
 6 ~~administrative and governing bodies~~ Each agency shall
 7 contribute the amount specified in this section towards the
 8 ~~insurance premium group benefits costs~~

9 ~~(1)(2)~~ For employees defined in 2-18-701 other than
 10 members of collective bargaining units, and for members of
 11 the legislature, the employer contribution for ~~insurance~~
 12 ~~group benefits~~ shall be ~~\$240 \$50~~ per year ~~month~~ for the
 13 fiscal year ending June 30, ~~1978 1980~~, and ~~\$360 \$60~~ per year
 14 ~~month~~ for each fiscal year thereafter. ~~The employer shall~~
 15 ~~prorate this amount for employees who work less than 2,000~~
 16 ~~hours per year. Permanent part-time employees who work less~~
 17 ~~than 20 hours a week are not eligible for the group benefit~~
 18 ~~contribution. An employee who elects not to be covered by a~~
 19 ~~state-sponsored group benefit plan may not receive the state~~
 20 ~~contribution as wages.~~

21 ~~(2)(3)~~ For state employee members of a collective
 22 bargaining unit, the employer shall pay the amount
 23 negotiated with the collective bargaining unit. ~~However, in~~
 24 ~~no case may the amount be less than that provided for in~~
 25 ~~subsection (2) of this section.~~

1 ~~(3)(4)~~ For employees of elementary and high school
 2 districts and of local government units, the employer's
 3 premium contributions may exceed but ~~shall~~ ~~may~~ not be less
 4 than \$10 per month."

5 NEW SECTION. Section 15. Appropriation. There is
 6 appropriated to the Office of Budget and Program Planning
 7 \$3,408,837 for the fiscal year ending June 30, 1980, and
 8 \$6,921,181 for the fiscal year ending June 30, 1981, from
 9 the general fund to carry out the provisions of this act as
 10 it pertains to executive branch agencies not including units
 11 of the university system, vocational-technical centers, and
 12 community colleges. The Office of Budget and Program
 13 Planning is authorized to increase the expenditure authority
 14 of executive branch agencies, not including units of the
 15 university system, by \$4,960,200 for the fiscal year ending
 16 June 30, 1980, and \$10,205,400 for the fiscal year ending
 17 June 30, 1981, from funds other than the general fund which
 18 accrue under provision of law to the respective agencies to
 19 carry out the provisions of this act.

20 NEW SECTION. Section 16. Reversion of appropriation.
 21 Appropriated funds not spent at the end of the fiscal year
 22 shall revert to the fund from which appropriated.

23 Section 17. Codification. (1) Section 7 is intended to
 24 be codified as an integral part of Title 2, chapter 18, part
 25 3, and if possible shall be codified as 2-18-308.

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1 (2) Sections 10, 11, and 12 are intended to be
2 codified as an integral part of Title 2, chapter 18, part 3,
3 and if possible shall be codified as 2-18-313, 2-18-314, and
4 2-18-315, respectively.

5 Section 18. Repealer. Section 2-18-307, MCA, is
6 repealed.

-End-

Approved by Comm.
on Appropriations

HOUSE BILL NO. 891

INTRODUCED BY SOUTH, GERKE, DUSSAULT, VINCENT, RAMIREZ

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH STATE
EMPLOYEE COMPENSATION AND PROVIDE PAY SCHEDULES FOR FISCAL
YEARS 1980 AND 1981; APPROPRIATING FUNDS THEREFOR; AMENDING
SECTIONS 2-18-101, 2-18-106, 2-18-301, 2-18-303, 2-18-304,
2-18-305, 2-18-311, 2-18-312, 2-18-701, AND 2-18-703, MCA;
AND REPEALING SECTION 2-18-307, MCA."

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

Refer to Introduced Bill]

(Strike everything after the enacting clause and insert:)

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3
of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission,
office, bureau, institution, or unit of state government
recognized in the state budget.

(2) "Compensation" means the annual or hourly wage or
salary ~~plus and includes~~ the ~~annual~~ state contribution of
health-insurance-premiums to group benefits under provisions
of 2-18-703.

(3) "Department" means the department of
administration.

(4) Except in 2-18-306, "employee" means any state
employee other than an employee excepted under 2-18-103 from
the statewide classification system.

(5) "Personal staff" means those positions occupied by
employees appointed by the elected officials enumerated in
2-18-103(10).

(6) "Position" means a collection of duties and
responsibilities currently assigned or delegated by
competent authority, requiring the full-time, part-time, or
intermittent employment of one person.

(7) "Program" means a combination of planned efforts
to provide a service."

Section 2. Section 2-18-106, MCA, is amended to read:

"2-18-106. No limitation on legislative authority.
Parts ~~1~~ and ~~2~~ and ~~3~~ do not limit the authority of the
legislature relative to appropriations for salary and wages.
The budget director shall adjust his determinations in
accordance with legislative appropriations."

Section 3. Section 2-18-301, MCA, is amended to read:

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

~~(2) It is the intent of the legislature that, for the~~

1 biennium ending June 30, 1981, the:
 2 (a) pay schedules provided for in 2-18-311, 2-18-312,
 3 [section 9], [section 10], and [section 11] supersede any
 4 other plan or systems established through collective
 5 bargaining after the adjournment of the 46th Legislature;
 6 (b) pay levels provided for in 2-18-311, 2-18-312,
 7 [section 9], [section 10], and [section 11] may not be
 8 increased through collective bargaining after adjournment of
 9 the 46th Legislature; and
 10 (c) total funds required to implement the pay
 11 schedules provided for in 2-18-311, 2-18-312, [section 9],
 12 [section 10], and [section 11] for any employee group or
 13 bargaining unit may not be increased through collective
 14 bargaining over the amount appropriated by the 46th
 15 Legislature.
 16 (3) The department shall administer the pay program
 17 established by the legislature on the basis of merit,
 18 internal equity, and competitiveness to external labor
 19 markets when fiscally able.
 20 (4) The department of--administration,--subject--to
 21 approval by the budget director, may promulgate rules not
 22 inconsistent with the provisions of this part, collective
 23 bargaining statutes, or negotiated contracts to carry out
 24 the purposes of this part."
 25 Section 4. Section 2-18-303, MCA, is amended to read:

1 "2-18-303. Procedures for utilizing pay schedules. (1)
 2 The pay matrix provided in 2-18-311 indicates the annual
 3 compensation for the fiscal year ending June 30, 1978, for
 4 each step and grade for positions classified under
 5 provisions of law. Except as provided in 2-18-307 for
 6 collective bargaining units, the compensation of each
 7 employee shall, on the first day of the first pay period in
 8 July, 1977, as determined by the budget director, be that
 9 amount which corresponds to the grade and step occupied on
 10 June 30, 1977. The employee will advance one step on the
 11 employee's anniversary date as determined by the department
 12 of administration if the employee's anniversary date falls
 13 between (inclusive) July 1 and the first day of the first
 14 pay period of 1977, he or she will advance one step on the
 15 first day of that pay period.
 16 (2) The pay matrix provided in 2-18-312 indicates the
 17 annual compensation for the fiscal year ending June 30,
 18 1979, for each step and grade for positions classified under
 19 provisions of law. Except as provided in 2-18-307 for
 20 collective bargaining units, the compensation of each
 21 employee shall, on the first day of the first pay period in
 22 July, 1978, as determined by the budget director, be that
 23 amount which corresponds to the grade and step occupied on
 24 June 30, 1978. The employee will advance one step on the
 25 employee's anniversary date as determined by the department

1 ~~of administration if the employee's anniversary date falls~~
 2 ~~between (inclusive) July 1 and the first day of the first~~
 3 ~~pay period of 1978, he or she will advance one step on the~~
 4 ~~first day of that pay period. (1) The pay schedules provided~~
 5 ~~in 2-18-311 and 2-18-312 shall be implemented as follows:~~

6 ~~(a) The pay schedule provided in 2-18-311 indicates~~
 7 ~~the annual compensation for the fiscal year ending June 30,~~
 8 ~~1980, for each grade and step for positions classified under~~
 9 ~~the provisions of part 2 of this chapter.~~

10 ~~(b) The pay schedule provided in 2-18-312 indicates~~
 11 ~~the annual compensation for the fiscal year ending June 30,~~
 12 ~~1981, for each grade and step for positions classified under~~
 13 ~~the provisions of part 2 of this chapter.~~

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

19 ~~(d) (i) The compensation of each employee on the first~~
 20 ~~day of the first pay period in fiscal year 1980 shall be~~
 21 ~~that amount which corresponds to the grade and step occupied~~
 22 ~~on the last day of the preceding fiscal year of 1979.~~

23 ~~(ii) The compensation of each employee on the first day~~
 24 ~~of the first pay period in fiscal year 1981 shall be that~~
 25 ~~amount which corresponds to the grade and step occupied on~~

1 ~~the last day of the fiscal year 1980.~~

2 ~~(iii) In compliance with rules adopted to implement~~
 3 ~~[this act], each employee is eligible on his anniversary~~
 4 ~~date to advance one step in the pay matrix each fiscal year.~~
 5 ~~However, if the employee's anniversary date falls between~~
 6 ~~(inclusive) July 1 and the first day of the first pay period~~
 7 ~~of fiscal year 1980 or 1981, as the case may be, he will~~
 8 ~~advance one step on the first day of that pay period.~~

9 ~~(2) The pay schedules provided in 2-18-311 and~~
 10 ~~2-18-312 and the provisions of subsection (1) of this~~
 11 ~~section do not apply to those institutional teachers, liquor~~
 12 ~~store occupations, or blue-collar occupations compensated~~
 13 ~~under the pay schedules provided in [sections 9, 10, or 11~~
 14 ~~of this act].~~

15 ~~(3) The pay schedules provided in [sections 9, 10, or~~
 16 ~~11 of this act] shall be implemented as follows:~~

17 ~~(a) (i) The pay schedules provided in [section 9 of~~
 18 ~~this act] indicate the annual compensation for the~~
 19 ~~contracted school term for teachers employed by institutions~~
 20 ~~under the authority of the department of institutions for~~
 21 ~~fiscal years 1980 and 1981.~~

22 ~~(ii) The compensation of each teacher on the first day~~
 23 ~~of the first pay period in July 1980 shall be that amount~~
 24 ~~which corresponds to his level of academic achievement and~~
 25 ~~the next highest grade from that occupied on June 30, 1979.~~

1 (iii) The compensation of each teacher on the first day
 2 of the first pay period in July 1981 shall be that amount
 3 which corresponds to his level of achievement and the next
 4 highest grade from that occupied on June 30, 1980.

5 (b) (i) The pay schedules provided in [section 10 of
 6 this act] indicate the maximum hourly compensation for
 7 fiscal years ending June 30, 1980, and June 30, 1981, for
 8 those employees in liquor store occupations who have
 9 collectively bargained separate classification and pay
 10 plans.

11 (iii) The compensation of each employee on the first day
 12 of the first pay period in fiscal year 1980 or 1981, as the
 13 case may be, shall be that amount which corresponds to that
 14 grade occupied on the last day of the preceding fiscal year.

15 (c) (i) The pay schedules provided in [section 11 of
 16 this act] indicate the maximum hourly compensation for
 17 fiscal years ending June 30, 1980, and June 30, 1981, for
 18 employees in apprentice trades and crafts and other
 19 blue-collar occupations recognized in the state blue-collar
 20 classification plan who are members of units that have
 21 collectively bargained separate classification and pay
 22 plans.

23 (ii) The compensation of each employee on the first day
 24 of the first pay period in fiscal year 1980 or 1981, as the
 25 case may be, shall be that amount which corresponds to that

1 grade occupied on the last day of the preceding fiscal year.

2 (4) (a) (i) No member of a bargaining unit may receive
 3 the amounts indicated in the respective pay schedules
 4 provided in 2-18-311, 2-18-312, or [sections 9, 10, or 11 of
 5 this act] until the bargaining unit of which he is a member
 6 ratifies a completely integrated collective bargaining
 7 agreement covering the biennium ending June 30, 1981.

8 (ii) In the event that negotiation and ratification of
 9 a completely integrated collective bargaining agreement as
 10 required by subsection (4)(a)(i) of this section are not
 11 completed by July 1, 1979, retroactively to that date may be
 12 negotiated.

13 (iii) In the event that negotiation and ratification of
 14 a completely integrated collective bargaining agreement as
 15 required by subsection (4)(a)(i) of this section are not
 16 completed by July 1, 1979, members of the bargaining unit
 17 involved will continue to receive the compensation they were
 18 receiving as of June 30, 1979.

19 (b) Methods of administration not inconsistent with
 20 the purpose of [this act] and necessary to properly
 21 implement the pay schedules provided in [sections 9, 10, or
 22 11 of this act] may be provided for in collective bargaining
 23 agreements.

24 (5) The current wage or salary of an employee shall
 25 not be reduced by the implementation of the pay schedules

1 provided for in 2-18-311, 2-18-312, or [sections 9, 10, or
 2 11 of this act].

3 (6) The department may authorize a separate pay
 4 schedule for medical doctors if the rates provided in
 5 2-18-311 and 2-18-312 are not sufficient to attract and
 6 retain fully licensed and qualified physicians at the state
 7 institutions."

8 Section 5. Section 2-18-304, MCA, is amended to read:
 9 "2-18-304. Longevity allowance. In addition to the
 10 compensation determined provided for in 2-18-311, and
 11 2-18-312, [section 9 of this act], [section 10 of this act],
 12 or [section 11 of this act], each employee who has completed
 13 at least 5 years of uninterrupted state service shall
 14 receive ~~the amount obtained by multiplying the larger of \$10~~
 15 a month or 10% of the difference between the base
 16 compensation for his grade and step (where applicable) and
 17 the base compensation for the next highest grade and
 18 corresponding step (where applicable) ~~in the next highest~~
 19 grade multiplied by the number of completed, contiguous
 20 5-year periods of uninterrupted state service ~~he has with~~
 21 ~~the state. Service to the state may is not be considered to~~
 22 ~~have been interrupted by authorized leaves of absence."~~

23 Section 6. Section 2-18-305, MCA, is amended to read:
 24 "2-18-305. Allocation between wages and health
 25 insurance group benefits. (1) The dollar amounts shown in

1 the respective metrices pay schedules provided in 2-18-311,
 2 and 2-18-312, [section 9 of this act], [section 10 of this
 3 act], or [section 11 of this act], as the case may be,
 4 represent the maximum amount allocated by the state for
 5 wages and ~~health insurance~~ group benefits, exclusive of
 6 longevity as defined in 2-18-304. Except as provided in
 7 subsection (2) of this section, that amount specifically
 8 allocated for ~~health insurance~~ group benefits shall be
 9 determined by 2-18-703. An employee who elects not to be
 10 covered by a state ~~health insurance~~ employee group benefit
 11 plan will receive as wages the amount shown in the
 12 appropriate metrix pay schedule less the state contribution
 13 for ~~health insurance~~ group benefits as determined by
 14 2-18-703.

15 (2) Employees may, through collective bargaining,
 16 determine the allocation of the amounts shown in the
 17 ~~metrices~~ of pay schedules provided in 2-18-311, and
 18 2-18-312, [section 9 of this act], [section 10 of this act],
 19 or [section 11 of this act], as the case may be, between
 20 wages and ~~health insurance~~ group benefits, except that in no
 21 case may the ~~health insurance~~ group benefits allocation be
 22 less than the amounts provided in 2-18-703."

23 Section 7. Section 2-18-311, MCA, is amended to read:
 24 "2-18-311. Pay metrix schedule for first fiscal year
 25 1980.

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,892	6,186	6,310	6,436	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692
2	6,313	6,629	6,762	6,897	7,035	7,176	7,320	7,466	7,615	7,767	7,922	8,080	8,242
3	6,724	7,112	7,254	7,397	7,547	7,698	7,852	8,009	8,169	8,332	8,499	8,669	8,842
4	7,274	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774	8,949	9,128	9,311	9,497
5	7,828	8,219	8,383	8,551	8,722	8,896	9,074	9,255	9,440	9,629	9,823	10,018	10,218
6	8,403	8,855	9,032	9,213	9,397	9,585	9,777	9,973	10,172	10,375	10,583	10,795	11,011
7	9,104	9,559	9,750	9,945	10,144	10,347	10,554	10,765	10,980	11,200	11,424	11,652	11,885
8	9,829	10,320	10,526	10,737	10,952	11,171	11,394	11,622	11,854	12,091	12,333	12,580	12,831
9	10,632	11,164	11,387	11,615	11,847	12,084	12,326	12,573	12,824	13,080	13,342	13,609	13,881
10	11,513	12,089	12,331	12,578	12,830	13,087	13,349	13,616	13,888	14,166	14,449	14,738	15,033
11	12,474	13,098	13,360	13,627	13,900	14,178	14,462	14,751	15,046	15,347	15,654	15,967	16,286
12	13,541	14,218	14,502	14,792	15,088	15,390	15,698	16,012	16,332	16,659	16,992	17,332	17,679
13	14,699	15,434	15,743	16,058	16,379	16,707	17,041	17,382	17,730	18,085	18,447	18,816	19,192
14	16,043	16,845	17,181	17,525	17,876	18,234	18,599	18,970	19,350	19,737	20,132	20,535	20,946
15	17,445	18,317	18,684	19,058	19,439	19,828	20,225	20,629	21,042	21,463	21,892	22,330	22,776
16	18,993	19,942	20,341	20,748	21,163	21,586	22,019	22,462	22,916	23,380	23,854	24,338	24,831
17	20,674	21,708	22,142	22,585	23,037	23,497	23,967	24,447	24,936	25,435	25,943	26,462	26,991
18	22,525	23,652	24,135	24,607	25,100	25,602	26,115	26,638	27,170	27,714	28,269	28,834	29,411
19	24,564	25,792	26,308	26,835	27,371	27,919	28,478	29,048	29,628	30,221	30,825	31,441	32,068
20	26,787	28,127	28,690	29,264	29,849	30,445	31,055	31,676	32,309	32,955	33,614	34,286	34,969
21	29,235	30,677	31,311	31,937	32,576	33,227	33,892	34,569	35,260	35,966	36,687	37,421	38,168
22	31,920	33,516	34,186	34,869	35,567	36,278	37,004	37,744	38,499	39,268	40,051	40,848	41,659
23	34,857	36,600	37,332	38,078	38,840	39,618	40,412	41,217	42,037	42,871	43,720	44,584	45,463
24	38,086	39,990	40,790	41,606	42,438	43,287	44,153	45,036	45,936	46,853	47,787	48,738	49,705
25	41,631	43,713	44,588	45,479	46,389	47,316	48,261	49,216	50,191	51,186	52,201	53,236	54,291

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,412	6,732	6,867	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372
2	6,845	7,188	7,332	7,479	7,629	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939
3	7,350	7,688	7,840	7,997	8,157	8,320	8,484	8,656	8,829	9,006	9,186	9,370	9,557
4	7,835	8,227	8,392	8,560	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231
5	8,405	8,825	9,002	9,182	9,366	9,553	9,744	9,939	10,138	10,341	10,548	10,759	10,974
6	9,029	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,789
7	9,720	10,206	10,410	10,618	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689
8	10,466	10,989	11,209	11,433	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665
9	11,294	11,859	12,096	12,338	12,585	12,837	13,094	13,356	13,623	13,895	14,173	14,456	14,745
10	12,201	12,811	13,067	13,328	13,595	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928
11	13,191	13,851	14,128	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223
12	14,290	15,004	15,304	15,610	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656
13	15,485	16,257	16,592	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213
14	16,952	17,800	18,156	18,519	18,890	19,268	19,654	20,046	20,447	20,857	21,274	21,699	22,133
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,555	24,026
16	20,006	21,007	21,427	21,855	22,293	22,738	23,194	23,657	24,131	24,614	25,106	25,608	26,120
17	21,746	22,833	23,290	23,755	24,230	24,715	25,209	25,713	26,227	26,751	27,286	27,832	28,388
18	23,663	24,846	25,343	25,850	26,367	26,894	27,433	27,981	28,541	29,111	29,691	30,287	30,893
19	25,773	27,062	27,603	28,156	28,719	29,294	29,880	30,478	31,088	31,710	32,344	32,991	33,649
20	28,074	29,478	30,068	30,669	31,282	31,907	32,545	33,196	33,859	34,536	35,227	35,932	36,652
21	30,608	32,139	32,782	33,437	34,106	34,787	35,483	36,193	36,918	37,656	38,407	39,172	39,952
22	33,387	35,057	35,758	36,473	37,202	37,947	38,707	39,482	40,269	41,069	41,884	42,705	43,542
23	36,428	38,250	39,014	39,795	40,591	41,403	42,231	43,075	43,935	44,809	45,697	46,600	47,519
24	39,770	41,759	42,595	43,446	44,315	45,202	46,105	47,025	47,954	48,893	49,842	50,802	51,773
25	43,440	45,613	46,525	47,455	48,404	49,373	50,362	51,371	52,391	53,422	54,464	55,527	56,602

NOTE:
INCLUDES INSURANCE

1 Section 8. Section 2-18-312, MCA, is amended to read:
 2 "2-18-312. Pay matrix schedule for second fiscal year
 3 1981.
 1978--1979 STATE ANNUAL SALARY MATRIX

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,955	6,086	6,210	6,336	6,464	6,595	6,729	6,866	6,997	7,131	7,268	7,407	7,548
2	6,444	6,586	6,724	6,860	6,998	7,138	7,281	7,426	7,573	7,722	7,874	8,028	8,184
3	7,052	7,206	7,362	7,519	7,678	7,839	8,002	8,168	8,336	8,506	8,678	8,852	9,028
4	7,731	7,898	8,067	8,238	8,412	8,589	8,769	8,951	9,136	9,323	9,513	9,705	9,900
5	8,485	8,666	8,849	9,035	9,224	9,415	9,609	9,806	10,006	10,209	10,414	10,622	10,833
6	9,314	9,508	9,705	9,905	10,108	10,314	10,523	10,735	10,949	11,165	11,384	11,605	11,829
7	10,229	10,446	10,666	10,889	11,115	11,344	11,576	11,811	12,049	12,290	12,534	12,781	13,031
8	11,231	11,462	11,697	11,936	12,178	12,423	12,671	12,922	13,175	13,431	13,689	13,949	14,212
9	12,329	12,574	12,823	13,074	13,328	13,585	13,845	14,108	14,373	14,641	14,912	15,185	15,461
10	13,524	13,784	14,048	14,315	14,585	14,858	15,134	15,413	15,695	15,979	16,266	16,556	16,849
11	14,817	15,092	15,371	15,653	15,938	16,226	16,517	16,811	17,108	17,408	17,711	18,017	18,326
12	16,210	16,504	16,802	17,103	17,407	17,714	18,024	18,337	18,653	18,972	19,294	19,619	19,947
13	17,704	18,018	18,336	18,657	18,981	19,308	19,638	19,971	20,307	20,646	20,988	21,333	21,681
14	19,300	19,634	19,972	20,313	20,657	21,004	21,354	21,707	22,063	22,422	22,784	23,149	23,517
15	21,009	21,364	21,723	22,084	22,448	22,815	23,186	23,560	23,937	24,318	24,702	25,089	25,479
16	22,834	23,208	23,586	23,967	24,351	24,739	25,131	25,526	25,923	26,324	26,728	27,135	27,546
17	24,786	25,178	25,574	25,973	26,375	26,780	27,188	27,599	28,013	28,430	28,850	29,273	29,700
18	26,867	27,282	27,701	28,123	28,548	28,976	29,407	29,841	30,278	30,719	31,163	31,611	32,063
19	29,080	29,518	29,960	30,405	30,854	31,306	31,762	32,222	32,685	33,152	33,623	34,097	34,575
20	31,426	31,898	32,374	32,853	33,335	33,820	34,309	34,801	35,296	35,794	36,295	36,800	37,309
21	33,907	34,404	34,905	35,409	35,917	36,428	36,942	37,460	37,981	38,505	39,032	39,562	40,095
22	36,524	37,046	37,572	38,101	38,633	39,168	39,706	40,248	40,794	41,343	41,895	42,450	43,008
23	39,278	39,826	40,378	40,934	41,493	42,055	42,620	43,188	43,760	44,335	44,913	45,495	46,080
24	42,169	42,744	43,322	43,903	44,487	45,074	45,664	46,257	46,853	47,452	48,054	48,659	49,267
25	45,198	45,809	46,424	47,042	47,663	48,288	48,916	49,548	50,183	50,821	51,462	52,107	52,755

1 **NEW SECTION.** Section 9. Pay schedules for
 2 institutional teachers.

3 (1) Teacher pay schedule for fiscal year 1980:
 4 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
 5 ~~(Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)~~

6	0	10,250	10,577	10,915	11,079	11,243	11,582
7	1	10,635	11,001	11,368	11,456	11,735	12,102
8	2	11,021	11,427	11,822	12,025	12,227	12,624
9	3	11,407	11,851	12,275	12,498	12,719	13,145
10	4	11,793	12,275	12,729	12,971	13,211	13,665
11	5	12,178	12,700	13,183	13,444	13,703	14,187
12	6	12,564	13,124	13,637	13,915	14,195	14,708
13	7	12,950	13,550	14,089	14,388	14,687	15,229
14	8	13,336	13,974	14,543	14,861	15,181	15,750
15	9	13,724	14,399	14,997	15,335	15,673	16,271

16 (2) Teacher pay schedule for fiscal year 1981:
 17 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
 18 ~~(Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)~~

19	0	11,070	11,420	11,783	11,959	12,135	12,498
20	1	11,483	11,875	12,269	12,363	12,662	13,056
21	2	11,897	12,332	12,756	12,973	13,190	13,616
22	3	12,311	12,787	13,241	13,481	13,718	14,175
23	4	12,724	13,241	13,728	13,988	14,245	14,732
24	5	13,138	13,697	14,215	14,495	14,773	15,292
25	6	13,551	14,152	14,702	15,000	15,301	15,851

1	7	13,965	14,609	15,187	15,508	15,828	16,410
2	8	14,379	15,064	15,674	16,015	16,358	16,968
3	9	14,795	15,519	16,161	16,523	16,886	17,527
4	10	15,208	15,974	16,705	17,031	17,413	18,086

5 **NEW SECTION.** Section 10. Pay schedules for liquor
 6 store occupations. (1) Liquor store pay schedule for fiscal
 7 year 1980:

8	Grade	\$/Hour
9	L1	4.533
10	L2	4.893
11	L3	5.263
12	L4	5.468
13	L5	5.683
14	L6	6.133
15	L7	6.623
16	L8	7.173

17 (2) Liquor store pay schedule for fiscal year 1981:

18	Grade	\$/Hour
19	L1	4.893
20	L2	5.253
21	L3	5.623
22	L4	5.828
23	L5	6.043
24	L6	6.493
25	L7	6.983

1 L8 7.533
 2 NEW SECTION. Section 11. Pay schedules for
 3 blue-collar occupations. (1) Blue-collar pay schedule for
 4 fiscal year 1980:

5	Grade	\$/Hour
6	B1	5.036
7	B2	5.364
8	B3	5.692
9	B4	6.020
10	B5	6.348
11	B6	6.676
12	B7	7.004
13	B8	7.332
14	B9	7.660
15	B10	7.988
16	B11	8.316
17	B12	8.644
18	B12 **	8.972

19 (2) Blue-collar pay schedule for fiscal year 1981:

20	Grade	\$/Hour
21	B1	5.332
22	B2	5.660
23	B3	5.988
24	B4	6.316
25	B5	6.644

1	B6	6.972
2	B7	7.300
3	B8	7.628
4	B9	7.956
5	B10	8.284
6	B11	8.612
7	B12	8.940
8	B12 **	9.268

9 (3) In recognition that the blue-collar employee
 10 classes in the university system have been paid at rates
 11 higher than employees in the blue-collar classes in the
 12 executive branch, it is the intent of the legislature during
 13 the next biennium that the board of regents seek wage
 14 settlements which reduce the current wage disparities or
 15 provide wages equal to those of employees in the executive
 16 branch.

17 Section 12. Section 2-18-701, MCA, is amended to read:
 18 "2-18-701. Definitions. In this part, as it applies to
 19 a person employed in the executive, judicial, or legislative
 20 branches of state government, "employee" means:

- 21 (1) a permanent full-time employee defined in
- 22 2-18-601;
- 23 ~~(2) a part-time employee defined in 2-18-601 who is~~
- 24 ~~scheduled to work at least 20 hours per week;~~
- 25 ~~(3) a person employed in a seasonal position defined~~

1 in--2-18-601--who--is--employed--on--a--regular--basis--at--least--0
2 months--of--the--fiscal--year.

3 (2) a part-time permanent employee, as defined in
4 2-18-601, who is scheduled to work a regular schedule of 20
5 hours or more a week;

6 (3) a seasonal employee, as defined in 2-18-601, who
7 is scheduled to work 6 months or more a year;

8 (4) elected officials;

9 (5) officers and employees of the legislative branch;

10 (6) judges and employees of the judicial branch; and

11 (7) academic, professional, and administrative
12 personnel having individual contracts under the authority of
13 the board of regents of higher education or the state board
14 of public education."

15 Section 13. Section 2-18-703, MCA, is amended to read:

16 "2-18-703. Contributions. (1) ~~The~~ respective
17 administrative and governing bodies Each agency as defined
18 in 2-18-601 shall contribute the amount specified in this
19 section towards the ~~insurance premium~~ group benefits cost.

20 (1)(2) For employees defined in 2-18-701 other than
21 members of collective bargaining units, and for members of
22 the legislature, the employer contribution for ~~insurance~~
23 group benefits shall be \$240 \$50 per year month for the
24 fiscal year ending June 30, ~~1970~~ 1980, and \$360 \$60 per year
25 month for each fiscal year thereafter. ~~The employer shall~~

1 prorate this amount for employees who work less than 2,000
2 hours per year. Permanent part-time employees who are
3 regularly scheduled to work less than 20 hours a week are
4 not eligible for the group benefit contribution. An employee
5 who elects not to be covered by a state-sponsored group
6 benefit plan may not receive the state contribution as
7 wages.

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

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

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

20 Section 14. Appropriation. There is appropriated to
21 the Office of Budget and Program Planning \$4,509,410 for the
22 fiscal year ending June 30, 1980, and \$9,490,590 for the
23 fiscal year ending June 30, 1981, from the general fund to
24 carry out the provisions of this act as it pertains to
25 executive branch agencies not including units of the

1 university system, vocational-technical centers, and
2 community colleges. The Office of Budget and Program
3 Planning is authorized to increase the expenditure authority
4 of executive branch agencies, not including units of the
5 university system, vocational-technical centers, and
6 community colleges, by \$5,981,022 for the fiscal year ending
7 June 30, 1980, and \$12,888,269 for the fiscal year ending
8 June 30, 1981, from funds other than the general fund which
9 accrue under provision of law to the respective agencies to
10 carry out the provisions of this act.

11 Section 15. Reversion of funds. Appropriated funds
12 not spent at the end of the fiscal year shall revert to the
13 fund from which appropriated.

14 Section 16. Codification. The code commissioner shall
15 codify sections 9, 10, and 11 of this act in Title 2,
16 chapter 18, part 3, and preferably shall codify them as
17 2-18-313, 2-18-314, and 2-18-315, respectively.

18 Section 17. Repealer. Section 2-18-307, MCA, is
19 repealed.

-End-

HOUSE BILL NO. 891

INTRODUCED BY SOUTH, GERKE, DUSSAULT, VINCENT, RAMIREZ

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH STATE EMPLOYEE COMPENSATION AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1980 AND 1981; APPROPRIATING FUNDS THEREFOR; AMENDING SECTIONS 2-18-101, 2-18-106, 2-18-301, 2-18-303, 2-18-304, 2-18-305, 2-18-311, 2-18-312, 2-18-701, AND 2-18-703, MCA; AND REPEALING SECTION 2-18-307, MCA."

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

Refer to Introduced Bill

(Strike everything after the enacting clause and insert:)

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Compensation" means the annual or hourly wage or salary plus and includes the ~~annual~~ state contribution of health-insurance-premiums to group benefits under provisions of 2-18-703.

(3) "Department" means the department of administration.

(4) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 from the statewide classification system.

(5) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in 2-18-103(10).

(6) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

(7) "Program" means a combination of planned efforts to provide a service."

Section 2. Section 2-18-106, MCA, is amended to read: "2-18-106. No limitation on legislative authority. ~~Parts 1, 2, and 3~~ do not limit the authority of the legislature relative to appropriations for salary and wages. The budget director shall adjust his determinations in accordance with legislative appropriations."

Section 3. Section 2-18-301, MCA, is amended to read: "2-18-301. ~~Rules Purpose and intent of part -- rules.~~ ~~(1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.~~

~~(2) It is the intent of the legislature that, for the~~

1 biennium ending June 30, 1981, the:
 2 (a) pay schedules provided for in 2-18-311, 2-18-312,
 3 [section 9], [section 10], and [section 11] supersede any
 4 other plan or systems established through collective
 5 bargaining after the adjournment of the 46th Legislature;
 6 (b) pay levels provided for in 2-18-311, 2-18-312,
 7 [section 9], [section 10], and [section 11] may not be
 8 increased through collective bargaining after adjournment of
 9 the 46th Legislature; and
 10 (c) total funds required to implement the pay
 11 schedules provided for in 2-18-311, 2-18-312, [section 9],
 12 [section 10], and [section 11] for any employee group or
 13 bargaining unit may not be increased through collective
 14 bargaining over the amount appropriated by the 46th
 15 Legislature.
 16 (3) The department shall administer the pay program
 17 established by the legislature on the basis of merit,
 18 internal equity, and competitiveness to external labor
 19 markets when fiscally able.
 20 (4) The department of administration, subject to
 21 approval by the budget director, may promulgate rules not
 22 inconsistent with the provisions of this part, collective
 23 bargaining statutes, or negotiated contracts to carry out
 24 the purposes of this part."
 25 Section 4. Section 2-18-303, MCA, is amended to read:

1 *2-18-303. Procedures for utilizing pay schedules. (1)
 2 The pay matrix provided in 2-18-311 indicates the annual
 3 compensation for the fiscal year ending June 30, 1978, for
 4 each step and grade for positions classified under
 5 provisions of law. Except as provided in 2-18-307 for
 6 collective bargaining units, the compensation of each
 7 employee shall, on the first day of the first pay period in
 8 July, 1977, as determined by the budget director, be that
 9 amount which corresponds to the grade and step occupied on
 10 June 30, 1977. The employee will advance one step on the
 11 employee's anniversary date as determined by the department
 12 of administration if the employee's anniversary date falls
 13 between (inclusive) July 1 and the first day of the first
 14 pay period of 1977, he or she will advance one step on the
 15 first day of that pay period.
 16 (2) The pay matrix provided in 2-18-312 indicates the
 17 annual compensation for the fiscal year ending June 30,
 18 1979, for each step and grade for positions classified under
 19 provisions of law. Except as provided in 2-18-307 for
 20 collective bargaining units, the compensation of each
 21 employee shall, on the first day of the first pay period in
 22 July, 1978, as determined by the budget director, be that
 23 amount which corresponds to the grade and step occupied on
 24 June 30, 1978. The employee will advance one step on the
 25 employee's anniversary date as determined by the department

1 of-administrations-if-the-employee's-anniversary-date--falls
 2 between--(inclusive)--duty--and-end-the-first-day-of-the-first
 3 pay-period-of-1978-he-or-she-will-advance-one-step-on--the
 4 first-day-of-that-pay-period. (1) The pay schedules provided
 5 in 2-18-311 and 2-18-312 shall be implemented as follows:

6 (a) The pay schedule provided in 2-18-311 indicates
 7 the annual compensation for the fiscal year ending June 30,
 8 1980, for each grade and step for positions classified under
 9 the provisions of part 2 of this chapter.

10 (b) The pay schedule provided in 2-18-312 indicates
 11 the annual compensation for the fiscal year ending June 30,
 12 1981, for each grade and step for positions classified under
 13 the provisions of part 2 of this chapter.

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

19 (d) (i) The compensation of each employee on the first
 20 day of the first pay period in fiscal year 1980 shall be
 21 that amount which corresponds to the grade and step occupied
 22 on the last day of the preceding fiscal year of 1979.

23 (ii) The compensation of each employee on the first day
 24 of the first pay period in fiscal year 1981 shall be that
 25 amount which corresponds to the grade and step occupied on

1 the last day of the fiscal year 1980.

2 (iii) In compliance with rules adopted to implement
 3 (this act), each employee is eligible on his anniversary
 4 date to advance one step in the pay matrix each fiscal year.
 5 However, if the employee's anniversary date falls between
 6 (inclusive) July 1 and the first day of the first pay period
 7 of fiscal year 1980 or 1981, as the case may be, he will
 8 advance one step on the first day of that pay period.

9 (2) The pay schedules provided in 2-18-311 and
 10 2-18-312 and the provisions of subsection (1) of this
 11 section do not apply to those institutional teachers, liquor
 12 store occupations, or blue-collar occupations compensated
 13 under the pay schedules provided in [sections 9, 10, or 11
 14 of this act].

15 (3) The pay schedules provided in [sections 9, 10, or
 16 11 of this act] shall be implemented as follows:

17 (a) (i) The pay schedules provided in [section 9 of
 18 this act] indicate the annual compensation for the
 19 contracted school term for teachers employed by institutions
 20 under the authority of the department of institutions for
 21 fiscal years 1980 and 1981.

22 (ii) The compensation of each teacher on the first day
 23 of the first pay period in July 1980 shall be that amount
 24 which corresponds to his level of academic achievement and
 25 the next highest grade from that occupied on June 30, 1979.

1 (iii) The compensation of each teacher on the first day
 2 of the first pay period in July 1981 shall be that amount
 3 which corresponds to his level of achievement and the next
 4 highest grade from that occupied on June 30, 1980.

5 (b) (i) The pay schedules provided in [section 10 of
 6 this act] indicate the maximum hourly compensation for
 7 fiscal years ending June 30, 1980, and June 30, 1981, for
 8 those employees in liquor store occupations who have
 9 collectively bargained separate classification and pay
 10 plans.

11 (ii) The compensation of each employee on the first day
 12 of the first pay period in fiscal year 1980 or 1981, as the
 13 case may be, shall be that amount which corresponds to that
 14 grade occupied on the last day of the preceding fiscal year.

15 (c) (i) The pay schedules provided in [section 11 of
 16 this act] indicate the maximum hourly compensation for
 17 fiscal years ending June 30, 1980, and June 30, 1981, for
 18 employees in apprentice trades and crafts and other
 19 blue-collar occupations recognized in the state blue-collar
 20 classification plan who are members of units that have
 21 collectively bargained separate classification and pay
 22 plans.

23 (ii) The compensation of each employee on the first day
 24 of the first pay period in fiscal year 1980 or 1981, as the
 25 case may be, shall be that amount which corresponds to that

1 grade occupied on the last day of the preceding fiscal year.

2 (4) (a) (i) No member of a bargaining unit may receive
 3 the amounts indicated in the respective pay schedules
 4 provided in 2-18-311, 2-18-312, or [sections 9, 10, or 11 of
 5 this act] until the bargaining unit of which he is a member
 6 ratifies a completely integrated collective bargaining
 7 agreement covering the biennium ending June 30, 1981.

8 (ii) In the event that negotiation and ratification of
 9 a completely integrated collective bargaining agreement as
 10 required by subsection (4)(a)(i) of this section are not
 11 completed by July 1, 1979, retroactivity to that date may be
 12 negotiated.

13 (iii) In the event that negotiation and ratification of
 14 a completely integrated collective bargaining agreement as
 15 required by subsection (4)(a)(i) of this section are not
 16 completed by July 1, 1979, members of the bargaining unit
 17 involved will continue to receive the compensation they were
 18 receiving as of June 30, 1979.

19 (b) Methods of administration not inconsistent with
 20 the purpose of [this act] and necessary to properly
 21 implement the pay schedules provided in [sections 9, 10, or
 22 11 of this act] may be provided for in collective bargaining
 23 agreements.

24 (5) The current wage or salary of an employee shall
 25 not be reduced by the implementation of the pay schedules

1 ~~provided for in 2-18-311, 2-18-312, or [sections 9, 10, or~~
 2 ~~11 of this act].~~

3 ~~(6) The department may authorize a separate pay~~
 4 ~~schedule for medical doctors if the rates provided in~~
 5 ~~2-18-311 and 2-18-312 are not sufficient to attract and~~
 6 ~~retain fully licensed and qualified physicians at the state~~
 7 ~~institutions."~~

8 Section 5. Section 2-18-304, MCA, is amended to read:

9 "2-18-304. Longevity allowance. In addition to the
 10 compensation ~~determined provided for~~ in 2-18-311, and
 11 2-18-312, ~~[section 9 of this act], [section 10 of this act],~~
 12 ~~or [section 11 of this act],~~ each employee who has completed
 13 at least 5 years of uninterrupted state service shall
 14 receive ~~the amount obtained by multiplying~~ the larger of \$10
 15 a month or 10% of the difference between the base
 16 compensation for his grade and step ~~(where applicable)~~ and
 17 the base compensation for the ~~next highest grade and~~
 18 corresponding step ~~(where applicable) in the next highest~~
 19 grade ~~multiplied~~ by the number of completed, contiguous
 20 5-year periods of uninterrupted ~~state~~ service he has with
 21 ~~the state. Service to the state may be not be considered to~~
 22 ~~have been interrupted by authorized leaves of absence."~~

23 Section 6. Section 2-18-305, MCA, is amended to read:

24 "2-18-305. Allocation between wages and health
 25 insurance ~~group benefits.~~ (1) The dollar amounts shown in

1 the respective ~~matrices pay schedules provided~~ in 2-18-311,
 2 end 2-18-312, ~~[section 9 of this act], [section 10 of this~~
 3 ~~act], or [section 11 of this act], as the case may be,~~
 4 represent the maximum amount allocated by the state for
 5 wages and ~~health--insurance group~~ benefits, exclusive of
 6 longevity as defined in 2-18-304. Except as provided in
 7 subsection (2) of this section, that amount specifically
 8 allocated for ~~health--insurance group~~ benefits shall be
 9 determined by 2-18-703. An employee who elects not to be
 10 covered by a state ~~health--insurance employee group benefit~~
 11 plan will receive as wages the amount shown in the
 12 appropriate ~~matrix pay schedule~~ less the state contribution
 13 for ~~health--insurance group benefits~~ as determined by
 14 2-18-703.

15 (2) Employees may, through collective bargaining,
 16 determine the allocation of the amounts shown in the
 17 ~~matrices--of pay schedules provided in~~ 2-18-311, and
 18 2-18-312, ~~[section 9 of this act], [section 10 of this act],~~
 19 ~~or [section 11 of this act], as the case may be,~~ between
 20 wages and ~~health--insurance group~~ benefits, except that in no
 21 case may the ~~health--insurance group benefits~~ allocation be
 22 less than the amounts provided in 2-18-703."

23 Section 7. Section 2-18-311, MCA, is amended to read:

24 "2-18-311. Pay ~~matrix schedule~~ for first fiscal year
 25 ~~1980.~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,892	6,186	6,310	6,436	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692
2	6,313	6,629	6,762	6,899	7,035	7,176	7,320	7,466	7,615	7,767	7,922	8,080	8,242
3	6,774	7,112	7,254	7,399	7,547	7,698	7,852	8,009	8,169	8,332	8,499	8,669	8,842
4	7,274	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774	8,949	9,128	9,311	9,497
5	7,828	8,219	8,383	8,551	8,722	8,896	9,074	9,255	9,440	9,629	9,822	10,019	10,218
6	8,433	8,855	9,032	9,213	9,397	9,585	9,777	9,973	10,172	10,375	10,583	10,795	11,011
7	9,104	9,559	9,750	9,945	10,144	10,347	10,554	10,765	10,980	11,200	11,424	11,652	11,885
8	9,829	10,320	10,526	10,732	10,942	11,157	11,376	11,622	11,854	12,092	12,333	12,580	12,832
9	10,632	11,164	11,387	11,615	11,847	12,084	12,326	12,573	12,824	13,080	13,342	13,609	13,881
10	11,513	12,089	12,331	12,578	12,830	13,087	13,349	13,616	13,888	14,166	14,449	14,738	15,033
11	12,474	13,098	13,360	13,627	13,900	14,178	14,462	14,751	15,046	15,347	15,654	15,967	16,286
12	13,511	14,218	14,502	14,792	15,088	15,390	15,698	16,012	16,332	16,659	16,992	17,332	17,679
13	14,639	15,434	15,743	16,058	16,379	16,707	17,041	17,382	17,730	18,085	18,447	18,816	19,192
14	16,043	16,845	17,181	17,525	17,876	18,234	18,599	18,970	19,350	19,737	20,132	20,535	20,946
15	17,445	18,317	18,684	19,058	19,439	19,828	20,225	20,629	21,042	21,463	21,892	22,330	22,776
16	18,993	19,942	20,341	20,748	21,163	21,586	22,019	22,459	22,908	23,366	23,834	24,310	24,796
17	20,674	21,708	22,142	22,585	23,037	23,497	23,967	24,447	24,936	25,435	25,943	26,462	26,991
18	22,525	23,652	24,125	24,607	25,100	25,602	26,115	26,638	27,170	27,714	28,269	28,834	29,411
19	24,564	25,792	26,308	26,835	27,371	27,919	28,478	29,048	29,628	30,221	30,825	31,441	32,068
20	26,787	28,127	28,690	29,264	29,849	30,445	31,055	31,676	32,309	32,955	33,614	34,286	34,969
21	29,235	30,697	31,311	31,937	32,576	33,227	33,892	34,569	35,260	35,966	36,686	37,419	38,166
22	31,920	33,516	34,186	34,869	35,567	36,278	37,004	37,744	38,499	39,269	40,054	40,854	41,669
23	34,857	36,600	37,332	38,078	38,838	39,612	40,409	41,217	42,038	42,874	43,725	44,591	45,473
24	38,086	39,990	40,790	41,606	42,438	43,287	44,153	45,036	45,936	46,854	47,791	48,746	49,719
25	41,631	43,713	44,588	45,479	46,389	47,316	47,316	47,316	47,316	47,316	47,316	47,316	47,316

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,327	5,498	5,606	5,723	5,846	5,978	6,114	6,255	6,404	6,558	6,717	6,882	7,054
2	5,824	5,948	6,064	6,222	6,349	6,477	6,612	6,752	6,900	7,054	7,213	7,378	7,549
3	6,354	6,497	6,617	6,777	6,907	7,041	7,180	7,326	7,479	7,637	7,799	7,966	8,139
4	6,908	7,041	7,189	7,336	7,497	7,668	7,826	8,003	8,168	8,342	8,520	8,701	8,884
5	7,488	7,648	7,826	7,994	8,168	8,343	8,523	8,705	8,891	9,081	9,276	9,476	9,681
6	8,106	8,281	8,463	8,643	8,823	9,001	9,182	9,368	9,554	9,745	9,941	10,141	10,346
7	8,758	8,940	9,121	9,302	9,483	9,660	9,842	10,029	10,221	10,418	10,620	10,827	11,039
8	9,442	9,600	9,752	9,909	10,070	10,236	10,406	10,581	10,761	10,946	11,136	11,331	11,531
9	10,157	10,349	10,540	10,732	10,926	11,124	11,326	11,530	11,738	11,950	12,166	12,387	12,613
10	10,906	11,109	11,310	11,512	11,716	11,924	12,136	12,352	12,572	12,796	13,024	13,257	13,495
11	11,681	11,892	12,101	12,312	12,526	12,744	12,966	13,192	13,422	13,656	13,894	14,137	14,385
12	12,492	12,704	12,914	13,128	13,346	13,568	13,794	14,024	14,258	14,496	14,738	14,984	15,235
13	13,338	13,552	13,764	13,980	14,200	14,424	14,652	14,884	15,120	15,360	15,604	15,852	16,104
14	14,220	14,436	14,648	14,864	15,084	15,308	15,536	15,768	16,004	16,244	16,484	16,728	16,976
15	15,138	15,356	15,570	15,788	16,010	16,236	16,464	16,696	16,932	17,172	17,416	17,664	17,916
16	16,082	16,292	16,504	16,718	16,936	17,158	17,384	17,612	17,844	18,080	18,320	18,564	18,812
17	17,052	17,256	17,462	17,670	17,880	18,092	18,308	18,528	18,752	18,980	19,212	19,448	19,688
18	18,048	18,244	18,442	18,644	18,848	19,056	19,268	19,484	19,704	19,928	20,156	20,388	20,624
19	19,070	19,252	19,436	19,624	19,816	20,012	20,212	20,416	20,624	20,836	21,052	21,272	21,496
20	20,124	20,292	20,462	20,636	20,814	21,000	21,192	21,388	21,588	21,792	22,000	22,208	22,420
21	21,200	21,352	21,506	21,664	21,824	22,000	22,184	22,372	22,564	22,760	22,960	23,164	23,372
22	22,300	22,436	22,574	22,716	22,864	23,016	23,172	23,332	23,496	23,664	23,836	24,012	24,192
23	23,424	23,544	23,666	23,792	23,924	24,060	24,200	24,344	24,492	24,644	24,796	24,952	25,112
24	24,572	24,676	24,782	24,892	25,004	25,120	25,240	25,364	25,492	25,624	25,760	25,900	26,044
25	25,744	25,832	25,922	26,016	26,112	26,212	26,316	26,424	26,536	26,652	26,772	26,896	27,024

GRD	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18
1	6,412	6,732	6,847	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372				
2	6,845	7,188	7,332	7,479	7,629	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939				
3	7,320	7,686	7,840	8,000	8,157	8,320	8,486	8,656	8,829	9,006	9,186	9,370	9,557				
4	7,835	8,227	8,350	8,540	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231				
5	8,405	8,825	9,002	9,182	9,366	9,553	9,744	9,939	10,138	10,341	10,548	10,759	10,974				
6	9,029	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,787				
7	9,720	10,206	10,410	10,613	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689				
8	10,466	10,989	11,209	11,433	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665				
9	11,294	11,859	12,067	12,338	12,585	12,837	13,094	13,356	13,623	13,895	14,173	14,456	14,745				
10	12,201	12,811	13,067	13,328	13,599	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928				
11	13,191	13,851	14,128	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223				
12	14,290	15,004	15,304	15,610	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656				
13	15,483	16,257	16,582	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213				
14	16,952	17,800	18,156	18,519	18,890	19,268	19,654	20,046	20,447	20,857	21,274	21,699	22,133				
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,555	24,026				
16	20,006	21,007	21,427	21,855	22,293	22,738	23,194	23,657	24,131	24,614	25,106	25,608	26,120				
17	21,746	22,833	23,290	23,755	24,230	24,715	25,209	25,713	26,227	26,751	27,286	27,832	28,389				
18	23,663	24,846	25,343	25,850	26,367	26,894	27,433	27,981	28,541	29,111	29,693	30,287	30,893				
19	25,773	27,062	27,603	28,156	28,719	29,294	29,880	30,478	31,088	31,710	32,344	32,991	33,652				
20	28,074	29,478	30,048	30,669	31,282	31,907	32,545	33,196	33,859	34,536	35,227	35,927	36,636				
21	30,608	32,139	32,782	33,437	34,106	34,787	35,483	36,193	36,918	37,656	38,409	39,176	39,956				
22	33,387	35,057	35,758	36,473	37,202	37,947	38,705	39,479	40,269	41,075	41,897	42,736	43,592				
23	36,428	38,250	39,014	39,795	40,591	41,403	42,231	43,075	43,936	44,815	45,713	46,630	47,565				
24	39,770	41,759	42,595	43,446	44,315	45,202	46,105	47,025	47,964	48,923	49,903	50,905	51,929				
25	43,440	45,613	46,525	47,455	48,404	49,373	49,373	49,373	49,373	49,373	49,373	49,373	49,373				

NONRA
INCLOSURE-INCORPORATED

1 Section 8. Section 2-18-312, MCA, is amended to read:
2
3 1981.
4
5 *2-18-312. Pay matrix schedule for second fiscal year

1978-1979 STATE ANNUAL SALARY MATRIX

GRD	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18
1	5,785	6,086	6,210	6,324	6,438	6,552	6,666	6,780	6,894	7,008	7,122	7,236	7,350				
2	6,144	6,444	6,568	6,682	6,796	6,910	7,024	7,138	7,252	7,366	7,480	7,594	7,708				
3	6,612	6,912	7,036	7,150	7,264	7,378	7,492	7,606	7,720	7,834	7,948	8,062	8,176				
4	7,100	7,400	7,524	7,638	7,752	7,866	7,980	8,094	8,208	8,322	8,436	8,550	8,664				
5	7,600	7,900	8,024	8,138	8,252	8,366	8,480	8,594	8,708	8,822	8,936	9,050	9,164				
6	8,100	8,400	8,524	8,638	8,752	8,866	8,980	9,094	9,208	9,322	9,436	9,550	9,664				
7	8,600	8,900	9,024	9,138	9,252	9,366	9,480	9,594	9,708	9,822	9,936	10,050	10,164				
8	9,100	9,400	9,524	9,638	9,752	9,866	9,980	10,094	10,208	10,322	10,436	10,550	10,664				
9	9,600	9,900	10,024	10,138	10,252	10,366	10,480	10,594	10,708	10,822	10,936	11,050	11,164				
10	10,100	10,400	10,524	10,638	10,752	10,866	10,980	11,094	11,208	11,322	11,436	11,550	11,664				
11	10,600	10,900	11,024	11,138	11,252	11,366	11,480	11,594	11,708	11,822	11,936	12,050	12,164				
12	11,100	11,400	11,524	11,638	11,752	11,866	11,980	12,094	12,208	12,322	12,436	12,550	12,664				
13	11,600	11,900	12,024	12,138	12,252	12,366	12,480	12,594	12,708	12,822	12,936	13,050	13,164				
14	12,100	12,400	12,524	12,638	12,752	12,866	12,980	13,094	13,208	13,322	13,436	13,550	13,664				
15	12,600	12,900	13,024	13,138	13,252	13,366	13,480	13,594	13,708	13,822	13,936	14,050	14,164				
16	13,100	13,400	13,524	13,638	13,752	13,866	13,980	14,094	14,208	14,322	14,436	14,550	14,664				
17	13,600	13,900	14,024	14,138	14,252	14,366	14,480	14,594	14,708	14,822	14,936	15,050	15,164				
18	14,100	14,400	14,524	14,638	14,752	14,866	14,980	15,094	15,208	15,322	15,436	15,550	15,664				
19	14,600	14,900	15,024	15,138	15,252	15,366	15,480	15,594	15,708	15,822	15,936	16,050	16,164				
20	15,100	15,400	15,524	15,638	15,752	15,866	15,980	16,094	16,208	16,322	16,436	16,550	16,664				
21	15,600	15,900	16,024	16,138	16,252	16,366	16,480	16,594	16,708	16,822	16,936	17,050	17,164				
22	16,100	16,400	16,524	16,638	16,752	16,866	16,980	17,094	17,208	17,322	17,436	17,550	17,664				
23	16,600	16,900	17,024	17,138	17,252	17,366	17,480	17,594	17,708	17,822	17,936	18,050	18,164				
24	17,100	17,400	17,524	17,638	17,752	17,866	17,980	18,094	18,208	18,322	18,436	18,550	18,664				
25	17,600	17,900	18,024	18,138	18,252	18,366	18,480	18,594	18,708	18,822	18,936	19,050	19,164				

1 **NEW SECTION.** Section 9. Pay schedules for
2 institutional teachers.

3 (1) Teacher pay schedule for fiscal year 1980:
4 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
5 (Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)

6	0	10,250	10,577	10,915	11,079	11,243	11,582
7	1	10,635	11,001	11,368	11,456	11,735	12,102
8	2	11,021	11,427	11,822	12,025	12,227	12,624
9	3	11,407	11,851	12,275	12,498	12,719	13,145
10	4	11,793	12,275	12,729	12,971	13,211	13,665
11	5	12,179	12,700	13,183	13,444	13,703	14,187
12	6	12,564	13,124	13,637	13,915	14,195	14,708
13	7	12,950	13,550	14,089	14,388	14,687	15,229
14	8	13,336	13,974	14,543	14,861	15,181	15,750
15	9	13,724	14,399	14,997	15,335	15,673	16,271

16 (2) Teacher pay schedule for fiscal year 1981:
17 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
18 (Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)

19	0	11,070	11,420	11,783	11,959	12,135	12,498
20	1	11,483	11,875	12,269	12,363	12,662	13,056
21	2	11,897	12,332	12,756	12,973	13,190	13,616
22	3	12,311	12,787	13,241	13,481	13,718	14,175
23	4	12,724	13,241	13,728	13,988	14,245	14,732
24	5	13,138	13,697	14,215	14,495	14,773	15,292
25	6	13,551	14,152	14,702	15,000	15,301	15,851

1	7	13,965	14,609	15,187	15,508	15,828	16,410
2	8	14,379	15,064	15,674	16,015	16,358	16,968
3	9	14,795	15,519	16,161	16,523	16,886	17,527
4	10	15,208	15,974	16,705	17,031	17,413	18,086

5 **NEW SECTION.** Section 10. Pay schedules for liquor
6 store occupations. (1) Liquor store pay schedule for fiscal
7 year 1980:

8	Grade	\$/Hour
9	L1	4.533
10	L2	4.893
11	L3	5.263
12	L4	5.468
13	L5	5.683
14	L6	6.133
15	L7	6.623
16	L8	7.173

17 (2) Liquor store pay schedule for fiscal year 1981:

18	Grade	\$/Hour
19	L1	4.893
20	L2	5.253
21	L3	5.623
22	L4	5.828
23	L5	6.043
24	L6	6.493
25	L7	6.983

1 L8 7.533
 2 NEW SECTION. Section 11. Pay schedules for
 3 blue-collar occupations. (1) Blue-collar pay schedule for
 4 fiscal year 1980:

5	Grade	\$/Hour
6	B1	5.036
7	B2	5.364
8	B3	5.692
9	B4	6.020
10	B5	6.348
11	B6	6.676
12	B7	7.004
13	B8	7.332
14	B9	7.660
15	B10	7.988
16	B11	8.316
17	B12	8.644
18	B00**	8.972

19 (2) Blue-collar pay schedule for fiscal year 1981:

20	Grade	\$/Hour
21	B1	5.332
22	B2	5.660
23	B3	5.988
24	B4	6.316
25	B5	6.644

1	B6	6.972
2	B7	7.300
3	B8	7.628
4	B9	7.956
5	B10	8.284
6	B11	8.612
7	B12	8.940
8	B00**	9.268

9 (3) In recognition that the blue-collar employee
 10 classes in the university system have been paid at rates
 11 higher than employees in the blue-collar classes in the
 12 executive branch, it is the intent of the legislature during
 13 the next biennium that the board of regents seek wage
 14 settlements which reduce the current wage disparities or
 15 provide wages equal to those of employees in the executive
 16 branch.

17 Section 12. Section 2-18-701, MCA, is amended to read:
 18 "2-18-701. Definitions. In this part, as it applies to
 19 a person employed in the executive, judicial, or legislative
 20 branches of state government, "employee" means:

- 21 (1) a permanent full-time employee defined in
- 22 2-18-601;
- 23 ~~(2) a part-time employee defined in 2-18-601 who is~~
- 24 ~~scheduled to work at least 20 hours per week;~~
- 25 ~~(3) a person employed in a seasonal position defined~~

1 in--2-18-601--who--is--employed--on--a--regular--basis--at--least--8
2 months--of--the--fiscal--year.

3 (2) a part-time permanent employee, as defined in
4 2-18-601, who is scheduled to work a regular schedule of 20
5 hours or more a week;

6 (3) a seasonal employee, as defined in 2-18-601, who
7 is scheduled to work 6 months or more a year;

8 (4) elected officials;

9 (5) officers and employees of the legislative branch;

10 (6) judges and employees of the judicial branch; and

11 (7) academic, professional, and administrative
12 personnel having individual contracts under the authority of
13 the board of regents of higher education or the state board
14 of public education."

15 Section 13. Section 2-18-703, MCA, is amended to read:

16 "2-18-703. Contributions. (1) The---respective
17 administrative and governing bodies Each agency as defined
18 in 2-18-601 shall contribute the amount specified in this
19 section towards the insurance premium group benefits cost.

20 (1)(2) For employees defined in 2-18-701 other than
21 members of collective bargaining units, and for members of
22 the legislature, the employer contribution for insurance
23 group benefits shall be \$240 \$30 per year month for the
24 fiscal year ending June 30, 1978 1980, and \$360 \$60 per year
25 month for each fiscal year thereafter. The employer shall

1 prorate this amount for employees who work less than 2,000
2 hours per year. Permanent part-time employees who are
3 regularly scheduled to work less than 20 hours a week are
4 not eligible for the group benefit contribution. An employee
5 who elects not to be covered by a state-sponsored group
6 benefit plan may not receive the state contribution as
7 wages.

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

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

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

20 Section 14. Appropriation. There is appropriated to
21 the Office of Budget and Program Planning \$4,509,410 for the
22 fiscal year ending June 30, 1980, and \$9,490,590 for the
23 fiscal year ending June 30, 1981, from the general fund to
24 carry out the provisions of this act as it pertains to
25 executive branch agencies not including units of the

1 university system, vocational-technical centers, and
2 community colleges. The Office of Budget and Program
3 Planning is authorized to increase the expenditure authority
4 of executive branch agencies, not including units of the
5 university system, vocational-technical centers, and
6 community colleges, by \$5,981,022 for the fiscal year ending
7 June 30, 1980, and \$12,888,269 for the fiscal year ending
8 June 30, 1981, from funds other than the general fund which
9 accrue under provision of law to the respective agencies to
10 carry out the provisions of this act.

11 Section 15. Reversion of funds. Appropriated funds
12 not spent at the end of the fiscal year shall revert to the
13 fund from which appropriated.

14 Section 16. Codification. The code commissioner shall
15 codify sections 9, 10, and 11 of this act in Title 2,
16 chapter 18, part 3, and preferably shall codify them as
17 2-18-313, 2-18-314, and 2-18-315, respectively.

18 Section 17. Repealer. Section 2-18-307, MCA, is
19 repealed.

-End-

HOUSE BILL NO. 891

INTRODUCED BY SOUTH, GERKE, DUSSAULT, VINCENT, RAMIREZ

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH STATE EMPLOYEE COMPENSATION AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1980 AND 1981; APPROPRIATING FUNDS THEREFOR; AMENDING SECTIONS 2-18-101, 2-18-106, 2-18-301, 2-18-303, 2-18-304, 2-18-305, 2-18-311, 2-18-312, 2-18-701, AND 2-18-703, MCA; AND REPEALING SECTION 2-18-307, MCA."

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

Refer to Introduced Bill

(Strike everything after the enacting clause and insert:)

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Compensation" means the annual or hourly wage or salary plus and includes the annual state contribution of health-insurance-premiums to group benefits under provisions of 2-18-703.

(3) "Department" means the department of administration.

(4) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 from the statewide classification system.

(5) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in 2-18-103(10).

(6) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

(7) "Program" means a combination of planned efforts to provide a service."

Section 2. Section 2-18-106, MCA, is amended to read: "2-18-106. No limitation on legislative authority. Parts 1, 2, and 3 do not limit the authority of the legislature relative to appropriations for salary and wages. The budget director shall adjust his determinations in accordance with legislative appropriations."

Section 3. Section 2-18-301, MCA, is amended to read: "2-18-301. ~~Rules Purpose and intent of part -- rules.~~ (1) ~~The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.~~

(2) ~~It is the intent of the legislature that, for the~~

1 biennium ending June 30, 1981, the
 2 (a) pay schedules provided for in 2-18-311, 2-18-312,
 3 [section 9], [section 10], and [section 11] supersede any
 4 other plan or systems established through collective
 5 bargaining after the adjournment of the 46th Legislature;
 6 (b) pay levels provided for in 2-18-311, 2-18-312,
 7 [section 9], [section 10], and [section 11] may not be
 8 increased through collective bargaining after adjournment of
 9 the 46th Legislature; and
 10 (c) total funds required to implement the pay
 11 schedules provided for in 2-18-311, 2-18-312, [section 9],
 12 [section 10], and [section 11] for any employee group or
 13 bargaining unit may not be increased through collective
 14 bargaining over the amount appropriated by the 46th
 15 Legislature.
 16 (3) The department shall administer the pay program
 17 established by the legislature on the basis of merit,
 18 internal equity, and competitiveness to external labor
 19 markets when fiscally able.
 20 (4) The department of--administration--subject--to
 21 approval--by--the--budget--director, may promulgate rules not
 22 inconsistent with the provisions of this part, collective
 23 bargaining statutes, or negotiated contracts to carry out
 24 the purposes of this part."
 25 Section 4. Section 2-18-303, MCA, is amended to read:

1 *2-18-303. Procedures for utilizing pay schedules. ~~(1)~~
 2 ~~The pay matrix provided in 2-18-311 indicates the annual~~
 3 ~~compensation for the fiscal year ending June 30, 1978, for~~
 4 ~~each step and grade for positions classified under~~
 5 ~~provisions of laws except as provided in 2-18-307 for~~
 6 ~~collective bargaining units; the compensation of each~~
 7 ~~employee shall, on the first day of the first pay period in~~
 8 ~~July, 1977, as determined by the budget director, be that~~
 9 ~~amount which corresponds to the grade and step occupied on~~
 10 ~~June 30, 1977. The employee will advance one step on the~~
 11 ~~employee's anniversary date as determined by the department~~
 12 ~~of administration. If the employee's anniversary date falls~~
 13 ~~between (inclusive) July 1 and the first day of the first~~
 14 ~~pay period of 1977, he or she will advance one step on the~~
 15 ~~first day of that pay period.~~
 16 ~~(2) The pay matrix provided in 2-18-312 indicates the~~
 17 ~~annual compensation for the fiscal year ending June 30,~~
 18 ~~1979, for each step and grade for positions classified under~~
 19 ~~provisions of laws except as provided in 2-18-307 for~~
 20 ~~collective bargaining units; the compensation of each~~
 21 ~~employee shall, on the first day of the first pay period in~~
 22 ~~July, 1978, as determined by the budget director, be that~~
 23 ~~amount which corresponds to the grade and step occupied on~~
 24 ~~June 30, 1978. The employee will advance one step on the~~
 25 ~~employee's anniversary date as determined by the department~~

1 ~~of administration. If the employee's anniversary date falls~~
 2 ~~between (inclusive) July 1 and the first day of the first~~
 3 ~~pay period of 1978, he or she will advance one step on the~~
 4 ~~first day of that pay period. (1) The pay schedules provided~~
 5 ~~in 2-18-311 and 2-18-312 shall be implemented as follows:~~

6 ~~(a) The pay schedule provided in 2-18-311 indicates~~
 7 ~~the annual compensation for the fiscal year ending June 30,~~
 8 ~~1980, for each grade and step for positions classified under~~
 9 ~~the provisions of part 2 of this chapter.~~

10 ~~(b) The pay schedule provided in 2-18-312 indicates~~
 11 ~~the annual compensation for the fiscal year ending June 30,~~
 12 ~~1981, for each grade and step for positions classified under~~
 13 ~~the provisions of part 2 of this chapter.~~

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

19 ~~(d) (i) The compensation of each employee on the first~~
 20 ~~day of the first pay period in fiscal year 1980 shall be~~
 21 ~~that amount which corresponds to the grade and step occupied~~
 22 ~~on the last day of the preceding fiscal year of 1979.~~

23 ~~(ii) The compensation of each employee on the first day~~
 24 ~~of the first pay period in fiscal year 1981 shall be that~~
 25 ~~amount which corresponds to the grade and step occupied on~~

1 ~~the last day of the fiscal year 1980.~~

2 ~~(iii) In compliance with rules adopted to implement~~
 3 ~~[this act], each employee is eligible on his anniversary~~
 4 ~~date to advance one step in the pay matrix each fiscal year.~~
 5 ~~However, if the employee's anniversary date falls between~~
 6 ~~(inclusive) July 1 and the first day of the first pay period~~
 7 ~~of fiscal year 1980 or 1981, as the case may be, he will~~
 8 ~~advance one step on the first day of that pay period.~~

9 ~~(2) The pay schedules provided in 2-18-311 and~~
 10 ~~2-18-312 and the provisions of subsection (1) of this~~
 11 ~~section do not apply to those institutional teachers, liquor~~
 12 ~~store occupations, or blue-collar occupations compensated~~
 13 ~~under the pay schedules provided in [sections 9, 10, or 11~~
 14 ~~of this act].~~

15 ~~(3) The pay schedules provided in [sections 9, 10, or~~
 16 ~~11 of this act] shall be implemented as follows:~~

17 ~~(a) (i) The pay schedules provided in [section 9 of~~
 18 ~~this act] indicate the annual compensation for the~~
 19 ~~contracted school term for teachers employed by institutions~~
 20 ~~under the authority of the department of institutions for~~
 21 ~~fiscal years 1980 and 1981.~~

22 ~~(ii) The compensation of each teacher on the first day~~
 23 ~~of the first pay period in July 1980 shall be that amount~~
 24 ~~which corresponds to his level of academic achievement and~~
 25 ~~the next highest grade from that occupied on June 30, 1979.~~

1 (iii) The compensation of each teacher on the first day
 2 of the first pay period in July 1981 shall be that amount
 3 which corresponds to his level of achievement and the next
 4 highest grade from that occupied on June 30, 1980.

5 (b) (i) The pay schedules provided in [section 10 of
 6 this act] indicate the maximum hourly compensation for
 7 fiscal years ending June 30, 1980, and June 30, 1981, for
 8 those employees in liquor store occupations who have
 9 collectively bargained separate classification and pay
 10 plans.

11 (iii) The compensation of each employee on the first day
 12 of the first pay period in fiscal year 1980 or 1981, as the
 13 case may be, shall be that amount which corresponds to that
 14 grade occupied on the last day of the preceding fiscal year.

15 (c) (i) The pay schedules provided in [section 11 of
 16 this act] indicate the maximum hourly compensation for
 17 fiscal years ending June 30, 1980, and June 30, 1981, for
 18 employees in apprentice trades and crafts and other
 19 blue-collar occupations recognized in the state blue-collar
 20 classification plan who are members of units that have
 21 collectively bargained separate classification and pay
 22 plans.

23 (ii) The compensation of each employee on the first day
 24 of the first pay period in fiscal year 1980 or 1981, as the
 25 case may be, shall be that amount which corresponds to that

1 grade occupied on the last day of the preceding fiscal year.

2 (4) (a) (i) No member of a bargaining unit may receive
 3 the amounts indicated in the respective pay schedules
 4 provided in 2-18-311, 2-18-312, or [sections 9, 10, or 11 of
 5 this act] until the bargaining unit of which he is a member
 6 ratifies a completely integrated collective bargaining
 7 agreement covering the biennium ending June 30, 1981.

8 (ii) In the event that negotiation and ratification of
 9 a completely integrated collective bargaining agreement as
 10 required by subsection (4)(a)(i) of this section are not
 11 completed by July 1, 1979, retroactivity to that date may be
 12 negotiated.

13 (iii) In the event that negotiation and ratification of
 14 a completely integrated collective bargaining agreement as
 15 required by subsection (4)(a)(i) of this section are not
 16 completed by July 1, 1979, members of the bargaining unit
 17 involved will continue to receive the compensation they were
 18 receiving as of June 30, 1979.

19 (b) Methods of administration not inconsistent with
 20 the purpose of [this act] and necessary to properly
 21 implement the pay schedules provided in [sections 9, 10, or
 22 11 of this act] may be provided for in collective bargaining
 23 agreements.

24 (5) The current wage or salary of an employee shall
 25 not be reduced by the implementation of the pay schedules

1 ~~provided for in 2-18-311, 2-18-312, or [sections 9, 10, or~~
 2 ~~11 of this act].~~

3 ~~(6) The department may authorize a separate pay~~
 4 ~~schedule for medical doctors if the rates provided in~~
 5 ~~2-18-311 and 2-18-312 are not sufficient to attract and~~
 6 ~~retain fully licensed and qualified physicians at the state~~
 7 ~~institutions.~~

8 ~~(7) THE DEPARTMENT MAY DEVELOP A PROGRAM WHICH WILL~~
 9 ~~ENABLE THE DEPARTMENT TO MITIGATE PROBLEMS ASSOCIATED WITH~~
 10 ~~DIFFICULT RECRUITMENT, RETENTION, TRANSFER, OR OTHER~~
 11 ~~EXCEPTIONAL CIRCUMSTANCES. INsofar AS THE PROGRAM MAY APPLY~~
 12 ~~TO EMPLOYEES WITHIN A COLLECTIVE BARGAINING UNIT, IT SHALL~~
 13 ~~BE A NEGOTIABLE SUBJECT UNDER 39-31-305."~~

14 Section 5. Section 2-18-304, MCA, is amended to read:

15 "2-18-304. Longevity allowance. In addition to the
 16 compensation determined ~~provided for~~ in 2-18-311, and
 17 2-18-312, ~~[section 9 of this act], [section 10 of this act],~~
 18 ~~or [section 11 of this act],~~ each employee who has completed
 19 at least 5 years of uninterrupted state service shall
 20 receive ~~the amount obtained by multiplying~~ the larger of \$10
 21 a month or 10% of the difference between the base
 22 compensation for his grade and step ~~(where applicable)~~ and
 23 the base compensation for the ~~next highest grade and~~
 24 ~~corresponding step (where applicable) in the next highest~~
 25 ~~grade multiplied by the number of completed, contiguous~~

1 5-year periods of uninterrupted ~~state~~ service ~~he has with~~
 2 ~~the state. Service to the state may is not be considered--to~~
 3 ~~have been interrupted by authorized leaves of absence."~~

4 Section 6. Section 2-18-305, MCA, is amended to read:

5 "2-18-305. Allocation between wages and health
 6 ~~insurance group benefits.~~ (1) The dollar amounts shown in
 7 the respective ~~metrices pay schedules provided~~ in 2-18-311,
 8 end 2-18-312, ~~[section 9 of this act], [section 10 of this~~
 9 ~~act], or [section 11 of this act], as the case may be,~~
 10 represent the maximum amount allocated by the state for
 11 wages and ~~health--insurance group~~ benefits, exclusive of
 12 longevity as defined in 2-18-304. Except as provided in
 13 subsection (2) of this section, that amount specifically
 14 allocated for ~~health--insurance group~~ benefits shall be
 15 determined by 2-18-703. An employee who elects not to be
 16 covered by a state ~~health--insurance employee group benefit~~
 17 plan will receive as wages the amount shown in the
 18 appropriate ~~metrix pay schedule~~ less the state contribution
 19 for ~~health--insurance group benefits~~ as determined by
 20 2-18-703.

21 (2) Employees may, through collective bargaining,
 22 determine the allocation of the amounts shown in the
 23 ~~metrices--of pay schedules provided in~~ 2-18-311, end
 24' 2-18-312, ~~[section 9 of this act], [section 10 of this act],~~
 25 ~~or [section 11 of this act], as the case may be,~~ between

1 wages and health-insurance group benefits, except that in no
 2 case may the health-insurance group benefits allocation be
 3 less than the amounts provided in 2-18-703."
 4 Section 7. Section 2-18-311, MCA, is amended to read:
 5 "2-18-311. Pay ~~metrix~~ schedule for first fiscal year
 6 1980.

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13	
1	5-4327	5-498	5-206	5-323	5-410	5-498	5-411	5-225	5-846	5-949	5-968	6-047	6-128	6-209
2	5-836	5-968	6-084	6-223	6-349	6-427	6-417	6-289	6-349	6-447	6-544	6-651	6-739	
3	5-834	6-477	6-617	6-797	6-900	7-041	7-041	6-789	7-497	7-658	7-746	7-828	7-929	
4	6-888	7-044	7-189	7-336	7-497	7-658	7-823	7-984	8-148	8-342	8-487	8-670	8-841	
5	7-488	8-342	8-526	8-705	8-893	9-081	9-282	9-483	9-691	9-900	10-108	10-326	10-443	
6	8-156	9-081	9-402	9-694	10-050	10-412	10-784	11-156	11-530	11-902	12-274	12-646	13-018	
7	8-878	9-900	10-121	10-342	10-570	10-798	11-024	11-252	11-479	11-708	11-936	12-164	12-392	
8	9-678	10-349	10-798	11-252	11-708	12-164	12-620	13-076	13-532	13-988	14-444	14-900	15-356	
9	10-117	11-291	11-840	12-389	12-938	13-487	14-036	14-585	15-134	15-683	16-232	16-781	17-330	
10	10-556	11-840	12-489	13-138	13-787	14-436	15-085	15-734	16-383	17-032	17-681	18-330	18-979	
11	11-813	12-798	13-640	14-583	15-526	16-469	17-412	18-355	19-298	20-241	21-184	22-127	23-070	
12	12-876	14-046	15-188	16-330	17-472	18-614	19-756	20-898	22-040	23-182	24-324	25-466	26-608	
13	13-729	15-046	16-388	17-730	19-072	20-414	21-756	23-098	24-440	25-782	27-124	28-466	29-808	
14	14-988	16-388	17-930	19-472	21-014	22-556	24-098	25-640	27-182	28-724	30-266	31-808	33-350	
15	16-328	18-027	19-769	21-511	23-253	25-000	26-742	28-484	30-226	31-968	33-710	35-452	37-194	
16	17-812	20-032	21-984	24-036	26-088	28-140	30-192	32-244	34-296	36-348	38-400	40-452	42-504	
17	19-578	22-443	24-671	27-045	29-357	31-669	34-000	36-312	38-624	40-936	43-248	45-560	47-872	
18	21-443	25-748	28-344	30-984	33-526	36-038	38-550	41-062	43-574	46-086	48-598	51-110	53-622	
19	23-433	28-833	31-674	34-648	37-539	40-551	43-563	46-575	49-587	52-599	55-611	58-623	61-635	
20	25-636	30-833	34-833	38-833	41-833	44-833	47-833	50-833	53-833	56-833	59-833	62-833	65-833	
21	28-062	32-716	36-891	40-991	45-116	49-241	53-366	57-491	61-616	65-741	69-866	73-991	78-116	
22	30-723	34-439	38-775	43-141	47-444	51-746	56-048	60-350	64-652	68-954	73-256	77-558	81-860	
23	33-634	37-419	41-819	46-219	50-519	54-819	59-119	63-419	67-719	72-019	76-319	80-619	84-919	
24	36-834	41-294	45-894	50-494	55-094	59-694	64-294	68-894	73-494	78-094	82-694	87-294	91-894	
25	40-348	45-291	49-891	54-491	59-091	63-691	68-291	72-891	77-491	82-091	86-691	91-291	95-891	

1 Section B. Section 2-18-312, MCA, is amended to read:
 2 *2-18-312. Pay matrix schedule for second fiscal year
 3 1981.

1978-1979 STATE ANNUAL SALARY MATRIX

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	57955	67086	57784	57944	67034	67120	67210	67326	67443	67567	67691	67820	67955
2	67444	67556	67691	67820	67955	77087	77212	77356	77501	77645	77790	77934	78084
3	67912	77066	77212	77356	77501	77645	77790	77934	78084	78238	78391	78544	78694
4	67463	77030	67421	67933	67945	67945	67945	67945	67945	67945	67945	67945	67945
5	67066	67421	67421	67933	67945	67945	67945	67945	67945	67945	67945	67945	67945
6	67334	67421	67421	67933	67945	67945	67945	67945	67945	67945	67945	67945	67945
7	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
8	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
9	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
10	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
11	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
12	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
13	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
14	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
15	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
16	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
17	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
18	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
19	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
20	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
21	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
22	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
23	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
24	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670
25	67456	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670	67670

HOUSE BILL 901 - (14-1)

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	57892	67186	67310	67436	67565	67696	67830	67967	77106	77248	77393	77541	77692
2	67313	67629	67762	67897	77035	77176	77320	77466	77615	77767	77922	78080	87242
3	67774	77112	77254	77399	77547	77698	77852	87009	87169	87332	87499	87669	87842
4	77274	77638	77791	77947	87106	87268	87433	87602	87774	87949	97128	97311	97497
5	77828	87219	87383	87531	87722	87896	97074	97255	97440	97629	107812	107995	117011
6	87433	87855	97032	97213	97397	97585	97777	97973	107172	107375	107583	107795	117011
7	97104	97559	97750	97945	107144	107347	107554	107765	107980	117200	117424	117652	117885
8	97829	107720	107526	107737	117947	127084	127291	127504	127724	127951	128184	128424	128671
9	107632	117164	117387	117615	117847	127084	127316	127553	127794	128040	128292	128550	128814
10	117513	127089	127331	127578	127830	137087	137349	137616	137888	147166	147447	147738	157033
11	127474	137097	137360	137627	137900	147178	147462	147751	147751	157347	157644	157967	167286
12	137541	147218	147502	147792	147792	157088	157390	157702	157332	167659	167992	177332	177679
13	147699	157434	157743	157058	167379	167234	177041	177382	177330	187085	187447	187816	197192
14	167043	167845	177481	177525	187592	187234	187599	187970	197350	197737	207132	207535	207946
15	177445	187317	187684	197058	197439	197828	207225	207629	217042	217463	227008	227462	247796
16	187993	197942	207941	207948	217163	217586	227019	227459	227908	237366	237834	247310	247796
17	207674	217708	227142	227585	237037	237497	247067	247547	247936	257435	257943	267462	267991
18	227525	237652	247125	247607	257100	257602	267115	267638	277170	277714	287269	287834	297411
19	247564	257792	267308	267835	277371	277919	287478	297048	297628	307221	307825	317441	317441
20	267787	277927	287508	287508	297849	307445	307445	317569	327309	327309	337614	337614	337614
21	277215	287697	297411	297411	307849	317576	327309	337044	337044	347569	357260	357260	357260
22	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920
23	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920
24	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920
25	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920	37920

1 **NEW SECTION.** Section 9. Pay schedules for
 2 institutional teachers.
 3 (1) Teacher pay schedule for fiscal year 1980:
 4 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
 5 (Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)
 6 0 10,250 10,577 10,915 11,079 11,243 11,582
 7 1 10,635 11,001 11,368 11,456 11,735 12,102
 8 2 11,021 11,427 11,822 12,025 12,227 12,624
 9 3 11,407 11,851 12,275 12,498 12,719 13,145
 10 4 11,793 12,275 12,729 12,971 13,211 13,665
 11 5 12,179 12,700 13,183 13,444 13,703 14,187
 12 6 12,564 13,124 13,637 13,915 14,195 14,708
 13 7 12,950 13,550 14,089 14,388 14,687 15,229
 14 8 13,336 13,974 14,543 14,861 15,181 15,750
 15 9 13,724 14,399 14,997 15,335 15,673 16,271
 16 (2) Teacher pay schedule for fiscal year 1981:
 17 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.
 18 (Grade)(Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)
 19 0 11,070 11,420 11,783 11,959 12,135 12,498
 20 1 11,483 11,875 12,269 12,363 12,662 13,056
 21 2 11,897 12,332 12,756 12,973 13,190 13,616
 22 3 12,311 12,787 13,241 13,481 13,718 14,175
 23 4 12,724 13,241 13,728 13,988 14,245 14,732
 24 5 13,138 13,697 14,215 14,495 14,773 15,292
 25 6 13,551 14,152 14,702 15,000 15,301 15,851

HOUSE BILL 991 - 58(14-9)

1980 - 1981 STATE ANNUAL SALARY MATRIX

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,412	6,732	6,867	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372
2	6,845	7,188	7,332	7,479	7,629	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939
3	7,320	7,684	7,840	7,997	8,157	8,320	8,486	8,656	8,829	9,006	9,186	9,370	9,557
4	7,835	8,227	8,392	8,560	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231
5	8,405	8,825	9,002	9,182	9,364	9,553	9,744	9,939	10,138	10,341	10,548	10,759	10,974
6	9,029	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,787
7	9,720	10,206	10,410	10,618	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689
8	10,466	10,989	11,209	11,433	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665
9	11,274	11,859	12,096	12,338	12,585	12,837	13,094	13,356	13,623	13,895	14,173	14,456	14,745
10	12,201	12,811	13,067	13,328	13,595	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928
11	13,191	13,851	14,128	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223
12	14,290	15,004	15,304	15,610	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656
13	15,483	16,257	16,582	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213
14	16,782	17,800	18,156	18,519	18,890	19,268	19,654	20,046	20,447	20,857	21,274	21,699	22,133
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,555	24,026
16	20,006	21,007	21,427	21,855	22,293	22,738	23,194	23,657	24,131	24,614	25,106	25,608	26,120
17	21,746	22,833	23,290	23,755	24,230	24,715	25,209	25,713	26,227	26,751	27,286	27,832	28,388
18	23,663	24,846	25,343	25,850	26,367	26,894	27,433	27,981	28,541	29,111	29,693	30,287	30,893
19	25,773	27,062	27,603	28,156	28,723	29,294	29,880	30,478	31,088	31,710	32,343	32,991	32,991
20	28,074	29,478	30,048	30,669	31,282	31,907	32,545	33,196	33,859	34,536	35,227	35,927	35,927
21	30,608	32,139	32,782	33,437	34,106	34,787	35,483	36,193	36,918	37,656	38,407	39,169	39,943
22	33,387	35,057	35,758	36,475	37,202	37,947	38,705	39,479	40,269	41,069	41,887	42,713	43,547
23	36,428	38,250	39,014	39,795	40,595	41,403	42,231	43,075	43,935	44,809	45,697	46,599	47,515
24	39,770	41,759	42,595	43,446	44,315	45,202	46,105	47,025	47,959	48,907	49,869	50,845	51,835
25	43,440	45,613	46,525	47,455	48,404	49,373	49,373	49,373	49,373	49,373	49,373	49,373	49,373

HOUSE ENCLOSURE - INSTRUCTIONS

1	7	13,965	14,609	15,187	15,508	15,828	16,410
2	8	14,379	15,064	15,674	16,015	16,358	16,968
3	9	14,795	15,519	16,161	16,523	16,886	17,527
4	10	15,208	15,974	16,705	17,031	17,413	18,086

5 NEW SECTION. Section 10. Pay schedules for liquor
6 store occupations. (1) Liquor store pay schedule for fiscal
7 year 1980:

8	Grade	\$/Hour
9	L1	4.533
10	L2	4.893
11	L3	5.263
12	L4	5.468
13	L5	5.683
14	L6	6.133
15	L7	6.623
16	L8	7.173

17 (2) Liquor store pay schedule for fiscal year 1981:

18	Grade	\$/Hour
19	L1	4.893
20	L2	5.253
21	L3	5.623
22	L4	5.828
23	L5	6.043
24	L6	6.493
25	L7	6.983

1	L8	7.533
2	<u>NEW SECTION.</u> Section 11. Pay schedules for	
3	blue-collar occupations. (1) Blue-collar pay schedule for	
4	fiscal year 1980:	

5	Grade	\$/Hour
6	B1	5.036
7	B2	5.364
8	B3	5.692
9	B4	6.020
10	B5	6.348
11	B6	6.676
12	B7	7.004
13	B8	7.332
14	B9	7.660
15	B10	7.988
16	B11	8.316
17	B12	8.644
18	B00**	8.972

19 (2) Blue-collar pay schedule for fiscal year 1981:

20	Grade	\$/Hour
21	B1	5.332 5.263
22	B2	5.660 5.691
23	B3	5.988 6.019
24	B4	6.316 6.347
25	B5	6.644 6.675

1	B6	6*972 7,003
2	B7	7*388 7,331
3	B8	7*628 7,659
4	B9	7*956 7,987
5	B10	8*284 8,315
6	B11	8*612 8,643
7	B12	8*940 8,971
8	B00**	9*268 9,299

9 UP TO \$.031 OF THE HOURLY INCREASE GRANTED ABOVE FOR FISCAL
10 YEAR 1981 SHALL NOT BE GRANTED TO AN EMPLOYEE TO THE EXTENT
11 THAT THE EMPLOYEE WOULD RECEIVE A RATE, COMMONLY CALLED A
12 RED-CIRCLED RATE, EXCEEDING THE ABOVE LISTED RATES DUE TO
13 THE FACT THAT SUCH EMPLOYEE, AT THE TIME THE BLUE COLLAR
14 PLAN WAS ORIGINALLY IMPLEMENTED, WAS PAID AT A RATE GREATER
15 THAN THE STANDARD BLUE COLLAR RATE FOR HIS CLASSIFICATION.

16 (3) In recognition that the blue-collar employee
17 classes in the university system have been paid at rates
18 higher than employees in the blue-collar classes in the
19 executive branch, it is the intent of the legislature during
20 the next biennium that the board of regents seek wage
21 settlements which reduce the current wage disparities or
22 provide wages equal to those of employees in the executive
23 branch.

24 Section 12. Section 2-18-701, MCA, is amended to read:
25 "2-18-701. Definitions. In this part, as it applies to

1 a person employed in the executive, judicial, or legislative
2 branches of state government, "employee" means:

3 (1) a permanent full-time employee defined in
4 2-18-601;

5 ~~(2) a part-time employee defined in 2-18-601 who is~~
6 ~~scheduled to work at least 20 hours per week;~~

7 ~~(3) a person employed in a seasonal position defined~~
8 ~~in 2-18-601 who is employed on a regular basis at least 8~~
9 ~~months of the fiscal year;~~

10 (2) a part-time permanent employee, as defined in
11 2-18-601, who is scheduled to work a regular schedule of 20
12 hours or more a week;

13 (3) a seasonal employee, as defined in 2-18-601, who
14 is scheduled to work 6 months or more a year;

15 (4) elected officials;

16 (5) officers and employees of the legislative branch;

17 (6) judges and employees of the judicial branch; and

18 (7) academic, professional, and administrative

19 personnel having individual contracts under the authority of
20 the board of regents of higher education or the state board
21 of public education."

22 Section 13. Section 2-18-703, MCA, is amended to read:

23 "2-18-703. Contributions. (1) The~~respective~~
24 ~~administrative and governing bodies~~ Each agency as defined
25 in 2-18-601 shall contribute the amount specified in this

1 section towards the ~~insurance-premium~~ group benefits cost.
 2 ~~{1}~~(2) For employees defined in 2-18-701 other than
 3 members of collective bargaining units, and for members of
 4 the legislature, the employer contribution for ~~insurance~~
 5 group benefits shall be ~~\$248~~ \$50 per year ~~month~~ for the
 6 fiscal year ending June 30, ~~1978~~ 1980, and ~~\$360~~ \$60 per year
 7 ~~month~~ for each fiscal year thereafter. ~~The employer shall~~
 8 ~~prorate this amount for employees who work less than 2,000~~
 9 ~~hours per year.~~ Permanent part-time employees who are
 10 regularly scheduled to work less than 20 hours a week are
 11 not eligible for the group benefit contribution. An employee
 12 who elects not to be covered by a state-sponsored group
 13 benefit plan may not receive the state contribution as
 14 wages.
 15 ~~{2}~~--For--state--employee--members--of--a--collective
 16 bargaining--unity--the--employer--shall--pay--the--amount
 17 negotiated--with--the--collective--bargaining--unity
 18 (3) For employees of elementary and high school
 19 districts and of local government units, the employer's
 20 premium contributions may exceed but shall ~~may~~ not be less
 21 than \$10 per month.
 22 {4} Unused employer contributions for any state
 23 employee shall be transferred to an account established for
 24 this purpose by the department and upon such transfer may be
 25 used to offset losses occurring to the group of which the

1 employee is eligible to be a member."
 2 Section 14. Appropriation. There is appropriated to
 3 the Office of Budget and Program Planning \$4,509,410 for the
 4 fiscal year ending June 30, 1980, and \$9,490,590 for the
 5 fiscal year ending June 30, 1981, from the general fund to
 6 carry out the provisions of this act as it pertains to
 7 executive branch agencies not including units of the
 8 university system, vocational-technical centers, and
 9 community colleges. The Office of Budget and Program
 10 Planning is authorized to increase the expenditure authority
 11 of executive branch agencies, not including units of the
 12 university system, vocational-technical centers, and
 13 community colleges, by \$5,981,022 for the fiscal year ending
 14 June 30, 1980, and ~~\$12,800,269~~ \$12,918,269 for the fiscal
 15 year ending June 30, 1981, from funds other than the general
 16 fund which accrue under provision of law to the respective
 17 agencies to carry out the provisions of this act.
 18 Section 15. Reversion of funds. Appropriated funds
 19 not spent at the end of the fiscal year shall revert to the
 20 fund from which appropriated.
 21 Section 16. Codification. The code commissioner shall
 22 codify sections 9, 10, and 11 of this act in Title 2,
 23 chapter 18, part 3, and preferably shall codify them as
 24 2-18-313, 2-18-314, and 2-18-315, respectively.
 25 Section 17. Repealer. Section 2-18-307, MCA, is

HB 0891/03

1 repealed.

-End-

April 16, 1979

SENATE STANDING COMMITTEE REPORT

That House Bill No. 891, third reading bill, be amended as follows:

1. Page 9, line 8.

Following: line 7

Insert: "(7) the Department may develop a program which will enable the Department to mitigate problems associated with difficult recruitment, retention, transfer or other exceptional circumstances. In so far as the program may apply to employees within a collective bargaining unit, it shall be a negotiable subject under MCA 39-31-305."

2. Page 17, line 21 through page 18, line 8.

Following: line 20

Strike: line 21 through line 8, page 18

Insert:

"B1	5.363
B2	5.691
B3	6.019
B4	6.347
B5	6.675
B6	7.003
B7	7.331
B8	7.659
B9	7.987
B10	8.315
B11	8.643
B12	8.971
BOO**	9.299

Up to \$.031 of the hourly increase granted above for Fiscal Year 1981 shall not be granted to an employee to the extent that the employee would receive a rate, commonly called a red-circled rate, exceeding the above listed rates due to the fact that such employee, at the time the blue collar plan was originally implemented, was paid at a rate greater than the standard blue collar rate for his classification."

3. Page 21, line 7.

Following: "and"

Strike: "12,888,269"

Insert: "12,918,269"