

HOUSE BILL NO. 375

INTRODUCED BY BARDANOUE

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

IN THE HOUSE

January 24, 1985

Introduced and referred to
Committee on Appropriations.

April 1, 1985

Committee recommend bill do pass
as amended. Report adopted.

Bill printed and placed on
members' desks.

According to House Rule 1-5,
bill, as amended, failed second
reading.

April 2, 1985

On motion, previous action
reconsidered.

April 10, 1985

Second reading, do pass.

On motion, rules suspended and
bill placed on third reading this
day.

Third reading, passed.

Transmitted to Senate.

IN THE SENATE

April 13, 1985

On motion, rules suspended to
accept. Motion adopted.

On motion, HB No. 375 will not be
considered on second reading
until HB No. 500 passed the
Senate and returned to House.
Motion adopted.

April 15, 1985 Introduced and referred to
Committee on Labor and Employment
Relations.

April 17, 1985 On motion, rules temporarily
suspended for the purpose of
allowing all bills passed on
second reading on the 88th
Legislative Day to be advanced to
third reading that same day.

April 20, 1985 Committee recommend bill be
concurrred in. Report adopted.

April 22, 1985 Second reading, pass
consideration.

April 23, 1985 Second reading, concurrred in.

Third reading, concurrred in.
Ayes, 30; Noes, 19.

Returned to House.

IN THE HOUSE

April 23, 1985 Received from Senate.

April 24, 1985 Sent to enrolling.

Reported correctly enrolled.

HOUSE BILL NO. 375

INTRODUCED BY

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFITS LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1986 AND 1987; APPROPRIATING FUNDS THEREFOR; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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

Section 1. Section 2-18-301, MCA, is amended to read:

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

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1985~~ 1987, the:

(a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~48th~~ 49th legislature;

(b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~48th~~ 49th legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-311 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the ~~48th~~ 49th legislature.

(3) The department shall administer the pay program established by the legislature on the



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1 basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

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

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

5 "2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311
6 and 2-18-312 shall be implemented as follows:

7 (a) The pay schedule provided in 2-18-311 indicates the annual compensation for the fiscal
8 year ending June 30, ~~1984~~ 1986, for each grade and step for positions classified under the
9 provisions of part 2 of this chapter.

10 (b) The pay schedule provided in 2-18-312 indicates the annual compensation for the fiscal
11 year ending June 30, ~~1985~~ 1987, for each grade and step for positions classified under the
12 provisions of part 2 of this chapter.

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

17 (d) (i) The compensation of each employee on the first day of the first pay period in fiscal
18 year ~~1984~~ 1986 shall be that amount which corresponds to the grade and step occupied on the last
19 day of the preceding fiscal year of ~~1983~~ 1985.

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
21 ~~1985~~ 1987 shall be that amount which corresponds to the grade and step occupied on the last day of
22 the fiscal year ~~1984~~ 1985.

23 ~~(iii) In compliance with rules adopted to implement this part, each employee is eligible on~~
24 ~~his anniversary date to advance one step in the pay matrix for fiscal year 1984 and fiscal year~~
25 ~~1985. However, if the employee's anniversary date falls between (inclusive) July 1 and the first~~

1 day--of--the--first--pay--period--of--fiscal--year--~~1984~~ or ~~1985~~;--as--the--case--may--be,--he--will--advance--one
2 step--on--the--first--day--of--that--pay--period:

3 (2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1)
4 of this section do not apply to those institutional teachers, liquor store occupations, or
5 blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or
6 2-18-315.

7 (3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as
8 follows:

9 (a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the
10 contracted school term for teachers employed by institutions under the authority of the department
11 of institutions for fiscal years ~~1984~~ 1986 and ~~1985~~ 1987.

12 (ii) The compensation of each teacher on the first day of the first pay period in July, ~~1983~~
13 1985, shall be that amount which corresponds to his level of academic achievement and the step
14 occupied on June 30, ~~1983~~ 1985.

15 (iii) The compensation of each teacher on the first day of the first pay period in July, ~~1984~~
16 1986, shall be that amount which corresponds to his level of achievement and the step occupied on
17 June 30, ~~1983~~ 1985.

18 (b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for
19 fiscal years ending June 30, ~~1984~~ 1986, and June 30, ~~1985~~ 1987, for those employees in liquor store
20 occupations who have collectively bargained separate classification and pay plans.

21 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
22 ~~1984~~ 1986 or ~~1985~~ 1987, as the case may be, shall be that amount which corresponds to that grade
23 occupied on the last day of the preceding fiscal year.

24 (c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for
25 fiscal years ending June 30, ~~1984~~ 1986, and June 30, ~~1985~~ 1987, for employees in apprentice trades

1 and crafts and other blue-collar occupations recognized in the state blue-collar classification
2 plan who are members of units that have collectively bargained separate classification and pay
3 plans.

4 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
5 ~~1984~~ 1986 or ~~1985~~ 1987, as the case may be, shall be that amount which corresponds to that grade
6 occupied on the last day of the preceding fiscal year.

7 (4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the
8 respective pay schedules provided in 2-18-311 through 2-18-315 until the bargaining unit of which
9 he is a member ratifies a completely integrated collective bargaining agreement covering the
10 biennium ending June 30, ~~1985~~ 1987.

11 (ii) In the event that negotiation and ratification of a completely integrated collective
12 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
13 1, ~~1985~~ 1985, retroactivity to that date may be negotiated.

14 (iii) In the event that negotiation and ratification of a completely integrated collective
15 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
16 1, ~~1985~~ 1985, members of the bargaining unit involved will continue to receive the compensation
17 they were receiving as of June 30, ~~1985~~ 1985.

18 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
19 properly implement the pay schedules provided in 2-18-313 through 2-18-315 may be provided for in
20 collective bargaining agreements.

21 (5) The current wage or salary of an employee shall not be reduced by the implementation of
22 the pay schedules provided for in 2-18-311 through 2-18-315.

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

1 (7) The department may develop programs which will enable the department to mitigate problems
 2 associated with difficult recruitment, retention, transfer, or other exceptional circumstances.
 3 Insofar as the program may apply to employees within a collective bargaining unit, it shall be a
 4 negotiable subject under 39-31-305."

5 Section 3. Section 2-18-311, MCA, is amended to read:

6 "2-18-311. Statewide pay schedule for fiscal year ~~1984~~ 1986. The statewide classification pay
 7 schedule for fiscal year ~~1984~~ 1986 is as follows:

		Annual Hours -- 2080													Note: Includes Insurance
		Pay Matrix -- State													Matrix Type -- Annual
		STEP													
GRADE		1	2	3	4	5	6	7	8	9	10	11	12	13	
1	1	8,554	9,111	9,293	9,479	9,669	9,862	10,059	10,260	10,465	10,674	10,887	11,105	11,494	
2	2	9,039	9,621	9,813	10,009	10,209	10,413	10,621	10,833	11,050	11,271	11,496	11,726	12,136	
3	3	9,555	10,177	10,381	10,589	10,801	11,017	11,237	11,462	11,691	11,925	12,164	12,407	12,841	
4	4	10,124	10,783	10,999	11,219	11,443	11,672	11,905	12,143	12,386	12,634	12,887	13,145	13,605	
5	5	10,751	11,452	11,681	11,915	12,153	12,396	12,644	12,897	13,155	13,418	13,686	13,960	14,449	
6	6	11,439	12,185	12,429	12,678	12,932	13,191	13,455	13,724	13,998	14,278	14,564	14,855	15,375	
7	7	12,202	12,998	13,258	13,523	13,793	14,069	14,350	14,637	14,930	15,229	15,534	15,845	16,400	
8	8	13,024	13,874	14,151	14,434	14,723	15,017	15,317	15,623	15,935	16,254	16,579	16,911	17,503	
9	9	13,937	14,847	15,144	15,447	15,756	16,071	16,392	16,720	17,054	17,395	17,743	18,098	18,731	
10	10	14,937	15,913	16,231	16,556	16,887	17,225	17,570	17,921	18,279	18,645	19,018	19,398	20,077	
11	11	16,030	17,077	17,419	17,767	18,122	18,484	18,854	19,231	19,616	20,008	20,408	20,816	21,545	
12	12	17,239	18,366	18,733	19,108	19,490	19,880	20,278	20,684	21,098	21,520	21,950	22,389	23,173	
13	13	18,555	19,769	20,164	20,567	20,978	21,398	21,826	22,263	22,708	23,162	23,625	24,098	24,941	
14	14	20,175	21,496	21,926	22,365	22,812	23,268	23,733	24,208	24,692	25,186	25,690	26,204	27,121	

1	15	21,865	23,296	23,762	24,237	24,722	25,216	25,720	26,234	26,759	27,294	27,840	28,397	29,391
2	16	23,760	25,316	25,822	26,338	26,865	27,402	27,950	28,509	29,079	29,661	30,254	30,859	31,939
3	17	25,813	27,504	28,054	28,615	29,187	29,771	30,366	30,973	31,592	32,224	32,868	33,525	34,698
4	18	28,000	29,920	30,518	31,128	31,751	32,386	33,034	33,695	34,369	35,056	35,757	36,472	37,749
5	19	30,572	32,576	33,228	33,893	34,571	35,262	35,967	36,686	37,420	38,168	38,931	39,710	39,710
6	20	33,292	35,475	36,185	36,909	37,647	38,400	39,168	39,951	40,750	41,565	42,396	42,996	42,996
7	21	36,286	38,665	39,438	40,227	41,032	41,853	42,690	43,544	44,415	45,303	45,303	45,303	45,303
8	22	39,570	42,165	43,008	43,868	44,745	45,640	46,553	47,484	48,434	48,434	48,434	48,434	48,434
9	23	43,163	45,995	46,915	47,858	48,810	49,786	50,782	51,798	51,798	51,798	51,798	51,798	51,798
10	24	47,111	50,209	51,207	52,231	53,276	54,342	55,429	55,429	55,429	55,429	55,429	55,429	55,429
11	25	51,449	54,825	55,922	57,040	58,181	59,345	59,345	59,345	59,345	59,345	59,345	59,345	59,345
12	<u>1</u>	<u>8,999</u>	<u>9,676</u>	<u>9,870</u>	<u>10,067</u>	<u>10,268</u>	<u>10,473</u>	<u>10,682</u>	<u>10,896</u>	<u>11,114</u>	<u>11,336</u>	<u>11,563</u>	<u>11,794</u>	<u>12,266</u>
13	<u>2</u>	<u>9,491</u>	<u>10,205</u>	<u>10,409</u>	<u>10,617</u>	<u>10,829</u>	<u>11,046</u>	<u>11,267</u>	<u>11,492</u>	<u>11,722</u>	<u>11,956</u>	<u>12,195</u>	<u>12,439</u>	<u>12,937</u>
14	<u>3</u>	<u>10,025</u>	<u>10,780</u>	<u>10,996</u>	<u>11,216</u>	<u>11,440</u>	<u>11,669</u>	<u>11,902</u>	<u>12,140</u>	<u>12,383</u>	<u>12,631</u>	<u>12,884</u>	<u>13,142</u>	<u>13,668</u>
15	<u>4</u>	<u>10,609</u>	<u>11,408</u>	<u>11,636</u>	<u>11,869</u>	<u>12,106</u>	<u>12,348</u>	<u>12,595</u>	<u>12,847</u>	<u>13,104</u>	<u>13,366</u>	<u>13,633</u>	<u>13,906</u>	<u>14,462</u>
16	<u>5</u>	<u>11,254</u>	<u>12,101</u>	<u>12,343</u>	<u>12,590</u>	<u>12,842</u>	<u>13,099</u>	<u>13,361</u>	<u>13,628</u>	<u>13,901</u>	<u>14,179</u>	<u>14,463</u>	<u>14,752</u>	<u>15,342</u>
17	<u>6</u>	<u>11,960</u>	<u>12,860</u>	<u>13,117</u>	<u>13,379</u>	<u>13,647</u>	<u>13,920</u>	<u>14,198</u>	<u>14,482</u>	<u>14,772</u>	<u>15,067</u>	<u>15,368</u>	<u>15,675</u>	<u>16,302</u>
18	<u>7</u>	<u>12,742</u>	<u>13,701</u>	<u>13,975</u>	<u>14,255</u>	<u>14,540</u>	<u>14,831</u>	<u>15,128</u>	<u>15,431</u>	<u>15,740</u>	<u>16,055</u>	<u>16,376</u>	<u>16,704</u>	<u>17,372</u>
19	<u>8</u>	<u>13,585</u>	<u>14,608</u>	<u>14,900</u>	<u>15,198</u>	<u>15,502</u>	<u>15,812</u>	<u>16,128</u>	<u>16,451</u>	<u>16,780</u>	<u>17,116</u>	<u>17,458</u>	<u>17,807</u>	<u>18,519</u>
20	<u>9</u>	<u>14,523</u>	<u>15,616</u>	<u>15,928</u>	<u>16,247</u>	<u>16,572</u>	<u>16,903</u>	<u>17,241</u>	<u>17,586</u>	<u>17,938</u>	<u>18,297</u>	<u>18,663</u>	<u>19,036</u>	<u>19,797</u>
21	<u>10</u>	<u>15,548</u>	<u>16,718</u>	<u>17,052</u>	<u>17,393</u>	<u>17,741</u>	<u>18,096</u>	<u>18,458</u>	<u>18,827</u>	<u>19,204</u>	<u>19,588</u>	<u>19,980</u>	<u>20,380</u>	<u>21,195</u>
22	<u>11</u>	<u>16,669</u>	<u>17,924</u>	<u>18,282</u>	<u>18,648</u>	<u>19,021</u>	<u>19,401</u>	<u>19,789</u>	<u>20,185</u>	<u>20,589</u>	<u>21,001</u>	<u>21,421</u>	<u>21,849</u>	<u>22,723</u>
23	<u>12</u>	<u>17,910</u>	<u>19,258</u>	<u>19,643</u>	<u>20,036</u>	<u>20,437</u>	<u>20,846</u>	<u>21,263</u>	<u>21,688</u>	<u>22,122</u>	<u>22,564</u>	<u>23,015</u>	<u>23,475</u>	<u>24,414</u>
24	<u>13</u>	<u>19,261</u>	<u>20,711</u>	<u>21,125</u>	<u>21,548</u>	<u>21,979</u>	<u>22,419</u>	<u>22,867</u>	<u>23,324</u>	<u>23,790</u>	<u>24,266</u>	<u>24,751</u>	<u>25,246</u>	<u>26,256</u>
25	<u>14</u>	<u>20,924</u>	<u>22,499</u>	<u>22,949</u>	<u>23,408</u>	<u>23,876</u>	<u>24,354</u>	<u>24,841</u>	<u>25,338</u>	<u>25,845</u>	<u>26,362</u>	<u>26,889</u>	<u>27,427</u>	<u>28,524</u>

1	<u>15</u>	<u>22,657</u>	<u>24,362</u>	<u>24,849</u>	<u>25,346</u>	<u>25,853</u>	<u>26,370</u>	<u>26,897</u>	<u>27,435</u>	<u>27,984</u>	<u>28,544</u>	<u>29,115</u>	<u>29,697</u>	<u>30,885</u>
2	<u>16</u>	<u>24,602</u>	<u>26,454</u>	<u>26,983</u>	<u>27,523</u>	<u>28,073</u>	<u>28,634</u>	<u>29,207</u>	<u>29,791</u>	<u>30,387</u>	<u>30,995</u>	<u>31,615</u>	<u>32,247</u>	<u>33,537</u>
3	<u>17</u>	<u>26,709</u>	<u>28,719</u>	<u>29,293</u>	<u>29,879</u>	<u>30,477</u>	<u>31,087</u>	<u>31,709</u>	<u>32,343</u>	<u>32,990</u>	<u>33,650</u>	<u>34,323</u>	<u>35,009</u>	<u>36,409</u>
4	<u>18</u>	<u>29,036</u>	<u>31,221</u>	<u>31,845</u>	<u>32,482</u>	<u>33,132</u>	<u>33,795</u>	<u>34,471</u>	<u>35,160</u>	<u>35,863</u>	<u>36,580</u>	<u>37,312</u>	<u>38,058</u>	<u>39,580</u>
5	<u>19</u>	<u>31,592</u>	<u>33,970</u>	<u>34,649</u>	<u>35,342</u>	<u>36,049</u>	<u>36,770</u>	<u>37,505</u>	<u>38,255</u>	<u>39,020</u>	<u>39,800</u>	<u>40,596</u>	<u>41,408</u>	<u>41,408</u>
6	<u>20</u>	<u>34,384</u>	<u>36,972</u>	<u>37,711</u>	<u>38,465</u>	<u>39,234</u>	<u>40,019</u>	<u>40,819</u>	<u>41,635</u>	<u>42,468</u>	<u>43,317</u>	<u>44,183</u>	<u>44,183</u>	<u>44,183</u>
7	<u>21</u>	<u>37,455</u>	<u>40,274</u>	<u>41,079</u>	<u>41,901</u>	<u>42,739</u>	<u>43,594</u>	<u>44,466</u>	<u>45,355</u>	<u>46,262</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>
8	<u>22</u>	<u>40,824</u>	<u>43,897</u>	<u>44,775</u>	<u>45,671</u>	<u>46,584</u>	<u>47,516</u>	<u>48,466</u>	<u>49,435</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>
9	<u>23</u>	<u>44,513</u>	<u>47,863</u>	<u>48,820</u>	<u>49,796</u>	<u>50,792</u>	<u>51,808</u>	<u>52,844</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>
10	<u>24</u>	<u>48,565</u>	<u>52,220</u>	<u>53,264</u>	<u>54,329</u>	<u>55,416</u>	<u>56,524</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>
11	<u>25</u>	<u>53,014</u>	<u>57,004</u>	<u>58,144</u>	<u>59,307</u>	<u>60,493</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>

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

"2-18-312. Statewide pay schedule for fiscal year 1985 1987. The statewide classification pay schedule for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

		STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	
1	8,719	9,369	9,556	9,747	9,942	10,141	10,344	10,551	10,762	10,977	11,197	11,421	11,878	
2	9,195	9,887	10,085	10,287	10,493	10,703	10,917	11,135	11,356	11,585	11,817	12,053	12,535	
3	9,719	10,451	10,660	10,873	11,090	11,312	11,538	11,769	12,004	12,244	12,489	12,739	13,249	
4	10,292	11,067	11,288	11,514	11,744	11,979	12,219	12,463	12,712	12,966	13,225	13,490	14,038	
5	10,924	11,746	11,981	12,221	12,465	12,714	12,968	13,227	13,492	13,762	14,037	14,318	14,891	
6	11,616	12,490	12,740	12,995	13,255	13,520	13,790	14,066	14,347	14,634	14,927	15,226	15,835	
7	12,389	13,315	13,581	13,853	14,130	14,413	14,701	14,995	15,295	15,601	15,913	16,231	16,886	

1	8	13,210	14,204	14,488	14,778	15,074	15,375	15,683	15,997	16,317	16,643	16,976	17,316	18,009
2	9	14,129	15,192	15,496	15,806	16,122	16,444	16,773	17,108	17,450	17,799	18,155	18,518	19,259
3	10	15,135	16,274	16,599	16,931	17,270	17,615	17,967	18,326	18,693	19,067	19,448	19,837	20,630
4	11	16,233	17,455	17,804	18,160	18,523	18,893	19,271	19,656	20,049	20,450	20,859	21,276	22,127
5	12	17,450	18,763	19,138	19,521	19,911	20,309	20,715	21,129	21,552	21,983	22,423	22,871	23,786
6	13	18,774	20,187	20,591	21,003	21,423	21,851	22,288	22,734	23,189	23,653	24,126	24,609	25,593
7	14	20,204	21,740	22,179	22,627	23,084	23,550	24,025	24,510	25,004	25,508	26,022	26,546	27,516
8	15	22,743	23,767	24,242	24,727	25,222	25,726	26,241	26,766	27,301	27,847	28,404	28,972	30,011
9	16	24,401	25,418	26,334	26,861	27,398	27,946	28,505	29,075	29,657	30,250	30,855	31,472	32,531
10	17	26,175	28,098	28,599	29,171	29,754	30,349	30,956	31,575	32,207	32,851	33,508	34,178	35,545
11	18	28,057	30,491	31,101	31,723	32,357	33,004	33,664	34,337	35,024	35,724	36,438	37,167	38,654
12	19	30,063	33,186	33,850	34,527	35,218	35,922	36,640	37,373	38,120	38,882	39,660	40,453	42,013
13	20	32,200	36,129	36,852	37,589	38,341	39,108	39,890	40,688	41,502	42,332	43,179	43,179	45,019
14	21	36,611	39,367	40,154	40,957	41,776	42,612	43,464	44,333	45,220	46,124	46,124	46,124	48,124
15	22	39,915	42,919	43,777	44,653	45,546	46,457	47,386	48,334	49,301	49,301	49,301	49,301	51,301
16	23	43,531	46,807	47,743	48,698	49,672	50,665	51,678	52,712	52,712	52,712	52,712	52,712	54,712
17	24	47,503	51,078	52,100	53,142	54,205	55,289	56,395	56,395	56,395	56,395	56,395	56,395	58,395
18	25	51,865	55,769	56,884	58,022	59,182	60,366	60,366	60,366	60,366	60,366	60,366	60,366	62,366
19	<u>1</u>	<u>9,291</u>	<u>9,990</u>	<u>10,190</u>	<u>10,394</u>	<u>10,602</u>	<u>10,814</u>	<u>11,030</u>	<u>11,251</u>	<u>11,476</u>	<u>11,706</u>	<u>11,940</u>	<u>12,179</u>	<u>12,666</u>
20	<u>2</u>	<u>9,792</u>	<u>10,529</u>	<u>10,740</u>	<u>10,955</u>	<u>11,174</u>	<u>11,397</u>	<u>11,625</u>	<u>11,858</u>	<u>12,095</u>	<u>12,337</u>	<u>12,584</u>	<u>12,836</u>	<u>13,349</u>
21	<u>3</u>	<u>10,338</u>	<u>11,116</u>	<u>11,338</u>	<u>11,565</u>	<u>11,796</u>	<u>12,032</u>	<u>12,273</u>	<u>12,518</u>	<u>12,768</u>	<u>13,023</u>	<u>13,283</u>	<u>13,549</u>	<u>14,091</u>
22	<u>4</u>	<u>10,933</u>	<u>11,756</u>	<u>11,991</u>	<u>12,231</u>	<u>12,476</u>	<u>12,726</u>	<u>12,981</u>	<u>13,241</u>	<u>13,506</u>	<u>13,776</u>	<u>14,052</u>	<u>14,333</u>	<u>14,906</u>
23	<u>5</u>	<u>11,591</u>	<u>12,463</u>	<u>12,712</u>	<u>12,966</u>	<u>13,225</u>	<u>13,490</u>	<u>13,760</u>	<u>14,035</u>	<u>14,316</u>	<u>14,602</u>	<u>14,894</u>	<u>15,192</u>	<u>15,800</u>
24	<u>6</u>	<u>12,310</u>	<u>13,237</u>	<u>13,502</u>	<u>13,772</u>	<u>14,047</u>	<u>14,328</u>	<u>14,615</u>	<u>14,907</u>	<u>15,205</u>	<u>15,509</u>	<u>15,819</u>	<u>16,135</u>	<u>16,780</u>
25	<u>7</u>	<u>13,108</u>	<u>14,095</u>	<u>14,377</u>	<u>14,665</u>	<u>14,958</u>	<u>15,257</u>	<u>15,562</u>	<u>15,873</u>	<u>16,190</u>	<u>16,514</u>	<u>16,844</u>	<u>17,181</u>	<u>17,868</u>

1	<u>8</u>	<u>13,969</u>	<u>15,020</u>	<u>15,320</u>	<u>15,626</u>	<u>15,939</u>	<u>16,258</u>	<u>16,583</u>	<u>16,915</u>	<u>17,253</u>	<u>17,598</u>	<u>17,950</u>	<u>18,309</u>	<u>19,041</u>
2	<u>9</u>	<u>14,925</u>	<u>16,048</u>	<u>16,369</u>	<u>16,696</u>	<u>17,030</u>	<u>17,371</u>	<u>17,718</u>	<u>18,072</u>	<u>18,433</u>	<u>18,802</u>	<u>19,178</u>	<u>19,562</u>	<u>20,344</u>
3	<u>10</u>	<u>15,970</u>	<u>17,172</u>	<u>17,515</u>	<u>17,865</u>	<u>18,222</u>	<u>18,586</u>	<u>18,958</u>	<u>19,337</u>	<u>19,724</u>	<u>20,118</u>	<u>20,520</u>	<u>20,930</u>	<u>21,767</u>
4	<u>11</u>	<u>17,114</u>	<u>18,402</u>	<u>18,770</u>	<u>19,145</u>	<u>19,528</u>	<u>19,919</u>	<u>20,317</u>	<u>20,723</u>	<u>21,137</u>	<u>21,560</u>	<u>21,991</u>	<u>22,431</u>	<u>23,328</u>
5	<u>12</u>	<u>18,380</u>	<u>19,763</u>	<u>20,158</u>	<u>20,561</u>	<u>20,972</u>	<u>21,391</u>	<u>21,819</u>	<u>22,255</u>	<u>22,700</u>	<u>23,154</u>	<u>23,617</u>	<u>24,089</u>	<u>25,053</u>
6	<u>13</u>	<u>19,758</u>	<u>21,245</u>	<u>21,670</u>	<u>22,103</u>	<u>22,545</u>	<u>22,996</u>	<u>23,456</u>	<u>23,925</u>	<u>24,404</u>	<u>24,892</u>	<u>25,390</u>	<u>25,898</u>	<u>26,934</u>
7	<u>14</u>	<u>21,454</u>	<u>23,069</u>	<u>23,530</u>	<u>24,001</u>	<u>24,481</u>	<u>24,971</u>	<u>25,470</u>	<u>25,979</u>	<u>26,499</u>	<u>27,029</u>	<u>27,570</u>	<u>28,121</u>	<u>29,246</u>
8	<u>15</u>	<u>23,221</u>	<u>24,969</u>	<u>25,468</u>	<u>25,977</u>	<u>26,497</u>	<u>27,027</u>	<u>27,568</u>	<u>28,119</u>	<u>28,681</u>	<u>29,255</u>	<u>29,840</u>	<u>30,437</u>	<u>31,654</u>
9	<u>16</u>	<u>25,206</u>	<u>27,103</u>	<u>27,645</u>	<u>28,198</u>	<u>28,762</u>	<u>29,337</u>	<u>29,924</u>	<u>30,522</u>	<u>31,132</u>	<u>31,755</u>	<u>32,390</u>	<u>33,038</u>	<u>34,360</u>
10	<u>17</u>	<u>27,354</u>	<u>29,413</u>	<u>30,001</u>	<u>30,601</u>	<u>31,213</u>	<u>31,837</u>	<u>32,474</u>	<u>33,123</u>	<u>33,785</u>	<u>34,461</u>	<u>35,150</u>	<u>35,853</u>	<u>37,287</u>
11	<u>18</u>	<u>29,727</u>	<u>31,965</u>	<u>32,604</u>	<u>33,256</u>	<u>33,921</u>	<u>34,599</u>	<u>35,291</u>	<u>35,997</u>	<u>36,717</u>	<u>37,451</u>	<u>38,200</u>	<u>38,964</u>	<u>40,523</u>
12	<u>19</u>	<u>32,335</u>	<u>34,769</u>	<u>35,464</u>	<u>36,173</u>	<u>36,896</u>	<u>37,634</u>	<u>38,387</u>	<u>39,155</u>	<u>39,938</u>	<u>40,737</u>	<u>41,552</u>	<u>42,383</u>	<u>42,383</u>
13	<u>20</u>	<u>35,183</u>	<u>37,831</u>	<u>38,588</u>	<u>39,360</u>	<u>40,147</u>	<u>40,950</u>	<u>41,769</u>	<u>42,604</u>	<u>43,456</u>	<u>44,325</u>	<u>45,212</u>	<u>45,212</u>	<u>45,212</u>
14	<u>21</u>	<u>38,315</u>	<u>41,199</u>	<u>42,023</u>	<u>42,863</u>	<u>43,720</u>	<u>44,594</u>	<u>45,486</u>	<u>46,396</u>	<u>47,324</u>	<u>48,271</u>	<u>48,271</u>	<u>48,271</u>	<u>48,271</u>
15	<u>22</u>	<u>41,752</u>	<u>44,895</u>	<u>45,793</u>	<u>46,709</u>	<u>47,643</u>	<u>48,596</u>	<u>49,568</u>	<u>50,559</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>
16	<u>23</u>	<u>45,514</u>	<u>48,940</u>	<u>49,919</u>	<u>50,917</u>	<u>51,935</u>	<u>52,974</u>	<u>54,034</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>
17	<u>24</u>	<u>49,647</u>	<u>53,384</u>	<u>54,452</u>	<u>55,541</u>	<u>56,652</u>	<u>57,785</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>
18	<u>25</u>	<u>54,186</u>	<u>58,264</u>	<u>59,429</u>	<u>60,618</u>	<u>61,830</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>

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

"2-18-313. Institutional teachers' pay schedules. (1) (a) The 12-month pay schedule for institutional teachers for fiscal year ~~1984~~ 1986 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- Teachers

Matrix Type -- Annual

Term -- Twelve Months

Education Level

1	YEARS OF						
2	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
3	(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
4	0	17,277	17,827	18,392	18,667	18,942	19,507
5	1	17,924	18,538	19,152	19,459	19,766	20,380
6	2	18,570	19,248	19,910	20,251	20,589	21,253
7	3	19,217	19,960	20,670	21,042	21,414	22,125
8	4	19,863	20,670	21,430	21,833	22,230	22,990
9	5	20,510	21,382	22,190	22,626	23,063	23,874
10	6	21,154	22,092	22,940	23,410	23,886	24,742
11	7	21,802	22,804	23,709	24,210	24,711	25,615
12	8	22,447	23,514	24,460	25,001	25,536	26,480
13	9	23,094	24,226	25,120	25,792	26,350	27,360
14	10	23,742	24,936	25,987	26,585	27,183	28,233
15	0	<u>18,486</u>	<u>19,067</u>	<u>19,663</u>	<u>19,954</u>	<u>20,244</u>	<u>20,840</u>
16	1	<u>19,170</u>	<u>19,817</u>	<u>20,466</u>	<u>20,789</u>	<u>21,114</u>	<u>21,761</u>
17	2	<u>19,851</u>	<u>20,567</u>	<u>21,266</u>	<u>21,626</u>	<u>21,983</u>	<u>22,683</u>
18	3	<u>20,534</u>	<u>21,319</u>	<u>22,068</u>	<u>22,461</u>	<u>22,854</u>	<u>23,604</u>
19	4	<u>21,216</u>	<u>22,068</u>	<u>22,870</u>	<u>23,295</u>	<u>23,724</u>	<u>24,526</u>
20	5	<u>21,899</u>	<u>22,820</u>	<u>23,673</u>	<u>24,133</u>	<u>24,594</u>	<u>25,448</u>
21	6	<u>22,579</u>	<u>23,569</u>	<u>24,473</u>	<u>24,969</u>	<u>25,463</u>	<u>26,367</u>
22	7	<u>23,263</u>	<u>24,321</u>	<u>25,276</u>	<u>25,806</u>	<u>26,334</u>	<u>27,289</u>
23	8	<u>23,944</u>	<u>25,070</u>	<u>26,078</u>	<u>26,640</u>	<u>27,205</u>	<u>28,210</u>
24	9	<u>24,627</u>	<u>25,822</u>	<u>26,880</u>	<u>27,475</u>	<u>28,073</u>	<u>29,131</u>
25	10	<u>25,311</u>	<u>26,572</u>	<u>27,681</u>	<u>28,313</u>	<u>28,944</u>	<u>30,052</u>

1 (b) The 9-month pay schedule for institutional teachers for fiscal year ~~1984~~ 1986 is as
 2 follows:

3 Annual Hours -- 1480
 4 Pay Matrix -- Teachers
 5 Term -- Nine Months

Note: Includes Insurance
 Matrix Type -- Annual

		Education Level					
7 YEARS OF							
8 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1	
9 (Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)	
10 0	13,228	13,648	14,064	14,278	14,477	14,988	
11 1	13,713	14,174	14,634	14,864	15,095	15,555	
12 2	14,198	14,786	15,283	15,458	15,712	16,218	
13 3	14,683	15,248	15,773	16,052	16,331	16,864	
14 4	15,167	15,773	16,343	16,645	16,949	17,519	
15 5	15,653	16,387	16,913	17,248	17,567	18,173	
16 6	16,136	16,839	17,481	17,834	18,185	18,827	
17 7	16,622	17,373	18,052	18,428	18,803	19,481	
18 8	17,105	17,986	18,621	19,021	19,422	20,136	
19 9	17,591	18,448	19,191	19,614	20,039	20,798	
20 10	18,077	18,972	19,768	20,289	20,657	21,445	
21 0	<u>14,195</u>	<u>14,630</u>	<u>15,077</u>	<u>15,296</u>	<u>15,513</u>	<u>15,960</u>	
22 1	<u>14,708</u>	<u>15,193</u>	<u>15,680</u>	<u>15,922</u>	<u>16,166</u>	<u>16,651</u>	
23 2	<u>15,218</u>	<u>15,755</u>	<u>16,280</u>	<u>16,550</u>	<u>16,817</u>	<u>17,342</u>	
24 3	<u>15,731</u>	<u>16,319</u>	<u>16,881</u>	<u>17,176</u>	<u>17,471</u>	<u>18,033</u>	
25 4	<u>16,242</u>	<u>16,881</u>	<u>17,483</u>	<u>17,801</u>	<u>18,123</u>	<u>18,725</u>	

1	<u>5</u>	<u>16,754</u>	<u>17,445</u>	<u>18,085</u>	<u>18,430</u>	<u>18,776</u>	<u>19,416</u>
2	<u>6</u>	<u>17,264</u>	<u>18,007</u>	<u>18,685</u>	<u>19,057</u>	<u>19,427</u>	<u>20,105</u>
3	<u>7</u>	<u>17,777</u>	<u>18,571</u>	<u>19,287</u>	<u>19,685</u>	<u>20,081</u>	<u>20,797</u>
4	<u>8</u>	<u>18,288</u>	<u>19,133</u>	<u>19,889</u>	<u>20,310</u>	<u>20,734</u>	<u>21,488</u>
5	<u>9</u>	<u>18,800</u>	<u>19,697</u>	<u>20,490</u>	<u>20,936</u>	<u>21,385</u>	<u>22,178</u>
6	<u>10</u>	<u>19,313</u>	<u>20,259</u>	<u>21,091</u>	<u>21,565</u>	<u>22,038</u>	<u>22,869</u>

7 (2) (a) The 12-month pay schedule for institutional teachers for fiscal year ~~1985~~ 1987 is as
 8 follows:

9 Annual Hours -- 2080 Note: Includes Insurance
 10 Pay Matrix -- Teachers Matrix Type -- Annual
 11 Term -- Twelve Months

12 Education Level

13 YEARS OF	14 EXPERIENCE						
15 (Step)	BA (Grade 1)	BA+1 (Grade 2)	BA+2 (Grade 3)	BA+3 (Grade 4)	MA (Grade 5)	MA+1 (Grade 6)	
16 0	18,806	18,575	19,160	19,445	19,729	20,314	
17 1	18,676	19,311	19,947	20,264	20,582	21,217	
18 2	19,344	20,046	20,791	21,084	21,434	22,121	
19 3	20,014	20,783	21,518	21,983	22,288	23,024	
20 4	20,682	21,518	22,304	22,721	23,141	23,927	
21 5	21,352	22,255	23,091	23,542	23,994	24,831	
22 6	22,019	22,989	23,875	24,362	24,846	25,732	
23 7	22,689	23,726	24,663	25,182	25,700	26,636	
24 8	23,357	24,461	25,449	26,080	26,554	27,539	
25 9	24,026	25,198	26,235	26,819	27,405	28,442	

1	<u>10</u>	<u>24,697</u>	<u>25,933</u>	<u>27,021</u>	<u>27,640</u>	<u>28,259</u>	<u>29,345</u>
2	<u>0</u>	<u>18,976</u>	<u>19,568</u>	<u>20,176</u>	<u>20,473</u>	<u>20,769</u>	<u>21,377</u>
3	<u>1</u>	<u>19,673</u>	<u>20,333</u>	<u>20,995</u>	<u>21,325</u>	<u>21,656</u>	<u>22,316</u>
4	<u>2</u>	<u>20,368</u>	<u>21,098</u>	<u>21,811</u>	<u>22,179</u>	<u>22,543</u>	<u>23,257</u>
5	<u>3</u>	<u>21,065</u>	<u>21,865</u>	<u>22,629</u>	<u>23,030</u>	<u>23,431</u>	<u>24,196</u>
6	<u>4</u>	<u>21,760</u>	<u>22,629</u>	<u>23,447</u>	<u>23,881</u>	<u>24,318</u>	<u>25,137</u>
7	<u>5</u>	<u>22,457</u>	<u>23,396</u>	<u>24,266</u>	<u>24,736</u>	<u>25,206</u>	<u>26,077</u>
8	<u>6</u>	<u>23,151</u>	<u>24,160</u>	<u>25,082</u>	<u>25,588</u>	<u>26,092</u>	<u>27,014</u>
9	<u>7</u>	<u>23,848</u>	<u>24,927</u>	<u>25,902</u>	<u>26,442</u>	<u>26,981</u>	<u>27,955</u>
10	<u>8</u>	<u>24,543</u>	<u>25,691</u>	<u>26,720</u>	<u>27,293</u>	<u>27,869</u>	<u>28,894</u>
11	<u>9</u>	<u>25,240</u>	<u>26,458</u>	<u>27,538</u>	<u>28,145</u>	<u>28,754</u>	<u>29,834</u>
12	<u>10</u>	<u>25,937</u>	<u>27,223</u>	<u>28,355</u>	<u>28,999</u>	<u>29,643</u>	<u>30,773</u>

13 (b) The 9-month pay schedule for institutional teachers for fiscal year 1985 1987 is as
 14 follows:

15 Annual Hours -- 1480 Note: Includes Insurance
 16 Pay Matrix -- Teachers Matrix Type -- Annual
 17 Term -- Nine Months

		Education Level					
YEARS OF		BA	BA+1	BA+2	BA+3	MA	MA+1
EXPERIENCE	(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
22	0	13,805	14,231	14,670	14,884	15,097	15,506
23	1	14,307	14,783	15,260	15,490	15,737	16,213
24	2	14,808	15,335	15,848	16,113	16,376	16,891
25	3	15,311	15,887	16,439	16,727	17,016	17,568

1	4	+5,812	+6,439	+7,028	+7,341	+7,656	+8,245
2	5	+6,314	+6,991	+7,618	+7,957	+8,296	+8,929
3	6	+6,814	+7,542	+8,206	+8,572	+8,985	+9,599
4	7	+7,317	+8,095	+8,797	+9,187	+9,575	20,277
5	8	+7,818	+8,646	+9,387	+9,800	20,216	20,954
6	9	+8,320	+9,199	+9,976	20,414	20,854	21,632
7	+8	+8,823	+9,750	20,566	21,030	21,494	22,309
8	<u>0</u>	<u>14,592</u>	<u>15,036</u>	<u>15,492</u>	<u>15,715</u>	<u>15,937</u>	<u>16,393</u>
9	<u>1</u>	<u>15,115</u>	<u>15,610</u>	<u>16,106</u>	<u>16,354</u>	<u>16,602</u>	<u>17,097</u>
10	<u>2</u>	<u>15,636</u>	<u>16,184</u>	<u>16,718</u>	<u>16,994</u>	<u>17,267</u>	<u>17,803</u>
11	<u>3</u>	<u>16,159</u>	<u>16,759</u>	<u>17,332</u>	<u>17,633</u>	<u>17,933</u>	<u>18,507</u>
12	<u>4</u>	<u>16,680</u>	<u>17,332</u>	<u>17,945</u>	<u>18,271</u>	<u>18,599</u>	<u>19,213</u>
13	<u>5</u>	<u>17,203</u>	<u>17,907</u>	<u>18,560</u>	<u>18,912</u>	<u>19,265</u>	<u>19,918</u>
14	<u>6</u>	<u>17,723</u>	<u>18,480</u>	<u>19,172</u>	<u>19,551</u>	<u>19,929</u>	<u>20,621</u>
15	<u>7</u>	<u>18,246</u>	<u>19,055</u>	<u>19,787</u>	<u>20,192</u>	<u>20,596</u>	<u>21,326</u>
16	<u>8</u>	<u>18,767</u>	<u>19,628</u>	<u>20,400</u>	<u>20,830</u>	<u>21,262</u>	<u>22,031</u>
17	<u>9</u>	<u>19,290</u>	<u>20,204</u>	<u>21,014</u>	<u>21,469</u>	<u>21,926</u>	<u>22,736</u>
18	<u>10</u>	<u>19,813</u>	<u>20,777</u>	<u>21,626</u>	<u>22,109</u>	<u>22,592</u>	<u>23,440"</u>

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

"2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store occupations for fiscal year ~~1984~~ 1986 is as follows:

Annual Hours -- 2080

Note: ~~includes insurance~~

With and Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade

\$/Hour

1	E1	0-800
2	E2	6-974
3	E3	7-460
4	E4	7-730
5	E5	8-012
6	E6	8-604
7	E7	9-249
8	E8	9-972

	<u>\$/Hour</u>	<u>Ins. In</u>	<u>\$/Hour</u>
<u>Grade</u>	<u>W/O Ins.</u>	<u>\$/Hour</u>	<u>W/Ins.</u>
11	<u>L1</u>	<u>0.000</u>	<u>0.000</u>
12	<u>L2</u>	<u>6.781</u>	<u>7.416</u>
13	<u>L3</u>	<u>7.291</u>	<u>7.926</u>
14	<u>L4</u>	<u>7.576</u>	<u>8.211</u>
15	<u>L5</u>	<u>7.872</u>	<u>8.507</u>
16	<u>L6</u>	<u>8.495</u>	<u>9.130</u>
17	<u>L7</u>	<u>9.172</u>	<u>9.807</u>
18	<u>L8</u>	<u>9.931</u>	<u>10.566</u>

(2) The pay schedule for liquor store occupations for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: ~~includes~~ insurance

With and Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

	<u>Grade</u>	<u>\$/Hour</u>
24	E1	0-800
25	E2	7-225

1	E3	7-725
2	E4	8-884
3	E5	8-295
4	E6	8-985
5	E7	9-569
6	E8	10-313

	<u>\$/Hour</u>	<u>Ins. In</u>	<u>\$/Hour</u>
<u>Grade</u>	<u>W/O Ins.</u>	<u>\$/Hour</u>	<u>W/Ins.</u>
9	<u>L1</u>	<u>0.000</u>	<u>0.000</u>
10	<u>L2</u>	<u>6.917</u>	<u>7.609</u>
11	<u>L3</u>	<u>7.437</u>	<u>8.129</u>
12	<u>L4</u>	<u>7.728</u>	<u>8.420</u>
13	<u>L5</u>	<u>8.029</u>	<u>8.721</u>
14	<u>L6</u>	<u>8.665</u>	<u>9.357</u>
15	<u>L7</u>	<u>9.355</u>	<u>10.047</u>
16	<u>L8</u>	<u>10.130</u>	<u>10.822"</u>

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

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year 1984 1986 is as follows:

Annual Hours -- 2080

Note: includes insurance

With and Without Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

	<u>Grade</u>	<u>\$/Hour</u>
23	B1	-7-249
24	B2	-7-649

1	B3	-8-849
2	B4	-8-449
3	B5	-8-849
4	B6	-9-249
5	B7	-9-649
6	B8	+8-849
7	B9	+8-449
8	B+0	+8-849
9	B+1	+1-249
10	B+2	+1-649
11	B00	+2-849

		<u>\$/Hour</u>	<u>Ins. In</u>	<u>\$/Hour</u>
	<u>Grade</u>	<u>W/O Ins.</u>	<u>\$/Hour</u>	<u>W/Ins.</u>
14	<u>B1</u>	<u>7.230</u>	<u>0.635</u>	<u>7.865</u>
15	<u>B2</u>	<u>7.630</u>	<u>0.635</u>	<u>8.265</u>
16	<u>B3</u>	<u>8.030</u>	<u>0.635</u>	<u>8.665</u>
17	<u>B4</u>	<u>8.430</u>	<u>0.635</u>	<u>9.065</u>
18	<u>B5</u>	<u>8.830</u>	<u>0.635</u>	<u>9.465</u>
19	<u>B6</u>	<u>9.230</u>	<u>0.635</u>	<u>9.865</u>
20	<u>B7</u>	<u>9.630</u>	<u>0.635</u>	<u>10.265</u>
21	<u>B8</u>	<u>10.030</u>	<u>0.635</u>	<u>10.665</u>
22	<u>B9</u>	<u>10.430</u>	<u>0.635</u>	<u>11.065</u>
23	<u>B10</u>	<u>10.830</u>	<u>0.635</u>	<u>11.465</u>
24	<u>B11</u>	<u>11.230</u>	<u>0.635</u>	<u>11.865</u>
25	<u>B12</u>	<u>11.630</u>	<u>0.635</u>	<u>12.265</u>

1 800 12.030 0.635 12.665
 2 (2) The pay schedule for blue-collar workers for fiscal year 1985 1987 is as follows:

3 Annual Hours -- 2080

Note: ~~includes insurance~~

With and Without Insurance

4 Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

6	Grade	\$/Hour
7	B1	-7.687
8	B2	-8.887
9	B3	-8.487
10	B4	-8.887
11	B5	-9.287
12	B6	-9.687
13	B7	+8.887
14	B8	+8.487
15	B9	+8.887
16	B+8	+11.287
17	B+1	+11.687
18	B+2	+12.887
19	B88	+12.487

20		<u>\$/Hour</u>	<u>Ins. In</u>	<u>\$/Hour</u>
21	<u>Grade</u>	<u>W/O Ins.</u>	<u>\$/Hour</u>	<u>W/Ins.</u>
22	<u>B1</u>	<u>7.430</u>	<u>0.692</u>	<u>8.122</u>
23	<u>B2</u>	<u>7.830</u>	<u>0.692</u>	<u>8.522</u>
24	<u>B3</u>	<u>8.230</u>	<u>0.692</u>	<u>8.922</u>
25	<u>B4</u>	<u>8.630</u>	<u>0.692</u>	<u>9.322</u>

1	<u>B5</u>	<u>9.030</u>	<u>0.692</u>	<u>9.722</u>
2	<u>B6</u>	<u>9.430</u>	<u>0.692</u>	<u>10.122</u>
3	<u>B7</u>	<u>9.830</u>	<u>0.692</u>	<u>10.522</u>
4	<u>B8</u>	<u>10.230</u>	<u>0.692</u>	<u>10.922</u>
5	<u>B9</u>	<u>10.630</u>	<u>0.692</u>	<u>11.322</u>
6	<u>B10</u>	<u>11.030</u>	<u>0.692</u>	<u>11.722</u>
7	<u>B11</u>	<u>11.430</u>	<u>0.692</u>	<u>12.122</u>
8	<u>B12</u>	<u>11.830</u>	<u>0.692</u>	<u>12.522</u>
9	<u>B00</u>	<u>12.230</u>	<u>0.692</u>	<u>12.922"</u>

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

11 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the
12 amount specified in this section towards the group benefits cost.

13 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
14 for members of the legislature, the employer contribution for group benefits shall be ~~\$98~~ \$110 per
15 month for the fiscal year ending June 30, ~~1984~~ 1986, and ~~\$100~~ \$120 per month for each fiscal year
16 thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a
17 week are not eligible for the group benefit contribution. An employee who elects not to be covered
18 by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion
19 of the employer contribution for group benefits may be applied to an employee's costs for
20 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
21 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

24 (4) Unused employer contributions for any state employee shall be transferred to an account
25 established for this purpose by the department and upon such transfer may be used to offset losses

1 occurring to the group of which the employee is eligible to be a member."

2 NEW SECTION. Section 9. Appropriation. There is appropriated to the Office of Budget and
3 Program Planning \$17,400,000 from the general fund for the biennium ending June 30, 1987, to carry
4 out the provisions of this act as it pertains to the legislative, judicial, and executive branch
5 agencies. The Office of Budget and Program Planning is authorized to increase the expenditure
6 authority of the legislative, judicial, and executive branch agencies by \$11,000,000 for the
7 biennium ending June 30, 1987, from funds other than the general fund which accrue under provisions
8 of law to the respective agencies to carry out the provisions of this act.

9 NEW SECTION. Section 10. Extension of authority. Any existing authority of the department of
10 administration to make rules on the subject of the provisions of this act is extended to the
11 provisions of this act.

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

-End-

APPROVED BY COMMITTEE
ON APPROPRIATIONS

1 HOUSE BILL NO. 375

2 INTRODUCED BY BARDANOUE

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

4

5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFITS
6 LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1986 AND 1987; APPROPRIATING FUNDS THEREFOR;
7 AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING
8 AN IMMEDIATE EFFECTIVE DATE."

9

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

11 Section 1. Section 2-18-301, MCA, is amended to read:

12 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide
13 the compensation necessary to attract and retain competent and qualified employees in order to
14 perform the services the state is required to provide to its citizens.

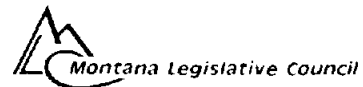
15 (2) It is the intent of the legislature that, for the biennium ending June 30, ~~1985~~ 1987,
16 the:

17 (a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or
18 systems established through collective bargaining after the adjournment of the ~~48th~~ 49th
19 legislature;

20 (b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through
21 collective bargaining after adjournment of the ~~48th~~ 49th legislature; and

22 (c) total funds required to implement the pay schedules provided for in 2-18-311 through
23 2-18-315 for any employee group or bargaining unit may not be increased through collective
24 bargaining over the amount appropriated by the ~~48th~~ 49th legislature.

25 (3) The department shall administer the pay program established by the legislature on the



SECOND READING

1 basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

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

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

5 "2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311
6 and 2-18-312 shall be implemented as follows:

7 (a) The pay schedule provided in 2-18-311 indicates the annual compensation for the fiscal
8 year ending June 30, ~~1984~~ 1986, for each grade and step for positions classified under the
9 provisions of part 2 of this chapter.

10 (b) The pay schedule provided in 2-18-312 indicates the annual compensation for the fiscal
11 year ending June 30, ~~1985~~ 1987, for each grade and step for positions classified under the
12 provisions of part 2 of this chapter.

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

17 (d) (i) The compensation of each employee on the first day of the first pay period in fiscal
18 year ~~1984~~ 1986 shall be that amount which corresponds to the grade and step occupied on the last
19 day of the preceding fiscal year of ~~1983~~ 1985.

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
21 ~~1985~~ 1987 shall be that amount which corresponds to the grade and step occupied on the last day of
22 the fiscal year ~~1984~~ 1985.

23 ~~((i)) In compliance with rules adopted to implement this part, each employee is eligible on~~
24 ~~his anniversary date to advance one step in the pay matrix for fiscal year 1984 and fiscal year~~
25 ~~1985. However, if the employee's anniversary date falls between (inclusive) July 1 and the first~~

1 ~~day--of--the--first--pay--period--of--fiscal--year--1984--or--1985--as--the--case--may--be--he--will--advance--one~~
 2 ~~step--on--the--first--day--of--that--pay--period--~~

3 (III) IN COMPLIANCE WITH RULES ADOPTED TO IMPLEMENT THIS PART, EACH EMPLOYEE IS ELIGIBLE ON
 4 HIS ANNIVERSARY DATE TO ADVANCE ONE STEP IN THE PAY MATRIX FOR FISCAL YEAR 1987. HOWEVER, IF THE
 5 EMPLOYEE'S ANNIVERSARY DATE FALLS BETWEEN (INCLUSIVE) JULY 1 AND THE FIRST DAY OF THE FIRST PAY
 6 PERIOD OF FISCAL YEAR 1987, HE WILL ADVANCE ONE STEP ON THE FIRST DAY OF THAT PAY PERIOD.

7 (2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1)
 8 of this section do not apply to those institutional teachers, liquor store occupations, or
 9 blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or
 10 2-18-315.

11 (3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as
 12 follows:

13 (a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the
 14 contracted school term for teachers employed by institutions under the authority of the department
 15 of institutions for fiscal years 1984 1986 and 1985 1987.

16 (ii) The compensation of each teacher on the first day of the first pay period in July, 1983
 17 1985, shall be that amount which corresponds to his level of academic achievement and the step
 18 occupied on June 30, 1983 1985.

19 (iii) The compensation of each teacher on the first day of the first pay period in July, 1984
 20 1986, shall be that amount which corresponds to his level of achievement and the step occupied on
 21 June 30, 1983 1985.

22 (b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for
 23 fiscal years ending June 30, 1984 1986, and June 30, 1985 1987, for those employees in liquor store
 24 occupations who have collectively bargained separate classification and pay plans.

25 (ii) The compensation of each employee on the first day of the first pay period in fiscal year

1 ~~1984~~ 1986 or ~~1985~~ 1987, as the case may be, shall be that amount which corresponds to that grade
2 occupied on the last day of the preceding fiscal year.

3 (c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for
4 fiscal years ending June 30, ~~1984~~ 1986, and June 30, ~~1985~~ 1987, for employees in apprentice trades
5 and crafts and other blue-collar occupations recognized in the state blue-collar classification
6 plan who are members of units that have collectively bargained separate classification and pay
7 plans.

8 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
9 ~~1984~~ 1986 or ~~1985~~ 1987, as the case may be, shall be that amount which corresponds to that grade
10 occupied on the last day of the preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the
12 respective pay schedules provided in 2-18-311 through 2-18-315 until the bargaining unit of which
13 he is a member ratifies a completely integrated collective bargaining agreement covering the
14 biennium ending June 30, ~~1985~~ 1987.

15 (ii) In the event that negotiation and ratification of a completely integrated collective
16 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
17 1, ~~1988~~ 1985, retroactivity to that date may be negotiated.

18 (iii) In the event that negotiation and ratification of a completely integrated collective
19 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
20 1, ~~1989~~ 1985, members of the bargaining unit involved will continue to receive the compensation
21 they were receiving as of June 30, ~~1989~~ 1985.

22 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
23 properly implement the pay schedules provided in 2-18-313 through 2-18-315 may be provided for in
24 collective bargaining agreements.

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

1 the pay schedules provided for in 2-18-311 through 2-18-315.

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

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

9 Section 3. Section 2-18-311, MCA, is amended to read:

10 2-18-311. Statewide pay schedule for fiscal year 1984 1986. The statewide classification pay
 11 schedule for fiscal year 1984 1986 is as follows:

12 Annual Hours -- 2080

Note: Includes Insurance

13 Pay Matrix -- State

Matrix Type -- Annual

		STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	
15	1	8,554	9,111	9,298	9,479	9,669	9,862	10,059	10,260	10,465	10,674	10,887	11,105	11,494
16	2	9,833	9,621	9,813	10,009	10,209	10,413	10,621	10,833	11,050	11,271	11,496	11,726	12,136
17	3	9,555	10,177	10,381	10,589	10,801	11,017	11,237	11,462	11,691	11,925	12,164	12,407	12,841
18	4	10,124	10,788	10,999	11,219	11,443	11,672	11,905	12,143	12,386	12,634	12,887	13,145	13,605
19	5	10,751	11,452	11,681	11,915	12,153	12,396	12,644	12,897	13,155	13,418	13,686	13,960	14,449
20	6	11,439	12,185	12,429	12,678	12,932	13,191	13,455	13,724	13,998	14,278	14,564	14,855	15,375
21	7	12,202	12,998	13,258	13,523	13,793	14,069	14,350	14,637	14,930	15,229	15,534	15,845	16,400
22	8	13,024	13,874	14,151	14,434	14,723	15,017	15,317	15,623	15,935	16,254	16,579	16,911	17,503
23	9	13,937	14,847	15,144	15,447	15,756	16,071	16,392	16,720	17,054	17,395	17,743	18,098	18,731
24	10	14,937	15,913	16,231	16,556	16,887	17,225	17,570	17,921	18,279	18,645	19,018	19,398	20,077

1	11	16,838	17,877	17,419	17,767	18,122	18,484	18,854	19,231	19,616	20,008	20,408	20,816	21,545
2	12	17,239	18,366	18,733	19,108	19,498	19,888	20,278	20,684	21,098	21,520	21,950	22,389	23,173
3	13	18,555	19,769	20,164	20,567	20,978	21,398	21,826	22,263	22,708	23,162	23,625	24,098	24,941
4	14	20,175	21,496	21,926	22,365	22,812	23,268	23,733	24,208	24,692	25,186	25,690	26,204	27,121
5	15	21,865	23,296	23,762	24,237	24,722	25,216	25,720	26,234	26,759	27,294	27,840	28,397	29,391
6	16	23,768	25,316	25,822	26,338	26,865	27,402	27,950	28,509	29,079	29,661	30,254	30,859	31,939
7	17	25,813	27,504	28,054	28,615	29,187	29,771	30,366	30,973	31,592	32,224	32,868	33,525	34,698
8	18	28,088	29,920	30,518	31,128	31,751	32,386	33,034	33,695	34,369	35,056	35,757	36,472	37,749
9	19	30,572	32,576	33,228	33,893	34,571	35,262	35,967	36,686	37,420	38,168	38,931	39,710	39,710
10	20	33,292	35,475	36,185	36,909	37,647	38,400	39,168	39,951	40,750	41,565	42,396	42,396	42,396
11	21	36,286	38,665	39,438	40,227	41,032	41,853	42,690	43,544	44,415	45,303	45,303	45,303	45,303
12	22	39,578	42,165	43,088	43,868	44,745	45,640	46,553	47,484	48,434	48,434	48,434	48,434	48,434
13	23	43,168	45,995	46,915	47,853	48,810	49,786	50,782	51,798	51,798	51,798	51,798	51,798	51,798
14	24	47,111	50,283	51,287	52,291	53,276	54,342	55,429	55,429	55,429	55,429	55,429	55,429	55,429
15	25	51,449	54,825	55,922	57,040	58,181	59,345	59,345	59,345	59,345	59,345	59,345	59,345	59,345
16	1	<u>8,999</u>	<u>9,676</u>	<u>9,878</u>	<u>10,067</u>	<u>10,268</u>	<u>10,473</u>	<u>10,682</u>	<u>10,896</u>	<u>11,114</u>	<u>11,336</u>	<u>11,563</u>	<u>11,794</u>	<u>12,266</u>
17	2	<u>9,491</u>	<u>10,205</u>	<u>10,489</u>	<u>10,617</u>	<u>10,829</u>	<u>11,046</u>	<u>11,267</u>	<u>11,492</u>	<u>11,722</u>	<u>11,956</u>	<u>12,195</u>	<u>12,439</u>	<u>12,937</u>
18	3	<u>10,025</u>	<u>10,788</u>	<u>10,996</u>	<u>11,216</u>	<u>11,448</u>	<u>11,689</u>	<u>11,902</u>	<u>12,140</u>	<u>12,383</u>	<u>12,631</u>	<u>12,884</u>	<u>13,142</u>	<u>13,668</u>
19	4	<u>10,609</u>	<u>11,408</u>	<u>11,636</u>	<u>11,869</u>	<u>12,106</u>	<u>12,348</u>	<u>12,595</u>	<u>12,847</u>	<u>13,104</u>	<u>13,366</u>	<u>13,633</u>	<u>13,906</u>	<u>14,462</u>
20	5	<u>11,254</u>	<u>12,101</u>	<u>12,343</u>	<u>12,590</u>	<u>12,842</u>	<u>13,099</u>	<u>13,361</u>	<u>13,628</u>	<u>13,901</u>	<u>14,179</u>	<u>14,463</u>	<u>14,752</u>	<u>15,342</u>
21	6	<u>11,968</u>	<u>12,860</u>	<u>13,117</u>	<u>13,379</u>	<u>13,647</u>	<u>13,920</u>	<u>14,198</u>	<u>14,482</u>	<u>14,772</u>	<u>15,067</u>	<u>15,368</u>	<u>15,675</u>	<u>16,382</u>
22	7	<u>12,742</u>	<u>13,701</u>	<u>13,975</u>	<u>14,255</u>	<u>14,540</u>	<u>14,831</u>	<u>15,128</u>	<u>15,431</u>	<u>15,740</u>	<u>16,055</u>	<u>16,376</u>	<u>16,704</u>	<u>17,372</u>
23	8	<u>13,585</u>	<u>14,608</u>	<u>14,900</u>	<u>15,198</u>	<u>15,502</u>	<u>15,812</u>	<u>16,128</u>	<u>16,451</u>	<u>16,780</u>	<u>17,116</u>	<u>17,458</u>	<u>17,807</u>	<u>18,519</u>
24	9	<u>14,523</u>	<u>15,616</u>	<u>15,928</u>	<u>16,247</u>	<u>16,572</u>	<u>16,903</u>	<u>17,241</u>	<u>17,586</u>	<u>17,938</u>	<u>18,297</u>	<u>18,663</u>	<u>19,036</u>	<u>19,797</u>
25	10	<u>15,548</u>	<u>16,718</u>	<u>17,052</u>	<u>17,398</u>	<u>17,741</u>	<u>18,096</u>	<u>18,458</u>	<u>18,827</u>	<u>19,204</u>	<u>19,588</u>	<u>19,980</u>	<u>20,380</u>	<u>21,195</u>

1	<u>11</u>	<u>16,669</u>	<u>17,924</u>	<u>18,282</u>	<u>18,648</u>	<u>19,021</u>	<u>19,481</u>	<u>19,789</u>	<u>20,185</u>	<u>20,589</u>	<u>21,001</u>	<u>21,421</u>	<u>21,849</u>	<u>22,723</u>
2	<u>12</u>	<u>17,918</u>	<u>19,258</u>	<u>19,643</u>	<u>20,036</u>	<u>20,437</u>	<u>20,846</u>	<u>21,263</u>	<u>21,688</u>	<u>22,122</u>	<u>22,564</u>	<u>23,015</u>	<u>23,475</u>	<u>24,414</u>
3	<u>13</u>	<u>19,261</u>	<u>20,711</u>	<u>21,125</u>	<u>21,548</u>	<u>21,979</u>	<u>22,419</u>	<u>22,867</u>	<u>23,324</u>	<u>23,790</u>	<u>24,266</u>	<u>24,751</u>	<u>25,246</u>	<u>26,256</u>
4	<u>14</u>	<u>20,924</u>	<u>22,499</u>	<u>22,949</u>	<u>23,488</u>	<u>23,876</u>	<u>24,354</u>	<u>24,841</u>	<u>25,338</u>	<u>25,845</u>	<u>26,362</u>	<u>26,889</u>	<u>27,427</u>	<u>28,524</u>
5	<u>15</u>	<u>22,657</u>	<u>24,362</u>	<u>24,849</u>	<u>25,346</u>	<u>25,859</u>	<u>26,378</u>	<u>26,897</u>	<u>27,435</u>	<u>27,984</u>	<u>28,544</u>	<u>29,115</u>	<u>29,697</u>	<u>30,885</u>
6	<u>16</u>	<u>24,682</u>	<u>26,454</u>	<u>26,983</u>	<u>27,523</u>	<u>28,073</u>	<u>28,634</u>	<u>29,207</u>	<u>29,791</u>	<u>30,387</u>	<u>30,995</u>	<u>31,615</u>	<u>32,247</u>	<u>33,537</u>
7	<u>17</u>	<u>26,789</u>	<u>28,719</u>	<u>29,293</u>	<u>29,879</u>	<u>30,477</u>	<u>31,087</u>	<u>31,709</u>	<u>32,343</u>	<u>32,990</u>	<u>33,650</u>	<u>34,323</u>	<u>35,009</u>	<u>36,409</u>
8	<u>18</u>	<u>29,036</u>	<u>31,221</u>	<u>31,845</u>	<u>32,482</u>	<u>33,132</u>	<u>33,795</u>	<u>34,471</u>	<u>35,160</u>	<u>35,863</u>	<u>36,580</u>	<u>37,312</u>	<u>38,058</u>	<u>39,580</u>
9	<u>19</u>	<u>31,592</u>	<u>33,970</u>	<u>34,649</u>	<u>35,342</u>	<u>36,049</u>	<u>36,770</u>	<u>37,505</u>	<u>38,255</u>	<u>39,020</u>	<u>39,800</u>	<u>40,596</u>	<u>41,408</u>	<u>41,488</u>
10	<u>20</u>	<u>34,384</u>	<u>36,972</u>	<u>37,711</u>	<u>38,465</u>	<u>39,234</u>	<u>40,019</u>	<u>40,819</u>	<u>41,635</u>	<u>42,468</u>	<u>43,317</u>	<u>44,183</u>	<u>44,183</u>	<u>44,183</u>
11	<u>21</u>	<u>37,455</u>	<u>40,274</u>	<u>41,079</u>	<u>41,901</u>	<u>42,739</u>	<u>43,594</u>	<u>44,466</u>	<u>45,355</u>	<u>46,262</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>
12	<u>22</u>	<u>40,824</u>	<u>43,897</u>	<u>44,775</u>	<u>45,671</u>	<u>46,584</u>	<u>47,516</u>	<u>48,466</u>	<u>49,435</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>
13	<u>23</u>	<u>44,513</u>	<u>47,863</u>	<u>48,820</u>	<u>49,796</u>	<u>50,792</u>	<u>51,808</u>	<u>52,844</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>	<u>53,901</u>
14	<u>24</u>	<u>48,565</u>	<u>52,220</u>	<u>53,264</u>	<u>54,329</u>	<u>55,416</u>	<u>56,524</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>
15	<u>25</u>	<u>53,014</u>	<u>57,004</u>	<u>58,144</u>	<u>59,307</u>	<u>60,493</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>	<u>61,703</u>
16	<u>1</u>	<u>9,048</u>	<u>9,729</u>	<u>9,924</u>	<u>10,122</u>	<u>10,324</u>	<u>10,530</u>	<u>10,741</u>	<u>10,956</u>	<u>11,175</u>	<u>11,399</u>	<u>11,627</u>	<u>11,860</u>	<u>12,334</u>
17	<u>2</u>	<u>9,530</u>	<u>10,247</u>	<u>10,452</u>	<u>10,661</u>	<u>10,874</u>	<u>11,091</u>	<u>11,313</u>	<u>11,539</u>	<u>11,770</u>	<u>12,005</u>	<u>12,245</u>	<u>12,490</u>	<u>12,990</u>
18	<u>3</u>	<u>10,054</u>	<u>10,811</u>	<u>11,027</u>	<u>11,248</u>	<u>11,473</u>	<u>11,702</u>	<u>11,936</u>	<u>12,175</u>	<u>12,419</u>	<u>12,667</u>	<u>12,920</u>	<u>13,178</u>	<u>13,705</u>
19	<u>4</u>	<u>10,627</u>	<u>11,427</u>	<u>11,656</u>	<u>11,889</u>	<u>12,127</u>	<u>12,370</u>	<u>12,617</u>	<u>12,869</u>	<u>13,126</u>	<u>13,389</u>	<u>13,657</u>	<u>13,930</u>	<u>14,487</u>
20	<u>5</u>	<u>11,259</u>	<u>12,106</u>	<u>12,348</u>	<u>12,595</u>	<u>12,847</u>	<u>13,104</u>	<u>13,366</u>	<u>13,633</u>	<u>13,906</u>	<u>14,184</u>	<u>14,468</u>	<u>14,757</u>	<u>15,347</u>
21	<u>6</u>	<u>11,951</u>	<u>12,850</u>	<u>13,107</u>	<u>13,369</u>	<u>13,636</u>	<u>13,909</u>	<u>14,187</u>	<u>14,471</u>	<u>14,760</u>	<u>15,055</u>	<u>15,356</u>	<u>15,663</u>	<u>16,290</u>
22	<u>7</u>	<u>12,718</u>	<u>13,675</u>	<u>13,949</u>	<u>14,228</u>	<u>14,513</u>	<u>14,803</u>	<u>15,099</u>	<u>15,401</u>	<u>15,709</u>	<u>16,023</u>	<u>16,343</u>	<u>16,670</u>	<u>17,337</u>
23	<u>8</u>	<u>13,545</u>	<u>14,564</u>	<u>14,855</u>	<u>15,152</u>	<u>15,455</u>	<u>15,764</u>	<u>16,079</u>	<u>16,401</u>	<u>16,729</u>	<u>17,064</u>	<u>17,405</u>	<u>17,753</u>	<u>18,463</u>
24	<u>9</u>	<u>14,463</u>	<u>15,552</u>	<u>15,863</u>	<u>16,180</u>	<u>16,504</u>	<u>16,834</u>	<u>17,171</u>	<u>17,514</u>	<u>17,864</u>	<u>18,221</u>	<u>18,585</u>	<u>18,957</u>	<u>19,715</u>
25	<u>10</u>	<u>15,469</u>	<u>16,633</u>	<u>16,966</u>	<u>17,305</u>	<u>17,651</u>	<u>18,004</u>	<u>18,364</u>	<u>18,731</u>	<u>19,106</u>	<u>19,488</u>	<u>19,878</u>	<u>20,276</u>	<u>21,087</u>

1	<u>11</u>	<u>16,568</u>	<u>17,815</u>	<u>18,171</u>	<u>18,534</u>	<u>18,905</u>	<u>19,283</u>	<u>19,669</u>	<u>20,062</u>	<u>20,463</u>	<u>20,872</u>	<u>21,289</u>	<u>21,715</u>	<u>22,584</u>
2	<u>12</u>	<u>17,784</u>	<u>19,123</u>	<u>19,505</u>	<u>19,895</u>	<u>20,293</u>	<u>20,699</u>	<u>21,113</u>	<u>21,535</u>	<u>21,966</u>	<u>22,405</u>	<u>22,853</u>	<u>23,310</u>	<u>24,242</u>
3	<u>13</u>	<u>19,112</u>	<u>20,551</u>	<u>20,962</u>	<u>21,381</u>	<u>21,809</u>	<u>22,245</u>	<u>22,690</u>	<u>23,144</u>	<u>23,607</u>	<u>24,079</u>	<u>24,561</u>	<u>25,052</u>	<u>26,054</u>
4	<u>14</u>	<u>20,767</u>	<u>22,330</u>	<u>22,777</u>	<u>23,233</u>	<u>23,698</u>	<u>24,172</u>	<u>24,655</u>	<u>25,148</u>	<u>25,651</u>	<u>26,164</u>	<u>26,687</u>	<u>27,221</u>	<u>28,310</u>
5	<u>15</u>	<u>22,491</u>	<u>24,184</u>	<u>24,668</u>	<u>25,161</u>	<u>25,664</u>	<u>26,177</u>	<u>26,701</u>	<u>27,235</u>	<u>27,780</u>	<u>28,336</u>	<u>28,903</u>	<u>29,481</u>	<u>30,660</u>
6	<u>16</u>	<u>24,427</u>	<u>26,266</u>	<u>26,791</u>	<u>27,327</u>	<u>27,874</u>	<u>28,431</u>	<u>29,000</u>	<u>29,580</u>	<u>30,172</u>	<u>30,775</u>	<u>31,391</u>	<u>32,019</u>	<u>33,300</u>
7	<u>17</u>	<u>26,523</u>	<u>28,519</u>	<u>29,089</u>	<u>29,671</u>	<u>30,264</u>	<u>30,869</u>	<u>31,486</u>	<u>32,116</u>	<u>32,758</u>	<u>33,413</u>	<u>34,081</u>	<u>34,763</u>	<u>36,154</u>
8	<u>18</u>	<u>28,838</u>	<u>31,009</u>	<u>31,629</u>	<u>32,262</u>	<u>32,907</u>	<u>33,565</u>	<u>34,236</u>	<u>34,921</u>	<u>35,619</u>	<u>36,331</u>	<u>37,058</u>	<u>37,799</u>	<u>39,311</u>
9	<u>19</u>	<u>31,383</u>	<u>33,745</u>	<u>34,420</u>	<u>35,108</u>	<u>35,810</u>	<u>36,526</u>	<u>37,257</u>	<u>38,002</u>	<u>38,762</u>	<u>39,537</u>	<u>40,328</u>	<u>41,135</u>	<u>41,135</u>
10	<u>20</u>	<u>34,161</u>	<u>36,732</u>	<u>37,467</u>	<u>38,216</u>	<u>38,980</u>	<u>39,760</u>	<u>40,555</u>	<u>41,366</u>	<u>42,193</u>	<u>43,037</u>	<u>43,898</u>	<u>43,898</u>	<u>43,898</u>
11	<u>21</u>	<u>37,217</u>	<u>40,018</u>	<u>40,818</u>	<u>41,634</u>	<u>42,467</u>	<u>43,316</u>	<u>44,182</u>	<u>45,066</u>	<u>45,967</u>	<u>46,886</u>	<u>46,886</u>	<u>46,886</u>	<u>46,886</u>
12	<u>22</u>	<u>40,570</u>	<u>43,624</u>	<u>44,496</u>	<u>45,386</u>	<u>46,294</u>	<u>47,220</u>	<u>48,164</u>	<u>49,127</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>
13	<u>23</u>	<u>44,240</u>	<u>47,570</u>	<u>48,521</u>	<u>49,491</u>	<u>50,481</u>	<u>51,491</u>	<u>52,521</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>
14	<u>24</u>	<u>48,272</u>	<u>51,905</u>	<u>52,943</u>	<u>54,002</u>	<u>55,082</u>	<u>56,184</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>
15	<u>25</u>	<u>52,699</u>	<u>56,666</u>	<u>57,799</u>	<u>58,955</u>	<u>60,134</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>

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

"2-18-312. Statewide pay schedule for fiscal year 1985 1987. The statewide classification pay schedule for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	8,713	9,369	9,556	9,747	9,942	10,141	10,344	10,551	10,762	10,977	11,197	11,421	11,878
2	9,195	9,867	10,085	10,287	10,493	10,703	10,917	11,135	11,358	11,585	11,817	12,053	12,535
3	9,719	10,451	10,668	10,873	11,090	11,312	11,538	11,769	12,004	12,244	12,489	12,739	13,249

1	4	+0,292	+1,067	+1,288	+1,514	+1,744	+1,979	+2,219	+2,463	+2,712	+2,966	+3,225	+3,490	+4,030
2	5	+0,924	+1,746	+1,981	+2,221	+2,465	+2,714	+2,968	+3,227	+3,492	+3,762	+4,037	+4,318	+4,891
3	6	+1,616	+2,490	+2,740	+2,995	+3,255	+3,520	+3,790	+4,066	+4,347	+4,634	+4,927	+5,226	+5,835
4	7	+2,383	+3,315	+3,581	+3,853	+4,130	+4,413	+4,701	+4,995	+5,295	+5,601	+5,913	+6,231	+6,880
5	8	+3,210	+4,204	+4,488	+4,778	+5,074	+5,375	+5,683	+5,997	+6,317	+6,643	+6,976	+7,316	+8,069
6	9	+4,129	+5,192	+5,496	+5,806	+6,122	+6,444	+6,773	+7,108	+7,450	+7,799	+8,155	+8,518	+9,259
7	+10	+5,135	+6,274	+6,599	+6,931	+7,270	+7,615	+7,967	+8,326	+8,693	+9,067	+9,448	+9,837	+10,630
8	+11	+6,233	+7,455	+7,804	+8,160	+8,523	+8,893	+9,271	+9,656	+10,049	+10,450	+10,859	+11,276	+12,127
9	+12	+7,450	+8,763	+9,138	+9,521	+9,911	+10,309	+10,715	+11,129	+11,552	+11,983	+12,423	+12,871	+13,786
10	+13	+8,774	+10,187	+10,591	+11,003	+11,423	+11,851	+12,288	+12,734	+13,189	+13,653	+14,126	+14,609	+15,593
11	+14	+10,204	+11,718	+12,179	+12,647	+13,123	+13,607	+14,100	+14,601	+15,111	+15,630	+16,158	+16,696	+17,751
12	+15	+11,743	+13,357	+13,867	+14,385	+14,911	+15,445	+15,987	+16,538	+17,098	+17,667	+18,245	+18,833	+19,959
13	+16	+13,394	+15,108	+15,677	+16,254	+16,839	+17,432	+18,034	+18,645	+19,266	+19,897	+20,538	+21,189	+22,386
14	+17	+15,159	+16,973	+17,591	+18,217	+18,851	+19,493	+20,144	+20,805	+21,476	+22,157	+22,848	+23,549	+24,816
15	+18	+17,043	+18,957	+19,634	+20,319	+21,012	+21,714	+22,425	+23,146	+23,877	+24,618	+25,369	+26,130	+27,457
16	+19	+19,050	+21,064	+21,791	+22,526	+23,269	+24,021	+24,783	+25,555	+26,337	+27,129	+27,931	+28,743	+30,131
17	+20	+21,185	+23,309	+24,086	+24,871	+25,664	+26,466	+27,278	+28,099	+28,930	+29,771	+30,623	+31,485	+32,934
18	+21	+23,454	+25,678	+26,505	+27,340	+28,183	+29,035	+29,897	+30,769	+31,651	+32,543	+33,445	+34,357	+35,867
19	+22	+25,861	+28,185	+29,062	+29,947	+30,840	+31,742	+32,654	+33,576	+34,508	+35,450	+36,403	+37,366	+38,937
20	+23	+29,410	+31,834	+32,761	+33,696	+34,639	+35,592	+36,555	+37,528	+38,511	+39,504	+40,507	+41,520	+43,143
21	+24	+34,105	+36,629	+37,606	+38,591	+39,584	+40,587	+41,600	+42,623	+43,656	+44,700	+45,754	+46,818	+48,503
22	+25	+39,950	+42,574	+43,601	+44,636	+45,679	+46,732	+47,795	+48,868	+49,951	+51,044	+52,147	+53,260	+55,037
23	<u>1</u>	<u>9,291</u>	<u>9,990</u>	<u>10,190</u>	<u>10,394</u>	<u>10,602</u>	<u>10,814</u>	<u>11,030</u>	<u>11,251</u>	<u>11,476</u>	<u>11,706</u>	<u>11,940</u>	<u>12,179</u>	<u>12,666</u>
24	<u>2</u>	<u>9,792</u>	<u>10,529</u>	<u>10,740</u>	<u>10,955</u>	<u>11,174</u>	<u>11,397</u>	<u>11,625</u>	<u>11,858</u>	<u>12,095</u>	<u>12,337</u>	<u>12,584</u>	<u>12,836</u>	<u>13,349</u>
25	<u>3</u>	<u>10,330</u>	<u>11,116</u>	<u>11,338</u>	<u>11,565</u>	<u>11,796</u>	<u>12,032</u>	<u>12,273</u>	<u>12,518</u>	<u>12,768</u>	<u>13,023</u>	<u>13,283</u>	<u>13,549</u>	<u>14,091</u>

1	<u>4</u>	<u>10,933</u>	<u>11,756</u>	<u>11,991</u>	<u>12,231</u>	<u>12,476</u>	<u>12,726</u>	<u>12,981</u>	<u>13,241</u>	<u>13,506</u>	<u>13,776</u>	<u>14,052</u>	<u>14,333</u>	<u>14,906</u>
2	<u>5</u>	<u>11,591</u>	<u>12,469</u>	<u>12,712</u>	<u>12,966</u>	<u>13,225</u>	<u>13,490</u>	<u>13,760</u>	<u>14,035</u>	<u>14,316</u>	<u>14,602</u>	<u>14,894</u>	<u>15,192</u>	<u>15,809</u>
3	<u>6</u>	<u>12,310</u>	<u>13,237</u>	<u>13,502</u>	<u>13,772</u>	<u>14,047</u>	<u>14,328</u>	<u>14,615</u>	<u>14,907</u>	<u>15,205</u>	<u>15,509</u>	<u>15,819</u>	<u>16,135</u>	<u>16,789</u>
4	<u>7</u>	<u>13,108</u>	<u>14,095</u>	<u>14,377</u>	<u>14,665</u>	<u>14,958</u>	<u>15,257</u>	<u>15,562</u>	<u>15,873</u>	<u>16,190</u>	<u>16,514</u>	<u>16,844</u>	<u>17,181</u>	<u>17,868</u>
5	<u>8</u>	<u>13,969</u>	<u>15,020</u>	<u>15,320</u>	<u>15,626</u>	<u>15,939</u>	<u>16,258</u>	<u>16,583</u>	<u>16,915</u>	<u>17,253</u>	<u>17,598</u>	<u>17,950</u>	<u>18,309</u>	<u>19,041</u>
6	<u>9</u>	<u>14,925</u>	<u>16,048</u>	<u>16,369</u>	<u>16,696</u>	<u>17,030</u>	<u>17,371</u>	<u>17,718</u>	<u>18,072</u>	<u>18,433</u>	<u>18,802</u>	<u>19,178</u>	<u>19,562</u>	<u>20,344</u>
7	<u>10</u>	<u>15,970</u>	<u>17,172</u>	<u>17,515</u>	<u>17,865</u>	<u>18,222</u>	<u>18,586</u>	<u>18,958</u>	<u>19,337</u>	<u>19,724</u>	<u>20,118</u>	<u>20,520</u>	<u>20,930</u>	<u>21,767</u>
8	<u>11</u>	<u>17,114</u>	<u>18,402</u>	<u>18,770</u>	<u>19,145</u>	<u>19,528</u>	<u>19,919</u>	<u>20,317</u>	<u>20,723</u>	<u>21,137</u>	<u>21,560</u>	<u>21,991</u>	<u>22,431</u>	<u>23,328</u>
9	<u>12</u>	<u>18,360</u>	<u>19,763</u>	<u>20,158</u>	<u>20,561</u>	<u>20,972</u>	<u>21,391</u>	<u>21,819</u>	<u>22,255</u>	<u>22,700</u>	<u>23,154</u>	<u>23,617</u>	<u>24,089</u>	<u>25,053</u>
10	<u>13</u>	<u>19,758</u>	<u>21,245</u>	<u>21,678</u>	<u>22,103</u>	<u>22,545</u>	<u>22,996</u>	<u>23,456</u>	<u>23,925</u>	<u>24,404</u>	<u>24,892</u>	<u>25,390</u>	<u>25,898</u>	<u>26,934</u>
11	<u>14</u>	<u>21,454</u>	<u>23,069</u>	<u>23,530</u>	<u>24,001</u>	<u>24,481</u>	<u>24,971</u>	<u>25,470</u>	<u>25,979</u>	<u>26,499</u>	<u>27,029</u>	<u>27,570</u>	<u>28,121</u>	<u>29,246</u>
12	<u>15</u>	<u>23,221</u>	<u>24,969</u>	<u>25,468</u>	<u>25,977</u>	<u>26,497</u>	<u>27,027</u>	<u>27,568</u>	<u>28,119</u>	<u>28,681</u>	<u>29,255</u>	<u>29,840</u>	<u>30,437</u>	<u>31,654</u>
13	<u>16</u>	<u>25,206</u>	<u>27,103</u>	<u>27,645</u>	<u>28,198</u>	<u>28,762</u>	<u>29,337</u>	<u>29,924</u>	<u>30,522</u>	<u>31,132</u>	<u>31,755</u>	<u>32,390</u>	<u>33,038</u>	<u>34,360</u>
14	<u>17</u>	<u>27,354</u>	<u>29,413</u>	<u>30,001</u>	<u>30,601</u>	<u>31,213</u>	<u>31,837</u>	<u>32,474</u>	<u>33,123</u>	<u>33,785</u>	<u>34,461</u>	<u>35,150</u>	<u>35,853</u>	<u>37,287</u>
15	<u>18</u>	<u>29,727</u>	<u>31,965</u>	<u>32,604</u>	<u>33,256</u>	<u>33,921</u>	<u>34,599</u>	<u>35,291</u>	<u>35,997</u>	<u>36,717</u>	<u>37,451</u>	<u>38,200</u>	<u>38,964</u>	<u>40,529</u>
16	<u>19</u>	<u>32,335</u>	<u>34,769</u>	<u>35,464</u>	<u>36,173</u>	<u>36,896</u>	<u>37,634</u>	<u>38,387</u>	<u>39,155</u>	<u>39,938</u>	<u>40,737</u>	<u>41,552</u>	<u>42,383</u>	<u>42,989</u>
17	<u>20</u>	<u>35,183</u>	<u>37,891</u>	<u>38,588</u>	<u>39,300</u>	<u>40,027</u>	<u>40,769</u>	<u>41,526</u>	<u>42,299</u>	<u>43,088</u>	<u>43,893</u>	<u>44,715</u>	<u>45,554</u>	<u>45,212</u>
18	<u>21</u>	<u>38,315</u>	<u>41,199</u>	<u>42,023</u>	<u>42,863</u>	<u>43,720</u>	<u>44,594</u>	<u>45,486</u>	<u>46,396</u>	<u>47,324</u>	<u>48,271</u>	<u>48,271</u>	<u>48,271</u>	<u>48,271</u>
19	<u>22</u>	<u>41,752</u>	<u>44,895</u>	<u>45,793</u>	<u>46,709</u>	<u>47,643</u>	<u>48,596</u>	<u>49,568</u>	<u>50,559</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>	<u>51,570</u>
20	<u>23</u>	<u>45,514</u>	<u>48,940</u>	<u>49,919</u>	<u>50,917</u>	<u>51,935</u>	<u>52,974</u>	<u>54,034</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>	<u>55,115</u>
21	<u>24</u>	<u>49,647</u>	<u>53,384</u>	<u>54,452</u>	<u>55,541</u>	<u>56,652</u>	<u>57,785</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>	<u>58,941</u>
22	<u>25</u>	<u>54,186</u>	<u>58,264</u>	<u>59,429</u>	<u>60,618</u>	<u>61,830</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>	<u>63,067</u>
23	<u>1</u>	<u>9,392</u>	<u>10,099</u>	<u>10,301</u>	<u>10,507</u>	<u>10,717</u>	<u>10,931</u>	<u>11,150</u>	<u>11,373</u>	<u>11,600</u>	<u>11,832</u>	<u>12,069</u>	<u>12,310</u>	<u>12,802</u>
24	<u>2</u>	<u>9,874</u>	<u>10,617</u>	<u>10,829</u>	<u>11,046</u>	<u>11,267</u>	<u>11,492</u>	<u>11,722</u>	<u>11,956</u>	<u>12,195</u>	<u>12,439</u>	<u>12,688</u>	<u>12,942</u>	<u>13,460</u>
25	<u>3</u>	<u>10,398</u>	<u>11,181</u>	<u>11,405</u>	<u>11,633</u>	<u>11,866</u>	<u>12,103</u>	<u>12,345</u>	<u>12,592</u>	<u>12,844</u>	<u>13,101</u>	<u>13,363</u>	<u>13,630</u>	<u>14,175</u>

1	<u>4</u>	<u>10,971</u>	<u>11,797</u>	<u>12,033</u>	<u>12,274</u>	<u>12,519</u>	<u>12,769</u>	<u>13,024</u>	<u>13,284</u>	<u>13,550</u>	<u>13,821</u>	<u>14,097</u>	<u>14,379</u>	<u>14,954</u>
2	<u>5</u>	<u>11,603</u>	<u>12,476</u>	<u>12,726</u>	<u>12,981</u>	<u>13,241</u>	<u>13,506</u>	<u>13,776</u>	<u>14,052</u>	<u>14,333</u>	<u>14,620</u>	<u>14,912</u>	<u>15,210</u>	<u>15,818</u>
3	<u>6</u>	<u>12,295</u>	<u>13,220</u>	<u>13,484</u>	<u>13,754</u>	<u>14,029</u>	<u>14,310</u>	<u>14,596</u>	<u>14,888</u>	<u>15,186</u>	<u>15,490</u>	<u>15,800</u>	<u>16,116</u>	<u>16,761</u>
4	<u>7</u>	<u>13,062</u>	<u>14,045</u>	<u>14,326</u>	<u>14,613</u>	<u>14,905</u>	<u>15,203</u>	<u>15,507</u>	<u>15,817</u>	<u>16,133</u>	<u>16,456</u>	<u>16,785</u>	<u>17,121</u>	<u>17,806</u>
5	<u>8</u>	<u>13,889</u>	<u>14,934</u>	<u>15,233</u>	<u>15,538</u>	<u>15,849</u>	<u>16,166</u>	<u>16,489</u>	<u>16,819</u>	<u>17,155</u>	<u>17,498</u>	<u>17,848</u>	<u>18,205</u>	<u>18,933</u>
6	<u>9</u>	<u>14,807</u>	<u>15,922</u>	<u>16,240</u>	<u>16,565</u>	<u>16,896</u>	<u>17,234</u>	<u>17,579</u>	<u>17,931</u>	<u>18,290</u>	<u>18,656</u>	<u>19,029</u>	<u>19,410</u>	<u>20,186</u>
7	<u>10</u>	<u>15,813</u>	<u>17,003</u>	<u>17,343</u>	<u>17,690</u>	<u>18,044</u>	<u>18,405</u>	<u>18,773</u>	<u>19,148</u>	<u>19,531</u>	<u>19,922</u>	<u>20,320</u>	<u>20,726</u>	<u>21,555</u>
8	<u>11</u>	<u>16,912</u>	<u>18,185</u>	<u>18,549</u>	<u>18,920</u>	<u>19,298</u>	<u>19,684</u>	<u>20,078</u>	<u>20,480</u>	<u>20,890</u>	<u>21,308</u>	<u>21,734</u>	<u>22,169</u>	<u>23,056</u>
9	<u>12</u>	<u>18,128</u>	<u>19,493</u>	<u>19,883</u>	<u>20,281</u>	<u>20,687</u>	<u>21,101</u>	<u>21,523</u>	<u>21,953</u>	<u>22,392</u>	<u>22,840</u>	<u>23,297</u>	<u>23,763</u>	<u>24,714</u>
10	<u>13</u>	<u>19,464</u>	<u>20,929</u>	<u>21,348</u>	<u>21,775</u>	<u>22,211</u>	<u>22,655</u>	<u>23,108</u>	<u>23,570</u>	<u>24,041</u>	<u>24,522</u>	<u>25,012</u>	<u>25,512</u>	<u>26,532</u>
11	<u>14</u>	<u>21,140</u>	<u>22,731</u>	<u>23,186</u>	<u>23,650</u>	<u>24,123</u>	<u>24,605</u>	<u>25,097</u>	<u>25,599</u>	<u>26,111</u>	<u>26,633</u>	<u>27,166</u>	<u>27,709</u>	<u>28,817</u>
12	<u>15</u>	<u>22,885</u>	<u>24,608</u>	<u>25,100</u>	<u>25,602</u>	<u>26,114</u>	<u>26,636</u>	<u>27,169</u>	<u>27,712</u>	<u>28,266</u>	<u>28,831</u>	<u>29,408</u>	<u>29,996</u>	<u>31,196</u>
13	<u>16</u>	<u>24,846</u>	<u>26,716</u>	<u>27,250</u>	<u>27,795</u>	<u>28,351</u>	<u>28,918</u>	<u>29,496</u>	<u>30,086</u>	<u>30,688</u>	<u>31,302</u>	<u>31,928</u>	<u>32,567</u>	<u>33,870</u>
14	<u>17</u>	<u>26,967</u>	<u>28,997</u>	<u>29,577</u>	<u>30,169</u>	<u>30,772</u>	<u>31,387</u>	<u>32,015</u>	<u>32,655</u>	<u>33,308</u>	<u>33,974</u>	<u>34,653</u>	<u>35,346</u>	<u>36,760</u>
15	<u>18</u>	<u>29,312</u>	<u>31,518</u>	<u>32,148</u>	<u>32,791</u>	<u>33,447</u>	<u>34,116</u>	<u>34,798</u>	<u>35,494</u>	<u>36,204</u>	<u>36,928</u>	<u>37,667</u>	<u>38,420</u>	<u>39,957</u>
16	<u>19</u>	<u>31,888</u>	<u>34,288</u>	<u>34,974</u>	<u>35,673</u>	<u>36,386</u>	<u>37,114</u>	<u>37,856</u>	<u>38,613</u>	<u>39,385</u>	<u>40,173</u>	<u>40,976</u>	<u>41,796</u>	<u>41,796</u>
17	<u>20</u>	<u>34,701</u>	<u>37,313</u>	<u>38,059</u>	<u>38,820</u>	<u>39,596</u>	<u>40,388</u>	<u>41,196</u>	<u>42,020</u>	<u>42,860</u>	<u>43,717</u>	<u>44,591</u>	<u>44,591</u>	<u>44,591</u>
18	<u>21</u>	<u>37,795</u>	<u>40,640</u>	<u>41,453</u>	<u>42,282</u>	<u>43,128</u>	<u>43,991</u>	<u>44,871</u>	<u>45,768</u>	<u>46,683</u>	<u>47,617</u>	<u>47,617</u>	<u>47,617</u>	<u>47,617</u>
19	<u>22</u>	<u>41,191</u>	<u>44,291</u>	<u>45,177</u>	<u>46,081</u>	<u>47,003</u>	<u>47,943</u>	<u>48,902</u>	<u>49,880</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>
20	<u>23</u>	<u>44,906</u>	<u>48,286</u>	<u>49,252</u>	<u>50,237</u>	<u>51,242</u>	<u>52,267</u>	<u>53,312</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>
21	<u>24</u>	<u>48,988</u>	<u>52,675</u>	<u>53,729</u>	<u>54,804</u>	<u>55,900</u>	<u>57,018</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>
22	<u>25</u>	<u>53,471</u>	<u>57,496</u>	<u>58,646</u>	<u>59,819</u>	<u>61,015</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>

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

24 "2-18-313. Institutional teachers' pay schedules. (1) (a) The 12-month pay schedule for
25 institutional teachers for fiscal year 1984 1986 is as follows:

Annual Hours -- 2080
 Pay Matrix -- Teachers
 Term -- Twelve Months

Note: Includes Insurance
 Matrix Type -- Annual

Education Level

YEARS OF EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
0	17,277	17,827	18,392	18,667	18,942	19,587
1	17,924	18,538	19,152	19,459	19,766	20,388
2	18,578	19,248	19,918	20,251	20,589	21,259
3	19,217	19,968	20,678	21,042	21,414	22,125
4	19,863	20,678	21,488	21,833	22,238	22,998
5	20,518	21,382	22,198	22,626	23,063	23,874
6	21,154	22,092	22,948	23,418	23,886	24,742
7	21,882	22,884	23,789	24,218	24,711	25,615
8	22,447	23,514	24,468	25,081	25,536	26,488
9	23,094	24,226	25,228	25,792	26,358	27,368
10	23,742	24,936	25,987	26,585	27,189	28,299
0	<u>18,486</u>	<u>19,067</u>	<u>19,663</u>	<u>19,954</u>	<u>20,244</u>	<u>20,840</u>
1	<u>19,170</u>	<u>19,817</u>	<u>20,466</u>	<u>20,789</u>	<u>21,114</u>	<u>21,761</u>
2	<u>19,851</u>	<u>20,567</u>	<u>21,266</u>	<u>21,626</u>	<u>21,983</u>	<u>22,683</u>
3	<u>20,534</u>	<u>21,319</u>	<u>22,068</u>	<u>22,461</u>	<u>22,854</u>	<u>23,604</u>
4	<u>21,216</u>	<u>22,068</u>	<u>22,870</u>	<u>23,295</u>	<u>23,724</u>	<u>24,526</u>
5	<u>21,899</u>	<u>22,820</u>	<u>23,673</u>	<u>24,133</u>	<u>24,594</u>	<u>25,448</u>
6	<u>22,579</u>	<u>23,569</u>	<u>24,473</u>	<u>24,969</u>	<u>25,463</u>	<u>26,367</u>

1	<u>7</u>	<u>23,263</u>	<u>24,321</u>	<u>25,276</u>	<u>25,806</u>	<u>26,334</u>	<u>27,289</u>
2	<u>8</u>	<u>23,944</u>	<u>25,070</u>	<u>26,078</u>	<u>26,640</u>	<u>27,205</u>	<u>28,210</u>
3	<u>9</u>	<u>24,627</u>	<u>25,822</u>	<u>26,880</u>	<u>27,475</u>	<u>28,073</u>	<u>29,131</u>
4	<u>10</u>	<u>25,311</u>	<u>26,572</u>	<u>27,681</u>	<u>28,313</u>	<u>28,944</u>	<u>30,052</u>

5 (b) The 9-month pay schedule for institutional teachers for fiscal year 1984 1986 is as
6 follows:

7 Annual Hours -- 1480
8 Pay Matrix -- Teachers
9 Term -- Nine Months

Note: Includes Insurance
Matrix Type -- Annual

10 Education Level

11 YEARS OF	10 Education Level					
12 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
13 (Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
14 0	13,228	13,648	14,064	14,278	14,477	14,988
15 1	13,712	14,174	14,634	14,864	15,095	15,555
16 2	14,198	14,706	15,203	15,458	15,712	16,210
17 3	14,683	15,248	15,773	16,052	16,331	16,864
18 4	15,167	15,773	16,343	16,645	16,949	17,519
19 5	15,653	16,307	16,913	17,240	17,567	18,173
20 6	16,136	16,839	17,481	17,834	18,185	18,827
21 7	16,622	17,373	18,052	18,428	18,803	19,481
22 8	17,105	17,906	18,621	19,021	19,422	20,136
23 9	17,591	18,448	19,191	19,614	20,039	20,798
24 10	18,077	18,972	19,760	20,209	20,657	21,445
25 <u>0</u>	<u>14,195</u>	<u>14,630</u>	<u>15,077</u>	<u>15,296</u>	<u>15,513</u>	<u>15,960</u>

1	<u>1</u>	<u>14,708</u>	<u>15,193</u>	<u>15,680</u>	<u>15,922</u>	<u>16,166</u>	<u>16,651</u>
2	<u>2</u>	<u>15,218</u>	<u>15,755</u>	<u>16,280</u>	<u>16,550</u>	<u>16,817</u>	<u>17,342</u>
3	<u>3</u>	<u>15,731</u>	<u>16,319</u>	<u>16,881</u>	<u>17,176</u>	<u>17,471</u>	<u>18,033</u>
4	<u>4</u>	<u>16,242</u>	<u>16,881</u>	<u>17,483</u>	<u>17,801</u>	<u>18,123</u>	<u>18,725</u>
5	<u>5</u>	<u>16,754</u>	<u>17,445</u>	<u>18,085</u>	<u>18,430</u>	<u>18,776</u>	<u>19,416</u>
6	<u>6</u>	<u>17,264</u>	<u>18,007</u>	<u>18,685</u>	<u>19,057</u>	<u>19,427</u>	<u>20,105</u>
7	<u>7</u>	<u>17,777</u>	<u>18,571</u>	<u>19,287</u>	<u>19,685</u>	<u>20,081</u>	<u>20,797</u>
8	<u>8</u>	<u>18,288</u>	<u>19,133</u>	<u>19,889</u>	<u>20,310</u>	<u>20,734</u>	<u>21,488</u>
9	<u>9</u>	<u>18,800</u>	<u>19,697</u>	<u>20,490</u>	<u>20,936</u>	<u>21,385</u>	<u>22,178</u>
10	<u>10</u>	<u>19,313</u>	<u>20,259</u>	<u>21,091</u>	<u>21,565</u>	<u>22,038</u>	<u>22,869</u>

11 (2) (a) The 12-month pay schedule for institutional teachers for fiscal year 1985 1987 is as
 12 follows:

13 Annual Hours -- 2080
 14 Pay Matrix -- Teachers
 15 Term -- Twelve Months

Note: Includes Insurance
 Matrix Type -- Annual

16 Education Level

17 YEARS OF	Education Level						
18 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1	
19 (Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)	
20 0	18,006	18,575	19,160	19,445	19,729	20,314	
21 1	18,676	19,311	19,947	20,264	20,582	21,217	
22 2	19,344	20,046	20,731	21,084	21,434	22,121	
23 3	20,014	20,783	21,518	21,903	22,288	23,024	
24 4	20,682	21,518	22,304	22,721	23,141	23,927	
25 5	21,352	22,255	23,091	23,542	23,994	24,831	

1	6	22,019	22,989	23,875	24,362	24,846	25,732
2	7	22,689	23,726	24,668	25,182	25,780	26,636
3	8	23,357	24,461	25,449	26,000	26,554	27,539
4	9	24,026	25,198	26,235	26,819	27,485	28,442
5	10	24,697	25,933	27,021	27,640	28,259	29,345
6	0	<u>18,976</u>	<u>19,568</u>	<u>20,176</u>	<u>20,473</u>	<u>20,769</u>	<u>21,377</u>
7	<u>1</u>	<u>19,673</u>	<u>20,333</u>	<u>20,995</u>	<u>21,325</u>	<u>21,656</u>	<u>22,316</u>
8	<u>2</u>	<u>20,368</u>	<u>21,098</u>	<u>21,811</u>	<u>22,179</u>	<u>22,543</u>	<u>23,257</u>
9	<u>3</u>	<u>21,065</u>	<u>21,865</u>	<u>22,629</u>	<u>23,030</u>	<u>23,431</u>	<u>24,196</u>
10	<u>4</u>	<u>21,760</u>	<u>22,629</u>	<u>23,447</u>	<u>23,881</u>	<u>24,318</u>	<u>25,137</u>
11	<u>5</u>	<u>22,457</u>	<u>23,396</u>	<u>24,266</u>	<u>24,736</u>	<u>25,206</u>	<u>26,077</u>
12	<u>6</u>	<u>23,151</u>	<u>24,160</u>	<u>25,082</u>	<u>25,588</u>	<u>26,092</u>	<u>27,014</u>
13	<u>7</u>	<u>23,848</u>	<u>24,927</u>	<u>25,902</u>	<u>26,442</u>	<u>26,981</u>	<u>27,955</u>
14	<u>8</u>	<u>24,543</u>	<u>25,691</u>	<u>26,720</u>	<u>27,293</u>	<u>27,869</u>	<u>28,894</u>
15	<u>9</u>	<u>25,240</u>	<u>26,458</u>	<u>27,538</u>	<u>28,145</u>	<u>28,754</u>	<u>29,834</u>
16	<u>10</u>	<u>25,937</u>	<u>27,223</u>	<u>28,355</u>	<u>28,999</u>	<u>29,643</u>	<u>30,773</u>

17 (b) The 9-month pay schedule for institutional teachers for fiscal year 1985-1987 is as
 18 follows:

19	Annual Hours -- 1480	Note: Includes Insurance					
20	Pay Matrix -- Teachers	Matrix Type -- Annual					
21	Term -- Nine Months						
22		Education Level					
23	YEARS OF						
24	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
25	(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)

1	0	+8,885	+4,231	+4,676	+4,884	+5,697	+5,536
2	1	+4,387	+4,783	+5,268	+5,498	+5,737	+6,213
3	2	+4,888	+5,335	+5,848	+6,113	+6,376	+6,891
4	3	+5,311	+5,887	+6,439	+6,727	+7,016	+7,568
5	4	+5,812	+6,439	+7,028	+7,341	+7,656	+8,245
6	5	+6,314	+6,991	+7,618	+7,957	+8,296	+8,923
7	6	+6,814	+7,542	+8,266	+8,572	+8,935	+9,599
8	7	+7,317	+8,095	+8,797	+9,187	+9,575	20,277
9	8	+7,818	+8,646	+9,387	+9,808	20,216	20,954
10	9	+8,320	+9,199	+9,976	20,414	20,854	21,632
11	10	+8,823	+9,758	20,566	21,030	21,494	22,309
12	<u>0</u>	<u>14,592</u>	<u>15,036</u>	<u>15,492</u>	<u>15,715</u>	<u>15,937</u>	<u>16,393</u>
13	<u>1</u>	<u>15,115</u>	<u>15,610</u>	<u>16,106</u>	<u>16,354</u>	<u>16,602</u>	<u>17,097</u>
14	<u>2</u>	<u>15,636</u>	<u>16,184</u>	<u>16,718</u>	<u>16,994</u>	<u>17,267</u>	<u>17,803</u>
15	<u>3</u>	<u>16,159</u>	<u>16,759</u>	<u>17,332</u>	<u>17,633</u>	<u>17,933</u>	<u>18,507</u>
16	<u>4</u>	<u>16,680</u>	<u>17,332</u>	<u>17,945</u>	<u>18,271</u>	<u>18,599</u>	<u>19,213</u>
17	<u>5</u>	<u>17,203</u>	<u>17,907</u>	<u>18,560</u>	<u>18,912</u>	<u>19,265</u>	<u>19,918</u>
18	<u>6</u>	<u>17,723</u>	<u>18,480</u>	<u>19,172</u>	<u>19,551</u>	<u>19,929</u>	<u>20,621</u>
19	<u>7</u>	<u>18,246</u>	<u>19,055</u>	<u>19,787</u>	<u>20,192</u>	<u>20,596</u>	<u>21,326</u>
20	<u>8</u>	<u>18,767</u>	<u>19,628</u>	<u>20,400</u>	<u>20,830</u>	<u>21,262</u>	<u>22,031</u>
21	<u>9</u>	<u>19,290</u>	<u>20,204</u>	<u>21,014</u>	<u>21,469</u>	<u>21,926</u>	<u>22,736</u>
22	<u>10</u>	<u>19,813</u>	<u>20,777</u>	<u>21,626</u>	<u>22,109</u>	<u>22,592</u>	<u>23,440</u> "

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

24 "2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store
 25 occupations for fiscal year ~~1984~~ 1986 is as follows:

1 Annual Hours -- 2080 Note: Includes Insurance
 2 With and Without Insurance

3 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

Grade	\$/Hour
E1	6.888
E2	6.974
E3	7.468
E4	7.738
E5	8.812
E6	8.684
E7	9.249
E8	9.972

Grade	\$/Hour	Ins. - In	\$/Hour
	W/O-Ins.	\$/Hour	W/Ins.
E1	6.888	6.888	6.888
E2	6.781	6.635	7.416
E3	7.291	6.635	7.926
E4	7.576	6.635	8.211
E5	7.872	6.635	8.587
E6	8.495	6.635	9.130
E7	9.172	6.635	9.887
E8	9.931	6.635	10.566

GRADE	\$/HOUR
	W/INS.
E1	0.000

1	<u>L2</u>	<u>7.404</u>
2	<u>L3</u>	<u>7.904</u>
3	<u>L4</u>	<u>8.183</u>
4	<u>L5</u>	<u>8.474</u>
5	<u>L6</u>	<u>9.084</u>
6	<u>L7</u>	<u>9.748</u>
7	<u>L8</u>	<u>10.492</u>

(2) The pay schedule for liquor store occupations for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: includes insurance

With and-Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

	Grade	\$/Hour
12	E1	6-888
13	E2	7-225
14	E3	7-725
15	E4	8-684
16	E5	8-295
17	E6	8-985
18	E7	9-569
19	E8	10-813

	<u>Grade</u>	<u>\$/Hour</u>	<u>ins.-in</u>	<u>\$/Hour</u>
		<u>w/o-ins.</u>	<u>\$/Hour</u>	<u>w/ins.</u>
22	<u>E1</u>	<u>6-888</u>	<u>6-888</u>	<u>6-888</u>
23	<u>E2</u>	<u>6-917</u>	<u>6-692</u>	<u>7-669</u>
24	<u>E3</u>	<u>7-437</u>	<u>6-692</u>	<u>8-129</u>

1	<u>E4</u>	<u>7:726</u>	<u>8:692</u>	<u>8:420</u>
2	<u>E5</u>	<u>8:029</u>	<u>8:692</u>	<u>8:721</u>
3	<u>E6</u>	<u>8:665</u>	<u>8:692</u>	<u>9:357</u>
4	<u>E7</u>	<u>9:355</u>	<u>8:692</u>	<u>10:047</u>
5	<u>E8</u>	<u>10:190</u>	<u>8:692</u>	<u>10:822</u>

6	<u>GRADE</u>	<u>\$/HOUR</u>
7		<u>W/INS.</u>
8	<u>L1</u>	<u>0.000</u>
9	<u>L2</u>	<u>7.683</u>
10	<u>L3</u>	<u>8.183</u>
11	<u>L4</u>	<u>8.463</u>
12	<u>L5</u>	<u>8.753</u>
13	<u>L6</u>	<u>9.363</u>
14	<u>L7</u>	<u>10.023</u>
15	<u>L8</u>	<u>10.773"</u>

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

17 2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
 18 year ~~1984~~ 1986 is as follows:

19 Annual Hours -- 2080

Note: ~~includes-Insurance~~

With and-Without Insurance

20 Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

22	<u>Grade</u>	<u>\$/Hour</u>
23	<u>B1</u>	<u>7:249</u>
24	<u>B2</u>	<u>7:649</u>
25	<u>B3</u>	<u>8:049</u>

1	B4	-8:449
2	B5	-8:849
3	B6	-9:249
4	B7	-9:649
5	B8	+0:049
6	B9	+0:449
7	B+0	+0:849
8	B+1	+1:249
9	B+2	+1:649
10	B00	+2:049

	<u>Grade</u>	<u>\$/Hour</u> <u>w/o-ins:</u>	<u>ins--in</u> <u>\$/Hour</u>	<u>\$/Hour</u> <u>w/ins:</u>
13	<u>B1</u>	<u>7:230</u>	<u>0:635</u>	<u>7:865</u>
14	<u>B2</u>	<u>7:630</u>	<u>0:635</u>	<u>8:265</u>
15	<u>B3</u>	<u>8:030</u>	<u>0:635</u>	<u>8:665</u>
16	<u>B4</u>	<u>8:430</u>	<u>0:635</u>	<u>9:065</u>
17	<u>B5</u>	<u>8:830</u>	<u>0:635</u>	<u>9:465</u>
18	<u>B6</u>	<u>9:230</u>	<u>0:635</u>	<u>9:865</u>
19	<u>B7</u>	<u>9:630</u>	<u>0:635</u>	<u>10:265</u>
20	<u>B8</u>	<u>10:030</u>	<u>0:635</u>	<u>10:665</u>
21	<u>B9</u>	<u>10:430</u>	<u>0:635</u>	<u>11:065</u>
22	<u>B+0</u>	<u>10:830</u>	<u>0:635</u>	<u>11:465</u>
23	<u>B+1</u>	<u>11:230</u>	<u>0:635</u>	<u>11:865</u>
24	<u>B+2</u>	<u>11:630</u>	<u>0:635</u>	<u>12:265</u>
25	<u>B00</u>	<u>12:030</u>	<u>0:635</u>	<u>12:665</u>

	<u>GRADE</u>	<u>\$/HOUR</u>
		<u>W/INS.</u>
3	<u>B1</u>	<u>7.836</u>
4	<u>B2</u>	<u>8.236</u>
5	<u>B3</u>	<u>8.636</u>
6	<u>B4</u>	<u>9.036</u>
7	<u>B5</u>	<u>9.436</u>
8	<u>B6</u>	<u>9.836</u>
9	<u>B7</u>	<u>10.236</u>
10	<u>B8</u>	<u>10.636</u>
11	<u>B9</u>	<u>11.036</u>
12	<u>B10</u>	<u>11.436</u>
13	<u>B11</u>	<u>11.836</u>
14	<u>B12</u>	<u>12.236</u>
15	<u>B00</u>	<u>12.636</u>

(2) The pay schedule for blue-collar workers for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: ~~Includes Insurance~~

With and-Without Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

	<u>Grade</u>	<u>\$/Hour</u>
21	<u>B1</u>	<u>7.667</u>
22	<u>B2</u>	<u>8.067</u>
23	<u>B3</u>	<u>8.467</u>
24	<u>B4</u>	<u>8.867</u>
25	<u>B5</u>	<u>9.267</u>

1	B6	-9.607
2	B7	+0.007
3	B8	+0.407
4	B9	+0.807
5	B+0	+1.207
6	B+1	+1.607
7	B+2	+2.007
8	B00	+2.407

		<u>\$/Hour</u>	<u>ins.-in</u>	<u>\$/Hour</u>
	<u>Grade</u>	<u>W/O-Ins.</u>	<u>\$/Hour</u>	<u>W/Ins.</u>
11	<u>B1</u>	<u>7.430</u>	<u>0.692</u>	<u>8.122</u>
12	<u>B2</u>	<u>7.830</u>	<u>0.692</u>	<u>8.522</u>
13	<u>B3</u>	<u>8.230</u>	<u>0.692</u>	<u>8.922</u>
14	<u>B4</u>	<u>8.630</u>	<u>0.692</u>	<u>9.322</u>
15	<u>B5</u>	<u>9.030</u>	<u>0.692</u>	<u>9.722</u>
16	<u>B6</u>	<u>9.430</u>	<u>0.692</u>	<u>10.122</u>
17	<u>B7</u>	<u>9.830</u>	<u>0.692</u>	<u>10.522</u>
18	<u>B8</u>	<u>10.230</u>	<u>0.692</u>	<u>10.922</u>
19	<u>B9</u>	<u>10.630</u>	<u>0.692</u>	<u>11.322</u>
20	<u>B+0</u>	<u>11.030</u>	<u>0.692</u>	<u>11.722</u>
21	<u>B+1</u>	<u>11.430</u>	<u>0.692</u>	<u>12.122</u>
22	<u>B+2</u>	<u>11.830</u>	<u>0.692</u>	<u>12.522</u>
23	<u>B00</u>	<u>12.230</u>	<u>0.692</u>	<u>12.922</u>

24	<u>GRADE</u>		<u>\$/HOUR</u>	
25			<u>W/INS.</u>	

1	<u>B1</u>	<u>8.153</u>
2	<u>B2</u>	<u>8.553</u>
3	<u>B3</u>	<u>8.953</u>
4	<u>B4</u>	<u>9.353</u>
5	<u>B5</u>	<u>9.753</u>
6	<u>B6</u>	<u>10.153</u>
7	<u>B7</u>	<u>10.553</u>
8	<u>B8</u>	<u>10.953</u>
9	<u>B9</u>	<u>11.353</u>
10	<u>B10</u>	<u>11.753</u>
11	<u>B11</u>	<u>12.153</u>
12	<u>B12</u>	<u>12.553</u>
13	<u>B00</u>	<u>12.953"</u>

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

15 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the
16 amount specified in this section towards the group benefits cost.

17 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
18 for members of the legislature, the employer contribution for group benefits shall be \$90 ~~\$110~~ \$105
19 per month for the fiscal year ending June 30, 1984 1986, and ~~\$100~~ \$120 \$115 per month for each
20 fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than
21 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to
22 be covered by a state-sponsored group benefit plan may not receive the state contribution as wages.
23 A portion of the employer contribution for group benefits may be applied to an employee's costs for
24 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
25 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

6 NEW SECTION. Section 9. Appropriation. There is appropriated to the Office of Budget and
7 Program Planning \$17,400,000 from the general fund for the biennium ending June 30, 1987, to carry
8 out the provisions of this act as it pertains to the legislative, judicial, and executive branch
9 agencies. The Office of Budget and Program Planning is authorized to increase the expenditure
10 authority of the legislative, judicial, and executive branch agencies by \$11,000,000 for the
11 biennium ending June 30, 1987, from funds other than the general fund which accrue under provisions
12 of law to the respective agencies to carry out the provisions of this act.

13 NEW SECTION. Section 10. Extension of authority. Any existing authority of the department of
14 administration to make rules on the subject of the provisions of this act is extended to the
15 provisions of this act.

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

-End-

1 HOUSE BILL NO. 375

2 INTRODUCED BY BARDANOUE

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION
4

5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFITS
6 LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1986 AND 1987; APPROPRIATING FUNDS THEREFOR;
7 AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING
8 AN IMMEDIATE EFFECTIVE DATE."
9

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

11 Section 1. Section 2-18-301, MCA, is amended to read:

12 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide
13 the compensation necessary to attract and retain competent and qualified employees in order to
14 perform the services the state is required to provide to its citizens.

15 (2) It is the intent of the legislature that, for the biennium ending June 30, 1985 1987,
16 the:

17 (a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or
18 systems established through collective bargaining after the adjournment of the 48th 49th
19 legislature;

20 (b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through
21 collective bargaining after adjournment of the 48th 49th legislature; and

22 (c) total funds required to implement the pay schedules provided for in 2-18-311 through
23 2-18-315 for any employee group or bargaining unit may not be increased through collective
24 bargaining over the amount appropriated by the 48th 49th legislature.

25 (3) The department shall administer the pay program established by the legislature on the



THIRD READING
HB 375

1 basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

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

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

5 "2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311
6 and 2-18-312 shall be implemented as follows:

7 (a) The pay schedule provided in 2-18-311 indicates the annual compensation for the fiscal
8 year ending June 30, 1984 1986, for each grade and step for positions classified under the
9 provisions of part 2 of this chapter.

10 (b) The pay schedule provided in 2-18-312 indicates the annual compensation for the fiscal
11 year ending June 30, 1985 1987, for each grade and step for positions classified under the
12 provisions of part 2 of this chapter.

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

17 (d) (i) The compensation of each employee on the first day of the first pay period in fiscal
18 year 1984 1986 shall be that amount which corresponds to the grade and step occupied on the last
19 day of the preceding fiscal year of 1983 1985.

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
21 1985 1987 shall be that amount which corresponds to the grade and step occupied on the last day of
22 the fiscal year 1984 1985.

23 ~~((+))-in-compliance-with-rules-adopted-to-implemment-this-part;-each-employee--is--eligible--on~~
24 ~~his--anniversary--date--to--advance-one-step-in-the-pay-matrix-for-fiscal-year-1984-and-fiscal-year~~
25 ~~1985;--However;-if-the-employee's-anniversary-date-falls-between-(inclusive)-July-1-and--the--first~~

1 day--of--the--first--pay--period--of--fiscal--year--1984--or--1985--as--the--case--may--be--he--will--advance--one
2 step--on--the--first--day--of--that--pay--period--

3 (III) IN COMPLIANCE WITH RULES ADOPTED TO IMPLEMENT THIS PART, EACH EMPLOYEE IS ELIGIBLE ON
4 HIS ANNIVERSARY DATE TO ADVANCE ONE STEP IN THE PAY MATRIX FOR FISCAL YEAR 1987. HOWEVER, IF THE
5 EMPLOYEE'S ANNIVERSARY DATE FALLS BETWEEN (INCLUSIVE) JULY 1 AND THE FIRST DAY OF THE FIRST PAY
6 PERIOD OF FISCAL YEAR 1987, HE WILL ADVANCE ONE STEP ON THE FIRST DAY OF THAT PAY PERIOD.

7 (2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1)
8 of this section do not apply to those institutional teachers, liquor store occupations, or
9 blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or
10 2-18-315.

11 (3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as
12 follows:

13 (a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the
14 contracted school term for teachers employed by institutions under the authority of the department
15 of institutions for fiscal years 1984 1986 and 1985 1987.

16 (ii) The compensation of each teacher on the first day of the first pay period in July, 1989
17 1985, shall be that amount which corresponds to his level of academic achievement and the step
18 occupied on June 30, 1989 1985.

19 (iii) The compensation of each teacher on the first day of the first pay period in July, 1984
20 1986, shall be that amount which corresponds to his level of achievement and the step occupied on
21 June 30, 1989 1985.

22 (b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for
23 fiscal years ending June 30, 1984 1986, and June 30, 1985 1987, for those employees in liquor store
24 occupations who have collectively bargained separate classification and pay plans.

25 (ii) The compensation of each employee on the first day of the first pay period in fiscal year

1 1984 1986 or 1985 1987, as the case may be, shall be that amount which corresponds to that grade
2 occupied on the last day of the preceding fiscal year.

3 (c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for
4 fiscal years ending June 30, 1984 1986, and June 30, 1985 1987, for employees in apprentice trades
5 and crafts and other blue-collar occupations recognized in the state blue-collar classification
6 plan who are members of units that have collectively bargained separate classification and pay
7 plans.

8 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
9 1984 1986 or 1985 1987, as the case may be, shall be that amount which corresponds to that grade
10 occupied on the last day of the preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the
12 respective pay schedules provided in 2-18-311 through 2-18-315 until the bargaining unit of which
13 he is a member ratifies a completely integrated collective bargaining agreement covering the
14 biennium ending June 30, 1985 1987.

15 (ii) In the event that negotiation and ratification of a completely integrated collective
16 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
17 1, 1989 1985, retroactivity to that date may be negotiated.

18 (iii) In the event that negotiation and ratification of a completely integrated collective
19 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
20 1, 1989 1985, members of the bargaining unit involved will continue to receive the compensation
21 they were receiving as of June 30, 1989 1985.

22 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
23 properly implement the pay schedules provided in 2-18-313 through 2-18-315 may be provided for in
24 collective bargaining agreements.

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

1 the pay schedules provided for in 2-18-311 through 2-18-315.

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

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

9 Section 3. Section 2-18-311, MCA, is amended to read:

10 "2-18-311. Statewide pay schedule for fiscal year 1984 1986. The statewide classification pay
 11 schedule for fiscal year 1984 1986 is as follows:

Annual Hours -- 2080		Note: Includes Insurance												
Pay Matrix -- State		Matrix Type -- Annual												
		STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	
1	8,554	9,111	9,298	9,479	9,669	9,862	10,059	10,260	10,465	10,674	10,887	11,105	11,494	
2	9,099	9,621	9,818	10,009	10,209	10,413	10,621	10,833	11,050	11,271	11,496	11,726	12,196	
3	9,555	10,177	10,381	10,589	10,801	11,017	11,237	11,462	11,691	11,925	12,164	12,407	12,841	
4	10,124	10,788	10,999	11,219	11,443	11,672	11,905	12,143	12,386	12,634	12,887	13,145	13,605	
5	10,751	11,452	11,681	11,915	12,153	12,396	12,644	12,897	13,155	13,418	13,686	13,960	14,449	
6	11,409	12,185	12,429	12,678	12,932	13,191	13,455	13,724	13,998	14,278	14,564	14,855	15,375	
7	12,202	12,998	13,258	13,523	13,793	14,069	14,350	14,637	14,930	15,229	15,534	15,845	16,400	
8	13,024	13,874	14,151	14,434	14,723	15,017	15,317	15,623	15,935	16,254	16,579	16,911	17,509	
9	13,987	14,847	15,144	15,447	15,756	16,071	16,392	16,720	17,054	17,395	17,743	18,098	18,791	
10	14,997	15,919	16,231	16,556	16,887	17,225	17,570	17,921	18,279	18,645	19,018	19,398	20,077	

1	11	16,088	17,077	17,419	17,767	18,122	18,484	18,854	19,231	19,616	20,008	20,408	20,816	21,545
2	12	17,289	18,366	18,788	19,188	19,490	19,800	20,278	20,684	21,098	21,520	21,950	22,389	23,178
3	13	18,555	19,769	20,164	20,567	20,978	21,398	21,826	22,263	22,708	23,162	23,625	24,098	24,941
4	14	20,175	21,496	21,926	22,365	22,812	23,268	23,733	24,208	24,692	25,186	25,690	26,204	27,121
5	15	21,865	23,296	23,762	24,237	24,722	25,216	25,720	26,234	26,759	27,294	27,840	28,397	29,391
6	16	23,760	25,316	25,822	26,338	26,865	27,402	27,950	28,509	29,079	29,661	30,254	30,859	31,989
7	17	25,819	27,504	28,054	28,615	29,187	29,771	30,368	30,978	31,592	32,224	32,868	33,525	34,698
8	18	28,080	29,920	30,518	31,128	31,751	32,386	33,034	33,695	34,369	35,056	35,757	36,472	37,749
9	19	30,572	32,576	33,228	33,899	34,571	35,262	35,967	36,686	37,420	38,168	38,931	39,710	39,710
10	20	33,292	35,475	36,185	36,909	37,647	38,400	39,168	39,951	40,750	41,565	42,396	42,896	42,896
11	21	36,286	38,665	39,438	40,227	41,032	41,853	42,690	43,544	44,415	45,303	45,808	45,808	45,808
12	22	39,578	42,165	43,008	43,868	44,745	45,640	46,558	47,484	48,434	48,434	48,434	48,434	48,434
13	23	43,169	45,995	46,915	47,858	48,818	49,786	50,782	51,798	51,798	51,798	51,798	51,798	51,798
14	24	47,111	50,209	51,287	52,281	53,276	54,342	55,429	55,429	55,429	55,429	55,429	55,429	55,429
15	25	51,449	54,825	55,922	57,040	58,181	59,345	59,345	59,345	59,345	59,345	59,345	59,345	59,345
16	<u>1</u>	<u>8,999</u>	<u>9,676</u>	<u>9,878</u>	<u>10,067</u>	<u>10,260</u>	<u>10,473</u>	<u>10,682</u>	<u>10,896</u>	<u>11,114</u>	<u>11,336</u>	<u>11,563</u>	<u>11,794</u>	<u>12,266</u>
17	<u>2</u>	<u>9,491</u>	<u>10,205</u>	<u>10,409</u>	<u>10,617</u>	<u>10,829</u>	<u>11,046</u>	<u>11,267</u>	<u>11,492</u>	<u>11,722</u>	<u>11,956</u>	<u>12,195</u>	<u>12,438</u>	<u>12,987</u>
18	<u>3</u>	<u>10,025</u>	<u>10,788</u>	<u>10,996</u>	<u>11,216</u>	<u>11,440</u>	<u>11,669</u>	<u>11,902</u>	<u>12,140</u>	<u>12,383</u>	<u>12,631</u>	<u>12,884</u>	<u>13,142</u>	<u>13,668</u>
19	<u>4</u>	<u>10,889</u>	<u>11,488</u>	<u>11,696</u>	<u>11,869</u>	<u>12,186</u>	<u>12,348</u>	<u>12,595</u>	<u>12,847</u>	<u>13,104</u>	<u>13,366</u>	<u>13,633</u>	<u>13,906</u>	<u>14,462</u>
20	<u>5</u>	<u>11,254</u>	<u>12,101</u>	<u>12,349</u>	<u>12,590</u>	<u>12,842</u>	<u>13,099</u>	<u>13,361</u>	<u>13,628</u>	<u>13,901</u>	<u>14,179</u>	<u>14,469</u>	<u>14,752</u>	<u>15,342</u>
21	<u>6</u>	<u>11,966</u>	<u>12,860</u>	<u>13,117</u>	<u>13,379</u>	<u>13,647</u>	<u>13,920</u>	<u>14,198</u>	<u>14,482</u>	<u>14,772</u>	<u>15,067</u>	<u>15,368</u>	<u>15,675</u>	<u>16,382</u>
22	<u>7</u>	<u>12,742</u>	<u>13,781</u>	<u>13,975</u>	<u>14,255</u>	<u>14,540</u>	<u>14,831</u>	<u>15,128</u>	<u>15,431</u>	<u>15,740</u>	<u>16,055</u>	<u>16,376</u>	<u>16,704</u>	<u>17,372</u>
23	<u>8</u>	<u>13,585</u>	<u>14,688</u>	<u>14,900</u>	<u>15,198</u>	<u>15,502</u>	<u>15,812</u>	<u>16,128</u>	<u>16,451</u>	<u>16,780</u>	<u>17,116</u>	<u>17,458</u>	<u>17,807</u>	<u>18,519</u>
24	<u>9</u>	<u>14,520</u>	<u>15,616</u>	<u>15,828</u>	<u>16,247</u>	<u>16,572</u>	<u>16,903</u>	<u>17,241</u>	<u>17,586</u>	<u>17,938</u>	<u>18,297</u>	<u>18,663</u>	<u>19,036</u>	<u>19,797</u>
25	<u>10</u>	<u>15,548</u>	<u>16,718</u>	<u>17,052</u>	<u>17,398</u>	<u>17,741</u>	<u>18,096</u>	<u>18,458</u>	<u>18,827</u>	<u>19,204</u>	<u>19,588</u>	<u>19,980</u>	<u>20,380</u>	<u>21,195</u>

1	<u>11</u>	<u>16,669</u>	<u>17,924</u>	<u>18,282</u>	<u>18,648</u>	<u>19,021</u>	<u>19,401</u>	<u>19,789</u>	<u>20,185</u>	<u>20,589</u>	<u>21,001</u>	<u>21,421</u>	<u>21,849</u>	<u>22,723</u>
2	<u>12</u>	<u>17,918</u>	<u>19,258</u>	<u>19,649</u>	<u>20,036</u>	<u>20,437</u>	<u>20,846</u>	<u>21,269</u>	<u>21,688</u>	<u>22,122</u>	<u>22,564</u>	<u>23,015</u>	<u>23,475</u>	<u>24,414</u>
3	<u>18</u>	<u>19,261</u>	<u>20,711</u>	<u>21,125</u>	<u>21,548</u>	<u>21,979</u>	<u>22,419</u>	<u>22,867</u>	<u>23,324</u>	<u>23,790</u>	<u>24,266</u>	<u>24,751</u>	<u>25,246</u>	<u>26,256</u>
4	<u>14</u>	<u>20,924</u>	<u>22,499</u>	<u>22,949</u>	<u>23,408</u>	<u>23,876</u>	<u>24,354</u>	<u>24,841</u>	<u>25,338</u>	<u>25,845</u>	<u>26,362</u>	<u>26,889</u>	<u>27,427</u>	<u>28,524</u>
5	<u>15</u>	<u>22,657</u>	<u>24,362</u>	<u>24,849</u>	<u>25,346</u>	<u>25,853</u>	<u>26,370</u>	<u>26,897</u>	<u>27,435</u>	<u>27,984</u>	<u>28,544</u>	<u>29,115</u>	<u>29,697</u>	<u>30,885</u>
6	<u>16</u>	<u>24,682</u>	<u>26,454</u>	<u>26,989</u>	<u>27,528</u>	<u>28,078</u>	<u>28,634</u>	<u>29,207</u>	<u>29,791</u>	<u>30,387</u>	<u>30,995</u>	<u>31,615</u>	<u>32,247</u>	<u>33,537</u>
7	<u>17</u>	<u>26,789</u>	<u>28,719</u>	<u>29,293</u>	<u>29,879</u>	<u>30,477</u>	<u>31,087</u>	<u>31,709</u>	<u>32,343</u>	<u>32,990</u>	<u>33,650</u>	<u>34,323</u>	<u>35,009</u>	<u>36,409</u>
8	<u>18</u>	<u>29,086</u>	<u>31,221</u>	<u>31,845</u>	<u>32,482</u>	<u>33,132</u>	<u>33,795</u>	<u>34,471</u>	<u>35,160</u>	<u>35,863</u>	<u>36,580</u>	<u>37,312</u>	<u>38,058</u>	<u>39,580</u>
9	<u>19</u>	<u>31,592</u>	<u>33,978</u>	<u>34,649</u>	<u>35,342</u>	<u>36,049</u>	<u>36,770</u>	<u>37,505</u>	<u>38,255</u>	<u>39,020</u>	<u>39,800</u>	<u>40,596</u>	<u>41,408</u>	<u>41,488</u>
10	<u>20</u>	<u>34,384</u>	<u>36,972</u>	<u>37,711</u>	<u>38,465</u>	<u>39,234</u>	<u>40,019</u>	<u>40,819</u>	<u>41,635</u>	<u>42,468</u>	<u>43,317</u>	<u>44,183</u>	<u>44,189</u>	<u>44,189</u>
11	<u>21</u>	<u>37,455</u>	<u>40,274</u>	<u>41,079</u>	<u>41,901</u>	<u>42,739</u>	<u>43,594</u>	<u>44,466</u>	<u>45,355</u>	<u>46,262</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>	<u>47,187</u>
12	<u>22</u>	<u>40,824</u>	<u>43,897</u>	<u>44,775</u>	<u>45,671</u>	<u>46,584</u>	<u>47,516</u>	<u>48,466</u>	<u>49,435</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>	<u>50,424</u>
13	<u>28</u>	<u>44,518</u>	<u>47,869</u>	<u>48,828</u>	<u>49,796</u>	<u>50,792</u>	<u>51,808</u>	<u>52,844</u>	<u>53,901</u>	<u>54,981</u>	<u>55,981</u>	<u>56,981</u>	<u>57,981</u>	<u>58,981</u>
14	<u>24</u>	<u>48,565</u>	<u>52,228</u>	<u>53,264</u>	<u>54,329</u>	<u>55,416</u>	<u>56,524</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>	<u>57,655</u>
15	<u>25</u>	<u>53,814</u>	<u>57,884</u>	<u>58,144</u>	<u>59,387</u>	<u>60,499</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>	<u>61,789</u>
16	<u>1</u>	<u>9,048</u>	<u>9,729</u>	<u>9,924</u>	<u>10,122</u>	<u>10,324</u>	<u>10,530</u>	<u>10,741</u>	<u>10,956</u>	<u>11,175</u>	<u>11,399</u>	<u>11,627</u>	<u>11,860</u>	<u>12,334</u>
17	<u>2</u>	<u>9,530</u>	<u>10,247</u>	<u>10,452</u>	<u>10,661</u>	<u>10,874</u>	<u>11,091</u>	<u>11,313</u>	<u>11,539</u>	<u>11,770</u>	<u>12,005</u>	<u>12,245</u>	<u>12,490</u>	<u>12,990</u>
18	<u>3</u>	<u>10,054</u>	<u>10,811</u>	<u>11,027</u>	<u>11,248</u>	<u>11,473</u>	<u>11,702</u>	<u>11,936</u>	<u>12,175</u>	<u>12,419</u>	<u>12,667</u>	<u>12,920</u>	<u>13,178</u>	<u>13,705</u>
19	<u>4</u>	<u>10,627</u>	<u>11,427</u>	<u>11,656</u>	<u>11,889</u>	<u>12,127</u>	<u>12,370</u>	<u>12,617</u>	<u>12,869</u>	<u>13,126</u>	<u>13,389</u>	<u>13,657</u>	<u>13,930</u>	<u>14,487</u>
20	<u>5</u>	<u>11,259</u>	<u>12,106</u>	<u>12,348</u>	<u>12,595</u>	<u>12,847</u>	<u>13,104</u>	<u>13,366</u>	<u>13,633</u>	<u>13,906</u>	<u>14,184</u>	<u>14,468</u>	<u>14,757</u>	<u>15,347</u>
21	<u>6</u>	<u>11,951</u>	<u>12,850</u>	<u>13,107</u>	<u>13,369</u>	<u>13,636</u>	<u>13,909</u>	<u>14,187</u>	<u>14,471</u>	<u>14,760</u>	<u>15,055</u>	<u>15,356</u>	<u>15,663</u>	<u>16,290</u>
22	<u>7</u>	<u>12,718</u>	<u>13,675</u>	<u>13,949</u>	<u>14,228</u>	<u>14,513</u>	<u>14,803</u>	<u>15,099</u>	<u>15,401</u>	<u>15,709</u>	<u>16,023</u>	<u>16,343</u>	<u>16,670</u>	<u>17,337</u>
23	<u>8</u>	<u>13,545</u>	<u>14,564</u>	<u>14,855</u>	<u>15,152</u>	<u>15,455</u>	<u>15,764</u>	<u>16,079</u>	<u>16,401</u>	<u>16,729</u>	<u>17,064</u>	<u>17,405</u>	<u>17,753</u>	<u>18,463</u>
24	<u>9</u>	<u>14,463</u>	<u>15,552</u>	<u>15,863</u>	<u>16,180</u>	<u>16,504</u>	<u>16,834</u>	<u>17,171</u>	<u>17,514</u>	<u>17,864</u>	<u>18,221</u>	<u>18,585</u>	<u>18,957</u>	<u>19,715</u>
25	<u>10</u>	<u>15,469</u>	<u>16,633</u>	<u>16,966</u>	<u>17,305</u>	<u>17,651</u>	<u>18,004</u>	<u>18,364</u>	<u>18,731</u>	<u>19,106</u>	<u>19,488</u>	<u>19,878</u>	<u>20,276</u>	<u>21,087</u>

1	<u>11</u>	<u>16,568</u>	<u>17,815</u>	<u>18,171</u>	<u>18,534</u>	<u>18,905</u>	<u>19,283</u>	<u>19,669</u>	<u>20,062</u>	<u>20,463</u>	<u>20,872</u>	<u>21,289</u>	<u>21,715</u>	<u>22,584</u>
2	<u>12</u>	<u>17,784</u>	<u>19,123</u>	<u>19,505</u>	<u>19,895</u>	<u>20,293</u>	<u>20,699</u>	<u>21,113</u>	<u>21,535</u>	<u>21,966</u>	<u>22,405</u>	<u>22,853</u>	<u>23,310</u>	<u>24,242</u>
3	<u>13</u>	<u>19,112</u>	<u>20,551</u>	<u>20,962</u>	<u>21,381</u>	<u>21,809</u>	<u>22,245</u>	<u>22,690</u>	<u>23,144</u>	<u>23,607</u>	<u>24,079</u>	<u>24,561</u>	<u>25,052</u>	<u>26,054</u>
4	<u>14</u>	<u>20,767</u>	<u>22,330</u>	<u>22,777</u>	<u>23,233</u>	<u>23,698</u>	<u>24,172</u>	<u>24,655</u>	<u>25,148</u>	<u>25,651</u>	<u>26,164</u>	<u>26,687</u>	<u>27,221</u>	<u>28,310</u>
5	<u>15</u>	<u>22,491</u>	<u>24,184</u>	<u>24,668</u>	<u>25,161</u>	<u>25,664</u>	<u>26,177</u>	<u>26,701</u>	<u>27,235</u>	<u>27,780</u>	<u>28,336</u>	<u>28,903</u>	<u>29,481</u>	<u>30,660</u>
6	<u>16</u>	<u>24,427</u>	<u>26,266</u>	<u>26,791</u>	<u>27,327</u>	<u>27,874</u>	<u>28,431</u>	<u>29,000</u>	<u>29,580</u>	<u>30,172</u>	<u>30,775</u>	<u>31,391</u>	<u>32,019</u>	<u>33,300</u>
7	<u>17</u>	<u>26,523</u>	<u>28,519</u>	<u>29,089</u>	<u>29,671</u>	<u>30,264</u>	<u>30,869</u>	<u>31,486</u>	<u>32,116</u>	<u>32,758</u>	<u>33,413</u>	<u>34,081</u>	<u>34,763</u>	<u>36,154</u>
8	<u>18</u>	<u>28,838</u>	<u>31,009</u>	<u>31,629</u>	<u>32,262</u>	<u>32,907</u>	<u>33,565</u>	<u>34,236</u>	<u>34,921</u>	<u>35,619</u>	<u>36,331</u>	<u>37,058</u>	<u>37,799</u>	<u>39,311</u>
9	<u>19</u>	<u>31,383</u>	<u>33,745</u>	<u>34,420</u>	<u>35,108</u>	<u>35,810</u>	<u>36,526</u>	<u>37,257</u>	<u>38,002</u>	<u>38,762</u>	<u>39,537</u>	<u>40,328</u>	<u>41,135</u>	<u>41,135</u>
10	<u>20</u>	<u>34,161</u>	<u>36,732</u>	<u>37,467</u>	<u>38,216</u>	<u>38,980</u>	<u>39,760</u>	<u>40,555</u>	<u>41,366</u>	<u>42,193</u>	<u>43,037</u>	<u>43,898</u>	<u>43,898</u>	<u>43,898</u>
11	<u>21</u>	<u>37,217</u>	<u>40,018</u>	<u>40,818</u>	<u>41,634</u>	<u>42,467</u>	<u>43,316</u>	<u>44,182</u>	<u>45,066</u>	<u>45,967</u>	<u>46,886</u>	<u>46,886</u>	<u>46,886</u>	<u>46,886</u>
12	<u>22</u>	<u>40,570</u>	<u>43,624</u>	<u>44,496</u>	<u>45,386</u>	<u>46,294</u>	<u>47,220</u>	<u>48,164</u>	<u>49,127</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>	<u>50,110</u>
13	<u>23</u>	<u>44,240</u>	<u>47,570</u>	<u>48,521</u>	<u>49,491</u>	<u>50,481</u>	<u>51,491</u>	<u>52,521</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>	<u>53,571</u>
14	<u>24</u>	<u>48,272</u>	<u>51,905</u>	<u>52,943</u>	<u>54,002</u>	<u>55,082</u>	<u>56,184</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>	<u>57,308</u>
15	<u>25</u>	<u>52,699</u>	<u>56,666</u>	<u>57,799</u>	<u>58,955</u>	<u>60,134</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>	<u>61,337</u>

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

"2-18-312. Statewide pay schedule for fiscal year 1985 1987. The statewide classification pay schedule for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

		STEP												
GRADE		1	2	3	4	5	6	7	8	9	10	11	12	13
23	1	8,719	9,969	9,556	9,747	9,942	10,141	10,344	10,551	10,762	10,977	11,197	11,421	11,878
24	2	9,195	9,887	10,085	10,287	10,499	10,709	10,917	11,135	11,358	11,585	11,817	12,059	12,535
25	3	9,719	10,451	10,668	10,878	11,090	11,312	11,538	11,769	12,004	12,244	12,489	12,739	13,249

1	4	10,292	11,067	11,288	11,514	11,744	11,979	12,219	12,463	12,712	12,966	13,225	13,490	14,098
2	5	10,924	11,746	11,981	12,221	12,465	12,714	12,968	13,227	13,492	13,762	14,037	14,318	14,891
3	6	11,616	12,498	12,748	12,995	13,255	13,520	13,790	14,066	14,347	14,634	14,927	15,226	15,895
4	7	12,383	13,315	13,581	13,859	14,140	14,413	14,701	14,995	15,295	15,601	15,913	16,231	16,888
5	8	13,218	14,204	14,488	14,778	15,074	15,375	15,683	15,997	16,317	16,643	16,976	17,316	18,009
6	9	14,129	15,192	15,496	15,806	16,122	16,444	16,773	17,108	17,450	17,799	18,155	18,518	19,259
7	10	15,115	16,274	16,599	16,931	17,270	17,615	17,967	18,326	18,693	19,067	19,448	19,837	20,638
8	11	16,188	17,455	17,804	18,160	18,523	18,893	19,271	19,656	20,049	20,450	20,859	21,276	22,127
9	12	17,358	18,768	19,140	19,524	19,911	20,309	20,715	21,129	21,552	21,983	22,423	22,871	23,788
10	13	18,634	20,187	20,591	21,008	21,428	21,851	22,280	22,714	23,159	23,615	24,082	24,560	25,539
11	14	20,016	21,740	22,197	22,667	23,149	23,634	24,124	24,619	25,120	25,626	26,139	26,660	27,716
12	15	21,504	23,399	23,918	24,450	24,985	25,524	26,068	26,618	27,174	27,736	28,305	28,881	29,997
13	16	23,108	25,175	25,746	26,330	26,917	27,508	28,104	28,706	29,314	29,928	30,549	31,177	32,343
14	17	24,838	27,078	27,709	28,353	28,999	29,650	30,306	30,968	31,636	32,310	32,990	33,677	34,913
15	18	26,694	28,788	29,489	30,204	30,924	31,649	32,380	33,117	33,860	34,609	35,365	36,128	37,414
16	19	28,676	30,667	31,448	32,243	33,043	33,848	34,659	35,476	36,299	37,128	37,963	38,805	40,131
17	20	30,784	32,859	33,729	34,614	35,504	36,400	37,302	38,210	39,124	40,044	40,970	41,903	43,279
18	21	33,018	35,408	36,378	37,363	38,354	39,351	40,354	41,363	42,378	43,400	44,429	45,465	46,941
19	22	35,378	38,188	39,258	40,343	41,434	42,531	43,634	44,743	45,858	46,979	48,106	49,240	50,766
20	23	37,864	40,988	42,158	43,348	44,549	45,761	46,984	48,218	49,463	50,719	51,986	53,264	54,941
21	24	40,476	44,499	45,879	47,278	48,687	49,996	51,316	52,646	53,987	55,339	56,702	58,076	59,841
22	25	43,214	47,968	49,558	51,171	52,796	54,433	56,082	57,742	59,413	61,095	62,788	64,492	66,347
23	<u>1</u>	<u>9,291</u>	<u>9,990</u>	<u>10,190</u>	<u>10,394</u>	<u>10,602</u>	<u>10,814</u>	<u>11,030</u>	<u>11,251</u>	<u>11,476</u>	<u>11,706</u>	<u>11,940</u>	<u>12,179</u>	<u>12,666</u>
24	<u>2</u>	<u>9,792</u>	<u>10,529</u>	<u>10,740</u>	<u>10,955</u>	<u>11,174</u>	<u>11,397</u>	<u>11,625</u>	<u>11,858</u>	<u>12,095</u>	<u>12,337</u>	<u>12,584</u>	<u>12,836</u>	<u>13,349</u>
25	<u>3</u>	<u>10,398</u>	<u>11,118</u>	<u>11,338</u>	<u>11,565</u>	<u>11,796</u>	<u>12,032</u>	<u>12,273</u>	<u>12,518</u>	<u>12,768</u>	<u>13,023</u>	<u>13,283</u>	<u>13,549</u>	<u>14,091</u>

1	<u>4</u>	<u>10,988</u>	<u>11,756</u>	<u>11,991</u>	<u>12,281</u>	<u>12,476</u>	<u>12,726</u>	<u>12,981</u>	<u>13,241</u>	<u>13,506</u>	<u>13,776</u>	<u>14,052</u>	<u>14,333</u>	<u>14,606</u>
2	<u>5</u>	<u>11,591</u>	<u>12,468</u>	<u>12,712</u>	<u>12,966</u>	<u>13,225</u>	<u>13,490</u>	<u>13,760</u>	<u>14,035</u>	<u>14,316</u>	<u>14,602</u>	<u>14,894</u>	<u>15,192</u>	<u>15,488</u>
3	<u>6</u>	<u>12,818</u>	<u>13,297</u>	<u>13,582</u>	<u>13,772</u>	<u>14,047</u>	<u>14,326</u>	<u>14,615</u>	<u>14,907</u>	<u>15,205</u>	<u>15,509</u>	<u>15,819</u>	<u>16,135</u>	<u>16,460</u>
4	<u>7</u>	<u>13,188</u>	<u>14,095</u>	<u>14,377</u>	<u>14,665</u>	<u>14,958</u>	<u>15,257</u>	<u>15,562</u>	<u>15,873</u>	<u>16,190</u>	<u>16,514</u>	<u>16,844</u>	<u>17,181</u>	<u>17,528</u>
5	<u>8</u>	<u>13,969</u>	<u>15,028</u>	<u>15,320</u>	<u>15,626</u>	<u>15,939</u>	<u>16,258</u>	<u>16,583</u>	<u>16,915</u>	<u>17,253</u>	<u>17,598</u>	<u>17,950</u>	<u>18,309</u>	<u>18,674</u>
6	<u>9</u>	<u>14,925</u>	<u>16,048</u>	<u>16,369</u>	<u>16,696</u>	<u>17,030</u>	<u>17,371</u>	<u>17,718</u>	<u>18,072</u>	<u>18,433</u>	<u>18,802</u>	<u>19,178</u>	<u>19,562</u>	<u>19,944</u>
7	<u>10</u>	<u>15,978</u>	<u>17,172</u>	<u>17,515</u>	<u>17,865</u>	<u>18,222</u>	<u>18,586</u>	<u>18,956</u>	<u>19,337</u>	<u>19,724</u>	<u>20,118</u>	<u>20,520</u>	<u>20,930</u>	<u>21,347</u>
8	<u>11</u>	<u>17,114</u>	<u>18,482</u>	<u>18,778</u>	<u>19,145</u>	<u>19,528</u>	<u>19,919</u>	<u>20,317</u>	<u>20,723</u>	<u>21,137</u>	<u>21,560</u>	<u>21,991</u>	<u>22,431</u>	<u>22,880</u>
9	<u>12</u>	<u>18,388</u>	<u>19,768</u>	<u>20,158</u>	<u>20,561</u>	<u>20,972</u>	<u>21,391</u>	<u>21,819</u>	<u>22,255</u>	<u>22,700</u>	<u>23,154</u>	<u>23,617</u>	<u>24,089</u>	<u>24,570</u>
10	<u>13</u>	<u>19,758</u>	<u>21,245</u>	<u>21,678</u>	<u>22,133</u>	<u>22,545</u>	<u>22,996</u>	<u>23,456</u>	<u>23,925</u>	<u>24,404</u>	<u>24,892</u>	<u>25,390</u>	<u>25,898</u>	<u>26,414</u>
11	<u>14</u>	<u>21,154</u>	<u>22,669</u>	<u>23,138</u>	<u>23,631</u>	<u>24,140</u>	<u>24,657</u>	<u>25,183</u>	<u>25,719</u>	<u>26,266</u>	<u>26,824</u>	<u>27,393</u>	<u>27,973</u>	<u>28,564</u>
12	<u>15</u>	<u>22,582</u>	<u>24,129</u>	<u>24,626</u>	<u>25,147</u>	<u>25,684</u>	<u>26,237</u>	<u>26,807</u>	<u>27,386</u>	<u>27,975</u>	<u>28,575</u>	<u>29,186</u>	<u>29,808</u>	<u>30,441</u>
13	<u>16</u>	<u>24,048</u>	<u>25,637</u>	<u>26,172</u>	<u>26,733</u>	<u>27,311</u>	<u>27,906</u>	<u>28,518</u>	<u>29,138</u>	<u>29,766</u>	<u>30,403</u>	<u>31,050</u>	<u>31,707</u>	<u>32,375</u>
14	<u>17</u>	<u>25,558</u>	<u>27,189</u>	<u>27,752</u>	<u>28,341</u>	<u>28,947</u>	<u>29,571</u>	<u>30,203</u>	<u>30,844</u>	<u>31,494</u>	<u>32,154</u>	<u>32,824</u>	<u>33,504</u>	<u>34,194</u>
15	<u>18</u>	<u>27,118</u>	<u>28,791</u>	<u>29,382</u>	<u>30,001</u>	<u>30,638</u>	<u>31,294</u>	<u>31,959</u>	<u>32,634</u>	<u>33,319</u>	<u>34,014</u>	<u>34,719</u>	<u>35,434</u>	<u>36,159</u>
16	<u>19</u>	<u>28,735</u>	<u>30,440</u>	<u>31,064</u>	<u>31,717</u>	<u>32,389</u>	<u>33,081</u>	<u>33,793</u>	<u>34,516</u>	<u>35,249</u>	<u>35,993</u>	<u>36,747</u>	<u>37,511</u>	<u>38,285</u>
17	<u>20</u>	<u>30,408</u>	<u>32,155</u>	<u>32,824</u>	<u>33,517</u>	<u>34,235</u>	<u>34,968</u>	<u>35,717</u>	<u>36,482</u>	<u>37,254</u>	<u>38,033</u>	<u>38,829</u>	<u>39,633</u>	<u>40,444</u>
18	<u>21</u>	<u>32,135</u>	<u>33,924</u>	<u>34,638</u>	<u>35,377</u>	<u>36,142</u>	<u>36,923</u>	<u>37,721</u>	<u>38,536</u>	<u>39,359</u>	<u>40,190</u>	<u>41,029</u>	<u>41,876</u>	<u>42,731</u>
19	<u>22</u>	<u>33,915</u>	<u>35,746</u>	<u>36,504</u>	<u>37,287</u>	<u>38,096</u>	<u>38,931</u>	<u>39,783</u>	<u>40,653</u>	<u>41,531</u>	<u>42,417</u>	<u>43,311</u>	<u>44,213</u>	<u>45,123</u>
20	<u>23</u>	<u>35,745</u>	<u>37,618</u>	<u>38,428</u>	<u>39,264</u>	<u>40,127</u>	<u>41,017</u>	<u>41,934</u>	<u>42,868</u>	<u>43,819</u>	<u>44,787</u>	<u>45,763</u>	<u>46,747</u>	<u>47,739</u>
21	<u>24</u>	<u>37,625</u>	<u>39,540</u>	<u>40,394</u>	<u>41,276</u>	<u>42,187</u>	<u>43,127</u>	<u>44,096</u>	<u>45,084</u>	<u>46,091</u>	<u>47,117</u>	<u>48,162</u>	<u>49,226</u>	<u>50,300</u>
22	<u>25</u>	<u>39,555</u>	<u>41,512</u>	<u>42,408</u>	<u>43,331</u>	<u>44,281</u>	<u>45,258</u>	<u>46,263</u>	<u>47,297</u>	<u>48,350</u>	<u>49,422</u>	<u>50,513</u>	<u>51,623</u>	<u>52,753</u>
23	<u>1</u>	<u>9,392</u>	<u>10,099</u>	<u>10,301</u>	<u>10,507</u>	<u>10,717</u>	<u>10,931</u>	<u>11,150</u>	<u>11,373</u>	<u>11,600</u>	<u>11,832</u>	<u>12,069</u>	<u>12,310</u>	<u>12,556</u>
24	<u>2</u>	<u>9,874</u>	<u>10,617</u>	<u>10,829</u>	<u>11,046</u>	<u>11,267</u>	<u>11,492</u>	<u>11,722</u>	<u>11,956</u>	<u>12,195</u>	<u>12,439</u>	<u>12,688</u>	<u>12,942</u>	<u>13,200</u>
25	<u>3</u>	<u>10,398</u>	<u>11,181</u>	<u>11,405</u>	<u>11,633</u>	<u>11,866</u>	<u>12,103</u>	<u>12,345</u>	<u>12,592</u>	<u>12,844</u>	<u>13,101</u>	<u>13,363</u>	<u>13,630</u>	<u>13,902</u>

1	4	<u>10,971</u>	<u>11,797</u>	<u>12,033</u>	<u>12,274</u>	<u>12,519</u>	<u>12,769</u>	<u>13,024</u>	<u>13,284</u>	<u>13,550</u>	<u>13,821</u>	<u>14,097</u>	<u>14,379</u>	<u>14,954</u>
2	5	<u>11,603</u>	<u>12,476</u>	<u>12,726</u>	<u>12,981</u>	<u>13,241</u>	<u>13,506</u>	<u>13,776</u>	<u>14,052</u>	<u>14,333</u>	<u>14,620</u>	<u>14,912</u>	<u>15,210</u>	<u>15,818</u>
3	6	<u>12,295</u>	<u>13,220</u>	<u>13,484</u>	<u>13,754</u>	<u>14,029</u>	<u>14,310</u>	<u>14,596</u>	<u>14,888</u>	<u>15,186</u>	<u>15,490</u>	<u>15,800</u>	<u>16,116</u>	<u>16,761</u>
4	7	<u>13,062</u>	<u>14,045</u>	<u>14,326</u>	<u>14,613</u>	<u>14,905</u>	<u>15,203</u>	<u>15,507</u>	<u>15,817</u>	<u>16,133</u>	<u>16,456</u>	<u>16,785</u>	<u>17,121</u>	<u>17,806</u>
5	8	<u>13,889</u>	<u>14,934</u>	<u>15,233</u>	<u>15,538</u>	<u>15,849</u>	<u>16,166</u>	<u>16,489</u>	<u>16,819</u>	<u>17,155</u>	<u>17,498</u>	<u>17,848</u>	<u>18,205</u>	<u>18,933</u>
6	9	<u>14,807</u>	<u>15,922</u>	<u>16,240</u>	<u>16,565</u>	<u>16,896</u>	<u>17,234</u>	<u>17,579</u>	<u>17,931</u>	<u>18,290</u>	<u>18,656</u>	<u>19,029</u>	<u>19,410</u>	<u>20,186</u>
7	10	<u>15,813</u>	<u>17,003</u>	<u>17,343</u>	<u>17,690</u>	<u>18,044</u>	<u>18,405</u>	<u>18,773</u>	<u>19,148</u>	<u>19,531</u>	<u>19,922</u>	<u>20,320</u>	<u>20,726</u>	<u>21,555</u>
8	11	<u>16,912</u>	<u>18,185</u>	<u>18,549</u>	<u>18,920</u>	<u>19,298</u>	<u>19,684</u>	<u>20,078</u>	<u>20,480</u>	<u>20,890</u>	<u>21,308</u>	<u>21,734</u>	<u>22,169</u>	<u>23,056</u>
9	12	<u>18,128</u>	<u>19,493</u>	<u>19,883</u>	<u>20,281</u>	<u>20,687</u>	<u>21,101</u>	<u>21,523</u>	<u>21,953</u>	<u>22,392</u>	<u>22,840</u>	<u>23,297</u>	<u>23,763</u>	<u>24,714</u>
10	13	<u>19,464</u>	<u>20,929</u>	<u>21,348</u>	<u>21,775</u>	<u>22,211</u>	<u>22,655</u>	<u>23,108</u>	<u>23,570</u>	<u>24,041</u>	<u>24,522</u>	<u>25,012</u>	<u>25,512</u>	<u>26,532</u>
11	14	<u>21,140</u>	<u>22,731</u>	<u>23,186</u>	<u>23,650</u>	<u>24,123</u>	<u>24,605</u>	<u>25,097</u>	<u>25,599</u>	<u>26,111</u>	<u>26,633</u>	<u>27,166</u>	<u>27,709</u>	<u>28,817</u>
12	15	<u>22,885</u>	<u>24,608</u>	<u>25,100</u>	<u>25,602</u>	<u>26,114</u>	<u>26,636</u>	<u>27,169</u>	<u>27,712</u>	<u>28,266</u>	<u>28,831</u>	<u>29,408</u>	<u>29,996</u>	<u>31,196</u>
13	16	<u>24,846</u>	<u>26,716</u>	<u>27,250</u>	<u>27,795</u>	<u>28,351</u>	<u>28,918</u>	<u>29,496</u>	<u>30,086</u>	<u>30,688</u>	<u>31,302</u>	<u>31,928</u>	<u>32,567</u>	<u>33,870</u>
14	17	<u>26,967</u>	<u>28,997</u>	<u>29,577</u>	<u>30,169</u>	<u>30,772</u>	<u>31,387</u>	<u>32,015</u>	<u>32,655</u>	<u>33,308</u>	<u>33,974</u>	<u>34,653</u>	<u>35,346</u>	<u>36,760</u>
15	18	<u>29,312</u>	<u>31,518</u>	<u>32,148</u>	<u>32,791</u>	<u>33,447</u>	<u>34,116</u>	<u>34,798</u>	<u>35,494</u>	<u>36,204</u>	<u>36,928</u>	<u>37,667</u>	<u>38,420</u>	<u>39,957</u>
16	19	<u>31,888</u>	<u>34,288</u>	<u>34,974</u>	<u>35,673</u>	<u>36,386</u>	<u>37,114</u>	<u>37,856</u>	<u>38,613</u>	<u>39,385</u>	<u>40,173</u>	<u>40,976</u>	<u>41,796</u>	<u>41,796</u>
17	20	<u>34,701</u>	<u>37,313</u>	<u>38,059</u>	<u>38,820</u>	<u>39,596</u>	<u>40,388</u>	<u>41,196</u>	<u>42,020</u>	<u>42,860</u>	<u>43,717</u>	<u>44,591</u>	<u>44,591</u>	<u>44,591</u>
18	21	<u>37,795</u>	<u>40,640</u>	<u>41,453</u>	<u>42,282</u>	<u>43,128</u>	<u>43,991</u>	<u>44,871</u>	<u>45,768</u>	<u>46,683</u>	<u>47,617</u>	<u>47,617</u>	<u>47,617</u>	<u>47,617</u>
19	22	<u>41,191</u>	<u>44,291</u>	<u>45,177</u>	<u>46,081</u>	<u>47,003</u>	<u>47,943</u>	<u>48,902</u>	<u>49,880</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>	<u>50,878</u>
20	23	<u>44,906</u>	<u>48,286</u>	<u>49,252</u>	<u>50,237</u>	<u>51,242</u>	<u>52,267</u>	<u>53,312</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>	<u>54,378</u>
21	24	<u>48,988</u>	<u>52,675</u>	<u>53,729</u>	<u>54,804</u>	<u>55,900</u>	<u>57,018</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>	<u>58,158</u>
22	25	<u>53,471</u>	<u>57,496</u>	<u>58,646</u>	<u>59,819</u>	<u>61,015</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>	<u>62,235</u>

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

24 "2-18-313. Institutional teachers' pay schedules. (1) (a) The 12-month pay schedule for
25 institutional teachers for fiscal year 1984 1986 is as follows:

1 Annual Hours -- 2080
 2 Pay Matrix -- Teachers
 3 Term -- Twelve Months

Note: Includes Insurance
 Matrix Type -- Annual

Education Level

YEARS OF EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
0	17,277	17,827	18,392	18,667	18,942	19,507
1	17,924	18,538	19,152	19,459	19,766	20,380
2	18,570	19,248	19,918	20,251	20,589	21,253
3	19,217	19,960	20,670	21,042	21,414	22,125
4	19,868	20,670	21,438	21,838	22,238	22,998
5	20,510	21,382	22,198	22,626	23,063	23,874
6	21,154	22,092	22,948	23,418	23,886	24,742
7	21,802	22,804	23,709	24,218	24,711	25,615
8	22,447	23,514	24,468	25,001	25,536	26,488
9	23,094	24,226	25,228	25,792	26,358	27,360
10	23,742	24,936	25,987	26,585	27,189	28,299
0	<u>18,486</u>	<u>19,067</u>	<u>19,663</u>	<u>19,954</u>	<u>20,244</u>	<u>20,840</u>
1	<u>19,170</u>	<u>19,817</u>	<u>20,466</u>	<u>20,789</u>	<u>21,114</u>	<u>21,761</u>
2	<u>19,851</u>	<u>20,567</u>	<u>21,266</u>	<u>21,626</u>	<u>21,983</u>	<u>22,683</u>
3	<u>20,534</u>	<u>21,319</u>	<u>22,068</u>	<u>22,461</u>	<u>22,854</u>	<u>23,604</u>
4	<u>21,216</u>	<u>22,068</u>	<u>22,870</u>	<u>23,295</u>	<u>23,724</u>	<u>24,526</u>
5	<u>21,899</u>	<u>22,820</u>	<u>23,673</u>	<u>24,133</u>	<u>24,594</u>	<u>25,448</u>
6	<u>22,579</u>	<u>23,569</u>	<u>24,473</u>	<u>24,969</u>	<u>25,463</u>	<u>26,367</u>

1	<u>7</u>	<u>23,263</u>	<u>24,321</u>	<u>25,276</u>	<u>25,806</u>	<u>26,334</u>	<u>27,289</u>
2	<u>8</u>	<u>23,944</u>	<u>25,070</u>	<u>26,078</u>	<u>26,640</u>	<u>27,205</u>	<u>28,210</u>
3	<u>9</u>	<u>24,627</u>	<u>25,822</u>	<u>26,880</u>	<u>27,475</u>	<u>28,073</u>	<u>29,131</u>
4	<u>10</u>	<u>25,311</u>	<u>26,572</u>	<u>27,681</u>	<u>28,313</u>	<u>28,944</u>	<u>30,052</u>

5 (b) The 9-month pay schedule for institutional teachers for fiscal year 1984 1986 is as
 6 follows:

7 Annual Hours -- 1480
 8 Pay Matrix -- Teachers
 9 Term -- Nine Months

Note: Includes Insurance
 Matrix Type -- Annual

11 YEARS OF		10 Education Level					
12 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1	
13 (Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)	
14 0	18,228	18,648	14,864	14,278	14,477	14,988	
15 1	18,718	14,174	14,684	14,864	15,895	15,555	
16 2	14,198	14,786	15,288	15,458	15,712	16,218	
17 3	14,688	15,248	15,778	16,052	16,331	16,864	
18 4	15,167	15,778	16,343	16,645	16,949	17,519	
19 5	15,659	16,307	16,918	17,248	17,567	18,178	
20 6	16,186	16,839	17,481	17,834	18,185	18,827	
21 7	16,622	17,378	18,052	18,428	18,803	19,481	
22 8	17,185	17,986	18,621	19,021	19,422	20,186	
23 9	17,591	18,448	19,191	19,614	20,039	20,798	
24 10	18,077	18,972	19,768	20,289	20,657	21,445	
25 <u>0</u>	<u>14,195</u>	<u>14,630</u>	<u>15,077</u>	<u>15,296</u>	<u>15,513</u>	<u>15,960</u>	

1	<u>1</u>	<u>14,708</u>	<u>15,193</u>	<u>15,680</u>	<u>15,922</u>	<u>16,166</u>	<u>16,651</u>
2	<u>2</u>	<u>15,218</u>	<u>15,755</u>	<u>16,280</u>	<u>16,550</u>	<u>16,817</u>	<u>17,342</u>
3	<u>3</u>	<u>15,731</u>	<u>16,319</u>	<u>16,881</u>	<u>17,178</u>	<u>17,471</u>	<u>18,033</u>
4	<u>4</u>	<u>16,242</u>	<u>16,881</u>	<u>17,483</u>	<u>17,801</u>	<u>18,123</u>	<u>18,725</u>
5	<u>5</u>	<u>16,754</u>	<u>17,445</u>	<u>18,085</u>	<u>18,430</u>	<u>18,776</u>	<u>19,416</u>
6	<u>6</u>	<u>17,264</u>	<u>18,007</u>	<u>18,685</u>	<u>19,057</u>	<u>19,427</u>	<u>20,105</u>
7	<u>7</u>	<u>17,777</u>	<u>18,571</u>	<u>19,287</u>	<u>19,685</u>	<u>20,081</u>	<u>20,797</u>
8	<u>8</u>	<u>18,288</u>	<u>19,133</u>	<u>19,889</u>	<u>20,310</u>	<u>20,734</u>	<u>21,488</u>
9	<u>9</u>	<u>18,800</u>	<u>19,697</u>	<u>20,490</u>	<u>20,936</u>	<u>21,385</u>	<u>22,178</u>
10	<u>10</u>	<u>19,313</u>	<u>20,259</u>	<u>21,091</u>	<u>21,565</u>	<u>22,038</u>	<u>22,869</u>

11 (2) (a) The 12-month pay schedule for institutional teachers for fiscal year 1985 1987 is as
 12 follows:

13 Annual Hours -- 2080
 14 Pay Matrix -- Teachers
 15 Term -- Twelve Months

Note: Includes Insurance
 Matrix Type -- Annual

16 Education Level

17 YEARS OF	Education Level						
18 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1	
19 (Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)	
20 0	18,886	18,575	19,168	19,445	19,729	20,914	
21 1	18,676	19,811	19,947	20,264	20,582	21,217	
22 2	19,844	20,846	20,781	21,084	21,484	22,121	
23 3	20,814	20,788	21,518	21,988	22,288	23,024	
24 4	20,682	21,518	22,384	22,721	23,141	23,927	
25 5	21,852	22,255	23,891	23,542	23,994	24,891	

1	6	22,019	22,989	23,875	24,362	24,846	25,792
2	7	22,689	23,726	24,668	25,182	25,788	26,686
3	8	23,357	24,461	25,449	26,008	26,554	27,589
4	9	24,026	25,198	26,235	26,819	27,485	28,442
5	10	24,697	25,933	27,021	27,648	28,259	29,345
6	0	<u>18,976</u>	<u>19,568</u>	<u>20,176</u>	<u>20,473</u>	<u>20,769</u>	<u>21,377</u>
7	<u>1</u>	<u>19,673</u>	<u>20,333</u>	<u>20,995</u>	<u>21,325</u>	<u>21,656</u>	<u>22,316</u>
8	<u>2</u>	<u>20,368</u>	<u>21,098</u>	<u>21,811</u>	<u>22,179</u>	<u>22,543</u>	<u>23,257</u>
9	<u>3</u>	<u>21,065</u>	<u>21,865</u>	<u>22,629</u>	<u>23,030</u>	<u>23,431</u>	<u>24,196</u>
10	<u>4</u>	<u>21,760</u>	<u>22,629</u>	<u>23,447</u>	<u>23,881</u>	<u>24,318</u>	<u>25,137</u>
11	<u>5</u>	<u>22,457</u>	<u>23,396</u>	<u>24,266</u>	<u>24,736</u>	<u>25,206</u>	<u>26,077</u>
12	<u>6</u>	<u>23,151</u>	<u>24,160</u>	<u>25,082</u>	<u>25,588</u>	<u>26,092</u>	<u>27,014</u>
13	<u>7</u>	<u>23,848</u>	<u>24,927</u>	<u>25,902</u>	<u>26,442</u>	<u>26,981</u>	<u>27,955</u>
14	<u>8</u>	<u>24,543</u>	<u>25,691</u>	<u>26,720</u>	<u>27,293</u>	<u>27,869</u>	<u>28,894</u>
15	<u>9</u>	<u>25,240</u>	<u>26,458</u>	<u>27,538</u>	<u>28,145</u>	<u>28,754</u>	<u>29,834</u>
16	<u>10</u>	<u>25,937</u>	<u>27,223</u>	<u>28,355</u>	<u>28,999</u>	<u>29,643</u>	<u>30,773</u>

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17 (b) The 9-month pay schedule for institutional teachers for fiscal year 1985 1987 is as

18 follows:

19 Annual Hours -- 1480

Note: Includes Insurance

20 Pay Matrix -- Teachers

Matrix Type -- Annual

21 Term -- Nine Months

22 Education Level

23 YEARS OF

24 EXPERIENCE

BA

BA+1

BA+2

BA+3

MA

MA+1

25 (Step)

(Grade 1)

(Grade 2)

(Grade 3)

(Grade 4)

(Grade 5)

(Grade 6)

1	0	19,805	14,281	14,670	14,884	15,897	15,586
2	1	14,987	14,788	15,260	15,498	15,787	16,218
3	2	14,888	15,935	15,848	16,118	16,876	16,891
4	3	15,911	15,887	16,439	16,727	17,016	17,568
5	4	15,812	16,439	17,028	17,341	17,656	18,245
6	5	16,314	16,991	17,618	17,957	18,296	18,928
7	6	16,814	17,542	18,286	18,572	18,935	19,589
8	7	17,817	18,895	18,797	19,187	19,575	20,277
9	8	17,818	18,648	19,887	19,880	20,216	20,954
10	9	18,820	19,189	19,976	20,414	20,854	21,682
11	10	18,829	19,750	20,566	21,030	21,494	22,389
12	0	<u>14,592</u>	<u>15,036</u>	<u>15,492</u>	<u>15,715</u>	<u>15,937</u>	<u>16,383</u>
13	1	<u>15,115</u>	<u>15,610</u>	<u>16,106</u>	<u>16,354</u>	<u>16,602</u>	<u>17,097</u>
14	2	<u>15,636</u>	<u>16,184</u>	<u>16,718</u>	<u>16,994</u>	<u>17,267</u>	<u>17,803</u>
15	3	<u>16,159</u>	<u>16,759</u>	<u>17,332</u>	<u>17,633</u>	<u>17,933</u>	<u>18,507</u>
16	4	<u>16,680</u>	<u>17,332</u>	<u>17,945</u>	<u>18,271</u>	<u>18,599</u>	<u>19,213</u>
17	5	<u>17,203</u>	<u>17,907</u>	<u>18,560</u>	<u>18,912</u>	<u>19,265</u>	<u>19,918</u>
18	6	<u>17,723</u>	<u>18,480</u>	<u>19,172</u>	<u>19,551</u>	<u>19,929</u>	<u>20,621</u>
19	7	<u>18,246</u>	<u>19,055</u>	<u>19,787</u>	<u>20,192</u>	<u>20,596</u>	<u>21,326</u>
20	8	<u>18,767</u>	<u>19,628</u>	<u>20,400</u>	<u>20,830</u>	<u>21,262</u>	<u>22,031</u>
21	9	<u>19,290</u>	<u>20,204</u>	<u>21,014</u>	<u>21,469</u>	<u>21,926</u>	<u>22,736</u>
22	10	<u>19,813</u>	<u>20,777</u>	<u>21,626</u>	<u>22,109</u>	<u>22,592</u>	<u>23,440"</u>

23 Section 6. Section 2-18-314, MCA, is amended to read:
 24 "2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store
 25 occupations for fiscal year 1984 1986 is as follows:

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Annual Hours -- 2080

Note: Includes-Insurance
With and-Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade	\$/Hour
E1	6-800
E2	6-974
E3	7-460
E4	7-730
E5	8-012
E6	8-604
E7	9-249
E8	9-972

Grade	<u>\$/Hour</u>	<u>ins--in</u>	<u>\$/Hour</u>
	<u>W/O-ins-</u>	<u>\$/Hour</u>	<u>W/ins-</u>
<u>E1</u>	<u>6-800</u>	<u>6-800</u>	<u>6-800</u>
<u>E2</u>	<u>6-781</u>	<u>6-635</u>	<u>7-416</u>
<u>E3</u>	<u>7-291</u>	<u>6-635</u>	<u>7-926</u>
<u>E4</u>	<u>7-576</u>	<u>6-635</u>	<u>8-211</u>
<u>E5</u>	<u>7-872</u>	<u>6-635</u>	<u>8-507</u>
<u>E6</u>	<u>8-495</u>	<u>6-635</u>	<u>9-198</u>
<u>E7</u>	<u>9-172</u>	<u>6-635</u>	<u>9-807</u>
<u>E8</u>	<u>9-931</u>	<u>6-635</u>	<u>10-566</u>

<u>GRADE</u>	<u>\$/HOUR</u>
	<u>W/INS.</u>
<u>L1</u>	<u>0.000</u>

1	<u>L2</u>	<u>7.404</u>
2	<u>L3</u>	<u>7.904</u>
3	<u>L4</u>	<u>8.183</u>
4	<u>L5</u>	<u>8.474</u>
5	<u>L6</u>	<u>9.084</u>
6	<u>L7</u>	<u>9.748</u>
7	<u>L8</u>	<u>10.492</u>

(2) The pay schedule for liquor store occupations for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: includes insurance

With and-Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade	\$/Hour
E1	6-888
E2	7-225
E3	7-725
E4	8-884
E5	8-295
E6	8-985
E7	9-569
E8	10-319

	<u>\$/Hour</u>	<u>ins--in</u>	<u>\$/Hour</u>
<u>Grade</u>	<u>W/O-ins:</u>	<u>\$/Hour</u>	<u>W/ins:</u>
<u>E1</u>	<u>6-888</u>	<u>6-888</u>	<u>6-888</u>
<u>E2</u>	<u>6-917</u>	<u>6-692</u>	<u>7-689</u>
<u>E3</u>	<u>7-487</u>	<u>6-692</u>	<u>8-129</u>

1	<u>E4</u>	<u>7:728</u>	<u>8:692</u>	<u>8:428</u>
2	<u>E5</u>	<u>8:829</u>	<u>8:692</u>	<u>8:721</u>
3	<u>E6</u>	<u>8:665</u>	<u>8:692</u>	<u>9:857</u>
4	<u>E7</u>	<u>9:855</u>	<u>8:692</u>	<u>10:847</u>
5	<u>E8</u>	<u>10:198</u>	<u>8:692</u>	<u>10:822</u>

6	<u>GRADE</u>	<u>\$/HOUR</u>
7		<u>W/INS.</u>
8	<u>L1</u>	<u>0.000</u>
9	<u>L2</u>	<u>7.683</u>
10	<u>L3</u>	<u>8.183</u>
11	<u>L4</u>	<u>8.463</u>
12	<u>L5</u>	<u>8.753</u>
13	<u>L6</u>	<u>9.363</u>
14	<u>L7</u>	<u>10.023</u>
15	<u>L8</u>	<u>10.773"</u>

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

17 "2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal
 18 year 1984 1986 is as follows:

19 Annual Hours -- 2080

Note: includes insurance

20 With and-Without Insurance

21 Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

22	<u>Grade</u>	<u>\$/Hour</u>
23	<u>B1</u>	<u>-7:249</u>
24	<u>B2</u>	<u>-7:649</u>
25	<u>B3</u>	<u>-8:849</u>

1	B4	-8:449
2	B5	-8:849
3	B6	-9:249
4	B7	-9:649
5	B8	+0:049
6	B9	+0:449
7	B10	+0:849
8	B11	+1:249
9	B12	+1:649
10	B00	+2:049

	<u>Grade</u>	<u>\$/Hour</u> <u>w/o-ins:</u>	<u>ins:-in</u> <u>\$/Hour</u>	<u>\$/Hour</u> <u>w/ins:</u>
13	<u>B1</u>	<u>7:230</u>	<u>0:635</u>	<u>7:865</u>
14	<u>B2</u>	<u>7:630</u>	<u>0:635</u>	<u>8:265</u>
15	<u>B3</u>	<u>8:030</u>	<u>0:635</u>	<u>8:665</u>
16	<u>B4</u>	<u>8:430</u>	<u>0:635</u>	<u>9:065</u>
17	<u>B5</u>	<u>8:830</u>	<u>0:635</u>	<u>9:465</u>
18	<u>B6</u>	<u>9:230</u>	<u>0:635</u>	<u>9:865</u>
19	<u>B7</u>	<u>9:630</u>	<u>0:635</u>	<u>10:265</u>
20	<u>B8</u>	<u>10:030</u>	<u>0:635</u>	<u>10:665</u>
21	<u>B9</u>	<u>10:430</u>	<u>0:635</u>	<u>11:065</u>
22	<u>B10</u>	<u>10:830</u>	<u>0:635</u>	<u>11:465</u>
23	<u>B11</u>	<u>11:230</u>	<u>0:635</u>	<u>11:865</u>
24	<u>B12</u>	<u>11:630</u>	<u>0:635</u>	<u>12:265</u>
25	<u>B00</u>	<u>12:030</u>	<u>0:635</u>	<u>12:665</u>

	<u>GRADE</u>	<u>\$/HOUR</u>
2		<u>W/INS.</u>
3	<u>B1</u>	<u>7.836</u>
4	<u>B2</u>	<u>8.236</u>
5	<u>B3</u>	<u>8.636</u>
6	<u>B4</u>	<u>9.036</u>
7	<u>B5</u>	<u>9.436</u>
8	<u>B6</u>	<u>9.836</u>
9	<u>B7</u>	<u>10.236</u>
10	<u>B8</u>	<u>10.636</u>
11	<u>B9</u>	<u>11.036</u>
12	<u>B10</u>	<u>11.436</u>
13	<u>B11</u>	<u>11.836</u>
14	<u>B12</u>	<u>12.236</u>
15	<u>B00</u>	<u>12.636</u>

(2) The pay schedule for blue-collar workers for fiscal year 1985 1987 is as follows:

Annual Hours -- 2080

Note: includes insurance

With and-Without Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

	<u>Grade</u>	<u>\$/Hour</u>
21	<u>B1</u>	<u>7.687</u>
22	<u>B2</u>	<u>8.087</u>
23	<u>B3</u>	<u>8.487</u>
24	<u>B4</u>	<u>8.887</u>
25	<u>B5</u>	<u>9.287</u>

1	B6	-9:607
2	B7	10:007
3	B8	10:407
4	B9	10:807
5	B+0	11:207
6	B+1	11:607
7	B+2	12:007
8	B00	12:407

	<u>Grade</u>	<u>\$/Hour</u> <u>W/O-ins-</u>	<u>ins--in</u> <u>\$/Hour</u>	<u>\$/Hour</u> <u>W/ins-</u>
11	<u>B1</u>	<u>7:490</u>	<u>0:692</u>	<u>8:122</u>
12	<u>B2</u>	<u>7:890</u>	<u>0:692</u>	<u>8:522</u>
13	<u>B3</u>	<u>8:290</u>	<u>0:692</u>	<u>8:922</u>
14	<u>B4</u>	<u>8:690</u>	<u>0:692</u>	<u>9:322</u>
15	<u>B5</u>	<u>9:090</u>	<u>0:692</u>	<u>9:722</u>
16	<u>B6</u>	<u>9:490</u>	<u>0:692</u>	<u>10:122</u>
17	<u>B7</u>	<u>9:890</u>	<u>0:692</u>	<u>10:522</u>
18	<u>B8</u>	<u>10:290</u>	<u>0:692</u>	<u>10:922</u>
19	<u>B9</u>	<u>10:690</u>	<u>0:692</u>	<u>11:322</u>
20	<u>B+0</u>	<u>11:090</u>	<u>0:692</u>	<u>11:722</u>
21	<u>B+1</u>	<u>11:490</u>	<u>0:692</u>	<u>12:122</u>
22	<u>B+2</u>	<u>11:890</u>	<u>0:692</u>	<u>12:522</u>
23	<u>B00</u>	<u>12:290</u>	<u>0:692</u>	<u>12:922</u>
24	<u>GRADE</u>		<u>\$/HOUR</u>	
25			<u>W/INS.</u>	

1	<u>B1</u>	<u>8.153</u>
2	<u>B2</u>	<u>8.553</u>
3	<u>B3</u>	<u>8.953</u>
4	<u>B4</u>	<u>9.353</u>
5	<u>B5</u>	<u>9.753</u>
6	<u>B6</u>	<u>10.153</u>
7	<u>B7</u>	<u>10.553</u>
8	<u>B8</u>	<u>10.953</u>
9	<u>B9</u>	<u>11.353</u>
10	<u>B10</u>	<u>11.753</u>
11	<u>B11</u>	<u>12.153</u>
12	<u>B12</u>	<u>12.553</u>
13	<u>B00</u>	<u>12.953"</u>

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

15 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the
16 amount specified in this section towards the group benefits cost.

17 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
18 for members of the legislature, the employer contribution for group benefits shall be \$90 ~~\$110~~ \$105
19 per month for the fiscal year ending June 30, ~~1984~~ 1986, and ~~\$100~~ ~~\$120~~ \$115 per month for each
20 fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than
21 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to
22 be covered by a state-sponsored group benefit plan may not receive the state contribution as wages.
23 A portion of the employer contribution for group benefits may be applied to an employee's costs for
24 participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as
25 amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

6 NEW SECTION. Section 9. Appropriation. There is appropriated to the Office of Budget and
7 Program Planning ~~\$17,400,000~~ \$16,500,000 from the general fund for the biennium ending June 30,
8 1987, to carry out the provisions of this act as it pertains to the legislative, judicial, and
9 executive branch agencies. The Office of Budget and Program Planning is authorized to increase the
10 expenditure authority of the legislative, judicial, and executive branch agencies by ~~\$11,000,000~~
11 \$9,600,000 for the biennium ending June 30, 1987, from funds other than the general fund which
12 accrue under provisions of law to the respective agencies to carry out the provisions of this act.

13 NEW SECTION. Section 10. Extension of authority. Any existing authority of the department of
14 administration to make rules on the subject of the provisions of this act is extended to the
15 provisions of this act.

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

-End-

1 HOUSE BILL NO. 375

2 INTRODUCED BY BARDANOUE

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

4
5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFITS
6 LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1986 AND 1987; APPROPRIATING FUNDS THEREFOR;
7 AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING
8 AN IMMEDIATE EFFECTIVE DATE."
9

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

11 Section 1. Section 2-18-301, MCA, is amended to read:

12 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide
13 the compensation necessary to attract and retain competent and qualified employees in order to
14 perform the services the state is required to provide to its citizens.

15 (2) It is the intent of the legislature that, for the biennium ending June 30, 1985 1987,
16 the:

17 (a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or
18 systems established through collective bargaining after the adjournment of the ~~48th~~ 49th
19 legislature;

20 (b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through
21 collective bargaining after adjournment of the ~~48th~~ 49th legislature; and

22 (c) total funds required to implement the pay schedules provided for in 2-18-311 through
23 2-18-315 for any employee group or bargaining unit may not be increased through collective
24 bargaining over the amount appropriated by the ~~48th~~ 49th legislature.

25 (3) The department shall administer the pay program established by the legislature on the



THERE ARE NO CHANGES IN HB 375. Please refer to blue third reading copy for complete text.