

HB 835 INTRODUCED BY GRADY, ET AL.
ESTABLISH STATE COMPENSATION PLANS/BENEFIT LEVELS --
1988-89 PAY INCREASES

2/18 INTRODUCED
2/18 REFERRED TO STATE ADMINISTRATION
3/17 HEARING
3/17 TABLED IN COMMITTEE
3/19 FISCAL NOTE REQUESTED
3/30 FISCAL NOTE RECEIVED

House BILL NO. 835

INTRODUCED BY

Spurth
Whalen *Carlisle* *Spiciness* *Richard E. Morning* *Keena* *Richard* *Dennell* *Harrington* *Joe B...*

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1988 AND 1989; APPROPRIATING FUNDS FOR PAY SCHEDULES; 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 2-18-311, MCA, is amended to read:

"2-18-311. Statewide pay schedule for fiscal year 1986 1988. The statewide classification pay schedule for fiscal year 1986 1988 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	9,848	9,729	9,924	10,122	10,324	10,530	10,741	10,956	11,175	11,399	11,627	11,860	12,094
2	9,538	10,247	10,452	10,661	10,874	11,091	11,313	11,539	11,770	12,005	12,245	12,490	12,990
3	10,054	10,811	11,027	11,248	11,473	11,702	11,936	12,175	12,419	12,667	12,920	13,178	13,785
4	10,627	11,427	11,656	11,889	12,127	12,370	12,617	12,869	13,126	13,389	13,657	13,930	14,487
5	11,259	12,106	12,348	12,595	12,847	13,104	13,366	13,633	13,906	14,184	14,468	14,757	15,347
6	11,951	12,850	13,107	13,369	13,636	13,909	14,187	14,471	14,760	15,055	15,356	15,663	16,298
7	12,718	13,675	13,949	14,228	14,513	14,803	15,099	15,401	15,709	16,023	16,343	16,670	17,337
8	13,545	14,564	14,855	15,152	15,455	15,764	16,079	16,401	16,729	17,064	17,405	17,753	18,469
9	14,469	15,552	15,869	16,188	16,504	16,834	17,171	17,514	17,864	18,221	18,585	18,957	19,715



INTRODUCED BILL HB 835

1	10	15,469	16,633	16,966	17,385	17,651	18,004	18,364	18,731	19,106	19,488	19,878	20,276	21,087-
2	11	16,568	17,815	18,171	18,534	18,905	19,283	19,669	20,062	20,463	20,872	21,289	21,715	22,584-
3	12	17,704	19,123	19,585	19,955	20,293	20,699	21,113	21,535	21,966	22,405	22,853	23,310	24,242-
4	13	19,112	20,551	20,962	21,381	21,809	22,245	22,690	23,144	23,607	24,079	24,561	25,052	26,054-
5	14	20,767	22,338	22,777	23,233	23,698	24,172	24,655	25,148	25,651	26,164	26,687	27,221	28,310-
6	15	22,491	24,184	24,668	25,161	25,664	26,177	26,701	27,235	27,780	28,336	28,903	29,481	30,660-
7	16	24,427	26,266	26,791	27,327	27,874	28,431	29,000	29,580	30,172	30,775	31,391	32,019	33,300-
8	17	26,523	28,519	29,089	29,671	30,264	30,869	31,486	32,116	32,758	33,413	34,081	34,763	36,154-
9	18	28,838	31,089	31,629	32,262	32,907	33,565	34,236	34,921	35,619	36,331	37,058	37,799	39,311-
10	19	31,383	33,745	34,420	35,108	35,810	36,526	37,257	38,002	38,762	39,537	40,328	41,135	41,135-
11	20	34,161	36,732	37,467	38,216	38,980	39,760	40,555	41,366	42,193	43,037	43,898	43,898	43,898-
12	21	37,217	40,018	40,818	41,634	42,467	43,316	44,182	45,066	45,967	46,886	46,886	46,886	46,886-
13	22	40,570	43,624	44,496	45,386	46,294	47,220	48,164	49,127	50,110	50,110	50,110	50,110	50,110-
14	23	44,240	47,570	48,521	49,491	50,481	51,491	52,521	53,571	53,571	53,571	53,571	53,571	53,571-
15	24	48,272	51,985	52,943	54,002	55,082	56,184	57,308	57,308	57,308	57,308	57,308	57,308	57,308-
16	25	52,699	56,666	57,799	58,955	60,134	61,337	61,337	61,337	61,337	61,337	61,337	61,337	61,337-

		STEP												
18	GRADE	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
19	<u>1</u>	<u>9,767</u>	<u>10,474</u>	<u>10,676</u>	<u>10,881</u>	<u>11,092</u>	<u>11,306</u>	<u>11,524</u>	<u>11,747</u>	<u>11,973</u>	<u>12,206</u>	<u>12,444</u>	<u>12,685</u>	<u>13,176</u>
20	<u>2</u>	<u>10,249</u>	<u>10,992</u>	<u>11,204</u>	<u>11,420</u>	<u>11,641</u>	<u>11,867</u>	<u>12,096</u>	<u>12,331</u>	<u>12,570</u>	<u>12,814</u>	<u>13,063</u>	<u>13,317</u>	<u>13,835</u>
21	<u>3</u>	<u>10,773</u>	<u>11,555</u>	<u>11,780</u>	<u>12,007</u>	<u>12,240</u>	<u>12,477</u>	<u>12,720</u>	<u>12,966</u>	<u>13,219</u>	<u>13,475</u>	<u>13,737</u>	<u>14,004</u>	<u>14,559</u>
22	<u>4</u>	<u>11,345</u>	<u>12,171</u>	<u>12,408</u>	<u>12,649</u>	<u>12,893</u>	<u>13,142</u>	<u>13,398</u>	<u>13,658</u>	<u>13,924</u>	<u>14,195</u>	<u>14,478</u>	<u>14,771</u>	<u>15,362</u>
23	<u>5</u>	<u>11,978</u>	<u>12,851</u>	<u>13,101</u>	<u>13,355</u>	<u>13,615</u>	<u>13,881</u>	<u>14,151</u>	<u>14,432</u>	<u>14,721</u>	<u>15,016</u>	<u>15,318</u>	<u>15,624</u>	<u>16,250</u>
24	<u>6</u>	<u>12,670</u>	<u>13,594</u>	<u>13,858</u>	<u>14,128</u>	<u>14,407</u>	<u>14,696</u>	<u>14,994</u>	<u>15,293</u>	<u>15,601</u>	<u>15,915</u>	<u>16,233</u>	<u>16,560</u>	<u>17,223</u>
25	<u>7</u>	<u>13,436</u>	<u>14,426</u>	<u>14,715</u>	<u>15,010</u>	<u>15,310</u>	<u>15,618</u>	<u>15,932</u>	<u>16,250</u>	<u>16,576</u>	<u>16,907</u>	<u>17,246</u>	<u>17,594</u>	<u>18,299</u>

1	<u>8</u>	<u>14,264</u>	<u>15,339</u>	<u>15,649</u>	<u>15,963</u>	<u>16,283</u>	<u>16,610</u>	<u>16,943</u>	<u>17,284</u>	<u>17,629</u>	<u>17,980</u>	<u>18,342</u>	<u>18,711</u>	<u>19,459</u>
2	<u>9</u>	<u>15,210</u>	<u>16,358</u>	<u>16,685</u>	<u>17,020</u>	<u>17,363</u>	<u>17,710</u>	<u>18,066</u>	<u>18,428</u>	<u>18,798</u>	<u>19,174</u>	<u>19,559</u>	<u>19,950</u>	<u>20,749</u>
3	<u>10</u>	<u>16,246</u>	<u>17,471</u>	<u>17,822</u>	<u>18,178</u>	<u>18,544</u>	<u>18,916</u>	<u>19,295</u>	<u>19,680</u>	<u>20,075</u>	<u>20,476</u>	<u>20,888</u>	<u>21,306</u>	<u>22,161</u>
4	<u>11</u>	<u>17,377</u>	<u>18,688</u>	<u>19,064</u>	<u>19,447</u>	<u>19,834</u>	<u>20,233</u>	<u>20,639</u>	<u>21,053</u>	<u>21,475</u>	<u>21,905</u>	<u>22,346</u>	<u>22,794</u>	<u>23,707</u>
5	<u>12</u>	<u>18,632</u>	<u>20,036</u>	<u>20,439</u>	<u>20,849</u>	<u>21,265</u>	<u>21,691</u>	<u>22,128</u>	<u>22,571</u>	<u>23,022</u>	<u>23,484</u>	<u>23,954</u>	<u>24,435</u>	<u>25,414</u>
6	<u>13</u>	<u>20,006</u>	<u>21,516</u>	<u>21,947</u>	<u>22,386</u>	<u>22,835</u>	<u>23,293</u>	<u>23,759</u>	<u>24,235</u>	<u>24,722</u>	<u>25,217</u>	<u>25,722</u>	<u>26,236</u>	<u>27,286</u>
7	<u>14</u>	<u>21,733</u>	<u>23,372</u>	<u>23,842</u>	<u>24,318</u>	<u>24,805</u>	<u>25,302</u>	<u>25,808</u>	<u>26,325</u>	<u>26,854</u>	<u>27,390</u>	<u>27,940</u>	<u>28,499</u>	<u>29,641</u>
8	<u>15</u>	<u>23,530</u>	<u>25,304</u>	<u>25,812</u>	<u>26,328</u>	<u>26,856</u>	<u>27,392</u>	<u>27,944</u>	<u>28,503</u>	<u>29,073</u>	<u>29,656</u>	<u>30,248</u>	<u>30,856</u>	<u>32,091</u>
9	<u>16</u>	<u>25,550</u>	<u>27,476</u>	<u>28,027</u>	<u>28,588</u>	<u>29,160</u>	<u>29,743</u>	<u>30,340</u>	<u>30,947</u>	<u>31,567</u>	<u>32,201</u>	<u>32,846</u>	<u>33,504</u>	<u>34,845</u>
10	<u>17</u>	<u>27,734</u>	<u>29,824</u>	<u>30,423</u>	<u>31,032</u>	<u>31,654</u>	<u>32,287</u>	<u>32,934</u>	<u>33,593</u>	<u>34,267</u>	<u>34,951</u>	<u>35,652</u>	<u>36,366</u>	<u>37,822</u>
11	<u>18</u>	<u>30,151</u>	<u>32,422</u>	<u>33,071</u>	<u>33,732</u>	<u>34,410</u>	<u>35,097</u>	<u>35,800</u>	<u>36,517</u>	<u>37,248</u>	<u>37,994</u>	<u>38,756</u>	<u>39,531</u>	<u>41,114</u>
12	<u>19</u>	<u>32,803</u>	<u>35,276</u>	<u>35,983</u>	<u>36,703</u>	<u>37,437</u>	<u>38,186</u>	<u>38,951</u>	<u>39,729</u>	<u>40,526</u>	<u>41,337</u>	<u>42,165</u>	<u>43,009</u>	<u>43,009</u>
13	<u>20</u>	<u>35,702</u>	<u>38,389</u>	<u>39,159</u>	<u>39,943</u>	<u>40,742</u>	<u>41,559</u>	<u>42,389</u>	<u>43,238</u>	<u>44,103</u>	<u>44,987</u>	<u>45,888</u>	<u>45,888</u>	<u>45,888</u>
14	<u>21</u>	<u>38,887</u>	<u>41,817</u>	<u>42,656</u>	<u>43,508</u>	<u>44,380</u>	<u>45,270</u>	<u>46,175</u>	<u>47,098</u>	<u>48,041</u>	<u>49,004</u>	<u>49,004</u>	<u>49,004</u>	<u>49,004</u>
15	<u>22</u>	<u>42,385</u>	<u>45,578</u>	<u>46,491</u>	<u>47,423</u>	<u>48,371</u>	<u>49,341</u>	<u>50,327</u>	<u>51,335</u>	<u>52,363</u>	<u>52,363</u>	<u>52,363</u>	<u>52,363</u>	<u>52,363</u>
16	<u>23</u>	<u>46,212</u>	<u>49,694</u>	<u>50,686</u>	<u>51,704</u>	<u>52,737</u>	<u>53,794</u>	<u>54,869</u>	<u>55,968</u>	<u>55,968</u>	<u>55,968</u>	<u>55,968</u>	<u>55,968</u>	<u>55,968</u>
17	<u>24</u>	<u>50,416</u>	<u>54,214</u>	<u>55,300</u>	<u>56,408</u>	<u>57,536</u>	<u>58,686</u>	<u>59,861</u>	<u>59,861</u>	<u>59,861</u>	<u>59,861</u>	<u>59,861</u>	<u>59,861</u>	<u>59,861</u>
18	<u>25</u>	<u>55,034</u>	<u>59,179</u>	<u>60,365</u>	<u>61,573</u>	<u>62,804</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>	<u>64,061</u>

19 Section 2. Section 2-18-312, MCA, is amended to read:
 20 "2-18-312. Statewide pay schedule for fiscal year 1987 1989. The statewide classification pay
 21 schedule for fiscal year 1987 1989 is as follows:

22	Annual Hours -- 2080	Note: Includes Insurance
23	Pay Matrix -- State	Matrix Type -- Annual
24		STEP
25	GRADE --+ --2 --3 --4 --5 --6 --7 --8 --9 --10 --11 --12 --13	

1	†	9,392	†0,899	†0,30†	†0,507	†0,717	†0,93†	††,†50	††,373	††,600	††,832	†2,069	†2,310	†2,002-
2	2	9,874	†0,617	†0,829	††,046	††,267	††,492	††,722	††,956	†2,195	†2,439	†2,688	†2,942	†3,460-
3	3	†0,398	††,†18†	††,405	††,639	††,866	†2,†09	†2,945	†2,592	†2,844	†3,†0†	†3,363	†3,630	†4,†75-
4	4	†0,97†	††,797	†2,033	†2,274	†2,519	†2,769	†3,024	†3,284	†3,558	†3,82†	†4,097	†4,379	†4,954-
5	5	††,603	†2,476	†2,726	†2,98†	†3,24†	†3,506	†3,776	†4,052	†4,333	†4,620	†4,9†2	†5,2†0	†5,8†0-
6	6	†2,295	†3,220	†3,484	†3,754	†4,029	†4,3†0	†4,596	†4,888	†5,†86	†5,490	†5,800	†6,†16	†6,76†-
7	7	†3,062	†4,045	†4,326	†4,6†9	†4,905	†5,203	†5,507	†5,8†7	†6,†33	†6,456	†6,785	†7,†2†	†7,006-
8	8	†3,889	†4,934	†5,233	†5,538	†5,849	†6,†66	†6,489	†6,8†9	†7,†55	†7,498	†7,848	†8,205	†8,933-
9	9	†4,807	†5,922	†6,240	†6,565	†6,896	†7,234	†7,579	†7,93†	†8,298	†8,656	†9,029	†9,4†0	†0,†86-
10	†0	†5,8†3	†7,003	†7,343	†7,690	†8,044	†8,405	†8,773	†9,†48	†9,53†	†9,922	†0,320	†0,726	††,555-
11	††	†6,9†2	†8,†85	†8,549	†8,920	†9,298	†9,684	†0,070	†0,460	†0,890	††,308	††,734	†2,†60	†3,056-
12	†2	†8,†20	†9,493	†9,803	†0,20†	†0,687	††,†0†	††,523	††,953	†2,392	†2,840	†3,297	†3,763	†4,†7†4-
13	†3	†9,464	†0,929	††,340	††,775	†2,2††	†2,655	†3,†80	†3,570	†4,04†	†4,522	†5,0†2	†5,5†2	†6,532-
14	†4	††,†40	†2,73†	†3,†86	†3,650	†4,†23	†4,605	†5,097	†5,599	†6,†††	†6,633	†7,†66	†7,709	†8,†17-
15	†5	†2,885	†4,600	†5,†00	†5,602	†6,††4	†6,636	†7,†69	†7,7†2	†8,266	†8,83†	†9,408	†9,996	††,†96-
16	†6	†4,846	†6,7†6	†7,250	†7,795	†8,35†	†8,9†8	†9,496	†0,086	†0,688	††,302	††,920	†2,567	†3,070-
17	†7	†6,967	†8,997	†9,577	†0,†69	†0,772	††,307	†2,0†5	†2,655	†3,308	†3,974	†4,653	†5,346	†6,760-
18	†8	†9,3†2	††,5†8	†2,†40	†2,79†	†3,447	†4,††6	†4,790	†5,494	†6,204	†6,920	†7,667	†8,420	†9,957-
19	†9	††,088	†4,288	†4,974	†5,673	†6,386	†7,††4	†7,856	†8,6†3	†9,385	†0,†73	†0,976	††,796	††,796-
20	20	†4,70†	†7,3†3	†8,059	†8,820	†9,596	†0,308	††,†96	†2,020	†2,860	†3,7†7	†4,59†	†4,59†	†4,59†-
21	21	†7,795	†0,640	††,453	†2,282	†3,†28	†3,99†	†4,87†	†5,768	†6,683	†7,6†7	†7,6†7	†7,6†7	†7,6†7-
22	22	††,†9†	†4,29†	†5,†77	†6,00†	†7,003	†7,943	†8,902	†9,800	†0,870	†0,870	†0,870	†0,870	†0,870-
23	23	†4,906	†8,286	†9,252	†0,237	††,242	†2,267	†3,3†2	†4,370	†4,370	†4,370	†4,370	†4,370	†4,370-
24	24	†8,900	†2,675	†3,729	†4,804	†5,900	†7,0†8	†8,†58	†8,†50	†8,†50	†8,†50	†8,†50	†8,†50	†8,†50-
25	25	†3,47†	†7,496	†8,646	†9,8†9	††,0†5	†2,235	†2,235	†2,235	†2,235	†2,235	†2,235	†2,235	†2,235-

1	STEP													
	2	1	2	3	4	5	6	7	8	9	10	11	12	13
3	1	10,141	10,848	11,050	11,256	11,466	11,680	11,899	12,121	12,348	12,581	12,818	13,059	13,550
4	2	10,624	11,366	11,578	11,795	12,015	12,242	12,471	12,706	12,945	13,188	13,438	13,692	14,209
5	3	11,148	11,930	12,154	12,381	12,614	12,851	13,095	13,340	13,594	13,850	14,112	14,382	14,954
6	4	11,720	12,545	12,783	13,024	13,267	13,517	13,773	14,033	14,301	14,580	14,871	15,172	15,782
7	5	12,352	13,226	13,475	13,729	13,989	14,255	14,534	14,823	15,120	15,426	15,736	16,050	16,695
8	6	13,045	13,968	14,232	14,511	14,798	15,096	15,401	15,711	16,027	16,352	16,678	17,015	17,700
9	7	13,810	14,817	15,114	15,420	15,728	16,044	16,368	16,695	17,032	17,373	17,723	18,080	18,806
10	8	14,650	15,757	16,077	16,400	16,730	17,067	17,408	17,760	18,116	18,478	18,852	19,231	20,002
11	9	15,624	16,807	17,144	17,490	17,843	18,201	18,567	18,939	19,320	19,709	20,104	20,508	21,329
12	10	16,691	17,953	18,315	18,681	19,060	19,443	19,832	20,229	20,637	21,048	21,473	21,903	22,785
13	11	17,858	19,208	19,595	19,990	20,387	20,799	21,217	21,643	22,078	22,521	22,975	23,436	24,376
14	12	19,149	20,595	21,011	21,433	21,862	22,301	22,750	23,208	23,671	24,148	24,632	25,127	26,136
15	13	20,566	22,120	22,565	23,016	23,478	23,950	24,431	24,921	25,423	25,932	26,452	26,983	28,064
16	14	22,344	24,031	24,516	25,007	25,508	26,020	26,540	27,074	27,617	28,170	28,736	29,312	30,490
17	15	24,193	26,022	26,544	27,076	27,619	28,172	28,740	29,316	29,903	30,504	31,114	31,740	33,013
18	16	26,276	28,258	28,826	29,404	29,995	30,594	31,209	31,833	32,472	33,127	33,791	34,467	35,850
19	17	28,524	30,677	31,295	31,923	32,563	33,214	33,880	34,560	35,253	35,958	36,680	37,416	38,916
20	18	31,014	33,354	34,021	34,704	35,400	36,108	36,832	37,572	38,323	39,092	39,877	40,675	42,306
21	19	33,745	36,293	37,021	37,761	38,518	39,290	40,078	40,879	41,701	42,535	43,388	44,257	44,257
22	20	36,732	39,500	40,293	41,100	41,923	42,766	43,619	44,494	45,384	46,296	47,223	47,223	47,223
23	21	40,012	43,030	43,893	44,773	45,669	46,587	47,519	48,469	49,440	50,433	50,433	50,433	50,433
24	22	43,614	46,903	47,845	48,804	49,782	50,780	51,795	52,835	53,892	53,892	53,892	53,892	53,892
25	23	47,558	51,144	52,165	53,214	54,279	55,366	56,473	57,604	57,604	57,604	57,604	57,604	57,604

1 24 51,887 55,799 56,918 58,060 59,221 60,406 61,615 61,615 61,615 61,615 61,615 61,615 61,615
 2 25 56,644 60,914 62,135 63,379 64,647 65,941 65,941 65,941 65,941 65,941 65,941 65,941 65,941"

3 Section 3. Section 2-18-313, MCA, is amended to read:
 4 "2-18-313. Institutional teachers' pay schedules. (1) (a) The 12-month pay schedule for
 5 institutional teachers for fiscal year ~~1986~~ 1988 is as follows:

6 Annual Hours -- 2080 Note: Includes Insurance
 7 Pay Matrix -- Teachers Matrix Type -- Annual
 8 Term -- Twelve Months

9 Education-Level

10 YEARS-OF	-						
11 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1	
12 (Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)	
13 0	18,486	19,067	19,663	19,954	20,244	20,840	
14 1	19,170	19,817	20,466	20,789	21,114	21,761	
15 2	19,851	20,567	21,266	21,626	21,989	22,689	
16 3	20,534	21,319	22,068	22,461	22,854	23,604	
17 4	21,216	22,068	22,870	23,295	23,724	24,526	
18 5	21,899	22,820	23,673	24,133	24,594	25,448	
19 6	22,579	23,569	24,473	24,969	25,463	26,367	
20 7	23,263	24,321	25,276	25,806	26,334	27,289	
21 8	23,944	25,070	26,078	26,640	27,205	28,210	
22 9	24,627	25,822	26,808	27,475	28,073	29,131	
23 10	25,311	26,572	27,681	28,319	28,944	30,052	

24 Education Level
 25 YEARS OF

EXPERIENCE (Step)	BA (Grade 1)	BA+1 (Grade 2)	BA+2 (Grade 3)	BA+3 (Grade 4)	MA (Grade 5)	MA+1 (Grade 6)
1	19,276	19,867	20,476	20,772	21,069	21,677
2	19,973	20,632	21,294	21,625	21,955	22,615
3	20,668	21,398	22,111	22,480	22,844	23,557
4	21,365	22,165	22,929	23,330	23,730	24,495
5	22,059	22,929	23,746	24,181	24,618	25,437
6	22,756	23,696	24,566	25,036	25,506	26,377
7	23,451	24,460	25,381	25,887	26,392	27,313
8	24,148	25,227	26,201	26,741	27,280	28,254
9	24,842	25,991	27,020	27,592	28,168	29,194
10	25,539	26,758	27,838	28,445	29,054	30,134
11	26,236	27,524	28,655	29,298	29,943	31,072
12	26,236	27,524	28,655	29,298	29,943	31,072
13	26,236	27,524	28,655	29,298	29,943	31,072

(b) The 9-month pay schedule for institutional teachers for fiscal year 1986 1988 is as follows:

Annual Hours -- 1480
 Pay Matrix -- Teachers
 Term -- Nine Months

Note: Includes Insurance
 Matrix Type -- Annual

YEARS-OF EXPERIENCE (Step)	BA (Grade-1)	BA+1 (Grade-2)	BA+2 (Grade-3)	BA+3 (Grade-4)	MA (Grade-5)	MA+1 (Grade-6)
0	14,195	14,638	15,077	15,296	15,513	15,960

1	1	+4,708	+5,193	+5,688	+5,922	+6,166	+6,651
2	2	+5,218	+5,755	+6,288	+6,558	+6,817	+7,342
3	3	+5,731	+6,319	+6,881	+7,176	+7,471	+8,033
4	4	+6,242	+6,881	+7,489	+7,801	+8,123	+8,725
5	5	+6,754	+7,445	+8,085	+8,438	+8,776	+9,416
6	6	+7,264	+8,007	+8,685	+9,057	+9,427	+10,105
7	7	+7,777	+8,571	+9,287	+9,685	+10,081	+10,797
8	8	+8,288	+9,133	+9,889	+10,318	+10,734	+11,488
9	9	+8,800	+9,697	+10,498	+10,936	+11,385	+12,178
10	10	+9,313	+10,259	+11,091	+11,565	+12,038	+12,869

Education Level

12	<u>YEARS OF</u>						
	<u>EXPERIENCE</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
13	<u>(Step)</u>	<u>(Grade 1)</u>	<u>(Grade 2)</u>	<u>(Grade 3)</u>	<u>(Grade 4)</u>	<u>(Grade 5)</u>	<u>(Grade 6)</u>
14	1	<u>14,805</u>	<u>15,249</u>	<u>15,705</u>	<u>15,928</u>	<u>16,150</u>	<u>16,606</u>
15	2	<u>15,328</u>	<u>15,823</u>	<u>16,319</u>	<u>16,568</u>	<u>16,815</u>	<u>17,311</u>
16	3	<u>15,848</u>	<u>16,398</u>	<u>16,932</u>	<u>17,207</u>	<u>17,479</u>	<u>18,017</u>
17	4	<u>16,372</u>	<u>16,972</u>	<u>17,545</u>	<u>17,846</u>	<u>18,145</u>	<u>18,720</u>
18	5	<u>16,893</u>	<u>17,545</u>	<u>18,159</u>	<u>18,484</u>	<u>18,811</u>	<u>19,426</u>
19	6	<u>17,416</u>	<u>18,120</u>	<u>18,773</u>	<u>19,125</u>	<u>19,477</u>	<u>20,132</u>
20	7	<u>17,937</u>	<u>18,693</u>	<u>19,386</u>	<u>19,765</u>	<u>20,142</u>	<u>20,835</u>
21	8	<u>18,459</u>	<u>19,269</u>	<u>20,000</u>	<u>20,405</u>	<u>20,809</u>	<u>21,539</u>
22	9	<u>18,980</u>	<u>19,842</u>	<u>20,613</u>	<u>21,043</u>	<u>21,475</u>	<u>22,244</u>
23	10	<u>19,503</u>	<u>20,417</u>	<u>21,227</u>	<u>21,683</u>	<u>22,138</u>	<u>22,950</u>
24	11	<u>20,027</u>	<u>20,990</u>	<u>21,840</u>	<u>22,322</u>	<u>22,804</u>	<u>23,653</u>

1	<u>12</u>	<u>20,027</u>	<u>20,990</u>	<u>21,840</u>	<u>22,322</u>	<u>22,804</u>	<u>23,653</u>
2	<u>13</u>	<u>20,027</u>	<u>20,990</u>	<u>21,840</u>	<u>22,322</u>	<u>22,804</u>	<u>23,653</u>

3 (2) (a) The 12-month pay schedule for institutional teachers for fiscal year ~~1987~~ 1989 is as
 4 follows:

5 Annual Hours -- 2080 Note: Includes Insurance
 6 Pay Matrix -- Teachers Matrix Type -- Annual
 7 Term -- Twelve Months

8	Education Level						
9	YEARS-OF	-					
10	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
11	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
12	0	18,976	19,568	20,176	20,473	20,769	21,377
13	1	19,673	20,333	20,995	21,325	21,656	22,316
14	2	20,368	21,098	21,811	22,179	22,543	23,257
15	3	21,065	21,865	22,629	23,030	23,431	24,196
16	4	21,768	22,629	23,447	23,881	24,318	25,137
17	5	22,457	23,396	24,266	24,736	25,206	26,077
18	6	23,151	24,160	25,082	25,588	26,092	27,014
19	7	23,848	24,927	25,982	26,442	26,981	27,955
20	8	24,543	25,691	26,728	27,299	27,869	28,894
21	9	25,248	26,458	27,538	28,145	28,754	29,834
22	10	25,937	27,223	28,355	28,999	29,643	30,773

23	<u>Education Level</u>						
24	<u>YEARS OF</u>	-					
25	<u>EXPERIENCE</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>

	(Step)	(Grade 1)	(Grade 2)	(Grade 3)	(Grade 4)	(Grade 5)	(Grade 6)
1	<u>1</u>	<u>19,576</u>	<u>20,167</u>	<u>20,776</u>	<u>21,071</u>	<u>21,369</u>	<u>21,976</u>
2	<u>2</u>	<u>20,273</u>	<u>20,932</u>	<u>21,593</u>	<u>21,924</u>	<u>22,255</u>	<u>22,914</u>
3	<u>3</u>	<u>20,967</u>	<u>21,697</u>	<u>22,411</u>	<u>22,779</u>	<u>23,143</u>	<u>23,856</u>
4	<u>4</u>	<u>21,664</u>	<u>22,465</u>	<u>23,228</u>	<u>23,630</u>	<u>24,029</u>	<u>24,795</u>
5	<u>5</u>	<u>22,359</u>	<u>23,228</u>	<u>24,046</u>	<u>24,480</u>	<u>24,917</u>	<u>25,737</u>
6	<u>6</u>	<u>23,056</u>	<u>23,996</u>	<u>24,865</u>	<u>25,335</u>	<u>25,805</u>	<u>26,677</u>
7	<u>7</u>	<u>23,750</u>	<u>24,759</u>	<u>25,681</u>	<u>26,186</u>	<u>26,692</u>	<u>27,613</u>
8	<u>8</u>	<u>24,447</u>	<u>25,527</u>	<u>26,500</u>	<u>27,041</u>	<u>27,580</u>	<u>28,553</u>
9	<u>9</u>	<u>25,142</u>	<u>26,290</u>	<u>27,320</u>	<u>27,892</u>	<u>28,468</u>	<u>29,493</u>
10	<u>10</u>	<u>25,839</u>	<u>27,058</u>	<u>28,137</u>	<u>28,744</u>	<u>29,354</u>	<u>30,433</u>
11	<u>11</u>	<u>26,536</u>	<u>27,823</u>	<u>28,955</u>	<u>29,597</u>	<u>30,242</u>	<u>31,372</u>
12	<u>12</u>	<u>26,536</u>	<u>27,823</u>	<u>28,955</u>	<u>29,597</u>	<u>30,242</u>	<u>31,372</u>
13	<u>13</u>	<u>26,536</u>	<u>27,823</u>	<u>28,955</u>	<u>29,597</u>	<u>30,242</u>	<u>31,372</u>

15 (b) The 9-month pay schedule for institutional teachers for fiscal year 1987 1989 is as
 16 follows:

	Annual Hours -- 1480	Note: Includes Insurance					
	Pay Matrix -- Teachers	Matrix Type -- Annual					
	Term -- Nine Months						
		Education-Level					
21	YEARS-OF	-					
22	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
23	(Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
24	0	14,592	15,036	15,492	15,715	15,937	16,393

1	1	15,115	15,618	16,186	16,354	16,682	17,897
2	2	15,636	16,184	16,718	16,994	17,267	17,888
3	3	16,159	16,759	17,332	17,633	17,933	18,587
4	4	16,688	17,332	17,945	18,271	18,599	19,213
5	5	17,283	17,987	18,568	18,912	19,265	19,918
6	6	17,723	18,488	19,172	19,551	19,929	20,621
7	7	18,246	19,055	19,787	20,192	20,596	21,326
8	8	18,767	19,628	20,488	20,838	21,262	22,031
9	9	19,298	20,284	21,014	21,469	21,926	22,736
10	10	19,813	20,777	21,626	22,189	22,592	23,448

Education Level

YEARS OF EXPERIENCE (Step)	<u>Education Level</u>						
	<u>BA</u> (Grade 1)	<u>BA+1</u> (Grade 2)	<u>BA+2</u> (Grade 3)	<u>BA+3</u> (Grade 4)	<u>MA</u> (Grade 5)	<u>MA+1</u> (Grade 6)	
1	15,018	15,462	15,918	16,142	16,364	16,819	
2	15,541	16,036	16,532	16,781	17,028	17,524	
3	16,062	16,611	17,145	17,420	17,693	18,230	
4	16,586	17,185	17,758	18,060	18,359	18,933	
5	17,106	17,758	18,372	18,697	19,025	19,639	
6	17,629	18,333	18,986	19,338	19,691	20,345	
7	18,150	18,906	19,599	19,978	20,355	21,048	
8	18,672	19,482	20,213	20,619	21,023	21,752	
9	19,193	20,055	20,826	21,256	21,689	22,457	
10	19,716	20,630	21,440	21,896	22,352	23,163	
11	20,240	21,203	22,053	22,535	23,018	23,866	

1	<u>12</u>	<u>20,240</u>	<u>21,203</u>	<u>22,053</u>	<u>22,535</u>	<u>23,018</u>	<u>23,866</u>
2	<u>13</u>	<u>20,240</u>	<u>21,203</u>	<u>22,053</u>	<u>22,535</u>	<u>23,018</u>	<u>23,866"</u>

3 Section 4. Section 2-18-314, MCA, is amended to read:

4 "2-18-314. Liquor store occupations pay schedules. (1) The pay schedule for liquor store
5 occupations for fiscal year ~~1986~~ 1988 is as follows:

6	Annual Hours -- 2080	Note: With Insurance
7	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins.
10	E1	8-888
11	E2	7-484
12	E3	7-984
13	E4	8-188
14	E5	8-474
15	E6	9-884
16	E7	9-748
17	E8	10-492
18	<u>L1</u>	<u>0.000</u>
19	<u>L2</u>	<u>7.894</u>
20	<u>L3</u>	<u>8.409</u>
21	<u>L4</u>	<u>8.718</u>
22	<u>L5</u>	<u>9.027</u>
23	<u>L6</u>	<u>9.624</u>
24	<u>L7</u>	<u>10.304</u>
25	<u>L8</u>	<u>11.076</u>

(2) The pay schedule for liquor store occupations for fiscal year 1987 1989 is as follows:

2	Annual Hours -- 2080	Note: With Insurance
3	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
4	Grade	\$/Hour
5		W/Ins.
6	E1	8-888
7	E2	7-688
8	E3	8-188
9	E4	8-468
10	E5	8-758
11	E6	9-368
12	E7	10-828
13	E8	10-778
14	<u>L1</u>	<u>0.000</u>
15	<u>L2</u>	<u>8.111</u>
16	<u>L3</u>	<u>8.641</u>
17	<u>L4</u>	<u>8.960</u>
18	<u>L5</u>	<u>9.278</u>
19	<u>L6</u>	<u>9.893</u>
20	<u>L7</u>	<u>10.593</u>
21	<u>L8</u>	<u>11.388"</u>

Section 5. 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 1986 1988 is as follows:

1	Annual Hours -- 2080	Note: With Insurance
2	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
3	Grade	\$/Hour
4		W/Ins.
5	B1-	-7-836
6	B2-	-8-236
7	B3-	-8-636
8	B4-	-9-036
9	B5-	-9-436
10	B6-	-9-836
11	B7-	+0-236
12	B8-	+0-636
13	B9-	+1-036
14	B10	+1-436
15	B11	+1-836
16	B12	+2-236
17	B00	+2-636
18	<u>B1</u>	<u>8.378</u>
19	<u>B2</u>	<u>8.790</u>
20	<u>B3</u>	<u>9.202</u>
21	<u>B4</u>	<u>9.614</u>
22	<u>B5</u>	<u>10.026</u>
23	<u>B6</u>	<u>10.438</u>
24	<u>B7</u>	<u>10.850</u>
25	<u>B8</u>	<u>11.262</u>

1	<u>B9</u>	<u>11.674</u>
2	<u>B10</u>	<u>12.086</u>
3	<u>B11</u>	<u>12.498</u>
4	<u>B12</u>	<u>12.910</u>
5	<u>B13</u>	<u>13.322</u>

(2) The pay schedule for blue-collar workers for fiscal year 1987 1989 is as follows:

7	Annual Hours -- 2080	Note: With Insurance
8	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
9	Grade	\$/Hour
10		W/Ins.
11	B1-	-8-153
12	B2-	-8-553
13	B3-	-8-953
14	B4-	-9-353
15	B5-	-9-753
16	B6-	+8-153
17	B7-	+8-553
18	B8-	+8-953
19	B9-	+1-953
20	B10	+1-753
21	B11	+2-153
22	B12	+2-553
23	B00	+2-953
24	<u>B1</u>	<u>8.609</u>
25	<u>B2</u>	<u>9.034</u>

1	<u>B3</u>	<u>9.458</u>
2	<u>B4</u>	<u>9.883</u>
3	<u>B5</u>	<u>10.307</u>
4	<u>B6</u>	<u>10.731</u>
5	<u>B7</u>	<u>11.156</u>
6	<u>B8</u>	<u>11.580</u>
7	<u>B9</u>	<u>12.004</u>
8	<u>B10</u>	<u>12.429</u>
9	<u>B11</u>	<u>12.853</u>
10	<u>B12</u>	<u>13.277</u>
11	<u>B13</u>	<u>13.702"</u>

12 Section 6. Section 2-18-301, MCA, is amended to read:

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

16 (2) It is the intent of the legislature that, for the biennium ending June 30, ~~1987~~ 1989, 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 ~~49th~~ 50th
 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 ~~49th~~ 50th 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 ~~49th~~ 50th legislature.

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

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 7. 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, ~~1986~~ 1988, 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, ~~1987~~ 1989, 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 ~~1986~~ 1988 shall be that amount which corresponds to the grade and step occupied on the last day
19 of the preceding fiscal year of ~~1985~~ 1987.

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
21 ~~1987~~ 1989 shall be that amount which corresponds to the grade and step occupied on the last day of
22 the fiscal year ~~1985~~ 1987.

23 (iii) In compliance with rules adopted to implement this part, each employee is eligible on his
24 anniversary date to advance one step in the pay matrix for fiscal year ~~1987~~ 1989. However, if the
25 employee's anniversary date falls between (inclusive) July 1 and the first day of the first pay

1 period of fiscal year ~~1987~~ 1989, he will advance one step on the first day of that pay period.

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

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

8 (a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the
9 contracted school term for teachers employed by institutions under the authority of the department
10 of institutions for fiscal years ~~1986~~ 1988 and ~~1987~~ 1989.

11 (ii) The compensation of each teacher on the first day of the first pay period in July, ~~1985~~
12 1987, shall be that amount which corresponds to his level of academic achievement and the step
13 occupied on June 30, ~~1985~~ 1987.

14 (iii) The compensation of each teacher on the first day of the first pay period in July, ~~1986~~
15 1988, shall be that amount which corresponds to his level of achievement and the step occupied on
16 June 30, ~~1985~~ 1987.

17 (b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for
18 fiscal years ending June 30, ~~1986~~ 1988, and June 30, ~~1987~~ 1989, for those employees in liquor store
19 occupations who have collectively bargained separate classification and pay plans.

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
21 ~~1986~~ 1988 or ~~1987~~ 1989, as the case may be, shall be that amount which corresponds to that grade
22 occupied on the last day of the preceding fiscal year.

23 (c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for
24 fiscal years ending June 30, ~~1986~~ 1988, and June 30, ~~1987~~ 1989, for employees in apprentice trades
25 and crafts and other blue-collar occupations recognized in the state blue-collar classification plan

1 who are members of units that have collectively bargained separate classification and pay plans.

2 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
3 ~~1986~~ 1988 or ~~1987~~ 1989, as the case may be, shall be that amount which corresponds to that grade
4 occupied on the last day of the preceding fiscal year.

5 (4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the respective
6 pay schedules provided in 2-18-311 through 2-18-315 until the bargaining unit of which he is a
7 member ratifies a completely integrated collective bargaining agreement covering the biennium ending
8 June 30, ~~1987~~ 1989.

9 (ii) In the event that negotiation and ratification of a completely integrated collective
10 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
11 1, ~~1985~~ 1987, retroactivity to that date may be negotiated.

12 (iii) In the event that negotiation and ratification of a completely integrated collective
13 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
14 1, ~~1985~~ 1987, members of the bargaining unit involved will continue to receive the compensation they
15 were receiving as of June 30, ~~1985~~ 1987.

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

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

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

24 (7) The department may develop programs which will enable the department to mitigate problems
25 associated with difficult recruitment, retention, transfer, or other exceptional circumstances.

1 Insofar as the program may apply to employees within a collective bargaining unit, it shall be a
2 negotiable subject under 39-31-305."

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

4 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount
5 specified in this section towards the group benefits cost.

6 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
7 for members of the legislature, the employer contribution for group benefits shall be \$105 per month
8 for the fiscal year ending June 30, ~~1986~~ 1988, and \$115 per month for each fiscal year thereafter.
9 Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
10 eligible for the group benefit contribution. An employee who elects not to be covered by a
11 state-sponsored group benefit plan may not receive the state contribution as wages. A portion of
12 the employer contribution for group benefits may be applied to an employee's costs for participation
13 in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state
14 group benefit plan is the secondary payer and medicare the primary payer.

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

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

20 NEW SECTION. Section 9. Appropriation. There is appropriated to the office of budget and
21 program planning \$35,700,000 from the general fund for the biennium ending June 30, 1989, to carry
22 out the provisions of this act as it pertains to the legislative, judicial, and executive branch
23 agencies. The office of budget and program planning is authorized to increase the expenditure
24 authority of the legislative, judicial, and executive branch agencies by \$21,200,000 for the
25 biennium ending June 30, 1989, from funds other than the general fund that accrue under provisions

1 of law to the respective agencies to carry out the provisions of this act.

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

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

-End-

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB835, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION:

An act establishing state employee compensation plans and benefit levels; providing pay schedules for fiscal years 1988 and 1989; appropriating funds for pay schedules; 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.

ASSUMPTIONS:

1. The appropriation in new Section 9 (page 20, lines 20-25) does not mention the university system, community colleges, mental health centers and vo-tech centers specifically, however we have assumed they were included. Their costs have been broken out and shown separately.
2. Assume contributions to group insurance to remain at \$1,380 each fiscal year.
3. Positions exempt from any pay plans were given a 3% increase in FY88 and a 6% increase in FY89.
4. Pay plans 65 and 66 (teachers for deaf & blind) and pay plan 67 (institution doctors) were calculated using the FY87 matrix.
5. Pay plans 60, 61, 62, 63 & 64 were calculated as per the intentions of the bill.
6. All steps were calculated using the average step increase of 1.3% and 1% in FY88 and 1.3%, 1% and 1.3% in FY89.

FISCAL IMPACT:

Fiscal Impact for HB835 with attached amendments:

Expenditures for personal services: (In millions)

	<u>FY88</u>	<u>FY89</u>	<u>Biennium</u>
University System, Mental Health, Vo-Tech Centers & Community Colleges	\$ 5.858	\$10.733	\$16.591
Executive, Judicial & Legislative	<u>13.520</u>	<u>24.941</u>	<u>38.460</u>
TOTAL	\$19.378	\$35.674	\$55.052

Source of Funding:

General Fund:

University System, Mental Health, Vo-Tech Centers & Community Colleges	\$ 5.858	\$10.733	\$16.591
Executive, Judicial & Legislative	5.408	9.976	15.384
Other Funds:	8.112	14.965	23.077
Executive, Judicial & Legislative	<u>8.112</u>	<u>14.965</u>	<u>23.077</u>
TOTAL	\$19.378	\$35.674	\$55.052

David L. Hunter DATE 3/30/87
DAVID L. HUNTER, BUDGET DIRECTOR
Office of Budget and Program Planning

Ray Grady DATE 3-30
ED GRADY, PRIMARY SPONSOR

Fiscal Note for HB835, as introduced.

HB 835

Additional Fiscal Impact Information Requested:

1. Implement each 1% increase. Note: For each additional 1% increase, multiply by 2,3, etc.

Expenditures And Source Of Funding Information: (1 year) (In millions)

<u>General Fund:</u>	<u>FY88</u>
University System, Mental Health, Vo-Tech Centers & Community Colleges	\$ 1.088
Executive, Judicial & Legislative	1.034
<u>Other Funds:</u>	
Executive, Judicial & Legislative	<u>1.550</u>
TOTAL	\$ <u>3.672</u>

2. Cost to implement each step increase:

Expenditures And Source Of Funding Information: (1 year) (In millions)

<u>General Fund:</u>	<u>FY88</u>
University System, Mental Health, Vo-Tech Centers & Community Colleges	TOTAL \$ 1.415
Executive, Judicial & Legislative	1.344
<u>Other Funds:</u>	
Executive, Judicial & Legislative	<u>2.015</u>
	\$ <u>4.774</u>

TECHNICAL OR MECHANICAL DEFECTS IN PROPOSED LEGISLATION OR CONFLICTS WITH EXISTING LEGISLATION:

1. Section 3. 2-18-313, MCA.
(1)(a) Page 7, Line 3-15; Page 8, Lines 15-25; Page 9, Lines 1 and 2, Page 10, Lines 2-14; Page 11, Lines 15-25 and Page 12, Lines 1 and 2. Experience step: all steps on these pages should be re-numbered starting with "0", 1, 2, etc. The step shown as amended is the payroll step, not the "Experience step".
2. Section 7. Section 2-18-303, MCA.
(1)(d)(ii) Page 17, Line 22.
Fiscal year 1987, as amended, should say fiscal year 1988.

(3)(a)(iii) Page 18, Line 16.
Fiscal year 1987, as amended, should say fiscal year 1988.

Failure to correct these two technical defects will cause any state employee who received a promotion (i.e., grade 12 to grade 13) or a demotion (i.e., grade 12 to grade 11) during fiscal year 1988, to revert their pay grade for fiscal year 1989 back to the grade it was before the promotion/demotion.

3. New Section 8. Step increases. (1) Each employee must receive a one-step increase on an anniversary date. Although there are no pay plans specifically mentioned here, we assume this to mean all pay plans. Pay plans 061 - Retail Clerks (Liquor) and 062 - Blue Collar, cannot be implemented in fiscal year 1988 under this amendment as each pay plan only has one step, step 05 and step 02, respectively. A new matrix would have to be generated for each of these pay plans to be effective January 2, 1988. Pay plans 063 - 9 month teachers and 064 - 12 month teachers also could not be implemented under this amendment as a teacher's step is determined by number of experience years. Again, a new matrix would have to be generated to be effective January 2, 1988. Union contracts for pay plans 061, 062, 063 and 064 would have to be written or amended to include these matrices mid-term in fiscal year 1988. (2) January 1, 1988, should read: January 2, 1988. Failure to change this date would increase the cost of this amendment. January 1, 1988, is the last day of the pay period, therefore, the step-increase would become effective on the first day of that pay period or December 19, 1987, as per the current pay plan rules.
4. Page 20 - Lines 3-19
Section 8. Section 2-18-703, MCA.
Under the proposed amendment, the section covering contributions to group benefits would be deleted in its entirety. This is the only section in the MCA that covers contributions to group benefits, therefore, it should not be replaced. "New Section" 8 should be re-numbered as 9, 9 as 10, 10 as 11 and 11 as 12.

HB835