

HOUSE BILL 648

Introduced by Cobb

2/10	Introduced
2/11	Referred to Appropriations
2/13	Fiscal Note Requested
2/18	Fiscal Note Received
2/22	Fiscal Note Printed
3/02	Hearing
3/09	Hearing
3/16	Hearing
2/20	Hearing
3/22	Tabled in Committee

1
2 INTRODUCED BY*HOUSE* BILL NO. *648*
*Cobb*3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION
4

5 A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL
6 CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; CLARIFYING THAT TEACHERS EMPLOYED BY THE
7 DEPARTMENT OF FAMILY SERVICES ARE EXEMPT FROM THE STATE PERSONNEL CLASSIFICATION PLAN; REMOVING THE
8 PROVISION FREEZING THE COMPENSATION OF EMPLOYEES WHO ARE EXEMPT FROM THE CLASSIFICATION PLAN;
9 PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES; ESTABLISHING
10 EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND 1991 AND THEREAFTER;
11 APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS; AMENDING SECTIONS 2-18-103,
12 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE
13 DATES."

14
15 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

16 Section 1. Section 2-18-103, MCA, is amended to read:

17 "2-18-103. Officers and employees excepted. Parts 1 and 2 do not apply to the following
18 positions in state government:

- 19 (1) elected officials;
20 (2) county assessors and their chief deputy;
21 (3) officers and employees of the legislative branch;
22 (4) judges and employees of the judicial branch;
23 (5) members of boards and commissions appointed by the governor, appointed-by the legislature,
24 or appointed-by other elected state officials;
25 (6) officers or members of the militia;

INTRODUCED BILL *HB 648*

(7) agency heads appointed by the governor;

(8) academic and professional administrative personnel with individual contracts under the authority of the board of regents of higher education;

(9) academic and professional administrative personnel and live-in houseparents who have entered into individual contracts with the state school for the deaf and blind under the authority of the state board of public education;

(10) teachers under the authority of the department of institutions or family services;

(11) investment officer, assistant investment officer, executive director, and three professional staff positions of the board of investments;

(12) four professional staff positions under the board of oil and gas conservation; and

(13) assistant director for security of the Montana state lottery."

Section 2. Section 2-18-104, MCA, is amended to read:

"2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in subsections (2) and (3), members of a personal staff are exempt from the application of 2-18-204, 2-18-205, 2-18-207, and 2-18-1011 through 2-18-1013.

(2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise approved by the department according to criteria developed by the department. Under no circumstances may the total exemptions of each elected official exceed 15.

(3) The number of members of the personal staff of the public service commission who are exempted by subsection (1) may not exceed 10.

~~(4) -- A person occupying an exempt position under 2-18-103 or this section may not receive an increase in compensation unless the person changes positions or successfully completes a probationary period in fiscal year 1988 or 1989. "~~

Section 3. 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

1 compensation necessary to attract and retain competent and qualified employees in order to perform
2 the services the state is required to provide to its citizens.

3 (2) It is the intent of the legislature that, for the biennium ending June 30, ~~1989~~ 1991, the:

4 (a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or
5 systems established through collective bargaining after the adjournment of the 50th 51st
6 legislature;

7 (b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through
8 collective bargaining after adjournment of the 50th 51st legislature; and

9 (c) total funds required to implement the pay schedules provided for in 2-18-312 through
10 2-18-315 for any employee group or bargaining unit may not be increased through collective
11 bargaining over the amount appropriated by the 50th 51st legislature.

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

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

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

17 "2-18-303. Procedures for utilizing pay schedote schedules. (1) The pay schedote schedules
18 provided in 2-18-312 shall be implemented as follows:

19 (a) (i) The pay schedule provided in 2-18-312(1) indicates the annual compensation for the
20 fiscal years year ending June-30;--~~1988~~--and June 30, ~~1989~~ 1990, for each grade and step for
21 positions classified under the provisions of part 2 of this chapter.

22 (ii) The pay schedule provided in 2-18-312(2) indicates the annual compensation for the fiscal
23 year ending June 30, 1991, for each grade and step for positions classified under the provisions of
24 part 2 of this chapter.

25 (b) Each new employee shall advance from step 1 to step 2 of a grade after successfully

1 completing 6 months of probationary service. The anniversary date of an employee shall be
2 established at the end of the probationary period in accordance with rules promulgated by the
3 department.

4 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal
5 year ~~1988~~ 1990 shall be that amount which corresponds to the grade and step occupied on the last day
6 of the preceding fiscal year of ~~1987~~ 1989.

7 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
8 ~~1989~~ 1991 shall be that amount which corresponds to the grade and step occupied on the last day of
9 the fiscal year ~~1988~~ 1990.

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

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

15 (a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the
16 contracted school term for teachers employed by ~~institutions~~ under the authority of the department
17 of institutions or the department of family services for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991.

18 (ii) The compensation of each teacher on the first day of the first pay period in July ~~1987~~
19 1989 shall be that amount which corresponds to his level of academic achievement and the step
20 occupied on June 30, ~~1987~~ 1989.

21 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988~~
22 1990 shall be that amount which corresponds to his level of achievement and the step occupied on
23 June 30, ~~1987~~ 1989.

24 (b) (i) The pay schedule provided in 2-18-314 indicates the maximum hourly compensation for
25 fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for those employees in liquor store

1 occupations who 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 1988 1990 or 1989 1991, 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 (c) (i) The pay schedule provided in 2-18-315 indicates the maximum hourly compensation for
6 fiscal years ending June 30, 1988 1990, and June 30, 1989 1991, for employees in apprentice trades
7 and crafts and other blue-collar occupations recognized in the state blue-collar classification plan
8 who are members of units that have collectively bargained separate classification and pay plans.

9 (ii) The compensation of each employee on the first day of the first pay period in fiscal year
10 1988 1990 or 1989 1991, as the case may be, shall be that amount which corresponds to that grade
11 occupied on the last day of the preceding fiscal year.

12 (4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the respective
13 pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a
14 member ratifies a completely integrated collective bargaining agreement covering the biennium ending
15 June 30, 1989 1991.

16 (ii) In the event that negotiation and ratification of a completely integrated collective
17 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
18 1, 1987 1989, retroactivity to that date may be negotiated.

19 (iii) In the event that negotiation and ratification of a completely integrated collective
20 bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July
21 1, 1987 1989, members of the bargaining unit involved will continue to receive the compensation they
22 were receiving as of June 30, 1987 1989.

23 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
24 properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in
25 collective bargaining agreements.

(5) The current wage or salary of an employee shall not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

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

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

Section 5. Section 2-18-312, MCA, is amended to read:

"2-18-312. Statewide pay schedule schedules for fiscal years ~~1988 1990~~ and ~~1989 1991~~. (1) The statewide classification pay schedule for ~~fiscal years-1988-and-1989~~ year 1990 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	9,392	10,099	10,381	10,587	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,602
2	9,874	10,617	10,829	11,046	11,267	11,492	11,722	11,956	12,195	12,439	12,688	12,942	13,460
3	10,390	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	14,175
4	10,971	11,797	12,033	12,274	12,519	12,769	13,024	13,284	13,550	13,821	14,097	14,379	14,954
5	11,603	12,476	12,726	12,981	13,241	13,506	13,776	14,052	14,333	14,620	14,912	15,210	15,818
6	12,295	13,220	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,761
7	13,062	14,045	14,326	14,613	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,806
8	13,889	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,933
9	14,807	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	20,186

1	+0	15,813	17,883	17,343	17,698	18,844	18,485	18,773	19,148	19,531	19,922	20,328	20,726	21,555
2	+1	16,912	18,185	18,549	18,920	19,298	19,684	20,078	20,480	20,890	21,308	21,734	22,169	23,056
3	+2	18,128	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,714
4	+3	19,464	20,929	21,348	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,512	26,532
5	+4	21,148	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,817
6	+5	22,885	24,608	25,180	25,682	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	31,196
7	+6	24,846	26,716	27,258	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,878
8	+7	26,967	28,997	29,577	30,169	30,772	31,387	32,015	32,655	33,308	33,974	34,653	35,346	36,768
9	+8	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,957
10	+9	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	43,591
11	20	34,701	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	45,481	47,591
12	21	37,795	40,648	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	48,569	49,538	51,891
13	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	51,896	52,934	54,002	56,591
14	23	44,986	48,286	49,252	50,237	51,242	52,267	53,312	54,378	55,465	56,574	57,705	58,858	61,791
15	24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	59,320	60,504	61,711	62,941	64,194	67,591
16	25	53,471	57,496	58,646	59,819	61,015	62,235	63,480	64,750	66,045	67,365	68,710	70,080	73,991

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>9,626</u>	<u>10,350</u>	<u>10,557</u>	<u>10,768</u>	<u>10,983</u>	<u>11,203</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>13,122</u>
20	<u>2</u>	<u>10,115</u>	<u>10,876</u>	<u>11,094</u>	<u>11,316</u>	<u>11,542</u>	<u>11,773</u>	<u>12,008</u>	<u>12,248</u>	<u>12,493</u>	<u>12,743</u>	<u>12,998</u>	<u>13,258</u>	<u>13,788</u>
21	<u>3</u>	<u>10,647</u>	<u>11,448</u>	<u>11,677</u>	<u>11,911</u>	<u>12,149</u>	<u>12,392</u>	<u>12,640</u>	<u>12,893</u>	<u>13,151</u>	<u>13,414</u>	<u>13,682</u>	<u>13,956</u>	<u>14,514</u>
22	<u>4</u>	<u>11,228</u>	<u>12,073</u>	<u>12,314</u>	<u>12,560</u>	<u>12,811</u>	<u>13,067</u>	<u>13,328</u>	<u>13,595</u>	<u>13,867</u>	<u>14,144</u>	<u>14,427</u>	<u>14,716</u>	<u>15,305</u>
23	<u>5</u>	<u>11,869</u>	<u>12,762</u>	<u>13,017</u>	<u>13,277</u>	<u>13,543</u>	<u>13,814</u>	<u>14,090</u>	<u>14,372</u>	<u>14,659</u>	<u>14,952</u>	<u>15,251</u>	<u>15,556</u>	<u>16,178</u>
24	<u>6</u>	<u>12,572</u>	<u>13,518</u>	<u>13,788</u>	<u>14,064</u>	<u>14,345</u>	<u>14,632</u>	<u>14,925</u>	<u>15,224</u>	<u>15,528</u>	<u>15,839</u>	<u>16,156</u>	<u>16,479</u>	<u>17,138</u>
25	<u>7</u>	<u>13,350</u>	<u>14,355</u>	<u>14,642</u>	<u>14,935</u>	<u>15,234</u>	<u>15,539</u>	<u>15,850</u>	<u>16,167</u>	<u>16,490</u>	<u>16,820</u>	<u>17,156</u>	<u>17,499</u>	<u>18,199</u>

1	<u>8</u>	<u>14,189</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>17,525</u>	<u>17,876</u>	<u>18,234</u>	<u>18,599</u>	<u>19,343</u>
2	<u>9</u>	<u>15,122</u>	<u>16,260</u>	<u>16,585</u>	<u>16,917</u>	<u>17,255</u>	<u>17,600</u>	<u>17,952</u>	<u>18,311</u>	<u>18,677</u>	<u>19,051</u>	<u>19,432</u>	<u>19,821</u>	<u>20,614</u>
3	<u>10</u>	<u>16,142</u>	<u>17,357</u>	<u>17,704</u>	<u>18,058</u>	<u>18,419</u>	<u>18,787</u>	<u>19,163</u>	<u>19,546</u>	<u>19,937</u>	<u>20,336</u>	<u>20,743</u>	<u>21,158</u>	<u>22,004</u>
4	<u>11</u>	<u>17,258</u>	<u>18,557</u>	<u>18,928</u>	<u>19,307</u>	<u>19,693</u>	<u>20,087</u>	<u>20,489</u>	<u>20,899</u>	<u>21,317</u>	<u>21,743</u>	<u>22,178</u>	<u>22,622</u>	<u>23,527</u>
5	<u>12</u>	<u>18,493</u>	<u>19,885</u>	<u>20,283</u>	<u>20,689</u>	<u>21,103</u>	<u>21,525</u>	<u>21,956</u>	<u>22,395</u>	<u>22,843</u>	<u>23,300</u>	<u>23,766</u>	<u>24,241</u>	<u>25,211</u>
6	<u>13</u>	<u>19,848</u>	<u>21,342</u>	<u>21,769</u>	<u>22,204</u>	<u>22,648</u>	<u>23,101</u>	<u>23,563</u>	<u>24,034</u>	<u>24,515</u>	<u>25,005</u>	<u>25,505</u>	<u>26,015</u>	<u>27,056</u>
7	<u>14</u>	<u>21,549</u>	<u>23,171</u>	<u>23,634</u>	<u>24,107</u>	<u>24,589</u>	<u>25,081</u>	<u>25,583</u>	<u>26,095</u>	<u>26,617</u>	<u>27,149</u>	<u>27,692</u>	<u>28,246</u>	<u>29,376</u>
8	<u>15</u>	<u>23,321</u>	<u>25,076</u>	<u>25,578</u>	<u>26,090</u>	<u>26,612</u>	<u>27,144</u>	<u>27,687</u>	<u>28,241</u>	<u>28,806</u>	<u>29,382</u>	<u>29,970</u>	<u>30,569</u>	<u>31,792</u>
9	<u>16</u>	<u>25,311</u>	<u>27,216</u>	<u>27,760</u>	<u>28,315</u>	<u>28,881</u>	<u>29,459</u>	<u>30,048</u>	<u>30,649</u>	<u>31,262</u>	<u>31,887</u>	<u>32,525</u>	<u>33,176</u>	<u>34,503</u>
10	<u>17</u>	<u>27,464</u>	<u>29,531</u>	<u>30,122</u>	<u>30,724</u>	<u>31,338</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>37,437</u>
11	<u>18</u>	<u>29,844</u>	<u>32,090</u>	<u>32,732</u>	<u>33,387</u>	<u>34,055</u>	<u>34,736</u>	<u>35,431</u>	<u>36,140</u>	<u>36,863</u>	<u>37,600</u>	<u>38,352</u>	<u>39,119</u>	<u>40,684</u>
12	<u>19</u>	<u>32,459</u>	<u>34,902</u>	<u>35,600</u>	<u>36,312</u>	<u>37,038</u>	<u>37,779</u>	<u>38,535</u>	<u>39,306</u>	<u>40,092</u>	<u>40,894</u>	<u>41,712</u>	<u>42,546</u>	<u>42,546</u>
13	<u>20</u>	<u>35,314</u>	<u>37,972</u>	<u>38,731</u>	<u>39,506</u>	<u>40,296</u>	<u>41,102</u>	<u>41,924</u>	<u>42,762</u>	<u>43,617</u>	<u>44,489</u>	<u>45,379</u>	<u>45,379</u>	<u>45,379</u>
14	<u>21</u>	<u>38,455</u>	<u>41,349</u>	<u>42,176</u>	<u>43,020</u>	<u>43,880</u>	<u>44,758</u>	<u>45,653</u>	<u>46,566</u>	<u>47,497</u>	<u>48,447</u>	<u>48,447</u>	<u>48,447</u>	<u>48,447</u>
15	<u>22</u>	<u>41,901</u>	<u>45,055</u>	<u>45,956</u>	<u>46,875</u>	<u>47,813</u>	<u>48,769</u>	<u>49,744</u>	<u>50,739</u>	<u>51,754</u>	<u>51,754</u>	<u>51,754</u>	<u>51,754</u>	<u>51,754</u>
16	<u>23</u>	<u>45,672</u>	<u>49,110</u>	<u>50,092</u>	<u>51,094</u>	<u>52,116</u>	<u>53,158</u>	<u>54,221</u>	<u>55,305</u>	<u>55,305</u>	<u>55,305</u>	<u>55,305</u>	<u>55,305</u>	<u>55,305</u>
17	<u>24</u>	<u>49,815</u>	<u>53,564</u>	<u>54,635</u>	<u>55,728</u>	<u>56,843</u>	<u>57,980</u>	<u>59,140</u>	<u>59,140</u>	<u>59,140</u>	<u>59,140</u>	<u>59,140</u>	<u>59,140</u>	<u>59,140</u>
18	<u>25</u>	<u>54,366</u>	<u>58,458</u>	<u>59,627</u>	<u>60,820</u>	<u>62,036</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>	<u>63,277</u>

(2) The statewide classification pay schedule for fiscal year 1991 is as follows:

		STEP												
	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>
22	<u>1</u>	<u>9,917</u>	<u>10,663</u>	<u>10,876</u>	<u>11,094</u>	<u>11,316</u>	<u>11,542</u>	<u>11,773</u>	<u>12,008</u>	<u>12,248</u>	<u>12,493</u>	<u>12,743</u>	<u>12,998</u>	<u>13,518</u>
23	<u>2</u>	<u>10,413</u>	<u>11,197</u>	<u>11,421</u>	<u>11,649</u>	<u>11,882</u>	<u>12,120</u>	<u>12,362</u>	<u>12,609</u>	<u>12,861</u>	<u>13,118</u>	<u>13,380</u>	<u>13,648</u>	<u>14,194</u>
24	<u>3</u>	<u>10,953</u>	<u>11,777</u>	<u>12,013</u>	<u>12,253</u>	<u>12,498</u>	<u>12,748</u>	<u>13,003</u>	<u>13,263</u>	<u>13,528</u>	<u>13,799</u>	<u>14,075</u>	<u>14,357</u>	<u>14,931</u>
25	<u>4</u>	<u>11,543</u>	<u>12,412</u>	<u>12,660</u>	<u>12,913</u>	<u>13,171</u>	<u>13,434</u>	<u>13,703</u>	<u>13,977</u>	<u>14,257</u>	<u>14,542</u>	<u>14,833</u>	<u>15,130</u>	<u>15,735</u>

1	<u>5</u>	<u>12,193</u>	<u>13,111</u>	<u>13,373</u>	<u>13,640</u>	<u>13,913</u>	<u>14,191</u>	<u>14,475</u>	<u>14,765</u>	<u>15,060</u>	<u>15,361</u>	<u>15,668</u>	<u>15,981</u>	<u>16,620</u>
2	<u>6</u>	<u>12,907</u>	<u>13,878</u>	<u>14,156</u>	<u>14,439</u>	<u>14,728</u>	<u>15,023</u>	<u>15,323</u>	<u>15,629</u>	<u>15,942</u>	<u>16,261</u>	<u>16,586</u>	<u>16,918</u>	<u>17,595</u>
3	<u>7</u>	<u>13,697</u>	<u>14,728</u>	<u>15,023</u>	<u>15,323</u>	<u>15,629</u>	<u>15,942</u>	<u>16,261</u>	<u>16,586</u>	<u>16,918</u>	<u>17,256</u>	<u>17,601</u>	<u>17,953</u>	<u>18,671</u>
4	<u>8</u>	<u>14,548</u>	<u>15,643</u>	<u>15,956</u>	<u>16,275</u>	<u>16,601</u>	<u>16,933</u>	<u>17,272</u>	<u>17,617</u>	<u>17,969</u>	<u>18,328</u>	<u>18,695</u>	<u>19,069</u>	<u>19,832</u>
5	<u>9</u>	<u>15,495</u>	<u>16,661</u>	<u>16,994</u>	<u>17,334</u>	<u>17,681</u>	<u>18,035</u>	<u>18,396</u>	<u>18,764</u>	<u>19,139</u>	<u>19,522</u>	<u>19,912</u>	<u>20,310</u>	<u>21,122</u>
6	<u>10</u>	<u>16,531</u>	<u>17,775</u>	<u>18,131</u>	<u>18,494</u>	<u>18,864</u>	<u>19,241</u>	<u>19,626</u>	<u>20,019</u>	<u>20,419</u>	<u>20,827</u>	<u>21,244</u>	<u>21,669</u>	<u>22,536</u>
7	<u>11</u>	<u>17,663</u>	<u>18,993</u>	<u>19,373</u>	<u>19,760</u>	<u>20,155</u>	<u>20,558</u>	<u>20,969</u>	<u>21,388</u>	<u>21,816</u>	<u>22,252</u>	<u>22,697</u>	<u>23,151</u>	<u>24,077</u>
8	<u>12</u>	<u>18,917</u>	<u>20,341</u>	<u>20,748</u>	<u>21,163</u>	<u>21,586</u>	<u>22,018</u>	<u>22,458</u>	<u>22,907</u>	<u>23,365</u>	<u>23,832</u>	<u>24,309</u>	<u>24,795</u>	<u>25,787</u>
9	<u>13</u>	<u>20,293</u>	<u>21,820</u>	<u>22,256</u>	<u>22,701</u>	<u>23,155</u>	<u>23,618</u>	<u>24,090</u>	<u>24,572</u>	<u>25,063</u>	<u>25,564</u>	<u>26,075</u>	<u>26,597</u>	<u>27,661</u>
10	<u>14</u>	<u>22,019</u>	<u>23,676</u>	<u>24,150</u>	<u>24,633</u>	<u>25,126</u>	<u>25,629</u>	<u>26,142</u>	<u>26,665</u>	<u>27,198</u>	<u>27,742</u>	<u>28,297</u>	<u>28,863</u>	<u>30,018</u>
11	<u>15</u>	<u>23,817</u>	<u>25,610</u>	<u>26,122</u>	<u>26,644</u>	<u>27,177</u>	<u>27,721</u>	<u>28,275</u>	<u>28,841</u>	<u>29,418</u>	<u>30,006</u>	<u>30,606</u>	<u>31,218</u>	<u>32,467</u>
12	<u>16</u>	<u>25,837</u>	<u>27,782</u>	<u>28,338</u>	<u>28,905</u>	<u>29,483</u>	<u>30,073</u>	<u>30,674</u>	<u>31,287</u>	<u>31,913</u>	<u>32,551</u>	<u>33,202</u>	<u>33,866</u>	<u>35,221</u>
13	<u>17</u>	<u>28,022</u>	<u>30,131</u>	<u>30,734</u>	<u>31,349</u>	<u>31,976</u>	<u>32,616</u>	<u>33,268</u>	<u>33,933</u>	<u>34,612</u>	<u>35,304</u>	<u>36,010</u>	<u>36,730</u>	<u>38,199</u>
14	<u>18</u>	<u>30,438</u>	<u>32,729</u>	<u>33,384</u>	<u>34,052</u>	<u>34,733</u>	<u>35,428</u>	<u>36,137</u>	<u>36,860</u>	<u>37,597</u>	<u>38,349</u>	<u>39,116</u>	<u>39,898</u>	<u>41,494</u>
15	<u>19</u>	<u>33,092</u>	<u>35,583</u>	<u>36,295</u>	<u>37,021</u>	<u>37,761</u>	<u>38,516</u>	<u>39,286</u>	<u>40,072</u>	<u>40,873</u>	<u>41,690</u>	<u>42,524</u>	<u>43,374</u>	<u>43,374</u>
16	<u>20</u>	<u>35,990</u>	<u>38,699</u>	<u>39,473</u>	<u>40,262</u>	<u>41,067</u>	<u>41,888</u>	<u>42,726</u>	<u>43,581</u>	<u>44,453</u>	<u>45,342</u>	<u>46,249</u>	<u>46,249</u>	<u>46,249</u>
17	<u>21</u>	<u>39,178</u>	<u>42,127</u>	<u>42,970</u>	<u>43,829</u>	<u>44,706</u>	<u>45,600</u>	<u>46,512</u>	<u>47,442</u>	<u>48,391</u>	<u>49,359</u>	<u>49,359</u>	<u>49,359</u>	<u>49,359</u>
18	<u>22</u>	<u>42,676</u>	<u>45,888</u>	<u>46,806</u>	<u>47,742</u>	<u>48,697</u>	<u>49,671</u>	<u>50,664</u>	<u>51,677</u>	<u>52,711</u>	<u>52,711</u>	<u>52,711</u>	<u>52,711</u>	<u>52,711</u>
19	<u>23</u>	<u>46,504</u>	<u>50,004</u>	<u>51,004</u>	<u>52,024</u>	<u>53,064</u>	<u>54,125</u>	<u>55,208</u>	<u>56,312</u>	<u>56,312</u>	<u>56,312</u>	<u>56,312</u>	<u>56,312</u>	<u>56,312</u>
20	<u>24</u>	<u>50,708</u>	<u>54,525</u>	<u>55,616</u>	<u>56,728</u>	<u>57,863</u>	<u>59,020</u>	<u>60,200</u>	<u>60,200</u>	<u>60,200</u>	<u>60,200</u>	<u>60,200</u>	<u>60,200</u>	<u>60,200</u>
21	<u>25</u>	<u>55,328</u>	<u>59,492</u>	<u>60,682</u>	<u>61,896</u>	<u>63,134</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>	<u>64,397</u>

Section 6. Section 2-18-313, MCA, is amended to read:

"2-18-313. Institutional teachers' Teachers' pay schedules. The department of institutions shall adjust the 1987 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the appropriation provided for in section 3, Chapter 621, Laws of

1987:--The--adjusted--schedules--must--be--applied--as--provided--in--2-18-88: (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve Months

Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	20,895	21,546	22,215	22,541	22,869	23,538
2	21,661	22,388	23,115	23,480	23,845	24,572
3	22,427	23,230	24,015	24,421	24,820	25,608
4	23,195	24,075	24,915	25,357	25,798	26,641
5	23,959	24,915	25,815	26,294	26,775	27,677
6	24,727	25,761	26,719	27,235	27,753	28,713
7	25,489	26,601	27,617	28,173	28,728	29,744
8	26,257	27,444	28,521	29,114	29,708	30,778
9	27,023	28,286	29,420	30,051	30,685	31,814
10	27,789	29,132	30,320	30,990	31,661	32,849
11	28,557	29,946	31,218	31,928	32,638	33,881
12	28,557	29,946	31,218	31,928	32,638	33,881
13	28,557	29,946	31,218	31,928	32,638	33,881

(b) The 9-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	16,046	16,535	17,037	17,281	17,527	18,029

1	<u>2</u>	<u>16,621</u>	<u>17,166</u>	<u>17,711</u>	<u>17,985</u>	<u>18,258</u>	<u>18,804</u>
2	<u>3</u>	<u>17,195</u>	<u>17,797</u>	<u>18,386</u>	<u>18,690</u>	<u>18,990</u>	<u>19,581</u>
3	<u>4</u>	<u>17,771</u>	<u>18,432</u>	<u>19,061</u>	<u>19,393</u>	<u>19,723</u>	<u>20,356</u>
4	<u>5</u>	<u>18,344</u>	<u>19,061</u>	<u>19,736</u>	<u>20,096</u>	<u>20,456</u>	<u>21,133</u>
5	<u>6</u>	<u>18,920</u>	<u>19,696</u>	<u>20,414</u>	<u>20,801</u>	<u>21,189</u>	<u>21,909</u>
6	<u>7</u>	<u>19,492</u>	<u>20,325</u>	<u>21,088</u>	<u>21,505</u>	<u>21,921</u>	<u>22,683</u>
7	<u>8</u>	<u>20,068</u>	<u>20,958</u>	<u>21,765</u>	<u>22,211</u>	<u>22,656</u>	<u>23,459</u>
8	<u>9</u>	<u>20,642</u>	<u>21,589</u>	<u>22,440</u>	<u>22,913</u>	<u>23,389</u>	<u>24,235</u>
9	<u>10</u>	<u>21,217</u>	<u>22,224</u>	<u>23,115</u>	<u>23,617</u>	<u>24,120</u>	<u>25,012</u>
10	<u>11</u>	<u>21,793</u>	<u>22,835</u>	<u>23,789</u>	<u>24,321</u>	<u>24,854</u>	<u>25,786</u>
11	<u>12</u>	<u>21,793</u>	<u>22,835</u>	<u>23,789</u>	<u>24,321</u>	<u>24,854</u>	<u>25,786</u>
12	<u>13</u>	<u>21,793</u>	<u>22,835</u>	<u>23,789</u>	<u>24,321</u>	<u>24,854</u>	<u>25,786</u>

(2) (a) The 12-month pay schedule for teachers for fiscal year 1991 is as follows:

14	<u>Annual Hours -- 2080</u>			<u>Note: Includes Insurance</u>			
15	<u>Term -- Twelve Months</u>			<u>Matrix Type -- Annual</u>			
16		<u>Education Level</u>					
17	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
18	<u>1</u>	<u>21,366</u>	<u>22,027</u>	<u>22,706</u>	<u>23,037</u>	<u>23,370</u>	<u>24,049</u>
19	<u>2</u>	<u>22,143</u>	<u>22,881</u>	<u>23,620</u>	<u>23,990</u>	<u>24,360</u>	<u>25,098</u>
20	<u>3</u>	<u>22,921</u>	<u>23,736</u>	<u>24,533</u>	<u>24,944</u>	<u>25,350</u>	<u>26,149</u>
21	<u>4</u>	<u>23,700</u>	<u>24,594</u>	<u>25,446</u>	<u>25,895</u>	<u>26,342</u>	<u>27,198</u>
22	<u>5</u>	<u>24,476</u>	<u>25,446</u>	<u>26,360</u>	<u>26,846</u>	<u>27,334</u>	<u>28,250</u>
23	<u>6</u>	<u>25,255</u>	<u>26,305</u>	<u>27,277</u>	<u>27,801</u>	<u>28,326</u>	<u>29,301</u>
24	<u>7</u>	<u>26,029</u>	<u>27,157</u>	<u>28,189</u>	<u>28,754</u>	<u>29,317</u>	<u>30,348</u>
25	<u>8</u>	<u>26,809</u>	<u>28,013</u>	<u>29,106</u>	<u>29,708</u>	<u>30,311</u>	<u>31,397</u>

1	<u>9</u>	<u>27,586</u>	<u>28,868</u>	<u>30,019</u>	<u>30,659</u>	<u>31,303</u>	<u>32,448</u>
2	<u>10</u>	<u>28,364</u>	<u>29,726</u>	<u>30,933</u>	<u>31,612</u>	<u>32,293</u>	<u>33,500</u>
3	<u>11</u>	<u>29,143</u>	<u>30,553</u>	<u>31,844</u>	<u>32,565</u>	<u>33,285</u>	<u>34,547</u>
4	<u>12</u>	<u>29,143</u>	<u>30,553</u>	<u>31,844</u>	<u>32,565</u>	<u>33,285</u>	<u>34,547</u>
5	<u>13</u>	<u>29,143</u>	<u>30,553</u>	<u>31,844</u>	<u>32,565</u>	<u>33,285</u>	<u>34,547</u>

(b) The 9-month pay schedule for teachers for fiscal year 1991 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

		Education Level					
STEP	BA	BA+1	BA+2	BA+3	MA	MA+1	
<u>1</u>	<u>16,444</u>	<u>16,940</u>	<u>17,450</u>	<u>17,698</u>	<u>17,947</u>	<u>18,457</u>	
<u>2</u>	<u>17,027</u>	<u>17,581</u>	<u>18,135</u>	<u>18,412</u>	<u>18,690</u>	<u>19,243</u>	
<u>3</u>	<u>17,611</u>	<u>18,222</u>	<u>18,820</u>	<u>19,128</u>	<u>19,432</u>	<u>20,032</u>	
<u>4</u>	<u>18,195</u>	<u>18,865</u>	<u>19,505</u>	<u>19,841</u>	<u>20,177</u>	<u>20,819</u>	
<u>5</u>	<u>18,777</u>	<u>19,505</u>	<u>20,190</u>	<u>20,554</u>	<u>20,921</u>	<u>21,607</u>	
<u>6</u>	<u>19,362</u>	<u>20,148</u>	<u>20,878</u>	<u>21,271</u>	<u>21,665</u>	<u>22,396</u>	
<u>7</u>	<u>19,942</u>	<u>20,788</u>	<u>21,561</u>	<u>21,985</u>	<u>22,407</u>	<u>23,181</u>	
<u>8</u>	<u>20,526</u>	<u>21,430</u>	<u>22,249</u>	<u>22,701</u>	<u>23,153</u>	<u>23,968</u>	
<u>9</u>	<u>21,110</u>	<u>22,071</u>	<u>22,934</u>	<u>23,414</u>	<u>23,897</u>	<u>24,756</u>	
<u>10</u>	<u>21,693</u>	<u>22,714</u>	<u>23,620</u>	<u>24,129</u>	<u>24,640</u>	<u>25,545</u>	
<u>11</u>	<u>22,277</u>	<u>23,335</u>	<u>24,303</u>	<u>24,843</u>	<u>25,384</u>	<u>26,330</u>	
<u>12</u>	<u>22,277</u>	<u>23,335</u>	<u>24,303</u>	<u>24,843</u>	<u>25,384</u>	<u>26,330</u>	
<u>13</u>	<u>22,277</u>	<u>23,335</u>	<u>24,303</u>	<u>24,843</u>	<u>25,384</u>	<u>26,330</u>	

Section 7. Section 2-18-314, MCA, is amended to read:

*2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor

1 store occupations for fiscal years--1988-and-1989 year 1990 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	L1	8-888 <u>0.000</u>
7	L2	7-683 <u>7.857</u>
8	L3	8-183 <u>8.365</u>
9	L4	8-463 <u>8.649</u>
10	L5	8-753 <u>8.943</u>
11	L6	9-363 <u>9.562</u>
12	L7	10-823 <u>10.232</u>
13	L8	10-773 <u>10.993</u>

14 (2) The pay schedule for liquor store occupations for fiscal year 1991 is as follows:

15	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
16	<u>Pay Matrix -- Retail Clerk</u>	<u>Matrix Type -- Hourly</u>
17	<u>Grade</u>	<u>\$/Hour</u>
18	-	<u>W/Ins.</u>
19	<u>L1</u>	<u>0.000</u>
20	<u>L2</u>	<u>8.063</u>
21	<u>L3</u>	<u>8.578</u>
22	<u>L4</u>	<u>8.867</u>
23	<u>L5</u>	<u>9.166</u>
24	<u>L6</u>	<u>9.794</u>
25	<u>L7</u>	<u>10.474</u>

L8

11.247

Section 8. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedule schedules. (1) The pay schedule for blue-collar workers for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade

\$/Hour

W/Ins.

B1

8-153 8.371

B2

8-553 8.771

B3

8-953 9.171

B4

9-353 9.571

B5

9-753 9.971

B6

10-153 10.371

B7

10-553 10.771

B8

10-953 11.171

B9

11-353 11.571

B10

11-753 11.971

B11

12-153 12.371

B12

12-553 12.771

B00

12-953 13.171

(2) The pay schedule for blue-collar workers for fiscal year 1991 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade

\$/Hour

1	-	<u>W/Ins.</u>
2	<u>B1</u>	<u>8.588</u>
3	<u>B2</u>	<u>8.988</u>
4	<u>B3</u>	<u>9.388</u>
5	<u>B4</u>	<u>9.788</u>
6	<u>B5</u>	<u>10.188</u>
7	<u>B6</u>	<u>10.588</u>
8	<u>B7</u>	<u>10.988</u>
9	<u>B8</u>	<u>11.388</u>
10	<u>B9</u>	<u>11.788</u>
11	<u>B10</u>	<u>12.188</u>
12	<u>B11</u>	<u>12.588</u>
13	<u>B12</u>	<u>12.988</u>
14	<u>B00</u>	<u>13.388"</u>

15 Section 9. Section 2-18-703, MCA, is amended to read:

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

18 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and
19 for members of the legislature, the employer contribution for group benefits shall be ~~\$115~~ \$125 per
20 month for the fiscal years year ending June 30, ~~1988~~ 1990, and \$140 per month for the fiscal year
21 ending June 30, ~~1989~~ 1991, and ~~\$115-per-month~~ for each fiscal year thereafter. Permanent part-time
22 employees who are regularly scheduled to work less than 20 hours a week are not eligible for the
23 group benefit contribution. An employee who elects not to be covered by a state-sponsored group
24 benefit plan may not receive the state contribution as wages. A portion of the employer
25 contribution for group benefits may be applied to an employee's costs for participation in Part B of

1 medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group
2 benefit plan is the secondary payer and medicare the primary payer.

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

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

8 NEW SECTION. Section 10. **Appropriation.** There is appropriated to the office of budget and
9 program planning \$14,710,000 from the general fund for the biennium ending June 30, 1991, to
10 implement [this act] as it pertains to legislative, judicial, and executive branch agencies. To
11 implement [this act], the office of budget and program planning shall increase the expenditure
12 authority of legislative, judicial, and executive branch agencies by \$8,600,000 for the biennium
13 ending June 30, 1991, from funds other than from the general fund that accrue under the provisions
14 of law to the respective agencies.

15 NEW SECTION. Section 11. **Extension of authority.** Any existing authority to make rules on the
16 subject of the provisions of [this act] is extended to the provisions of [this act].

17 NEW SECTION. Section 12. **Effective dates.** (1) [This act], except [section 2], is effective on
18 passage and approval.

19 (2) [Section 2] is effective July 1, 1989.

-End-

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB648, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION:

An Act generally revising provisions concerning personnel classification and compensation for state employees; clarifying that teachers employed by the Department of Family Services are exempt from the state personnel classification plan; removing the provision freezing the compensation of employees who are exempt from the classification plan; providing pay schedules for fiscal years 1990 and 1991 for certain state employees; establishing employer contribution levels for group benefits for fiscal years 1990 and 1991 and thereafter; appropriating funds for payment of compensation and group benefits; amending Sections 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 through 2-18-315, and 2-18-703, MCA; and providing effective dates.

ASSUMPTIONS:

1. Effective July 1, 1989.
2. The matrices provide increases from 1.5% to 1.7% depending upon the step placement of an employee. It is assumed that the average increase for all employees is 1.55% each year plus the insurance increases.
3. The costs are based upon all employees (approximately 14,000) receiving similar increases, not just those covered by the matrices and schedules in the bill.
4. FTE levels and personal service costs are taken from the Governor's Executive Budget recommended level.
5. It is assumed that there is one insurance contribution for each FTE plus 150 contributions for legislators.
6. It is assumed that personal services are split 63.1% General Fund and 36.9% other funds.

FISCAL IMPACT:

	Current	FY90		Current	FY91	
	Law	Proposed		Law	Proposed	
		Law	Difference		Law	Difference
<u>Expenditures:</u>						
Personal Services	\$ -0-	\$7,460,000	\$7,460,000	\$ -0-	\$15,850,000	\$15,850,000
<u>Funding:</u>						
General Fund	-0-	4,700,000	4,700,000	-0-	10,000,000	10,000,000
All Other	-0-	2,760,000	2,760,000	-0-	5,850,000	5,850,000
Total	\$ -0-	\$7,460,000	\$7,460,000	\$ -0-	\$15,850,000	\$15,850,000

Ray Shackleford

DATE *2/18/89*

RAY SHACKLEFORD, BUDGET DIRECTOR
OFFICE OF BUDGET AND PROGRAM PLANNING

John Cobb

DATE *2/21/89*

JOHN COBB, PRIMARY SPONSOR

Fiscal Note for HB648, as introduced

HB 648