

HOUSE BILL 770

Introduced by Menahan, et al.

3/08	Introduced
3/09	Referred to Committee on State Employee Compensation
3/11	Hearing
3/13	Referred to Appropriations
3/20	Hearing
3/22	Tabled in Committee

HOUSE BILL NO.

770 Vincent

INTRODUCED BY

Menahan

BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL

CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; PROVIDING A RETROACTIVE PAY INCREASE FOR CERTAIN STATE EMPLOYEES; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES, INCLUDING A SEPARATE PAY SCHEDULE FOR CERTAIN EMPLOYEES OF THE DEPARTMENT OF INSTITUTIONS AND THE DEPARTMENT OF FAMILY SERVICES; PERMITTING CERTAIN EMPLOYEES TO RECEIVE SHIFT DIFFERENTIAL PAY; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; PERMITTING A STATE EMPLOYEE OR EMPLOYEE ORGANIZATION TO APPEAL A GRADE ASSIGNED TO A CLASS OF POSITIONS; REMOVING CERTAIN PREROGATIVES OF A PUBLIC EMPLOYER FOR COLLECTIVE BARGAINING PURPOSES; PROVIDING APPROPRIATIONS; AMENDING SECTIONS 2-18-101, 2-18-104, 2-18-203, 2-18-301, 2-18-303, 2-18-305, 2-18-312 THROUGH 2-18-315, 2-18-703, AND 39-31-303, MCA; AND PROVIDING EFFECTIVE DATES."

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

NEW SECTION. Section 1. **Retroactive pay increase for certain employees.** (1) (a) Beginning on the first day of the first pay period in January 1989, the base compensation received by each state employee, including the compensation of a state employee exempt under 2-18-103, except as provided in subsection (1)(b), or 2-18-104, must be increased by 2%.

(b) A legislator or an attache of the senate or house of representatives is ineligible for the increase provided in subsection (1)(a).

(2) Beginning on the first day of the first pay period in January 1989, an institutional teacher receiving compensation under the pay schedule for fiscal year 1989 as provided in 2-18-313 shall advance three steps in the pay schedule.



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(3) This section applies retroactively, within the meaning of 1-2-109, to the first day of the first pay period in January 1989.

NEW SECTION. Section 2. Pay schedules for probation and parole officers and certain employees of state institutions. (1) The pay schedules provided for in subsection (2) indicate the hourly compensation for:

(a) probation and parole officers employed by the department of institutions;

(b) clerical and secretarial staff employed by the department of institutions in regional and district probation and parole offices; and

(c) employees of the following state institutions, except institutional teachers whose compensation is provided for in 2-18-313:

(i) Montana state prison;

(ii) women's correctional center;

(iii) Swan River forest camp;

(iv) Montana veterans' home;

(v) Montana center for the aged;

(vi) Montana state hospital;

(vii) Montana developmental center;

(viii) Eastmont human services center;

(ix) Mountain View school; and

(x) Pine Hills school.

(2) (a) The pay schedule for employees listed in subsection (1) for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Without Insurance

Pay Matrix -- Institutional Workers

Matrix Type -- Hourly

Grade

\$/Hour

1	1	5.50
2	2	5.80
3	3	6.20
4	4	6.66
5	5	6.90
6	6	7.40
7	7	7.90
8	8	8.50
9	9	9.00
10	10	9.70
11	11	10.40
12	12	11.30
13	13	12.20
14	14	13.20
15	15	14.40
16	16	15.60
17	17	17.01
18	18	18.55
19	19	19.43
20	20	20.77
21	21	22.23
22	22	23.80
23	23	25.48
24	24	27.30
25	25	29.26

(b) The pay schedule for employees listed in subsection (1) for fiscal year 1991 is as follows:

Annual Hours -- 2080	Note: Without Insurance
Pay Matrix -- Institutional Workers	Matrix Type -- Hourly
Grade	\$/Hour
1	5.78
2	6.09
3	6.51
4	6.99
5	7.25
6	7.77
7	8.30
8	8.93
9	9.45
10	10.19
11	10.92
12	11.87
13	12.81
14	13.86
15	15.12
16	16.38
17	17.86
18	19.48
19	20.40
20	21.81

1	21	23.34
2	22	24.99
3	23	26.75
4	24	28.66
5	25	30.72

6 Section 3. Section 2-18-101, MCA, is amended to read:

7 "2-18-101. Definitions. As used in parts 1 through 3 and part 10 of this chapter, the  
8 following definitions apply:

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

11 (2) "Board" means the board of personnel appeals established in 2-15-1705.

12 (3) "Class" means one or more positions substantially similar with respect to the kind or  
13 nature of duties performed, responsibility assumed, and level of difficulty so that the same  
14 descriptive title may be used to designate each position allocated to the class, similar  
15 qualifications may be required of persons appointed to the positions in the class, and the same pay  
16 rate or pay grade may be applied with equity.

17 (4) "Class specification" means a written descriptive statement of the duties and  
18 responsibilities characteristic of a class of positions and includes the education, experience,  
19 knowledge, skills, abilities, and qualifications necessary to perform the work of the class.

20 (5) "Compensation" means the annual or hourly wage or salary and--includes--the--state  
21 contribution-to-group-benefits-under-provisions-of-2-18-783.

22 (6) "Department" means the department of administration created in 2-15-1001.

23 (7) Except in 2-18-306, "employee" means any state employee other than an employee excepted  
24 under 2-18-103 or 2-18-104 from the statewide classification system.

25 (8) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this

1 chapter.

2 (9) "Job sharing" means the sharing by two or more persons of a position that is considered an  
3 aggregate or permanent position.

4 (10) "Permanent position" means a position so designated on the appropriate agency list of  
5 authorized positions referenced in 2-18-206 and approved as such in the biennium budget.

6 (11) "Permanent status" means the state an employee attains after satisfactorily completing an  
7 appropriate probationary period in a permanent position.

8 (12) "Personal staff" means those positions occupied by employees appointed by the elected  
9 officials enumerated in Article VI, section 1, of the Montana constitution or by the public service  
10 commission as a whole.

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

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

15 (15) "Seasonal position" means a position so designated on the appropriate agency list of  
16 authorized positions referenced in 2-18-206 and which is a permanent position but which is  
17 interrupted by the seasonal nature of the position.

18 (16) "Temporary position" means a position so designated on the appropriate agency list of  
19 authorized positions referenced in 2-18-206, created for a definite period of time not to exceed 9  
20 months."

21 Section 4. Section 2-18-104, MCA, is amended to read:

22 "2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in  
23 subsections (2) and (3), members of a personal staff are exempt from the application of 2-18-204,  
24 2-18-205, 2-18-207, and 2-18-1011 through 2-18-1013.

25 (2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise

1 approved by the department according to criteria developed by the department. Under no circumstances  
2 may the total exemptions of each elected official exceed 15.

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

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

8 Section 5. Section 2-18-203, MCA, is amended to read:

9 "2-18-203. Review of positions -- change in classification. (1) The department shall  
10 continuously review all positions on a regular basis and adjust classifications to reflect  
11 significant changes in duties and responsibilities. ~~in the event~~ If adjustments are to be made to  
12 the classification specifications or criteria utilized for allocating positions in the  
13 classification specifications affecting employees within a bargaining unit, the department shall  
14 consult with the representative of the bargaining unit prior to implementation of the adjustments,  
15 except for blue-collar, teachers, and liquor store clerks classification plans, which shall remain  
16 mandatory negotiable items under the Collective Bargaining Act.

17 (2) Employees and employee organizations ~~will~~ must be given the opportunity to appeal the  
18 allocation or reallocation of a position to a class. ~~The grade assigned to a class is not an~~  
19 ~~appealable subject under 2-18-101 through 2-18-103.~~

20 (3) The period of time for which retroactive pay for a classification appeal may be awarded  
21 under parts 1 through 3 of this chapter or under 2-18-1011 through 2-18-1013 may not extend beyond  
22 30 days prior to the date the appeal was filed. ~~This provision shall not affect a classification or~~  
23 ~~position appeal already in process on April 26, 1977.~~

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

25 "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 and [section 2] supersede any  
5 other plan or systems established through collective bargaining after the adjournment of the 58th  
6 51st legislature;

7 (b) pay levels provided for in 2-18-312 through 2-18-315 and [section 2] may not be increased  
8 through collective bargaining after adjournment of the 58th 51st legislature; and

9 (c) total funds required to implement the pay schedules provided for in 2-18-312 through  
10 2-18-315 and [section 2] for any employee group or bargaining unit may not be increased through  
11 collective bargaining over the amount appropriated by the 58th 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 7. Section 2-18-303, MCA, is amended to read:

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

19 (a) The pay schedule schedules provided in 2-18-312 indicates indicate the annual  
20 compensation, excluding shift differential pay, for the fiscal years ending June 30, ~~1988~~ 1990, and  
21 June 30, ~~1989~~ 1991, for each grade and step for positions classified under the provisions of part 2  
22 of this chapter, except as provided in subsection (2).

23 (b) Each new employee shall advance from step 1 to step 2 of a grade after successfully  
24 completing 6 months of probationary service. The anniversary date of an employee shall must be  
25 established at the end of the probationary period in accordance with rules promulgated by the

1 department.

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

5 (ii) The compensation of each employee on the first day of the first pay period in fiscal year  
6 ~~1989-shall-be~~ 1991 is that amount which-corresponds corresponding to the grade and step occupied on  
7 the last day of the fiscal year ~~1988~~ 1990.

8 (iii) In compliance with rules adopted to implement this part, each employee is eligible on his  
9 anniversary date to advance one step in the pay schedules for fiscal years 1990 and 1991. However,  
10 if the employee's anniversary date falls between July 1 and the first day of the first pay period,  
11 inclusive, of fiscal year 1990 or 1991, he may advance one step on the first day of that pay period.

12 (2) The pay ~~schedute~~ schedules provided in 2-18-312 and the provisions of subsection (1) of  
13 this-section do not apply to those institutional teachers, liquor store occupations, or blue-collar  
14 occupations, probation and parole officers, or other employees of state institutions compensated  
15 under the pay schedules provided in 2-18-313; ~~2-18-314;~~ or through 2-18-315 and [section 2].

16 (3) The pay schedules provided in 2-18-313; ~~2-18-314;~~ or through 2-18-315 shall--be and  
17 [section 2] must be implemented as follows:

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

21 (ii) The compensation of each teacher on the first day of the first pay period in July ~~1987~~  
22 ~~shall-be~~ 1989 is that amount which-corresponds corresponding to his level of academic achievement  
23 and the next highest step from that occupied on June 30, ~~1987~~ 1989.

24 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988~~  
25 ~~shall-be~~ 1990 is that amount which-corresponds corresponding to his level of academic achievement

1 and the next highest step from that occupied on June 30, ~~1987~~ 1989.

2 (b) (i) The ~~pay schedule~~ schedules provided in 2-18-314 ~~indicates~~ indicate the maximum hourly  
3 compensation for fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for those employees  
4 in liquor store occupations who have collectively bargained separate classification and pay plans.

5 (ii) The compensation of each employee on the first day of the first pay period in fiscal year  
6 ~~1988~~ 1990 or ~~1989~~, ~~as the case may be, shall be~~ 1991 is that amount which corresponds corresponding  
7 to that the grade occupied on the last day of the preceding fiscal year.

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

13 (ii) The compensation of each employee on the first day of the first pay period in fiscal year  
14 ~~1988~~ 1990 or ~~1989~~, ~~as the case may be, shall be~~ 1991 is that amount which corresponds corresponding  
15 to that the grade occupied on the last day of the preceding fiscal year.

16 (d) (i) The pay schedules provided in [section 2] indicate the maximum hourly compensation,  
17 excluding shift differential pay, for the fiscal years ending June 30, 1990, and June 30, 1991, for  
18 probation and parole officers and those employees of the state institutions designated in [section  
19 2(1)].

20 (ii) The compensation of each employee on the first day of the first pay period in fiscal year  
21 1990 or 1991 is that amount corresponding to the grade occupied on the last day of the preceding  
22 fiscal year plus any shift differential pay.

23 (iii) Until successfully completing 6 months of probationary service, a new employee shall  
24 receive 90% of the compensation corresponding to the grade for his position.

25 (4) In addition to the compensation provided for in 2-18-312 or [section 2], an employee who

1 works:

2 (a) an afternoon shift is entitled to receive shift differential pay amounting to 50 cents an  
3 hour; and

4 (b) a night shift is entitled to receive shift differential pay amounting to \$1 an hour.

5 ~~{4}{5}~~ (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the  
6 respective pay schedules provided in 2-18-312 through 2-18-315 and [section 2] until the bargaining  
7 unit of which he is a member ratifies a completely integrated collective bargaining agreement  
8 covering the biennium ending June 30, ~~+989~~ 1991.

9 ~~(ii) In-the-event-that~~ If negotiation and ratification of a completely integrated collective  
10 bargaining agreement as required by subsection ~~{4}{a}{i}~~ of this section (5)(a)(i) are not completed  
11 by July 1, ~~+987~~ 1989, retroactivity to that date may be negotiated.

12 ~~(iii) In--the--event--that~~ If negotiation and ratification of a completely integrated collective  
13 bargaining agreement as required by subsection ~~{4}{a}{i}~~ of this section (5)(a)(i) are not completed  
14 by July 1, ~~+987~~ 1989, members of the bargaining unit involved ~~witt~~ shall continue to receive the  
15 compensation they were receiving as of June 30, ~~+987~~ 1989.

16 (b) Methods of administration not inconsistent with the purpose of this part and necessary to  
17 properly implement the pay schedules provided in 2-18-312 through 2-18-315 or [section 2] may be  
18 provided for in collective bargaining agreements.

19 ~~{5}{6}~~ The current wage or salary of an employee ~~shatt~~ may not be reduced by the  
20 implementation of the pay schedules provided for in 2-18-312 through 2-18-315 and [section 2].

21 ~~{6}{7}~~ The department may authorize a separate pay schedule for medical doctors if the rates  
22 provided in 2-18-312 are not sufficient to attract and retain fully licensed and qualified  
23 physicians at the state institutions.

24 ~~{7}{8}~~ The department may develop programs ~~which-witt~~ that enable the department to mitigate  
25 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 must be a negotiable subject under 39-31-305."

Section 8. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits. (1) The dollar amounts shown in the respective pay schedules provided in 2-18-312; ~~2-18-313; 2-18-314; or through 2-18-315; as the case may be; and [section 2] and the contribution for group benefits provided in 2-18-703~~ represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined provided in 2-18-304 and shift differential pay provided in 2-18-303(4). Except as provided in subsection (2) ~~of this section~~, that amount specifically allocated for group benefits ~~shall be~~ is determined by 2-18-703. An employee who elects not to be covered by a state employee group benefit plan ~~will~~ shall receive as wages the amount shown in the appropriate pay schedule ~~less but may not receive~~ the state contribution for group benefits as determined by 2-18-703.

(2) Employees may, through collective bargaining, determine the allocation between wages and group benefits of the amounts shown in the pay schedules provided in 2-18-312; ~~2-18-313; 2-18-314; or through 2-18-315; as the case may be; between wages and group benefits and [section 2] and the contribution for group benefits provided in 2-18-703~~, except that ~~in no case may~~ the group benefits allocation may not be less than the amounts provided in 2-18-703."

Section 9. 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~~ Does Not Include Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	--10	--11	--12	--13
+	9,392	10,099	10,301	10,507	10,717	10,931	11,150	11,379	11,608	11,832	12,069	12,310	12,562

1	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	13,468
2	3	10,398	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	14,175
3	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
4	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
5	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
6	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
7	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	18,939
8	9	14,887	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	20,186
9	10	15,813	17,003	17,343	17,690	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,555
10	11	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
11	12	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
12	13	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
13	14	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
14	15	22,885	24,608	25,100	25,602	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	31,196
15	16	24,846	26,716	27,250	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,878
16	17	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
17	18	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
18	19	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	43,796
19	20	34,781	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	44,591	44,591
20	21	37,795	40,640	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	47,617	47,617	47,617
21	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	50,878	50,878	50,878	50,878
22	23	44,986	48,286	49,252	50,237	51,242	52,267	53,312	54,378	54,378	54,378	54,378	54,378	54,378
23	24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	58,158	58,158	58,158	58,158	58,158	58,158
24	25	53,471	57,496	58,646	59,819	61,015	62,235	62,235	62,235	62,235	62,235	62,235	62,235	62,235

25

STEP

1	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>
2	<u>1</u>	<u>8,573</u>	<u>9,329</u>	<u>9,545</u>	<u>9,766</u>	<u>9,991</u>	<u>10,220</u>	<u>10,454</u>	<u>10,693</u>	<u>10,935</u>	<u>11,184</u>	<u>11,437</u>	<u>11,695</u>	<u>12,222</u>
3	<u>2</u>	<u>9,089</u>	<u>9,884</u>	<u>10,110</u>	<u>10,343</u>	<u>10,579</u>	<u>10,820</u>	<u>11,066</u>	<u>11,316</u>	<u>11,572</u>	<u>11,833</u>	<u>12,100</u>	<u>12,371</u>	<u>12,926</u>
4	<u>3</u>	<u>9,649</u>	<u>10,487</u>	<u>10,727</u>	<u>10,971</u>	<u>11,220</u>	<u>11,474</u>	<u>11,733</u>	<u>11,997</u>	<u>12,266</u>	<u>12,541</u>	<u>12,822</u>	<u>13,108</u>	<u>13,691</u>
5	<u>4</u>	<u>10,262</u>	<u>11,146</u>	<u>11,399</u>	<u>11,657</u>	<u>11,919</u>	<u>12,186</u>	<u>12,459</u>	<u>12,737</u>	<u>13,022</u>	<u>13,312</u>	<u>13,607</u>	<u>13,909</u>	<u>14,524</u>
6	<u>5</u>	<u>10,939</u>	<u>11,873</u>	<u>12,140</u>	<u>12,413</u>	<u>12,691</u>	<u>12,975</u>	<u>13,264</u>	<u>13,559</u>	<u>13,860</u>	<u>14,167</u>	<u>14,479</u>	<u>14,798</u>	<u>15,449</u>
7	<u>6</u>	<u>11,679</u>	<u>12,669</u>	<u>12,951</u>	<u>13,240</u>	<u>13,534</u>	<u>13,835</u>	<u>14,141</u>	<u>14,454</u>	<u>14,772</u>	<u>15,098</u>	<u>15,429</u>	<u>15,768</u>	<u>16,458</u>
8	<u>7</u>	<u>12,500</u>	<u>13,552</u>	<u>13,852</u>	<u>14,159</u>	<u>14,472</u>	<u>14,791</u>	<u>15,116</u>	<u>15,448</u>	<u>15,786</u>	<u>16,131</u>	<u>16,483</u>	<u>16,843</u>	<u>17,576</u>
9	<u>8</u>	<u>13,385</u>	<u>14,503</u>	<u>14,823</u>	<u>15,149</u>	<u>15,482</u>	<u>15,821</u>	<u>16,167</u>	<u>16,520</u>	<u>16,879</u>	<u>17,246</u>	<u>17,621</u>	<u>18,003</u>	<u>18,782</u>
10	<u>9</u>	<u>14,367</u>	<u>15,560</u>	<u>15,900</u>	<u>16,248</u>	<u>16,602</u>	<u>16,964</u>	<u>17,333</u>	<u>17,710</u>	<u>18,094</u>	<u>18,485</u>	<u>18,884</u>	<u>19,292</u>	<u>20,122</u>
11	<u>10</u>	<u>15,443</u>	<u>16,717</u>	<u>17,080</u>	<u>17,452</u>	<u>17,830</u>	<u>18,217</u>	<u>18,611</u>	<u>19,012</u>	<u>19,422</u>	<u>19,840</u>	<u>20,266</u>	<u>20,700</u>	<u>21,587</u>
12	<u>11</u>	<u>16,619</u>	<u>17,981</u>	<u>18,371</u>	<u>18,768</u>	<u>19,172</u>	<u>19,585</u>	<u>20,007</u>	<u>20,437</u>	<u>20,876</u>	<u>21,323</u>	<u>21,779</u>	<u>22,244</u>	<u>23,193</u>
13	<u>12</u>	<u>17,920</u>	<u>19,381</u>	<u>19,798</u>	<u>20,224</u>	<u>20,658</u>	<u>21,101</u>	<u>21,553</u>	<u>22,013</u>	<u>22,483</u>	<u>22,962</u>	<u>23,451</u>	<u>23,950</u>	<u>24,967</u>
14	<u>13</u>	<u>19,350</u>	<u>20,917</u>	<u>21,366</u>	<u>21,823</u>	<u>22,289</u>	<u>22,764</u>	<u>23,249</u>	<u>23,743</u>	<u>24,247</u>	<u>24,762</u>	<u>25,286</u>	<u>25,821</u>	<u>26,913</u>
15	<u>14</u>	<u>21,143</u>	<u>22,846</u>	<u>23,332</u>	<u>23,829</u>	<u>24,335</u>	<u>24,851</u>	<u>25,377</u>	<u>25,914</u>	<u>26,462</u>	<u>27,021</u>	<u>27,591</u>	<u>28,172</u>	<u>29,358</u>
16	<u>15</u>	<u>23,010</u>	<u>24,854</u>	<u>25,380</u>	<u>25,918</u>	<u>26,465</u>	<u>27,024</u>	<u>27,594</u>	<u>28,175</u>	<u>28,768</u>	<u>29,373</u>	<u>29,990</u>	<u>30,619</u>	<u>31,903</u>
17	<u>16</u>	<u>25,109</u>	<u>27,110</u>	<u>27,681</u>	<u>28,264</u>	<u>28,859</u>	<u>29,466</u>	<u>30,084</u>	<u>30,715</u>	<u>31,360</u>	<u>32,017</u>	<u>32,686</u>	<u>33,370</u>	<u>34,764</u>
18	<u>17</u>	<u>27,378</u>	<u>29,550</u>	<u>30,171</u>	<u>30,804</u>	<u>31,449</u>	<u>32,107</u>	<u>32,779</u>	<u>33,464</u>	<u>34,163</u>	<u>34,876</u>	<u>35,602</u>	<u>36,344</u>	<u>37,857</u>
19	<u>18</u>	<u>29,887</u>	<u>32,248</u>	<u>32,922</u>	<u>33,610</u>	<u>34,312</u>	<u>35,028</u>	<u>35,757</u>	<u>36,502</u>	<u>37,262</u>	<u>38,036</u>	<u>38,827</u>	<u>39,633</u>	<u>41,277</u>
20	<u>19</u>	<u>32,644</u>	<u>35,212</u>	<u>35,946</u>	<u>36,694</u>	<u>37,456</u>	<u>38,235</u>	<u>39,029</u>	<u>39,839</u>	<u>40,665</u>	<u>41,509</u>	<u>42,368</u>	<u>43,245</u>	<u>43,245</u>
21	<u>20</u>	<u>35,653</u>	<u>38,448</u>	<u>39,247</u>	<u>40,061</u>	<u>40,891</u>	<u>41,739</u>	<u>42,603</u>	<u>43,485</u>	<u>44,384</u>	<u>45,301</u>	<u>46,236</u>	<u>46,236</u>	<u>46,236</u>
22	<u>21</u>	<u>38,964</u>	<u>42,008</u>	<u>42,878</u>	<u>43,765</u>	<u>44,670</u>	<u>45,594</u>	<u>46,535</u>	<u>47,495</u>	<u>48,474</u>	<u>49,474</u>	<u>49,474</u>	<u>49,474</u>	<u>49,474</u>
23	<u>22</u>	<u>42,598</u>	<u>45,915</u>	<u>46,863</u>	<u>47,830</u>	<u>48,817</u>	<u>49,822</u>	<u>50,849</u>	<u>51,895</u>	<u>52,963</u>	<u>52,963</u>	<u>52,963</u>	<u>52,963</u>	<u>52,963</u>
24	<u>23</u>	<u>46,573</u>	<u>50,189</u>	<u>51,223</u>	<u>52,277</u>	<u>53,352</u>	<u>54,449</u>	<u>55,567</u>	<u>56,708</u>	<u>56,708</u>	<u>56,708</u>	<u>56,708</u>	<u>56,708</u>	<u>56,708</u>
25	<u>24</u>	<u>50,941</u>	<u>54,886</u>	<u>56,013</u>	<u>57,164</u>	<u>58,336</u>	<u>59,533</u>	<u>60,752</u>	<u>60,752</u>	<u>60,752</u>	<u>60,752</u>	<u>60,752</u>	<u>60,752</u>	<u>60,752</u>

25      55,737 60,044 61,275 62,530 63,809 65,115 65,115 65,115 65,115 65,115 65,115 65,115 65,115

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

		STEP												
	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
5	1	9,002	9,795	10,022	10,254	10,491	10,731	10,977	11,228	11,482	11,743	12,009	12,280	12,833
6	2	9,543	10,378	10,616	10,860	11,108	11,361	11,619	11,882	12,151	12,425	12,705	12,990	13,572
7	3	10,131	11,011	11,263	11,520	11,781	12,048	12,320	12,597	12,879	13,168	13,463	13,763	14,376
8	4	10,775	11,703	11,969	12,240	12,515	12,795	13,082	13,374	13,673	13,978	14,287	14,604	15,250
9	5	11,486	12,467	12,747	13,034	13,326	13,624	13,927	14,237	14,553	14,875	15,203	15,538	16,221
10	6	12,263	13,302	13,599	13,902	14,211	14,527	14,848	15,177	15,511	15,853	16,200	16,556	17,281
11	7	13,125	14,230	14,545	14,867	15,196	15,531	15,872	16,220	16,575	16,938	17,307	17,685	18,455
12	8	14,054	15,228	15,564	15,906	16,256	16,612	16,975	17,346	17,723	18,108	18,502	18,903	19,721
13	9	15,085	16,338	16,695	17,060	17,432	17,812	18,200	18,596	18,999	19,409	19,828	20,257	21,128
14	10	16,215	17,553	17,934	18,325	18,722	19,128	19,542	19,963	20,393	20,832	21,279	21,735	22,666
15	11	17,450	18,880	19,290	19,706	20,131	20,564	21,007	21,459	21,920	22,389	22,868	23,356	24,353
16	12	18,816	20,350	20,788	21,235	21,691	22,156	22,631	23,114	23,607	24,110	24,624	25,148	26,215
17	13	20,318	21,963	22,434	22,914	23,403	23,902	24,411	24,930	25,459	26,000	26,550	27,112	28,259
18	14	22,200	23,988	24,499	25,020	25,552	26,094	26,646	27,210	27,785	28,372	28,971	29,581	30,826
19	15	24,161	26,097	26,649	27,214	27,788	28,375	28,974	29,584	30,206	30,842	31,490	32,150	33,498
20	16	26,364	28,466	29,065	29,677	30,302	30,939	31,588	32,251	32,928	33,618	34,320	35,039	36,502
21	17	28,747	31,028	31,680	32,344	33,021	33,712	34,418	35,137	35,871	36,620	37,382	38,161	39,750
22	18	31,381	33,860	34,568	35,291	36,028	36,779	37,545	38,327	39,125	39,938	40,768	41,615	43,341
23	19	34,276	36,973	37,743	38,529	39,329	40,147	40,980	41,831	42,698	43,584	44,486	45,407	45,407
24	20	37,436	40,370	41,209	42,064	42,936	43,826	44,733	45,659	46,603	47,566	48,548	48,548	48,548
25	21	40,912	44,108	45,022	45,953	46,904	47,874	48,862	49,870	50,898	51,948	51,948	51,948	51,948

22	<u>44,728</u>	<u>48,211</u>	<u>49,206</u>	<u>50,222</u>	<u>51,258</u>	<u>52,313</u>	<u>53,391</u>	<u>54,490</u>	<u>55,611</u>	<u>55,611</u>	<u>55,611</u>	<u>55,611</u>	<u>55,611</u>
23	<u>48,902</u>	<u>52,698</u>	<u>53,784</u>	<u>54,891</u>	<u>56,020</u>	<u>57,171</u>	<u>58,345</u>	<u>59,543</u>	<u>59,543</u>	<u>59,543</u>	<u>59,543</u>	<u>59,543</u>	<u>59,543</u>
24	<u>53,488</u>	<u>57,630</u>	<u>58,814</u>	<u>60,022</u>	<u>61,253</u>	<u>62,510</u>	<u>63,790</u>	<u>63,790</u>	<u>63,790</u>	<u>63,790</u>	<u>63,790</u>	<u>63,790</u>	<u>63,790</u>
25	<u>58,524</u>	<u>63,046</u>	<u>64,339</u>	<u>65,657</u>	<u>66,999</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>	<u>68,371</u>

Section 10. Section 2-18-313, MCA, is amended to read:

"2-18-313. Institutional teachers' pay schedules. (1) (a) ~~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 8, Chapter 62, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-889.~~ The 12-month pay schedule for institutional teachers for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Does Not Include Insurance

Term -- Twelve Months

Matrix Type -- Annual

Education Level

<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>
<u>1</u>	<u>20,446</u>	<u>21,132</u>	<u>21,838</u>	<u>22,181</u>	<u>22,527</u>	<u>23,232</u>
<u>2</u>	<u>21,253</u>	<u>22,020</u>	<u>22,787</u>	<u>23,171</u>	<u>23,555</u>	<u>24,322</u>
<u>3</u>	<u>22,061</u>	<u>22,907</u>	<u>23,735</u>	<u>24,163</u>	<u>24,584</u>	<u>25,414</u>
<u>4</u>	<u>22,870</u>	<u>23,799</u>	<u>24,684</u>	<u>25,150</u>	<u>25,614</u>	<u>26,504</u>
<u>5</u>	<u>23,676</u>	<u>24,684</u>	<u>25,633</u>	<u>26,138</u>	<u>26,645</u>	<u>27,595</u>
<u>6</u>	<u>24,486</u>	<u>25,575</u>	<u>26,585</u>	<u>27,129</u>	<u>27,675</u>	<u>28,687</u>
<u>7</u>	<u>25,289</u>	<u>26,461</u>	<u>27,532</u>	<u>28,119</u>	<u>28,703</u>	<u>29,775</u>
<u>8</u>	<u>26,099</u>	<u>27,350</u>	<u>28,485</u>	<u>29,110</u>	<u>29,736</u>	<u>30,865</u>
<u>9</u>	<u>26,906</u>	<u>28,237</u>	<u>29,433</u>	<u>30,098</u>	<u>30,766</u>	<u>31,956</u>
<u>10</u>	<u>27,714</u>	<u>29,129</u>	<u>30,382</u>	<u>31,087</u>	<u>31,795</u>	<u>33,048</u>
<u>11</u>	<u>28,524</u>	<u>29,987</u>	<u>31,329</u>	<u>32,077</u>	<u>32,825</u>	<u>34,136</u>

1        12        28,524        29,987        31,329        32,077        32,825        34,136

2        13        28,524        29,987        31,329        32,077        32,825        34,136

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

4                    Annual Hours -- 1480

Note: Does Not Include Insurance

5                    Term -- Nine Months

Matrix Type -- Annual

6                                    Education Level

7	<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>
8	<u>1</u>	<u>15,334</u>	<u>15,849</u>	<u>16,378</u>	<u>16,636</u>	<u>16,895</u>	<u>17,424</u>
9	<u>2</u>	<u>15,940</u>	<u>16,515</u>	<u>17,090</u>	<u>17,378</u>	<u>17,666</u>	<u>18,242</u>
10	<u>3</u>	<u>16,546</u>	<u>17,180</u>	<u>17,801</u>	<u>18,122</u>	<u>18,438</u>	<u>19,060</u>
11	<u>4</u>	<u>17,153</u>	<u>17,849</u>	<u>18,513</u>	<u>18,863</u>	<u>19,211</u>	<u>19,878</u>
12	<u>5</u>	<u>17,757</u>	<u>18,513</u>	<u>19,224</u>	<u>19,603</u>	<u>19,983</u>	<u>20,697</u>
13	<u>6</u>	<u>18,364</u>	<u>19,182</u>	<u>19,939</u>	<u>20,347</u>	<u>20,756</u>	<u>21,515</u>
14	<u>7</u>	<u>18,967</u>	<u>19,845</u>	<u>20,649</u>	<u>21,089</u>	<u>21,528</u>	<u>22,331</u>
15	<u>8</u>	<u>19,574</u>	<u>20,513</u>	<u>21,364</u>	<u>21,833</u>	<u>22,302</u>	<u>23,148</u>
16	<u>9</u>	<u>20,180</u>	<u>21,178</u>	<u>22,075</u>	<u>22,573</u>	<u>23,075</u>	<u>23,967</u>
17	<u>10</u>	<u>20,785</u>	<u>21,847</u>	<u>22,787</u>	<u>23,316</u>	<u>23,846</u>	<u>24,786</u>
18	<u>11</u>	<u>21,393</u>	<u>22,491</u>	<u>23,497</u>	<u>24,058</u>	<u>24,619</u>	<u>25,602</u>
19	<u>12</u>	<u>21,393</u>	<u>22,491</u>	<u>23,497</u>	<u>24,058</u>	<u>24,619</u>	<u>25,602</u>
20	<u>13</u>	<u>21,393</u>	<u>22,491</u>	<u>23,497</u>	<u>24,058</u>	<u>24,619</u>	<u>25,602</u>

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

23                    Annual Hours -- 2080

Note: Does Not Include Insurance

24                    Term -- Twelve Months

Matrix Type -- Annual

25                                    Education Level

	<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>
1							
2	<u>1</u>	<u>21,468</u>	<u>22,189</u>	<u>22,929</u>	<u>23,290</u>	<u>23,653</u>	<u>24,394</u>
3	<u>2</u>	<u>22,316</u>	<u>23,121</u>	<u>23,926</u>	<u>24,329</u>	<u>24,732</u>	<u>25,539</u>
4	<u>3</u>	<u>23,164</u>	<u>24,052</u>	<u>24,921</u>	<u>25,371</u>	<u>25,813</u>	<u>26,684</u>
5	<u>4</u>	<u>24,014</u>	<u>24,989</u>	<u>25,918</u>	<u>26,408</u>	<u>26,895</u>	<u>27,829</u>
6	<u>5</u>	<u>24,860</u>	<u>25,918</u>	<u>26,914</u>	<u>27,444</u>	<u>27,976</u>	<u>28,976</u>
7	<u>6</u>	<u>25,710</u>	<u>26,855</u>	<u>27,915</u>	<u>28,486</u>	<u>29,058</u>	<u>30,121</u>
8	<u>7</u>	<u>26,554</u>	<u>27,783</u>	<u>28,909</u>	<u>29,525</u>	<u>30,139</u>	<u>31,263</u>
9	<u>8</u>	<u>27,404</u>	<u>28,718</u>	<u>29,910</u>	<u>30,566</u>	<u>31,223</u>	<u>32,407</u>
10	<u>9</u>	<u>28,252</u>	<u>29,649</u>	<u>30,905</u>	<u>31,602</u>	<u>32,305</u>	<u>33,554</u>
11	<u>10</u>	<u>29,099</u>	<u>30,586</u>	<u>31,902</u>	<u>32,642</u>	<u>33,384</u>	<u>34,700</u>
12	<u>11</u>	<u>29,950</u>	<u>31,487</u>	<u>32,896</u>	<u>33,681</u>	<u>34,467</u>	<u>35,843</u>
13	<u>12</u>	<u>29,950</u>	<u>31,487</u>	<u>32,896</u>	<u>33,681</u>	<u>34,467</u>	<u>35,843</u>
14	<u>13</u>	<u>29,950</u>	<u>31,487</u>	<u>32,896</u>	<u>33,681</u>	<u>34,467</u>	<u>35,843</u>

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

Annual Hours -- 1480

Note: Does Not Include Insurance

Term -- Nine Months

Matrix Type -- Annual

		<u>Education Level</u>					
	<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>
19							
20	<u>1</u>	<u>16,101</u>	<u>16,641</u>	<u>17,197</u>	<u>17,468</u>	<u>17,740</u>	<u>18,295</u>
21	<u>2</u>	<u>16,737</u>	<u>17,341</u>	<u>17,945</u>	<u>18,247</u>	<u>18,549</u>	<u>19,154</u>
22	<u>3</u>	<u>17,373</u>	<u>18,039</u>	<u>18,691</u>	<u>19,028</u>	<u>19,360</u>	<u>20,013</u>
23	<u>4</u>	<u>18,011</u>	<u>18,741</u>	<u>19,439</u>	<u>19,806</u>	<u>20,172</u>	<u>20,872</u>
24	<u>5</u>	<u>18,645</u>	<u>19,439</u>	<u>20,185</u>	<u>20,583</u>	<u>20,982</u>	<u>21,732</u>
25	<u>6</u>	<u>19,282</u>	<u>20,141</u>	<u>20,936</u>	<u>21,364</u>	<u>21,794</u>	<u>22,591</u>

1	<u>7</u>	<u>19,915</u>	<u>20,837</u>	<u>21,681</u>	<u>22,143</u>	<u>22,604</u>	<u>23,448</u>
2	<u>8</u>	<u>20,553</u>	<u>21,539</u>	<u>22,432</u>	<u>22,925</u>	<u>23,417</u>	<u>24,305</u>
3	<u>9</u>	<u>21,189</u>	<u>22,237</u>	<u>23,179</u>	<u>23,702</u>	<u>24,229</u>	<u>25,165</u>
4	<u>10</u>	<u>21,824</u>	<u>22,939</u>	<u>23,926</u>	<u>24,482</u>	<u>25,038</u>	<u>26,025</u>
5	<u>11</u>	<u>22,463</u>	<u>23,616</u>	<u>24,672</u>	<u>25,261</u>	<u>25,850</u>	<u>26,882</u>
6	<u>12</u>	<u>22,463</u>	<u>23,616</u>	<u>24,672</u>	<u>25,261</u>	<u>25,850</u>	<u>26,882</u>
7	<u>13</u>	<u>22,463</u>	<u>23,616</u>	<u>24,672</u>	<u>25,261</u>	<u>25,850</u>	<u>26,882"</u>

Section 11. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: With Without Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade

\$/Hour

-

W/ins:

E1

-8.000

E2

-7.683

E3

-8.100

E4

-8.463

E5

-8.759

E6

-9.363

E7

+0.023

E8

+0.773

Grade

\$/Hour

L1

0.000

L2

7.51

1	<u>L3</u>	<u>8.05</u>
2	<u>L4</u>	<u>8.35</u>
3	<u>L5</u>	<u>8.66</u>
4	<u>L6</u>	<u>9.31</u>
5	<u>L7</u>	<u>10.02</u>
6	<u>L8</u>	<u>10.82</u>

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

8	<u>Annual Hours -- 2080</u>	<u>Note: Without Insurance</u>
9	<u>Pay Matrix -- Retail Clerk</u>	<u>Matrix Type -- Hourly</u>
10	<u>Grade</u>	<u>\$/Hour</u>
11	<u>L1</u>	<u>0.000</u>
12	<u>L2</u>	<u>7.89</u>
13	<u>L3</u>	<u>8.45</u>
14	<u>L4</u>	<u>8.77</u>
15	<u>L5</u>	<u>9.09</u>
16	<u>L6</u>	<u>9.78</u>
17	<u>L7</u>	<u>10.52</u>
18	<u>L8</u>	<u>11.36"</u>

Section 12. 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:

22	<u>Annual Hours -- 2080</u>	<u>Note: With Without Insurance</u>
23	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
24	<u>Grade</u>	<u>\$/Hour</u>
25	<u>-</u>	<u>W/ins:</u>

1	B+-	-8-153
2	B2-	-8-553
3	B3-	-8-953
4	B4-	-9-953
5	B5-	-9-753
6	B6-	+8-153
7	B7-	+8-553
8	B8-	+8-953
9	B9-	+1-353
10	B+0	+1-753
11	B++	+2-153
12	B+2	+2-553
13	B00	+2-953
14	<u>Grade</u>	<u>\$/Hour</u>
15	<u>B1</u>	<u>8.01</u>
16	<u>B2</u>	<u>8.44</u>
17	<u>B3</u>	<u>8.87</u>
18	<u>B4</u>	<u>9.30</u>
19	<u>B5</u>	<u>9.73</u>
20	<u>B6</u>	<u>10.16</u>
21	<u>B7</u>	<u>10.59</u>
22	<u>B8</u>	<u>11.02</u>
23	<u>B9</u>	<u>11.45</u>
24	<u>B10</u>	<u>11.88</u>
25	<u>B11</u>	<u>12.31</u>

<u>B12</u>	<u>12.74</u>
<u>B00</u>	<u>13.17</u>

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

<u>Annual Hours -- 2080</u>	<u>Note: Without Insurance</u>
<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>

<u>Grade</u>	<u>\$/Hour</u>
<u>B1</u>	<u>8.41</u>
<u>B2</u>	<u>8.86</u>
<u>B3</u>	<u>9.31</u>
<u>B4</u>	<u>9.77</u>
<u>B5</u>	<u>10.22</u>
<u>B6</u>	<u>10.67</u>
<u>B7</u>	<u>11.12</u>
<u>B8</u>	<u>11.57</u>
<u>B9</u>	<u>12.02</u>
<u>B10</u>	<u>12.47</u>
<u>B11</u>	<u>12.93</u>
<u>B12</u>	<u>13.38</u>
<u>B00</u>	<u>13.83"</u>

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

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

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits ~~shall be \$115~~ is \$135 per month for the fiscal years year ending June 30, 1988 1990, and \$155 per month for the fiscal

1 year ending June 30, ~~1989~~ 1991, and \$15-per-month for each fiscal year thereafter. Permanent  
 2 part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible  
 3 for the group benefit contribution. An employee who elects not to be covered by a state-sponsored  
 4 group benefit plan may not receive the state contribution as wages. A portion of the employer  
 5 contribution for group benefits may be applied to an employee's costs for participation in Part B of  
 6 medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group  
 7 benefit plan is the secondary payer and medicare the primary payer.

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

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

13 Section 14. Section 39-31-303, MCA, is amended to read:

14 "39-31-303. Management rights of public employers. Public employees and their representatives  
 15 shall recognize the prerogatives of public employers to operate and manage their affairs in such  
 16 areas such as, but not limited to:

17 (1) direct employees;

18 (2) hire, promote, transfer, assign, and retain employees;

19 (3) relieve employees from duties because of lack of work or funds or under conditions where  
 20 in which continuation of such the work would be inefficient and nonproductive;

21 (4) maintain the efficiency of government operations;

22 ~~{5}--determine--the--methods;--means;--job--classifications;--and--personnel--by--which--government~~  
 23 ~~operations--are--to--be--conducted;~~

24 ~~{6}~~(5) take whatever actions may be necessary to carry out the missions of the agency in  
 25 situations of emergency; and

1       ~~(7)~~(6) establish the methods and processes by which work is performed."

2       **NEW SECTION.** Section 15. **Appropriations.** (1) There is appropriated to the office of budget  
3 and program planning \$\_\_\_\_\_ from the general fund for the biennium ending June 30, 1989, to  
4 implement [section 1] as it pertains to executive, legislative, and judicial branch agencies and the  
5 Montana university system. To implement [section 1], the office of budget and program planning shall  
6 increase the expenditure authority of executive, legislative, and judicial branch agencies and the  
7 Montana university system by \$\_\_\_\_\_ for the biennium ending June 30, 1989, from funds other  
8 than the general fund that accrue under provisions of law to the respective agencies and the Montana  
9 university system.

10       (2) There is appropriated to the office of budget and program planning \$\_\_\_\_\_ from the  
11 general fund for the biennium ending June 30, 1991, to implement [this act], excluding [section 1],  
12 as it pertains to executive, legislative, and judicial branch agencies and the Montana university  
13 system. To implement [this act], excluding [section 1], the office of budget and program planning  
14 shall increase the expenditure authority of executive, legislative, and judicial branch agencies and  
15 the Montana university system by \$\_\_\_\_\_ for the biennium ending June 30, 1991, from funds other  
16 than the general fund that accrue under provisions of law to the respective agencies and the Montana  
17 university system. Vacancy savings may not be used to fund negotiated agreements involving state  
18 employees of executive branch agencies or the Montana university system.

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

21       **NEW SECTION.** Section 17. **Codification instruction.** [Section 2] is intended to be codified as  
22 an integral part of Title 2, chapter 18, part 3, and the provisions of Title 2, chapter 18, part 3,  
23 apply to [section 2].

24       **NEW SECTION.** Section 18. **Effective dates.** (1) [Sections 1, 4 through 6, 14, 15(1), 16, 17,  
25 and this section] are effective on passage and approval.

1 (2) [Sections 2, 3, 7 through 13, and 15(2)] are effective July 1, 1989.

-End-