

HOUSE BILL NO. 786

INTRODUCED BY ADDY

IN THE HOUSE

MARCH 18, 1989	INTRODUCED AND REFERRED TO COMMITTEE ON APPROPRIATIONS.
	FIRST READING.
MARCH 21, 1989	COMMITTEE RECOMMEND BILL DO PASS AS AMENDED. REPORT ADOPTED.
	PRINTING REPORT.
MARCH 22, 1989	SECOND READING, DO PASS AS AMENDED.
MARCH 23, 1989	ENGROSSING REPORT.
	THIRD READING, PASSED. AYES, 77; NOES, 21.
	TRANSMITTED TO SENATE.

IN THE SENATE

MARCH 27, 1989	INTRODUCED AND REFERRED TO COMMITTEE ON FINANCE & CLAIMS.
	FIRST READING.
APRIL 6, 1989	COMMITTEE RECOMMEND BILL BE CONCURRED IN AS AMENDED. REPORT ADOPTED.

IN THE HOUSE

APRIL 8, 1989	ON MOTION, RULES SUSPENDED TO ALLOW TRANSMITTAL AFTER 83RD DAY
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IN THE SENATE

APRIL 10, 1989	SECOND READING, CONCURRED IN AS AMENDED.
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APRIL 12, 1989

THIRD READING, CONCURRED IN.
AYES, 44; NOES, 5.

RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 13, 1989

SECOND READING, AMENDMENTS NOT
CONCURRED IN.

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE SENATE

APRIL 15, 1989

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE HOUSE

APRIL 15, 1989

FREE CONFERENCE COMMITTEE REPORTED.

SECOND READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

APRIL 17, 1989

THIRD READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

IN THE SENATE

APRIL 19, 1989

FREE CONFERENCE COMMITTEE REPORT
ADOPTED.

IN THE HOUSE

APRIL 20, 1989

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

INTRODUCED BY

HOUSE BILL NO. *786*
Adley

A BILL FOR AN ACT ENTITLED: "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; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; 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, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

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

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

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

- (1) elected officials;
- (2) county assessors and their chief deputy;
- (3) officers and employees of the legislative branch;
- (4) judges and employees of the judicial branch;
- (5) members of boards and commissions appointed by the governor, appointed by the legislature, or appointed by other elected state officials;
- (6) officers or members of the militia;
- (7) agency heads appointed by the governor;
- (8) academic and professional administrative personnel with individual contracts under the authority of the board



INTRODUCED BILL
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1 of regents of higher education;

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

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

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

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

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

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

10 "2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in subsections (2) and (3),
11 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
12 2-18-1013.

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

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

18 ~~(4) -- A person occupying an exempt position under 2-18-103 or this section may not receive an increase in~~
19 ~~compensation unless the person changes positions or successfully completes a probationary period in fiscal year 1988 or~~
20 ~~1989."~~

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

22 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation
23 necessary to attract and retain competent and qualified employees in order to perform the services the state is required
24 to provide to its citizens.

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

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

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

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

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

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

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

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

(a) The pay ~~schedate~~ schedules provided in 2-18-312 ~~indicates~~ indicate the annual compensation for the fiscal years ending June 30, 1988 1990, and June 30, 1989 1991, for each grade and step for positions classified under the provisions of part 2 of this chapter.

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

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

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

1 1990.

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

5 (3) The pay schedules provided in 2-18-313, ~~2-18-314, or~~ through 2-18-315 ~~shall~~ must be implemented as follows:

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

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

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

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

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

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

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

(4) (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

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

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

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

(5) The current wage or salary of an employee ~~shall~~ may 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~~ that 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~~ is a negotiable subject under 39-31-305."

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

"2-18-312. Statewide pay schedote 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
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1	1	9,892	10,899	10,301	10,507	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,552
2	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	13,198
3	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	13,901
4	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	14,664
5	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	15,513
6	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	16,437
7	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	17,462
8	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	18,568
9	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	19,796
10	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	21,138
11	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	22,611
12	12	18,128	19,493	19,889	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,237
13	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	26,020
14	14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,261
15	15	22,885	24,608	25,180	25,682	26,214	26,636	27,169	27,712	28,266	28,831	29,408	29,996	30,594
16	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	33,217
17	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	36,051
18	18	29,312	31,510	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,187
19	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	42,631
20	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	46,387
21	21	37,795	40,640	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	48,570	49,541	50,529
22	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	51,897	52,936	53,995	55,074
23	23	44,906	48,286	49,252	50,237	51,242	52,267	53,312	54,378	55,465	56,574	57,705	58,858	60,033
24	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	65,470
25	25	53,471	57,496	58,646	59,819	61,015	62,235	63,480	64,751	66,048	67,372	68,723	70,101	71,505

		STEP												
	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
3	1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
4	2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
5	3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
6	4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
7	5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
8	6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
9	7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
10	8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
11	9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
12	10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
13	11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796
14	12	18,868	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,132	23,580	24,037	24,503	25,477
15	13	20,204	21,669	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,783	26,295	27,341
16	14	21,880	23,471	23,926	24,390	24,872	25,366	25,870	26,384	26,909	27,444	27,991	28,547	29,683
17	15	23,625	25,369	25,873	26,388	26,912	27,447	27,994	28,550	29,118	29,697	30,289	30,891	32,121
18	16	25,613	27,529	28,077	28,635	29,205	29,786	30,379	30,984	31,601	32,230	32,872	33,527	34,862
19	17	27,787	29,867	30,462	31,069	31,687	32,317	32,961	33,617	34,286	34,969	35,665	36,375	37,825
20	18	30,190	32,451	33,097	33,756	34,429	35,114	35,813	36,527	37,255	37,997	38,754	39,526	41,101
21	19	32,831	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,146	42,986	42,986
22	20	35,714	38,391	39,156	39,936	40,731	41,543	42,371	43,216	44,077	44,955	45,851	45,851	45,851
23	21	38,885	41,802	42,635	43,485	44,352	45,236	46,138	47,058	47,996	48,953	48,953	48,953	48,953
24	22	42,366	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	52,295	52,295	52,295	52,295
25	23	46,174	49,639	50,629	51,638	52,669	53,719	54,790	55,883	55,883	55,883	55,883	55,883	55,883

1	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
2	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

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

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

		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>
8	<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
9	<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
10	<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
11	<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
12	<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
13	<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
14	<u>7</u>	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
15	<u>8</u>	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
16	<u>9</u>	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
17	<u>10</u>	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
18	<u>11</u>	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
19	<u>12</u>	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
20	<u>13</u>	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
21	<u>14</u>	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
22	<u>15</u>	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
23	<u>16</u>	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>
24	<u>17</u>	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
25	<u>18</u>	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>

1	<u>19</u>	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
2	<u>20</u>	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
3	<u>21</u>	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
4	<u>22</u>	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
5	<u>23</u>	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
6	<u>24</u>	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
7	<u>25</u>	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</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 62, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-303: (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

	<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>
16							
17	<u>1</u>	<u>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
18	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
19	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
20	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
21	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
22	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
23	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>
24	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
25	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>

1	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
2	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
3	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
4	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(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

	<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>
10	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
11	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
12	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
13	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
14	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
15	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
16	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
17	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
18	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
19	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
20	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
21	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
22	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

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

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve 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>
3	<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
4	<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
5	<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
6	<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
7	<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
8	<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
9	<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
10	<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
11	<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
12	<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
13	<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
14	<u>12</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
15	<u>13</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

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

		<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>
21	<u>1</u>	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
22	<u>2</u>	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
23	<u>3</u>	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
24	<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
25	<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>

Note: Includes Insurance

Annual Hours -- 1480

Matrix Type -- Annual

Term -- Nine Months

1	<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
2	<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
3	<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
4	<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
5	<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
6	<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
7	<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
8	<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</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 store occupations for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

Annual Hours -- 2080

Pay Matrix -- Retail Clerk

Grade

Note: With Insurance

Matrix Type -- Hourly

\$/Hour

W/Ins.

L1	6-888	<u>0.000</u>
L2	7-688	<u>8.040</u>
L3	8-188	<u>8.540</u>
L4	8-468	<u>8.820</u>
L5	8-758	<u>9.110</u>
L6	9-368	<u>9.720</u>
L7	10-028	<u>10.380</u>
L8	10-778	<u>11.130</u>

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

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail ClerkMatrix Type -- HourlyGrade\$/HourW/Ins.

-

L10.000L28.425L38.925L49.205L59.495L610.105L710.765L811.515"

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-CollarMatrix Type -- HourlyGrade\$/HourW/Ins.

B1

8:153 8.51

B2

8:553 8.91

B3

8:953 9.31

B4

9:353 9.71

B5

9:753 10.11

B6

10:153 10.51

B7

10:553 10.91

1	B8	+8-958 <u>11.31</u>
2	B9	+1-958 <u>11.71</u>
3	B10	+1-758 <u>12.11</u>
4	B11	+2-158 <u>12.51</u>
5	B12	+2-558 <u>12.91</u>
6	B00	+2-958 <u>13.31</u>

(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

10	<u>Grade</u>	<u>\$/Hour</u>
11	-	<u>W/Ins.</u>
12	<u>B1</u>	<u>8.90</u>
13	<u>B2</u>	<u>9.25</u>
14	<u>B3</u>	<u>9.65</u>
15	<u>B4</u>	<u>10.05</u>
16	<u>B5</u>	<u>10.45</u>
17	<u>B6</u>	<u>10.85</u>
18	<u>B7</u>	<u>11.25</u>
19	<u>B8</u>	<u>11.65</u>
20	<u>B9</u>	<u>12.05</u>
21	<u>B10</u>	<u>12.45</u>
22	<u>B11</u>	<u>12.85</u>
23	<u>B12</u>	<u>13.25</u>
24	<u>B00</u>	<u>13.65"</u>

Section 9. Section 2-18-702, MCA, is amended to read:

1 **"2-18-702. Group insurance for public employees and officers.** (1) All counties, cities, towns, school districts,
2 and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into
3 group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts
4 or plans for the benefit of their officers and employees and their dependents.

5 (2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group
6 benefit plans as are provided for under part 8 of this chapter.

7 (3) For state officers and employees, the premiums required from time to time to maintain the insurance in force
8 shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages
9 of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his
10 warrant therefor to the insurer.

11 (4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost
12 of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or
13 both professional and hospital services shall be construed as group insurance and the dues payable under such plans
14 shall be construed as premiums therefor.

15 (5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its
16 employees, the board shall maintain the alternative plan on an actuarially sound basis."

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

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

20 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the
21 legislature, the employer contribution for group benefits shall be ~~\$15~~ \$130 per month for the fiscal years year ending
22 June 30, 1988 1990, and \$150 per month for the fiscal year ending June 30, 1989 1991, and ~~\$15-per-month~~ for each fiscal
23 year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
24 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
25 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be

1 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
2 1965, as amended, if the state group 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 employer's premium
4 contributions may exceed but may not be less than \$10 per month.

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

8 NEW SECTION. Section 11. Committee on state employee compensation. (1) (a) There is a committee on state employee
9 compensation.

10 (b) The governor shall appoint seven members to the committee. Two of the members must be representatives of
11 employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through
12 2-18-315.

13 (c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall
14 appoint one representative to the committee.

15 (2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee
16 must be filled in the same manner as the original appointment.

17 (3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the
18 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

19 (4) A member is entitled to compensation as provided in 2-15-122(5).

20 (5) The committee shall:

21 (a) examine policies governing state employee compensation in Montana;

22 (b) study compensation policies of other comparable governmental and private sector entities;

23 (c) review professional literature and research on compensation issues;

24 (d) analyze and assess various components of the Montana state employee compensation system;

25 (e) identify problems with the state employee compensation system and options for resolving these problems. State

1 employees and managers may be surveyed to assist in identifying these problems and options.

2 (f) develop recommendations to maximize employee productivity and promote quality governmental services within
3 available funding; and

4 (g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

5 (6) The state personnel division, department of administration, shall provide staff assistance to the committee.

6 NEW SECTION. Section 12. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is
7 appropriated \$16,900,000 to the office of budget and program planning from the general fund for the biennium ending June
8 30, 1991, to implement [this act] as it pertains to judicial and executive branch agencies.

9 (b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of
10 judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from
11 the general fund that accrue under the provisions of law to the respective agencies.

12 (2) The following money is appropriated to the listed agencies:

	Fiscal 1990		Fiscal 1991	
	General	State Special	General	State Special
	Fund	Revenue	Fund	Revenue
16 Legislative Auditor	\$ 52,426		\$109,735	
17 Legislative Council	38,221		89,293	
18 Legislative Fiscal Analyst	18,550		38,055	
19 Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
20 Consumer Counsel		5,154		10,851
21				
22 Total	\$114,526	\$5,235	\$248,202	\$11,015

23 (3) The appropriations in this section are subject to the provisions of House Bill No. 100.

24 (4) No money is appropriated in this section for salary increases for Montana university system contract faculty.

25 NEW SECTION. Section 13. **Extension of authority.** Any existing authority to make rules on the subject of the

1 provisions of [this act] is extended to the provisions of [this act].

2 NEW SECTION. Section 14. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on
3 passage and approval.

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

-End-

APPROVED BY COMMITTEE
ON APPROPRIATIONS

HOUSE BILL NO. 786

INTRODUCED BY ADDY

A BILL FOR AN ACT ENTITLED: "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; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION; AMENDING SECTIONS 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

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

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

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

(1) elected officials;

(2) county assessors and their chief deputy;

(3) officers and employees of the legislative branch;

(4) judges and employees of the judicial branch;

(5) members of boards and commissions appointed by the governor, ~~appointed by~~ the legislature, or ~~appointed by~~ other elected state officials;

(6) officers or members of the militia;

(7) agency heads appointed by the governor;



SECOND READING
HB 786

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

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

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

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

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

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

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

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

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

(a) The pay ~~schedate~~ schedules provided in 2-18-312 ~~indicates~~ indicate the annual compensation for the fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for each grade and step for positions classified under the provisions of part 2 of this chapter.

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

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

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989--shall--be~~ 1991

1 ~~is that amount which-corresponds~~ corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~
2 1990.

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

6 (3) The pay schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315 ~~shall~~ must be implemented as follows:

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

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

12 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988-shall-be~~ 1990 is that
13 ~~amount which-corresponds~~ corresponding to his level of academic achievement and the step occupied on June 30, ~~1987~~ 1990.

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

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

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

24 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~
25 ~~as-the-case-may-be; shall-be~~ 1991 is that amount ~~which-corresponds~~ corresponding to that ~~the~~ grade occupied on the last

1 day of the preceding fiscal year.

2 (4) (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules
3 provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated
4 collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

5 (ii) ~~in--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
6 as required by subsection (4)(a)(i) ~~of--this--section~~ are not completed by July 1, ~~1987~~ 1989, retroactivity to that date
7 may be negotiated.

8 (iii) ~~in--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
9 as required by subsection (4)(a)(i) ~~of--this--section~~ are not completed by July 1, ~~1987~~ 1989, members of the bargaining
10 unit involved ~~will~~ must continue to receive the compensation they were receiving as of June 30, ~~1987~~ 1989.

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

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

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

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

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

21 "**2-18-312. Statewide pay schedule schedules for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991.** (1) The statewide
22 classification pay schedule for fiscal years-~~1988-and-1989~~ year 1990 is as follows:

23 Annual Hours -- 2080

Note: Includes Insurance

24 Pay Matrix -- State

Matrix Type -- Annual

25 STEP

1	GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	-+0	-+1	-+2	-+3
2	1	9,392	10,899	10,381	10,507	10,717	10,931	11,150	11,379	11,608	11,832	12,069	12,310	12,552
3	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	13,198
4	3	10,398	11,181	11,405	11,639	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	13,895
5	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	14,654
6	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	15,518
7	6	12,295	13,228	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,438
8	7	13,062	14,045	14,326	14,619	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,466
9	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	18,569
10	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	19,798
11	10	15,813	17,003	17,349	17,698	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,139
12	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	22,616
13	12	18,128	19,499	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,234
14	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	26,022
15	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	28,267
16	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	30,596
17	16	24,846	26,716	27,258	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,218
18	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	36,056
19	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	39,187
20	19	31,888	34,288	34,974	35,679	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	42,634
21	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	46,388
22	21	37,795	40,648	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	48,567	49,534	50,518
23	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	51,896	52,934	53,991	55,068
24	23	44,986	48,286	49,252	50,297	51,342	52,407	53,492	54,598	55,725	56,873	58,042	59,231	60,440
25	24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	59,320	60,504	61,710	62,938	64,188	65,460

1	25	59,474	57,496	58,646	59,819	61,015	62,235	62,235	62,235	62,235	62,235	62,235	62,235	62,235
2														
3	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
4	1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
5	2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
6	3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
7	4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
8	5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
9	6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
10	7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
11	8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
12	9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
13	10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
14	11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796
15	12	18,868	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,132	23,580	24,037	24,503	25,477
16	13	20,204	21,669	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,783	26,295	27,341
17	14	21,880	23,471	23,926	24,390	24,872	25,366	25,870	26,384	26,909	27,444	27,991	28,547	29,683
18	15	23,625	25,369	25,873	26,388	26,912	27,447	27,994	28,550	29,118	29,697	30,289	30,891	32,121
19	16	25,613	27,529	28,077	28,635	29,205	29,786	30,379	30,984	31,601	32,230	32,872	33,527	34,862
20	17	27,787	29,867	30,462	31,069	31,687	32,317	32,961	33,617	34,286	34,969	35,665	36,375	37,825
21	18	30,190	32,451	33,097	33,756	34,429	35,114	35,813	36,527	37,255	37,997	38,754	39,526	41,101
22	19	32,831	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,146	42,986	44,986
23	20	35,714	38,391	39,156	39,936	40,731	41,543	42,371	43,216	44,077	44,955	45,851	46,761	49,051
24	21	38,885	41,802	42,635	43,485	44,352	45,236	46,138	47,058	47,996	48,953	49,933	50,933	53,553
25	22	42,366	45,544	46,452	47,379	48,324	49,287	50,270	51,273	52,295	53,335	54,393	55,468	58,553

1	<u>23</u>	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>
2	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
3	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

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

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

		<u>STEP</u>												
	<u>GRADE</u>	<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>
9	<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
10	<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
11	<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
12	<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
13	<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
14	<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
15	<u>7</u>	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
16	<u>8</u>	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
17	<u>9</u>	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
18	<u>10</u>	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
19	<u>11</u>	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
20	<u>12</u>	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
21	<u>13</u>	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
22	<u>14</u>	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
23	<u>15</u>	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
24	<u>16</u>	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>
25	<u>17</u>	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>

1	<u>18</u>	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>
2	<u>19</u>	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
3	<u>20</u>	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
4	<u>21</u>	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
5	<u>22</u>	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
6	<u>23</u>	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
7	<u>24</u>	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
8	<u>25</u>	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</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 2-18-303. (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

	<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>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
19	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
20	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
21	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
22	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
23	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
24	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>
25	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>

1	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>
2	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
3	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
4	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
5	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(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

		<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>
11	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
12	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
13	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
14	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
15	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
16	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
17	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
18	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
19	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
20	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
21	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
22	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
23	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

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

Annual Hours -- 2080

Note: Includes Insurance

<u>Term -- Twelve Months</u>			<u>Matrix Type -- Annual</u>			
			<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>
<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
<u>12</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
<u>13</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

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

<u>Annual Hours -- 1480</u>			<u>Note: Includes Insurance</u>			
<u>Term -- Nine Months</u>			<u>Matrix Type -- Annual</u>			
			<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>
<u>1</u>	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
<u>2</u>	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
<u>3</u>	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>

1	<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
2	<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
3	<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
4	<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
5	<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
6	<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
7	<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
8	<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
9	<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>

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

11 "2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for
 12 fiscal years-1988-and-1989 year 1990 is as follows:

13	Annual Hours -- 2080		Note: With Insurance	
14	Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
15	Grade		\$/Hour	
16			W/Ins.	
17	L1		8-000	<u>0.000</u>
18	L2		7-683	<u>8.040</u>
19	L3		8-183	<u>8.540</u>
20	L4		8-463	<u>8.820</u>
21	L5		8-753	<u>9.110</u>
22	L6		9-363	<u>9.720</u>
23	L7		10-023	<u>10.380</u>
24	L8		10-773	<u>11.130</u>

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

1	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
2	<u>Pay Matrix -- Retail Clerk</u>	<u>Matrix Type -- Hourly</u>
3	<u>Grade</u>	<u>\$/Hour</u>
4	<u>-</u>	<u>W/Ins.</u>
5	<u>L1</u>	<u>0.000</u>
6	<u>L2</u>	<u>8.425</u>
7	<u>L3</u>	<u>8.925</u>
8	<u>L4</u>	<u>9.205</u>
9	<u>L5</u>	<u>9.495</u>
10	<u>L6</u>	<u>10.105</u>
11	<u>L7</u>	<u>10.765</u>
12	<u>L8</u>	<u>11.515"</u>

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

14 "2-18-315. Blue-collar pay schedule schedules. (1) The pay schedule for blue-collar workers for fiscal years ~~1988~~
 15 ~~and 1989~~ year 1990 is as follows:

16	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
17	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
18	<u>Grade</u>	<u>\$/Hour</u>
19		<u>W/Ins.</u>
20	<u>B1</u>	<u>8:453 8.51</u>
21	<u>B2</u>	<u>8:553 8.91</u>
22	<u>B3</u>	<u>8:953 9.31</u>
23	<u>B4</u>	<u>9:353 9.71</u>
24	<u>B5</u>	<u>9:753 10.11</u>
25	<u>B6</u>	<u>10:153 10.51</u>

1	B7	+8-553 10.91
2	B8	+8-959 11.31
3	B9	+1-353 11.71
4	B10	+1-753 12.11
5	B11	+2-153 12.51
6	B12	+2-553 12.91
7	B00	+2-953 13.31

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

9	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
10	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
11	<u>Grade</u>	<u>\$/Hour</u>
12		<u>W/Ins.</u>
13	<u>B1</u>	<u>8.90</u>
14	<u>B2</u>	<u>9-25 9.30</u>
15	<u>B3</u>	<u>9-65 9.70</u>
16	<u>B4</u>	<u>+8-85 10.10</u>
17	<u>B5</u>	<u>+8-45 10.50</u>
18	<u>B6</u>	<u>+8-85 10.90</u>
19	<u>B7</u>	<u>+1-25 11.30</u>
20	<u>B8</u>	<u>+1-65 11.70</u>
21	<u>B9</u>	<u>+2-85 12.10</u>
22	<u>B10</u>	<u>+2-45 12.50</u>
23	<u>B11</u>	<u>+2-85 12.90</u>
24	<u>B12</u>	<u>+9-25 13.30</u>
25	<u>B00</u>	<u>+9-65 13.70"</u>

1 Section 9. Section 2-18-702, MCA, is amended to read:

2 "2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts,
3 and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into
4 group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts
5 or plans for the benefit of their officers and employees and their dependents.

6 (2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group
7 benefit plans as are provided for under part 8 of this chapter.

8 (3) For state officers and employees, the premiums required from time to time to maintain the insurance in force
9 shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages
10 of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his
11 warrant therefor to the insurer.

12 (4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost
13 of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or
14 both professional and hospital services shall be construed as group insurance and the dues payable under such plans
15 shall be construed as premiums therefor.

16 (5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its
17 employees, the board shall maintain the alternative plan on an actuarially sound basis."

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

19 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this
20 section towards the group benefits cost.

21 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the
22 legislature, the employer contribution for group benefits shall be ~~\$115~~ \$130 per month for the fiscal years ~~year~~ ending
23 June 30, ~~1988~~ 1990, and \$150 per month for the fiscal year ending June 30, 1989 1991, and ~~\$115-per-month~~ for each fiscal
24 year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
25 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit

1 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be
 2 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
 3 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

9 NEW SECTION. Section 11. **Committee on state employee compensation.** (1) (a) There is a committee on state employee
 10 compensation.

11 (b) The governor shall appoint seven members to the committee. Two of the members must be representatives of
 12 employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through
 13 2-18-315.

14 (c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall
 15 appoint one representative to the committee.

16 (2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee
 17 must be filled in the same manner as the original appointment.

18 (3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the
 19 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

20 (4) A member is entitled to compensation as provided in 2-15-122(5).

21 (5) The committee shall:

22 (a) examine policies governing state employee compensation in Montana;

23 (b) study compensation policies of other comparable governmental and private sector entities;

24 (c) review professional literature and research on compensation issues;

25 (d) analyze and assess various components of the Montana state employee compensation system;

(e) identify problems with the state employee compensation system and options for resolving these problems. State employees and managers may be surveyed to assist in identifying these problems and options.

(f) develop recommendations to maximize employee productivity and promote quality governmental services within available funding; and

(g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

(6) The state personnel division, department of administration, shall provide staff assistance to the committee.

NEW SECTION. Section 12. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is appropriated \$16,900,000 to the office of budget and program planning from the general fund for the biennium ending June 30, 1991, to implement [this act] as it pertains to judicial and executive branch agencies.

(b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from the general fund that accrue under the provisions of law to the respective agencies.

(2) The following money is appropriated to the listed agencies:

	Fiscal 1990		Fiscal 1991	
	General	State Special	General	State Special
	Fund	Revenue	Fund	Revenue
Legislative Auditor	\$ 52,426		\$109,735	
Legislative Council	38,221		89,293	
Legislative Fiscal Analyst	18,550		38,055	
Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
Consumer Counsel		5,154		10,851
	<hr/>	<hr/>	<hr/>	<hr/>
Total	\$114,526	\$5,235	\$248,202	\$11,015

(3) The appropriations in this section are subject to the provisions of House Bill No. 100.

(4) No money is appropriated in this section for salary increases for Montana university system contract faculty.

1 IT IS THE INTENT OF THE LEGISLATURE THAT A PORTION OF THE MONEY APPROPRIATED TO THE MONTANA UNIVERSITY SYSTEM IN HOUSE
2 BILL NO. 100 BE USED TO FUND INCREASES IN SALARIES FOR CONTRACT FACULTY AND INCREASES IN SALARIES AND GROUP BENEFITS FOR
3 SUPPORT STAFF AND INSTRUCTIONAL SUPPORT STAFF COMPARABLE TO THE INCREASES PROVIDED IN [THIS ACT] FOR OTHER STATE
4 EMPLOYEES.

5 (5) THERE IS APPROPRIATED \$90,000 FROM THE GENERAL FUND TO THE DEPARTMENT OF ADMINISTRATION FOR THE BIENNIUM
6 ENDING JUNE 30, 1991, FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION PROVIDED FOR IN [SECTION 11]. THESE FUNDS
7 MAY BE USED FOR CONTRACTED SERVICES, SALARY AND BENEFITS FOR TEMPORARY STAFF, COMPENSATION FOR COMMITTEE MEMBERS, AND
8 OTHER NECESSARY EXPENSES INCURRED BY THE COMMITTEE IN PERFORMING ITS DUTIES AS PROVIDED IN [SECTION 11].

9 NEW SECTION. Section 13. **Extension of authority.** Any existing authority to make rules on the subject of the
10 provisions of [this act] is extended to the provisions of [this act].

11 NEW SECTION. Section 14. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on
12 passage and approval.

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

-End-

HOUSE BILL NO. 786

INTRODUCED BY ADDY

A BILL FOR AN ACT ENTITLED: "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; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION; AMENDING SECTIONS 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

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

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

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

(1) elected officials;

(2) county assessors and their chief deputy;

(3) officers and employees of the legislative branch;

(4) judges and employees of the judicial branch;

(5) members of boards and commissions appointed by the governor, appointed-by the legislature, or appointed-by other elected state officials;

(6) officers or members of the militia;

(7) agency heads appointed by the governor;



THIRD READING

HB 786 AS AMENDED

(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 2-18-189 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 compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

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

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

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

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

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

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

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

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

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

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

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

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989--shall--be~~ 1991

1 ~~is~~ that amount which-corresponds corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~
2 1990.

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

6 (3) The pay schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315 shall must be implemented as follows:

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

10 (ii) ~~The--compensation--of--each--teacher--on~~ ON the first day of the first pay period in July ~~1987-shall-be~~ 1989 is
11 ~~that-amount which-corresponds corresponding-to-his-level-of-academic-achievement-and,~~ EACH TEACHER SHALL ADVANCE THREE
12 STEPS ON THE APPROPRIATE PAY SCHEDULE FOR FISCAL YEAR 1990 FROM the step THAT HE occupied on June 30, ~~1987~~ 1989.

13 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988-shall-be~~ 1990 is that
14 amount which-corresponds corresponding to his level of academic achievement and the step occupied on June 30, ~~1987~~ 1990.

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

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

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

25 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~

1 ~~as--the case may be, shall be~~ 1991 is that amount which corresponds corresponding to that the grade occupied on the last
 2 day of the preceding fiscal year.

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

6 (ii) ~~in-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
 7 as required by subsection (4)(a)(i) of ~~this-section~~ are not completed by July 1, ~~+987~~ 1989, retroactivity to that date
 8 may be negotiated.

9 (iii) ~~in-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
 10 as required by subsection (4)(a)(i) of ~~this-section~~ are not completed by July 1, ~~+987~~ 1989, members of the bargaining
 11 unit involved ~~with~~ must continue to receive the compensation they were receiving as of June 30, ~~+987~~ 1989.

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

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

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

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

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

22 "2-18-312. Statewide pay schedule schedules for fiscal years +988 1990 and +989 1991. (1) The statewide
 23 classification pay schedule for fiscal years-+988-and-+989 year 1990 is as follows:

24 Annual Hours -- 2080

Note: Includes Insurance

25 Pay Matrix -- State

Matrix Type -- Annual

1		STEP												
2	GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	-10	-11	-12	-13
3	1	9,992	10,899	10,301	10,507	10,717	10,931	11,150	11,378	11,600	11,832	12,069	12,310	12,552
4	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	13,199
5	3	10,898	11,181	11,405	11,633	11,866	12,109	12,345	12,592	12,844	13,101	13,363	13,630	13,895
6	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	14,654
7	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	15,510
8	6	12,295	13,220	13,404	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,437
9	7	13,062	14,045	14,326	14,619	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,466
10	8	13,809	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,569
11	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	19,796
12	10	15,813	17,003	17,349	17,698	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,139
13	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	22,616
14	12	18,120	19,499	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,234
15	13	19,464	20,929	21,348	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,510	26,016
16	14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,267
17	15	22,805	24,608	25,100	25,602	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	30,596
18	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	33,219
19	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	36,054
20	18	29,312	31,510	32,140	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,187
21	19	31,800	34,200	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	42,634
22	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	46,388
23	21	37,795	40,640	41,459	42,282	43,120	43,991	44,871	45,768	46,683	47,617	48,570	49,541	50,530
24	22	41,191	44,291	45,177	46,081	47,008	47,943	48,902	49,888	50,878	51,878	52,878	53,878	54,878
25	23	44,906	48,206	49,252	50,237	51,242	52,267	53,312	54,378	55,478	56,578	57,678	58,778	59,878

1	24	48,988	52,675	58,729	54,864	55,988	57,818	58,158	58,158	58,158	58,158	58,158	58,158	58,158
2	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
3		STEP												
4	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>
5	<u>1</u>	<u>10,132</u>	<u>10,839</u>	<u>11,041</u>	<u>11,247</u>	<u>11,457</u>	<u>11,671</u>	<u>11,890</u>	<u>12,113</u>	<u>12,340</u>	<u>12,572</u>	<u>12,809</u>	<u>13,050</u>	<u>13,542</u>
6	<u>2</u>	<u>10,614</u>	<u>11,357</u>	<u>11,569</u>	<u>11,786</u>	<u>12,007</u>	<u>12,232</u>	<u>12,462</u>	<u>12,696</u>	<u>12,935</u>	<u>13,179</u>	<u>13,428</u>	<u>13,682</u>	<u>14,200</u>
7	<u>3</u>	<u>11,138</u>	<u>11,921</u>	<u>12,145</u>	<u>12,373</u>	<u>12,606</u>	<u>12,843</u>	<u>13,085</u>	<u>13,332</u>	<u>13,584</u>	<u>13,841</u>	<u>14,103</u>	<u>14,370</u>	<u>14,915</u>
8	<u>4</u>	<u>11,711</u>	<u>12,537</u>	<u>12,773</u>	<u>13,014</u>	<u>13,259</u>	<u>13,509</u>	<u>13,764</u>	<u>14,024</u>	<u>14,290</u>	<u>14,561</u>	<u>14,837</u>	<u>15,119</u>	<u>15,694</u>
9	<u>5</u>	<u>12,343</u>	<u>13,216</u>	<u>13,466</u>	<u>13,721</u>	<u>13,981</u>	<u>14,246</u>	<u>14,516</u>	<u>14,792</u>	<u>15,073</u>	<u>15,360</u>	<u>15,652</u>	<u>15,950</u>	<u>16,558</u>
10	<u>6</u>	<u>13,035</u>	<u>13,960</u>	<u>14,224</u>	<u>14,494</u>	<u>14,769</u>	<u>15,050</u>	<u>15,336</u>	<u>15,628</u>	<u>15,926</u>	<u>16,230</u>	<u>16,540</u>	<u>16,856</u>	<u>17,501</u>
11	<u>7</u>	<u>13,802</u>	<u>14,785</u>	<u>15,066</u>	<u>15,353</u>	<u>15,645</u>	<u>15,943</u>	<u>16,247</u>	<u>16,557</u>	<u>16,873</u>	<u>17,196</u>	<u>17,525</u>	<u>17,861</u>	<u>18,546</u>
12	<u>8</u>	<u>14,629</u>	<u>15,674</u>	<u>15,973</u>	<u>16,278</u>	<u>16,589</u>	<u>16,906</u>	<u>17,229</u>	<u>17,559</u>	<u>17,895</u>	<u>18,238</u>	<u>18,588</u>	<u>18,945</u>	<u>19,673</u>
13	<u>9</u>	<u>15,547</u>	<u>16,662</u>	<u>16,980</u>	<u>17,305</u>	<u>17,636</u>	<u>17,974</u>	<u>18,319</u>	<u>18,671</u>	<u>19,030</u>	<u>19,396</u>	<u>19,769</u>	<u>20,150</u>	<u>20,926</u>
14	<u>10</u>	<u>16,553</u>	<u>17,743</u>	<u>18,083</u>	<u>18,430</u>	<u>18,784</u>	<u>19,145</u>	<u>19,513</u>	<u>19,888</u>	<u>20,271</u>	<u>20,662</u>	<u>21,060</u>	<u>21,466</u>	<u>22,295</u>
15	<u>11</u>	<u>17,652</u>	<u>18,925</u>	<u>19,289</u>	<u>19,660</u>	<u>20,038</u>	<u>20,424</u>	<u>20,818</u>	<u>21,220</u>	<u>21,630</u>	<u>22,048</u>	<u>22,474</u>	<u>22,909</u>	<u>23,796</u>
16	<u>12</u>	<u>18,868</u>	<u>20,233</u>	<u>20,623</u>	<u>21,021</u>	<u>21,427</u>	<u>21,841</u>	<u>22,263</u>	<u>22,693</u>	<u>23,132</u>	<u>23,580</u>	<u>24,037</u>	<u>24,503</u>	<u>25,477</u>
17	<u>13</u>	<u>20,204</u>	<u>21,669</u>	<u>22,088</u>	<u>22,515</u>	<u>22,951</u>	<u>23,395</u>	<u>23,848</u>	<u>24,310</u>	<u>24,788</u>	<u>25,281</u>	<u>25,783</u>	<u>26,295</u>	<u>27,341</u>
18	<u>14</u>	<u>21,880</u>	<u>23,471</u>	<u>23,926</u>	<u>24,390</u>	<u>24,872</u>	<u>25,366</u>	<u>25,870</u>	<u>26,384</u>	<u>26,909</u>	<u>27,444</u>	<u>27,991</u>	<u>28,547</u>	<u>29,683</u>
19	<u>15</u>	<u>23,625</u>	<u>25,369</u>	<u>25,873</u>	<u>26,388</u>	<u>26,912</u>	<u>27,447</u>	<u>27,994</u>	<u>28,550</u>	<u>29,118</u>	<u>29,697</u>	<u>30,289</u>	<u>30,891</u>	<u>32,121</u>
20	<u>16</u>	<u>25,613</u>	<u>27,529</u>	<u>28,077</u>	<u>28,635</u>	<u>29,205</u>	<u>29,786</u>	<u>30,379</u>	<u>30,984</u>	<u>31,601</u>	<u>32,230</u>	<u>32,872</u>	<u>33,527</u>	<u>34,862</u>
21	<u>17</u>	<u>27,787</u>	<u>29,867</u>	<u>30,462</u>	<u>31,069</u>	<u>31,687</u>	<u>32,317</u>	<u>32,961</u>	<u>33,617</u>	<u>34,286</u>	<u>34,969</u>	<u>35,665</u>	<u>36,375</u>	<u>37,825</u>
22	<u>18</u>	<u>30,190</u>	<u>32,451</u>	<u>33,097</u>	<u>33,756</u>	<u>34,429</u>	<u>35,114</u>	<u>35,813</u>	<u>36,527</u>	<u>37,255</u>	<u>37,997</u>	<u>38,754</u>	<u>39,526</u>	<u>41,101</u>
23	<u>19</u>	<u>32,831</u>	<u>35,291</u>	<u>35,994</u>	<u>36,710</u>	<u>37,441</u>	<u>38,187</u>	<u>38,948</u>	<u>39,724</u>	<u>40,515</u>	<u>41,323</u>	<u>42,146</u>	<u>42,986</u>	<u>42,986</u>
24	<u>20</u>	<u>35,714</u>	<u>38,391</u>	<u>39,156</u>	<u>39,936</u>	<u>40,731</u>	<u>41,543</u>	<u>42,371</u>	<u>43,216</u>	<u>44,077</u>	<u>44,955</u>	<u>45,851</u>	<u>45,851</u>	<u>45,851</u>
25	<u>21</u>	<u>38,885</u>	<u>41,802</u>	<u>42,635</u>	<u>43,485</u>	<u>44,352</u>	<u>45,236</u>	<u>46,138</u>	<u>47,058</u>	<u>47,996</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>

1	22	<u>42,366</u>	<u>45,544</u>	<u>46,452</u>	<u>47,379</u>	<u>48,324</u>	<u>49,287</u>	<u>50,270</u>	<u>51,273</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>
2	23	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>
3	24	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
4	25	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

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

6	<u>Annual Hours -- 2080</u>										<u>Note: Includes Insurance</u>			
7	<u>Pay Matrix -- State</u>										<u>Matrix Type -- Annual</u>			
8		<u>STEP</u>												
9	<u>GRADE</u>	<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>
10	<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
11	<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
12	<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
13	<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
14	<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
15	<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
16	<u>7</u>	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
17	<u>8</u>	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
18	<u>9</u>	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
19	<u>10</u>	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
20	<u>11</u>	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
21	<u>12</u>	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
22	<u>13</u>	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
23	<u>14</u>	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
24	<u>15</u>	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
25	<u>16</u>	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>

1	<u>17</u>	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
2	<u>18</u>	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>
3	<u>19</u>	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
4	<u>20</u>	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
5	<u>21</u>	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
6	<u>22</u>	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
7	<u>23</u>	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
8	<u>24</u>	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
9	<u>25</u>	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</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 9, Chapter 621, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-303; (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

	<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>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
19	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
20	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
21	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
22	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
23	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
24	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>

1	8	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
2	9	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>
3	10	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
4	11	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
5	12	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
6	13	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(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

	<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>
11							
12	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
13	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
14	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
15	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
16	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
17	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
18	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
19	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
20	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
21	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
22	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
23	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
24	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

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

1	<u>Annual Hours -- 2080</u>			<u>Note: Includes Insurance</u>			
2	<u>Term -- Twelve Months</u>			<u>Matrix Type -- Annual</u>			
3	<u>Education Level</u>						
4	<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>
5	<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
6	<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
7	<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
8	<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
9	<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
10	<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
11	<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
12	<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
13	<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
14	<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
15	<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
16	<u>12</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
17	<u>13</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

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

19	<u>Annual Hours -- 1480</u>			<u>Note: Includes Insurance</u>			
20	<u>Term -- Nine Months</u>			<u>Matrix Type -- Annual</u>			
21	<u>Education Level</u>						
22	<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>
23	<u>1</u>	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
24	<u>2</u>	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
25	<u>3</u>	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>

1	<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
2	<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
3	<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
4	<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
5	<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
6	<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
7	<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
8	<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
9	<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
10	<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938"</u>

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

12 "2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for
 13 fiscal years-1988-and-1989 year 1990 is as follows:

14	Annual Hours -- 2080		Note: With Insurance	
15	Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
16	Grade		\$/Hour	
17			W/Ins.	
18	L1		8-888	<u>0.000</u>
19	L2		7-683	<u>8.040</u>
20	L3		8-183	<u>8.540</u>
21	L4		8-463	<u>8.820</u>
22	L5		8-759	<u>9.110</u>
23	L6		9-868	<u>9.720</u>
24	L7		10-029	<u>10.380</u>
25	L8		10-773	<u>11.130</u>

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

<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
<u>Pay Matrix -- Retail Clerk</u>	<u>Matrix Type -- Hourly</u>
<u>Grade</u>	<u>\$/Hour</u>
--	<u>W/Ins.</u>
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>8.425</u>
<u>L3</u>	<u>8.925</u>
<u>L4</u>	<u>9.205</u>
<u>L5</u>	<u>9.495</u>
<u>L6</u>	<u>10.105</u>
<u>L7</u>	<u>10.765</u>
<u>L8</u>	<u>11.515"</u>

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:

<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
<u>Grade</u>	<u>\$/Hour</u>
	<u>W/Ins.</u>
<u>B1</u>	<u>8-153 8.51</u>
<u>B2</u>	<u>8-553 8.91</u>
<u>B3</u>	<u>8-953 9.31</u>
<u>B4</u>	<u>9-353 9.71</u>
<u>B5</u>	<u>9-753 10.11</u>

1	B6	+0-153 10.51
2	B7	+0-553 10.91
3	B8	+0-953 11.31
4	B9	+1-953 11.71
5	B10	+1-753 12.11
6	B11	+2-153 12.51
7	B12	+2-553 12.91
8	B00	+2-953 13.31

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

10	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
11	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
12	<u>Grade</u>	<u>\$/Hour</u>
13		<u>W/Ins.</u>
14	<u>B1</u>	<u>8.90</u>
15	<u>B2</u>	<u>9-25 9.30</u>
16	<u>B3</u>	<u>9-65 9.70</u>
17	<u>B4</u>	<u>+0-85 10.10</u>
18	<u>B5</u>	<u>+0-45 10.50</u>
19	<u>B6</u>	<u>+0-85 10.90</u>
20	<u>B7</u>	<u>+1-25 11.30</u>
21	<u>B8</u>	<u>+1-65 11.70</u>
22	<u>B9</u>	<u>+2-05 12.10</u>
23	<u>B10</u>	<u>+2-45 12.50</u>
24	<u>B11</u>	<u>+2-85 12.90</u>
25	<u>B12</u>	<u>+3-25 13.30</u>

B00

~~13.65~~ 13.70"

Section 9. Section 2-18-702, MCA, is amended to read:

"2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts, and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts or plans for the benefit of their officers and employees and their dependants.

(2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group benefit plans as are provided for under part 8 of this chapter.

(3) For state officers and employees, the premiums required from time to time to maintain the insurance in force shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his warrant therefor to the insurer.

(4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or both professional and hospital services shall be construed as group insurance and the dues payable under such plans shall be construed as premiums therefor.

(5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its employees, the board shall maintain the alternative plan on an actuarially sound basis."

Section 10. 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~~ \$130 per month for the fiscal years year ending June 30, ~~1988~~ 1990, and \$150 per month for the fiscal year ending June 30, ~~1989~~ 1991, and ~~\$115-per-month~~ for each fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not

1 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
 2 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be
 3 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
 4 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

10 NEW SECTION. Section 11. Committee on state employee compensation. (1) (a) There is a committee on state employee
 11 compensation.

12 (b) The governor shall appoint seven members to the committee. Two of the members must be representatives of
 13 employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through
 14 2-18-315.

15 (c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall
 16 appoint one representative to the committee.

17 (2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee
 18 must be filled in the same manner as the original appointment.

19 (3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the
 20 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

21 (4) A member is entitled to compensation as provided in 2-15-122(5).

22 (5) The committee shall:

23 (a) examine policies governing state employee compensation in Montana;

24 (b) study compensation policies of other comparable governmental and private sector entities;

25 (c) review professional literature and research on compensation issues;

(d) analyze and assess various components of the Montana state employee compensation system;

(e) identify problems with the state employee compensation system and options for resolving these problems. State employees and managers may be surveyed to assist in identifying these problems and options.

(f) develop recommendations to maximize employee productivity and promote quality governmental services within available funding; and

(g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

(6) The state personnel division, department of administration, shall provide staff assistance to the committee.

NEW SECTION. Section 12. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is appropriated ~~\$16,988,888~~ \$17,227,616 to the office of budget and program planning from the general fund for the biennium ending June 30, 1991, to implement [this act] as it pertains to judicial and executive branch agencies.

(b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from the general fund that accrue under the provisions of law to the respective agencies.

(2) The following money is appropriated to the listed agencies:

	Fiscal 1990		Fiscal 1991	
	General	State Special	General	State Special
	Fund	Revenue	Fund	Revenue
Legislative Auditor	\$ 52,426		\$109,735	
Legislative Council	38,221		89,293	
Legislative Fiscal Analyst	18,550		38,055	
Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
Consumer Counsel		5,154		10,851
Total	\$114,526	\$5,235	\$248,202	\$11,015

(3) The appropriations in this section are subject to the provisions of House Bill No. 100.

(4) No money is appropriated in this section for salary increases for Montana university system contract faculty. IT IS THE INTENT OF THE LEGISLATURE THAT A PORTION OF THE MONEY APPROPRIATED TO THE MONTANA UNIVERSITY SYSTEM IN HOUSE BILL NO. 100 BE USED TO FUND INCREASES IN SALARIES FOR CONTRACT FACULTY AND INCREASES IN SALARIES AND GROUP BENEFITS FOR SUPPORT STAFF AND INSTRUCTIONAL SUPPORT STAFF COMPARABLE TO THE INCREASES PROVIDED IN [THIS ACT] FOR OTHER STATE EMPLOYEES.

(5) THERE IS APPROPRIATED \$90,000 FROM THE GENERAL FUND TO THE DEPARTMENT OF ADMINISTRATION FOR THE BIENNIUM ENDING JUNE 30, 1991, FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION PROVIDED FOR IN [SECTION 11]. THESE FUNDS MAY BE USED FOR CONTRACTED SERVICES, SALARY AND BENEFITS FOR TEMPORARY STAFF, COMPENSATION FOR COMMITTEE MEMBERS, AND OTHER NECESSARY EXPENSES INCURRED BY THE COMMITTEE IN PERFORMING ITS DUTIES AS PROVIDED IN [SECTION 11].

NEW SECTION. Section 13. Extension of authority. Any existing authority to make rules on the subject of the provisions of [this act] is extended to the provisions of [this act].

NEW SECTION. Section 14. Effective dates. (1) Except as provided in subsection (2), [this act] is effective on passage and approval.

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

-End-

SENATE STANDING COMMITTEE REPORT

April 6, 1989

MR. PRESIDENT:

We, your committee on Finance and Claims, having had under consideration HB 786 (third reading copy -- blue), respectfully report that HB 786 be amended and as so amended be concurred in:

Sponsor: Addy (Beck)

1. Page 17, line 7.

Following: "administration,"

Insert: "and the legislative council"

2. Page 17, line 9.

Strike: "\$17,227,616"

Insert: "\$13,546,000"

Following: "planning"

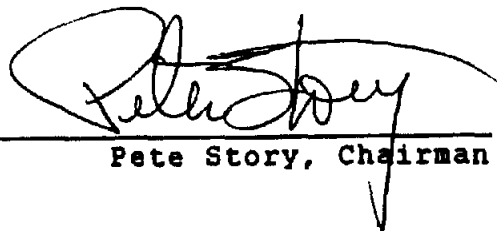
Insert: "and \$3,681,616 to the office of the commissioner of higher education"

3. Page 18, lines 2 through 5.

Strike: "IT" on line 2 through "." on line 5

AND AS AMENDED BE CONCURRED IN

Signed: _____



Pete Story, Chairman

SENATE
HB 786

SENATE COMMITTEE OF THE WHOLE AMENDMENT

page 1 of 2

April 10, 1989 2:37 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Title, line 5.

Following: ";"

Insert: "INCREASING COMPENSATION FOR CERTAIN ELECTED OFFICIALS AND STATE EMPLOYEES;"

2. Title, line 11.

Following: "SECTIONS"

Insert: "2-16-405,"

Following: "2-18-702,"

Strike: "AND"

3. Title, line 12.

Following: "2-18-703,"

Insert: "13-37-106, AND 15-2-102,"

4. Page 1, line 15.

Following: line 14

Insert: "Section 1. Section 2-16-405, MCA, is amended to read:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year ~~1906~~ 1990 and following years are:

		<u>Fiscal Year</u> <u>1990</u>	<u>Following</u> <u>June 30, 199</u>
Governor	\$50,452	\$51,713	\$53,006
Lieutenant governor	\$36,141	\$37,044	\$37,970
Chief justice			
of the supreme court	\$51,722		
Justices of the supreme			
court, each	\$50,452		
Attorney general	\$46,016	\$47,166	\$48,345
State auditor	\$33,342	\$34,176	\$35,030
Superintendent of public instruction	\$39,672	\$40,664	\$41,681
Public service commission chairman	\$37,363	\$38,297	\$39,254
Public service commissioners, other than chairman	\$36,141	\$37,044	\$37,970
Secretary of state	\$33,342	\$34,176	\$35,030
Clerk of the supreme court	\$32,401	\$33,211	\$34,041"

Renumber: subsequent sections

5. Page 16.

Following: line 9

Insert: "Section 12. Section 13-27-106, MCA, is amended to read:

SENATE COMMITTEE OF THE WHOLE, HB 786

4-10-89

Page 2 of 2

"13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$27,655~~ \$28,346 in fiscal year 1990 and \$29,055 in fiscal year 1991 and thereafter."

Section 13. Section 15-2-102, MCA, is amended to read: "15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$20,373~~ \$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter. The remaining state tax appeal board members shall be paid a salary of ~~\$27,635~~ \$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

Renumber: subsequent sections

6. Page 18, line 7.

Strike: "11"

Insert: "14"

7. Page 18, line 9.

Strike: "11"

Insert: "14"

8. Page 18, line 14.

Strike: "2"

Insert: "3"

ADOPT

REJECT

Signed:

Senator Van Valkenburg

HB 786

SENATE

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 1:53 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Title, line 7.
Following: "EMPLOYEES;"
Insert: "PROVIDING SHIFT DIFFERENTIAL PAY FOR CERTAIN EMPLOYEES;"
2. Page 3, line 16.
Following: "compensation"
Insert: ", excluding shift differential pay,"
3. Page 4.
Following: line 2
Insert: "(2)(a) In addition to the compensation provided for in 2-18-312, an employee of any of the following state institutions is eligible to receive shift differential pay as provided in subsection (2)(b):
(i) Montana state prison;
(ii) women's correction 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.
(b) An employee eligible under subsection (2)(a) who works:
(i) an afternoon shift is entitled to receive shift differential pay amounting to 50 cents an hour; and
(ii) a night shift is entitled to receive shift differential pay amounting to \$1 an hour."
Renumber: subsequent subsections

4. Page 5, lines 7 and 10.
Strike: "(4)(a)(i)"
Insert: "(5)(a)(i)"

ADOPT

REJECT

Signed: 

Senator Harp

AM 2

cwhb786C.410

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 4:30 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Strike: Senator Harp's Senate Committee of the Whole amendments to HB 786 (third reading copy -- blue) dated April 10, 1989, 1:53 pm, in their entirety

ADOPT

REJECT

Signed: 

Senator Thayer

(Clinical Inductions
STRIKE Amendment #2)

AM 8

cwhb786J.410

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 3:28 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Page 16, line 10.

Following: line 9

Insert: "NEW SECTION. Section 11. Salary of state employed registered nurses. Employees classified as registered nurses, and employed with the department of institutions and family services, shall be placed in the grade and step set forth in [section 5] that most reflects the salary paid by the largest non-state run hospital in the county in which the state facility is located. The placement must be negotiated with the labor organization representing the employees of the state facility."

Renumber: subsequent sections

ADOPT

REJECT

Signed: _____

Senator Mazurek

HOUSE BILL NO. 786

INTRODUCED BY ADDY

A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; INCREASING COMPENSATION FOR CERTAIN ELECTED OFFICIALS AND 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; PROVIDING-SHIFT-DIFFERENTIAL-PAY-FOR-CERTAIN-EMPLOYEES; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION; AMENDING SECTIONS 2-16-405, 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, 13-37-106, AND 15-2-102, MCA; AND PROVIDING EFFECTIVE DATES."

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

SECTION 1. SECTION 2-16-405, MCA, IS AMENDED TO READ:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1986 1990 and following years are:

	<u>Fiscal Year</u>	<u>Following</u>
	<u>1990</u>	<u>June 30, 1990</u>
Governor	\$58,452 <u>\$51,713</u>	<u>\$53,006</u>
Lieutenant governor	\$36,141 <u>\$37,044</u>	<u>\$37,970</u>
Chief justice of the supreme court	\$51,722	
Justices of the supreme court, each	\$58,452	
Attorney general	\$46,816 <u>\$47,166</u>	<u>\$48,345</u>



REFERENCE BILL
AS AMENDED

HB 786

1	State auditor	\$99,942	<u>\$34,176</u>	<u>\$35,030</u>
2	Superintendent of public instruction	\$99,672	<u>\$40,664</u>	<u>\$41,681</u>
3	Public service commission chairman	\$97,963	<u>\$38,297</u>	<u>\$39,254</u>
4	Public service commissioners, other than			
5	chairman	\$96,141	<u>\$37,044</u>	<u>\$37,970</u>
6	Secretary of state	\$99,942	<u>\$34,176</u>	<u>\$35,030</u>
7	Clerk of the supreme court	\$92,401	<u>\$33,211</u>	<u>\$34,041"</u>

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

9 "2-18-103. Officers and employees excepted. Parts 1 and 2 do not apply to the following positions in state
10 government:

- 11 (1) elected officials;
- 12 (2) county assessors and their chief deputy;
- 13 (3) officers and employees of the legislative branch;
- 14 (4) judges and employees of the judicial branch;
- 15 (5) members of boards and commissions appointed by the governor, appointed by the legislature, or appointed by
16 other elected state officials;
- 17 (6) officers or members of the militia;
- 18 (7) agency heads appointed by the governor;
- 19 (8) academic and professional administrative personnel with individual contracts under the authority of the board
20 or regents of higher education;
- 21 (9) academic and professional administrative personnel and live-in houseparents who have entered into individual
22 contracts with the state school for the deaf and blind under the authority of the state board of public education;
- 23 (10) teachers under the authority of the department of institutions or family services;
- 24 (11) investment officer, assistant investment officer, executive director, and three professional staff positions
25 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 3. 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 2-18-189 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 4. Section 2-18-301, MCA, is amended to read:

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

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

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

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

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

1 51st legislature.

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

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

6 Section 5. Section 2-18-303, MCA, is amended to read:

7 "2-18-303. Procedures for utilizing pay schedule schedules. (1) The pay schedule schedules provided in 2-18-312
8 shall must be implemented as follows:

9 (a) The pay schedule schedules provided in 2-18-312 indicates indicate the annual compensation, ~~EXCLUDING-SHIFT~~
10 ~~DIFFERENTIAL-PAY,~~ for the fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for each grade and step for
11 positions classified under the provisions of part 2 of this chapter.

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

15 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988-shall-be~~
16 ~~1990 is~~ that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the ~~--preceding~~
17 fiscal year of ~~1987~~ 1989.

18 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989-shall-be~~ 1991
19 ~~is~~ that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~
20 1990.

21 (2)--(A)--IN--ADDITION--TO--THE--COMPENSATION--PROVIDED--FOR--IN-2-18-312,--AN-EMPLOYEE-OF--ANY-OF-THE-FOLLOWING-STATE
22 INSTITUTIONS-IS-ELIGIBLE-TO-RECEIVE-SHIFT-DIFFERENTIAL-PAY-AS-PROVIDED-IN-SUBSECTION-(2)(B):

23 (1)--MONTANA-STATE-PRISON;

24 (11)--WOMEN'S-CORRECTIONAL-CENTER;

25 (111)--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;

(b)--AN-EMPLOYEE-ELIGIBLE-UNDER-SUBSECTION-(2)(A)-WHO-WORKS;

(i)--AN-AFTERNOON-SHIFT-IS-ENTITLED-TO-RECEIVE-SHIFT-DIFFERENTIAL-PAY-AMOUNTING-TO-50-CENTS-AN-HOUR;-AND

(ii)-A-NIGHT-SHIFT-IS-ENTITLED-TO-RECEIVE-SHIFT-DIFFERENTIAL-PAY-AMOUNTING-TO-\$1-AN-HOUR;

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

(3)(4)(3) The pay schedules provided in 2-18-313; 2-18-314; or through 2-18-315 shall must be implemented as follows:

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

(ii) The compensation of each teacher on ON the first day of the first pay period in July 1987--shall--be 1989 is that amount which corresponds corresponding-to-his-level-of-academic-achievement-and, EACH TEACHER SHALL ADVANCE THREE STEPS ON THE APPROPRIATE PAY SCHEDULE FOR FISCAL YEAR 1990 FROM the step THAT HE occupied on June 30, 1987 1989.

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

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

collectively bargained separate classification and pay plans.

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

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

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

~~{4}{5}{4}~~ (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

(ii) ~~In--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection ~~{4}{a}{i}~~ {5}{A}{i} ~~{4}{A}{I}~~ {4}{A}{I} of ~~this--section~~ are not completed by July 1, ~~1987~~ 1989, retroactivity to that date may be negotiated.

(iii) ~~In--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection ~~{4}{a}{i}~~ {5}{A}{i} ~~{4}{A}{I}~~ {4}{A}{I} of ~~this--section~~ are not completed by July 1, ~~1987~~ 1989, members of the bargaining unit involved ~~will~~ must continue to receive the compensation they were receiving as of June 30, ~~1987~~ 1989.

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

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

(6)(f)(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)(u)(7) The department may develop programs which ~~with~~ that 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~~ is a negotiable subject under 39-31-305."

Section 6. 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

11		STEP												
12	GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	-10	-11	-12	-13
13	1	9,392	10,899	10,301	10,587	10,717	10,991	11,150	11,373	11,608	11,832	12,069	12,310	12,802
14	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
15	3	10,398	11,101	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	14,175
16	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
17	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
18	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
19	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
20	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
21	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
22	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
23	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
24	12	18,120	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,714
25	13	19,464	20,929	21,340	21,775	22,211	22,655	23,108	23,578	24,041	24,522	25,012	25,512	26,532

1	14	21,140	22,791	23,186	23,650	24,129	24,685	25,097	25,599	26,111	26,633	27,166	27,709	28,817
2	15	22,885	24,688	25,100	25,602	26,114	26,686	27,169	27,712	28,266	28,831	29,408	29,996	31,196
3	16	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
4	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
5	18	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,428	39,957
6	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
7	20	34,781	37,313	38,059	38,828	39,596	40,388	41,196	42,028	42,868	43,717	44,591	44,591	44,591
8	21	37,795	40,648	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	47,617	47,617	47,617
9	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,888	50,878	50,878	50,878	50,878	50,878
10	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
11	24	48,988	52,675	53,729	54,884	55,988	57,018	58,158	58,158	58,158	58,158	58,158	58,158	58,158
12	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

STEP

14	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
15	1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
16	2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
17	3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
18	4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
19	5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
20	6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
21	7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
22	8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
23	9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
24	10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
25	11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796

1	<u>12</u>	<u>18,868</u>	<u>20,233</u>	<u>20,623</u>	<u>21,021</u>	<u>21,427</u>	<u>21,841</u>	<u>22,263</u>	<u>22,693</u>	<u>23,132</u>	<u>23,580</u>	<u>24,037</u>	<u>24,503</u>	<u>25,477</u>
2	<u>13</u>	<u>20,204</u>	<u>21,669</u>	<u>22,088</u>	<u>22,515</u>	<u>22,951</u>	<u>23,395</u>	<u>23,848</u>	<u>24,310</u>	<u>24,788</u>	<u>25,281</u>	<u>25,783</u>	<u>26,295</u>	<u>27,341</u>
3	<u>14</u>	<u>21,880</u>	<u>23,471</u>	<u>23,926</u>	<u>24,390</u>	<u>24,872</u>	<u>25,366</u>	<u>25,870</u>	<u>26,384</u>	<u>26,909</u>	<u>27,444</u>	<u>27,991</u>	<u>28,547</u>	<u>29,683</u>
4	<u>15</u>	<u>23,625</u>	<u>25,369</u>	<u>25,873</u>	<u>26,388</u>	<u>26,912</u>	<u>27,447</u>	<u>27,994</u>	<u>28,550</u>	<u>29,118</u>	<u>29,697</u>	<u>30,289</u>	<u>30,891</u>	<u>32,121</u>
5	<u>16</u>	<u>25,613</u>	<u>27,529</u>	<u>28,077</u>	<u>28,635</u>	<u>29,205</u>	<u>29,786</u>	<u>30,379</u>	<u>30,984</u>	<u>31,601</u>	<u>32,230</u>	<u>32,872</u>	<u>33,527</u>	<u>34,862</u>
6	<u>17</u>	<u>27,787</u>	<u>29,867</u>	<u>30,462</u>	<u>31,069</u>	<u>31,687</u>	<u>32,317</u>	<u>32,961</u>	<u>33,617</u>	<u>34,286</u>	<u>34,969</u>	<u>35,665</u>	<u>36,375</u>	<u>37,825</u>
7	<u>18</u>	<u>30,190</u>	<u>32,451</u>	<u>33,097</u>	<u>33,756</u>	<u>34,429</u>	<u>35,114</u>	<u>35,813</u>	<u>36,527</u>	<u>37,255</u>	<u>37,997</u>	<u>38,754</u>	<u>39,526</u>	<u>41,101</u>
8	<u>19</u>	<u>32,831</u>	<u>35,291</u>	<u>35,994</u>	<u>36,710</u>	<u>37,441</u>	<u>38,187</u>	<u>38,948</u>	<u>39,724</u>	<u>40,515</u>	<u>41,323</u>	<u>42,146</u>	<u>42,986</u>	<u>42,986</u>
9	<u>20</u>	<u>35,714</u>	<u>38,391</u>	<u>39,156</u>	<u>39,936</u>	<u>40,731</u>	<u>41,543</u>	<u>42,371</u>	<u>43,216</u>	<u>44,077</u>	<u>44,955</u>	<u>45,851</u>	<u>45,851</u>	<u>45,851</u>
10	<u>21</u>	<u>38,885</u>	<u>41,802</u>	<u>42,635</u>	<u>43,485</u>	<u>44,352</u>	<u>45,236</u>	<u>46,138</u>	<u>47,058</u>	<u>47,996</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>
11	<u>22</u>	<u>42,366</u>	<u>45,544</u>	<u>46,452</u>	<u>47,379</u>	<u>48,324</u>	<u>49,287</u>	<u>50,270</u>	<u>51,273</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>
12	<u>23</u>	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>
13	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
14	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

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

16	<u>Annual Hours -- 2080</u>													<u>Note: Includes Insurance</u>
17	<u>Pay Matrix -- State</u>													<u>Matrix Type -- Annual</u>
18		<u>STEP</u>												
19	<u>GRADE</u>	<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>
20	<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
21	<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
22	<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
23	<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
24	<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
25	<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>

1	7	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
2	8	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
3	9	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
4	10	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
5	11	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
6	12	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
7	13	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
8	14	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
9	15	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
10	16	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>
11	17	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
12	18	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>
13	19	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
14	20	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
15	21	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
16	22	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
17	23	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
18	24	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
19	25	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>

Section 7. 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 62, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-303: (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

1	<u>Term -- Twelve Months</u>			<u>Matrix Type -- Annual</u>			
2	<u>Education Level</u>						
3	<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>
4	<u>1</u>	<u>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
5	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
6	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
7	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
8	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
9	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
10	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>
11	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
12	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>
13	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
14	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
15	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
16	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

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

18	<u>Annual Hours -- 1480</u>			<u>Note: Includes Insurance</u>			
19	<u>Term -- Nine Months</u>			<u>Matrix Type -- Annual</u>			
20		<u>Education Level</u>					
21	<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>
22	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
23	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
24	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
25	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>

1	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
2	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
3	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
4	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
5	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
6	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
7	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
8	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
9	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

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

Annual Hours -- 2080

Note: Includes 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>
14							
15	<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
16	<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
17	<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
18	<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
19	<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
20	<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
21	<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
22	<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
23	<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
24	<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
25	<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

1	12	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
2	13	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</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
1	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
2	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
3	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
4	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
5	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
6	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
7	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
8	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
9	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
10	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
11	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
12	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
13	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938"</u>

Section 8. 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 Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

1	Grade	\$/Hour
2		W/Ins.
3	L1	6-888 0.000
4	L2	7-689 8.040
5	L3	8-189 8.540
6	L4	8-469 8.820
7	L5	8-753 9.110
8	L6	9-363 9.720
9	L7	10-823 10.380
10	L8	10-773 11.130

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

12	Annual Hours -- 2080	Note: With Insurance
13	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
14	Grade	\$/Hour
15		W/Ins.
16	L1	0.000
17	L2	8.425
18	L3	8.925
19	L4	9.205
20	L5	9.495
21	L6	10.105
22	L7	10.765
23	L8	11.515"

Section 9. 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

1 and 1989 year 1990 is as follows:

2	Annual Hours -- 2080	Note: With Insurance
3	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
4	Grade	\$/Hour
5		W/Ins.
6	B1	8-153 <u>8.51</u>
7	B2	8-553 <u>8.91</u>
8	B3	8-953 <u>9.31</u>
9	B4	9-353 <u>9.71</u>
10	B5	9-753 <u>10.11</u>
11	B6	10-153 <u>10.51</u>
12	B7	10-553 <u>10.91</u>
13	B8	10-953 <u>11.31</u>
14	B9	11-353 <u>11.71</u>
15	B10	11-753 <u>12.11</u>
16	B11	12-153 <u>12.51</u>
17	B12	12-553 <u>12.91</u>
18	B00	12-953 <u>13.31</u>

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

20	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
21	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
22	<u>Grade</u>	<u>\$/Hour</u>
23		<u>W/Ins.</u>
24	<u>B1</u>	<u>8.90</u>
25	<u>B2</u>	<u>9-25 9.30</u>

1	<u>B3</u>	<u>9:65</u> <u>9.70</u>
2	<u>B4</u>	<u>+0:05</u> <u>10.10</u>
3	<u>B5</u>	<u>+0:45</u> <u>10.50</u>
4	<u>B6</u>	<u>+0:85</u> <u>10.90</u>
5	<u>B7</u>	<u>+1:25</u> <u>11.30</u>
6	<u>B8</u>	<u>+1:65</u> <u>11.70</u>
7	<u>B9</u>	<u>+2:05</u> <u>12.10</u>
8	<u>B10</u>	<u>+2:45</u> <u>12.50</u>
9	<u>B11</u>	<u>+2:85</u> <u>12.90</u>
10	<u>B12</u>	<u>+3:25</u> <u>13.30</u>
11	<u>B00</u>	<u>+3:65</u> <u>13.70"</u>

12 Section 10. Section 2-18-702, MCA, is amended to read:

13 "2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts,
14 and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into
15 group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts
16 or plans for the benefit of their officers and employees and their dependents.

17 (2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group
18 benefit plans as are provided for under part 8 of this chapter.

19 (3) For state officers and employees, the premiums required from time to time to maintain the insurance in force
20 shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages
21 of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his
22 warrant therefor to the insurer.

23 (4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost
24 of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or
25 both professional and hospital services shall be construed as group insurance and the dues payable under such plans

1 shall be construed as premiums therefor.

2 (5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its
3 employees, the board shall maintain the alternative plan on an actuarially sound basis."

4 Section 11. Section 2-18-703, MCA, is amended to read:

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

7 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the
8 legislature, the employer contribution for group benefits shall be ~~\$115~~ \$130 per month for the fiscal ~~years~~ year ending
9 June 30, ~~1988~~ 1990, and \$150 per month for the fiscal year ending June 30, ~~1989~~ 1991, and ~~\$115-per-month~~ for each fiscal
10 year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
11 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
12 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be
13 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
14 1965, as amended, if the state 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 employer's premium
16 contributions may exceed but may not be less than \$10 per month.

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

20 SECTION 12. SECTION 13-37-106, MCA, IS AMENDED TO READ:

21 "13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$27,655-a~~ \$28,346
22 in fiscal year 1990 and \$29,055 in fiscal year 1991 and thereafter."

23 SECTION 13. SECTION 15-2-102, MCA, IS AMENDED TO READ:

24 "15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person
25 must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may

hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$28,979--a~~ \$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter. The remaining state tax appeal board members shall be paid a salary of ~~\$27,635--a~~ \$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

NEW SECTION. SECTION 14. SALARY OF STATE-EMPLOYED REGISTERED NURSES. EMPLOYEES CLASSIFIED AS REGISTERED NURSES AND EMPLOYED WITH THE DEPARTMENTS OF INSTITUTIONS AND FAMILY SERVICES MUST BE PLACED IN THE GRADE AND STEP SET FORTH IN 2-18-312 THAT MOST REFLECTS THE SALARY PAID BY THE LARGEST NONSTATE-RUN HOSPITAL IN THE COUNTY IN WHICH THE STATE FACILITY IS LOCATED. THE PLACEMENT MUST BE NEGOTIATED WITH THE LABOR ORGANIZATION REPRESENTING THE EMPLOYEES OF THE STATE FACILITY.

NEW SECTION. Section 15. Committee on state employee compensation. (1) (a) There is a committee on state employee compensation.

(b) The governor shall appoint seven members to the committee. Two of the members must be representatives of employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through 2-18-315.

(c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall appoint one representative to the committee.

(2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee must be filled in the same manner as the original appointment.

(3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the

1 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

2 (4) A member is entitled to compensation as provided in 2-15-122(5).

3 (5) The committee shall:

4 (a) examine policies governing state employee compensation in Montana;

5 (b) study compensation policies of other comparable governmental and private sector entities;

6 (c) review professional literature and research on compensation issues;

7 (d) analyze and assess various components of the Montana state employee compensation system;

8 (e) identify problems with the state employee compensation system and options for resolving these problems. State
9 employees and managers may be surveyed to assist in identifying these problems and options.

10 (f) develop recommendations to maximize employee productivity and promote quality governmental services within
11 available funding; and

12 (g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

13 (6) The state personnel division, department of administration, AND THE LEGISLATIVE COUNCIL shall provide staff
14 assistance to the committee.

15 NEW SECTION. Section 16. Appropriation. (1) (a) In addition to the appropriation in House Bill No. 100, there is
16 appropriated ~~\$16,900,000~~ \$17,227,616 \$13,546,000 to the office of budget and program planning AND \$3,681,616 TO THE
17 OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION from the general fund for the biennium ending June 30, 1991, to implement
18 [this act] as it pertains to judicial and executive branch agencies.

19 (b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of
20 judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from
21 the general fund that accrue under the provisions of law to the respective agencies.

22 (2) The following money is appropriated to the listed agencies:

Fiscal 1990		Fiscal 1991	
General	State Special	General	State Special
Fund	Revenue	Fund	Revenue

1	Legislative Auditor	\$ 52,426		\$109,735	
2	Legislative Council	38,221		89,293	
3	Legislative Fiscal Analyst	18,550		38,055	
4	Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
5	Consumer Counsel		5,154		10,851
6					
7	Total	\$114,526	\$5,235	\$248,202	\$11,015

(3) The appropriations in this section are subject to the provisions of House Bill No. 100.

(4) No money is appropriated in this section for salary increases for Montana university system contract faculty.

~~IT IS THE INTENT OF THE LEGISLATURE THAT A PORTION OF THE MONEY APPROPRIATED TO THE MONTANA UNIVERSITY SYSTEM IN HOUSE BILL NO. 100 BE USED TO FUND INCREASES IN SALARIES FOR CONTRACT FACULTY AND INCREASES IN SALARIES AND GROUP BENEFITS FOR SUPPORT STAFF AND INSTRUCTIONAL SUPPORT STAFF COMPARABLE TO THE INCREASES PROVIDED IN THIS ACT FOR OTHER STATE EMPLOYEES.~~

(5) THERE IS APPROPRIATED \$90,000 FROM THE GENERAL FUND TO THE DEPARTMENT OF ADMINISTRATION FOR THE BIENNium ENDING JUNE 30, 1991, FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION PROVIDED FOR IN [SECTION 15]. THESE FUNDS MAY BE USED FOR CONTRACTED SERVICES, SALARY AND BENEFITS FOR TEMPORARY STAFF, COMPENSATION FOR COMMITTEE MEMBERS, AND OTHER NECESSARY EXPENSES INCURRED BY THE COMMITTEE IN PERFORMING ITS DUTIES AS PROVIDED IN [SECTION 15].

NEW SECTION. Section 17. **Extension of authority.** Any existing authority to make rules on the subject of the provisions of [this act] is extended to the provisions of [this act].

NEW SECTION. Section 18. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on passage and approval.

(2) [Section 2 3] is effective July 1, 1989.

-End-

Free Conference Committee
on House Bill 786
Report No.1, April 13, 1989

Page 1 of 1

Mr. President and Mr. Speaker:

We, your Free Conference Committee on House Bill 786 met and considered:

We recommend that House Bill 786 (reference copy -- salmon) be amended as follows:

1. Page 7.

Following: line 5

Insert: "(8) The department shall review the competitiveness of the compensation provided to registered nurses and other occupations under this part. If the department finds that substantial problems exist with recruitment and retention because of inadequate salaries when compared to competing employers, the department may establish criteria allowing an adjustment in pay or classification to mitigate the problems. Insofar as these adjustments may apply to employees within a collective bargaining unit, the implementation of these adjustments is a negotiable subject under 39-31-305."

2. Page 18, lines 11 through 15.

Strike: section 14 in its entirety

Renumber: subsequent sections

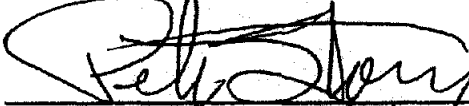
3. Page 20, lines 15 and 17.

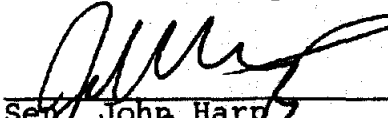
Strike: "15"

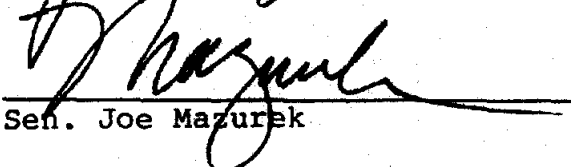
Insert: "14"

And that this Free Conference Committee Report be adopted.

For the Senate:

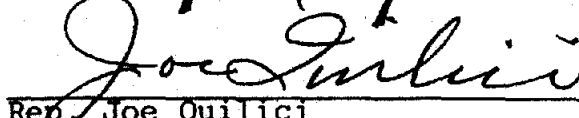

Sen. Pete Story, Chairman


Sen. John Harp


Sen. Joe Mazurek

For the House:


Rep. Kelly Addy, Chairman


Rep. Joe Quilici


Rep. Dennis Iverson

ADOPT

REJECT

HB 786
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