

HOUSE BILL NO. 198

INTRODUCED BY PETERSON
BY REQUEST OF THE GOVERNOR

IN THE HOUSE

JANUARY 15, 1993	INTRODUCED AND REFERRED TO COMMITTEE ON APPROPRIATIONS.
	FIRST READING.
MARCH 19, 1993	COMMITTEE RECOMMEND BILL DO PASS AS AMENDED. REPORT ADOPTED.
MARCH 22, 1993	PRINTING REPORT.
MARCH 23, 1993	SECOND READING, DO PASS AS AMENDED.
MARCH 24, 1993	ENGROSSING REPORT.
	THIRD READING, PASSED. AYES, 60; NOES, 40.
MARCH 25, 1993	TRANSMITTED TO SENATE.

IN THE SENATE

MARCH 26, 1993	INTRODUCED AND REFERRED TO COMMITTEE ON FINANCE & CLAIMS.
	FIRST READING.
APRIL 13, 1993	COMMITTEE RECOMMEND BILL BE CONCURRED IN AS AMENDED. REPORT ADOPTED.
APRIL 14, 1993	SECOND READING, CONCURRED IN AS AMENDED.
APRIL 15, 1993	THIRD READING, CONCURRED IN. AYES, 32; NOES, 17.
	RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 16, 1993	SECOND READING, AMENDMENTS NOT CONCURRED IN.
APRIL 17, 1993	ON MOTION, CONFERENCE COMMITTEE

REQUESTED AND APPOINTED.

IN THE SENATE

APRIL 20, 1993

ON MOTION, CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE HOUSE

APRIL 21, 1993

ON MOTION, CONFERENCE COMMITTEE
DISSOLVED.

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE SENATE

APRIL 22, 1993

ON MOTION, CONFERENCE COMMITTEE
DISSOLVED.

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

APRIL 24, 1993

FREE CONFERENCE COMMITTEE REPORT ADOPTED.

IN THE HOUSE

APRIL 24, 1993

SECOND READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

THIRD READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

1 House BILL NO. 198
2 INTRODUCED BY Peterson
3 BY REQUEST OF THE GOVERNOR
4

5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
6 EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
7 PAY SCHEDULES FOR FISCAL YEARS 1994 AND 1995; APPROPRIATING
8 MONEY TO IMPLEMENT THE SCHEDULES; AND AMENDING SECTIONS
9 2-6-110, 2-18-301, 2-18-303, 2-18-305, 2-18-312, 2-18-313,
10 2-18-314, 2-18-315, AND 2-18-703, MCA."
11

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

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

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

19 (2) It is the intent of the legislature that
20 compensation plans for state employees, excluding those
21 employees excepted under 2-18-103 or 2-18-104 and excluding
22 employees compensated under 2-18-313, 2-18-314, and
23 2-18-315, be based on an analysis of the labor market as
24 provided by the department in a salary survey report to the
25 legislature at the start of each legislative session.

1 (3) Except as provided in 2-18-110 and 2-18-305(4), pay
2 schedules provided for in 2-18-312 through 2-18-315
3 supersede any other plan or systems established through
4 collective bargaining after the adjournment of the 52nd 53rd
5 legislature.

6 (4) Pay levels provided for in 2-18-312 through
7 2-18-315 may not be increased through collective bargaining
8 after adjournment of the 52nd 53rd legislature.

9 (5) Total funds required to implement the pay schedules
10 provided for in 2-18-312 through 2-18-315 for any employee
11 group or bargaining unit may not be increased through
12 collective bargaining over the amount appropriated by the
13 52nd 53rd legislature.

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

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

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

23 "2-18-303. Procedures for utilizing pay schedules. (1)
24 The pay schedules provided in 2-18-312 must be implemented
25 as follows:

1 (a) The pay schedules provided in 2-18-312 indicate the
2 entry salary and market salary for the fiscal years ending
3 June 30, 1992 1994, and June 30, 1993 1995, for each grade
4 for positions classified under the provisions of part 2 of
5 this chapter.

6 (b) Each employee newly hired by the state of Montana
7 must be hired at the entry rate, except as provided in
8 subsections (7) and (8).

9 (c) Except as provided in subsection (1)(g) (1)(e), on
10 the first day of the first complete pay period in fiscal
11 year 1992 1994, each employee hired before July 1, 1991
12 1993, is entitled to the amount of his the employee's base
13 salary as it was on June 30, 1991 1993, plus the following
14 increases:

15 (i) an increase of 60 cents an hour above the
16 employee's base salary as it was on June 30, 1991, and

17 (ii) an additional increase of 1/8 of 1% of his base
18 salary as it is after the 60-cent-an-hour increase for each
19 full percentage point that the employee's base salary, as it
20 is after the 60-cent-an-hour increase, is below the market
21 salary for the employee's assigned grade.

22 (d) Except as provided in subsection (1)(g) (1)(e), on
23 the first day of the first pay period in fiscal year 1993
24 1995, each employee hired before July 1, 1992 1994, is
25 entitled to the amount of the employee's base salary as it

1 was on June 30, 1992 1994, plus an increase calculated as
2 follows:

3 (i) add 45 cents an hour to the employee's base salary
4 as it was on June 30, 1992, then

5 (ii) add an amount equal to 1/8 of 1% of the amount
6 computed in subsection (i)(d) for each full percentage
7 point that the employee's base salary, as it is after the
8 45-cent-an-hour increase, is below the market salary for the
9 employee's assigned grade, then

10 (iii) from the sum calculated in subsection (i)(d) (ii),
11 subtract 20 cents an hour.

12 (e) Except as provided in subsection (1)(g), on the
13 first day of the first pay period in January 1993, each
14 employee hired before January 1, 1993, is entitled to the
15 amount of the employee's base salary as it was on December
16 31, 1992, plus an increase of 20 cents an hour above the
17 employee's base salary as it was on December 31, 1992.

18 (f) The department shall determine the number of full
19 percentage points that an employee's base salary is below
20 the market salary by dividing the employee's base salary by
21 the market salary for his assigned grade, multiplying the
22 result by 100, and subtracting that total from 100.

23 (g)(e) An employee's base salary may be no less than
24 the entry salary for his the employee's assigned grade.

25 (h)(f) Except as provided in subsections (5) through

~~†8†~~ An employee's base salary may not exceed the market maximum salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(g) The maximum salary for each grade is determined by subtracting the entry salary from the market salary and adding that amount to the market salary.

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

(3) The pay schedules provided in 2-18-313 through 2-18-315 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 under the authority of the department of corrections and human services or the department of family services for fiscal years 1992 1994 and 1993 1995.

(ii) The compensation of each teacher on the first day of the first pay period in July 1991 1993 is that amount corresponding to determined by the teacher's level of academic achievement and years of experience the step

occupied on June 30, 1993.

(iii) On The compensation of each teacher on the first day of the first pay period of each fiscal year each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313 in July 1994 is determined by the teacher's level of academic achievement and the step occupied on June 30, 1994.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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 1992 1994 or 1993 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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 1992 1994 or 1993 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) 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 the employee is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, 1993 1995.

(ii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, 1991 1993, retroactivity to that date may be negotiated.

(iii) If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) are not completed by July 1, 1991 1993, members of the bargaining unit involved must continue to receive the compensation they were receiving as of June 30, 1991 1993.

(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 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 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 is a negotiable subject under 39-31-305. ~~To maintain the internal equity of the statewide pay plan provided for in 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.~~

(8) The department shall review the competitiveness of the compensation provided to all 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."

Section 3. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in 2-18-313, 2-18-314, and 2-18-315 represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection (4), the amount specifically allocated for group benefits must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his the employee's base salary, including adjustments provided in 2-18-303(1)(c) through ~~the~~ (1)(d) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not

to be covered by a state employee group benefit plan shall, under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

(4) Employees may, through collective bargaining, determine the allocation between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

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

"2-18-312. Statewide pay schedules for fiscal years ~~1992~~ 1994 and ~~1993~~ 1995. (1) The statewide classification pay schedule for fiscal year ~~1992~~ 1994 is as follows:

Annual Hours -- 2080 Note: Does Not Include Insurance

Pay Matrix -- State Matrix Type -- Annual

Pay Range: Entry Salary to Market Salary

GRADE	ENTRY SALARY	MARKET SALARY
-1	-87426	-97913
-2	-97877	-107704
-3	-97777	-117557
-4	-107536	-127484
-5	-117385	-137522
-6	-127383	-147647
-7	-137289	-157858
-8	-147484	-177230
-9	-157596	-187701

1	10	16,916	20,332
2	11	18,353	22,112
3	12	19,946	24,090
4	13	21,674	26,240
5	14	23,588	28,626
6	15	25,694	31,258
7	16	28,044	34,200
8	17	30,665	37,488
9	18	33,555	41,122
10	19	36,793	45,201
11	20	40,486	49,761
12	21	44,721	54,841
13	22	48,986	60,527
14	23	53,965	66,954
15	24	59,645	74,185
16	25	65,930	82,206
17	<u>1</u>	<u>8,679</u>	<u>10,210</u>
18	<u>2</u>	<u>9,349</u>	<u>11,025</u>
19	<u>3</u>	<u>10,070</u>	<u>11,903</u>
20	<u>4</u>	<u>10,852</u>	<u>12,858</u>
21	<u>5</u>	<u>11,727</u>	<u>13,927</u>
22	<u>6</u>	<u>12,672</u>	<u>15,086</u>
23	<u>7</u>	<u>13,688</u>	<u>16,334</u>
24	<u>8</u>	<u>14,836</u>	<u>17,747</u>
25	<u>9</u>	<u>16,064</u>	<u>19,262</u>

1	<u>10</u>	<u>17,424</u>	<u>20,942</u>
2	<u>11</u>	<u>18,904</u>	<u>22,775</u>
3	<u>12</u>	<u>20,545</u>	<u>24,812</u>
4	<u>13</u>	<u>22,325</u>	<u>27,027</u>
5	<u>14</u>	<u>24,295</u>	<u>29,485</u>
6	<u>15</u>	<u>26,465</u>	<u>32,196</u>
7	<u>16</u>	<u>28,885</u>	<u>35,226</u>
8	<u>17</u>	<u>31,585</u>	<u>38,613</u>
9	<u>18</u>	<u>34,562</u>	<u>42,355</u>
10	<u>19</u>	<u>37,897</u>	<u>46,557</u>
11	<u>20</u>	<u>41,618</u>	<u>51,254</u>
12	<u>21</u>	<u>45,754</u>	<u>56,487</u>
13	<u>22</u>	<u>50,373</u>	<u>62,343</u>
14	<u>23</u>	<u>55,584</u>	<u>68,963</u>
15	<u>24</u>	<u>61,434</u>	<u>76,410</u>
16	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year 1993 1995 is as follows:

19 Annual Hours -- 2080 Note: Does Not Include Insurance

20 Pay Matrix -- State Matrix Type -- Annual

21 Pay Range: Entry Salary to Market Salary

22	GRADE	ENTRY SALARY	MARKET SALARY
23	1	8,679	10,210
24	2	9,349	11,025
25	3	10,070	11,903

1	4	10,852	12,858
2	5	11,727	13,927
3	6	12,672	15,086
4	7	13,688	16,334
5	8	14,836	17,747
6	9	16,064	19,262
7	10	17,424	20,942
8	11	18,904	22,775
9	12	20,545	24,812
10	13	22,325	27,027
11	14	24,295	29,485
12	15	26,465	32,196
13	16	28,885	35,226
14	17	31,585	38,613
15	18	34,562	42,355
16	19	37,897	46,557
17	20	41,618	51,254
18	21	45,754	56,487
19	22	50,373	62,343
20	23	55,584	68,963
21	24	61,434	76,410
22	25	67,907	84,673"

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

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year ~~1992~~ 1994

is as follows:

2	Annual Hours -- 2080				Note: Includes Insurance		
3	Term -- Twelve Months				Matrix Type -- Annual		
4	Education Level						
5	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
6	-1	23,516	24,175	24,817	25,138	25,461	26,120
7	-2	24,271	24,987	25,784	26,863	26,426	27,169
8	-3	25,826	25,817	26,599	27,813	27,427	28,242
9	-4	25,782	26,660	27,525	27,982	28,438	29,312
10	-5	26,542	27,525	28,457	28,952	29,450	30,384
11	-6	27,330	28,481	29,392	29,926	30,462	31,456
12	-7	28,120	29,270	30,321	30,897	31,471	32,524
13	-8	28,914	30,143	31,257	31,871	32,485	33,594
14	-9	29,787	31,814	32,189	32,841	33,498	34,665
15	10	30,580	31,898	33,120	33,813	34,587	35,737
16	11	31,295	32,732	34,849	34,784	35,519	36,806
17	12	31,295	32,732	34,849	34,784	35,519	36,806
18	13	31,295	32,732	34,849	34,784	35,519	36,806
19	<u>1</u>	<u>24,932</u>	<u>25,591</u>	<u>26,233</u>	<u>26,554</u>	<u>26,877</u>	<u>27,536</u>
20	<u>2</u>	<u>25,687</u>	<u>26,403</u>	<u>27,120</u>	<u>27,479</u>	<u>27,842</u>	<u>28,585</u>
21	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
22	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
23	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,800</u>
24	<u>6</u>	<u>28,746</u>	<u>29,817</u>	<u>30,808</u>	<u>31,342</u>	<u>31,878</u>	<u>32,872</u>
25	<u>7</u>	<u>29,536</u>	<u>30,686</u>	<u>31,737</u>	<u>32,313</u>	<u>32,887</u>	<u>33,940</u>

1	8	30,330	31,559	32,673	33,287	33,901	35,010
2	9	31,123	32,430	33,605	34,257	34,914	36,081
3	10	31,916	33,306	34,536	35,229	35,923	37,153
4	11	32,711	34,148	35,465	36,200	36,935	38,222
5	12	32,711	34,148	35,465	36,200	36,935	38,222
6	13	32,711	34,148	35,465	36,200	36,935	38,222

7 (b) The 9-month pay schedule for teachers for fiscal
8 year 1992 1994 is as follows:

9 Annual Hours -- 1560 Note: Includes Insurance

10 Term -- Nine Months Matrix Type -- Annual

11	Education Level						
12	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
13	-1	19,262	19,770	20,291	20,545	20,800	21,321
14	-2	19,859	20,425	20,992	21,275	21,560	22,126
15	-3	20,455	21,080	21,693	22,000	22,320	22,932
16	-4	21,054	21,739	22,394	22,730	23,081	23,730
17	-5	21,649	22,394	23,095	23,460	23,842	24,545
18	-6	22,247	23,053	23,799	24,200	24,603	25,351
19	-7	22,841	23,706	24,490	24,931	25,363	26,155
20	-8	23,439	24,364	25,202	25,663	26,126	26,960
21	-9	24,036	25,019	25,903	26,394	26,887	27,701
22	10	24,633	25,677	26,604	27,124	27,659	28,630
23	11	25,230	26,312	27,306	27,875	28,457	29,473
24	12	25,230	26,312	27,306	27,875	28,457	29,473
25	13	25,230	26,312	27,306	27,875	28,457	29,473

1	1	20,384	20,892	21,413	21,667	21,922	22,443
2	2	20,981	21,547	22,114	22,397	22,682	23,248
3	3	21,577	22,202	22,815	23,310	23,442	24,054
4	4	22,176	22,861	23,516	23,860	24,203	24,860
5	5	22,771	23,516	24,217	24,590	24,964	25,667
6	6	23,369	24,175	24,921	25,322	25,725	26,473
7	7	23,963	24,828	25,620	26,053	26,485	27,277
8	8	24,561	25,486	26,294	26,785	27,248	28,082
9	9	25,158	26,141	27,025	27,516	28,009	28,903
10	10	25,755	26,799	27,726	28,246	28,781	29,752
11	11	26,352	27,434	28,428	28,997	29,579	30,595
12	12	26,352	27,434	28,428	28,997	29,579	30,595
13	13	26,352	27,434	28,428	28,997	29,579	30,595

14 (2) -- (a) The 12-month pay schedule for teachers for the
15 first 6 months of fiscal year 1993 is as follows:

16 Annual Hours --- 2080 Note: Includes Insurance

17 Term --- Twelve Months Matrix Type --- Annual

18	Education Level						
19	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
20	-1	24,276	24,935	25,577	25,898	26,221	26,800
21	-2	25,031	25,747	26,464	26,823	27,186	27,929
22	-3	25,786	26,577	27,359	27,773	28,187	29,002
23	-4	26,542	27,420	28,285	28,742	29,190	30,072
24	-5	27,302	28,285	29,217	29,712	30,210	31,144
25	-6	28,090	29,161	30,152	30,686	31,222	32,216

1	-7	28,880	30,703	31,788	31,757	32,723	33,728
2	-8	29,674	30,793	32,017	32,731	33,745	34,754
3	-9	30,467	31,774	32,949	33,761	34,758	35,725
4	10	31,260	32,750	33,880	34,753	35,767	36,797
5	11	32,055	33,792	34,809	35,744	36,779	37,756
6	12	32,055	33,792	34,809	35,744	36,779	37,756
7	13	32,055	33,792	34,809	35,744	36,779	37,756
8	(b)--The 9-month pay schedule for teachers for the first						
9	6 months of fiscal year 1993 is as follows:						
10	Annual Hours ---- 1568			Note: -- Includes Insurance			
11	Term ---- Nine Months			Matrix Type ---- Annual			
12	Education Level						
13	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
14	-1	19,789	20,788	20,792	21,715	21,743	21,795
15	-2	20,789	21,755	21,722	21,795	22,719	22,756
16	-3	21,785	21,710	22,723	22,738	22,750	23,752
17	-4	21,784	22,739	23,724	23,736	23,711	24,738
18	-5	22,729	23,724	23,725	24,798	24,742	25,715
19	-6	22,787	23,783	24,729	24,783	25,723	25,781
20	-7	23,747	24,736	25,718	25,756	25,793	26,785
21	-8	24,769	24,794	25,782	26,723	26,756	27,758
22	-9	24,766	25,749	26,733	27,724	27,757	28,741
23	10	25,763	26,787	27,734	27,754	28,789	29,760
24	11	25,760	26,742	27,736	28,750	29,787	30,713
25	12	25,760	26,742	27,736	28,750	29,787	30,713

1	13	25,760	26,742	27,936	28,505	29,087	30,103
2	(3)(2) (a) The 12-month pay schedule for teachers for						
3	the last 6 months of fiscal year 1993 1995 is as follows:						
4	Annual Hours -- 2080			Note: Includes Insurance			
5	Term -- Twelve Months			Matrix Type -- Annual			
6	Education Level						
7	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
8	-1	24,792	25,731	25,793	26,714	26,737	27,726
9	-2	25,747	26,713	26,788	27,739	27,762	28,745
10	-3	26,728	26,793	27,775	28,719	28,763	29,741
11	-4	26,758	27,736	28,781	29,715	29,764	30,788
12	-5	27,718	28,781	29,733	30,718	30,726	31,756
13	-6	28,758	29,757	30,758	31,712	31,738	32,732
14	-7	29,729	30,746	31,747	32,773	32,747	33,770
15	-8	30,789	31,739	32,733	33,747	33,761	34,770
16	-9	30,783	32,719	33,735	34,787	34,774	35,781
17	10	31,776	33,766	34,729	34,789	35,783	36,791
18	11	32,747	33,798	35,725	35,760	36,795	37,782
19	12	32,747	33,798	35,725	35,760	36,795	37,782
20	13	32,747	33,798	35,725	35,760	36,795	37,782
21	<u>1</u>	<u>25,172</u>	<u>25,831</u>	<u>26,473</u>	<u>26,794</u>	<u>27,117</u>	<u>27,776</u>
22	<u>2</u>	<u>25,927</u>	<u>26,643</u>	<u>27,360</u>	<u>27,719</u>	<u>28,082</u>	<u>28,825</u>
23	<u>3</u>	<u>26,682</u>	<u>27,473</u>	<u>28,255</u>	<u>28,669</u>	<u>29,083</u>	<u>29,898</u>
24	<u>4</u>	<u>27,438</u>	<u>28,316</u>	<u>29,181</u>	<u>29,638</u>	<u>30,094</u>	<u>30,968</u>
25	<u>5</u>	<u>28,198</u>	<u>29,181</u>	<u>30,113</u>	<u>30,608</u>	<u>31,106</u>	<u>32,040</u>

1	6	28,986	30,057	31,048	31,582	32,118	33,112
2	7	29,776	30,926	31,977	32,553	33,127	34,180
3	8	30,570	31,799	32,913	33,527	34,141	35,250
4	9	31,363	32,670	33,845	34,497	35,154	36,321
5	10	32,156	33,546	34,776	35,469	36,163	37,393
6	11	32,951	34,388	35,705	36,440	37,175	38,462
7	12	32,951	34,388	35,705	36,440	37,175	38,462
8	13	32,951	34,388	35,705	36,440	37,175	38,462

9 (b) The 9-month pay schedule for teachers for the--last
10 6-months-of fiscal year 1993 1995 is as follows:

11	Annual Hours -- 1560				Note: Includes Insurance		
12	Term -- Nine Months				Matrix Type -- Annual		
13	Education Level						
14	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
15	-1	20,720	20,712	21,233	21,747	21,742	22,263
16	-2	20,801	21,367	21,934	22,527	22,502	23,060
17	-3	21,397	22,022	22,635	23,250	23,262	23,874
18	-4	21,996	22,601	23,236	23,880	24,023	24,600
19	-5	22,591	23,236	24,037	24,710	24,704	25,407
20	-6	23,189	23,995	24,741	25,542	25,545	26,293
21	-7	23,783	24,648	25,440	26,273	26,305	27,097
22	-8	24,381	25,306	26,144	26,905	27,060	27,902
23	-9	24,978	25,961	26,845	27,736	27,829	28,723
24	10	25,575	26,619	27,546	28,066	28,601	29,572
25	11	26,172	27,254	28,240	28,817	29,399	30,415

1	12	26,172	27,254	28,240	28,817	29,399	30,415
2	13	26,172	27,254	28,240	28,817	29,399	30,415
3	1	20,564	21,072	21,593	21,847	22,102	22,623
4	2	21,161	21,727	22,294	22,577	22,862	23,428
5	3	21,757	22,382	22,995	23,310	23,622	24,234
6	4	22,356	23,041	23,696	24,040	24,383	25,040
7	5	22,951	23,696	24,397	24,770	25,144	25,847
8	6	23,549	24,355	25,101	25,502	25,905	26,653
9	7	24,143	25,008	25,800	26,233	26,665	27,457
10	8	24,741	25,666	26,474	26,965	27,428	28,262
11	9	25,338	26,321	27,205	27,696	28,189	29,083
12	10	25,935	26,979	27,906	28,426	28,961	29,932
13	11	26,532	27,614	28,608	29,177	29,759	30,775
14	12	26,532	27,614	28,608	29,177	29,759	30,775
15	13	26,532	27,614	28,608	29,177	29,759	30,775

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

17 "2-18-314. Liquor store occupations pay schedules. (1)
18 The pay schedule for liquor store occupations for fiscal
19 year 1992 1994 is as follows:

20	Annual Hours -- 2080		Note: With Insurance	
21	Pay Matrix -- Retail Clerk		Matrix Type -- Hourly	
22	Grade		\$/Hour	
23			W/Ins.	
24	b1		-8:000	
25	b2		-9:140	

1	b3	-9-640
2	b4	-9-920
3	b5	10-210
4	b6	10-020
5	b7	11-400
6	b8	12-230
7	{2}--{a}--The--pay--schedule--for--liquor--store--occupations	
8	for--the--first--6--months--of--fiscal--year--1993--is--as--follows--	
9	Annual--Hours-----2080	Note--With--Insurance
10	Pay--Matrix-----Retail--Clerk	Matrix--Type-----Hourly
11	Grade	\$/Hour
12		W/Insr
13	b1	-0-000
14	b2	-9-505
15	b3	10-005
16	b4	10-205
17	b5	10-575
18	b6	11-105
19	b7	11-045
20	b8	12-595
21	L1	0.000
22	L2	9.820
23	L3	10.320
24	L4	10.600
25	L5	10.890

1	L6	11.500
2	L7	12.160
3	L8	12.910
4	{b}(2) The pay schedule for liquor store occupations	
5	for the--last--6--months--of fiscal year 1993 1995 is as	
6	follows:	
7	Annual Hours -- 2080	Note: With Insurance
8	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
9	Grade	\$/Hour
10		W/Ins.
11	b1	-0-000
12	b2	-9-705
13	b3	10-205
14	b4	10-405
15	b5	10-775
16	b6	11-305
17	b7	12-045
18	b8	12-795
19	L1	0.000
20	L2	9.935
21	L3	10.435
22	L4	10.715
23	L5	11.005
24	L6	11.615
25	L7	12.275

1 L8 13.025"
 2 **Section 7.** Section 2-18-315, MCA, is amended to read:
 3 "2-18-315. Blue-collar pay schedules. (1) The pay
 4 schedule for blue-collar workers for fiscal year ~~1992~~ 1994
 5 is as follows:

6	Annual Hours -- 2080	Note: With Insurance
7	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins.
10	B1	9.615
11	B2	10.015
12	B3	10.415
13	B4	10.815
14	B5	11.215
15	B6	11.615
16	B7	12.015
17	B8	12.415
18	B9	12.815
19	B10	13.215
20	B11	13.615
21	B12	14.015
22	B00	14.415
23	<u>B1</u>	<u>10.295</u>
24	<u>B2</u>	<u>10.695</u>
25	<u>B3</u>	<u>11.095</u>

1	<u>B4</u>	<u>11.495</u>
2	<u>B5</u>	<u>11.895</u>
3	<u>B6</u>	<u>12.295</u>
4	<u>B7</u>	<u>12.695</u>
5	<u>B8</u>	<u>13.095</u>
6	<u>B9</u>	<u>13.495</u>
7	<u>B10</u>	<u>13.895</u>
8	<u>B11</u>	<u>14.295</u>
9	<u>B12</u>	<u>14.695</u>
10	<u>B00</u>	<u>15.095</u>

11 (2) -- The pay schedule for blue-collar workers for the
 12 first 6 months of fiscal year 1993 is as follows:

13	Annual Hours ---- 2080	Note: With Insurance
14	Pay Matrix ---- Blue-Collar	Matrix Type ---- Hourly
15	Grade	\$/Hour
16		W/Ins.
17	B1	9.980
18	B2	10.380
19	B3	10.780
20	B4	11.180
21	B5	11.580
22	B6	11.980
23	B7	12.380
24	B8	12.780
25	B9	13.180

1	B10	13-500
2	B11	13-900
3	B12	14-300
4	B00	14-700
5	†3†(2) The pay schedule for blue-collar workers for the	
6	last-6-months-of fiscal year 1993 1995 is as follows:	
7	Annual Hours -- 2080	Note: With Insurance
8	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
9	Grade	\$/Hour
10		W/Ins.
11	B1	10-100
12	B2	10-500
13	B3	10-900
14	B4	11-300
15	B5	11-700
16	B6	12-100
17	B7	12-500
18	B8	12-900
19	B9	13-300
20	B10	13-700
21	B11	14-100
22	B12	14-500
23	B00	14-900
24	B1	10.410
25	B2	10.810

1	B3	11.210
2	B4	11.610
3	B5	12.010
4	B6	12.410
5	B7	12.810
6	B8	13.210
7	B9	13.610
8	B10	14.010
9	B11	14.410
10	B12	14.810
11	B00	15.210"

Section 8. 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 \$170 \$210 per month for the fiscal year ending June 30, 1992 1994, and \$190 \$230 per month for the fiscal year ending June 30, 1993 1995, and for each fiscal year thereafter. When a state employee is terminated to achieve a reduction in force, the continuation of contributions for group benefits beyond the termination date is subject to negotiation under 39-31-305. Permanent

part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member or to increase the

reserves of the group."

Section 9. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1)

Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

(a) the agency's actual cost of purchasing the electronic media used for transferring data, if the person requesting the information does not provide the media; or

(b) expenses incurred by the agency as a result of mainframe processing charges or other out-of-pocket expenses directly associated with the request for information.

(3) An agency may also charge an hourly fee for each hour, or fraction of an hour, after one-half hour of copying service has been provided. The hourly fee may not exceed the hourly rate for the current fiscal year for a state employee classified as grade 10, step--2 market salary, under 2-18-312.

(4) For the purposes of this section, the term "agency"

1 has the meaning provided in 2-3-102 but includes
2 legislative, judicial, and state military agencies.

3 (5) This section does not authorize the release of
4 electronic security codes giving access to private
5 information."

6 NEW SECTION. **Section 10.** Appropriation. The following
7 money for the indicated fiscal years is appropriated to the
8 listed agencies to implement [this act]:

	FISCAL 1994		FISCAL 1995	
	General Fund	Other Funds	General Fund	Other Funds
11 Legislative Auditor				
12	7,315	7,925	14,630	15,850
13 Legislative Fiscal Analyst				
14	4,080	-0-	8,160	-0-
15 Legislative Council				
16	7,379	2,934	19,627	3,480
17 Environmental Quality Council				
18	1,620	60	3,240	120
19 Consumer Counsel				
20	-0-	1,260	-0-	2,520
21 Judiciary				
22	19,560	2,640	39,120	5,280
23 Office of Budget and Program Planning for Distribution to				
24 All Other Agencies				
25	1,079,781	1,573,171	2,206,710	3,161,769

APPROVED BY COMMITTEE
ON APPROPRIATIONS

HOUSE BILL NO. 198

INTRODUCED BY PETERSON

BY REQUEST OF THE GOVERNOR

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
PAY SCHEDULES FOR FISCAL YEARS 1994 AND 1995; APPROPRIATING
MONEY TO IMPLEMENT THE SCHEDULES; AND AMENDING SECTIONS
2-6-110, 2-18-301, 2-18-303, 2-18-305, 2-18-312, 2-18-313,
2-18-314, 2-18-315, AND 2-18-703, MCA."

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

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

"2-18-301. Purpose and intent of part -- rules. (1) The
purpose of this part is to provide the market-based
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
compensation plans for state employees, excluding those
employees excepted under 2-18-103 or 2-18-104 and excluding
employees compensated under 2-18-313, 2-18-314, and
2-18-315, be based on an analysis of the labor market as
provided by the department in a salary survey report to the
legislature at the start of each legislative session.

(3) Except as provided in 2-18-110 and 2-18-305(4), 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 52nd 53rd
legislature.

(4) Pay levels provided for in 2-18-312 through
2-18-315 may not be increased through collective bargaining
after adjournment of the 52nd 53rd legislature.

(5) 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
52nd 53rd legislature.

(6) 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.

(7) 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 2. Section 2-18-303, MCA, is amended to read:

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

(a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for the fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, for each grade for positions classified under the provisions of part 2 of this chapter.

(b) Each employee newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).

(c) Except as provided in subsection (1)(g) (1)(e), on the first day of the first complete pay period in fiscal year 1992 1994, each employee hired before July 1, 1991 1993, is entitled to the amount of his the employee's base salary as it was on June 30, 1991 1993, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991, and

(ii) an additional increase of $\frac{1}{8}$ of $\frac{1}{8}$ of his base salary as it is after the 60-cent an hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent an hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(g) (1)(e), on the first day of the first COMPLETE pay period in fiscal year 1993 1995, each employee hired before July 1, 1992 1994, is entitled to the amount of the employee's base

salary as it was on June 30, 1992 1994, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992, then

(ii) add an amount equal to $\frac{1}{8}$ of $\frac{1}{8}$ of the amount computed in subsection (i)(d) for each full percentage point that the employee's base salary, as it is after the 45-cent an hour increase, is below the market salary for the employee's assigned grade, then

(iii) from the sum calculated in subsection (i)(d) (ii), subtract 20 cents an hour.

(e) Except as provided in subsection (1)(g), on the first day of the first pay period in January 1993, each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g)(e) An employee's base salary may be no less than the entry salary for his the employee's assigned grade.

(h)(f) Except as provided in subsections (5) through

~~that an~~ An employee's base salary may not exceed the market maximum salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(g) The maximum salary for each grade is determined by subtracting the entry salary from the market salary and adding that amount to the market salary.

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

(3) The pay schedules provided in 2-18-313 through 2-18-315 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 under the authority of the department of corrections and human services or the department of family services for fiscal years 1992 1994 and 1993 1995.

(ii) The compensation of each teacher on the first day of the first pay period in July 1991 1993 is that amount corresponding to determined by the teacher's level of academic achievement and years of experience the step

occupied on June 30, 1993.

(iii) On The compensation of each teacher on the first day of the first pay period of each fiscal year each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313 in July 1994 is determined by the teacher's level of academic achievement and the step occupied on June 30, 1994.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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 1992 1994 or 1993 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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

1 of the first pay period in fiscal year ~~1992~~ 1994 or ~~1993~~
 2 1995 is that amount corresponding to the grade occupied on
 3 the last day of the preceding fiscal year.

4 (4) (a) (i) A member of a bargaining unit may not
 5 receive the amounts indicated in the respective pay
 6 schedules provided in 2-18-312 through 2-18-315 until the
 7 bargaining unit of which he the employee is a member
 8 ratifies a completely integrated collective bargaining
 9 agreement covering the biennium ending June 30, ~~1993~~ 1995.

10 (ii) If negotiation and ratification of a completely
 11 integrated collective bargaining agreement as required by
 12 subsection (4)(a)(i) are not completed by July 1, ~~1991~~ 1993,
 13 retroactivity to that date may be negotiated.

14 (iii) If negotiation and ratification of a completely
 15 integrated collective bargaining agreement as required by
 16 subsection (4)(a)(i) are not completed by July 1, ~~1991~~ 1993,
 17 members of the bargaining unit involved must continue to
 18 receive the compensation they were receiving as of June 30,
 19 ~~1991~~ 1993.

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

24 (5) The current wage or salary of an employee may not
 25 be reduced by the implementation of the pay schedules

1 provided for in 2-18-312 through 2-18-315.

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

6 (7) The department may develop programs that enable the
 7 department to mitigate problems associated with difficult
 8 recruitment, retention, transfer, or other exceptional
 9 circumstances. Insofar as the program may apply to employees
 10 within a collective bargaining unit, it is a negotiable
 11 subject under 39-31-305. ~~To maintain the internal equity of~~
 12 ~~the statewide pay plan provided for in 2-18-312 and~~
 13 ~~subsection (i) of this section, when a majority of~~
 14 ~~registered nurses classified under the provisions of part 2~~
 15 ~~of this chapter have been granted a pay plan exception~~
 16 ~~through a collectively bargained agreement, then all other~~
 17 ~~classified registered nurses, including those employed in~~
 18 ~~the university system, must be paid a salary equivalent to~~
 19 ~~the salary negotiated in the negotiated agreement, except~~
 20 ~~that in no case may the salary of a classified registered~~
 21 ~~nurse be reduced by this provision.~~

22 (8) The department shall review the competitiveness of
 23 the compensation provided to all occupations under this
 24 part. If the department finds that substantial problems
 25 exist with recruitment and retention because of inadequate

1 salaries when compared to competing employers, the
 2 department may establish criteria allowing an adjustment in
 3 pay or classification to mitigate the problems. Insofar as
 4 these adjustments may apply to employees within a collective
 5 bargaining unit, the implementation of these adjustments is
 6 a negotiable subject under 39-31-305."

7 **Section 3.** Section 2-18-305, MCA, is amended to read:

8 "2-18-305. Allocation between wages and group benefits.

9 (1) The dollar amounts shown in the respective pay schedules
 10 provided in 2-18-313, 2-18-314, and 2-18-315 represent the
 11 maximum amount allocated by the state for wages and group
 12 benefits, exclusive of longevity as defined in 2-18-304 for
 13 an employee covered by a pay schedule provided in 2-18-313,
 14 2-18-314, or 2-18-315.

15 (2) Except as provided in subsection (4), the amount
 16 specifically allocated for group benefits must be determined
 17 by 2-18-703.

18 (3) (a) An employee covered under the pay schedules
 19 provided in 2-18-312 who elects not to be covered by a state
 20 employee group benefit plan under the provisions of 2-18-703
 21 must receive as wages ~~his~~ the employee's base salary,
 22 including adjustments provided in 2-18-303(1)(c) through
 23 ~~(1)(e)~~ (1)(d) and 2-18-304.

24 (b) An employee covered under the pay schedules
 25 provided in 2-18-313, 2-18-314, or 2-18-315 who elects not

1 to be covered by a state employee group benefit plan shall,
 2 under the provisions of 2-18-703, receive as wages the
 3 amount shown in the appropriate pay schedule less the state
 4 contribution for group benefits as determined by 2-18-703.

5 (4) Employees may, through collective bargaining,
 6 determine the allocation between wages and group benefits,
 7 except that in no case may the group benefits allocation be
 8 less than the amounts provided in 2-18-703."

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

10 "2-18-312. Statewide pay schedules for fiscal years
 11 ~~1992~~ 1994 and ~~1993~~ 1995. (1) The statewide classification
 12 pay schedule for fiscal year ~~1992~~ 1994 is as follows:

13 Annual Hours -- 2080 Note: Does Not Include Insurance

14 Pay Matrix -- State Matrix Type -- Annual

15 Pay Range: Entry Salary to Market Salary

16 GRADE	ENTRY SALARY	MARKET SALARY
17 -1	-87426	-97913
18 -2	-97077	107704
19 -3	-97777	117557
20 -4	107536	127484
21 -5	117305	137522
22 -6	127303	147647
23 -7	137289	157850
24 -8	147404	177230
25 -9	157596	187701

1	10	16,7916	20,7332
2	11	18,7353	22,7112
3	12	19,946	24,090
4	13	21,674	26,240
5	14	23,588	28,626
6	15	25,694	31,258
7	16	28,044	34,200
8	17	30,665	37,488
9	18	33,555	41,122
10	19	36,793	45,201
11	20	40,406	49,761
12	21	44,421	54,841
13	22	48,906	60,527
14	23	53,965	66,954
15	24	59,645	74,185
16	25	65,930	82,206
17	<u>1</u>	<u>8,679</u>	<u>10,210</u>
18	<u>2</u>	<u>9,349</u>	<u>11,025</u>
19	<u>3</u>	<u>10,070</u>	<u>11,903</u>
20	<u>4</u>	<u>10,852</u>	<u>12,858</u>
21	<u>5</u>	<u>11,727</u>	<u>13,927</u>
22	<u>6</u>	<u>12,672</u>	<u>15,086</u>
23	<u>7</u>	<u>13,688</u>	<u>16,334</u>
24	<u>8</u>	<u>14,836</u>	<u>17,747</u>
25	<u>9</u>	<u>16,064</u>	<u>19,262</u>

1	<u>10</u>	<u>17,424</u>	<u>20,942</u>
2	<u>11</u>	<u>18,904</u>	<u>22,775</u>
3	<u>12</u>	<u>20,545</u>	<u>24,812</u>
4	<u>13</u>	<u>22,325</u>	<u>27,027</u>
5	<u>14</u>	<u>24,295</u>	<u>29,485</u>
6	<u>15</u>	<u>26,465</u>	<u>32,196</u>
7	<u>16</u>	<u>28,885</u>	<u>35,226</u>
8	<u>17</u>	<u>31,585</u>	<u>38,613</u>
9	<u>18</u>	<u>34,562</u>	<u>42,355</u>
10	<u>19</u>	<u>37,897</u>	<u>46,557</u>
11	<u>20</u>	<u>41,618</u>	<u>51,254</u>
12	<u>21</u>	<u>45,754</u>	<u>56,487</u>
13	<u>22</u>	<u>50,373</u>	<u>62,343</u>
14	<u>23</u>	<u>55,584</u>	<u>68,963</u>
15	<u>24</u>	<u>61,434</u>	<u>76,410</u>
16	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year 1993 1995 is as follows:

19	Annual Hours -- 2080	Note: Does Not Include Insurance
20	Pay Matrix -- State	Matrix Type -- Annual
21	Pay Range: Entry Salary to Market Salary	
22	GRADE	ENTRY SALARY MARKET SALARY
23	1	8,679 10,210
24	2	9,349 11,025
25	3	10,070 11,903

1	4	10,852	12,858
2	5	11,727	13,927
3	6	12,672	15,086
4	7	13,688	16,334
5	8	14,836	17,747
6	9	16,064	19,262
7	10	17,424	20,942
8	11	18,904	22,775
9	12	20,545	24,812
10	13	22,325	27,027
11	14	24,295	29,485
12	15	26,465	32,196
13	16	28,885	35,226
14	17	31,585	38,613
15	18	34,562	42,355
16	19	37,897	46,557
17	20	41,618	51,254
18	21	45,754	56,487
19	22	50,373	62,343
20	23	55,584	68,963
21	24	61,434	76,410
22	25	67,907	84,673"

23 **Section 5.** Section 2-18-313, MCA, is amended to read:
 24 "2-18-313. Teachers' pay schedules. (1) (a) The
 25 12-month pay schedule for teachers for fiscal year ~~1992~~ 1994

1 is as follows:

2	Annual Hours -- 2080				Note: Includes Insurance		
3	Term -- Twelve Months			Matrix Type -- Annual			
4	Education Level						
5	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
6	-1	23,516	24,175	24,817	25,138	25,461	26,120
7	-2	24,271	24,987	25,704	26,063	26,426	27,169
8	-3	25,026	25,817	26,599	27,013	27,427	28,242
9	-4	25,782	26,660	27,525	27,982	28,438	29,312
10	-5	26,542	27,525	28,457	28,952	29,450	30,384
11	-6	27,330	28,401	29,392	29,926	30,462	31,456
12	-7	28,120	29,270	30,321	30,897	31,471	32,524
13	-8	28,914	30,143	31,257	31,871	32,485	33,594
14	-9	29,707	31,014	32,189	32,841	33,498	34,665
15	10	30,500	31,890	33,120	33,813	34,507	35,737
16	11	31,295	32,732	34,049	34,784	35,519	36,806
17	12	31,295	32,732	34,049	34,784	35,519	36,806
18	13	31,295	32,732	34,049	34,784	35,519	36,806
19	<u>1</u>	<u>24,932</u>	<u>25,591</u>	<u>26,233</u>	<u>26,554</u>	<u>26,877</u>	<u>27,536</u>
20	<u>2</u>	<u>25,687</u>	<u>26,403</u>	<u>27,120</u>	<u>27,479</u>	<u>27,842</u>	<u>28,585</u>
21	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
22	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
23	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,800</u>
24	<u>6</u>	<u>28,746</u>	<u>29,817</u>	<u>30,808</u>	<u>31,342</u>	<u>31,878</u>	<u>32,872</u>
25	<u>7</u>	<u>29,536</u>	<u>30,686</u>	<u>31,737</u>	<u>32,313</u>	<u>32,887</u>	<u>33,940</u>

1	8	30,330	31,559	32,673	33,287	33,901	35,010
2	9	31,123	32,430	33,605	34,257	34,914	36,081
3	10	31,916	33,306	34,536	35,229	35,923	37,153
4	11	32,711	34,148	35,465	36,200	36,935	38,222
5	12	32,711	34,148	35,465	36,200	36,935	38,222
6	13	32,711	34,148	35,465	36,200	36,935	38,222

(b) The 9-month pay schedule for teachers for fiscal year 1992 1994 is as follows:

Annual Hours -- 1560 Note: Includes Insurance
Term -- Nine Months Matrix Type -- Annual

11	Education Level						
12	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
13	-1	19,726	19,770	20,729	20,745	20,780	21,732
14	-2	19,859	20,425	20,992	21,275	21,560	22,126
15	-3	20,455	21,000	21,693	22,000	22,320	22,932
16	-4	21,054	21,739	22,394	22,730	23,081	23,738
17	-5	21,649	22,394	23,095	23,460	23,842	24,545
18	-6	22,247	23,053	23,799	24,200	24,603	25,351
19	-7	22,841	23,706	24,498	24,931	25,363	26,155
20	-8	23,439	24,364	25,202	25,663	26,126	26,960
21	-9	24,036	25,019	25,903	26,394	26,807	27,701
22	10	24,633	25,677	26,604	27,124	27,659	28,630
23	11	25,230	26,312	27,386	27,875	28,457	29,473
24	12	25,230	26,312	27,386	27,875	28,457	29,473
25	13	25,230	26,312	27,386	27,875	28,457	29,473

1	1	20,384	20,892	21,413	21,667	21,922	22,443
2	2	20,981	21,547	22,114	22,397	22,682	23,248
3	3	21,577	22,202	22,815	23,310	23,442	24,054
4	4	22,176	22,861	23,516	23,860	24,203	24,860
5	5	22,771	23,516	24,217	24,590	24,964	25,667
6	6	23,369	24,175	24,921	25,322	25,725	26,473
7	7	23,963	24,828	25,620	26,053	26,485	27,277
8	8	24,561	25,486	26,294	26,785	27,248	28,082
9	9	25,158	26,141	27,025	27,516	28,009	28,903
10	10	25,755	26,799	27,726	28,246	28,781	29,752
11	11	26,352	27,434	28,428	28,997	29,579	30,595
12	12	26,352	27,434	28,428	28,997	29,579	30,595
13	13	26,352	27,434	28,428	28,997	29,579	30,595

(2) -- (a) -- The 12-month pay schedule for teachers for the first 6 months of fiscal year 1993 is as follows:

Annual Hours ---- 2080 Note: -- Includes Insurance
Term ---- Twelve Months Matrix Type ---- Annual

18	Education Level						
19	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
20	-1	24,276	24,935	25,577	25,890	26,221	26,800
21	-2	25,031	25,747	26,464	26,823	27,186	27,929
22	-3	25,786	26,577	27,359	27,773	28,187	29,002
23	-4	26,542	27,420	28,285	28,742	29,198	30,072
24	-5	27,302	28,205	29,117	29,712	30,210	31,144
25	-6	28,090	29,161	30,152	30,760	31,222	32,216

1	-7	28,880	30,703	31,788	31,757	32,731	33,720
2	-8	29,764	30,793	32,017	32,763	33,745	34,734
3	-9	30,746	31,774	32,949	33,761	34,758	35,745
4	10	31,726	32,750	33,780	34,573	35,726	36,749
5	11	32,705	33,742	34,789	35,544	36,729	37,566
6	12	32,705	33,742	34,789	35,544	36,729	37,566
7	13	32,705	33,742	34,789	35,544	36,729	37,566
8	(b)--The 9-month pay schedule for teachers for the first						
9	6 months of fiscal year 1993 is as follows:						
10	Annual Hours----1560				Note--Includes Insurance		
11	Term----Nine Months				Matrix Type----Annual		
12	Education Level						
13	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
14	-1	19,782	20,740	20,721	21,715	21,738	21,751
15	-2	20,748	21,755	21,722	21,795	22,719	22,756
16	-3	21,705	21,710	22,723	22,738	22,795	23,752
17	-4	21,764	22,769	23,724	23,738	23,711	24,738
18	-5	22,729	23,724	23,725	24,798	24,772	25,715
19	-6	22,787	23,783	24,729	24,738	25,733	25,791
20	-7	23,747	24,736	25,718	25,751	25,793	26,785
21	-8	24,706	24,794	25,732	26,723	26,756	27,590
22	-9	24,766	25,749	26,733	27,724	27,717	28,741
23	10	25,723	26,737	27,734	27,754	28,729	29,726
24	11	25,760	26,742	27,736	28,755	29,787	30,713
25	12	25,760	26,742	27,736	28,755	29,787	30,713

1	13	257860	267942	277936	287505	297887	307183
2	{3}(2) (a) The 12-month pay schedule for teachers for						
3	the last 6 months of fiscal year 1993 1995 is as follows:						
4	Annual Hours -- 2080			Note: Includes Insurance			
5	Term -- Twelve Months			Matrix Type -- Annual			
6	Education Level						
7	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
8	-1	247692	257351	257993	267314	267637	277296
9	-2	257447	267163	267888	277239	277602	287345
10	-3	267202	267993	277775	287189	287603	297418
11	-4	267950	277836	287781	297158	297614	307488
12	-5	277718	287781	297633	307128	307626	317568
13	-6	287586	297577	307568	317182	317638	327632
14	-7	297296	307446	317497	327873	327647	337788
15	-8	307898	317319	327433	337847	337661	347778
16	-9	307883	327198	337365	347817	347674	357841
17	10	317676	337866	347296	347989	357683	367913
18	11	327471	337988	357225	357968	367695	377982
19	12	327471	337988	357225	357968	367695	377982
20	13	327471	337988	357225	357968	367695	377982
21	<u>1</u>	<u>25,172</u>	<u>25,831</u>	<u>26,473</u>	<u>26,794</u>	<u>27,117</u>	<u>27,776</u>
22	<u>2</u>	<u>25,927</u>	<u>26,643</u>	<u>27,360</u>	<u>27,719</u>	<u>28,082</u>	<u>28,825</u>
23	<u>3</u>	<u>26,682</u>	<u>27,473</u>	<u>28,255</u>	<u>28,669</u>	<u>29,083</u>	<u>29,898</u>
24	<u>4</u>	<u>27,438</u>	<u>28,316</u>	<u>29,181</u>	<u>29,638</u>	<u>30,094</u>	<u>30,968</u>
25	<u>5</u>	<u>28,198</u>	<u>29,181</u>	<u>30,113</u>	<u>30,608</u>	<u>31,106</u>	<u>32,040</u>

1	6	<u>28,986</u>	<u>30,057</u>	<u>31,048</u>	<u>31,582</u>	<u>32,118</u>	<u>33,112</u>
2	7	<u>29,776</u>	<u>30,926</u>	<u>31,977</u>	<u>32,553</u>	<u>33,127</u>	<u>34,180</u>
3	8	<u>30,570</u>	<u>31,799</u>	<u>32,913</u>	<u>33,527</u>	<u>34,141</u>	<u>35,250</u>
4	9	<u>31,363</u>	<u>32,670</u>	<u>33,845</u>	<u>34,497</u>	<u>35,154</u>	<u>36,321</u>
5	10	<u>32,156</u>	<u>33,546</u>	<u>34,776</u>	<u>35,469</u>	<u>36,163</u>	<u>37,393</u>
6	11	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
7	12	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
8	13	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>

9 (b) The 9-month pay schedule for teachers for the--last
10 6-months-of fiscal year 1993 1995 is as follows:

11 Annual Hours -- 1560 Note: Includes Insurance

12 Term -- Nine Months Matrix Type -- Annual

13 Education Level

14	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
15	-1	20,720	20,712	21,723	21,747	21,742	22,726
16	-2	20,780	21,737	21,934	22,727	22,750	23,760
17	-3	21,397	22,022	22,635	22,950	23,726	23,774
18	-4	21,996	22,601	23,336	23,600	24,023	24,760
19	-5	22,591	23,336	24,037	24,410	24,784	25,487
20	-6	23,189	23,995	24,741	25,142	25,545	26,293
21	-7	23,783	24,648	25,440	25,873	26,305	27,097
22	-8	24,381	25,306	26,144	26,605	27,060	27,902
23	-9	24,978	25,961	26,845	27,336	27,829	28,723
24	10	25,575	26,619	27,546	28,066	28,601	29,572
25	11	26,172	27,254	28,240	28,817	29,399	30,415

1	12	<u>26,172</u>	<u>27,254</u>	<u>28,240</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
2	13	<u>26,172</u>	<u>27,254</u>	<u>28,240</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
3	1	<u>20,564</u>	<u>21,072</u>	<u>21,593</u>	<u>21,847</u>	<u>22,102</u>	<u>22,623</u>
4	2	<u>21,161</u>	<u>21,727</u>	<u>22,294</u>	<u>22,577</u>	<u>22,862</u>	<u>23,428</u>
5	3	<u>21,757</u>	<u>22,382</u>	<u>22,995</u>	<u>23,310</u>	<u>23,622</u>	<u>24,234</u>
6	4	<u>22,356</u>	<u>23,041</u>	<u>23,696</u>	<u>24,040</u>	<u>24,383</u>	<u>25,040</u>
7	5	<u>22,951</u>	<u>23,696</u>	<u>24,397</u>	<u>24,770</u>	<u>25,144</u>	<u>25,847</u>
8	6	<u>23,549</u>	<u>24,355</u>	<u>25,101</u>	<u>25,502</u>	<u>25,905</u>	<u>26,653</u>
9	7	<u>24,143</u>	<u>25,008</u>	<u>25,800</u>	<u>26,233</u>	<u>26,665</u>	<u>27,457</u>
10	8	<u>24,741</u>	<u>25,666</u>	<u>26,474</u>	<u>26,965</u>	<u>27,428</u>	<u>28,262</u>
11	9	<u>25,338</u>	<u>26,321</u>	<u>27,205</u>	<u>27,696</u>	<u>28,189</u>	<u>29,083</u>
12	10	<u>25,935</u>	<u>26,979</u>	<u>27,906</u>	<u>28,426</u>	<u>28,961</u>	<u>29,932</u>
13	11	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
14	12	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
15	13	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775"</u>

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

17 "2-18-314. Liquor store occupations pay schedules. (1)

18 The pay schedule for liquor store occupations for fiscal
19 year 1992 1994 is as follows:

20 Annual Hours -- 2080

Note: With Insurance

21 Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

22 Grade

\$/Hour

23 W/Ins.

24 b1

-0.000

25 b2

-9.140

1	b3	-9:640
2	b4	-9:920
3	b5	10:210
4	b6	10:820
5	b7	11:480
6	b8	12:230
7	(2)---(a)---The---pay---schedule---for---liquor---store---occupations	
8	for---the---first---6---months---of---fiscal---year---1993---is---as---follows:	
9	Annual-Hours-----2080	Note:---With---Insurance
10	Pay-Matrix-----Retail-Clerk	Matrix-Type-----Hourly
11	Grade	\$/Hour
12		W/Ins.
13	b1	-0:000
14	b2	-9:585
15	b3	10:005
16	b4	10:285
17	b5	10:575
18	b6	11:105
19	b7	11:845
20	b8	12:595
21	L1	0.000
22	L2	9.820
23	L3	10.320
24	L4	10.600
25	L5	10.890

1	L6	11.500
2	L7	12.160
3	L8	12.910
4	(b)(2) The pay schedule for liquor store occupations	
5	for the---last---6---months---of fiscal year 1993 1995 is as	
6	follows:	
7	Annual Hours -- 2080	Note: With Insurance
8	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
9	Grade	\$/Hour
10		W/Ins.
11	b1	-0:000
12	b2	-9:785
13	b3	10:205
14	b4	10:485
15	b5	10:775
16	b6	11:385
17	b7	12:045
18	b8	12:795
19	L1	0.000
20	L2	9.935
21	L3	10.435
22	L4	10.715
23	L5	11.005
24	L6	11.615
25	L7	12.275

L8

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

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year 1992 1994 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade

\$/Hour

W/Ins.

B1

9.615

B2

10.815

B3

10.415

B4

10.815

B5

11.215

B6

11.615

B7

12.015

B8

12.415

B9

12.815

B10

13.215

B11

13.615

B12

14.015

B00

14.415B110.295B210.695B311.095

B4

11.495

B5

11.895

B6

12.295

B7

12.695

B8

13.095

B9

13.495

B10

13.895

B11

14.295

B12

14.695

B00

15.095

(2) -- The pay schedule for blue-collar workers for the first 6 months of fiscal year 1993 is as follows:

Annual Hours ---- 2080

Note: With Insurance

Pay Matrix ---- Blue-Collar

Matrix Type ---- Hourly

Grade

\$/Hour

W/Ins.

B1

9.980

B2

10.380

B3

10.780

B4

11.180

B5

11.580

B6

11.980

B7

12.380

B8

12.780

B9

13.180

1	B10	\$3,580
2	B11	\$3,980
3	B12	\$4,380
4	B00	\$4,780
5	(3)(2) The pay schedule for blue-collar workers for the	
6	last-6-months-of fiscal year 1993 1995 is as follows:	
7	Annual Hours -- 2080	Note: With Insurance
8	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
9	Grade	\$/Hour
10		W/Ins.
11	B1	\$0-180
12	B2	\$0-580
13	B3	\$0-980
14	B4	\$1-380
15	B5	\$1-780
16	B6	\$2-180
17	B7	\$2-580
18	B8	\$2-980
19	B9	\$3-380
20	B10	\$3-780
21	B11	\$4-180
22	B12	\$4-580
23	B00	\$4-980
24	B1	<u>10.410</u>
25	B2	<u>10.810</u>

1	B3	<u>11.210</u>
2	B4	<u>11.610</u>
3	B5	<u>12.010</u>
4	B6	<u>12.410</u>
5	B7	<u>12.810</u>
6	B8	<u>13.210</u>
7	B9	<u>13.610</u>
8	B10	<u>14.010</u>
9	B11	<u>14.410</u>
10	B12	<u>14.810</u>
11	B00	<u>15.210"</u>

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

13 "2-18-703. Contributions. (1) Each agency, as defined
14 in 2-18-601, shall contribute the amount specified in this
15 section towards the group benefits cost.

16 (2) For employees defined in 2-18-701, other than
17 members of collective bargaining units, and for members of
18 the legislature, the employer contribution for group
19 benefits shall be \$170 \$210 per month for the fiscal year
20 ending June 30, 1992 1994, and \$190 \$230 per month for the
21 fiscal year ending June 30, 1993 1995, and for each fiscal
22 year thereafter. When a state employee is terminated to
23 achieve a reduction in force, the continuation of
24 contributions for group benefits beyond the termination date
25 is subject to negotiation under 39-31-305. Permanent

part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member or to increase the

reserves of the group."

Section 9. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1)

Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

(a) the agency's actual cost of purchasing the electronic media used for transferring data, if the person requesting the information does not provide the media; or

(b) expenses incurred by the agency as a result of mainframe processing charges or other out-of-pocket expenses directly associated with the request for information.

(3) An agency may also charge an hourly fee for each hour, or fraction of an hour, after one-half hour of copying service has been provided. The hourly fee may not exceed the hourly rate for the current fiscal year for a state employee classified as grade 10, step--2 market salary, under 2-18-312.

(4) For the purposes of this section, the term "agency"

1 has the meaning provided in 2-3-102 but includes
2 legislative, judicial, and state military agencies.

3 (5) This section does not authorize the release of
4 electronic security codes giving access to private
5 information."

6 NEW SECTION. Section 10. Appropriation. (1) The
7 following money for the indicated fiscal years is
8 appropriated to the listed agencies to implement [this act]:

	FISCAL 1994		FISCAL 1995	
	General Fund	Other Funds	General Fund	Other Funds
11 Legislative Auditor				
12	7,315	7,925	14,630	15,850
13	<u>7,096</u>	<u>7,268</u>	<u>14,361</u>	<u>14,367</u>
14 Legislative Fiscal Analyst				
15	4,000	-0-	8,160	-0-
16	<u>3,602</u>		<u>7,205</u>	
17 Legislative Council				
18	7,379	2,934	19,627	3,400
19	<u>6,240</u>	<u>3,108</u>	<u>15,499</u>	<u>3,197</u>
20 Environmental Quality Council				
21	1,620	60	3,240	120
22	<u>1,466</u>	<u>0</u>	<u>2,932</u>	<u>0</u>
23 Consumer Counsel				
24	-0-	1,260	-0-	2,520
25		<u>1,140</u>		<u>2,280</u>

1 Judiciary				
2	19,560	2,640	39,120	5,280
3	<u>18,240</u>	<u>2,508</u>	<u>36,480</u>	<u>5,016</u>
4 <u>MONTANA UNIVERSITY SYSTEM</u>				
5	<u>605,746</u>	<u>293,708</u>	<u>1,211,491</u>	<u>588,785</u>
6 Office of Budget and Program Planning for Distribution to				
7 All Other Agencies				
8	1,079,781	1,573,171	2,206,770	3,161,769
9	<u>905,094</u>	<u>1,538,072</u>	<u>1,794,223</u>	<u>3,096,075</u>
10 (2) <u>THE APPROPRIATION TO THE MONTANA UNIVERSITY SYSTEM</u>				
11 <u>INCLUDES FUNDING FOR UNIVERSITY SYSTEM UNITS AS DEFINED IN</u>				
12 <u>17-7-102(16).</u>				

-End-

HOUSE BILL NO. 198
INTRODUCED BY PETERSON
BY REQUEST OF THE GOVERNOR

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
PAY SCHEDULES FOR FISCAL YEARS 1994 AND 1995; APPROPRIATING
MONEY TO IMPLEMENT THE SCHEDULES; AND AMENDING SECTIONS
2-6-110, 2-18-301, 2-18-303, 2-18-305, 2-18-312, 2-18-313,
2-18-314, 2-18-315, AND 2-18-703, MCA."

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

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

"2-18-301. Purpose and intent of part -- rules. (1) The
purpose of this part is to provide the market-based
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
compensation plans for state employees, excluding those
employees excepted under 2-18-103 or 2-18-104 and excluding
employees compensated under 2-18-313, 2-18-314, and
2-18-315, be based on an analysis of the labor market as
provided by the department in a salary survey report to the
legislature at the start of each legislative session.

(3) Except as provided in 2-18-110 and 2-18-305(4), 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 52nd 53rd
legislature.

(4) Pay levels provided for in 2-18-312 through
2-18-315 may not be increased through collective bargaining
after adjournment of the 52nd 53rd legislature.

(5) 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
52nd 53rd legislature.

(6) 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.

(7) 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 2. Section 2-18-303, MCA, is amended to read:

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

(a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for the fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, for each grade for positions classified under the provisions of part 2 of this chapter.

(b) Each employee newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8).

(c) Except as provided in subsection (i)(g) (1)(e), on the first day of the first complete pay period in fiscal year 1992 1994, each employee hired before July 1, 1991 1993, is entitled to the amount of his the employee's base salary as it was on June 30, 1991 1993, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991, and

(ii) an additional increase of $\frac{1}{8}$ of 1% of his base salary as it is after the 60-cent an hour increase, for each full percentage point that the employee's base salary, as it is after the 60-cent an hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (i)(g) (1)(e), on the first day of the first COMPLETE pay period in fiscal year 1993 1995, each employee hired before July 1, 1992 1994, is entitled to the amount of the employee's base

salary as it was on June 30, 1992 1994, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992, then

(ii) add an amount equal to $\frac{1}{8}$ of 1% of the amount computed in subsection (i)(d) for each full percentage point that the employee's base salary, as it is after the 45-cent an hour increase, is below the market salary for the employee's assigned grade, then

(iii) from the sum calculated in subsection (i)(d) (ii), subtract 20 cents an hour.

(e) Except as provided in subsection (i)(g), on the first day of the first pay period in January 1993, each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g)(e) An employee's base salary may be no less than the entry salary for his the employee's assigned grade.

(h)(f) Except as provided in subsections (5) through

~~(8) An~~ An employee's base salary may not exceed the market maximum salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(g) The maximum salary for each grade is determined by subtracting the entry salary from the market salary and adding that amount to the market salary.

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

(3) The pay schedules provided in 2-18-313 through 2-18-315 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 under the authority of the department of corrections and human services or the department of family services for fiscal years 1992 1994 and 1993 1995.

(ii) The compensation of each teacher on the first day of the first pay period in July 1991 1993 is that amount corresponding to determined by the teacher's level of academic achievement and years of experience the step

occupied on June 30, 1993 YEARS OF EXPERIENCE.

(iii) On The compensation of each teacher on ON the first day of the first pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313 in July 1994 is determined by the teacher's level of academic achievement and the step occupied on June 30, 1994 OF EACH FISCAL YEAR, EACH TEACHER SHALL ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE ADOPTED IN 2-18-313.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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 1992 1994 or 1993 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, 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

1 plans.

2 (ii) The compensation of each employee on the first day
3 of the first pay period in fiscal year ~~1992~~ 1994 or ~~1993~~
4 1995 is that amount corresponding to the grade occupied on
5 the last day of the preceding fiscal year.

6 (4) (a) (i) A member of a bargaining unit may not
7 receive the amounts indicated in the respective pay
8 schedules provided in 2-18-312 through 2-18-315 until the
9 bargaining unit of which he the employee is a member
10 ratifies a completely integrated collective bargaining
11 agreement covering the biennium ending June 30, ~~1993~~ 1995.

12 (ii) If negotiation and ratification of a completely
13 integrated collective bargaining agreement as required by
14 subsection (4)(a)(i) are not completed by July 1, ~~1991~~ 1993,
15 retroactivity to that date may be negotiated.

16 (iii) If negotiation and ratification of a completely
17 integrated collective bargaining agreement as required by
18 subsection (4)(a)(i) are not completed by July 1, ~~1991~~ 1993,
19 members of the bargaining unit involved must continue to
20 receive the compensation they were receiving as of June 30,
21 ~~1991~~ 1993.

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

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

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

8 (7) The department may develop programs that enable the
9 department to mitigate problems associated with difficult
10 recruitment, retention, transfer, or other exceptional
11 circumstances. Insofar as the program may apply to employees
12 within a collective bargaining unit, it is a negotiable
13 subject under 39-31-305. ~~To maintain the internal equity of~~
14 ~~the statewide pay plan provided for in 2-18-312 and~~
15 ~~subsection (i) of this section, when a majority of~~
16 ~~registered nurses classified under the provisions of part 2~~
17 ~~of this chapter have been granted a pay plan exception~~
18 ~~through a collectively bargained agreement, then all other~~
19 ~~classified registered nurses, including those employed in~~
20 ~~the university system, must be paid a salary equivalent to~~
21 ~~the salary negotiated in the negotiated agreement, except~~
22 ~~that in no case may the salary of a classified registered~~
23 ~~nurse be reduced by this provision.~~

24 (8) The department shall review the competitiveness of
25 the compensation provided to all 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."

Section 3. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in 2-18-313, 2-18-314, and 2-18-315 represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection (4), the amount specifically allocated for group benefits must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his the employee's base salary, including adjustments provided in 2-18-303(1)(c) through ~~(1)(e)~~ (1)(d) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not to be covered by a state employee group benefit plan shall, under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

(4) Employees may, through collective bargaining, determine the allocation between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

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

"2-18-312. Statewide pay schedules for fiscal years ~~1992~~ 1994 and ~~1993~~ 1995. (1) The statewide classification pay schedule for fiscal year ~~1992~~ 1994 is as follows:

Annual Hours -- 2080 Note: Does Not Include Insurance

Pay Matrix -- State Matrix Type -- Annual

Pay Range: Entry Salary to Market Salary

GRADE	ENTRY SALARY	MARKET SALARY
-1	-87426	-97913
-2	-97077	107704
-3	-97777	117557
-4	107536	127404
-5	117305	137522
-6	127303	147647
-7	137209	157058

1	-8	14,740	17,230
2	-9	15,596	18,701
3	10	16,916	20,332
4	11	18,353	22,112
5	12	19,946	24,090
6	13	21,674	26,240
7	14	23,588	28,626
8	15	25,694	31,250
9	16	28,044	34,200
10	17	30,665	37,480
11	18	33,555	41,122
12	19	36,793	45,201
13	20	40,406	49,761
14	21	44,421	54,841
15	22	48,906	60,527
16	23	53,965	66,954
17	24	59,645	74,185
18	25	65,930	82,206
19	<u>1</u>	<u>8,679</u>	<u>10,210</u>
20	<u>2</u>	<u>9,349</u>	<u>11,025</u>
21	<u>3</u>	<u>10,070</u>	<u>11,903</u>
22	<u>4</u>	<u>10,852</u>	<u>12,858</u>
23	<u>5</u>	<u>11,727</u>	<u>13,927</u>
24	<u>6</u>	<u>12,672</u>	<u>15,086</u>
25	<u>7</u>	<u>13,688</u>	<u>16,334</u>

1	<u>8</u>	<u>14,836</u>	<u>17,747</u>
2	<u>9</u>	<u>16,064</u>	<u>19,262</u>
3	<u>10</u>	<u>17,424</u>	<u>20,942</u>
4	<u>11</u>	<u>18,904</u>	<u>22,775</u>
5	<u>12</u>	<u>20,545</u>	<u>24,812</u>
6	<u>13</u>	<u>22,325</u>	<u>27,027</u>
7	<u>14</u>	<u>24,295</u>	<u>29,485</u>
8	<u>15</u>	<u>26,465</u>	<u>32,196</u>
9	<u>16</u>	<u>28,885</u>	<u>35,226</u>
10	<u>17</u>	<u>31,585</u>	<u>38,613</u>
11	<u>18</u>	<u>34,562</u>	<u>42,355</u>
12	<u>19</u>	<u>37,897</u>	<u>46,557</u>
13	<u>20</u>	<u>41,618</u>	<u>51,254</u>
14	<u>21</u>	<u>45,754</u>	<u>56,487</u>
15	<u>22</u>	<u>50,373</u>	<u>62,343</u>
16	<u>23</u>	<u>55,584</u>	<u>68,963</u>
17	<u>24</u>	<u>61,434</u>	<u>76,410</u>
18	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year 1993 1995 is as follows:

21	Annual Hours -- 2080	Note: Does Not Include Insurance
22	Pay Matrix -- State	Matrix Type -- Annual
23	Pay Range: Entry Salary to Market Salary	
24	GRADE	ENTRY SALARY MARKET SALARY
25	1	8,679 10,210

1	2	9,349	11,025
2	3	10,070	11,903
3	4	10,852	12,858
4	5	11,727	13,927
5	6	12,672	15,086
6	7	13,688	16,334
7	8	14,836	17,747
8	9	16,064	19,262
9	10	17,424	20,942
10	11	18,904	22,775
11	12	20,545	24,812
12	13	22,325	27,027
13	14	24,295	29,485
14	15	26,465	32,196
15	16	28,885	35,226
16	17	31,585	38,613
17	18	34,562	42,355
18	19	37,897	46,557
19	20	41,618	51,254
20	21	45,754	56,487
21	22	50,373	62,343
22	23	55,584	68,963
23	24	61,434	76,410
24	25	67,907	84,673"

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

1	"2-18-313. Teachers' pay schedules. (1) (a) The						
2	12-month pay schedule for teachers for fiscal year 1992 1994						
3	is as follows:						
4	Annual Hours -- 2080			Note: Includes Insurance			
5	Term -- Twelve Months			Matrix Type -- Annual			
6	Education Level						
7	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
8	-1	23,516	24,175	24,817	25,138	25,461	26,120
9	-2	24,271	24,987	25,704	26,063	26,426	27,169
10	-3	25,026	25,817	26,599	27,013	27,427	28,242
11	-4	25,782	26,660	27,525	27,982	28,430	29,312
12	-5	26,542	27,525	28,457	28,952	29,450	30,384
13	-6	27,330	28,401	29,392	29,926	30,462	31,456
14	-7	28,120	29,270	30,321	30,897	31,471	32,524
15	-8	28,914	30,143	31,257	31,871	32,485	33,594
16	-9	29,707	31,014	32,189	32,841	33,498	34,665
17	10	30,500	31,890	33,120	33,813	34,507	35,737
18	11	31,295	32,732	34,049	34,784	35,519	36,806
19	12	31,295	32,732	34,049	34,784	35,519	36,806
20	13	31,295	32,732	34,049	34,784	35,519	36,806
21	<u>1</u>	<u>24,932</u>	<u>25,591</u>	<u>26,233</u>	<u>26,554</u>	<u>26,877</u>	<u>27,536</u>
22	<u>2</u>	<u>25,687</u>	<u>26,403</u>	<u>27,120</u>	<u>27,479</u>	<u>27,842</u>	<u>28,585</u>
23	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
24	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
25	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,800</u>

1	6	28,746	29,817	30,808	31,342	31,878	32,872
2	7	29,536	30,686	31,737	32,313	32,887	33,940
3	8	30,330	31,559	32,673	33,287	33,901	35,010
4	9	31,123	32,430	33,605	34,257	34,914	36,081
5	10	31,916	33,306	34,536	35,229	35,923	37,153
6	11	32,711	34,148	35,465	36,200	36,935	38,222
7	12	32,711	34,148	35,465	36,200	36,935	38,222
8	13	32,711	34,148	35,465	36,200	36,935	38,222

9 (b) The 9-month pay schedule for teachers for fiscal
10 year 1992 1994 is as follows:

11 Annual Hours -- 1560 Note: Includes Insurance
12 Term -- Nine Months Matrix Type -- Annual

13	Education Level						
14	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
15	-1	19,726	19,770	20,291	20,545	20,800	21,321
16	-2	19,859	20,425	20,992	21,275	21,560	22,126
17	-3	20,455	21,080	21,693	22,008	22,320	22,932
18	-4	21,054	21,739	22,394	22,738	23,081	23,738
19	-5	21,649	22,394	23,095	23,468	23,842	24,545
20	-6	22,247	23,053	23,799	24,280	24,683	25,351
21	-7	22,841	23,706	24,498	24,991	25,363	26,155
22	-8	23,439	24,364	25,202	25,663	26,126	26,960
23	-9	24,036	25,019	25,903	26,394	26,887	27,781
24	-10	24,633	25,677	26,684	27,124	27,659	28,630
25	-11	25,230	26,312	27,306	27,875	28,457	29,473

1	12	25,230	26,312	27,306	27,875	28,457	29,473
2	13	25,230	26,312	27,306	27,875	28,457	29,473
3	1	20,384	20,892	21,413	21,667	21,922	22,443
4	2	20,981	21,547	22,114	22,397	22,682	23,248
5	3	21,577	22,202	22,815	23,310	23,442	24,054
6	4	22,176	22,861	23,516	23,860	24,203	24,860
7	5	22,771	23,516	24,217	24,590	24,964	25,667
8	6	23,369	24,175	24,921	25,322	25,725	26,473
9	7	23,963	24,828	25,620	26,053	26,485	27,277
10	8	24,561	25,486	26,294	26,785	27,248	28,082
11	9	25,158	26,141	27,025	27,516	28,009	28,903
12	10	25,755	26,799	27,726	28,246	28,781	29,752
13	11	26,352	27,434	28,428	28,997	29,579	30,595
14	12	26,352	27,434	28,428	28,997	29,579	30,595
15	13	26,352	27,434	28,428	28,997	29,579	30,595

16 (2) -- (a) The 12-month pay schedule for teachers for the
17 first 6 months of fiscal year 1993 is as follows:

18 Annual Hours --- 2080 Note: Includes Insurance
19 Term --- Twelve Months Matrix Type --- Annual

20	Education Level						
21	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
22	-1	24,276	24,935	25,577	25,890	26,221	26,880
23	-2	25,031	25,747	26,464	26,823	27,186	27,929
24	-3	25,786	26,577	27,359	27,773	28,187	29,002
25	-4	26,542	27,428	28,285	28,742	29,198	30,072

1	-5	27,302	28,285	29,217	29,712	30,210	31,144
2	-6	28,090	29,161	30,152	30,606	31,222	32,216
3	-7	28,880	30,030	31,001	31,657	32,231	33,284
4	-8	29,674	30,903	32,017	32,631	33,245	34,354
5	-9	30,467	31,774	32,949	33,601	34,258	35,425
6	10	31,260	32,650	33,880	34,573	35,267	36,497
7	11	32,055	33,492	34,809	35,544	36,279	37,566
8	12	32,855	33,492	34,809	35,544	36,279	37,566
9	13	32,855	33,492	34,809	35,544	36,279	37,566
10	(b) -- The 9-month pay schedule for teachers for the first						
11	6 months of fiscal year 1993 is as follows:						
12	Annual Hours ---- 1560			Note: Includes Insurance			
13	Term ---- Nine Months			Matrix Type ---- Annual			
14	Education Level						
15	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
16	-1	19,892	20,400	20,921	21,175	21,430	21,951
17	-2	20,489	21,055	21,622	21,905	22,190	22,756
18	-3	21,085	21,710	22,323	22,638	22,958	23,562
19	-4	21,684	22,369	23,024	23,368	23,711	24,368
20	-5	22,279	23,024	23,725	24,090	24,472	25,175
21	-6	22,877	23,683	24,429	24,830	25,233	25,901
22	-7	23,471	24,336	25,120	25,561	25,993	26,705
23	-8	24,069	24,994	25,832	26,293	26,756	27,590
24	-9	24,666	25,649	26,533	27,024	27,517	28,411
25	10	25,263	26,307	27,234	27,754	28,289	29,260

1	11	25,860	26,942	27,936	28,505	29,087	30,103
2	12	25,860	26,942	27,936	28,505	29,087	30,103
3	13	25,860	26,942	27,936	28,505	29,087	30,103
4	(3)(2) (a) The 12-month pay schedule for teachers for						
5	the last 6 months of fiscal year 1993 1995 is as follows:						
6	Annual Hours -- 2080			Note: Includes Insurance			
7	Term -- Twelve Months			Matrix Type -- Annual			
8	Education Level						
9	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
10	-1	24,692	25,351	25,993	26,314	26,637	27,296
11	-2	25,447	26,163	26,800	27,239	27,602	28,345
12	-3	26,202	26,993	27,775	28,189	28,603	29,410
13	-4	26,958	27,836	28,701	29,158	29,614	30,480
14	-5	27,718	28,701	29,633	30,128	30,626	31,560
15	-6	28,506	29,577	30,560	31,102	31,638	32,632
16	-7	29,296	30,446	31,497	32,073	32,647	33,700
17	-8	30,090	31,319	32,433	33,047	33,661	34,770
18	-9	30,883	32,190	33,365	34,017	34,674	35,841
19	10	31,676	33,066	34,296	34,989	35,683	36,913
20	11	32,471	33,900	35,225	35,960	36,695	37,982
21	12	32,471	33,900	35,225	35,960	36,695	37,982
22	13	32,471	33,900	35,225	35,960	36,695	37,982
23	1	25,172	25,831	26,473	26,794	27,117	27,776
24	2	25,927	26,643	27,360	27,719	28,082	28,825
25	3	26,682	27,473	28,255	28,669	29,083	29,898

1	4	27,438	28,316	29,181	29,638	30,094	30,968
2	5	28,198	29,181	30,113	30,608	31,106	32,040
3	6	28,986	30,057	31,048	31,582	32,118	33,112
4	7	29,776	30,926	31,977	32,553	33,127	34,180
5	8	30,570	31,799	32,913	33,527	34,141	35,250
6	9	31,363	32,670	33,845	34,497	35,154	36,321
7	10	32,156	33,546	34,776	35,469	36,163	37,393
8	11	32,951	34,388	35,705	36,440	37,175	38,462
9	12	32,951	34,388	35,705	36,440	37,175	38,462
10	13	32,951	34,388	35,705	36,440	37,175	38,462

(b) The 9-month pay schedule for teachers for the--last
6-months-of fiscal year 1993 1995 is as follows:

Annual Hours -- 1560 Note: Includes Insurance

Term -- Nine Months Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
17	-1 20,204	20,712	21,233	21,487	21,742	22,263
18	-2 20,801	21,367	21,934	22,217	22,502	23,060
19	-3 21,397	22,022	22,635	22,950	23,262	23,874
20	-4 21,996	22,601	23,236	23,600	24,023	24,600
21	-5 22,591	23,236	24,037	24,410	24,784	25,487
22	-6 23,189	23,995	24,741	25,142	25,545	26,293
23	-7 23,783	24,640	25,440	25,873	26,305	27,097
24	-8 24,381	25,286	26,144	26,605	27,068	27,902
25	-9 24,978	25,961	26,845	27,336	27,829	28,723

1	10	25,575	26,619	27,546	28,066	28,601	29,572
2	11	26,172	27,254	28,240	28,817	29,399	30,415
3	12	26,172	27,254	28,240	28,817	29,399	30,415
4	13	26,172	27,254	28,240	28,817	29,399	30,415
5	1	20,564	21,072	21,593	21,847	22,102	22,623
6	2	21,161	21,727	22,294	22,577	22,862	23,428
7	3	21,757	22,382	22,995	23,310	23,622	24,234
8	4	22,356	23,041	23,696	24,040	24,383	25,040
9	5	22,951	23,696	24,397	24,770	25,144	25,847
10	6	23,549	24,355	25,101	25,502	25,905	26,653
11	7	24,143	25,008	25,800	26,233	26,665	27,457
12	8	24,741	25,666	26,474	26,965	27,428	28,262
13	9	25,338	26,321	27,205	27,696	28,189	29,083
14	10	25,935	26,979	27,906	28,426	28,961	29,932
15	11	26,532	27,614	28,608	29,177	29,759	30,775
16	12	26,532	27,614	28,608	29,177	29,759	30,775
17	13	26,532	27,614	28,608	29,177	29,759	30,775"

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

"2-18-314. Liquor store occupations pay schedules. (1)
The pay schedule for liquor store occupations for fiscal
year 1992 1994 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade

\$/Hour

W/Ins.

1	b1	-0.000
2	b2	-9.140
3	b3	-9.640
4	b4	-9.920
5	b5	10.210
6	b6	10.820
7	b7	11.480
8	b8	12.230
9	(2)--(a)--The--pay--schedule--for--liquor--store--occupations	
10	for--the--first--6--months--of--fiscal--year--1993--is--as--follows:	
11	Annual--Hours----2080	Note:--With--Insurance
12	Pay--Matrix----Retail--Clerk	Matrix--Type----Hourly
13	Grade	\$/Hour
14		W/Ins.
15	b1	-0.000
16	b2	-9.585
17	b3	10.005
18	b4	10.285
19	b5	10.575
20	b6	11.105
21	b7	11.845
22	b8	12.595
23	L1	0.000
24	L2	9.820
25	L3	10.320

1	L4	10.600
2	L5	10.890
3	L6	11.500
4	L7	12.160
5	L8	12.910
6	(b)(2) The pay schedule for liquor store occupations	
7	for the--last--6--months--of fiscal year 1993 1995 is as	
8	follows:	
9	Annual Hours -- 2080	Note: With Insurance
10	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
11	Grade	\$/Hour
12		W/Ins.
13	b1	-0.000
14	b2	-9.705
15	b3	10.205
16	b4	10.485
17	b5	10.775
18	b6	11.305
19	b7	12.045
20	b8	12.795
21	L1	0.000
22	L2	9.935
23	L3	10.435
24	L4	10.715
25	L5	11.005

1 L6 11.615
 2 L7 12.275
 3 L8 13.025"
 4 **Section 7.** Section 2-18-315, MCA, is amended to read:
 5 "2-18-315. Blue-collar pay schedules. (1) The pay
 6 schedule for blue-collar workers for fiscal year ~~1992~~ 1994
 7 is as follows:

8	Annual Hours -- 2080	Note: With Insurance
9	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
10	Grade	\$/Hour
11		W/Ins.
12	B1	9.615
13	B2	10.015
14	B3	10.415
15	B4	10.815
16	B5	11.215
17	B6	11.615
18	B7	12.015
19	B8	12.415
20	B9	12.815
21	B10	13.215
22	B11	13.615
23	B12	14.015
24	B00	14.415
25	<u>B1</u>	<u>10.295</u>

1	<u>B2</u>	<u>10.695</u>
2	<u>B3</u>	<u>11.095</u>
3	<u>B4</u>	<u>11.495</u>
4	<u>B5</u>	<u>11.895</u>
5	<u>B6</u>	<u>12.295</u>
6	<u>B7</u>	<u>12.695</u>
7	<u>B8</u>	<u>13.095</u>
8	<u>B9</u>	<u>13.495</u>
9	<u>B10</u>	<u>13.895</u>
10	<u>B11</u>	<u>14.295</u>
11	<u>B12</u>	<u>14.695</u>
12	<u>B00</u>	<u>15.095</u>

13 (2) -- The pay schedule for blue-collar workers for the
 14 first 6 months of fiscal year ~~1993~~ is as follows:

15	Annual Hours --- 2080	Note: With Insurance
16	Pay Matrix --- Blue-Collar	Matrix Type --- Hourly
17	Grade	\$/Hour
18		W/Ins.
19	B1	9.980
20	B2	10.380
21	B3	10.780
22	B4	11.180
23	B5	11.580
24	B6	11.980
25	B7	12.380

1	B0	12-780
2	B9	13-180
3	B10	13-580
4	B11	13-980
5	B12	14-380
6	B00	14-780
7	(3)(2) The pay schedule for blue-collar workers for the	
8	last-6-months-of fiscal year 1993 1995 is as follows:	
9	Annual Hours -- 2080	Note: With Insurance
10	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
11	Grade	\$/Hour
12		W/Ins.
13	B1	10-180
14	B2	10-580
15	B3	10-980
16	B4	11-380
17	B5	11-780
18	B6	12-180
19	B7	12-580
20	B8	12-980
21	B9	13-380
22	B10	13-780
23	B11	14-180
24	B12	14-580
25	B00	14-980

1	B1	10.410
2	B2	10.810
3	B3	11.210
4	B4	11.610
5	B5	12.010
6	B6	12.410
7	B7	12.810
8	B8	13.210
9	B9	13.610
10	B10	14.010
11	B11	14.410
12	B12	14.810
13	B00	15.210"

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

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

18 (2) For employees defined in 2-18-701, other than
19 members of collective bargaining units, and for members of
20 the legislature, the employer contribution for group
21 benefits shall be \$170 \$210 per month for the fiscal year
22 ending June 30, 1992 1994, and \$190 \$230 per month for the
23 fiscal year ending June 30, 1993 1995, and for each fiscal
24 year thereafter. When a state employee is terminated to
25 achieve a reduction in force, the continuation of

contributions for group benefits beyond the termination date is subject to negotiation under 39-31-305. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer

may be used to offset losses occurring to the group of which the employee is eligible to be a member or to increase the reserves of the group."

Section 9. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1) Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

(a) the agency's actual cost of purchasing the electronic media used for transferring data, if the person requesting the information does not provide the media; or

(b) expenses incurred by the agency as a result of mainframe processing charges or other out-of-pocket expenses directly associated with the request for information.

(3) An agency may also charge an hourly fee for each hour, or fraction of an hour, after one-half hour of copying service has been provided. The hourly fee may not exceed the hourly rate for the current fiscal year for a state employee classified as grade 10, step--2 market salary, under

1 2-18-312.

2 (4) For the purposes of this section, the term "agency"
3 has the meaning provided in 2-3-102 but includes
4 legislative, judicial, and state military agencies.

5 (5) This section does not authorize the release of
6 electronic security codes giving access to private
7 information."

8 NEW SECTION. Section 10. Appropriation. (1) The
9 following money for the indicated fiscal years is
10 appropriated to the listed agencies to implement [this act]:

	FISCAL 1994		FISCAL 1995	
	General Fund	Other Funds	General Fund	Other Funds
13 Legislative Auditor				
14	77315	77925	147630	157850
15	<u>7,096</u>	<u>7,268</u>	<u>14,361</u>	<u>14,367</u>
16 Legislative Fiscal Analyst				
17	47000	-0-	07160	-0-
18	<u>3,602</u>		<u>7,205</u>	
19 Legislative Council				
20	77379	27934	197627	37400
21	<u>6,240</u>	<u>3,108</u>	<u>15,499</u>	<u>3,197</u>
22 Environmental Quality Council				
23	17620	60	37240	120
24	<u>1,466</u>	<u>0</u>	<u>2,932</u>	<u>0</u>
25 Consumer Counsel				

1	-0-	17260	-0-	27520
2		<u>1,140</u>		<u>2,280</u>
3	Judiciary			
4		197560	27640	397120
5		<u>18,240</u>	<u>2,508</u>	<u>36,480</u>
6	<u>MONTANA UNIVERSITY SYSTEM</u>			
7		<u>605,746</u>	<u>293,708</u>	<u>1,211,491</u>
8	Office of Budget and Program Planning for Distribution to			
9	All Other Agencies			
10		17079781	175737171	272067710
11		<u>9057094</u>	<u>1,538,072</u>	<u>177947223</u>
12		<u>963,220</u>		<u>1,910,475</u>
13	(2) <u>THE APPROPRIATION TO THE MONTANA UNIVERSITY SYSTEM</u>			
14	<u>INCLUDES FUNDING FOR UNIVERSITY SYSTEM UNITS AS DEFINED IN</u>			
15	<u>17-7-102(16).</u>			

-End-

SENATE STANDING COMMITTEE REPORT

Page 1 of 2
April 13, 1993

Page 2 of 2
April 13, 1993

MR. PRESIDENT:

We, your committee on Finance and Claims having had under consideration House Bill No. 198 (third reading copy -- blue), respectfully report that House Bill No. 198 be amended as follows and as so amended be concurred in.

Signed: Judy H. Jacobson
Senator Judy H. Jacobson, Chair

That such amendments read:

1. Title, line 8.
Following: "SCHEDULES;"
Strike: "AND"
Insert: "REMOVING RESTRICTIONS ON RECEIVING PAY DUE TO THE LACK OF A COLLECTIVE BARGAINING AGREEMENT; PROVIDING LIMITED SEVERANCE PAY TO STATE EMPLOYEES TERMINATED UNDER CERTAIN CONDITIONS;"
2. Title, line 10.
Following: "2-18-315,"
Insert: "2-18-622,"
Following: "MCA"
Insert: "; AND PROVIDING A TERMINATION DATE"
3. Page 3, line 8.
Strike: "(7) and (8)"
Insert: "(6) and (7)"
4. Page 6, line 1.
Strike: "YEARS OF EXPERIENCE"
Insert: "the step occupied on June 30, 1993"
5. Page 6, line 2.
Strike: "ON"
Insert: "The compensation of each teacher on"
6. Page 6, lines 7 through 9.
Strike: lines 7 through 9 in their entirety.
Insert: "in July 1994 is determined by the teacher's level of academic achievement and the step occupied on June 30, 1994."

7. Page 6.

Following: line 9.

Insert: "(iv) On the first day of the first pay period of each fiscal year, each teacher employed by the Montana school for the deaf and blind shall advance one step on the teacher pay matrix used by the school."

8. Page 7, lines 6 through 25.

Strike: subsection (4) in its entirety

Renumber: subsequent subsections

9. Page 26.

Following: line 13

Insert: "Section 8. Section 2-18-622, MCA, is amended to read:

"2-18-622. Reduction in force -- severance pay and retraining allowance required. (1) If a reduction in force is necessary, the state may shall provide severance pay, as provided in subsection (2), and may provide a retraining allowance. Within a collective bargaining unit, severance pay and the retraining allowance are negotiable subjects under 39-31-305.

(2) A state employee whose employment is terminated because of a reduction in force is entitled to 1 week of severance pay for each year the employee has been employed by the state, not to exceed a total of 2 weeks of severance pay. Payment of the severance pay is to be made in a lump sum to the employee on the employee's termination date."

Renumber: subsequent sections

10. Page 30, line 12.

Strike: "963,220" (general fund FY94) "1,910,475" (general fund FY95)

Insert: "930,761" (general fund FY94) "1,845,556" (general fund FY95)

11. Page 30.

Following: line 15

Insert:

"NEW SECTION. Section 12. Termination. [Section 8] terminates June 30, 1995."

-END-

SENATE

H B 198
811455SC.San

Amd. Coord.
Sec. of Senate

Deulin
Senator Carrying Bill

811455SC.San

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 14, 1993 1:05 pm

April 14, 1993

Page 2 of 4

Mr. Chairman: I move to amend House Bill No. 198 (third reading copy -- blue).

ADOPT

REJECT

Signed: Senator Elsanor Vaughn
Senator Elsanor Vaughn

That such amendments read:

Amend Senate Committee on Finance and Claims amendment dated April 13, 1993, as follows:

Amendment No. 11

In Insert, following: ";

Insert: "NEW SECTION. Section 12. Coordination instruction. If [this act] is passed and approved and if it includes a section that amends 2-18-622 to provide for lump-sum severance pay for state employees, then sections 44, 112, and 158 of Senate Bill No. 385 [Chapter 265, Laws of 1993] are amended as follows:

Section 44. Definitions. Unless the context requires otherwise, as used in this chapter, the following definitions apply:

(1) "Compensation" means remuneration paid out of funds controlled by an employer. Compensation does not include the payments or contributions made in lieu of wages for an individual subject to 19-3-403(4)(a).

(2) "Contracting employer" means any political subdivision or governmental entity that has contracted to come into the system under this chapter.

(3) "Employer" means the state of Montana, its university system or any of the colleges, schools, components, or units of the university system for the purposes of this chapter, or any contracting employer.

(4) "Employer contributions" means payments to the pension trust fund pursuant to 19-3-801 from appropriations of the state of Montana and from contracting employers.

(5) "Final average salary", except as provided in 19-3-907, means a member's highest average monthly compensation during any 36 consecutive months of membership service. Lump-sum payments for severance pay, sick leave, and annual leave paid to the member upon termination of employment may be used in the calculation of a retirement benefit only to the extent that they are used to replace, on a month-for-month basis, the regular compensation for a month or months

included in the calculation of the final average salary. A lump-sum payment may not be added to a single month's compensation.

Section 112. Section 19-6-101, MCA, is amended to

read:

"19-6-101. Definitions. Unless the context requires otherwise, the following definitions apply in this chapter:

(1) "Account" means the Montana highway patrol officers' retirement pension trust fund.

(2) "Accumulated deductions" means the total of the amounts deducted from the salary of a member, paid into the account, and standing to his credit in the account, together with the regular interest thereon.

(3) "Actuarial equivalent" means a benefit of equal value when computed on the basis of the 1971 Group Annuity Mortality Table, with ages set back 4 years and an interest rate of 8% compounded annually.

(4) "Beneficiary" means a surviving spouse or dependent child or, if there is no surviving spouse or dependent child, a person nominated to receive benefits under 19-6-602.

(5) "Board" means the public employees' retirement board provided for in 2-15-1009.

(6) "Department" means the public employees' retirement division of the department of administration.

(1) "Compensation" means remuneration paid for services to a member out of funds controlled by an employer before any deductions have been made and exclusive of maintenance, allowances, and expenses.

(7)(2) "Dependent child" means an unmarried child of a deceased retired patrol officer member, who is:

(a) under 18 years of age; or

(b) under 24 years of age and attending an accredited postsecondary educational institution as a full-time student in anticipation of receiving a certificate or degree.

(8)(3) "Final average salary" means the average annual monthly compensation received by a member, before any deductions have been made and exclusive of maintenance, allowances, and expenses, for any 3 years of continuous service upon which contributions have been made or, in the event a member has not served 3 years, the total compensation earned divided by the number of years months served. Lump-sum payments for severance pay, sick leave, and annual leave paid to an employee upon termination of employment service may be used in the calculation of a retirement allowance benefit only to the extent that they are used to replace, on a month-for-month month-for-month basis, the normal compensation for a month or months included in the calculation of the final average salary. A

lump-sum payment may not be added to a single month's compensation.

~~(9) "Member" means a person who has accumulated deductions in the account standing to his credit.~~

~~(10) "Member's annuity" means payments for life derived from contributions made by the member.~~

~~(11) "Retired patrol officer" means a person in receipt of a retirement allowance under this chapter.~~

~~(12) "Retirement age" means the age at which a member retires after 25 years of creditable service with the Montana highway patrol.~~

~~(13) "Retirement allowance" means the state annuity plus the member's annuity.~~

~~(14) "State annuity" means payments for life derived from contributions made by the state of Montana.~~

~~(15)(4) "Surviving spouse" means the spouse married to a retired patrol officer member at the time of the retired patrol officer's member's death.~~

~~(5) "Survivor" means a surviving spouse or dependent child of a member.~~

Section 158. Section 19-8-101, MCA, is amended to read:

"19-8-101. Definitions. Unless the context requires otherwise, the following definitions apply in this chapter:

~~(1) "Account" means the Montana state game wardens' retirement pension trust fund.~~

~~(2) "Accumulated deductions" or "accumulated contributions" means the sum of all contributions standing to the credit of a member's individual account together with the regular interest thereon.~~

~~(3) "Actuarial equivalent" means a benefit of equal value when computed upon the basis of the 1971 Group Annuity Mortality Table, with ages set back 4 years and an interest rate of 8% compounded annually.~~

~~(4) "Beneficiary" means a person nominated to receive benefits under this chapter by a member's written designation, witnessed and filed with the board.~~

~~(5) "Board" means the public employees' retirement board.~~

~~(6) "Contributor" means any person who has accumulated deductions in the account standing to his credit.~~

~~(1) "Compensation" means remuneration paid for services to a member out of funds controlled by an employer before any deductions are made and exclusive of maintenance, allowances, and expenses.~~

~~(2) "Final average salary" means the average annual monthly compensation received by a contributor, before any deductions have been made and exclusive of maintenance, allowances, and expenses, member for any 3 years of~~

continuous service upon which contributions have been ~~were~~ made or, in the event a member has not served 3 years, the total retirement compensation earned divided by the number of years ~~months~~ served. Lump-sum payments for ~~severance pay~~, sick leave, and annual leave paid to an employee upon termination of employment may be used in the calculation of a retirement allowance ~~benefit~~ only to the extent that they are used to replace, on a month-for-month ~~month-for-month~~ basis, the normal compensation for a month or months included in the calculation of the final ~~average~~ salary. A lump-sum payment may not be added to a single month's compensation.

~~(8) "Member's annuity" means payments for life derived from contributions made by the contributor.~~

~~(9) "Retired state game warden" means any person in receipt of a retirement allowance under this chapter.~~

~~(10) "Retirement allowance" means the state annuity plus the member's annuity.~~

~~(11) "State annuity" means payments for life derived from contributions made by the state from department of fish, wildlife, and parks moneys.~~

~~(12)(3) "State game warden" means all a state fish and game wardens warden hired by the department of fish, wildlife, and parks and includes all warden supervisory personnel whose salaries or compensation is paid out of the department of fish, wildlife, and parks moneys money."~~

Renumber: subsequent section

-END-

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 14, 1993 2:32 pm

April 14, 1993

Page 2 of 3

Mr. Chairman: I move to amend House Bill No. 198 (third reading copy -- blue).

ADOPT

REJECT

Signed: 

Senator Mignon Waterman

That such amendments read:

1. Amend Senate Committee on Finance and Claims amendment dated April 13, 1993, as follows:

Amendment No. 2

In the second insert:

Following: "PROVIDING"

Insert: "EFFECTIVE DATES AND"

Amendment No. 10

Following: "(general fund FY94)"

Strike: "1,845,556"

Insert: "3,830,979"

Amendment No. 11

In the termination section:

Strike: "8"

Insert: "9"

AND THAT HOUSE BILL NO. 198, THIRD READING COPY, BE FURTHER AMENDED AS FOLLOWS:

2. Title, line 6.

Following: ";

Insert: "PROVIDING LONGEVITY PAY FOR UNIVERSITY SYSTEM EMPLOYEES;"

3. Title, line 7.

Following: "1995;"

Insert: "REVISING THE LONGEVITY ALLOWANCE;"

4. Title, line 9.

Following: "2-18-303,"

Insert: "2-18-304,"

5. Page 9.

Following: line 8

Insert:

"Section 3. Section 2-18-304, MCA, is amended to read:

"2-18-304. Longevity allowance. (1) (a) In addition to the compensation provided for in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, each employee who has completed 5 at least 3 years of uninterrupted state service shall must receive, beginning the first full pay period in January 1995, the greater of:

(i) \$16 a month; or

(ii) 9/10 of 1% of the employee's base salary 25 cents an hour multiplied by the number of completed, contiguous 5-year 3-year periods of uninterrupted state service. For fiscal year 1995 only, an employee may not receive more than \$1 per hour in longevity pay.

(b) Service to the state is not interrupted by authorized leaves of absence.

(c) Longevity is part of the base for calculating market progression.

(2) (a) For the purpose of determining years of service under this section, an employee must be credited with 1 year of service for each period of:

(i) 2,080 hours of service following his the employee's date of employment; an employee must be credited with 80 hours of service for each biweekly pay period in which he the employee is in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in the pay period; or

(ii) 12 uninterrupted calendar months following his the employee's date of employment in which he the employee was in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in any one month. An employee of a school at a state institution or the university system must be credited with 1 year of service if he the employee is employed for an entire academic year.

(b) State agencies, other than the university system and a school at a state institution, shall use the method provided in subsection (2)(a)(i) to calculate years of service under this section."

Renumber: subsequent sections

6. Page 29, line 15.

Strike: "14,361" (general fund FY95)

Insert: "29,810" (general fund FY95)

Strike: "14,367" (other funds FY95)

Insert: "20,440" (other funds FY95)

7. Page 29, line 18.

Strike: "7,205" (general fund FY95)

Insert: "14,956" (general fund FY95)

April 14, 1993
Page 3 of 3

8. Page 29, line 21.
Strike: "15,499" (general fund FY95)
Insert: "32,173" (general fund FY95)
Strike: "3,197" (other funds FY95)
Insert: "4,548" (other funds FY95)

9. Page 29, line 24.
Strike: "2,932" (general fund FY95)
Insert: "6,068" (general fund FY95)

10. Page 30, line 2.
Strike: "2,280" (other funds FY95)
Insert: "3,244" (other funds FY95)

11. Page 30, line 5.
Strike: "36,480" (general fund FY95)
Insert: "75,723" (general fund FY95)
Strike: "5,016" (other funds FY95)
Insert: "7,136" (other funds FY95)

12. Page 30, line 7.
Strike: "1,211,491" (general fund FY95)
Insert: "2,514,796" (general fund FY95)
Strike: "588,785" (other funds FY95)
Insert: "837,649" (other funds FY95)

13. Page 30, line 11.
Strike: "3,096,075" (other funds FY95)
Insert: "4,404,704" (other funds FY95)

14. Page 30.
Following: line 15

Insert: "NEW SECTION. Section 13. Effective dates. (1) Except
as provided in subsection (2), [this act] is effective July
1, 1993.
(2) [Section 3] is effective January 1, 1995."
Renumber: subsequent section

-END-

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 14, 1993 2:59 pm

Mr. Chairman: I move to amend House Bill No. 198 (third reading copy -- blue).

ADOPT

REJECT

Signed: Sue Bartlett
Senator Sue Bartlett

That such amendments read:

Amend the Finance and Claims committee report dated April 13, 1993, as follows:

Strip amendments 4, 5, 6, and 10 in their entirety.

-END-

1 HOUSE BILL NO. 198

2 INTRODUCED BY PETERSON

3 BY REQUEST OF THE GOVERNOR

4
5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
6 EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
7 LONGEVITY PAY FOR UNIVERSITY SYSTEM EMPLOYEES; PROVIDING PAY
8 SCHEDULES FOR FISCAL YEARS 1994 AND 1995; REVISING THE
9 LONGEVITY ALLOWANCE; APPROPRIATING MONEY TO IMPLEMENT THE
10 SCHEDULES; REMOVING RESTRICTIONS ON RECEIVING PAY DUE TO THE
11 LACK OF A COLLECTIVE BARGAINING AGREEMENT; PROVIDING LIMITED
12 SEVERANCE PAY TO STATE EMPLOYEES TERMINATED UNDER CERTAIN
13 CONDITIONS; AND AMENDING SECTIONS 2-6-110, 2-18-301,
14 2-18-303, 2-18-304, 2-18-305, 2-18-312, 2-18-313, 2-18-314,
15 2-18-315, 2-18-622, AND 2-18-703, MCA; AND PROVIDING
16 EFFECTIVE DATES AND A TERMINATION DATE."

17
18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

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

20 "2-18-301. Purpose and intent of part -- rules. (1) The
21 purpose of this part is to provide the market-based
22 compensation necessary to attract and retain competent and
23 qualified employees in order to perform the services the
24 state is required to provide to its citizens.

25 (2) It is the intent of the legislature that

1 compensation plans for state employees, excluding those
2 employees excepted under 2-18-103 or 2-18-104 and excluding
3 employees compensated under 2-18-313, 2-18-314, and
4 2-18-315, be based on an analysis of the labor market as
5 provided by the department in a salary survey report to the
6 legislature at the start of each legislative session.

7 (3) Except as provided in 2-18-110 and 2-18-305(4), pay
8 schedules provided for in 2-18-312 through 2-18-315
9 supersede any other plan or systems established through
10 collective bargaining after the adjournment of the 52nd 53rd
11 legislature.

12 (4) Pay levels provided for in 2-18-312 through
13 2-18-315 may not be increased through collective bargaining
14 after adjournment of the 52nd 53rd legislature.

15 (5) Total funds required to implement the pay schedules
16 provided for in 2-18-312 through 2-18-315 for any employee
17 group or bargaining unit may not be increased through
18 collective bargaining over the amount appropriated by the
19 52nd 53rd legislature.

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

24 (7) The department may promulgate rules not
25 inconsistent with the provisions of this part, collective

bargaining statutes, or negotiated contracts to carry out the purposes of this part."

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

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

(a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for the fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, for each grade for positions classified under the provisions of part 2 of this chapter.

(b) Each employee newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8) (6) AND (7).

(c) Except as provided in subsection (1)(g) (1)(e), on the first day of the first complete pay period in fiscal year 1992 1994, each employee hired before July 1, 1991 1993, is entitled to the amount of his the employee's base salary as it was on June 30, 1991 1993, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991, and

(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase, for each full-percentage-point that the employee's base salary, as it

is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(g) (1)(e), on the first day of the first COMPLETE pay period in fiscal year 1993 1995, each employee hired before July 1, 1992 1994, is entitled to the amount of the employee's base salary as it was on June 30, 1992 1994, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992, then

(ii) add an amount equal to 1/8 of 1% of the amount computed in subsection (i) for each full-percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade, then

(iii) from the sum calculated in subsection (i) (d) (ii) subtract 20 cents an hour.

(e) Except as provided in subsection (1)(g), on the first day of the first pay period in January 1993, each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below

the--market-salary-by-dividing-the-employee's-base-salary-by
the-market-salary-for-his-assigned--grade--multiplying--the
result-by-100--and-subtracting-that-total-from-100.

(g)(e) An employee's base salary may be no less than
the entry salary for his the employee's assigned grade.

(h)(f) Except-as-provided-in--subsections--(5)--through
(6)--an An employee's base salary may not exceed the market
maximum salary by a percentage greater than--the--percentage
that--the-market-salary for the employee's grade-exceeds-the
entry-salary-for-that grade. The salary of an employee may
not be reduced because of this provision.

(g) The maximum salary for each grade is determined by
subtracting the entry salary from the market salary and
adding that amount to the market salary.

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

(3) The pay schedules provided in 2-18-313 through
2-18-315 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 under the authority of the
department of corrections and human services or the

department of family services for fiscal years 1992 1994 and
1993 1995.

(ii) The compensation of each teacher on the first day
of the first pay period in July 1991 1993 is that--amount
corresponding--to determined by the teacher's level of
academic achievement and years--of--experience the--step
occupied-on-June-30--1993 YEARS OF EXPERIENCE.

(iii) On The--compensation-of--each--teacher-on ON the
first day of the first pay period of--each-fiscal-year--each
teacher--shall--advance--one--step--on--the--appropriate-pay
schedule-adopted-in-2-18-313 in-July-1994-is--determined--by
the--teacher's--level--of--academic-achievement-and-the-step
occupied-on-June-30--1994 OF EACH FISCAL YEAR, EACH TEACHER
SHALL ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE
ADOPTED IN 2-18-313.

(IV) ON THE FIRST DAY OF THE FIRST PAY PERIOD OF EACH
FISCAL YEAR, EACH TEACHER EMPLOYED BY THE MONTANA SCHOOL FOR
THE DEAF AND BLIND SHALL ADVANCE ONE STEP ON THE TEACHER PAY
MATRIX USED BY THE SCHOOL.

(b) (i) The pay schedules provided in 2-18-314 indicate
the maximum hourly compensation for fiscal years ending June
30, 1992 1994, and June 30, 1993 1995, 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

1 of the first pay period in fiscal year 1992 1994 or 1993
 2 1995 is that amount corresponding to the grade occupied on
 3 the last day of the preceding fiscal year.

4 (c) (i) The pay schedules provided in 2-18-315 indicate
 5 the maximum hourly compensation for fiscal years ending June
 6 30, 1992 1994, and June 30, 1993 1995, for employees in
 7 apprentice trades and crafts and other blue-collar
 8 occupations recognized in the state blue-collar
 9 classification plan who are members of units that have
 10 collectively bargained separate classification and pay
 11 plans.

12 (ii) The compensation of each employee on the first day
 13 of the first pay period in fiscal year 1992 1994 or 1993
 14 1995 is that amount corresponding to the grade occupied on
 15 the last day of the preceding fiscal year.

16 ~~{4}{a}{i} A member of a bargaining unit may not~~
 17 ~~receive the amounts indicated in the respective pay~~
 18 ~~schedules provided in 2-18-312 through 2-18-315 until the~~
 19 ~~bargaining unit of which he the employee is a member~~
 20 ~~ratifies a completely integrated collective bargaining~~
 21 ~~agreement covering the biennium ending June 30, 1993 1995.~~

22 ~~{ii} If negotiation and ratification of a completely~~
 23 ~~integrated collective bargaining agreement as required by~~
 24 ~~subsection {4}{a}{i} are not completed by July 1, 1991 1993,~~
 25 ~~retroactivity to that date may be negotiated.~~

1 ~~{iii} If negotiation and ratification of a completely~~
 2 ~~integrated collective bargaining agreement as required by~~
 3 ~~subsection {4}{a}{i} are not completed by July 1, 1991 1993,~~
 4 ~~members of the bargaining unit involved must continue to~~
 5 ~~receive the compensation they were receiving as of June 30,~~
 6 ~~1991 1993.~~

7 ~~{b} Methods of administration not inconsistent with the~~
 8 ~~purpose of this part and necessary to properly implement the~~
 9 ~~pay schedules provided in 2-18-312 through 2-18-315 may be~~
 10 ~~provided for in collective bargaining agreements.~~

11 ~~{5}{4} The current wage or salary of an employee may~~
 12 ~~not be reduced by the implementation of the pay schedules~~
 13 ~~provided for in 2-18-312 through 2-18-315.~~

14 ~~{6}{5} The department may authorize a separate pay~~
 15 ~~schedule for medical doctors if the rates provided in~~
 16 ~~2-18-312 are not sufficient to attract and retain fully~~
 17 ~~licensed and qualified physicians at the state institutions.~~

18 ~~{7}{6} The department may develop programs that enable~~
 19 ~~the department to mitigate problems associated with~~
 20 ~~difficult recruitment, retention, transfer, or other~~
 21 ~~exceptional circumstances. Insofar as the program may apply~~
 22 ~~to employees within a collective bargaining unit, it is a~~
 23 ~~negotiable subject under 39-31-305. To maintain the internal~~
 24 ~~equity of the statewide pay plan provided for in 2-18-312~~
 25 ~~and subsection {i} of this section, when a majority of~~

registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

{8}(7) The department shall review the competitiveness of the compensation provided to all 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."

SECTION 3. SECTION 2-18-304, MCA, IS AMENDED TO READ:

"2-18-304. Longevity allowance. (1) (a) In addition to the compensation provided for in 2-18-312, 2-18-313, 2-18-314, or 2-18-315, each employee who has completed 5 at least 3 years of uninterrupted state service shall must receive, beginning the first full pay period in January 1995, the greater of:

{i}--\$10-a-month; or

{ii} 9/10 of 1% of the employee's base salary 25 cents an hour multiplied by the number of completed, contiguous 5-year 3-year periods of uninterrupted state service. For fiscal year 1995 only, an employee may not receive more than \$1 per hour in longevity pay.

(b) Service to the state is not interrupted by authorized leaves of absence.

(c) Longevity is part of the base for calculating market progression.

(2) (a) For the purpose of determining years of service under this section, an employee must be credited with 1 year of service for each period of:

(i) 2,080 hours of service following his the employee's date of employment; an employee must be credited with 80 hours of service for each biweekly pay period in which he the employee is in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in the pay period; or

(ii) 12 uninterrupted calendar months following his the employee's date of employment in which he the employee was in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in any one month. An employee of a school at a state institution or the university system must be credited with 1 year of service if

he the employee is employed for an entire academic year.

(b) State agencies, other than the university system and a school at a state institution, shall use the method provided in subsection (2)(a)(i) to calculate years of service under this section."

Section 4. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in 2-18-313, 2-18-314, and 2-18-315 represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection (4), the amount specifically allocated for group benefits must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his the employee's base salary, including adjustments provided in 2-18-303(1)(c) through ~~(1)(d)~~ (1)(d) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not to be covered by a state employee group benefit plan shall,

under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

(4) Employees may, through collective bargaining, determine the allocation between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

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

"2-18-312. Statewide pay schedules for fiscal years ~~1992~~ 1994 and ~~1993~~ 1995. (1) The statewide classification pay schedule for fiscal year ~~1992~~ 1994 is as follows:

Annual Hours -- 2080 Note: Does Not Include Insurance

Pay Matrix -- State Matrix Type -- Annual

Pay Range: Entry Salary to Market Salary

GRADE	ENTRY SALARY	MARKET SALARY
-1	-87426	-97913
-2	-97077	107704
-3	-97777	117557
-4	107536	127404
-5	117305	137522
-6	127303	147647
-7	137209	157050
-8	147404	177230
-9	157596	187701
10	167916	207332

1	<u>11</u>	<u>18,353</u>	<u>22,112</u>
2	<u>12</u>	<u>19,946</u>	<u>24,090</u>
3	<u>13</u>	<u>21,674</u>	<u>26,240</u>
4	<u>14</u>	<u>23,588</u>	<u>28,626</u>
5	<u>15</u>	<u>25,694</u>	<u>31,250</u>
6	<u>16</u>	<u>28,044</u>	<u>34,200</u>
7	<u>17</u>	<u>30,665</u>	<u>37,488</u>
8	<u>18</u>	<u>33,555</u>	<u>41,122</u>
9	<u>19</u>	<u>36,793</u>	<u>45,201</u>
10	<u>20</u>	<u>40,406</u>	<u>49,761</u>
11	<u>21</u>	<u>44,421</u>	<u>54,841</u>
12	<u>22</u>	<u>48,906</u>	<u>60,527</u>
13	<u>23</u>	<u>53,965</u>	<u>66,954</u>
14	<u>24</u>	<u>59,645</u>	<u>74,185</u>
15	<u>25</u>	<u>65,930</u>	<u>82,206</u>
16	<u>1</u>	<u>8,679</u>	<u>10,210</u>
17	<u>2</u>	<u>9,349</u>	<u>11,025</u>
18	<u>3</u>	<u>10,070</u>	<u>11,903</u>
19	<u>4</u>	<u>10,852</u>	<u>12,858</u>
20	<u>5</u>	<u>11,727</u>	<u>13,927</u>
21	<u>6</u>	<u>12,672</u>	<u>15,086</u>
22	<u>7</u>	<u>13,688</u>	<u>16,334</u>
23	<u>8</u>	<u>14,836</u>	<u>17,747</u>
24	<u>9</u>	<u>16,064</u>	<u>19,262</u>
25	<u>10</u>	<u>17,424</u>	<u>20,942</u>

1	<u>11</u>	<u>18,904</u>	<u>22,775</u>
2	<u>12</u>	<u>20,545</u>	<u>24,812</u>
3	<u>13</u>	<u>22,325</u>	<u>27,027</u>
4	<u>14</u>	<u>24,295</u>	<u>29,485</u>
5	<u>15</u>	<u>26,465</u>	<u>32,196</u>
6	<u>16</u>	<u>28,885</u>	<u>35,226</u>
7	<u>17</u>	<u>31,585</u>	<u>38,613</u>
8	<u>18</u>	<u>34,562</u>	<u>42,355</u>
9	<u>19</u>	<u>37,897</u>	<u>46,557</u>
10	<u>20</u>	<u>41,618</u>	<u>51,254</u>
11	<u>21</u>	<u>45,754</u>	<u>56,487</u>
12	<u>22</u>	<u>50,373</u>	<u>62,343</u>
13	<u>23</u>	<u>55,584</u>	<u>68,963</u>
14	<u>24</u>	<u>61,434</u>	<u>76,410</u>
15	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year ~~1993~~ 1995 is as follows:

18	Annual Hours -- 2080	Note: Does Not Include Insurance
19	Pay Matrix -- State	Matrix Type -- Annual
20	Pay Range: Entry Salary to Market Salary	
21	GRADE	ENTRY SALARY MARKET SALARY
22	1	8,679 10,210
23	2	9,349 11,025
24	3	10,070 11,903
25	4	10,852 12,858

1	5	11,727	13,927
2	6	12,672	15,086
3	7	13,688	16,334
4	8	14,836	17,747
5	9	16,064	19,262
6	10	17,424	20,942
7	11	18,904	22,775
8	12	20,545	24,812
9	13	22,325	27,027
10	14	24,295	29,485
11	15	26,465	32,196
12	16	28,885	35,226
13	17	31,585	38,613
14	18	34,562	42,355
15	19	37,897	46,557
16	20	41,618	51,254
17	21	45,754	56,487
18	22	50,373	62,343
19	23	55,584	68,963
20	24	61,434	76,410
21	25	67,907	84,673"
22	Section 6. Section 2-18-313, MCA, is amended to read:		
23	"2-18-313. Teachers' pay schedules. (1) (a) The		
24	12-month pay schedule for teachers for fiscal year 1992 1994		
25	is as follows:		

1	Annual Hours -- 2080				Note: Includes Insurance		
2	Term -- Twelve Months				Matrix Type -- Annual		
3	Education Level						
4	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
5	-1	23,516	24,175	24,817	25,138	25,461	26,120
6	-2	24,271	24,987	25,704	26,063	26,426	27,169
7	-3	25,026	25,817	26,599	27,013	27,427	28,242
8	-4	25,782	26,660	27,525	27,982	28,438	29,312
9	-5	26,542	27,525	28,457	28,952	29,450	30,384
10	-6	27,330	28,401	29,392	29,926	30,462	31,456
11	-7	28,120	29,270	30,321	30,897	31,471	32,524
12	-8	28,914	30,143	31,257	31,871	32,485	33,594
13	-9	29,707	31,014	32,189	32,841	33,498	34,665
14	10	30,500	31,890	33,120	33,813	34,507	35,737
15	11	31,295	32,732	34,049	34,784	35,519	36,806
16	12	31,295	32,732	34,049	34,784	35,519	36,806
17	13	31,295	32,732	34,049	34,784	35,519	36,806
18	<u>1</u>	<u>24,932</u>	<u>25,591</u>	<u>26,233</u>	<u>26,554</u>	<u>26,877</u>	<u>27,536</u>
19	<u>2</u>	<u>25,687</u>	<u>26,403</u>	<u>27,120</u>	<u>27,479</u>	<u>27,842</u>	<u>28,585</u>
20	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
21	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
22	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,800</u>
23	<u>6</u>	<u>28,746</u>	<u>29,817</u>	<u>30,808</u>	<u>31,342</u>	<u>31,878</u>	<u>32,872</u>
24	<u>7</u>	<u>29,536</u>	<u>30,686</u>	<u>31,737</u>	<u>32,313</u>	<u>32,887</u>	<u>33,940</u>
25	8	30,330	31,559	32,673	33,287	33,901	35,010

1	9	<u>31,123</u>	<u>32,430</u>	<u>33,605</u>	<u>34,257</u>	<u>34,914</u>	<u>36,081</u>
2	10	<u>31,916</u>	<u>33,306</u>	<u>34,536</u>	<u>35,229</u>	<u>35,923</u>	<u>37,153</u>
3	11	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
4	12	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
5	13	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>

6 (b) The 9-month pay schedule for teachers for fiscal
7 year 1992 1994 is as follows:

8	Annual Hours -- 1560				Note: Includes Insurance		
9	Term -- Nine Months				Matrix Type -- Annual		
10	Education Level						
11	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
12	-1	19,262	19,770	20,291	20,545	20,800	21,321
13	-2	19,859	20,425	20,992	21,275	21,560	22,126
14	-3	20,455	21,080	21,693	22,000	22,320	22,932
15	-4	21,054	21,739	22,394	22,730	23,081	23,738
16	-5	21,649	22,394	23,095	23,460	23,842	24,545
17	-6	22,247	23,053	23,799	24,200	24,603	25,351
18	-7	22,841	23,706	24,490	24,931	25,363	26,155
19	-8	23,439	24,364	25,202	25,663	26,126	26,960
20	-9	24,036	25,019	25,903	26,394	26,887	27,781
21	10	24,633	25,677	26,604	27,124	27,659	28,630
22	11	25,230	26,312	27,306	27,875	28,457	29,473
23	12	25,230	26,312	27,306	27,875	28,457	29,473
24	13	25,230	26,312	27,306	27,875	28,457	29,473
25	1	20,384	20,892	21,413	21,667	21,922	22,443

1	2	<u>20,981</u>	<u>21,547</u>	<u>22,114</u>	<u>22,397</u>	<u>22,682</u>	<u>23,248</u>
2	3	<u>21,577</u>	<u>22,202</u>	<u>22,815</u>	<u>23,310</u>	<u>23,442</u>	<u>24,054</u>
3	4	<u>22,176</u>	<u>22,861</u>	<u>23,516</u>	<u>23,860</u>	<u>24,203</u>	<u>24,860</u>
4	5	<u>22,771</u>	<u>23,516</u>	<u>24,217</u>	<u>24,590</u>	<u>24,964</u>	<u>25,667</u>
5	6	<u>23,369</u>	<u>24,175</u>	<u>24,921</u>	<u>25,322</u>	<u>25,725</u>	<u>26,473</u>
6	7	<u>23,963</u>	<u>24,828</u>	<u>25,620</u>	<u>26,053</u>	<u>26,485</u>	<u>27,277</u>
7	8	<u>24,561</u>	<u>25,486</u>	<u>26,294</u>	<u>26,785</u>	<u>27,248</u>	<u>28,082</u>
8	9	<u>25,158</u>	<u>26,141</u>	<u>27,025</u>	<u>27,516</u>	<u>28,009</u>	<u>28,903</u>
9	10	<u>25,755</u>	<u>26,799</u>	<u>27,726</u>	<u>28,246</u>	<u>28,781</u>	<u>29,752</u>
10	11	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
11	12	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
12	13	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>

13 (2) -- (a) The 12-month pay schedule for teachers for the
14 first 6 months of fiscal year 1993 is as follows:

15	Annual-Hours----2000				Note--includes--insurance		
16	Term----Twelve-Months				Matrix-Type----Annual		
17	Education-Level						
18	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
19	-1	24,276	24,935	25,577	25,890	26,221	26,880
20	-2	25,831	25,747	26,464	26,823	27,186	27,929
21	-3	25,786	26,577	27,359	27,773	28,187	29,082
22	-4	26,542	27,420	28,285	28,742	29,198	30,072
23	-5	27,302	28,285	29,217	29,712	30,210	31,144
24	-6	28,090	29,161	30,152	30,686	31,222	32,216
25	-7	28,880	30,030	31,081	31,657	32,231	33,284

1	-8	29,674	30,903	32,017	32,631	33,245	34,354
2	-9	30,467	31,774	32,949	33,601	34,250	35,425
3	10	31,260	32,650	33,800	34,573	35,267	36,497
4	11	32,055	33,492	34,809	35,544	36,279	37,566
5	12	32,055	33,492	34,809	35,544	36,279	37,566
6	13	32,055	33,492	34,809	35,544	36,279	37,566
7	(b)--The 9-month pay schedule for teachers for the first						
8	6 months of fiscal year 1993 is as follows:						
9	Annual Hours --- 1560			Note: Includes Insurance			
10	Term --- Nine Months			Matrix Type --- Annual			
11	Education Level						
12	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
13	-1	19,892	20,400	20,921	21,175	21,430	21,951
14	-2	20,409	21,055	21,622	21,905	22,190	22,756
15	-3	21,005	21,710	22,323	22,630	22,950	23,562
16	-4	21,604	22,369	23,024	23,360	23,711	24,360
17	-5	22,279	23,024	23,725	24,090	24,472	25,175
18	-6	22,877	23,603	24,429	24,830	25,233	25,901
19	-7	23,471	24,336	25,120	25,561	25,993	26,785
20	-8	24,069	24,994	25,832	26,293	26,756	27,590
21	-9	24,666	25,640	26,533	27,024	27,517	28,411
22	10	25,263	26,307	27,234	27,754	28,209	29,260
23	11	25,860	26,942	27,936	28,505	29,007	30,103
24	12	25,860	26,942	27,936	28,505	29,007	30,103
25	13	25,860	26,942	27,936	28,505	29,007	30,103

1	{3}(2) (a) The 12-month pay schedule for teachers for						
2	the last 6 months of fiscal year 1993 1995 is as follows:						
3	Annual Hours -- 2080			Note: Includes Insurance			
4	Term -- Twelve Months			Matrix Type -- Annual			
5	Education Level						
6	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
7	-1	24,692	25,351	25,993	26,314	26,637	27,296
8	-2	25,447	26,163	26,800	27,239	27,602	28,345
9	-3	26,202	26,993	27,775	28,189	28,603	29,410
10	-4	26,958	27,836	28,701	29,150	29,614	30,480
11	-5	27,710	28,701	29,633	30,120	30,626	31,560
12	-6	28,506	29,577	30,560	31,102	31,630	32,632
13	-7	29,296	30,446	31,497	32,073	32,647	33,700
14	-8	30,090	31,319	32,433	33,047	33,661	34,770
15	-9	30,883	32,190	33,365	34,017	34,674	35,841
16	10	31,676	33,066	34,296	34,989	35,683	36,913
17	11	32,471	33,900	35,225	35,960	36,695	37,902
18	12	32,471	33,900	35,225	35,960	36,695	37,902
19	13	32,471	33,900	35,225	35,960	36,695	37,902
20	<u>1</u>	<u>25,172</u>	<u>25,831</u>	<u>26,473</u>	<u>26,794</u>	<u>27,117</u>	<u>27,776</u>
21	<u>2</u>	<u>25,927</u>	<u>26,643</u>	<u>27,360</u>	<u>27,719</u>	<u>28,082</u>	<u>28,825</u>
22	<u>3</u>	<u>26,682</u>	<u>27,473</u>	<u>28,255</u>	<u>28,669</u>	<u>29,083</u>	<u>29,898</u>
23	<u>4</u>	<u>27,438</u>	<u>28,316</u>	<u>29,181</u>	<u>29,638</u>	<u>30,094</u>	<u>30,968</u>
24	<u>5</u>	<u>28,198</u>	<u>29,181</u>	<u>30,113</u>	<u>30,608</u>	<u>31,106</u>	<u>32,040</u>
25	<u>6</u>	<u>28,986</u>	<u>30,057</u>	<u>31,048</u>	<u>31,582</u>	<u>32,118</u>	<u>33,112</u>

1	7	<u>29,776</u>	<u>30,926</u>	<u>31,977</u>	<u>32,553</u>	<u>33,127</u>	<u>34,180</u>
2	8	<u>30,570</u>	<u>31,799</u>	<u>32,913</u>	<u>33,527</u>	<u>34,141</u>	<u>35,250</u>
3	9	<u>31,363</u>	<u>32,670</u>	<u>33,845</u>	<u>34,497</u>	<u>35,154</u>	<u>36,321</u>
4	10	<u>32,156</u>	<u>33,546</u>	<u>34,776</u>	<u>35,469</u>	<u>36,163</u>	<u>37,393</u>
5	11	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
6	12	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
7	13	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>

(b) The 9-month pay schedule for teachers for the last 6-months-of fiscal year ~~1993~~ 1995 is as follows:

Annual Hours -- 1560

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	20,720	20,712	21,233	21,407	21,742	22,263
2	20,801	21,367	21,934	22,217	22,502	23,060
3	21,397	22,022	22,635	22,950	23,262	23,874
4	21,996	22,681	23,336	23,680	24,023	24,680
5	22,591	23,336	24,037	24,410	24,784	25,487
6	23,189	23,995	24,741	25,142	25,545	26,293
7	23,783	24,648	25,448	25,873	26,305	27,097
8	24,381	25,306	26,144	26,605	27,060	27,902
9	24,978	25,961	26,845	27,336	27,829	28,723
10	25,575	26,619	27,546	28,066	28,601	29,572
11	26,172	27,254	28,240	28,817	29,399	30,415
12	26,172	27,254	28,240	28,817	29,399	30,415

1	13	<u>26,172</u>	<u>27,254</u>	<u>28,240</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
2	1	<u>20,564</u>	<u>21,072</u>	<u>21,593</u>	<u>21,847</u>	<u>22,102</u>	<u>22,623</u>
3	2	<u>21,161</u>	<u>21,727</u>	<u>22,294</u>	<u>22,577</u>	<u>22,862</u>	<u>23,428</u>
4	3	<u>21,757</u>	<u>22,382</u>	<u>22,995</u>	<u>23,310</u>	<u>23,622</u>	<u>24,234</u>
5	4	<u>22,356</u>	<u>23,041</u>	<u>23,696</u>	<u>24,040</u>	<u>24,383</u>	<u>25,040</u>
6	5	<u>22,951</u>	<u>23,696</u>	<u>24,397</u>	<u>24,770</u>	<u>25,144</u>	<u>25,847</u>
7	6	<u>23,549</u>	<u>24,355</u>	<u>25,101</u>	<u>25,502</u>	<u>25,905</u>	<u>26,653</u>
8	7	<u>24,143</u>	<u>25,008</u>	<u>25,800</u>	<u>26,233</u>	<u>26,665</u>	<u>27,457</u>
9	8	<u>24,741</u>	<u>25,666</u>	<u>26,474</u>	<u>26,965</u>	<u>27,428</u>	<u>28,262</u>
10	9	<u>25,338</u>	<u>26,321</u>	<u>27,205</u>	<u>27,696</u>	<u>28,189</u>	<u>29,083</u>
11	10	<u>25,935</u>	<u>26,979</u>	<u>27,906</u>	<u>28,426</u>	<u>28,961</u>	<u>29,932</u>
12	11	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
13	12	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
14	13	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775"</u>

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

"2-18-314. Liquor store occupations pay schedules. (1)
The pay schedule for liquor store occupations for fiscal year ~~1992~~ 1994 is as follows:

Annual Hours -- 2080	Note: With Insurance
Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
Grade	\$/Hour
	W/Ins.
1	-8-000
2	-9-140
3	-9-640

1	b4	-9+920
2	b5	±0+210
3	b6	±0+820
4	b7	±1+480
5	b8	±2+230
6	(2)---(a)---The pay schedule for liquor store occupations	
7	for the first 6 months of fiscal year 1993 is as follows:	
8	Annual Hours --- 2000	Note: With Insurance
9	Pay Matrix --- Retail Clerk	Matrix Type --- Hourly
10	Grade	\$/Hour
11		W/ins.
12	b1	-0+000
13	b2	-9+505
14	b3	±0+005
15	b4	±0+205
16	b5	±0+575
17	b6	±1+185
18	b7	±1+845
19	b8	±2+595
20	L1	0.000
21	L2	9.820
22	L3	10.320
23	L4	10.600
24	L5	10.890
25	L6	11.500

1	L7	12.160
2	L8	12.910
3	(b)(2) The pay schedule for liquor store occupations	
4	for the last 6 months of fiscal year 1993 1995 is as	
5	follows:	
6	Annual Hours -- 2000	Note: With Insurance
7	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins.
10	b1	-0+000
11	b2	-9+705
12	b3	±0+205
13	b4	±0+405
14	b5	±0+775
15	b6	±1+305
16	b7	±2+045
17	b8	±2+795
18	L1	0.000
19	L2	9.935
20	L3	10.435
21	L4	10.715
22	L5	11.005
23	L6	11.615
24	L7	12.275
25	L8	13.025"

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

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year 1992 1994 is as follows:

Annual Hours -- 2080	Note: With Insurance
Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
Grade	\$/Hour
	W/Ins.
B1	-9.615
B2	10.015
B3	10.415
B4	10.815
B5	11.215
B6	11.615
B7	12.015
B8	12.415
B9	12.815
B10	13.215
B11	13.615
B12	14.015
B00	14.415
<u>B1</u>	<u>10.295</u>
<u>B2</u>	<u>10.695</u>
<u>B3</u>	<u>11.095</u>
<u>B4</u>	<u>11.495</u>

<u>B5</u>	<u>11.895</u>
<u>B6</u>	<u>12.295</u>
<u>B7</u>	<u>12.695</u>
<u>B8</u>	<u>13.095</u>
<u>B9</u>	<u>13.495</u>
<u>B10</u>	<u>13.895</u>
<u>B11</u>	<u>14.295</u>
<u>B12</u>	<u>14.695</u>
<u>B00</u>	<u>15.095</u>

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1993 is as follows:

Annual Hours ---- 2080	Note: With Insurance
Pay Matrix ---- Blue-Collar	Matrix Type ---- Hourly
Grade	\$/Hour
	W/Ins.
B1	-9.980
B2	10.380
B3	10.780
B4	11.180
B5	11.580
B6	11.980
B7	12.380
B8	12.780
B9	13.180
B10	13.580

1	B11	13,900
2	B12	14,300
3	B00	14,700
4	(3)(2) The pay schedule for blue-collar workers for the	
5	last-6-months-of fiscal year 1993 1995 is as follows:	
6	Annual Hours -- 2080	Note: With Insurance
7	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins.
10	B1	10,100
11	B2	10,500
12	B3	10,900
13	B4	11,300
14	B5	11,700
15	B6	12,100
16	B7	12,500
17	B8	12,900
18	B9	13,300
19	B10	13,700
20	B11	14,100
21	B12	14,500
22	B00	14,900
23	B1	10.410
24	B2	10.810
25	B3	11.210

1	B4	11.610
2	B5	12.010
3	B6	12.410
4	B7	12.810
5	B8	13.210
6	B9	13.610
7	B10	14.010
8	B11	14.410
9	B12	14.810
10	B00	15.210"

SECTION 9. SECTION 2-18-622, MCA, IS AMENDED TO READ:

"2-18-622. Reduction in force -- severance pay and retraining allowance required. (1) If a reduction in force is necessary, the state may shall provide severance pay, as provided in subsection (2), and may provide a retraining allowance. Within a collective bargaining unit, severance pay and the retraining allowance are negotiable subjects under 39-31-305.

(2) A state employee whose employment is terminated because of a reduction in force is entitled to 1 week of severance pay for each year the employee has been employed by the state, not to exceed a total of 2 weeks of severance pay. Payment of the severance pay is to be made in a lump sum to the employee on the employee's termination date."

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 ~~\$170~~ \$210 per month for the fiscal year ending June 30, ~~1992~~ 1994, and ~~\$190~~ \$230 per month for the fiscal year ending June 30, ~~1993~~ 1995, and for each fiscal year thereafter. When a state employee is terminated to achieve a reduction in force, the continuation of contributions for group benefits beyond the termination date is subject to negotiation under 39-31-305. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

(3) For employees of elementary and high school

districts and of local government units, the employer's premium contributions may exceed but may not be less than \$10 per month.

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member or to increase the reserves of the group."

Section 11. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1) Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

1 (a) the agency's actual cost of purchasing the
2 electronic media used for transferring data, if the person
3 requesting the information does not provide the media; or

4 (b) expenses incurred by the agency as a result of
5 mainframe processing charges or other out-of-pocket expenses
6 directly associated with the request for information.

7 (3) An agency may also charge an hourly fee for each
8 hour, or fraction of an hour, after one-half hour of copying
9 service has been provided. The hourly fee may not exceed the
10 hourly rate for the current fiscal year for a state employee
11 classified as grade 10, step--2 market salary, under
12 2-18-312.

13 (4) For the purposes of this section, the term "agency"
14 has the meaning provided in 2-3-102 but includes
15 legislative, judicial, and state military agencies.

16 (5) This section does not authorize the release of
17 electronic security codes giving access to private
18 information."

19 NEW SECTION. Section 12. Appropriation. (1) The
20 following money for the indicated fiscal years is
21 appropriated to the listed agencies to implement [this act]:

	FISCAL 1994		FISCAL 1995	
	General Fund	Other Funds	General Fund	Other Funds
24 Legislative Auditor				
25	77315	77925	147630	157850

1	7,096	7,268	<u>147361</u>	<u>147367</u>
2			<u>29,810</u>	<u>20,440</u>
3	Legislative Fiscal Analyst			
4	47888	-0-	87160	-0-
5	<u>3,602</u>		<u>77205</u>	
6			<u>14,956</u>	
7	Legislative Council			
8	77379	27934	19627	37480
9	<u>6,240</u>	<u>3,108</u>	<u>157499</u>	<u>37197</u>
10			<u>32,173</u>	<u>4,548</u>
11	Environmental Quality Council			
12	17620	60	37240	120
13	<u>1,466</u>	0	<u>27932</u>	0
14			<u>6,068</u>	
15	Consumer Counsel			
16	-0-	17260	-0-	27520
17		<u>1,140</u>		<u>27280</u>
18				<u>3,244</u>
19	Judiciary			
20	197560	27640	39120	57280
21	<u>18,240</u>	<u>2,508</u>	<u>367480</u>	<u>57016</u>
22			<u>75,725</u>	<u>7,136</u>
23	<u>MONTANA UNIVERSITY SYSTEM</u>			
24	<u>605,746</u>	<u>293,708</u>	<u>17217491</u>	<u>5807785</u>
25			<u>2,514,796</u>	<u>837,649</u>

Office of Budget and Program Planning for Distribution to
All Other Agencies

170797701	175737171	272067710	371617769
9857894	1,538,072	177947223	378967875
963,220		1,910,475	4,404,704

(2) THE APPROPRIATION TO THE MONTANA UNIVERSITY SYSTEM
INCLUDES FUNDING FOR UNIVERSITY SYSTEM UNITS AS DEFINED IN
17-7-102(16).

NEW SECTION. SECTION 13. COORDINATION INSTRUCTION. IF
[THIS ACT] IS PASSED AND APPROVED AND IF IT INCLUDES A
SECTION THAT AMENDS 2-18-622 TO PROVIDE FOR LUMP-SUM
SEVERANCE PAY FOR STATE EMPLOYEES, THEN SECTIONS 44, 112,
AND 158 OF SENATE BILL NO. 385 [CHAPTER 265, LAWS OF 1993]
ARE AMENDED AS FOLLOWS:

Section 44. Definitions. Unless the context requires
otherwise, as used in this chapter, the following
definitions apply:

(1) "Compensation" means remuneration paid out of funds
controlled by an employer. Compensation does not include the
payments or contributions made in lieu of wages for an
individual subject to 19-3-403(4)(a).

(2) "Contracting employer" means any political
subdivision or governmental entity that has contracted to
come into the system under this chapter.

(3) "Employer" means the state of Montana, its

university system or any of the colleges, schools,
components, or units of the university system for the
purposes of this chapter, or any contracting employer.

(4) "Employer contributions" means payments to the
pension trust fund pursuant to 19-3-801 from appropriations
of the state of Montana and from contracting employers.

(5) "Final average salary", except as provided in
19-3-907, means a member's highest average monthly
compensation during any 36 consecutive months of membership
service. Lump-sum payments for severance pay, sick leave,
and annual leave paid to the member upon termination of
employment may be used in the calculation of a retirement
benefit only to the extent that they are used to replace, on
a month-for-month basis, the regular compensation for a
month or months included in the calculation of the final
average salary. A lump-sum payment may not be added to a
single month's compensation.

Section 112. Section 19-6-101, MCA, is amended to read:

"19-6-101. Definitions. Unless the context requires
otherwise, the following definitions apply in this chapter:

{1}--"Account"---means---the---Montana---highway---patrol
officers'-retirement-pension-trust-fund;

{2}--"Accumulated-deductions"---means--the--total--of--the
amounts--deducted-from-the-salary-of-a-member7-paid-into-the
account7-and-standing-to-his-credit-in-the-account7-together

with-the-regular-interest-thereon.

(3) "Actuarial equivalent" means a benefit of equal value when computed on the basis of the 1971 Group Annuity Mortality Table, with ages set back 4 years and an interest rate of 8% compounded annually.

(4) "Beneficiary" means a surviving spouse or dependent child or, if there is no surviving spouse or dependent child, a person nominated to receive benefits under 19-6-602.

(5) "Board" means the public employees' retirement board provided for in 2-15-1009.

(6) "Department" means the public employees' retirement division of the department of administration.

(1) "Compensation" means remuneration paid for services to a member out of funds controlled by an employer before any deductions have been made and exclusive of maintenance, allowances, and expenses.

(7)(2) "Dependent child" means an unmarried child of a deceased retired patrol officer member, who is:

(a) under 18 years of age; or

(b) under 24 years of age and attending an accredited postsecondary educational institution as a full-time student in anticipation of receiving a certificate or degree.

(8)(3) "Final average salary" means the average annual monthly compensation received by a member before any

deductions have been made and exclusive of maintenance, allowances, and expenses, for any 3 years of continuous service upon which contributions have been made or, in the event a member has not served 3 years, the total compensation earned divided by the number of years months served. Lump-sum payments for severance pay, sick leave, and annual leave paid to an employee upon termination of employment service may be used in the calculation of a retirement allowance benefit only to the extent that they are used to replace, on a month-for-month month-for-month basis, the normal compensation for a month or months included in the calculation of the final average salary. A lump-sum payment may not be added to a single month's compensation.

(9) "Member" means a person who has accumulated deductions in the account standing to his credit.

(10) "Member's annuity" means payments for life derived from contributions made by the member.

(11) "Retired patrol officer" means a person in receipt of a retirement allowance under this chapter.

(12) "Retirement age" means the age at which a member retires after 25 years of creditable service with the Montana highway patrol.

(13) "Retirement allowance" means the state annuity plus the member's annuity.

~~{14}--"State--annuity"--means--payments--for--life--derived
from--contributions--made--by--the--state--of--Montana--~~

~~{15}{4} "Surviving spouse" means the spouse married to
a retired patrol-officer member at the time of the retired
patrol-officer's member's death.~~

~~{5} "Survivor" means a surviving spouse or dependent
child of a member."~~

Section 158. Section 19-8-101, MCA, is amended to read:

"19-8-101. Definitions. Unless the context requires
otherwise, the following definitions apply in this chapter:

~~{1}--"Account"--means--the--Montana--state--game--wardens'
retirement--pension--trust--fund--~~

~~{2}--"Accumulated---deductions"-----or-----"accumulated
contributions"--means--the--sum--of--all--contributions--standing
to--the--credit--of--a--member's--individual--account--together--with
the--regular--interest--thereon--~~

~~{3}--"Actuarial--equivalent"--means--a--benefit--of--equal
value--when--computed--upon--the--basis--of--the--1971--Group--Annuity
Mortality--Table--with--ages--set--back--4--years--and--an--interest
rate--of--8%--compounded--annually--~~

~~{4}--"Beneficiary"--means--a--person--nominated--to--receive
benefits---under---this---chapter---by---a--member's--written
designation--witnessed--and--filed--with--the--board--~~

~~{5}--"Board"--means--the--public--employees'--retirement
board--~~

~~{6}--"Contributor"--means--any--person--who--has--accumulated
deductions--in--the--account--standing--to--his--credit--~~

~~(1) "Compensation" means remuneration paid for services
to a member out of funds controlled by an employer before
any deductions are made and exclusive of maintenance,
allowances, and expenses.~~

~~{7}{2} "Final average salary" means the average annual
monthly compensation received by a contributor--before--any
deductions--have--been--made--and--exclusive--of--maintenance,
allowances,---and--expenses, member for any 3 years of
continuous service upon which contributions have--been were
made or, in the event a member has not served 3 years, the
total retirement compensation earned divided by the number
of years months served. Lump-sum payments for severance pay,
sick leave, and annual leave paid to an employee upon
termination of employment may be used in the calculation of
a retirement allowance benefit only to the extent that they
are used to replace, on a month--for--month month-for-month
basis, the normal compensation for a month or months
included in the calculation of the final average salary. A
lump-sum payment may not be added to a single month's
compensation.~~

~~{8}--"Member's--annuity"--means--payments--for--life--derived
from--contributions--made--by--the--contributor--~~

~~{9}--"Retired--state--game--warden"--means--any--person--in~~

~~receipt-of-a-retirement-allowance-under-this-chapter.~~

~~(10) "Retirement-allowance" means the state annuity plus
the member's annuity.~~

~~(11) "State annuity" means payments for life derived
from contributions made by the state from department of
fish, wildlife, and parks moneys.~~

~~(12)(3) "State game warden" means all a state fish and
game wardens warden hired by the department of fish,
wildlife, and parks and includes all warden supervisory
personnel whose salaries or compensation is paid out of the
department of fish, wildlife, and parks moneys money."~~

NEW SECTION. SECTION 14. EFFECTIVE DATES. (1) EXCEPT
AS PROVIDED IN SUBSECTION (2), [THIS ACT] IS EFFECTIVE JULY
1, 1993.

(2) [SECTION 3] IS EFFECTIVE JANUARY 1, 1995.

NEW SECTION. SECTION 15. TERMINATION. [SECTION _8 _9]
TERMINATES JUNE 30, 1995.

-End-

HOUSE BILL NO. 198

INTRODUCED BY PETERSON

BY REQUEST OF THE GOVERNOR

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
LONGEVITY PAY FOR UNIVERSITY SYSTEM EMPLOYEES; PROVIDING PAY
SCHEDULES FOR FISCAL YEARS 1994 AND 1995; REVISING THE
LONGEVITY ALLOWANCE; APPROPRIATING MONEY TO IMPLEMENT THE
SCHEDULES; REMOVING RESTRICTIONS ON RECEIVING PAY DUE TO THE
LACK OF A COLLECTIVE BARGAINING AGREEMENT; PROVIDING LIMITED
SEVERANCE PAY TO STATE EMPLOYEES TERMINATED UNDER CERTAIN
CONDITIONS; AND AMENDING SECTIONS 2-6-110, 2-18-301,
2-18-303, 2-18-304, 2-18-305, 2-18-312, 2-18-313, 2-18-314,
2-18-315, 2-18-622, AND 2-18-703, MCA; AND PROVIDING
EFFECTIVE DATES AND A TERMINATION DATE."

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

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

"2-18-301. Purpose and intent of part -- rules. (1) The
purpose of this part is to provide the market-based
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

compensation plans for state employees, excluding those
employees excepted under 2-18-103 or 2-18-104 and excluding
employees compensated under 2-18-313, 2-18-314, and
2-18-315, be based on an analysis of the labor market as
provided by the department in a salary survey report to the
legislature at the start of each legislative session.

(3) Except as provided in 2-18-110 and 2-18-305(4), 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 52nd 53rd
legislature.

(4) Pay levels provided for in 2-18-312 through
2-18-315 may not be increased through collective bargaining
after adjournment of the 52nd 53rd legislature.

(5) 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
52nd 53rd legislature.

(6) 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.

(7) 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 2. Section 2-18-303, MCA, is amended to read:

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

(a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for the fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, for each grade for positions classified under the provisions of part 2 of this chapter.

(b) Each employee newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8) (6) AND (7).

(c) Except as provided in subsection (1)(e), on the first day of the first complete pay period in fiscal year 1992 1994, each employee hired before July 1, 1991 1993, is entitled to the amount of his the employee's base salary as it was on June 30, 1991 1993, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991, and

(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour-increase, for each full-percentage-point that the employee's base salary, as it

is after the 60-cent-an-hour-increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(e), on the first day of the first COMPLETE pay period in fiscal year 1993 1995, each employee hired before July 1, 1992 1994, is entitled to the amount of the employee's base salary as it was on June 30, 1992 1994, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992, then

(ii) add an amount equal to 1/8 of 1% of the amount computed in subsection (i) for each full-percentage point that the employee's base salary, as it is after the 45-cent-an-hour-increase, is below the market salary for the employee's assigned grade, then

(iii) from the sum calculated in subsection (i) (d) (i), subtract 20 cents an hour.

(e) Except as provided in subsection (1)(g), on the first day of the first pay period in January 1993, each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on December 31, 1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below

1 the--market-salary-by-dividing-the-employee's-base-salary-by
2 the-market-salary-for-his-assigned--grade,--multiplying--the
3 result-by-100,--and-subtracting-that-total-from-100--

4 (g)(e) An employee's base salary may be no less than
5 the entry salary for his the employee's assigned grade.

6 (h)(f) Except-as-provided-in--subsections--(5)--through
7 (8)--an An employee's base salary may not exceed the market
8 maximum salary by-a-percentage-greater-than--the--percentage
9 that--the-market-salary for the employee's grade-exceeds-the
10 entry-salary-for-that grade. The salary of an employee may
11 not be reduced because of this provision.

12 (g) The maximum salary for each grade is determined by
13 subtracting the entry salary from the market salary and
14 adding that amount to the market salary.

15 (2) The pay schedules provided in 2-18-312 and the
16 provisions of subsection (1) do not apply to those teachers,
17 liquor store occupations, or blue-collar occupations
18 compensated under the pay schedules provided in 2-18-313
19 through 2-18-315.

20 (3) The pay schedules provided in 2-18-313 through
21 2-18-315 must be implemented as follows:

22 (a) (i) The pay schedules provided for in 2-18-313
23 indicate the annual compensation for the contracted school
24 term for teachers employed under the authority of the
25 department of corrections and human services or the

1 department of family services for fiscal years 1992 1994 and
2 1993 1995.

3 (ii) The compensation of each teacher on the first day
4 of the first pay period in July 1991 1993 is that--amount
5 corresponding--to determined by the teacher's level of
6 academic achievement and years--of--experience the--step
7 occupied-on-June-30,1993 YEARS OF EXPERIENCE.

8 (iii) On The--compensation--of--each--teacher--on ON the
9 first day of the first pay period of--each--fiscal--year,--each
10 teacher--shall--advance--one--step--on--the--appropriate--pay
11 schedule--adopted-in-2-18-313 in-July-1994-is--determined--by
12 the--teacher's--level--of--academic-achievement-and-the-step
13 occupied-on-June-30,1994 OF EACH FISCAL YEAR, EACH TEACHER
14 SHALL ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE
15 ADOPTED IN 2-18-313.

16 (IV) ON THE FIRST DAY OF THE FIRST PAY PERIOD OF EACH
17 FISCAL YEAR, EACH TEACHER EMPLOYED BY THE MONTANA SCHOOL FOR
18 THE DEAF AND BLIND SHALL ADVANCE ONE STEP ON THE TEACHER PAY
19 MATRIX USED BY THE SCHOOL.

20 (b) (i) The pay schedules provided in 2-18-314 indicate
21 the maximum hourly compensation for fiscal years ending June
22 30, 1992 1994, and June 30, 1993 1995, for those employees
23 in liquor store occupations who have collectively bargained
24 separate classification and pay plans.

25 (ii) The compensation of each employee on the first day

of the first pay period in fiscal year ~~1992~~ 1994 or ~~1993~~ 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1992~~ 1994, and June 30, ~~1993~~ 1995, 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 ~~1992~~ 1994 or ~~1993~~ 1995 is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

~~{4}--{a}--{i}--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 the--employee is--a member ratifies--a--completely--integrated--collective---bargaining agreement-covering-the-biennium-ending-June-30, 1993 1995.~~

~~{ii}--If--negotiation--and--ratification--of--a--completely integrated-collective-bargaining-agreement--as--required--by subsection-{4}{a}{i}--are-not-completed-by-July-1, 1991 1993, retroactivity-to-that-date-may-be-negotiated.~~

~~{iii}--If--negotiation--and--ratification--of--a--completely integrated-collective-bargaining-agreement--as--required--by subsection-{4}{a}{i}--are-not-completed-by-July-1, 1991 1993, members--of--the--bargaining--unit-involved-must-continue-to receive-the-compensation-they-were-receiving-as-of-June--30, 1991 1993.~~

~~{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}{4}~~ The current wage or salary of an employee may not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

~~{6}{5}~~ 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}{6}~~ The department may develop programs 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 is a negotiable subject under 39-31-305. ~~To-maintain-the-internal equity-of-the-statewide-pay-plan-provided--for--in--2-18-312 and--subsection--{1}--of--this--section,--when-a-majority-of~~

registered-nurses-classified-under-the-provisions-of-part--2
of--this--chapter--have--been--granted--a-pay-plan-exception
through-a-collectively-bargained-agreement,-then--all--other
classified--registered--nurses,-including-those-employed-in
the-university-system,-must-be-paid-a-salary--equivalent--to
the--salary--negotiated--in-the-negotiated-agreement,-except
that-in-no-case-may-the-salary-of--a--classified--registered
nurse-be-reduced-by-this-provision-

{8}{7} The department shall review the competitiveness
of the compensation provided to all 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."

SECTION 3. SECTION 2-18-304, MCA, IS AMENDED TO READ:

"2-18-304. Longevity allowance. (1) (a) In addition to
the compensation provided for in 2-18-312, 2-18-313,
2-18-314, or 2-18-315, each employee who has completed 5 at
least 3 years of uninterrupted state service shall must
receive, beginning the first full pay period in January
1995, the-greater-of:

{i}-\$10-a-month,-or

{ii}-9/10-of-10-of-the-employee's-base-salary 25 cents
an hour multiplied by the number of completed, contiguous
5-year 3-year periods of uninterrupted state service. For
fiscal year 1995 only, an employee may not receive more than
\$1 per hour in longevity pay.

(b) Service to the state is not interrupted by
authorized leaves of absence.

(c) Longevity is part of the base for calculating
market progression.

(2) (a) For the purpose of determining years of service
under this section, an employee must be credited with 1 year
of service for each period of:

(i) 2,080 hours of service following his the employee's
date of employment; an employee must be credited with 80
hours of service for each biweekly pay period in which he
the employee is in a pay status or on an authorized leave of
absence without pay, regardless of the number of hours of
service in the pay period; or

(ii) 12 uninterrupted calendar months following his the
employee's date of employment in which he the employee was
in a pay status or on an authorized leave of absence without
pay, regardless of the number of hours of service in any one
month. An employee of a school at a state institution or-the
university-system must be credited with 1 year of service if

he the employee is employed for an entire academic year.

(b) State agencies, other than the university system and a school at a state institution, shall use the method provided in subsection (2)(a)(i) to calculate years of service under this section."

Section 4. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in 2-18-313, 2-18-314, and 2-18-315 represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection (4), the amount specifically allocated for group benefits must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his the employee's base salary, including adjustments provided in 2-18-303(1)(c) through ~~(1)(e)~~ (1)(d) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not to be covered by a state employee group benefit plan shall,

under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

(4) Employees may, through collective bargaining, determine the allocation between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

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

"2-18-312. Statewide pay schedules for fiscal years ~~1992 1994~~ and ~~1993 1995~~. (1) The statewide classification pay schedule for fiscal year ~~1992 1994~~ is as follows:

Annual Hours -- 2080 Note: Does Not Include Insurance

Pay Matrix -- State Matrix Type -- Annual

Pay Range: Entry Salary to Market Salary

GRADE	ENTRY SALARY	MARKET SALARY
-1	-07426	-97913
-2	-97077	107704
-3	-97777	117557
-4	107536	127404
-5	117305	137522
-6	127303	147647
-7	137209	157850
-8	147404	167230
-9	157596	177701
10	167916	187332

1	<u>11</u>	<u>10,353</u>	<u>22,112</u>
2	<u>12</u>	<u>19,946</u>	<u>24,090</u>
3	<u>13</u>	<u>21,674</u>	<u>26,240</u>
4	<u>14</u>	<u>23,588</u>	<u>28,626</u>
5	<u>15</u>	<u>25,694</u>	<u>31,258</u>
6	<u>16</u>	<u>28,044</u>	<u>34,200</u>
7	<u>17</u>	<u>30,665</u>	<u>37,488</u>
8	<u>18</u>	<u>33,555</u>	<u>41,122</u>
9	<u>19</u>	<u>36,793</u>	<u>45,201</u>
10	<u>20</u>	<u>40,406</u>	<u>49,761</u>
11	<u>21</u>	<u>44,421</u>	<u>54,841</u>
12	<u>22</u>	<u>48,986</u>	<u>60,527</u>
13	<u>23</u>	<u>53,965</u>	<u>66,954</u>
14	<u>24</u>	<u>59,645</u>	<u>74,185</u>
15	<u>25</u>	<u>65,930</u>	<u>82,206</u>
16	<u>1</u>	<u>8,679</u>	<u>10,210</u>
17	<u>2</u>	<u>9,349</u>	<u>11,025</u>
18	<u>3</u>	<u>10,070</u>	<u>11,903</u>
19	<u>4</u>	<u>10,852</u>	<u>12,858</u>
20	<u>5</u>	<u>11,727</u>	<u>13,927</u>
21	<u>6</u>	<u>12,672</u>	<u>15,086</u>
22	<u>7</u>	<u>13,688</u>	<u>16,334</u>
23	<u>8</u>	<u>14,836</u>	<u>17,747</u>
24	<u>9</u>	<u>16,064</u>	<u>19,262</u>
25	<u>10</u>	<u>17,424</u>	<u>20,942</u>

1	<u>11</u>	<u>18,904</u>	<u>22,775</u>
2	<u>12</u>	<u>20,545</u>	<u>24,812</u>
3	<u>13</u>	<u>22,325</u>	<u>27,027</u>
4	<u>14</u>	<u>24,295</u>	<u>29,485</u>
5	<u>15</u>	<u>26,465</u>	<u>32,196</u>
6	<u>16</u>	<u>28,885</u>	<u>35,226</u>
7	<u>17</u>	<u>31,585</u>	<u>38,613</u>
8	<u>18</u>	<u>34,562</u>	<u>42,355</u>
9	<u>19</u>	<u>37,897</u>	<u>46,557</u>
10	<u>20</u>	<u>41,618</u>	<u>51,254</u>
11	<u>21</u>	<u>45,754</u>	<u>56,487</u>
12	<u>22</u>	<u>50,373</u>	<u>62,343</u>
13	<u>23</u>	<u>55,584</u>	<u>68,963</u>
14	<u>24</u>	<u>61,434</u>	<u>76,410</u>
15	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year 1993 1995 is as follows:

18	Annual Hours -- 2080	Note: Does Not Include Insurance
19	Pay Matrix -- State	Matrix Type -- Annual
20	Pay Range: Entry Salary to Market Salary	
21	GRADE	ENTRY SALARY MARKET SALARY
22	1	8,679 10,210
23	2	9,349 11,025
24	3	10,070 11,903
25	4	10,852 12,858

1	5	11,727	13,927
2	6	12,672	15,086
3	7	13,688	16,334
4	8	14,836	17,747
5	9	16,064	19,262
6	10	17,424	20,942
7	11	18,904	22,775
8	12	20,545	24,812
9	13	22,325	27,027
10	14	24,295	29,485
11	15	26,465	32,196
12	16	28,885	35,226
13	17	31,585	38,613
14	18	34,562	42,355
15	19	37,897	46,557
16	20	41,618	51,254
17	21	45,754	56,487
18	22	50,373	62,343
19	23	55,584	68,963
20	24	61,434	76,410
21	25	67,907	84,673"

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

"2-18-313. Teachers' pay schedules. (1) (a) The 12-month pay schedule for teachers for fiscal year ~~1992~~ 1994 is as follows:

1	Annual Hours -- 2080						Note: Includes Insurance
2	Term -- Twelve Months						Matrix Type -- Annual
3	Education Level						
4	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
5	-1	23,751.6	24,717.5	24,811.7	25,713.0	25,746.1	26,712.0
6	-2	24,727.1	24,987	25,704	26,706.3	26,742.6	27,716.9
7	-3	25,702.6	25,811.7	26,599	27,701.3	27,742.7	28,724.2
8	-4	25,778.2	26,766.0	27,525	27,982	28,743.8	29,731.2
9	-5	26,754.2	27,752.5	28,745.7	28,952	29,745.0	30,730.4
10	-6	27,733.0	28,740.1	29,739.2	29,926	30,746.2	31,745.6
11	-7	28,711.20	29,727.0	30,732.1	30,789.7	31,747.1	32,752.4
12	-8	28,791.4	30,714.3	31,725.7	31,787.1	32,748.5	33,759.4
13	-9	29,770.7	31,701.4	32,710.9	32,784.1	33,749.8	34,766.5
14	10	30,750.0	31,789.0	33,712.0	33,781.3	34,750.7	35,773.7
15	11	31,729.5	32,773.2	34,704.9	34,784	35,751.9	36,780.6
16	12	31,729.5	32,773.2	34,704.9	34,784	35,751.9	36,780.6
17	13	31,729.5	32,773.2	34,704.9	34,784	35,751.9	36,780.6
18	<u>1</u>	<u>24,932</u>	<u>25,591</u>	<u>26,233</u>	<u>26,554</u>	<u>26,877</u>	<u>27,536</u>
19	<u>2</u>	<u>25,687</u>	<u>26,403</u>	<u>27,120</u>	<u>27,479</u>	<u>27,842</u>	<u>28,585</u>
20	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
21	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
22	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,800</u>
23	<u>6</u>	<u>28,746</u>	<u>29,817</u>	<u>30,808</u>	<u>31,342</u>	<u>31,878</u>	<u>32,872</u>
24	<u>7</u>	<u>29,536</u>	<u>30,686</u>	<u>31,737</u>	<u>32,313</u>	<u>32,887</u>	<u>33,940</u>
25	<u>8</u>	<u>30,330</u>	<u>31,559</u>	<u>32,673</u>	<u>33,287</u>	<u>33,901</u>	<u>35,010</u>

1	9	<u>31,123</u>	<u>32,430</u>	<u>33,605</u>	<u>34,257</u>	<u>34,914</u>	<u>36,081</u>
2	10	<u>31,916</u>	<u>33,306</u>	<u>34,536</u>	<u>35,229</u>	<u>35,923</u>	<u>37,153</u>
3	11	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
4	12	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
5	13	<u>32,711</u>	<u>34,148</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>

6 (b) The 9-month pay schedule for teachers for fiscal
7 year ~~1992~~ 1994 is as follows:

8 Annual Hours -- 1560 Note: Includes Insurance
9 Term -- Nine Months Matrix Type -- Annual

10	Education Level						
11	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
12	-1	<u>19,262</u>	<u>19,770</u>	<u>20,291</u>	<u>20,545</u>	<u>20,800</u>	<u>21,321</u>
13	-2	<u>19,859</u>	<u>20,425</u>	<u>20,992</u>	<u>21,275</u>	<u>21,560</u>	<u>22,126</u>
14	-3	<u>20,455</u>	<u>21,080</u>	<u>21,693</u>	<u>22,008</u>	<u>22,320</u>	<u>22,932</u>
15	-4	<u>21,054</u>	<u>21,739</u>	<u>22,394</u>	<u>22,738</u>	<u>23,081</u>	<u>23,738</u>
16	-5	<u>21,649</u>	<u>22,394</u>	<u>23,095</u>	<u>23,468</u>	<u>23,842</u>	<u>24,545</u>
17	-6	<u>22,247</u>	<u>23,053</u>	<u>23,799</u>	<u>24,280</u>	<u>24,683</u>	<u>25,351</u>
18	-7	<u>22,841</u>	<u>23,706</u>	<u>24,498</u>	<u>24,931</u>	<u>25,363</u>	<u>26,155</u>
19	-8	<u>23,439</u>	<u>24,364</u>	<u>25,202</u>	<u>25,663</u>	<u>26,126</u>	<u>26,960</u>
20	-9	<u>24,036</u>	<u>25,019</u>	<u>25,903</u>	<u>26,394</u>	<u>26,887</u>	<u>27,781</u>
21	10	<u>24,633</u>	<u>25,677</u>	<u>26,604</u>	<u>27,124</u>	<u>27,659</u>	<u>28,638</u>
22	11	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
23	12	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
24	13	<u>25,230</u>	<u>26,312</u>	<u>27,306</u>	<u>27,875</u>	<u>28,457</u>	<u>29,473</u>
25	1	<u>20,384</u>	<u>20,892</u>	<u>21,413</u>	<u>21,667</u>	<u>21,922</u>	<u>22,443</u>

1	2	<u>20,981</u>	<u>21,547</u>	<u>22,114</u>	<u>22,397</u>	<u>22,682</u>	<u>23,248</u>
2	3	<u>21,577</u>	<u>22,202</u>	<u>22,815</u>	<u>23,310</u>	<u>23,442</u>	<u>24,054</u>
3	4	<u>22,176</u>	<u>22,861</u>	<u>23,516</u>	<u>23,860</u>	<u>24,203</u>	<u>24,860</u>
4	5	<u>22,771</u>	<u>23,516</u>	<u>24,217</u>	<u>24,590</u>	<u>24,964</u>	<u>25,667</u>
5	6	<u>23,369</u>	<u>24,175</u>	<u>24,921</u>	<u>25,322</u>	<u>25,725</u>	<u>26,473</u>
6	7	<u>23,963</u>	<u>24,828</u>	<u>25,620</u>	<u>26,053</u>	<u>26,485</u>	<u>27,277</u>
7	8	<u>24,561</u>	<u>25,486</u>	<u>26,294</u>	<u>26,785</u>	<u>27,248</u>	<u>28,082</u>
8	9	<u>25,158</u>	<u>26,141</u>	<u>27,025</u>	<u>27,516</u>	<u>28,009</u>	<u>28,903</u>
9	10	<u>25,755</u>	<u>26,799</u>	<u>27,726</u>	<u>28,246</u>	<u>28,781</u>	<u>29,752</u>
10	11	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
11	12	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
12	13	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>

13 (2) -- (a) -- The -- 12-month-pay-schedule-for-teachers-for-the
14 first-6-months-of-fiscal-year-1993-is-as-follows:

15 Annual-Hours----2080 Note:-includes-insurance
16 Term----Twelve-Months Matrix-Type----Annual

17	Education-level						
18	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
19	-1	<u>24,276</u>	<u>24,935</u>	<u>25,577</u>	<u>25,898</u>	<u>26,221</u>	<u>26,880</u>
20	-2	<u>25,031</u>	<u>25,747</u>	<u>26,464</u>	<u>26,823</u>	<u>27,186</u>	<u>27,929</u>
21	-3	<u>25,786</u>	<u>26,577</u>	<u>27,359</u>	<u>27,773</u>	<u>28,187</u>	<u>29,082</u>
22	-4	<u>26,542</u>	<u>27,420</u>	<u>28,285</u>	<u>28,742</u>	<u>29,198</u>	<u>30,072</u>
23	-5	<u>27,302</u>	<u>28,285</u>	<u>29,217</u>	<u>29,712</u>	<u>30,218</u>	<u>31,144</u>
24	-6	<u>28,090</u>	<u>29,161</u>	<u>30,152</u>	<u>30,686</u>	<u>31,222</u>	<u>32,210</u>
25	-7	<u>28,888</u>	<u>30,030</u>	<u>31,081</u>	<u>31,657</u>	<u>32,211</u>	<u>33,284</u>

1	-8	297674	307903	327017	327631	337245	347354
2	-9	307467	317774	327949	337601	347258	357425
3	10	317260	327650	337880	347573	357267	367497
4	11	327055	337492	347809	357544	367279	377566
5	12	327055	337492	347809	357544	367279	377566
6	13	327055	337492	347809	357544	367279	377566
7	(b)--The 9-month pay schedule for teachers for the first						
8	6-months-of-fiscal-year-1993-is-as-follows:						
9	Annual Hours----1560			Note:-Includes Insurance			
10	Term----Nine Months			Matrix Type----Annual			
11	Education Level						
12	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
13	-1	197092	207400	207921	217175	217430	217951
14	-2	207409	217055	217622	217905	227190	227756
15	-3	217085	217710	227323	227638	227950	237562
16	-4	217684	227369	237024	237368	237711	247360
17	-5	227279	237024	237725	247090	247472	257175
18	-6	227077	237603	247429	247030	257233	257901
19	-7	237471	247336	257120	257561	257993	267785
20	-8	247069	247994	257032	267293	267756	277590
21	-9	247666	257649	267533	277024	277517	287411
22	10	257263	267307	277234	277754	287209	297260
23	11	257860	267942	277936	287505	297087	307103
24	12	257860	267942	277936	287505	297087	307103
25	13	257860	267942	277936	287505	297087	307103

1	(3)(2) (a) The 12-month pay schedule for teachers for						
2	the last 6 months of fiscal year 1993 1995 is as follows:						
3	Annual Hours -- 2080			Note: Includes Insurance			
4	Term -- Twelve Months			Matrix Type -- Annual			
5	Education Level						
6	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
7	-1	247692	257351	257993	267314	267637	277296
8	-2	257447	267163	267880	277239	277602	287345
9	-3	267202	267993	277775	287109	287603	297410
10	-4	267950	277836	287701	297150	297614	307480
11	-5	277710	287701	297633	307128	307626	317560
12	-6	287506	297577	307568	317102	317630	327632
13	-7	297296	307446	317497	327073	327647	337700
14	-8	307090	317319	327433	337047	337661	347770
15	-9	307803	327190	337365	347017	347674	357841
16	10	317676	337066	347296	347909	357603	367913
17	11	327471	337900	357225	357960	367695	377982
18	12	327471	337900	357225	357960	367695	377982
19	13	327471	337900	357225	357960	367695	377982
20	<u>1</u>	<u>25,172</u>	<u>25,831</u>	<u>26,473</u>	<u>26,794</u>	<u>27,117</u>	<u>27,776</u>
21	<u>2</u>	<u>25,927</u>	<u>26,643</u>	<u>27,360</u>	<u>27,719</u>	<u>28,082</u>	<u>28,825</u>
22	<u>3</u>	<u>26,682</u>	<u>27,473</u>	<u>28,255</u>	<u>28,669</u>	<u>29,083</u>	<u>29,898</u>
23	<u>4</u>	<u>27,438</u>	<u>28,316</u>	<u>29,181</u>	<u>29,638</u>	<u>30,094</u>	<u>30,968</u>
24	<u>5</u>	<u>28,198</u>	<u>29,181</u>	<u>30,113</u>	<u>30,608</u>	<u>31,106</u>	<u>32,040</u>
25	<u>6</u>	<u>28,986</u>	<u>30,057</u>	<u>31,048</u>	<u>31,582</u>	<u>32,118</u>	<u>33,112</u>

1	7	<u>29,776</u>	<u>30,926</u>	<u>31,977</u>	<u>32,553</u>	<u>33,127</u>	<u>34,180</u>
2	8	<u>30,570</u>	<u>31,799</u>	<u>32,913</u>	<u>33,527</u>	<u>34,141</u>	<u>35,250</u>
3	9	<u>31,363</u>	<u>32,670</u>	<u>33,845</u>	<u>34,497</u>	<u>35,154</u>	<u>36,321</u>
4	10	<u>32,156</u>	<u>33,546</u>	<u>34,776</u>	<u>35,469</u>	<u>36,163</u>	<u>37,393</u>
5	11	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
6	12	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>
7	13	<u>32,951</u>	<u>34,388</u>	<u>35,705</u>	<u>36,440</u>	<u>37,175</u>	<u>38,462</u>

8 (b) The 9-month pay schedule for teachers for the last
9 6-months-of fiscal year ~~1993~~ 1995 is as follows:

10 Annual Hours -- 1560 Note: Includes Insurance

11 Term -- Nine Months Matrix Type -- Annual

12 Education Level

13	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
14	-1	20,720	20,712	21,233	21,407	21,742	22,263
15	-2	20,801	21,367	21,934	22,217	22,502	23,060
16	-3	21,397	22,022	22,635	22,950	23,262	23,874
17	-4	21,996	22,601	23,336	23,600	24,023	24,600
18	-5	22,591	23,336	24,037	24,410	24,704	25,407
19	-6	23,189	23,995	24,741	25,142	25,545	26,293
20	-7	23,783	24,640	25,440	25,873	26,305	27,097
21	-8	24,381	25,306	26,144	26,605	27,060	27,902
22	-9	24,978	25,961	26,845	27,336	27,829	28,723
23	10	25,575	26,619	27,546	28,066	28,601	29,572
24	11	26,172	27,254	28,240	28,817	29,399	30,415
25	12	26,772	27,254	28,240	28,817	29,399	30,415

1	13	<u>26,772</u>	<u>27,254</u>	<u>28,240</u>	<u>28,817</u>	<u>29,399</u>	<u>30,415</u>
2	1	<u>20,564</u>	<u>21,072</u>	<u>21,593</u>	<u>21,847</u>	<u>22,102</u>	<u>22,623</u>
3	2	<u>21,161</u>	<u>21,727</u>	<u>22,294</u>	<u>22,577</u>	<u>22,862</u>	<u>23,428</u>
4	3	<u>21,757</u>	<u>22,382</u>	<u>22,995</u>	<u>23,310</u>	<u>23,622</u>	<u>24,234</u>
5	4	<u>22,356</u>	<u>23,041</u>	<u>23,696</u>	<u>24,040</u>	<u>24,383</u>	<u>25,040</u>
6	5	<u>22,951</u>	<u>23,696</u>	<u>24,397</u>	<u>24,770</u>	<u>25,144</u>	<u>25,847</u>
7	6	<u>23,549</u>	<u>24,355</u>	<u>25,101</u>	<u>25,502</u>	<u>25,905</u>	<u>26,653</u>
8	7	<u>24,143</u>	<u>25,008</u>	<u>25,800</u>	<u>26,233</u>	<u>26,665</u>	<u>27,457</u>
9	8	<u>24,741</u>	<u>25,666</u>	<u>26,474</u>	<u>26,965</u>	<u>27,428</u>	<u>28,262</u>
10	9	<u>25,338</u>	<u>26,321</u>	<u>27,205</u>	<u>27,696</u>	<u>28,189</u>	<u>29,083</u>
11	10	<u>25,935</u>	<u>26,979</u>	<u>27,906</u>	<u>28,426</u>	<u>28,961</u>	<u>29,932</u>
12	11	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
13	12	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775</u>
14	13	<u>26,532</u>	<u>27,614</u>	<u>28,608</u>	<u>29,177</u>	<u>29,759</u>	<u>30,775"</u>

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

16 "2-18-314. Liquor store occupations pay schedules. (1)

17 The pay schedule for liquor store occupations for fiscal
18 year ~~1992~~ 1994 is as follows:

19 Annual Hours -- 2080 Note: With Insurance

20 Pay Matrix -- Retail Clerk Matrix Type -- Hourly

21	Grade	\$/Hour
22		W/Ins.
23	b1	-0.000
24	b2	-9.140
25	b3	-9.640

1	b4	-9,920
2	b5	10,210
3	b6	10,820
4	b7	11,480
5	b8	12,230
6	(2) -- (a) The pay schedule for liquor store occupations	
7	for the first 6 months of fiscal year 1993 is as follows:	
8	Annual Hours --- 2080	Note: With Insurance
9	Pay Matrix --- Retail Clerk	Matrix Type --- Hourly
10	Grade	\$/Hour
11		W/Ins.
12	b1	-0.000
13	b2	-9,505
14	b3	10,005
15	b4	10,205
16	b5	10,575
17	b6	11,185
18	b7	11,845
19	b8	12,595
20	L1	0.000
21	L2	9.820
22	L3	10.320
23	L4	10.600
24	L5	10.890
25	L6	11.500

1	L7	12.160
2	L8	12.910
3	(b)(2) The pay schedule for liquor store occupations	
4	for the last 6 months of fiscal year 1993 1995 is as	
5	follows:	
6	Annual Hours -- 2080	Note: With Insurance
7	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins.
10	b1	-0.000
11	b2	-9,705
12	b3	10,205
13	b4	10,405
14	b5	10,775
15	b6	11,385
16	b7	12,045
17	b8	12,795
18	L1	0.000
19	L2	9.935
20	L3	10.435
21	L4	10.715
22	L5	11.005
23	L6	11.615
24	L7	12.275
25	L8	13.025"

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

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for fiscal year 1992 1994 is as follows:

Annual Hours -- 2080		Note: With Insurance
Pay Matrix -- Blue-Collar		Matrix Type -- Hourly
Grade	\$/Hour	
	W/Ins.	
B1	9.615	
B2	10.015	
B3	10.415	
B4	10.815	
B5	11.215	
B6	11.615	
B7	12.015	
B8	12.415	
B9	12.815	
B10	13.215	
B11	13.615	
B12	14.015	
B00	14.415	
<u>B1</u>	<u>10.295</u>	
<u>B2</u>	<u>10.695</u>	
<u>B3</u>	<u>11.095</u>	
<u>B4</u>	<u>11.495</u>	

<u>B5</u>	<u>11.895</u>
<u>B6</u>	<u>12.295</u>
<u>B7</u>	<u>12.695</u>
<u>B8</u>	<u>13.095</u>
<u>B9</u>	<u>13.495</u>
<u>B10</u>	<u>13.895</u>
<u>B11</u>	<u>14.295</u>
<u>B12</u>	<u>14.695</u>
<u>B00</u>	<u>15.095</u>

(2) The pay schedule for blue-collar workers for the first 6 months of fiscal year 1993 is as follows:

Annual Hours --- 2080		Note: With Insurance
Pay Matrix --- Blue-Collar		Matrix Type --- Hourly
Grade	\$/Hour	
	W/Ins.	
B1	9.900	
B2	10.300	
B3	10.700	
B4	11.100	
B5	11.500	
B6	11.900	
B7	12.300	
B8	12.700	
B9	13.100	
B10	13.500	

1 B11 13-900
2 B12 14-300
3 B00 14-700

4 ~~†3†~~(2) The pay schedule for blue-collar workers for the
5 last-6-months-of fiscal year 1993 1995 is as follows:

6 Annual Hours -- 2080 Note: With Insurance

7 Pay Matrix -- Blue-Collar Matrix Type -- Hourly

8 Grade \$/Hour

9 W/Ins.

10 B1 10-100

11 B2 10-500

12 B3 10-900

13 B4 11-300

14 B5 11-700

15 B6 12-100

16 B7 12-500

17 B8 12-900

18 B9 13-300

19 B10 13-700

20 B11 14-100

21 B12 14-500

22 B00 14-900

23 B1 10.410

24 B2 10.810

25 B3 11.210

1 B4 11.610

2 B5 12.010

3 B6 12.410

4 B7 12.810

5 B8 13.210

6 B9 13.610

7 B10 14.010

8 B11 14.410

9 B12 14.810

10 B00 15.210"

11 **SECTION 9.** SECTION 2-18-622, MCA, IS AMENDED TO READ:

12 "2-18-622. Reduction in force -- severance pay and
13 retraining allowance required. (1) If a reduction in force
14 is necessary, the state may shall provide severance pay, as
15 provided in subsection (2), and may provide a retraining
16 allowance. Within a collective bargaining unit, severance
17 pay and the retraining allowance are negotiable subjects
18 under 39-31-305.

19 (2) A state employee whose employment is terminated
20 because of a reduction in force is entitled to 1 week of
21 severance pay for each year the employee has been employed
22 by the state, not to exceed a total of 2 weeks of severance
23 pay. Payment of the severance pay is to be made in a lump
24 sum to the employee on the employee's termination date."

25 **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 ~~\$170~~ \$210 per month for the fiscal year ending June 30, ~~1992~~ 1994, and ~~\$190~~ \$230 per month for the fiscal year ending June 30, ~~1993~~ 1995, and for each fiscal year thereafter. When a state employee is terminated to achieve a reduction in force, the continuation of contributions for group benefits beyond the termination date is subject to negotiation under 39-31-305. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

(3) For employees of elementary and high school

districts and of local government units, the employer's premium contributions may exceed but may not be less than \$10 per month.

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member or to increase the reserves of the group."

Section 11. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1) Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

1 (a) the agency's actual cost of purchasing the
2 electronic media used for transferring data, if the person
3 requesting the information does not provide the media; or

4 (b) expenses incurred by the agency as a result of
5 mainframe processing charges or other out-of-pocket expenses
6 directly associated with the request for information.

7 (3) An agency may also charge an hourly fee for each
8 hour, or fraction of an hour, after one-half hour of copying
9 service has been provided. The hourly fee may not exceed the
10 hourly rate for the current fiscal year for a state employee
11 classified as grade 10, step--2 market salary, under
12 2-18-312.

13 (4) For the purposes of this section, the term "agency"
14 has the meaning provided in 2-3-102 but includes
15 legislative, judicial, and state military agencies.

16 (5) This section does not authorize the release of
17 electronic security codes giving access to private
18 information."

19 NEW SECTION. Section 12. Appropriation. (1) The
20 following money for the indicated fiscal years is
21 appropriated to the listed agencies to implement [this act]:

	FISCAL 1994	FISCAL 1995	
22			
23	General Fund	Other Funds	General Fund Other Funds
24	Legislative Auditor		
25	779315	77925	147630 157050

1	7,096	7,268	147361	147367
2			29,810	20,440
3	Legislative Fiscal Analyst			
4	47880	-0-	87160	-0-
5	3,602		77205	
6			14,956	
7	Legislative Council			
8	77379	27934	197627	37480
9	6,240	3,108	157499	37197
10			32,173	4,548
11	Environmental Quality Council			
12	17620	60	37240	120
13	1,466	0	27932	0
14			6,068	
15	Consumer Counsel			
16	-0-	17260	-0-	27520
17		1,140		27200
18				3,244
19	Judiciary			
20	197560	27640	397120	57200
21	18,240	2,508	367400	57016
22			75,725	7,136
23	<u>MONTANA UNIVERSITY SYSTEM</u>			
24	605,746	293,708	172117491	5007705
25			2,514,796	837,649

Office of Budget and Program Planning for Distribution to
All Other Agencies

170797781	175737171	272067710	371617769
<u>9857094</u>	<u>1,538,072</u>	<u>177947223</u>	<u>370967075</u>
<u>963,220</u>		<u>179107475</u>	<u>4,404,704</u>
		<u>3,830,979</u>	

(2) THE APPROPRIATION TO THE MONTANA UNIVERSITY SYSTEM
INCLUDES FUNDING FOR UNIVERSITY SYSTEM UNITS AS DEFINED IN
17-7-102(16).

NEW SECTION. SECTION 13. COORDINATION INSTRUCTION. IF
[THIS ACT] IS PASSED AND APPROVED AND IF IT INCLUDES A
SECTION THAT AMENDS 2-18-622 TO PROVIDE FOR LUMP-SUM
SEVERANCE PAY FOR STATE EMPLOYEES, THEN SECTIONS 44, 112,
AND 158 OF SENATE BILL NO. 385 [CHAPTER 265, LAWS OF 1993]
ARE AMENDED AS FOLLOWS:

Section 44. Definitions. Unless the context requires
otherwise, as used in this chapter, the following
definitions apply:

(1) "Compensation" means remuneration paid out of funds
controlled by an employer. Compensation does not include the
payments or contributions made in lieu of wages for an
individual subject to 19-3-403(4)(a).

(2) "Contracting employer" means any political
subdivision or governmental entity that has contracted to
come into the system under this chapter.

(3) "Employer" means the state of Montana, its
university system or any of the colleges, schools,
components, or units of the university system for the
purposes of this chapter, or any contracting employer.

(4) "Employer contributions" means payments to the
pension trust fund pursuant to 19-3-801 from appropriations
of the state of Montana and from contracting employers.

(5) "Final average salary", except as provided in
19-3-907, means a member's highest average monthly
compensation during any 36 consecutive months of membership
service. Lump-sum payments for severance pay, sick leave,
and annual leave paid to the member upon termination of
employment may be used in the calculation of a retirement
benefit only to the extent that they are used to replace, on
a month-for-month basis, the regular compensation for a
month or months included in the calculation of the final
average salary. A lump-sum payment may not be added to a
single month's compensation.

Section 112. Section 19-6-101, MCA, is amended to read:

"19-6-101. Definitions. Unless the context requires
otherwise, the following definitions apply in this chapter:

(1) "Account" means the Montana highway patrol
officers' retirement pension trust fund.

(2) "Accumulated deductions" means the total of the
amounts deducted from the salary of a member, paid into the

1 account, and standing to his credit in the account, together
2 with the regular interest thereon.

3 {3}--"Actuarial equivalent" means a benefit of equal
4 value when computed on the basis of the 1971 Group Annuity
5 Mortality Table, with ages set back 4 years and an interest
6 rate of 8% compounded annually.

7 {4}--"Beneficiary" means a surviving spouse or dependent
8 child or, if there is no surviving spouse or dependent
9 child, a person nominated to receive benefits under
10 19-6-602.

11 {5}--"Board" means the public employees' retirement
12 board provided for in 2-15-1009.

13 {6}--"Department" means the public employees' retirement
14 division of the department of administration.

15 (1) "Compensation" means remuneration paid for services
16 to a member out of funds controlled by an employer before
17 any deductions have been made and exclusive of maintenance,
18 allowances, and expenses.

19 {7}{2} "Dependent child" means an unmarried child of a
20 deceased retired patrol officer member, who is:

21 (a) under 18 years of age; or

22 (b) under 24 years of age and attending an accredited
23 postsecondary educational institution as a full-time student
24 in anticipation of receiving a certificate or degree.

25 {8}{3} "Final average salary" means the average annual

1 monthly compensation received by a member before any
2 deductions have been made and exclusive of maintenance,
3 allowances, and expenses, for any 3 years of continuous
4 service upon which contributions have been made or, in the
5 event a member has not served 3 years, the total
6 compensation earned divided by the number of years months
7 served. Lump-sum payments for severance pay, sick leave, and
8 annual leave paid to an employee upon termination of
9 employment service may be used in the calculation of a
10 retirement allowance benefit only to the extent that they
11 are used to replace, on a month-for-month month-for-month
12 basis, the normal compensation for a month or months
13 included in the calculation of the final average salary. A
14 lump-sum payment may not be added to a single month's
15 compensation.

16 {9}--"Member" means a person who has accumulated
17 deductions in the account standing to his credit.

18 {10}--"Member's annuity" means payments for life derived
19 from contributions made by the member.

20 {11}--"Retired patrol officer" means a person in receipt
21 of a retirement allowance under this chapter.

22 {12}--"Retirement age" means the age at which a member
23 retires after 25 years of creditable service with the
24 Montana highway patrol.

25 {13}--"Retirement allowance" means the state annuity plus

1 the-member's-annuity;

2 {14}--"State--annuity"--means--payments--for--life--derived
3 from--contributions--made--by--the--state--of--Montana;

4 {15}{4} "Surviving spouse" means the spouse married to
5 a retired patrol-officer member at the time of the retired
6 patrol-officer's member's death.

7 {5} "Survivor" means a surviving spouse or dependent
8 child of a member."

9 Section 158. Section 19-8-101, MCA, is amended to read:

10 "19-8-101. Definitions. Unless the context requires
11 otherwise, the following definitions apply in this chapter:

12 {1}--"Account"--means--the--Montana--state--game--wardens'
13 retirement-pension-trust-fund;

14 {2}--"Accumulated---deductions"-----or-----"accumulated
15 contributions"--means--the--sum--of--all--contributions--standing
16 to--the--credit--of--a--member's--individual--account--together--with
17 the--regular--interest--thereon;

18 {3}--"Actuarial-equivalent"--means--a--benefit--of--equal
19 value--when--computed--upon--the--basis--of--the--1971-Group-Annuity
20 Mortality--Table--with--ages--set--back--4--years--and--an--interest
21 rate--of--8%--compounded--annually;

22 {4}--"Beneficiary"--means--a--person--nominated--to--receive
23 benefits---under---this---chapter---by---a--member's--written
24 designation--witnessed--and--filed--with--the--board;

25 {5}--"Board"--means--the--public--employees'--retirement

1 board;

2 {6}--"Contributor"--means--any--person--who--has--accumulated
3 deductions--in--the--account--standing--to--his--credit;

4 {1} "Compensation" means remuneration paid for services
5 to a member out of funds controlled by an employer before
6 any deductions are made and exclusive of maintenance,
7 allowances, and expenses.

8 {7}{2} "Final average salary" means the average annual
9 monthly compensation received by a contributor, before any
10 deductions have been made and exclusive of maintenance,
11 allowances, and expenses, member for any 3 years of
12 continuous service upon which contributions have been were
13 made or, in the event a member has not served 3 years, the
14 total retirement compensation earned divided by the number
15 of years months served. Lump-sum payments for severance pay,
16 sick leave, and annual leave paid to an employee upon
17 termination of employment may be used in the calculation of
18 a retirement allowance benefit only to the extent that they
19 are used to replace, on a month--for--month month-for-month
20 basis, the normal compensation for a month or months
21 included in the calculation of the final average salary. A
22 lump-sum payment may not be added to a single month's
23 compensation.

24 {8}--"Member's--annuity"--means--payments--for--life--derived
25 from--contributions--made--by--the--contributor;

{9}--"Retired-state-game-warden"--means--any--person--in receipt-of-a-retirement-allowance-under-this-chapter:

{10}--"Retirement-allowance"--means-the-state-annuity-plus the-member's-annuity:

{11}--"State--annuity"--means--payments--for-life-derived from-contributions-made-by--the--state--from--department--of fish-wildlife-and-parks-moneys:

{12}{3} "State game warden" means all a state fish and game wardens warden hired by the department of fish, wildlife, and parks and includes all warden supervisory personnel whose salaries or compensation is paid out of the department of fish, wildlife, and parks moneys money."

NEW SECTION. SECTION 14. EFFECTIVE DATES. (1) EXCEPT AS PROVIDED IN SUBSECTION (2), [THIS ACT] IS EFFECTIVE JULY 1, 1993.

{2} [SECTION 3] IS EFFECTIVE JANUARY 1, 1995.

NEW SECTION. SECTION 15. TERMINATION. [SECTION 8 9] TERMINATES JUNE 30, 1995.

-End-

Page 1 of 9

Mr. Speaker and Mr. President:

We, your Free Conference Committee met and considered House Bill 198 and recommend as follows:

1. Title, lines 6 and 7.

Following: "LEVELS;"

Strike: "PROVIDING LONGEVITY PAY FOR UNIVERSITY SYSTEM EMPLOYEES;"

2. Title, lines 8 and 9.

Following: "1995;"

Strike: "REVISING THE LONGEVITY ALLOWANCE;"

3. Title, line 13.

Following: "CONDITIONS;"

Insert: "PROVIDING A LIMITATION ON THE CHOICE OF BENEFITS;"

4. Title, line 14.

Following: "2-18-303,"

Strike: "2-18-304,"

5. Page 4, lines 4 through 7.

Following: "in" on line 4

Strike: Remainder of line 4 through "1994" on line 7.

Insert: "January 1995, each employee hired before January 1, 1995, is entitled to the amount of the employee's base salary as it was on December 31, 1994, plus 1.5%"

6. Page 6, line 9.

Following: "the first"

Insert: "complete"

7. Page 6, line 16.

Following: "OF THE FIRST"

Insert: "complete"

8. Page 9, line 19 through page 11, line 5.

Strike: Section 3 in its entirety.

Renumber: subsequent sections.

9. Page 11, line 2.

Strike: "through"

Insert: "and"

10. Page 15, line 24.

Following: "1994"

Insert: "and for the first 6 months of fiscal year 1995"

11. Page 16, line 1.

Following: "Note:"

Strike: "Includes"

Insert: "Does Not Include"

12. Page 16, line 18 through page 17, line 5.

Strike: lines in their entirety

Insert:

"STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	22,412	23,071	23,713	24,034	24,357	
25,016						
2	23,167	23,883	24,600	24,959	25,322	
26,065						
3	23,922	24,713	25,495	25,909	26,323	
27,138						
4	24,678	25,556	26,421	26,878	27,334	
28,208						
5	25,438	26,421	27,353	27,848	28,346	
29,280						
6	26,226	27,297	28,288	28,822	29,358	
30,352						
7	27,016	28,166	29,217	29,793	30,367	
31,420						
8	27,810	29,039	30,153	30,767	31,381	
32,490						
9	28,603	29,910	31,085	31,737	32,394	
33,561						
10	29,396	30,786	32,016	32,709	33,403	
34,633						
11	30,191	31,628	32,945	33,680	34,415	
35,702						
12	30,191	31,628	32,945	33,680	34,415	
35,702						
13	30,191	31,628	32,945	33,680	34,415	
35,702"						

13. Page 17, line 7.

Following: "1994"

Insert: "and for the first 6 months of fiscal year 1995"

14. Page 17, line 8.

Following: "Note:"

Strike: "Includes"

ADOPT

REJECT

900659CC.Hss

900659CC.Hss

April 24, 1993
Page 3 of 9

April 24, 1993
Page 4 of 9

Insert: "Does Not Include"

15. Page 17, line 25 through page 18, line 12.

Strike: lines in their entirety.

Insert:

"STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,924	18,432	18,953	19,207	19,462	
19,983						
2	18,521	19,087	19,654	19,937	20,222	
20,788						
3	19,117	19,742	20,355	20,670	20,982	
21,594						
4	19,716	20,401	21,056	21,400	21,743	
22,400						
5	20,311	21,056	21,757	22,130	22,504	
23,207						
6	20,909	21,715	22,461	22,862	23,265	
24,013						
7	21,503	22,368	23,160	23,593	24,025	
24,817						
8	22,101	23,026	23,864	24,325	24,788	
25,622						
9	22,698	23,681	24,565	25,056	25,549	
26,443						
10	23,295	24,339	25,266	25,786	26,321	
27,292						
11	23,892	24,974	25,968	26,537	27,119	
28,135						
12	23,892	24,974	25,968	26,537	27,119	
28,135						
13	23,892	24,974	25,968	26,537	27,119	
28,135"						

16. Page 20, line 1.

Following: "teachers for"

Insert: "the last 6 months of"

17. Page 20, line 3.

Following: "Note:"

Strike: "Includes"

Insert: "Does Not Include"

18. Page 20, line 20 through page 21, line 7.

Strike: lines in their entirety

Insert:

"STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
-------	----	------	------	------	----	------

1	22,748	23,417	24,069	24,395	24,722
25,391					
2	23,515	24,241	24,969	25,333	25,702
26,456					
3	24,281	25,084	25,877	26,298	26,718
27,545					
4	25,048	25,939	26,817	27,281	27,744
28,631					
5	25,820	26,817	27,763	28,266	28,771
29,719					
6	26,619	27,706	28,712	29,254	29,798
30,807					
7	27,421	28,588	29,655	30,240	30,823
31,891					
8	28,227	29,475	30,605	31,229	31,852
32,977					
9	29,032	30,359	31,551	32,213	32,880
34,064					
10	29,837	31,248	32,496	33,200	33,904
35,152					
11	30,644	32,102	33,439	34,185	34,931
36,238					
12	30,644	32,102	33,439	34,185	34,931
36,238					
13	30,644	32,102	33,439	34,185	34,931
36,238"					

19. Page 21, line 8.

Following: "teachers for"

Insert: "the last 6 months of"

20. Page 21, line 10.

Following: "Note:"

Strike: "Includes"

Insert: "Does Not Include"

21. Page 22, lines 2 through 14.

Strike: lines in their entirety.

Insert:

"STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	17,924	18,432	18,953	19,207	19,462	
19,983						
2	18,521	19,087	19,654	19,937	20,222	
20,788						
3	19,117	19,742	20,355	20,670	20,982	
21,594						

April 24, 1993
Page 5 of 9

4	19,716	20,401	21,056	21,400	21,743
22,400					
5	20,311	21,056	21,757	22,130	22,504
23,207					
6	20,909	21,715	22,461	22,862	23,265
24,013					
7	21,503	22,368	23,160	23,593	24,025
24,817					
8	22,101	23,026	23,864	24,325	24,788
25,622					
9	22,698	23,681	24,565	25,056	25,549
26,443					
10	23,295	24,339	25,266	25,786	26,321
27,292					
11	23,892	24,974	25,968	26,537	27,119
28,135					
12	23,892	24,974	25,968	26,537	27,119
28,135					
13	23,892	24,974	25,968	26,537	27,119
28,135"					

22. Page 22, line 18.
Following: "1994"
Insert: "and for the first 6 months of fiscal year 1995"

23. Page 22, line 19.
Following: "Note:"
Strike: "With"
Insert: "Does Not Include"

24. Page 23, line 20 through page 24, line 2.
Strike: lines in their entirety
Insert:

"	L1	0.000
	L2	8.609
	L3	9.109
	L4	9.389
	L5	9.679
	L6	10.289
	L7	10.949
	L8	11.699"

25. Page 24, line 4.
Following: "for"
Insert: "the last 6 months of"

26. Page 24, line 6.
Following: "Note:"
Strike: "With"

April 24, 1993
Page 6 of 9

Insert: "Does Not Include"

27. Page 24, lines 18 through 25.
Strike: lines in their entirety
Insert:

"L1	0.000
L2	8.754
L3	9.254
L4	9.534
L5	9.824
L6	10.434
L7	11.094
L8	11.844"

28. Page 25, line 3.
Following: "1994"
Insert: "and for the first 6 months of fiscal year 1995"

29. Page 25, line 5.
Following: "Note:"
Strike: "With"
Insert: "Does Not Include"

30. Page 25, line 22 through page 26, line 9.
Strike: lines in their entirety
Insert:

"B1	9.084
B2	9.484
B3	9.884
B4	10.284
B5	10.684
B6	11.084
B7	11.484
B8	11.884
B9	12.284
B10	12.684
B11	13.084
B12	13.484
B00	13.884"

31. Page 27, line 4.
Following: "workers for"
Insert: "the last 6 months of"

32. Page 27, line 6.
Following: "Note:"
Strike: "With"

April 24, 1993
Page 7 of 9

April 24, 1993
Page 8 of 9

Insert: "Does Not Include"

33. Page 27, line 23 through page 28, line 10.
Strike: lines in their entirety
Insert:

B1	9.266
B2	9.666
B3	10.066
B4	10.466
B5	10.866
B6	11.266
B7	11.666
B8	12.066
B9	12.466
B10	12.866
B11	13.266
B12	13.666
B00	14.066"

34. Page 32, line 1.

Strike: "7,096" (FY 94 general fund)
Insert: "7,113" (FY 94 general fund)
Strike: "7,268" (FY 94 other funds)
Insert: "7,705" (FY 94 other funds)

35. Page 32, line 2.

Strike: "29,810" (FY 95 general fund)
Insert: "22,301" (FY 95 general fund)
Strike: "20,440" (FY 95 other funds)
Insert: "24,200" (FY 95 other funds)

36. Page 32, line 5.

Strike: "3,602" (FY 94 general fund)
Insert: "3,792" (FY 94 general fund)

37. Page 32, line 6.

Strike: "14,956" (FY 95 general fund)
Insert: "12,751" (FY 95 general fund)

38. Page 32, line 9.

Strike: "6,240" (FY 94 general fund)
Insert: "8,593" (FY 94 general fund)
Strike: "3,108" (FY 94 other funds)
Insert: "3,247" (FY 94 other funds)

39. Page 32, line 10.

Strike: "32,173" (FY 95 general fund)
Insert: "26,374" (FY 95 general fund)
Strike: "4,548" (FY 95 other funds)

Insert: "5,631" (FY 95 other funds)

40. Page 32, line 13.

Strike: "1,466" (FY 94 general fund)
Insert: "1,543" (FY 94 general fund)
Strike: "0" (FY 95 other funds)
Insert: "30" (FY 95 other funds)

41. Page 32, line 14.

Strike: "6,068" (FY 95 general fund)
Insert: "4,682" (FY 95 general fund)

42. Page 32, line 17.

Strike: "1,140" (FY 94 other funds)
Insert: "1,200" (FY 94 other funds)

43. Page 32, line 18.

Strike: "3,244" (FY 95 other funds)
Insert: "4,400" (FY 95 other funds)

44. Page 32, line 21.

Strike: "18,240" (FY 94 general fund)
Insert: "19,286" (FY 94 general fund)
Strike: "2,508" (FY 94 other funds)
Insert: "2,587" (FY 94 other funds)

45. Page 32, line 22.

Strike: "75,725" (FY 95 general fund)
Insert: "70,178" (FY 95 general fund)
Strike: "7,136" (FY 95 other funds)
Insert: "7,174" (FY 95 other funds)

46. Page 32, line 25.

Strike: "2,514,796" (FY 95 general fund)
Insert: "1,926,552" (FY 95 general fund)
Strike: "837,649" (FY 95 other funds)
Insert: "865,268" (FY 95 other funds)

47. Page 33, line 4.

Strike: "1,538,072" (FY 94 other funds)
Insert: "1,581,230" (FY 94 other funds)

48. Page 33, line 5.

Strike: "963,220" (FY 94 general fund)
Insert: "975,226" (FY 94 general fund)
Strike: "4,404,704" (FY 95 other funds)
Insert: "4,755,679" (FY 95 other funds)

49. Page 33, line 6.

April 24, 1993
Page 9 of 9

Strike: "3,830,979" (FY 95 general fund)
Insert: "2,811,663" (FY 95 general fund)

50. Page 33, line 9.
Following: "17-7-102(16)."

Insert: "The legislature recognizes that the Montana university system will need to increase tuition and fees to fund the increases authorized by [this act]."

51. Page 39, following line 12.

Insert: "NEW SECTION. Section 13. Limitation on choice of benefits. A state employee who chooses to accept severance pay as provided under 2-18-622(2) is not eligible for any of the benefits provided for in House Bill No. 522 except those provided in [section 3(1)(b)] of that bill."

Renumber: subsequent sections

52. Page 39, line 16.

Following: "(2)"

Strike: remainder of line 16

Insert: "[Sections 8, 12, and 13 and this section] are effective on passage and approval."

53. Page 39, line 17.

Strike: "SECTION"

Insert: "Sections"

Strike: "9"

Insert: "8, 12, and 13"

54. Page 39, line 18.

Strike: "TERMINATES"

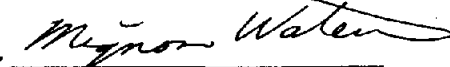
Insert: "terminate"

And this Free Conference Committee report be adopted.

For the House:


For the Senate:


Rep. Peterson, Chair


Sen. Waterman, Chair


Rep. Simpkins


Sen. Forrester


Rep. Beck


Sen. Devlin

1 HOUSE BILL NO. 198
2 INTRODUCED BY PETERSON
3 BY REQUEST OF THE GOVERNOR
4
5 A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING STATE
6 EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS; PROVIDING
7 LONGEVITY-PAY-FOR-UNIVERSITY-SYSTEM-EMPLOYEES; PROVIDING PAY
8 SCHEDULES FOR FISCAL YEARS 1994 AND 1995; REVISING--THE
9 LONGEVITY--ALLOWANCES; APPROPRIATING MONEY TO IMPLEMENT THE
10 SCHEDULES; REMOVING RESTRICTIONS ON RECEIVING PAY DUE TO THE
11 LACK OF A COLLECTIVE BARGAINING AGREEMENT; PROVIDING LIMITED
12 SEVERANCE PAY TO STATE EMPLOYEES TERMINATED UNDER CERTAIN
13 CONDITIONS; PROVIDING A LIMITATION ON THE CHOICE OF
14 BENEFITS; AND AMENDING SECTIONS 2-6-110, 2-18-301, 2-18-303,
15 2-18-304, 2-18-305, 2-18-312, 2-18-313, 2-18-314, 2-18-315,
16 2-18-622, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES
17 AND A TERMINATION DATE."

18
19 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

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

21 "2-18-301. Purpose and intent of part -- rules. (1) The
22 purpose of this part is to provide the market-based
23 compensation necessary to attract and retain competent and
24 qualified employees in order to perform the services the
25 state is required to provide to its citizens.

1 (2) It is the intent of the legislature that
2 compensation plans for state employees, excluding those
3 employees excepted under 2-18-103 or 2-18-104 and excluding
4 employees compensated under 2-18-313, 2-18-314, and
5 2-18-315, be based on an analysis of the labor market as
6 provided by the department in a salary survey report to the
7 legislature at the start of each legislative session.

8 (3) Except as provided in 2-18-110 and 2-18-305(4), pay
9 schedules provided for in 2-18-312 through 2-18-315
10 supersede any other plan or systems established through
11 collective bargaining after the adjournment of the 52nd 53rd
12 legislature.

13 (4) Pay levels provided for in 2-18-312 through
14 2-18-315 may not be increased through collective bargaining
15 after adjournment of the 52nd 53rd legislature.

16 (5) Total funds required to implement the pay schedules
17 provided for in 2-18-312 through 2-18-315 for any employee
18 group or bargaining unit may not be increased through
19 collective bargaining over the amount appropriated by the
20 52nd 53rd legislature.

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

25 (7) 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 2. Section 2-18-303, MCA, is amended to read:

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

(a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for the fiscal years ending June 30, 1992 1994, and June 30, 1993 1995, for each grade for positions classified under the provisions of part 2 of this chapter.

(b) Each employee newly hired by the state of Montana must be hired at the entry rate, except as provided in subsections (7) and (8) (6) AND (7).

(c) Except as provided in subsection (1)(g) (1)(e), on the first day of the first complete pay period in fiscal year 1992 1994, each employee hired before July 1, 1991 1993, is entitled to the amount of his the employee's base salary as it was on June 30, 1991 1993, plus the following increases:

(i) an increase of 60 cents an hour above the employee's base salary as it was on June 30, 1991; and

(ii) an additional increase of 1/8 of 1% of his base salary as it is after the 60-cent-an-hour increase for each

full-percentage-point that the employee's base salary, as it is after the 60-cent-an-hour increase, is below the market salary for the employee's assigned grade.

(d) Except as provided in subsection (1)(g) (1)(e), on the first day of the first COMPLETE pay period in fiscal year 1993 1995, each employee hired before July 1, 1992 1994, is entitled to the amount of the employee's base salary as it was on June 30, 1992 1994 JANUARY 1995, EACH EMPLOYEE HIRED BEFORE JANUARY 1, 1995, IS ENTITLED TO THE AMOUNT OF THE EMPLOYEE'S BASE SALARY AS IT WAS ON DECEMBER 31, 1994, PLUS 1.5%, plus an increase calculated as follows:

(i) add 45 cents an hour to the employee's base salary as it was on June 30, 1992; then

(ii) add an amount equal to 1/8 of 1% of the amount computed in subsection (i) for each full-percentage point that the employee's base salary, as it is after the 45-cent-an-hour increase, is below the market salary for the employee's assigned grade; then

(iii) from the sum calculated in subsection (i) (d) (ii), subtract 20 cents an hour.

(e) Except as provided in subsection (1)(g), on the first day of the first pay period in January 1993, each employee hired before January 1, 1993, is entitled to the amount of the employee's base salary as it was on December

317-1992, plus an increase of 20 cents an hour above the employee's base salary as it was on December 31, 1992.

(f) The department shall determine the number of full percentage points that an employee's base salary is below the market salary by dividing the employee's base salary by the market salary for his assigned grade, multiplying the result by 100, and subtracting that total from 100.

(g)(e) An employee's base salary may be no less than the entry salary for his the employee's assigned grade.

(h)(f) Except as provided in subsections (5) through (8), an An employee's base salary may not exceed the market maximum salary by a percentage greater than the percentage that the market salary for the employee's grade exceeds the entry salary for that grade. The salary of an employee may not be reduced because of this provision.

(g) The maximum salary for each grade is determined by subtracting the entry salary from the market salary and adding that amount to the market salary.

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

(3) The pay schedules provided in 2-18-313 through 2-18-315 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 under the authority of the department of corrections and human services or the department of family services for fiscal years 1992 1994 and 1993 1995.

(ii) The compensation of each teacher on the first day of the first pay period in July 1991 1993 is that amount corresponding to determined by the teacher's level of academic achievement and years of experience the step occupied on June 30, 1993 YEARS OF EXPERIENCE.

(iii) On The compensation of each teacher on ON the first day of the first COMPLETE pay period of each fiscal year, each teacher shall advance one step on the appropriate pay schedule adopted in 2-18-313 in July 1994 is determined by the teacher's level of academic achievement and the step occupied on June 30, 1994 OF EACH FISCAL YEAR, EACH TEACHER SHALL ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE ADOPTED IN 2-18-313.

(IV) ON THE FIRST DAY OF THE FIRST COMPLETE PAY PERIOD OF EACH FISCAL YEAR, EACH TEACHER EMPLOYED BY THE MONTANA SCHOOL FOR THE DEAF AND BLIND SHALL ADVANCE ONE STEP ON THE TEACHER PAY MATRIX USED BY THE SCHOOL.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June

1 30, 1992 1994, and June 30, 1993 1995, for those employees
2 in liquor store occupations who have collectively bargained
3 separate classification and pay plans.

4 (ii) The compensation of each employee on the first day
5 of the first pay period in fiscal year 1992 1994 or 1993
6 1995 is that amount corresponding to the grade occupied on
7 the last day of the preceding fiscal year.

8 (c) (i) The pay schedules provided in 2-18-315 indicate
9 the maximum hourly compensation for fiscal years ending June
10 30, 1992 1994, and June 30, 1993 1995, for employees in
11 apprentice trades and crafts and other blue-collar
12 occupations recognized in the state blue-collar
13 classification plan who are members of units that have
14 collectively bargained separate classification and pay
15 plans.

16 (ii) The compensation of each employee on the first day
17 of the first pay period in fiscal year 1992 1994 or 1993
18 1995 is that amount corresponding to the grade occupied on
19 the last day of the preceding fiscal year.

20 ~~{4}{a}{i} A member of a bargaining unit may not~~
21 ~~receive the amounts indicated in the respective pay~~
22 ~~schedules provided in 2-18-312 through 2-18-315 until the~~
23 ~~bargaining unit of which he the employee is a member~~
24 ~~ratifies a completely integrated collective bargaining~~
25 ~~agreement covering the biennium ending June 30, 1993 1995.~~

1 ~~{ii} If negotiation and ratification of a completely~~
2 ~~integrated collective bargaining agreement as required by~~
3 ~~subsection {4}{a}{i} are not completed by July 1, 1991 1993,~~
4 ~~retroactivity to that date may be negotiated.~~

5 ~~{iii} If negotiation and ratification of a completely~~
6 ~~integrated collective bargaining agreement as required by~~
7 ~~subsection {4}{a}{i} are not completed by July 1, 1991 1993,~~
8 ~~members of the bargaining unit involved must continue to~~
9 ~~receive the compensation they were receiving as of June 30,~~
10 ~~1991 1993.~~

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

15 ~~{5}{4} The current wage or salary of an employee may~~
16 ~~not be reduced by the implementation of the pay schedules~~
17 ~~provided for in 2-18-312 through 2-18-315.~~

18 ~~{6}{5} The department may authorize a separate pay~~
19 ~~schedule for medical doctors if the rates provided in~~
20 ~~2-18-312 are not sufficient to attract and retain fully~~
21 ~~licensed and qualified physicians at the state institutions.~~

22 ~~{7}{6} The department may develop programs that enable~~
23 ~~the department to mitigate problems associated with~~
24 ~~difficult recruitment, retention, transfer, or other~~
25 ~~exceptional circumstances. Insofar as the program may apply~~

to employees within a collective bargaining unit, it is a negotiable subject under 39-31-305. To maintain the internal equity of the statewide pay plan provided for in 2-18-312 and subsection (1) of this section, when a majority of registered nurses classified under the provisions of part 2 of this chapter have been granted a pay plan exception through a collectively bargained agreement, then all other classified registered nurses, including those employed in the university system, must be paid a salary equivalent to the salary negotiated in the negotiated agreement, except that in no case may the salary of a classified registered nurse be reduced by this provision.

(b)(7) The department shall review the competitiveness of the compensation provided to all 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."

SECTION 3. SECTION 2-18-304, MCA, IS AMENDED TO READ:

"2-18-304. Longevity allowance: (1) (a) In addition to the compensation provided for in 2-18-312, 2-18-313,

2-18-314, or 2-18-315, each employee who has completed 5 at least 3 years of uninterrupted state service shall must receive, beginning the first full pay period in January 1995, the greater of:

(i) \$10 a month; or

(ii) 9/10 of 1% of the employee's base salary 25 cents an hour multiplied by the number of completed, contiguous 5-year 3-year periods of uninterrupted state service. For fiscal year 1995 only, an employee may not receive more than \$1 per hour in longevity pay.

(b) Service to the state is not interrupted by authorized leaves of absence.

(c) Longevity is part of the base for calculating market progression.

(2) (a) For the purpose of determining years of service under this section, an employee must be credited with 1 year of service for each period of:

(i) 2,080 hours of service following his the employee's date of employment; an employee must be credited with 80 hours of service for each biweekly pay period in which he the employee is in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in the pay period; or

(ii) 12 uninterrupted calendar months following his the employee's date of employment in which he the employee was

~~in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in any one month. An employee of a school at a state institution or the university system must be credited with 1 year of service if he the employee is employed for an entire academic year.~~

~~(b) State agencies, other than the university system and a school at a state institution, shall use the method provided in subsection (2)(a)(i) to calculate years of service under this section.~~

Section 3. Section 2-18-305, MCA, is amended to read:

"2-18-305. Allocation between wages and group benefits.

(1) The dollar amounts shown in the respective pay schedules provided in 2-18-313, 2-18-314, and 2-18-315 represent the maximum amount allocated by the state for wages and group benefits, exclusive of longevity as defined in 2-18-304 for an employee covered by a pay schedule provided in 2-18-313, 2-18-314, or 2-18-315.

(2) Except as provided in subsection (4), the amount specifically allocated for group benefits must be determined by 2-18-703.

(3) (a) An employee covered under the pay schedules provided in 2-18-312 who elects not to be covered by a state employee group benefit plan under the provisions of 2-18-703 must receive as wages his the employee's base salary, including adjustments provided in 2-18-303(1)(c) through AND

~~(1)(d)~~ (1)(d) and 2-18-304.

(b) An employee covered under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 who elects not to be covered by a state employee group benefit plan shall, under the provisions of 2-18-703, receive as wages the amount shown in the appropriate pay schedule less the state contribution for group benefits as determined by 2-18-703.

(4) Employees may, through collective bargaining, determine the allocation between wages and group benefits, except that in no case may the group benefits allocation be less than the amounts provided in 2-18-703."

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

"2-18-312. Statewide pay schedules for fiscal years 1992 1994 and 1993 1995. (1) The statewide classification pay schedule for fiscal year 1992 1994 is as follows:

Annual Hours -- 2080 Note: Does Not Include Insurance

Pay Matrix -- State Matrix Type -- Annual

Pay Range: Entry Salary to Market Salary

GRADE	ENTRY SALARY	MARKET SALARY
-1	-87426	-97913
-2	-97077	-107704
-3	-97777	-117557
-4	-107536	-127404
-5	-117305	-137522
-6	-127303	-147647

1	-7	13,289	15,858
2	-8	14,484	17,230
3	-9	15,596	18,701
4	10	16,916	20,332
5	11	18,353	22,112
6	12	19,946	24,090
7	13	21,674	26,240
8	14	23,588	28,626
9	15	25,694	31,258
10	16	28,044	34,280
11	17	30,665	37,488
12	18	33,555	41,122
13	19	36,793	45,201
14	20	40,486	49,761
15	21	44,421	54,841
16	22	48,986	60,527
17	23	53,965	66,954
18	24	59,645	74,185
19	25	65,930	82,286
20	<u>1</u>	<u>8,679</u>	<u>10,210</u>
21	<u>2</u>	<u>9,349</u>	<u>11,025</u>
22	<u>3</u>	<u>10,070</u>	<u>11,903</u>
23	<u>4</u>	<u>10,852</u>	<u>12,858</u>
24	<u>5</u>	<u>11,727</u>	<u>13,927</u>
25	<u>6</u>	<u>12,672</u>	<u>15,086</u>

1	<u>7</u>	<u>13,688</u>	<u>16,334</u>
2	<u>8</u>	<u>14,836</u>	<u>17,747</u>
3	<u>9</u>	<u>16,064</u>	<u>19,262</u>
4	<u>10</u>	<u>17,424</u>	<u>20,942</u>
5	<u>11</u>	<u>18,904</u>	<u>22,775</u>
6	<u>12</u>	<u>20,545</u>	<u>24,812</u>
7	<u>13</u>	<u>22,325</u>	<u>27,027</u>
8	<u>14</u>	<u>24,295</u>	<u>29,485</u>
9	<u>15</u>	<u>26,465</u>	<u>32,196</u>
10	<u>16</u>	<u>28,885</u>	<u>35,226</u>
11	<u>17</u>	<u>31,585</u>	<u>38,613</u>
12	<u>18</u>	<u>34,562</u>	<u>42,355</u>
13	<u>19</u>	<u>37,897</u>	<u>46,557</u>
14	<u>20</u>	<u>41,618</u>	<u>51,254</u>
15	<u>21</u>	<u>45,754</u>	<u>56,487</u>
16	<u>22</u>	<u>50,373</u>	<u>62,343</u>
17	<u>23</u>	<u>55,584</u>	<u>68,963</u>
18	<u>24</u>	<u>61,434</u>	<u>76,410</u>
19	<u>25</u>	<u>67,907</u>	<u>84,673</u>

(2) The statewide classification pay schedule for fiscal year 1993 1995 is as follows:

22	Annual Hours -- 2080	Note: Does Not Include Insurance
23	Pay Matrix -- State	Matrix Type -- Annual
24	Pay Range: Entry Salary to Market Salary	
25	GRADE	ENTRY SALARY MARKET SALARY

1	1	8,679	10,210
2	2	9,349	11,025
3	3	10,070	11,903
4	4	10,852	12,858
5	5	11,727	13,927
6	6	12,672	15,086
7	7	13,688	16,334
8	8	14,836	17,747
9	9	16,064	19,262
10	10	17,424	20,942
11	11	18,904	22,775
12	12	20,545	24,812
13	13	22,325	27,027
14	14	24,295	29,485
15	15	26,465	32,196
16	16	28,885	35,226
17	17	31,585	38,613
18	18	34,562	42,355
19	19	37,897	46,557
20	20	41,618	51,254
21	21	45,754	56,487
22	22	50,373	62,343
23	23	55,584	68,963
24	24	61,434	76,410
25	25	67,907	84,673"

1 **Section 5.** Section 2-18-313, MCA, is amended to read:
2 "2-18-313. Teachers' pay schedules. (1) (a) The
3 12-month pay schedule for teachers for fiscal year ~~1992~~ 1994
4 AND FOR THE FIRST 6 MONTHS OF FISCAL YEAR 1995 is as
5 follows:

6	Annual Hours -- 2080				Note: Includes <u>DOES NOT</u>		
7	<u>INCLUDE</u> Insurance						
8	Term -- Twelve Months			Matrix Type -- Annual			
9	Education Level						
10	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
11	-1	23,751 6	24,717 5	24,701 7	25,713 8	25,746 1	26,712 0
12	-2	24,727 1	24,987	25,704	26,063	26,742 6	27,716 9
13	-3	25,702 6	25,781 7	26,759 9	27,701 3	27,742 7	28,724 2
14	-4	25,778 2	26,766 8	27,752 5	27,798 2	28,743 8	29,731 2
15	-5	26,754 2	27,752 5	28,745 7	28,795 2	29,745 0	30,738 4
16	-6	27,733 0	28,740 1	29,739 2	29,792 6	30,746 2	31,745 6
17	-7	28,712 0	29,727 0	30,732 1	30,789 7	31,747 1	32,752 4
18	-8	28,791 4	30,714 3	31,725 7	31,787 1	32,740 5	33,759 4
19	-9	29,770 7	31,701 4	32,718 9	32,784 1	33,749 8	34,766 5
20	10	30,750 0	31,789 8	33,712 0	33,781 3	34,750 7	35,773 7
21	11	31,729 5	32,732	34,704 9	34,770 4	35,751 9	36,780 6
22	12	31,729 5	32,732	34,704 9	34,770 4	35,751 9	36,780 6
23	13	31,729 5	32,732	34,704 9	34,770 4	35,751 9	36,780 6
24	<u>1</u>	<u>24,7932</u>	<u>25,7591</u>	<u>26,7233</u>	<u>26,7554</u>	<u>26,7877</u>	<u>27,7536</u>
25	2	25,768 7	26,740 3	27,712 0	27,747 9	27,784 2	28,750 5

1	<u>3</u>	<u>26,442</u>	<u>27,233</u>	<u>28,015</u>	<u>28,429</u>	<u>28,843</u>	<u>29,658</u>
2	<u>4</u>	<u>27,198</u>	<u>28,076</u>	<u>28,941</u>	<u>29,398</u>	<u>29,854</u>	<u>30,728</u>
3	<u>5</u>	<u>27,958</u>	<u>28,941</u>	<u>29,873</u>	<u>30,368</u>	<u>30,866</u>	<u>31,780</u>
4	<u>6</u>	<u>28,746</u>	<u>29,817</u>	<u>30,808</u>	<u>31,342</u>	<u>31,878</u>	<u>32,872</u>
5	<u>7</u>	<u>29,536</u>	<u>30,686</u>	<u>31,737</u>	<u>32,313</u>	<u>32,887</u>	<u>33,940</u>
6	<u>8</u>	<u>30,330</u>	<u>31,559</u>	<u>32,673</u>	<u>33,287</u>	<u>33,901</u>	<u>35,010</u>
7	<u>9</u>	<u>31,123</u>	<u>32,430</u>	<u>33,605</u>	<u>34,257</u>	<u>34,914</u>	<u>36,081</u>
8	<u>10</u>	<u>31,916</u>	<u>33,306</u>	<u>34,536</u>	<u>35,229</u>	<u>35,923</u>	<u>37,153</u>
9	<u>11</u>	<u>32,711</u>	<u>34,140</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
10	<u>12</u>	<u>32,711</u>	<u>34,140</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
11	<u>13</u>	<u>32,711</u>	<u>34,140</u>	<u>35,465</u>	<u>36,200</u>	<u>36,935</u>	<u>38,222</u>
12	<u>1</u>	<u>22,412</u>	<u>23,071</u>	<u>23,713</u>	<u>24,034</u>	<u>24,357</u>	<u>25,016</u>
13	<u>2</u>	<u>23,167</u>	<u>23,883</u>	<u>24,600</u>	<u>24,959</u>	<u>25,322</u>	<u>26,065</u>
14	<u>3</u>	<u>23,922</u>	<u>24,713</u>	<u>25,495</u>	<u>25,909</u>	<u>26,323</u>	<u>27,138</u>
15	<u>4</u>	<u>24,678</u>	<u>25,556</u>	<u>26,421</u>	<u>26,878</u>	<u>27,334</u>	<u>28,208</u>
16	<u>5</u>	<u>25,438</u>	<u>26,421</u>	<u>27,353</u>	<u>27,848</u>	<u>28,346</u>	<u>29,280</u>
17	<u>6</u>	<u>26,226</u>	<u>27,297</u>	<u>28,288</u>	<u>28,822</u>	<u>29,358</u>	<u>30,352</u>
18	<u>7</u>	<u>27,016</u>	<u>28,166</u>	<u>29,217</u>	<u>29,793</u>	<u>30,367</u>	<u>31,420</u>
19	<u>8</u>	<u>27,810</u>	<u>29,039</u>	<u>30,153</u>	<u>30,767</u>	<u>31,381</u>	<u>32,490</u>
20	<u>9</u>	<u>28,603</u>	<u>29,910</u>	<u>31,085</u>	<u>31,737</u>	<u>32,394</u>	<u>33,561</u>
21	<u>10</u>	<u>29,396</u>	<u>30,786</u>	<u>32,016</u>	<u>32,709</u>	<u>33,403</u>	<u>34,633</u>
22	<u>11</u>	<u>30,191</u>	<u>31,628</u>	<u>32,945</u>	<u>33,680</u>	<u>34,415</u>	<u>35,702</u>
23	<u>12</u>	<u>30,191</u>	<u>31,628</u>	<u>32,945</u>	<u>33,680</u>	<u>34,415</u>	<u>35,702</u>
24	<u>13</u>	<u>30,191</u>	<u>31,628</u>	<u>32,945</u>	<u>33,680</u>	<u>34,415</u>	<u>35,702</u>
25	(b) The 9-month pay schedule for teachers for fiscal						

1	year <u>1992</u> <u>1994</u> AND FOR THE FIRST 6 MONTHS OF FISCAL YEAR							
2	<u>1995</u> is as follows:							
3	Annual Hours -- 1560				Note: includes <u>DOES NOT</u>			
4	<u>INCLUDE</u> Insurance							
5	Term -- Nine Months				Matrix Type -- Annual			
6	Education Level							
7	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1	
8	-1	19,262	19,770	20,291	20,545	20,800	21,321	
9	-2	19,859	20,425	20,992	21,275	21,560	22,126	
10	-3	20,455	21,080	21,693	22,008	22,320	22,932	
11	-4	21,054	21,739	22,394	22,738	23,081	23,738	
12	-5	21,649	22,394	23,095	23,468	23,842	24,545	
13	-6	22,247	23,053	23,799	24,200	24,603	25,351	
14	-7	22,841	23,706	24,498	24,931	25,363	26,155	
15	-8	23,439	24,364	25,202	25,663	26,126	26,968	
16	-9	24,036	25,019	25,903	26,394	26,887	27,781	
17	10	24,633	25,677	26,604	27,124	27,659	28,630	
18	11	25,230	26,312	27,306	27,875	28,457	29,473	
19	12	25,230	26,312	27,306	27,875	28,457	29,473	
20	13	25,230	26,312	27,306	27,875	28,457	29,473	
21	<u>1</u>	<u>20,384</u>	<u>20,892</u>	<u>21,413</u>	<u>21,667</u>	<u>21,922</u>	<u>22,443</u>	
22	<u>2</u>	<u>20,981</u>	<u>21,547</u>	<u>22,114</u>	<u>22,397</u>	<u>22,682</u>	<u>23,240</u>	
23	<u>3</u>	<u>21,577</u>	<u>22,202</u>	<u>22,815</u>	<u>23,310</u>	<u>23,442</u>	<u>24,054</u>	
24	<u>4</u>	<u>22,176</u>	<u>22,861</u>	<u>23,516</u>	<u>23,860</u>	<u>24,203</u>	<u>24,860</u>	
25	<u>5</u>	<u>22,771</u>	<u>23,516</u>	<u>24,217</u>	<u>24,590</u>	<u>24,964</u>	<u>25,667</u>	

1	6	<u>23,369</u>	<u>24,175</u>	<u>24,921</u>	<u>25,322</u>	<u>25,725</u>	<u>26,473</u>
2	7	<u>23,963</u>	<u>24,820</u>	<u>25,620</u>	<u>26,053</u>	<u>26,485</u>	<u>27,277</u>
3	8	<u>24,561</u>	<u>25,486</u>	<u>26,294</u>	<u>26,785</u>	<u>27,248</u>	<u>28,082</u>
4	9	<u>25,158</u>	<u>26,141</u>	<u>27,025</u>	<u>27,516</u>	<u>28,009</u>	<u>28,903</u>
5	10	<u>25,755</u>	<u>26,799</u>	<u>27,726</u>	<u>28,246</u>	<u>28,781</u>	<u>29,752</u>
6	11	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
7	12	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
8	13	<u>26,352</u>	<u>27,434</u>	<u>28,428</u>	<u>28,997</u>	<u>29,579</u>	<u>30,595</u>
9	1	<u>17,924</u>	<u>18,432</u>	<u>18,953</u>	<u>19,207</u>	<u>19,462</u>	<u>19,983</u>
10	2	<u>18,521</u>	<u>19,087</u>	<u>19,654</u>	<u>19,937</u>	<u>20,222</u>	<u>20,788</u>
11	3	<u>19,117</u>	<u>19,742</u>	<u>20,355</u>	<u>20,670</u>	<u>20,982</u>	<u>21,594</u>
12	4	<u>19,716</u>	<u>20,401</u>	<u>21,056</u>	<u>21,400</u>	<u>21,743</u>	<u>22,400</u>
13	5	<u>20,311</u>	<u>21,056</u>	<u>21,757</u>	<u>22,130</u>	<u>22,504</u>	<u>23,207</u>
14	6	<u>20,909</u>	<u>21,715</u>	<u>22,461</u>	<u>22,862</u>	<u>23,265</u>	<u>24,013</u>
15	7	<u>21,503</u>	<u>22,368</u>	<u>23,160</u>	<u>23,593</u>	<u>24,025</u>	<u>24,817</u>
16	8	<u>22,101</u>	<u>23,026</u>	<u>23,864</u>	<u>24,325</u>	<u>24,788</u>	<u>25,622</u>
17	9	<u>22,698</u>	<u>23,681</u>	<u>24,565</u>	<u>25,056</u>	<u>25,549</u>	<u>26,443</u>
18	10	<u>23,295</u>	<u>24,339</u>	<u>25,266</u>	<u>25,786</u>	<u>26,321</u>	<u>27,292</u>
19	11	<u>23,892</u>	<u>24,974</u>	<u>25,968</u>	<u>26,537</u>	<u>27,119</u>	<u>28,135</u>
20	12	<u>23,892</u>	<u>24,974</u>	<u>25,968</u>	<u>26,537</u>	<u>27,119</u>	<u>28,135</u>
21	13	<u>23,892</u>	<u>24,974</u>	<u>25,968</u>	<u>26,537</u>	<u>27,119</u>	<u>28,135</u>
22	(2) -- (a) The 12-month pay schedule for teachers for the						
23	first 6 months of fiscal year 1993 is as follows:						
24	Annual Hours ---- 2000		Note: Includes Insurance				
25	Term ---- Twelve Months		Matrix Type ---- Annual				

1	Education-Level						
2	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
3	-1	24,276	24,935	25,577	25,898	26,221	26,880
4	-2	25,831	25,747	26,464	26,823	27,186	27,929
5	-3	25,786	26,577	27,359	27,773	28,187	29,002
6	-4	26,542	27,420	28,285	28,742	29,198	30,072
7	-5	27,382	28,285	29,217	29,712	30,210	31,144
8	-6	28,098	29,161	30,152	30,686	31,222	32,216
9	-7	28,800	30,038	31,001	31,657	32,231	33,284
10	-8	29,674	30,983	32,017	32,631	33,245	34,354
11	-9	30,467	31,774	32,949	33,601	34,258	35,425
12	10	31,260	32,650	33,880	34,573	35,267	36,497
13	11	32,055	33,492	34,809	35,544	36,279	37,566
14	12	32,055	33,492	34,809	35,544	36,279	37,566
15	13	32,055	33,492	34,809	35,544	36,279	37,566
16	(b)--The 9-month pay schedule for teachers for the first						
17	6 months of fiscal year 1993 is as follows:						
18	Annual Hours----1560			Note:--Includes Insurance			
19	Term----Nine-Months			Matrix-Type----Annual			
20	Education-Level						
21	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
22	-1	19,892	20,400	20,921	21,175	21,430	21,951
23	-2	20,489	21,055	21,622	21,905	22,190	22,756
24	-3	21,005	21,710	22,323	22,630	22,950	23,562
25	-4	21,684	22,369	23,024	23,368	23,711	24,368

1	-5	22,279	23,024	23,725	24,090	24,472	25,175
2	-6	22,077	23,683	24,429	24,830	25,233	25,981
3	-7	23,471	24,336	25,120	25,561	25,993	26,785
4	-8	24,069	24,994	25,832	26,293	26,756	27,590
5	-9	24,666	25,649	26,533	27,024	27,517	28,411
6	10	25,263	26,307	27,234	27,754	28,209	29,260
7	11	25,860	26,942	27,936	28,505	29,087	30,103
8	12	25,860	26,942	27,936	28,505	29,087	30,103
9	13	25,860	26,942	27,936	28,505	29,087	30,103
10	†3†(2) (a) The 12-month pay schedule for teachers for						
11	the--last--6-months-of <u>THE LAST 6 MONTHS OF</u> fiscal year 1993						
12	<u>1995</u> is as follows:						
13	Annual Hours -- 2080			Note: includes <u>DOES NOT</u>			
14				<u>INCLUDE</u> Insurance			
15	Term -- Twelve Months			Matrix Type -- Annual			
16	Education Level						
17	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
18	-1	24,692	25,351	25,993	26,314	26,637	27,296
19	-2	25,447	26,163	26,888	27,239	27,602	28,345
20	-3	26,202	26,993	27,775	28,109	28,603	29,418
21	-4	26,950	27,836	28,701	29,150	29,614	30,480
22	-5	27,710	28,701	29,633	30,120	30,626	31,560
23	-6	28,506	29,577	30,568	31,102	31,638	32,632
24	-7	29,296	30,446	31,497	32,073	32,647	33,700
25	-8	30,090	31,319	32,433	33,047	33,661	34,776

1	-9	30,783	32,190	33,365	34,017	34,674	35,841
2	10	31,676	33,066	34,296	34,989	35,683	36,913
3	11	32,471	33,900	35,225	35,960	36,695	37,982
4	12	32,471	33,900	35,225	35,960	36,695	37,982
5	13	32,471	33,900	35,225	35,960	36,695	37,982
6	1	25,172	25,831	26,473	26,794	27,117	27,776
7	2	25,927	26,643	27,360	27,719	28,082	28,825
8	3	26,682	27,473	28,255	28,669	29,083	29,890
9	4	27,438	28,316	29,181	29,630	30,094	30,960
10	5	28,198	29,101	30,113	30,600	31,106	32,040
11	6	28,986	30,057	31,040	31,582	32,110	33,112
12	7	29,776	30,926	31,977	32,553	33,127	34,180
13	8	30,570	31,799	32,913	33,527	34,141	35,250
14	9	31,363	32,670	33,845	34,497	35,154	36,321
15	10	32,156	33,546	34,776	35,469	36,163	37,393
16	11	32,951	34,380	35,705	36,440	37,175	38,462
17	12	32,951	34,380	35,705	36,440	37,175	38,462
18	13	32,951	34,380	35,705	36,440	37,175	38,462
19	1	22,748	23,417	24,069	24,395	24,722	25,391
20	2	23,515	24,241	24,969	25,333	25,702	26,456
21	3	24,281	25,084	25,877	26,298	26,718	27,545
22	4	25,048	25,939	26,817	27,281	27,744	28,631
23	5	25,820	26,817	27,763	28,266	28,771	29,719
24	6	26,619	27,706	28,712	29,254	29,798	30,807
25	7	27,421	28,588	29,655	30,240	30,823	31,891

1	8	28,227	29,475	30,605	31,229	31,852	32,977
2	9	29,032	30,359	31,551	32,213	32,880	34,064
3	10	29,837	31,248	32,496	33,200	33,904	35,152
4	11	30,644	32,102	33,439	34,185	34,931	36,238
5	12	30,644	32,102	33,439	34,185	34,931	36,238
6	13	30,644	32,102	33,439	34,185	34,931	36,238

7 (b) The 9-month pay schedule for teachers for the--last
 8 6-months-of THE LAST 6 MONTHS OF fiscal year 1993 1995 is as
 9 follows:

10 Annual Hours -- 1560 Note: includes DOES NOT
 11 INCLUDE Insurance
 12 Term -- Nine Months Matrix Type -- Annual
 13 Education Level

14	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
15	-1	20,204	20,712	21,233	21,747	22,742	22,7263
16	-2	20,801	21,367	21,934	22,727	22,502	23,060
17	-3	21,397	22,022	22,635	22,950	23,262	23,874
18	-4	21,996	22,601	23,336	23,680	24,023	24,680
19	-5	22,591	23,336	24,037	24,710	24,784	25,787
20	-6	23,189	23,995	24,741	25,142	25,545	26,293
21	-7	23,783	24,640	25,440	25,873	26,305	27,097
22	-8	24,381	25,306	26,144	26,605	27,060	27,902
23	-9	24,978	25,961	26,845	27,336	27,829	28,723
24	10	25,575	26,619	27,546	28,066	28,601	29,572
25	11	26,172	27,254	28,240	28,817	29,399	30,7415

1	12	26,172	27,254	28,240	28,817	29,399	30,7415
2	13	26,172	27,254	28,240	28,817	29,399	30,7415
3	1	20,564	21,072	21,593	21,847	22,102	22,623
4	2	21,161	21,727	22,294	22,577	22,862	23,420
5	3	21,757	22,302	22,995	23,310	23,622	24,234
6	4	22,356	23,041	23,696	24,040	24,383	25,040
7	5	22,951	23,696	24,397	24,778	25,144	25,847
8	6	23,549	24,355	25,101	25,502	25,905	26,653
9	7	24,143	25,000	25,800	26,233	26,665	27,457
10	8	24,741	25,666	26,474	26,965	27,428	28,262
11	9	25,338	26,321	27,205	27,696	28,189	29,003
12	10	25,935	26,979	27,906	28,426	28,961	29,932
13	11	26,532	27,614	28,600	29,177	29,759	30,775
14	12	26,532	27,614	28,600	29,177	29,759	30,775
15	13	26,532	27,614	28,600	29,177	29,759	30,775
16	1	18,193	18,708	19,237	19,495	19,754	20,283
17	2	18,799	19,373	19,949	20,236	20,525	21,100
18	3	19,404	20,038	20,660	20,980	21,297	21,918
19	4	20,012	20,707	21,372	21,721	22,069	22,736
20	5	20,616	21,372	22,083	22,462	22,842	23,555
21	6	21,223	22,041	22,798	23,205	23,614	24,373
22	7	21,826	22,704	23,507	23,947	24,385	25,189
23	8	22,433	23,371	24,192	24,690	25,160	26,006
24	9	23,038	24,036	24,933	25,432	25,932	26,840
25	10	23,644	24,704	25,645	26,173	26,716	27,701

1 11 24,250 25,349 26,358 26,935 27,526 28,557
 2 12 24,250 25,349 26,358 26,935 27,526 28,557
 3 13 24,250 25,349 26,358 26,935 27,526 28,557"

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

5 "2-18-314. Liquor store occupations pay schedules. (1)

6 The pay schedule for liquor store occupations for fiscal
 7 year 1992 1994 AND FOR THE FIRST 6 MONTHS OF FISCAL YEAR
 8 1995 is as follows:

9 Annual Hours -- 2080

Note: With DOES NOT

INCLUDE Insurance

11 Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

12 Grade

\$/Hour

W/Inst

14 b1

-0-000

15 b2

-9-140

16 b3

-9-640

17 b4

-9-920

18 b5

10-210

19 b6

10-820

20 b7

11-480

21 b8

12-230

22 (2)--(a)-The pay schedule for liquor store occupations
 23 for the first 6 months of fiscal year 1993 is as follows:

24 Annual Hours ---- 2080

Note: With Insurance

25 Pay Matrix ---- Retail Clerk

Matrix Type ---- Hourly

1	Grade	\$/Hour
2		W/Inst
3	b1	-0-000
4	b2	-9-505
5	b3	10-005
6	b4	10-205
7	b5	10-575
8	b6	11-105
9	b7	11-045
10	b8	12-595
11	b1	-0-000
12	b2	-9-020
13	b3	10-320
14	b4	10-600
15	b5	10-890
16	b6	11-500
17	b7	12-160
18	b8	12-910
19	L1	0.000
20	L2	8.609
21	L3	9.109
22	L4	9.389
23	L5	9.679
24	L6	10.289
25	L7	10.949

1	<u>L8</u>	<u>11.699</u>
2	(b)(2) The pay schedule for liquor store occupations	
3	for the last 6 months of <u>THE LAST 6 MONTHS OF</u> fiscal year	
4	1993 1995 is as follows:	
5	Annual Hours -- 2080	Note: With <u>DOES NOT</u>
6		<u>INCLUDE</u> Insurance
7	Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
8	Grade	\$/Hour
9		W/Ins:
10	<u>B1</u>	<u>-8.888</u>
11	<u>B2</u>	<u>-9.785</u>
12	<u>B3</u>	<u>10.285</u>
13	<u>B4</u>	<u>10.485</u>
14	<u>B5</u>	<u>10.775</u>
15	<u>B6</u>	<u>11.385</u>
16	<u>B7</u>	<u>12.045</u>
17	<u>B8</u>	<u>12.795</u>
18	<u>B1</u>	<u>-8.888</u>
19	<u>B2</u>	<u>-9.935</u>
20	<u>B3</u>	<u>10.435</u>
21	<u>B4</u>	<u>10.715</u>
22	<u>B5</u>	<u>11.005</u>
23	<u>B6</u>	<u>11.615</u>
24	<u>B7</u>	<u>12.275</u>
25	<u>B8</u>	<u>13.025</u>

1	<u>L1</u>	<u>0.000</u>
2	<u>L2</u>	<u>8.754</u>
3	<u>L3</u>	<u>9.254</u>
4	<u>L4</u>	<u>9.534</u>
5	<u>L5</u>	<u>9.824</u>
6	<u>L6</u>	<u>10.434</u>
7	<u>L7</u>	<u>11.094</u>
8	<u>L8</u>	<u>11.844"</u>

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

10 "2-18-315. Blue-collar pay schedules. (1) The pay

11 schedule for blue-collar workers for fiscal year 1992 1994

12 AND FOR THE FIRST 6 MONTHS OF FISCAL YEAR 1995 is as

13 follows:

14	Annual Hours -- 2080	Note: With <u>DOES NOT</u>
15		<u>INCLUDE</u> Insurance
16	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
17	Grade	\$/Hour
18		W/Ins:
19	<u>B1</u>	<u>-9.615</u>
20	<u>B2</u>	<u>10.015</u>
21	<u>B3</u>	<u>10.415</u>
22	<u>B4</u>	<u>10.815</u>
23	<u>B5</u>	<u>11.215</u>
24	<u>B6</u>	<u>11.615</u>
25	<u>B7</u>	<u>12.015</u>

1	<u>B8</u>	<u>12.415</u>
2	<u>B9</u>	<u>12.815</u>
3	<u>B10</u>	<u>13.215</u>
4	<u>B11</u>	<u>13.615</u>
5	<u>B12</u>	<u>14.015</u>
6	<u>B00</u>	<u>14.415</u>
7	<u>B1</u>	<u>10.295</u>
8	<u>B2</u>	<u>10.695</u>
9	<u>B3</u>	<u>11.095</u>
10	<u>B4</u>	<u>11.495</u>
11	<u>B5</u>	<u>11.895</u>
12	<u>B6</u>	<u>12.295</u>
13	<u>B7</u>	<u>12.695</u>
14	<u>B8</u>	<u>13.095</u>
15	<u>B9</u>	<u>13.495</u>
16	<u>B10</u>	<u>13.895</u>
17	<u>B11</u>	<u>14.295</u>
18	<u>B12</u>	<u>14.695</u>
19	<u>B00</u>	<u>15.095</u>
20	<u>B1</u>	<u>9.084</u>
21	<u>B2</u>	<u>9.484</u>
22	<u>B3</u>	<u>9.884</u>
23	<u>B4</u>	<u>10.284</u>
24	<u>B5</u>	<u>10.684</u>
25	<u>B6</u>	<u>11.084</u>

1	<u>B7</u>	<u>11.484</u>
2	<u>B8</u>	<u>11.884</u>
3	<u>B9</u>	<u>12.284</u>
4	<u>B10</u>	<u>12.684</u>
5	<u>B11</u>	<u>13.084</u>
6	<u>B12</u>	<u>13.484</u>
7	<u>B00</u>	<u>13.884</u>
8	(2)--The pay schedule for blue-collar workers for the	
9	first 6 months of fiscal year 1993 is as follows:	
10	Annual Hours----2000	Note: With Insurance
11	Pay Matrix----Blue-Collar	Matrix Type----Hourly
12	Grade	\$/Hour
13		W/insr
14	B1	-9.980
15	B2	10.380
16	B3	10.780
17	B4	11.180
18	B5	11.580
19	B6	11.980
20	B7	12.380
21	B8	12.780
22	B9	13.180
23	B10	13.580
24	B11	13.980
25	B12	14.380

B00 14-780

(3)(2) The pay schedule for blue-collar workers for the
last--6-months-of THE LAST 6 MONTHS OF fiscal year 1993 1995
is as follows:

Annual Hours -- 2080 Note: With DOES NOT

INCLUDE Insurance

Pay Matrix -- Blue-Collar Matrix Type -- Hourly

Grade \$/Hour

W/ins-

B1 10-180

B2 10-580

B3 10-980

B4 11-380

B5 11-780

B6 12-180

B7 12-580

B8 12-980

B9 13-380

B10 13-780

B11 14-180

B12 14-580

B00 14-980

B1 10-410

B2 10-810

B3 11-210

B4 11-610

B5 12-010

B6 12-410

B7 12-810

B8 13-210

B9 13-610

B10 14-010

B11 14-410

B12 14-810

B00 15-210

B1 9.266

B2 9.666

B3 10.066

B4 10.466

B5 10.866

B6 11.266

B7 11.666

B8 12.066

B9 12.466

B10 12.866

B11 13.266

B12 13.666

B00 14.066"

SECTION 8. SECTION 2-18-622, MCA, IS AMENDED TO READ:

"2-18-622. Reduction in force -- severance pay and

retraining allowance required. (1) If a reduction in force is necessary, the state may shall provide severance pay, as provided in subsection (2), and may provide a retraining allowance. Within a collective bargaining unit, severance pay and the retraining allowance are negotiable subjects under 39-31-305.

(2) A state employee whose employment is terminated because of a reduction in force is entitled to 1 week of severance pay for each year the employee has been employed by the state, not to exceed a total of 2 weeks of severance pay. Payment of the severance pay is to be made in a lump sum to the employee on the employee's termination date."

Section 9. 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 ~~\$170~~ \$210 per month for the fiscal year ending June 30, ~~1992~~ 1994, and ~~\$190~~ \$230 per month for the fiscal year ending June 30, ~~1993~~ 1995, and for each fiscal year thereafter. When a state employee is terminated to achieve a reduction in force, the continuation of contributions for group benefits beyond the termination date

is subject to negotiation under 39-31-305. Permanent part-time, seasonal part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

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

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

(5) Unused employer contributions for any government employee may be transferred to an account established for this purpose by a self-insured government and upon transfer may be used to offset losses occurring to the group of which

the employee is eligible to be a member or to increase the reserves of the group."

Section 10. Section 2-6-110, MCA, is amended to read:

"2-6-110. Electronic information -- public access. (1) Except as provided by law, each person is entitled to a copy of information compiled, created, or otherwise in the custody of public agencies that is in electronic format, subject to the same restrictions applicable to the information in printed form. All restrictions relating to confidentiality, privacy, business secrets, and copyright are applicable to the electronic information.

(2) Except as provided by law, an agency may charge a fee, not to exceed:

(a) the agency's actual cost of purchasing the electronic media used for transferring data, if the person requesting the information does not provide the media; or

(b) expenses incurred by the agency as a result of mainframe processing charges or other out-of-pocket expenses directly associated with the request for information.

(3) An agency may also charge an hourly fee for each hour, or fraction of an hour, after one-half hour of copying service has been provided. The hourly fee may not exceed the hourly rate for the current fiscal year for a state employee classified as grade 10, step--2 market salary, under 2-18-312.

(4) For the purposes of this section, the term "agency" has the meaning provided in 2-3-102 but includes legislative, judicial, and state military agencies.

(5) This section does not authorize the release of electronic security codes giving access to private information."

NEW SECTION. Section 11. Appropriation. (1) The following money for the indicated fiscal years is appropriated to the listed agencies to implement [this act]:

	FISCAL 1994		FISCAL 1995	
	General Fund	Other Funds	General Fund	Other Funds
Legislative Auditor				
	7,315	7,925	14,630	15,850
	<u>7,096</u>	<u>7,260</u>	<u>14,361</u>	<u>14,367</u>
	<u>7,113</u>	<u>7,705</u>	<u>29,810</u>	<u>20,440</u>
			<u>22,301</u>	<u>24,200</u>
Legislative Fiscal Analyst				
	4,000	-0-	8,160	-0-
	<u>3,602</u>		<u>7,205</u>	
	<u>3,792</u>		<u>14,956</u>	
			<u>12,751</u>	
Legislative Council				
	7,379	2,934	19,627	3,480
	<u>6,240</u>	<u>3,100</u>	<u>15,499</u>	<u>3,197</u>
	<u>6,593</u>	<u>3,247</u>	<u>32,173</u>	<u>4,540</u>

1			<u>26,374</u>	<u>5,631</u>
2	Environmental Quality Council			
3		<u>17620</u>	<u>60</u>	<u>37240</u>
4		<u>17466</u>	<u>0</u>	<u>27932</u>
5		<u>1,543</u>		<u>67060</u>
6				<u>4,682</u>
7	Consumer Counsel			
8		<u>-0-</u>	<u>17260</u>	<u>-0-</u>
9			<u>17140</u>	<u>27280</u>
10			<u>1,200</u>	<u>37244</u>
11				<u>4,400</u>
12	Judiciary			
13		<u>197560</u>	<u>27640</u>	<u>397120</u>
14		<u>107240</u>	<u>27500</u>	<u>367400</u>
15		<u>19,286</u>	<u>2,587</u>	<u>757725</u>
16				<u>70,178</u>
17	<u>MONTANA UNIVERSITY SYSTEM</u>			
18		<u>605,746</u>	<u>293,708</u>	<u>172117491</u>
19				<u>5007785</u>
20				<u>275147796</u>
21				<u>0377649</u>
22				<u>1,926,552</u>
23				<u>865,268</u>
24	Office of Budget and Program Planning for Distribution to			
25	All Other Agencies			
26		<u>170797701</u>	<u>175737171</u>	<u>272067710</u>
27		<u>9057094</u>	<u>175307072</u>	<u>371617769</u>
28		<u>9637220</u>	<u>1,581,230</u>	<u>377947223</u>
29				<u>370967075</u>
30				<u>474047704</u>

1	<u>975,226</u>	<u>370307979</u>	<u>4,755,679</u>
2		<u>2,811,663</u>	
3	<u>(2) THE APPROPRIATION TO THE MONTANA UNIVERSITY SYSTEM</u>		
4	<u>INCLUDES FUNDING FOR UNIVERSITY SYSTEM UNITS AS DEFINED IN</u>		
5	<u>17-7-102(16). THE LEGISLATURE RECOGNIZES THAT THE MONTANA</u>		
6	<u>UNIVERSITY SYSTEM WILL NEED TO INCREASE TUITION AND FEES TO</u>		
7	<u>FUND THE INCREASES AUTHORIZED BY [THIS ACT].</u>		
8	<u>NEW SECTION. SECTION 12. COORDINATION INSTRUCTION. IF</u>		
9	<u>[THIS ACT] IS PASSED AND APPROVED AND IF IT INCLUDES A</u>		
10	<u>SECTION THAT AMENDS 2-18-622 TO PROVIDE FOR LUMP-SUM</u>		
11	<u>SEVERANCE PAY FOR STATE EMPLOYEES, THEN SECTIONS 44, 112,</u>		
12	<u>AND 158 OF SENATE BILL NO. 385 [CHAPTER 265, LAWS OF 1993]</u>		
13	<u>ARE AMENDED AS FOLLOWS:</u>		
14	Section 44. Definitions. Unless the context requires		
15	otherwise, as used in this chapter, the following		
16	definitions apply:		
17	(1) "Compensation" means remuneration paid out of funds		
18	controlled by an employer. Compensation does not include the		
19	payments or contributions made in lieu of wages for an		
20	individual subject to 19-3-403(4)(a).		
21	(2) "Contracting employer" means any political		
22	subdivision or governmental entity that has contracted to		
23	come into the system under this chapter.		
24	(3) "Employer" means the state of Montana, its		
25	university system or any of the colleges, schools,		

components, or units of the university system for the purposes of this chapter, or any contracting employer.

(4) "Employer contributions" means payments to the pension trust fund pursuant to 19-3-801 from appropriations of the state of Montana and from contracting employers.

(5) "Final average salary", except as provided in 19-3-907, means a member's highest average monthly compensation during any 36 consecutive months of membership service. Lump-sum payments for severance pay, sick leave, and annual leave paid to the member upon termination of employment may be used in the calculation of a retirement benefit only to the extent that they are used to replace, on a month-for-month basis, the regular compensation for a month or months included in the calculation of the final average salary. A lump-sum payment may not be added to a single month's compensation.

Section 112. Section 19-6-101, MCA, is amended to read:

"19-6-101. Definitions. Unless the context requires otherwise, the following definitions apply in this chapter:

(1) "Account" means the Montana highway patrol officers' retirement pension trust fund.

(2) "Accumulated deductions" means the total of the amounts deducted from the salary of a member, paid into the account, and standing to his credit in the account, together with the regular interest thereon.

(3) "Actuarial equivalent" means a benefit of equal value when computed on the basis of the 1971 Group Annuity Mortality Table, with ages set back 4 years and an interest rate of 8% compounded annually.

(4) "Beneficiary" means a surviving spouse or dependent child or, if there is no surviving spouse or dependent child, a person nominated to receive benefits under 19-6-602.

(5) "Board" means the public employees' retirement board provided for in 2-15-1809.

(6) "Department" means the public employees' retirement division of the department of administration.

(1) "Compensation" means remuneration paid for services to a member out of funds controlled by an employer before any deductions have been made and exclusive of maintenance, allowances, and expenses.

(7)(2) "Dependent child" means an unmarried child of a deceased retired patrol officer member, who is:

(a) under 18 years of age; or

(b) under 24 years of age and attending an accredited postsecondary educational institution as a full-time student in anticipation of receiving a certificate or degree.

(8)(3) "Final average salary" means the average annual monthly compensation received by a member, before any deductions have been made and exclusive of maintenance,

1 allowances,--and--expenses, for any 3 years of continuous
 2 service upon which contributions have been made or, in the
 3 event a member has not served 3 years, the total
 4 compensation earned divided by the number of years months
 5 served. Lump-sum payments for severance pay, sick leave, and
 6 annual leave paid to an employee upon termination of
 7 employment service may be used in the calculation of a
 8 retirement allowance benefit only to the extent that they
 9 are used to replace, on a month-for-month month-for-month
 10 basis, the normal compensation for a month or months
 11 included in the calculation of the final average salary. A
 12 lump-sum payment may not be added to a single month's
 13 compensation.

14 {9}--"Member"--means--a--person--who--has--accumulated
 15 deductions-in-the-account-standing-to-his-credit.

16 {10}--"Member's--annuity"--means--payments--for--life--derived
 17 from-contributions-made-by-the-member.

18 {11}--"Retired-patrol-officer"--means--a--person--in--receipt
 19 of--a--retirement-allowance-under-this-chapter.

20 {12}--"Retirement--age"--means--the--age--at--which--a--member
 21 retires--after--25--years--of--creditable--service--with--the
 22 Montana-highway-patrol.

23 {13}--"Retirement-allowance"--means--the--state--annuity--plus
 24 the-member's--annuity.

25 {14}--"State--annuity"--means--payments--for--life--derived

1 from-contributions-made-by-the-state-of-Montana.

2 {15}{4} "Surviving spouse" means the spouse married to
 3 a retired patrol-officer member at the time of the retired
 4 patrol-officer's member's death.

5 {5} "Survivor" means a surviving spouse or dependent
 6 child of a member."

7 Section 158. Section 19-8-101, MCA, is amended to read:

8 "19-8-101. Definitions. Unless the context requires
 9 otherwise, the following definitions apply in this chapter:

10 {1}--"Account"--means--the--Montana--state-game-wardens'
 11 retirement-pension-trust-fund.

12 {2}--"Accumulated--deductions"--or--"accumulated
 13 contributions"--means--the--sum--of--all--contributions--standing
 14 to--the--credit--of--a--member's--individual--account--together--with
 15 the--regular--interest--thereon.

16 {3}--"Actuarial-equivalent"--means--a--benefit--of--equal
 17 value--when--computed--upon--the--basis--of--the--1971-Group-Annuity
 18 Mortality--Table,--with--ages--set--back--4--years--and--an--interest
 19 rate--of--8%--compounded--annually.

20 {4}--"Beneficiary"--means--a--person--nominated--to--receive
 21 benefits--under--this--chapter--by--a--member's--written
 22 designation,--witnessed--and--filed--with--the--board.

23 {5}--"Board"--means--the--public--employees'--retirement
 24 board.

25 {6}--"Contributor"--means--any--person--who--has--accumulated

deductions-in-the-account-standing-to-his-credit

(1) "Compensation" means remuneration paid for services to a member out of funds controlled by an employer before any deductions are made and exclusive of maintenance, allowances, and expenses.

(2) "Final average salary" means the average annual monthly compensation received by a contributor before any deductions have been made and exclusive of maintenance, allowances, and expenses, member for any 3 years of continuous service upon which contributions have been made or, in the event a member has not served 3 years, the total retirement compensation earned divided by the number of years months served. Lump-sum payments for severance pay, sick leave, and annual leave paid to an employee upon termination of employment may be used in the calculation of a retirement allowance benefit only to the extent that they are used to replace, on a month-for-month month-for-month basis, the normal compensation for a month or months included in the calculation of the final average salary. A lump-sum payment may not be added to a single month's compensation.

(3) "Member's annuity" means payments for life derived from contributions made by the contributor.

(4) "Retired state game warden" means any person in receipt of a retirement allowance under this chapter.

(10) "Retirement allowance" means the state annuity plus the member's annuity.

(11) "State annuity" means payments for life derived from contributions made by the state from department of fish, wildlife, and parks moneys.

(12) (3) "State game warden" means all a state fish and game wardens warden hired by the department of fish, wildlife, and parks and includes all warden supervisory personnel whose salaries or compensation is paid out of the department of fish, wildlife, and parks moneys money."

NEW SECTION. SECTION 13. LIMITATION ON CHOICE OF BENEFITS. A STATE EMPLOYEE WHO CHOOSES TO ACCEPT SEVERANCE PAY AS PROVIDED UNDER 2-18-622(2) IS NOT ELIGIBLE FOR ANY OF THE BENEFITS PROVIDED FOR IN HOUSE BILL NO. 522 EXCEPT THOSE PROVIDED IN [SECTION 3(1)(B)] OF THAT BILL.

NEW SECTION. SECTION 14. EFFECTIVE DATES. (1) EXCEPT AS PROVIDED IN SUBSECTION (2), [THIS ACT] IS EFFECTIVE JULY 1, 1993.

(2) [SECTION 3] IS EFFECTIVE JANUARY 1, 1995. [SECTIONS 8, 12, AND 13 AND THIS SECTION] ARE EFFECTIVE ON PASSAGE AND APPROVAL.

NEW SECTION. SECTION 15. TERMINATION. [SECTION SECTIONS 8 9 8, 12, AND 13] TERMINATES TERMINATE JUNE 30, 1995.

-End-

1 House BILL NO. 199
 2 INTRODUCED BY A. Russell Whalen & Stella J. Hansen
 3 James B. Rice & Marie
 4 A BILL FOR AN ACT ENTITLED: "AN ACT ELIMINATING THE
 5 REQUIREMENT THAT AN EMPLOYEE'S DISQUALIFICATION FROM
 6 RECEIVING UNEMPLOYMENT BENEFITS FOR LEAVING WORK WITHOUT
 7 GOOD CAUSE MUST BE ATTRIBUTABLE TO EMPLOYMENT; AND AMENDING
 8 SECTIONS 39-51-2302 AND 39-51-2508, MCA."

9
 10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

11 **Section 1.** Section 39-51-2302, MCA, is amended to read:

12 "39-51-2302. Disqualification for leaving work without
 13 good cause. (1) An individual ~~shall be~~ is disqualified for
 14 benefits if ~~he~~ the individual has left work without good
 15 cause ~~attributable to his employment.~~

16 ~~(2) He may not be disqualified if the department finds~~
 17 ~~that he left his employment because of personal illness or~~
 18 ~~injury not associated with misconduct upon the advice of a~~
 19 ~~licensed and practicing physician and after recovering from~~
 20 ~~his illness or injury when recovery is certified by a~~
 21 ~~licensed and practicing physician; he returned to his~~
 22 ~~employer and offered his service and his regular or~~
 23 ~~comparable suitable work was not available; if so found by~~
 24 ~~the department, provided he is otherwise eligible.~~

25 ~~(3)~~ (2) To requalify for benefits, an individual must

1 shall perform services other than self-employment for which
 2 remuneration is received equal to or in excess of six times
 3 ~~his~~ the individual's weekly benefit amount subsequent to the
 4 week in which the act causing the disqualification occurred
 5 unless ~~he~~ the individual has been in regular attendance at
 6 an educational institution accredited by the state of
 7 Montana for at least 3 consecutive months from the date of
 8 ~~his~~ enrollment."

9 **Section 2.** Section 39-51-2508, MCA, is amended to read:

10 "39-51-2508. Eligibility requirements for extended
 11 benefits -- disqualifications -- acceptance of suitable
 12 work. (1) An individual ~~shall be~~ is eligible to receive
 13 extended benefits with respect to any week of unemployment
 14 in this eligibility period only if the department finds that
 15 with respect to such a week, the individual:

16 (a) he is an exhaustee, as defined in 39-51-2501;

17 (b) he is not disqualified for the receipt of regular
 18 benefits pursuant to part 23 of this chapter and, if ~~he is~~
 19 disqualified, he the individual satisfies the requirements
 20 for requalification in that part; and

21 (c) he has satisfied the other requirements of this
 22 chapter for the receipt of regular benefits that are
 23 applicable to individuals claiming extended benefits.

24 (2) In addition to the disqualifications provided for
 25 in subsection (1)(b), an individual is disqualified for

1 extended benefits if he the individual fails to seek work.
2 Such The disqualification continues for the week in which
3 such the failure occurs and until the individual has
4 performed services, other than self-employment, for which
5 remuneration is received equal to or in excess of his the
6 individual's weekly benefit amount in 4 separate weeks
7 subsequent to the date the act causing the disqualification
8 occurred.

9 (3) A regular benefit claimant who is disqualified for
10 gross misconduct under 39-51-2303(2) may not be paid
11 extended benefits unless he the claimant has earned at least
12 eight times the weekly benefit amount after the date of such
13 the disqualification.

14 (4) A regular benefit claimant who voluntarily leaves
15 work to attend school and, pursuant to 39-51-2302+3+(2),
16 requalifies for regular benefits may not be paid extended
17 benefits unless he the claimant has earned at least six
18 times the weekly benefit amount.

19 (5) For the purposes of determining eligibility for
20 extended benefits, the department shall by rule define the
21 term "suitable work". Such The definition ~~shall~~ must be in
22 accordance with the definition required by the Omnibus
23 Reconciliation Act of 1980, P.L. 96-499, and as may be
24 amended after March 19, 1981."

-End-

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB0199, as introduced.

DESCRIPTION OF PROPOSED LEGISLATION: An act eliminating the requirement that an employee's disqualification from receiving unemployment benefits for leaving work without good cause must be attributable to employment.

ASSUMPTIONS:

1. The total number of individuals considered for disqualification under voluntary quit provisions are estimated to be 4,900 in FY94 and 4,800 in FY95.
2. a. Under current law that has been in place for the past five years (7/86 - 6/92), a review of claimants shows that an average of 29% of the voluntary quits qualified for benefits when the "Attributable to Employment" criteria was in effect.
- b. Historically, when the proposed law was in effect during three years prior to the 1985 law change, 48% of the voluntary quits qualified for benefits when the "Good Cause" provision was in effect.
- c. These records indicate there would be an estimated net increase of 19% of voluntary quits qualifying for benefits if the "Good Cause" is put back into the law. (4900 claimants x 19% = 931 new claimants in FY94)
3. A review of FY92 claimants indicates the potential average benefit amount for all claimants to be \$142.87 and the potential for claimants who were disqualified for voluntary quit reasons was \$120.87. (15.4% less)
4. The actual average benefit amount is projected to be \$133 in FY94 and \$134 in FY95. The actual average benefit amount is less than the potential due to claimants drawing partial benefits. The actual benefit amount for claimants disqualified for voluntary quit reasons is therefore expected to be 15.4% less. (\$112 in FY94 and \$113 in FY95)
5. The average actual weeks of duration for claimants is estimated to be 13.5 weeks in FY94 and 13 weeks in FY95. Claimants no longer disqualified for voluntary quit reasons are expected to draw benefits for the same average duration as other claimants. (931 x 112 benefits x 13.5 weeks = \$1,407,000 benefits in FY94)
6. Total benefit payments under current law are estimated to be \$49,900,000 in FY94 and \$50,600,000 in FY95.

FISCAL IMPACT:**Expenditures:**

	FY 1994			FY 1995		
	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>
UI Benefits	\$49,900,000	\$51,307,000	\$1,407,000	\$50,600,000	\$51,939,000	\$1,339,000

Revenues:

Employer Trust Fund Contributions	\$64,500,000	\$64,500,000	0	\$64,100,000	\$64,100,000	0
-----------------------------------	--------------	--------------	---	--------------	--------------	---

Net Impact:

Expendable Trust Fund (Continued)	\$14,600,000	\$13,193,000	(\$1,407,000)	\$13,500,000	\$12,161,000	(\$1,339,000)
-----------------------------------	--------------	--------------	---------------	--------------	--------------	---------------

David Lewis 1-20-93
 DAVID LEWIS, BUDGET DIRECTOR DATE
 Office of Budget and Program Planning

ANGELA RUSSELL, PRIMARY SPONSOR DATE

Fiscal Note for HB0199, as introduced

HB 199

EFFECT ON COUNTY OR OTHER LOCAL REVENUES OR EXPENDITURES: A minimal increase in benefit payments is anticipated to be
charged to local governments. This increase is not expected to change government tax rates.

LONG-RANGE EFFECTS OF PROPOSED LEGISLATION: The proposal generally will increase benefits payments and, therefore, reduce
the expendable trust fund in the long term. This will result in higher tax rates to employers during some years to recover
from the additional expenditure. However, higher tax rates are not anticipated during the 1995 biennium.