

HOUSE BILL 605

Introduced by Cocchiarella, et al.

2/12	Introduced
2/12	Referred to Appropriations
2/12	First Reading
2/12	Fiscal Note Requested
2/18	Fiscal Note Received
2/22	Fiscal Note Printed
3/03	Hearing
3/26	Missed Transmittal Deadline

1 House BILL NO. 605
 2 INTRODUCED BY Cecilia Merchan Brenner
 3 Dr. Brionchi Rep. Lym Rep. Lym Rep. Lym
 4 Waterman Rep. Lym Rep. Lym Rep. Lym
 5 A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING THE
 6 STATE EMPLOYEE PAY PLAN; PROVIDING PAY ADJUSTMENTS FOR
 7 CERTAIN STATE EMPLOYEES; REVISING CERTAIN COLLECTIVE
 8 BARGAINING PROVISIONS; PROVIDING SHIFT DIFFERENTIAL AND
 9 HAZARDOUS DUTY PAY; REVISING THE LONGEVITY ALLOWANCE;
 10 REVISING EMPLOYER GROUP INSURANCE CONTRIBUTIONS; PROVIDING
 11 AN APPROPRIATION TO FUND CERTAIN ADJUSTMENTS; AMENDING
 12 SECTIONS 2-6-110, 2-18-101, 2-18-301, 2-18-303, 2-18-304,
 13 2-18-305, 2-18-312, 2-18-313, 2-18-314, 2-18-315, AND
 14 2-18-703, MCA; AND PROVIDING AN EFFECTIVE DATE."

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

16 **Section 1.** Section 2-6-110, MCA, is amended to read:

17 "2-6-110. Electronic information -- public access. (1)

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

25 (2) Except as provided by law, an agency may charge a

1 fee, not to exceed:

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

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

8 (3) An agency may also charge an hourly fee for each
 9 hour, or fraction of an hour, after one-half hour of copying
 10 service has been provided. The hourly fee may not exceed the
 11 hourly rate for the current fiscal year for a state employee
 12 classified as grade 10, step-2 entry level, under 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 **Section 2.** Section 2-18-101, MCA, is amended to read:

20 "2-18-101. Definitions. As used in parts 1 through 3
 21 and part 10 of this chapter, the following definitions
 22 apply:

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

(2) "Base salary" means the amount of compensation paid to an employee, excluding:

(a) state contributions to group benefits provided in 2-18-703;

(b) overtime;

(c) fringe benefits as defined in 39-2-903; and

(d) the longevity allowance provided in 2-18-304; and

(e) shift differential and hazardous duty pay provided in [section 7].

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

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

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

(6) "Compensation" means the annual or hourly wage or

salary and includes the state contribution to group benefits under provisions of 2-18-703.

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

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

(9) "Entry salary" means the entry-level base salary for each grade provided in 2-18-312.

(10) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this chapter.

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

(12) "Market salary" means the average base salary that other employers pay to employees in occupations comparable to occupations in a grade provided in 2-18-312, as determined by the department's salary survey of the relevant labor market.

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

(14) "Permanent status" means the state an employee attains after satisfactorily completing an appropriate

1 probationary period in a permanent position.

2 (15) "Personal staff" means those positions occupied by
3 employees appointed by the elected officials enumerated in
4 Article VI, section 1, of the Montana constitution or by the
5 public service commission as a whole.

6 (16) "Position" means a collection of duties and
7 responsibilities currently assigned or delegated by
8 competent authority, requiring the full-time, part-time, or
9 intermittent employment of one person.

10 (17) "Program" means a combination of planned efforts to
11 provide a service.

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

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

20 **Section 3.** 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 4. 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)(f), 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 3.

(d) Except as provided in subsection (1)(f), on the first day of the first 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 3.

(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)(e) The department shall determine the number of

1 full percentage points that an employee's base salary is
 2 below the market salary by dividing the employee's base
 3 salary by the market salary for his the employee's assigned
 4 grade, multiplying the result by 100, and subtracting that
 5 total from 100.

6 ~~†g†~~(f) An employee's base salary may be no less than
 7 the entry salary for his the employee's assigned grade.

8 ~~†h†~~(g) Except as provided in subsections (5) through
 9 (8), an employee's base salary may not exceed the market
 10 salary by a percentage greater than the percentage that the
 11 market salary for the employee's grade exceeds the entry
 12 salary for that grade. The salary of an employee may not be
 13 reduced because of this provision.

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

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

21 (a) (i) The pay schedules provided for in 2-18-313
 22 indicate the annual compensation for the contracted school
 23 term for teachers employed under the authority of the
 24 department of corrections and human services or the
 25 department of family services for fiscal years ~~1992~~ 1994 and

1 ~~1993~~ 1995.

2 (ii) The compensation of each teacher on the first day
 3 of the first pay period in July ~~1991~~ 1993 is that amount
 4 corresponding to the teacher's level of academic achievement
 5 and years of experience.

6 (iii) On the first day of the first pay period of each
 7 fiscal year, each teacher shall advance one step on the
 8 appropriate pay schedule adopted in 2-18-313.

9 (b) (i) The pay schedules provided in 2-18-314 indicate
 10 the maximum hourly compensation for fiscal years ending June
 11 30, ~~1992~~ 1994, and June 30, ~~1993~~ 1995, for those employees
 12 in liquor store occupations who have collectively bargained
 13 separate classification and pay plans.

14 (ii) The compensation of each employee on the first day
 15 of the first pay period in fiscal year ~~1992~~ 1994 or ~~1993~~
 16 1995 is that amount corresponding to the grade occupied on
 17 the last day of the preceding fiscal year.

18 (c) (i) The pay schedules provided in 2-18-315 indicate
 19 the maximum hourly compensation for fiscal years ending June
 20 30, ~~1992~~ 1994, and June 30, ~~1993~~ 1995, for employees in
 21 apprentice trades and crafts and other blue-collar
 22 occupations recognized in the state blue-collar
 23 classification plan who are members of units that have
 24 collectively bargained separate classification and pay
 25 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-is-a-member-ratifies-a completely-integrated-collective-bargaining-agreement covering-the-biennium-ending-June-30-1993-~~

~~(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, 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, members-of-the-bargaining-unit-involved-must-continue-to receive-the-compensation-they-were-receiving-as-of-June-30-1991-~~

~~(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~~ Collective bargaining negotiations must begin no later than April in

the calendar year immediately preceding the regular legislative session.

(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 may not be reduced by this provision.

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

11 **Section 5.** Section 2-18-304, MCA, is amended to read:

12 "2-18-304. Longevity allowance. (1) (a) In addition to
 13 the compensation provided for in 2-18-312, 2-18-313,
 14 2-18-314, or 2-18-315, each employee who has completed 5 at
 15 least 3 years of uninterrupted state service shall must
 16 receive the-greater-of:

17 ~~(i) --\$10-a-month; or~~

18 ~~(ii) --9/10-of-10-of-the-employee's-base-salary 25 cents~~
 19 per hour multiplied by the number of completed, contiguous
 20 5-year 3-year periods of uninterrupted state service.

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

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

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

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

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

18 **Section 6.** Section 2-18-305, MCA, is amended to read:

19 "2-18-305. Allocation between wages and group benefits.

20 (1) The dollar amounts shown in the respective pay schedules
 21 provided in 2-18-313, 2-18-314, and 2-18-315 represent the
 22 maximum amount allocated by the state for wages and group
 23 benefits, exclusive of longevity as defined in 2-18-304 and
 24 shift differential and hazardous duty pay provided in
 25 [section 7] 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~~(i)(c)~~--through ~~(i)(e)~~-and, 2-18-304, and [section 7].

(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 may not be less than the amounts provided in 2-18-703."

NEW SECTION. Section 7. shift differentials and hazardous duty pay. In addition to other compensation provided under this part and notwithstanding the provisions of 2-18-110:

(1) permanent employees must be paid a 25-cent shift

differential for each regularly scheduled hour worked outside of 7 a.m. to 6 p.m. during weekdays and for each regularly scheduled hour worked on weekends; and

(2) employees in occupations identified as hazardous through the collective bargaining process provided for in Title 39, chapter 31, must be paid 50 cents per hour of hazardous duty pay for each hour worked.

Section 8. 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	-127404
5	-117385	-137522
6	-127303	-147647
7	-137289	-157858
8	-147484	-177230
9	-157596	-187701
10	-167916	-207332

1	11	18,353	22,112
2	12	19,946	24,090
3	13	21,674	26,240
4	14	23,500	28,626
5	15	25,694	31,258
6	16	28,044	34,200
7	17	30,665	37,408
8	18	33,555	41,122
9	19	36,793	45,201
10	20	40,406	49,761
11	21	44,421	54,841
12	22	48,906	60,527
13	23	53,965	66,954
14	24	59,645	74,185
15	25	65,930	82,206
16	<u>1</u>	<u>8,939</u>	<u>10,516</u>
17	<u>2</u>	<u>9,629</u>	<u>11,356</u>
18	<u>3</u>	<u>10,372</u>	<u>12,260</u>
19	<u>4</u>	<u>11,178</u>	<u>13,244</u>
20	<u>5</u>	<u>12,079</u>	<u>14,345</u>
21	<u>6</u>	<u>13,052</u>	<u>15,539</u>
22	<u>7</u>	<u>14,099</u>	<u>16,824</u>
23	<u>8</u>	<u>15,281</u>	<u>18,279</u>
24	<u>9</u>	<u>16,546</u>	<u>19,840</u>
25	<u>10</u>	<u>17,947</u>	<u>21,570</u>

1	<u>11</u>	<u>19,471</u>	<u>23,458</u>
2	<u>12</u>	<u>21,161</u>	<u>25,556</u>
3	<u>13</u>	<u>22,995</u>	<u>27,838</u>
4	<u>14</u>	<u>25,024</u>	<u>30,370</u>
5	<u>15</u>	<u>27,259</u>	<u>33,162</u>
6	<u>16</u>	<u>29,752</u>	<u>36,283</u>
7	<u>17</u>	<u>32,533</u>	<u>39,771</u>
8	<u>18</u>	<u>35,599</u>	<u>43,626</u>
9	<u>19</u>	<u>39,034</u>	<u>47,954</u>
10	<u>20</u>	<u>42,867</u>	<u>52,792</u>
11	<u>21</u>	<u>47,127</u>	<u>58,182</u>
12	<u>22</u>	<u>51,884</u>	<u>64,213</u>
13	<u>23</u>	<u>57,252</u>	<u>71,032</u>
14	<u>24</u>	<u>63,277</u>	<u>78,702</u>
15	<u>25</u>	<u>69,944</u>	<u>87,213</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	10,767 10,721
23	2	11,349 11,825
24	3	12,070 12,903
25	4	12,852 13,850

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	76,418
21	25	67,987	84,673
22	<u>1</u>	<u>9,207</u>	<u>10,831</u>
23	<u>2</u>	<u>9,918</u>	<u>11,697</u>
24	<u>3</u>	<u>10,683</u>	<u>12,628</u>
25	<u>4</u>	<u>11,513</u>	<u>13,641</u>

1	<u>5</u>	<u>12,441</u>	<u>14,775</u>
2	<u>6</u>	<u>13,444</u>	<u>16,005</u>
3	<u>7</u>	<u>14,522</u>	<u>17,329</u>
4	<u>8</u>	<u>15,739</u>	<u>18,827</u>
5	<u>9</u>	<u>17,042</u>	<u>20,435</u>
6	<u>10</u>	<u>18,485</u>	<u>22,217</u>
7	<u>11</u>	<u>20,055</u>	<u>24,162</u>
8	<u>12</u>	<u>21,796</u>	<u>26,323</u>
9	<u>13</u>	<u>23,685</u>	<u>28,673</u>
10	<u>14</u>	<u>25,775</u>	<u>31,281</u>
11	<u>15</u>	<u>28,077</u>	<u>34,157</u>
12	<u>16</u>	<u>30,645</u>	<u>37,371</u>
13	<u>17</u>	<u>33,509</u>	<u>40,964</u>
14	<u>18</u>	<u>36,667</u>	<u>44,935</u>
15	<u>19</u>	<u>40,205</u>	<u>49,393</u>
16	<u>20</u>	<u>44,153</u>	<u>54,376</u>
17	<u>21</u>	<u>48,541</u>	<u>59,927</u>
18	<u>22</u>	<u>53,441</u>	<u>66,139</u>
19	<u>23</u>	<u>58,970</u>	<u>73,163</u>
20	<u>24</u>	<u>65,175</u>	<u>81,063</u>
21	<u>25</u>	<u>72,042</u>	<u>89,829"</u>

22 **Section 9.** 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	(b) The 9-month pay schedule for teachers for fiscal						
19	year 1992 <u>1994</u> is as follows:						
20	Annual Hours -- 1560				Note: Includes Insurance		
21	Term -- Nine Months				Matrix Type -- Annual		
22	Education Level						
23	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
24	1	19,262	19,770	20,291	20,545	20,800	21,321
25	2	19,859	20,425	20,992	21,275	21,560	22,126

1	3	20,455	21,080	21,693	22,008	22,320	22,932
2	4	21,054	21,739	22,394	22,738	23,081	23,738
3	5	21,649	22,394	23,095	23,468	23,842	24,545
4	6	22,247	23,053	23,799	24,200	24,603	25,351
5	7	22,841	23,706	24,498	24,931	25,363	26,155
6	8	23,439	24,364	25,202	25,663	26,126	26,960
7	9	24,036	25,019	25,903	26,394	26,887	27,781
8	10	24,633	25,677	26,604	27,124	27,659	28,630
9	11	25,230	26,312	27,306	27,875	28,457	29,473
10	12	25,230	26,312	27,306	27,875	28,457	29,473
11	13	25,230	26,312	27,306	27,875	28,457	29,473
12	(2) (a) The 12-month pay schedule for teachers for the						
13	first 6 months of fiscal year 1993 <u>1995</u> is as follows:						
14	Annual Hours -- 2080			Note: Includes 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	24,276	24,935	25,577	25,898	26,221	26,880
19	2	25,031	25,747	26,464	26,823	27,186	27,929
20	3	25,786	26,577	27,359	27,773	28,187	29,002
21	4	26,542	27,420	28,285	28,742	29,198	30,072
22	5	27,302	28,285	29,217	29,712	30,210	31,144
23	6	28,090	29,161	30,152	30,686	31,222	32,216
24	7	28,880	30,030	31,081	31,657	32,231	33,284
25	8	29,674	30,903	32,017	32,631	33,245	34,354

1	9	30,467	31,774	32,949	33,601	34,258	35,425
2	10	31,260	32,650	33,880	34,573	35,267	36,497
3	11	32,055	33,492	34,809	35,544	36,279	37,566
4	12	32,055	33,492	34,809	35,544	36,279	37,566
5	13	32,055	33,492	34,809	35,544	36,279	37,566

6 (b) The 9-month pay schedule for teachers for the first
7 6 months of fiscal year ~~1993~~ 1995 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	19,892	20,400	20,921	21,175	21,430	21,951
13	2	20,489	21,055	21,622	21,905	22,190	22,756
14	3	21,085	21,710	22,323	22,638	22,950	23,562
15	4	21,684	22,369	23,024	23,368	23,711	24,368
16	5	22,279	23,024	23,725	24,098	24,472	25,175
17	6	22,877	23,683	24,429	24,830	25,233	25,981
18	7	23,471	24,336	25,128	25,561	25,993	26,785
19	8	24,069	24,994	25,832	26,293	26,756	27,590
20	9	24,666	25,649	26,533	27,024	27,517	28,411
21	10	25,263	26,307	27,234	27,754	28,289	29,260
22	11	25,860	26,942	27,936	28,505	29,087	30,103
23	12	25,860	26,942	27,936	28,505	29,087	30,103
24	13	25,860	26,942	27,936	28,505	29,087	30,103

25 (3) (a) The 12-month pay schedule for teachers for the

1 last 6 months of fiscal year ~~1993~~ 1995 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	24,692	25,351	25,993	26,314	26,637	27,296
7	2	25,447	26,163	26,880	27,239	27,602	28,345
8	3	26,202	26,993	27,775	28,189	28,603	29,418
9	4	26,958	27,836	28,701	29,158	29,614	30,488
10	5	27,718	28,701	29,633	30,128	30,626	31,560
11	6	28,506	29,577	30,568	31,102	31,638	32,632
12	7	29,296	30,446	31,497	32,073	32,647	33,700
13	8	30,090	31,319	32,433	33,047	33,661	34,770
14	9	30,883	32,190	33,365	34,017	34,674	35,841
15	10	31,676	33,066	34,296	34,989	35,683	36,913
16	11	32,471	33,908	35,225	35,960	36,695	37,982
17	12	32,471	33,908	35,225	35,960	36,695	37,982
18	13	32,471	33,908	35,225	35,960	36,695	37,982

19 (b) The 9-month pay schedule for teachers for the last
20 6 months of fiscal year ~~1993~~ 1995 is as follows:

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

23	Education Level						
24	STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
25	1	20,204	20,712	21,233	21,487	21,742	22,263

1	2	20,801	21,367	21,934	22,217	22,502	23,068
2	3	21,397	22,022	22,635	22,950	23,262	23,874
3	4	21,996	22,681	23,336	23,680	24,023	24,680
4	5	22,591	23,336	24,037	24,410	24,784	25,487
5	6	23,189	23,995	24,741	25,142	25,545	26,293
6	7	23,783	24,648	25,440	25,873	26,305	27,097
7	8	24,381	25,306	26,144	26,605	27,068	27,902
8	9	24,978	25,961	26,845	27,336	27,829	28,723
9	10	25,575	26,619	27,546	28,066	28,601	29,572
10	11	26,172	27,254	28,248	28,817	29,399	30,415
11	12	26,172	27,254	28,248	28,817	29,399	30,415
12	13	26,172	27,254	28,248	28,817	29,399	30,415"

Section 10. 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.
b1	-0-000
b2	-9-140
b3	-9-640
b4	-9-920
b5	10-210

1	b6	10-820
2	b7	11-400
3	b8	12-230
4	L1	0.000
5	L2	10.078
6	L3	10.593
7	L4	10.882
8	L5	11.180
9	L6	11.809
10	L7	12.488
11	L8	13.261

(2) (a) The pay schedule for liquor store occupations for the first 6 months of fiscal year 1993 1995 is as follows:

Annual Hours -- 2080	Note: With Insurance
Pay Matrix -- Retail Clerk	Matrix Type -- Hourly
Grade	\$/Hour
	W/Ins.
b1	-0-000
b2	-9-505
b3	10-005
b4	10-205
b5	10-575
b6	11-185
b7	11-845

1	<u>B8</u>	<u>12.595</u>
2	<u>L1</u>	<u>0.000</u>
3	<u>L2</u>	<u>10.459</u>
4	<u>L3</u>	<u>10.989</u>
5	<u>L4</u>	<u>11.287</u>
6	<u>L5</u>	<u>11.594</u>
7	<u>L6</u>	<u>12.242</u>
8	<u>L7</u>	<u>12.941</u>
9	<u>L8</u>	<u>13.737</u>
10	(b)--The--pay--schedule--for--liquor--store--occupations--for	
11	the--last--6--months--of--fiscal--year--1993--is--as--follows:	
12	Annual--Hours----2080	Note:--With--insurance
13	Pay--Matrix----Retail--Clerk	Matrix--Type----Hourly
14	Grade	\$/Hour
15		W/Ins.
16	<u>B1</u>	<u>-0.000</u>
17	<u>B2</u>	<u>-9.705</u>
18	<u>B3</u>	<u>10.205</u>
19	<u>B4</u>	<u>10.485</u>
20	<u>B5</u>	<u>10.775</u>
21	<u>B6</u>	<u>11.385</u>
22	<u>B7</u>	<u>12.045</u>
23	<u>B8</u>	<u>12.795"</u>
24	Section 11. Section 2-18-315, MCA, is amended to read:	
25	"2-18-315. Blue-collar pay schedules. (1) The pay	

1	schedule for blue-collar workers for fiscal year <u>1992</u> <u>1994</u>	
2	is as follows:	
3	Annual Hours -- 2080	Note: With Insurance
4	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
5	Grade	\$/Hour
6		W/Ins.
7	<u>B1</u>	<u>-9.615</u>
8	<u>B2</u>	<u>10.015</u>
9	<u>B3</u>	<u>10.415</u>
10	<u>B4</u>	<u>10.815</u>
11	<u>B5</u>	<u>11.215</u>
12	<u>B6</u>	<u>11.615</u>
13	<u>B7</u>	<u>12.015</u>
14	<u>B8</u>	<u>12.415</u>
15	<u>B9</u>	<u>12.815</u>
16	<u>B10</u>	<u>13.215</u>
17	<u>B11</u>	<u>13.615</u>
18	<u>B12</u>	<u>14.015</u>
19	<u>B00</u>	<u>14.415</u>
20	<u>B1</u>	<u>10.568</u>
21	<u>B2</u>	<u>10.980</u>
22	<u>B3</u>	<u>11.392</u>
23	<u>B4</u>	<u>11.804</u>
24	<u>B5</u>	<u>12.216</u>
25	<u>B6</u>	<u>12.628</u>

1	<u>B7</u>	<u>13.040</u>
2	<u>B8</u>	<u>13.452</u>
3	<u>B9</u>	<u>13.864</u>
4	<u>B10</u>	<u>14.276</u>
5	<u>B11</u>	<u>14.688</u>
6	<u>B12</u>	<u>15.100</u>
7	<u>B13</u>	<u>15.512</u>

(2) The pay schedule for blue-collar workers for the first-6-months-of fiscal year 1993 1995 is as follows:

10	Annual Hours -- 2080	Note: With Insurance
11	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
12	Grade	\$/Hour
13		W/Ins.
14	B1	10.964
15	B2	11.388
16	B3	11.812
17	B4	12.237
18	B5	12.661
19	B6	13.086
20	B7	13.510
21	B8	13.934
22	B9	14.359
23	B10	14.783
24	B11	15.207
25	B12	15.632

1	<u>B00</u>	<u>14.780</u>
2	<u>B1</u>	<u>10.964</u>
3	<u>B2</u>	<u>11.388</u>
4	<u>B3</u>	<u>11.812</u>
5	<u>B4</u>	<u>12.237</u>
6	<u>B5</u>	<u>12.661</u>
7	<u>B6</u>	<u>13.086</u>
8	<u>B7</u>	<u>13.510</u>
9	<u>B8</u>	<u>13.934</u>
10	<u>B9</u>	<u>14.359</u>
11	<u>B10</u>	<u>14.783</u>
12	<u>B11</u>	<u>15.207</u>
13	<u>B12</u>	<u>15.632</u>
14	<u>B13</u>	<u>16.056</u>

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

17	Annual Hours --- 2080	Note: With Insurance
18	Pay Matrix --- Blue-Collar	Matrix Type --- Hourly
19	Grade	\$/Hour
20		W/Ins.
21	B1	10.964
22	B2	11.388
23	B3	11.812
24	B4	12.237
25	B5	12.661

1	B6	12:180
2	B7	12:580
3	B8	12:980
4	B9	13:380
5	B10	13:780
6	B11	14:180
7	B12	14:580
8	B00	14:980"

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

10 "2-18-703. Contributions. (1) Each agency, as defined
11 in 2-18-601, shall contribute the amount specified in this
12 section towards the group benefits cost.

13 (2) For employees defined in 2-18-701, other than
14 members of collective bargaining units, and for members of
15 the legislature, the employer contribution for group
16 benefits shall be is \$170 \$210 per month for the fiscal year
17 ending June 30, 1992 1994, and \$190 \$230 per month for the
18 fiscal year ending June 30, 1993 1995, and for each fiscal
19 year thereafter. When a state employee is terminated to
20 achieve a reduction in force, the continuation of
21 contributions for group benefits beyond the termination date
22 is subject to negotiation under 39-31-305. Permanent
23 part-time, seasonal part-time, and temporary part-time
24 employees who are regularly scheduled to work less than 20
25 hours a week are not eligible for the group benefit

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

9 (3) For employees of elementary and high school
10 districts and of local government units, the employer's
11 premium contributions may exceed but may not be less than
12 \$10 per month.

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

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

24 **NEW SECTION. Section 13.** Appropriation. The following
25 money for the indicated fiscal years is appropriated to the

1 office of budget and program planning for distribution to
2 agencies in order to implement [this act] for all state
3 employees:

	Fiscal Year 1994		Fiscal Year 1995	
	General Fund	Other Funds	General Fund	Other Funds
	\$11,008,705	\$16,038,439	\$12,135,634	\$17,627,037

7 NEW SECTION. Section 14. Codification instruction.
8 [Section 7] is intended to be codified as an integral part
9 of Title 2, chapter 18, part 3, and the provisions of Title
10 2, chapter 18, part 3, apply to [section 7].

11 NEW SECTION. Section 15. Effective date. [This act] is
12 effective July 1, 1993.

-End-

STATE OF MONTANA - FISCAL NOTE

Form BD-15

In compliance with a written request, there is hereby submitted a Fiscal Note for HB0605, as introduced.DESCRIPTION OF PROPOSED LEGISLATION:

A bill for an act revising the state employee pay plan; providing pay adjustments for certain state employees; revising certain collective bargaining provisions; providing shift differential and hazardous duty pay; revising the longevity allowance; revising employers group insurance contributions; and providing an appropriation to fund certain adjustments.

ASSUMPTIONS:

1. The estimates contained herein are based on the personal services amounts included in the executive budget recommendation.
2. The proposed pay plan is assumed to apply to all university system FTE, including contract professionals and faculty (\$3.615 million in FY94 and \$7.421 million in FY95 are included in the table below for contract professional and faculty pay). The increased university system expenditures are assumed to be funded with 75% general fund and 25% tuition.
3. The increase in the longevity allowance is estimated to increase longevity payments for state government employees by 213% relative to current law budgeted amounts. The estimates for the component of the bill exclude the potential impact on the university system due to the lack of information.
4. Based on a July 1990 survey conducted by the Department of Administration, approximately 1500 FTE work on a second or third shift and are potentially eligible for the shift differential pay of \$0.25 per hour. Assuming 7 hours per shift would qualify for the benefit, the cost of the provision would total \$835,000 per year (including benefits at 20%). Given the funding of the agencies affected by this provision, it is assumed to be 100% funded with general fund.
5. The July 1990 survey indicates approximately 1500 FTE work in occupations deemed hazardous by management. The estimated cost for the \$0.50 per hour would total approximately \$1,900,000 per year for these employees. This provision is assumed to be funded by the general fund.
6. The increased personal services expenditures are assumed to be funded based on OBPP pay funding matrices developed during the budget preparation process (except as noted above).
7. Vacancy savings is not used to fund the proposal. (One percent vacancy savings is equivalent to approximately \$5 million per year all funds).

FISCAL IMPACT:Expenditures:

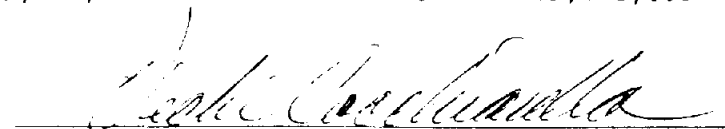
	FY '94			FY '95		
	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>	<u>Current Law</u>	<u>Proposed Law</u>	<u>Difference</u>
All Agencies & U-System						
Personal Services	0	29,660,000	29,660,000	0	49,478,000	49,478,000
<u>Funding:</u>						
General Fund	0	16,058,000	16,058,000	0	26,017,000	26,017,000
Other Funds	<u>0</u>	<u>13,602,000</u>	<u>13,602,000</u>	<u>0</u>	<u>23,461,000</u>	<u>23,461,000</u>
Total	0	29,660,000	29,660,000	0	49,478,000	49,478,000

(Continued)



2-22-93

DAVE LEWIS, BUDGET DIRECTOR DATE
Office of Budget and Program Planning



VICKI COCCHIARELLA, PRIMARY SPONSOR DATE
Fiscal Note for HB0605, as introduced

HB 605

TECHNICAL NOTES:

1. The pay matrices for teachers need to be amended to include the increased insurance contribution. As drafted, there is an absolute reduction in the pay contained in the base matrices. (Interaction of increased insurance contribution and frozen pay matrices, which include insurance).
2. OBPP would prefer the disaggregation of the appropriation ultimately included in the bill by branch of government similar to HB 509 of the 1991 session. Such an amendment would further clarify legislative intent on the application and funding of the pay provisions.

HB 605