



April 16, 1981

Second reading, concurred in.

On motion rules suspended.  
Bill placed on calendar for  
third reading this day.

Third reading, concurred in.  
Ayes, 39; Noes, 10.

IN THE HOUSE

April 16, 1981

Returned from Senate. Con-  
curred in. Sent to enrolling.

Reported correctly enrolled.

1 House BILL NO. 840  
 2 INTRODUCED BY Balderson & Valkenburg  
 3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION  
 4

5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE  
 6 COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE  
 7 CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES  
 8 FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS  
 9 THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR  
 10 RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203,  
 11 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701  
 12 THROUGH 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE  
 13 DATE."

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

16 Section 1. Section 2-18-101, MCA, is amended to read:

17 "2-18-101. Definitions. As used in parts 1 through 3  
 18 and part 10 of this chapter, the following definitions  
 19 apply:

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

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

25 (3) "Class" means one or more positions substantially

1 similar with respect to the kind or nature of duties  
 2 performed, responsibility assumed, and level of difficulty  
 3 so that the same descriptive title may be used to designate  
 4 each position allocated to the class, similar qualifications  
 5 may be required of persons appointed to the positions in the  
 6 class, and the same pay rate or pay grade may be applied  
 7 with equity.

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

13 (5) "Compensation" means the annual or hourly wage  
 14 or salary and includes the state contribution to group  
 15 benefits under provisions of 2-18-703.

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

18 (7) Except in 2-18-306, "employee" means any state  
 19 employee other than an employee excepted under 2-18-103 or  
 20 2-18-104 from the statewide classification system.

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

23 (9) "Permanent position" means a position so  
 24 designated on the appropriate agency list of authorized  
 25 positions referenced in 2-16-206 and approved as such in the

1 biennium budget.

2 ~~{6}~~{10} "Permanent status" means the state an employee  
3 attains after satisfactorily completing an appropriate  
4 probationary period in a permanent position.

5 ~~{7}~~{11} "Personal staff" means those positions occupied  
6 by employees appointed by the elected officials enumerated  
7 in Article VI, section 1, of the Montana constitution or by  
8 the public service commission as a whole.

9 ~~{8}~~{12} "Position" means a collection of duties and  
10 responsibilities currently assigned or delegated by  
11 competent authority, requiring the full-time, part-time, or  
12 intermittent employment of one person.

13 ~~{9}~~{13} "Program" means a combination of planned  
14 efforts to provide a service.

15 ~~{10}~~{14} "Seasonal position" means a position so  
16 designated on the appropriate agency list of authorized  
17 positions referenced in 2-18-206 and which is a permanent  
18 position but which is interrupted by the seasonal nature of  
19 the position.

20 ~~{11}~~{15} "Temporary position" means a position so  
21 designated on the appropriate agency list of authorized  
22 positions referenced in 2-18-206, created for a definite  
23 period of time not to exceed 9 months."

24 Section 2. Section 2-18-203, MCA, is amended to read:  
25 "2-18-203. Review of positions -- change in

1 classification. (1) The department shall continuously review  
2 all positions on a regular basis and adjust classifications  
3 to reflect significant changes in duties and  
4 responsibilities. In the event adjustments are to be made to  
5 the classification specifications or criteria utilized for  
6 allocating positions in the classification specifications  
7 affecting employees within a bargaining unit, the department  
8 shall consult with the representative of the bargaining unit  
9 prior to implementation of the adjustments, except for blue  
10 collar, teachers, and liquor store clerks classification  
11 plans, which shall remain mandatory negotiable items under  
12 the Collective Bargaining Act.

13 (2) Employees and employee organizations will be given  
14 the opportunity to appeal ~~any changes in classifications or~~  
15 ~~positions the allocation or reallocation of a position to a~~  
16 ~~class. The grade assigned to a class is not an appealable~~  
17 ~~subject under 2-18-1011 through 2-18-1013.~~

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

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

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

6       (2) It is the intent of the legislature that, for the  
7       biennium ending June 30, ~~1981~~ 1982, the:

8       (a) pay schedules provided for in 2-18-311 through  
9       2-18-315 supersede any other plan or systems established  
10      through collective bargaining after the adjournment of the  
11      ~~46th~~ 47th legislature;

12      (b) pay levels provided for in 2-18-311 through  
13      2-18-315 may not be increased through collective bargaining  
14      after adjournment of the ~~46th~~ 47th legislature; and

15      (c) total funds required to implement the pay  
16      schedules provided for in 2-18-311 through 2-18-315 for any  
17      employee group or bargaining unit may not be increased  
18      through collective bargaining over the amount appropriated  
19      by the ~~46th~~ 47th legislature.

20      (3) 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      (4) The department may promulgate rules not  
25      inconsistent with the provisions of this part, collective

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

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

4       \*2-18-303. Procedures for utilizing pay schedules. (1)  
5       The pay schedules provided in 2-18-311 and 2-18-312 shall be  
6       implemented as follows:

7       (a) The pay schedule provided in 2-18-311 indicates  
8       the annual compensation for the fiscal year ending June 30,  
9       ~~1980~~ 1982, for each grade and step for positions classified  
10      under the provisions of part 2 of this chapter.

11      (b) The pay schedule provided in 2-18-312 indicates  
12      the annual compensation for the fiscal year ending June 30,  
13      ~~1981~~ 1983, for each grade and step for positions classified  
14      under the provisions of part 2 of this chapter.

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

20      (d) (i) The compensation of each employee on the first  
21      day of the first pay period in fiscal year ~~1980~~ 1982 shall  
22      be that amount which corresponds to the grade and step  
23      occupied on the last day of the preceding fiscal year of  
24      ~~1979~~ 1981.

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

1 of the first pay period in fiscal year ~~1981~~ 1982 shall be  
 2 that amount which corresponds to the grade and step occupied  
 3 on the last day of the fiscal year ~~1980~~ 1982.

4 (iii) In compliance with rules adopted to implement  
 5 this part, each employee is eligible on his anniversary date  
 6 to advance one step in the pay matrix each fiscal year.  
 7 However, if the employee's anniversary date falls between  
 8 (inclusive) July 1 and the first day of the first pay period  
 9 of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be,  
 10 he will advance one step on the first day of that pay  
 11 period.

12 (2) The pay schedules provided in 2-18-311 and  
 13 2-18-312 and the provisions of subsection (1) of this  
 14 section do not apply to those institutional teachers, liquor  
 15 store occupations, or blue-collar occupations compensated  
 16 under the pay schedules provided in 2-18-313, 2-18-314, or  
 17 2-18-315.

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

20 (a) (i) The pay schedules provided in 2-18-313  
 21 indicate the annual compensation for the contracted school  
 22 term for teachers employed by institutions under the  
 23 authority of the department of institutions for fiscal years  
 24 ~~1980~~ 1982 and ~~1981~~ 1983.

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

1 of the first pay period in July, ~~1980~~ 1981, shall be that  
 2 amount which corresponds to his level of academic  
 3 achievement and the next highest grade step from that  
 4 occupied on June 30, ~~1979~~ 1981.

5 (iii) The compensation of each teacher on the first day  
 6 of the first pay period in July, ~~1981~~ 1982, shall be that  
 7 amount which corresponds to his level of achievement and the  
 8 next highest grade step from that occupied on June 30, ~~1980~~  
 9 1982.

10 (b) (i) The pay schedules provided in 2-18-314  
 11 indicate the maximum hourly compensation for fiscal years  
 12 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those  
 13 employees in liquor store occupations who have collectively  
 14 bargained separate classification and pay plans.

15 (ii) The compensation of each employee on the first day  
 16 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
 17 1983, as the case may be, shall be that amount which  
 18 corresponds to that grade occupied on the last day of the  
 19 preceding fiscal year.

20 (c) (i) The pay schedules provided in 2-18-315  
 21 indicate the maximum hourly compensation for fiscal years  
 22 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for  
 23 employees in apprentice trades and crafts and other  
 24 blue-collar occupations recognized in the state blue-collar  
 25 classification plan who are members of units that have

1 collectively bargained separate classification and pay  
2 plans.

3 (ii) The compensation of each employee on the first day  
4 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
5 1983, as the case may be, shall be that amount which  
6 corresponds to that grade occupied on the last day of the  
7 preceding fiscal year.

8 (4) (a) (i) No member of a bargaining unit may receive  
9 the amounts indicated in the respective pay schedules  
10 provided in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314, or~~  
11 ~~through~~ 2-18-315 until the bargaining unit of which he is a  
12 member ratifies a completely integrated collective  
13 bargaining agreement covering the biennium ending June 30,  
14 ~~1981~~ 1983.

15 (ii) In the event that negotiation and ratification of  
16 a completely integrated collective bargaining agreement as  
17 required by subsection (4)(a)(i) of this section are not  
18 completed by July 1, ~~1979~~ 1981, retroactivity to that date  
19 may be negotiated.

20 (iii) In the event that negotiation and ratification of  
21 a completely integrated collective bargaining agreement as  
22 required by subsection (4)(a)(i) of this section are not  
23 completed by July 1, ~~1979~~ 1981, members of the bargaining  
24 unit involved will continue to receive the compensation they  
25 were receiving as of June 30, ~~1979~~ 1981.

1 (b) Methods of administration not inconsistent with  
2 the purpose of this part and necessary to properly implement  
3 the pay schedules provided in ~~2-18-313, 2-18-314, or through~~  
4 2-18-315 may be provided for in collective bargaining  
5 agreements.

6 (5) The current wage or salary of an employee shall  
7 not be reduced by the implementation of the pay schedules  
8 provided for in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314,~~  
9 ~~or through~~ 2-18-315.

10 (6) The department may authorize a separate pay  
11 schedule for medical doctors if the rates provided in  
12 2-18-311 and 2-18-312 are not sufficient to attract and  
13 retain fully licensed and qualified physicians at the state  
14 institutions.

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

21 NEW SECTION: Section 5. Management and senior  
22 professional service -- employee self-development. (1) The  
23 department shall develop a program that is designed to  
24 increase the professional skills of employees in management  
25 and senior professional positions classified according to

1 the provisions of part 2 of this chapter. The program must  
2 be directed to:

3 (a) identifying, retaining, and attracting highly  
4 qualified and motivated employees in managerial and senior  
5 professional occupations;

6 (b) providing outstanding employees a broad  
7 opportunity for career growth; and

8 (c) providing for the mobility of such employees among  
9 agencies whenever this would be to the advantage of the  
10 state and would make the most beneficial use of an  
11 individual's managerial and professional skills.

12 (2) Employees in positions classified as management  
13 under part 2 of this chapter are excluded from bargaining  
14 units established under the provisions of Title 39.

15 (3) In assigning salary grades to management and  
16 senior professional classes, the department shall use an  
17 objective classification methodology that takes into  
18 consideration the nature of work, the level of  
19 responsibility, and accountability of positions.

20 (4) All salary increases within salary grades or  
21 promotions or demotions for employees in management or  
22 senior professional positions must be according to a  
23 uniform, objective, result-oriented, performance evaluation  
24 program established by the department. The department shall  
25 adopt pay rules related to job performance that govern the

1 amount and timing of the step increases. Each agency head  
2 shall ensure that each employee in a management or senior  
3 professional position is evaluated and counseled at least  
4 once a year on work performance. The total number of the  
5 step increases granted for all management and senior  
6 professional employees may not exceed the total number of  
7 the step increases that would be granted if the automatic  
8 step increases provided in 2-18-303 were extended to cover  
9 this group.

10 (5) Agency heads are responsible for planning,  
11 budgeting, and evaluating job-related training programs  
12 within their agency. Agency heads shall foster employee  
13 self-development by encouraging all employees to take  
14 advantage of opportunities for job-related training and  
15 self-study. The department shall, within the limits of its  
16 capabilities, assist agency heads in carrying out this  
17 responsibility by providing job-related training courses and  
18 self-study programs and making them available to employees.

19 Section 6. Section 2-18-311, MCA, is amended to read:  
20 "2-18-311. Pay schedule for fiscal year 1986 1987.



| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 5,892   | 6,180   | 6,310   | 6,430   | 6,565   | 6,696   | 6,800   | 6,967   | 7,106   | 7,240   | 7,390   | 7,541   | 7,692   |
| 2     | 6,313   | 6,629   | 6,782   | 6,897   | 7,035   | 7,176   | 7,320   | 7,466   | 7,615   | 7,767   | 7,922   | 8,080   | 8,242   |
| 3     | 6,774   | 7,112   | 7,254   | 7,399   | 7,547   | 7,698   | 7,852   | 8,009   | 8,169   | 8,332   | 8,498   | 8,669   | 8,842   |
| 4     | 7,274   | 7,633   | 7,791   | 7,947   | 8,106   | 8,268   | 8,433   | 8,602   | 8,774   | 8,949   | 9,128   | 9,311   | 9,497   |
| 5     | 7,822   | 8,219   | 8,389   | 8,554   | 8,722   | 8,896   | 9,074   | 9,255   | 9,440   | 9,629   | 9,822   | 10,018  | 10,218  |
| 6     | 8,433   | 8,855   | 9,032   | 9,218   | 9,397   | 9,585   | 9,777   | 9,973   | 10,172  | 10,376  | 10,583  | 10,795  | 11,011  |
| 7     | 9,104   | 9,559   | 9,750   | 9,945   | 10,144  | 10,347  | 10,554  | 10,765  | 10,980  | 11,200  | 11,424  | 11,652  | 11,885  |
| 8     | 9,829   | 10,320  | 10,526  | 10,737  | 10,952  | 11,171  | 11,394  | 11,622  | 11,854  | 12,091  | 12,333  | 12,580  | 12,832  |
| 9     | 10,632  | 11,164  | 11,367  | 11,575  | 11,787  | 12,004  | 12,226  | 12,453  | 12,684  | 12,920  | 13,161  | 13,408  | 13,661  |
| 10    | 11,513  | 12,069  | 12,271  | 12,478  | 12,690  | 12,907  | 13,129  | 13,356  | 13,588  | 13,825  | 14,067  | 14,314  | 14,567  |
| 11    | 12,474  | 13,058  | 13,260  | 13,467  | 13,679  | 13,896  | 14,118  | 14,345  | 14,577  | 14,814  | 15,056  | 15,303  | 15,556  |
| 12    | 13,511  | 14,118  | 14,320  | 14,527  | 14,739  | 14,956  | 15,178  | 15,405  | 15,637  | 15,874  | 16,116  | 16,363  | 16,616  |
| 13    | 14,639  | 15,268  | 15,470  | 15,677  | 15,889  | 16,106  | 16,328  | 16,555  | 16,787  | 17,024  | 17,266  | 17,513  | 17,766  |
| 14    | 15,864  | 16,513  | 16,715  | 16,922  | 17,134  | 17,351  | 17,573  | 17,800  | 18,032  | 18,269  | 18,511  | 18,758  | 19,011  |
| 15    | 17,185  | 17,854  | 18,056  | 18,263  | 18,475  | 18,692  | 18,914  | 19,141  | 19,373  | 19,610  | 19,852  | 20,100  | 20,353  |
| 16    | 18,611  | 19,300  | 19,502  | 19,709  | 19,921  | 20,138  | 20,360  | 20,587  | 20,819  | 21,056  | 21,298  | 21,545  | 21,798  |
| 17    | 20,154  | 20,863  | 21,065  | 21,272  | 21,484  | 21,701  | 21,923  | 22,150  | 22,382  | 22,619  | 22,861  | 23,108  | 23,361  |
| 18    | 21,825  | 22,554  | 22,756  | 22,963  | 23,175  | 23,392  | 23,614  | 23,841  | 24,073  | 24,310  | 24,552  | 24,800  | 25,053  |
| 19    | 23,634  | 24,383  | 24,585  | 24,792  | 25,004  | 25,221  | 25,443  | 25,670  | 25,902  | 26,139  | 26,381  | 26,628  | 26,881  |
| 20    | 25,581  | 26,350  | 26,552  | 26,759  | 26,971  | 27,188  | 27,410  | 27,637  | 27,869  | 28,106  | 28,348  | 28,595  | 28,848  |
| 21    | 27,676  | 28,465  | 28,667  | 28,874  | 29,086  | 29,303  | 29,525  | 29,752  | 29,984  | 30,221  | 30,463  | 30,710  | 30,963  |
| 22    | 29,919  | 30,728  | 30,930  | 31,137  | 31,349  | 31,566  | 31,788  | 32,015  | 32,247  | 32,484  | 32,726  | 32,973  | 33,226  |
| 23    | 32,312  | 33,141  | 33,343  | 33,550  | 33,762  | 33,979  | 34,201  | 34,428  | 34,660  | 34,897  | 35,139  | 35,386  | 35,639  |
| 24    | 34,865  | 35,714  | 35,916  | 36,123  | 36,335  | 36,552  | 36,774  | 37,001  | 37,233  | 37,470  | 37,712  | 37,959  | 38,212  |
| 25    | 37,588  | 38,457  | 38,659  | 38,866  | 39,078  | 39,295  | 39,517  | 39,744  | 39,976  | 40,213  | 40,455  | 40,702  | 40,955  |

NOTE:  
INCLUDES INSURANCE.

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 7,375   | 7,744   | 7,899   | 8,057   | 8,218   | 8,382   | 8,550   | 8,721   | 8,895   | 9,073   | 9,254   | 9,439   | 9,628   |
| 2     | 7,830   | 8,222   | 8,386   | 8,554   | 8,725   | 8,900   | 9,078   | 9,260   | 9,448   | 9,639   | 9,834   | 10,032  | 10,234  |
| 3     | 8,339   | 8,749   | 8,923   | 9,098   | 9,278   | 9,462   | 9,650   | 9,842   | 10,038  | 10,238  | 10,442  | 10,650  | 10,862  |
| 4     | 8,910   | 9,343   | 9,527   | 9,714   | 9,904   | 10,098  | 10,296  | 10,498  | 10,704  | 10,914  | 11,128  | 11,346  | 11,568  |
| 5     | 9,554   | 10,009  | 10,203  | 10,401  | 10,602  | 10,806  | 11,014  | 11,226  | 11,442  | 11,662  | 11,886  | 12,114  | 12,346  |
| 6     | 10,274  | 10,750  | 10,954  | 11,162  | 11,374  | 11,589  | 11,808  | 12,030  | 12,256  | 12,486  | 12,720  | 12,958  | 13,200  |
| 7     | 11,083  | 11,579  | 11,793  | 12,011  | 12,232  | 12,456  | 12,684  | 12,916  | 13,152  | 13,392  | 13,636  | 13,884  | 14,136  |
| 8     | 12,000  | 12,516  | 12,740  | 12,968  | 13,200  | 13,436  | 13,676  | 13,920  | 14,168  | 14,420  | 14,676  | 14,936  | 15,200  |
| 9     | 13,034  | 13,569  | 13,803  | 14,041  | 14,282  | 14,526  | 14,774  | 15,026  | 15,282  | 15,542  | 15,806  | 16,074  | 16,346  |
| 10    | 14,194  | 14,749  | 15,003  | 15,261  | 15,522  | 15,786  | 16,054  | 16,326  | 16,602  | 16,882  | 17,166  | 17,454  | 17,746  |
| 11    | 15,479  | 16,054  | 16,318  | 16,586  | 16,858  | 17,134  | 17,414  | 17,698  | 17,986  | 18,278  | 18,574  | 18,874  | 19,178  |
| 12    | 16,899  | 17,494  | 17,768  | 18,046  | 18,328  | 18,614  | 18,904  | 19,198  | 19,496  | 19,798  | 20,104  | 20,414  | 20,728  |
| 13    | 18,464  | 19,089  | 19,373  | 19,661  | 19,952  | 20,246  | 20,544  | 20,846  | 21,152  | 21,462  | 21,776  | 22,094  | 22,416  |
| 14    | 20,184  | 20,839  | 21,133  | 21,431  | 21,732  | 22,036  | 22,344  | 22,656  | 22,972  | 23,292  | 23,616  | 23,944  | 24,276  |
| 15    | 22,069  | 22,744  | 23,048  | 23,356  | 23,668  | 23,984  | 24,304  | 24,628  | 24,956  | 25,288  | 25,624  | 25,964  | 26,308  |
| 16    | 24,129  | 24,824  | 25,138  | 25,456  | 25,778  | 26,104  | 26,434  | 26,768  | 27,106  | 27,448  | 27,794  | 28,144  | 28,498  |
| 17    | 26,374  | 27,089  | 27,413  | 27,741  | 28,072  | 28,406  | 28,744  | 29,086  | 29,432  | 29,782  | 30,136  | 30,494  | 30,856  |
| 18    | 28,814  | 29,549  | 29,883  | 30,221  | 30,562  | 30,906  | 31,254  | 31,606  | 31,962  | 32,322  | 32,686  | 33,054  | 33,426  |
| 19    | 31,459  | 32,214  | 32,558  | 32,906  | 33,258  | 33,614  | 33,974  | 34,338  | 34,706  | 35,078  | 35,454  | 35,834  | 36,218  |
| 20    | 34,319  | 35,094  | 35,448  | 35,806  | 36,168  | 36,534  | 36,904  | 37,278  | 37,656  | 38,038  | 38,424  | 38,814  | 39,208  |
| 21    | 37,404  | 38,199  | 38,563  | 38,931  | 39,302  | 39,676  | 40,054  | 40,436  | 40,822  | 41,212  | 41,602  | 41,996  | 42,394  |
| 22    | 40,734  | 41,549  | 41,923  | 42,299  | 42,678  | 43,060  | 43,446  | 43,836  | 44,230  | 44,628  | 45,030  | 45,436  | 45,846  |
| 23    | 44,319  | 45,154  | 45,538  | 45,924  | 46,314  | 46,708  | 47,106  | 47,508  | 47,914  | 48,324  | 48,738  | 49,156  | 49,578  |
| 24    | 48,164  | 49,019  | 49,413  | 49,809  | 50,208  | 50,610  | 51,016  | 51,426  | 51,840  | 52,258  | 52,680  | 53,106  | 53,536  |
| 25    | 52,279  | 53,154  | 53,548  | 53,944  | 54,342  | 54,744  | 55,150  | 55,560  | 55,974  | 56,392  | 56,814  | 57,240  | 57,670  |

NOTE: INCLUDES  
INSURANCE.

1 Section 7. Section 2-18-312, MCA, is amended to read:  
 2 "2-18-312. Pay schedule for fiscal year 1981-1982.

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,792   | 6,867   | 7,004   | 7,144   | 7,287   | 7,433   | 7,582   | 7,734   | 7,889   | 8,047   | 8,208   | 8,372   |
| 2     | 6,846   | 7,188   | 7,332   | 7,479   | 7,629   | 7,782   | 7,938   | 8,097   | 8,259   | 8,424   | 8,592   | 8,764   | 8,939   |
| 3     | 7,300   | 7,636   | 7,840   | 7,997   | 8,157   | 8,320   | 8,486   | 8,656   | 8,829   | 9,006   | 9,186   | 9,370   | 9,557   |
| 4     | 7,835   | 8,237   | 8,392   | 8,560   | 8,731   | 8,906   | 9,084   | 9,266   | 9,451   | 9,640   | 9,833   | 10,030  | 10,231  |
| 5     | 8,405   | 8,825   | 9,002   | 9,182   | 9,366   | 9,554   | 9,744   | 9,938   | 10,136  | 10,337  | 10,541  | 10,750  | 10,974  |
| 6     | 9,020   | 9,480   | 9,670   | 9,863   | 10,060  | 10,261  | 10,466  | 10,675  | 10,889  | 11,107  | 11,329  | 11,556  | 11,787  |
| 7     | 9,700   | 10,200  | 10,410  | 10,618  | 10,830  | 11,047  | 11,269  | 11,493  | 11,723  | 11,957  | 12,196  | 12,440  | 12,689  |
| 8     | 10,466  | 10,980  | 11,203  | 11,433  | 11,668  | 11,906  | 12,148  | 12,395  | 12,647  | 12,904  | 13,166  | 13,434  | 13,707  |
| 9     | 11,294  | 11,850  | 12,096  | 12,348  | 12,606  | 12,867  | 13,134  | 13,406  | 13,683  | 13,966  | 14,254  | 14,548  | 14,847  |
| 10    | 12,201  | 12,811  | 13,067  | 13,328  | 13,595  | 13,867  | 14,144  | 14,427  | 14,716  | 15,010  | 15,310  | 15,616  | 15,928  |
| 11    | 13,193  | 13,851  | 14,128  | 14,411  | 14,699  | 14,993  | 15,293  | 15,599  | 15,911  | 16,229  | 16,554  | 16,885  | 17,223  |
| 12    | 14,290  | 15,004  | 15,294  | 15,591  | 15,892  | 16,200  | 16,515  | 16,836  | 17,164  | 17,500  | 17,843  | 18,193  | 18,550  |
| 13    | 15,483  | 16,257  | 16,562  | 16,874  | 17,192  | 17,517  | 17,849  | 18,188  | 18,534  | 18,887  | 19,247  | 19,614  | 19,987  |
| 14    | 16,852  | 17,690  | 18,016  | 18,349  | 18,689  | 19,036  | 19,390  | 19,751  | 20,119  | 20,494  | 20,876  | 21,265  | 21,661  |
| 15    | 18,304  | 19,224  | 19,571  | 19,919  | 20,269  | 20,626  | 20,990  | 21,361  | 21,739  | 22,124  | 22,516  | 22,915  | 23,321  |
| 16    | 20,006  | 21,007  | 21,427  | 21,855  | 22,292  | 22,738  | 23,194  | 23,657  | 24,127  | 24,604  | 25,088  | 25,579  | 26,077  |
| 17    | 21,748  | 22,833  | 23,290  | 23,756  | 24,230  | 24,715  | 25,209  | 25,711  | 26,221  | 26,739  | 27,264  | 27,797  | 28,337  |
| 18    | 23,683  | 24,840  | 25,313  | 25,795  | 26,287  | 26,789  | 27,300  | 27,821  | 28,351  | 28,889  | 29,436  | 29,991  | 30,553  |
| 19    | 25,773  | 27,002  | 27,493  | 27,993  | 28,502  | 29,020  | 29,547  | 30,083  | 30,628  | 31,181  | 31,742  | 32,311  | 32,888  |
| 20    | 28,074  | 29,478  | 30,000  | 30,531  | 31,071  | 31,620  | 32,178  | 32,745  | 33,321  | 33,906  | 34,500  | 35,103  | 35,715  |
| 21    | 30,608  | 32,139  | 32,782  | 33,437  | 34,104  | 34,781  | 35,468  | 36,165  | 36,872  | 37,589  | 38,316  | 39,053  | 39,800  |
| 22    | 33,387  | 35,057  | 35,766  | 36,477  | 37,200  | 37,934  | 38,678  | 39,433  | 40,198  | 40,973  | 41,758  | 42,553  | 43,358  |
| 23    | 36,423  | 38,250  | 39,014  | 39,795  | 40,591  | 41,401  | 42,224  | 43,061  | 43,912  | 44,777  | 45,656  | 46,549  | 47,456  |
| 24    | 39,770  | 41,758  | 42,556  | 43,446  | 44,348  | 45,262  | 46,189  | 47,130  | 48,085  | 49,055  | 49,940  | 50,840  | 51,755  |
| 25    | 43,440  | 45,613  | 46,525  | 47,455  | 48,404  | 49,373  | 50,362  | 51,371  | 52,391  | 53,421  | 54,471  | 55,541  | 56,631  |

NOTE:  
 INCLUDES INSURANCE.

NOTE: INCLUDES  
 INSURANCE.

| GRD | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1   | 8,434   | 8,856   | 9,033   | 9,214   | 9,398   | 9,586   | 9,778   | 9,974   | 10,173  | 10,376  | 10,584  | 10,796  | 11,012  |
| 2   | 8,913   | 9,359   | 9,546   | 9,737   | 9,932   | 10,131  | 10,333  | 10,539  | 10,749  | 10,962  | 11,178  | 11,410  | 11,638  |
| 3   | 9,405   | 9,874   | 10,108  | 10,346  | 10,588  | 10,834  | 11,084  | 11,338  | 11,596  | 11,858  | 12,124  | 12,410  | 12,698  |
| 4   | 10,005  | 10,494  | 10,746  | 10,998  | 11,254  | 11,514  | 11,778  | 12,046  | 12,318  | 12,594  | 12,874  | 13,158  | 13,446  |
| 5   | 10,630  | 11,144  | 11,412  | 11,680  | 11,952  | 12,228  | 12,508  | 12,792  | 13,080  | 13,372  | 13,668  | 13,968  | 14,272  |
| 6   | 11,280  | 11,822  | 12,102  | 12,384  | 12,670  | 12,960  | 13,254  | 13,552  | 13,854  | 14,160  | 14,470  | 14,784  | 15,102  |
| 7   | 12,000  | 12,564  | 12,852  | 13,142  | 13,436  | 13,734  | 14,036  | 14,342  | 14,652  | 14,966  | 15,284  | 15,606  | 15,932  |
| 8   | 12,800  | 13,386  | 13,686  | 13,988  | 14,294  | 14,604  | 14,918  | 15,236  | 15,558  | 15,884  | 16,214  | 16,548  | 16,886  |
| 9   | 13,680  | 14,286  | 14,598  | 14,914  | 15,234  | 15,558  | 15,886  | 16,218  | 16,554  | 16,894  | 17,238  | 17,586  | 17,938  |
| 10  | 14,640  | 15,264  | 15,586  | 15,912  | 16,242  | 16,576  | 16,914  | 17,256  | 17,602  | 17,952  | 18,306  | 18,664  | 19,026  |
| 11  | 15,680  | 16,324  | 16,656  | 16,992  | 17,332  | 17,676  | 18,024  | 18,376  | 18,732  | 19,092  | 19,456  | 19,824  | 20,196  |
| 12  | 16,800  | 17,464  | 17,806  | 18,154  | 18,506  | 18,862  | 19,222  | 19,586  | 19,954  | 20,326  | 20,702  | 21,082  | 21,466  |
| 13  | 18,000  | 18,684  | 19,036  | 19,394  | 19,756  | 20,122  | 20,492  | 20,866  | 21,244  | 21,626  | 22,012  | 22,402  | 22,796  |
| 14  | 20,000  | 20,706  | 21,072  | 21,444  | 21,822  | 22,204  | 22,590  | 22,980  | 23,374  | 23,772  | 24,174  | 24,580  | 24,990  |
| 15  | 21,700  | 22,424  | 22,802  | 23,186  | 23,574  | 23,966  | 24,362  | 24,762  | 25,166  | 25,574  | 25,986  | 26,402  | 26,822  |
| 16  | 23,600  | 24,344  | 24,732  | 25,126  | 25,524  | 25,926  | 26,332  | 26,742  | 27,156  | 27,574  | 27,996  | 28,422  | 28,852  |
| 17  | 25,600  | 26,364  | 26,762  | 27,166  | 27,574  | 27,986  | 28,402  | 28,822  | 29,246  | 29,674  | 30,106  | 30,542  | 30,982  |
| 18  | 27,800  | 28,584  | 28,992  | 29,406  | 29,824  | 30,246  | 30,672  | 31,102  | 31,536  | 31,974  | 32,416  | 32,862  | 33,312  |
| 19  | 30,200  | 31,004  | 31,422  | 31,846  | 32,274  | 32,706  | 33,142  | 33,582  | 34,026  | 34,474  | 34,926  | 35,382  | 35,842  |
| 20  | 32,800  | 33,624  | 34,052  | 34,486  | 34,924  | 35,366  | 35,812  | 36,262  | 36,716  | 37,174  | 37,636  | 38,102  | 38,572  |
| 21  | 35,600  | 36,444  | 36,892  | 37,346  | 37,804  | 38,266  | 38,732  | 39,202  | 39,676  | 40,154  | 40,636  | 41,122  | 41,612  |
| 22  | 38,600  | 39,464  | 39,932  | 40,406  | 40,884  | 41,366  | 41,852  | 42,342  | 42,836  | 43,334  | 43,836  | 44,342  | 44,852  |
| 23  | 41,800  | 42,684  | 43,172  | 43,666  | 44,164  | 44,666  | 45,172  | 45,682  | 46,196  | 46,714  | 47,236  | 47,762  | 48,292  |
| 24  | 45,200  | 46,104  | 46,612  | 47,126  | 47,644  | 48,166  | 48,692  | 49,222  | 49,754  | 50,290  | 50,830  | 51,374  | 51,922  |
| 25  | 48,800  | 49,724  | 50,252  | 50,786  | 51,324  | 51,866  | 52,412  | 52,962  | 53,514  | 54,070  | 54,630  | 55,194  | 55,762  |

1 Section 8. Section 2-18-313, MCA, is amended to read:  
 2 "2-18-313. Pay schedules for institutional teachers.  
 3 (1) Teacher pay schedule for fiscal year ~~1980~~ 1982:  
 4 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.  
 5 (Grade) (Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)  
 6 0---10,250---10,577---10,915---11,079---11,243-----11,502  
 7 1---10,635---11,001---11,368---11,456---11,735-----12,102  
 8 2---11,021---11,427---11,822---12,025---12,227-----12,624  
 9 3---11,407---11,851---12,275---12,498---12,719-----13,145  
 10 4---11,793---12,275---12,729---12,971---13,211-----13,665  
 11 5---12,179---12,700---13,183---13,444---13,703-----14,187  
 12 6---12,564---13,124---13,637---13,915---14,195-----14,708  
 13 7---12,950---13,550---14,089---14,388---14,687-----15,229  
 14 8---13,336---13,974---14,543---14,861---15,181-----15,750  
 15 9---13,724---14,399---14,997---15,335---15,673-----16,271  
 16 0 11,863 12,238 12,624 12,811 12,998 13,384  
 17 1 12,304 12,723 13,142 13,351 13,561 13,979  
 18 2 12,745 13,208 13,660 13,891 14,123 14,575  
 19 3 13,186 13,693 14,178 14,431 14,685 15,170  
 20 4 13,627 14,178 14,696 14,971 15,247 15,765  
 21 5 14,068 14,663 15,214 15,512 15,809 16,360  
 22 6 14,509 15,148 15,732 16,052 16,371 16,956  
 23 7 14,949 15,633 16,250 16,592 16,934 17,551  
 24 8 15,390 16,118 16,768 17,132 17,496 18,146  
 25 9 15,831 16,603 17,286 17,672 18,058 18,741

1 10 16,272 17,088 17,804 18,212 18,620 19,337  
 2 (2) Teacher pay schedule for fiscal year ~~1981~~ 1983:  
 3 Experience BA BA+1qtr. BA+2qtr. 5th Year MA MA+1qtr.  
 4 (Grade) (Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)  
 5 0---11,070---11,420---11,703---11,959---12,135---12,311  
 6 1---11,403---11,875---12,269---12,363---12,662---13,056  
 7 2---11,897---12,332---12,756---12,973---13,190---13,616  
 8 3---12,311---12,707---13,241---13,401---13,710---14,175  
 9 4---12,724---13,241---13,720---13,908---14,245---14,732  
 10 5---13,130---13,697---14,215---14,495---14,773---15,292  
 11 6---13,551---14,152---14,702---15,000---15,301---15,851  
 12 7---13,965---14,609---15,187---15,500---15,820---16,410  
 13 8---14,379---15,064---15,674---16,015---16,350---16,960  
 14 9---14,795---15,519---16,161---16,523---16,806---17,527  
 15 10---15,208---15,974---16,705---17,031---17,413---18,006  
 16 0 12,699 13,098 13,509 13,709 13,908 14,319  
 17 1 13,169 13,615 14,061 14,284 14,507 14,953  
 18 2 13,638 14,131 14,612 14,859 15,105 15,587  
 19 3 14,108 14,648 15,164 15,434 15,704 16,221  
 20 4 14,577 15,164 15,716 16,002 16,303 16,855  
 21 5 15,047 15,681 16,268 16,585 16,902 17,489  
 22 6 15,516 16,197 16,819 17,160 17,500 18,122  
 23 7 15,986 16,714 17,371 17,735 18,099 18,756  
 24 8 16,455 17,230 17,923 18,310 18,698 19,390  
 25 9 16,925 17,747 18,475 18,885 19,296 20,024

1 10 17,325 18,263 19,026 19,461 19,895 20,658

2 Section 9. Section 2-18-314, MCA, is amended to read:

3 \*2-18-314. Pay schedules for liquor store occupations.

4 (1) Liquor store pay schedule for fiscal year 1980 1982:

| 5  | Grade | \$/Hour     |
|----|-------|-------------|
| 6  | L1    | 4,533 0.000 |
| 7  | L2    | 4,893 5.242 |
| 8  | L3    | 5,263 6.367 |
| 9  | L4    | 5,468 6,598 |
| 10 | L5    | 5,683 6,842 |
| 11 | L6    | 6,133 7,350 |
| 12 | L7    | 6,623 7,904 |
| 13 | L8    | 7,173 8,525 |

14 (2) Liquor store pay schedule for fiscal year 1981

15 1982:

| 16 | Grade | \$/Hour     |
|----|-------|-------------|
| 17 | L1    | 4,893 0.000 |
| 18 | L2    | 5,253 6,728 |
| 19 | L3    | 5,623 7,200 |
| 20 | L4    | 5,828 7,462 |
| 21 | L5    | 6,043 7,736 |
| 22 | L6    | 6,493 8,311 |
| 23 | L7    | 6,983 8,937 |
| 24 | L8    | 7,533 9,639 |

25 Section 10. Section 2-18-315, MCA, is amended to read:

1 \*2-18-315. Pay schedules for blue-collar occupations.

2 (1) Blue-collar pay schedule for fiscal year 1980 1982:

| 3  | Grade | \$/Hour      |
|----|-------|--------------|
| 4  | B1    | 5,036 5,204  |
| 5  | B2    | 5,364 6,204  |
| 6  | B3    | 5,692 6,704  |
| 7  | B4    | 6,020 7,104  |
| 8  | B5    | 6,348 7,504  |
| 9  | B6    | 6,676 7,904  |
| 10 | B7    | 7,004 8,304  |
| 11 | B8    | 7,332 8,704  |
| 12 | B9    | 7,660 9,104  |
| 13 | B10   | 7,988 9,504  |
| 14 | B11   | 8,316 9,904  |
| 15 | B12   | 8,644 10,304 |
| 16 | B00** | 8,972 10,704 |

17 (2) Blue-collar pay schedule for fiscal year 1981

18 1982:

| 19 | Grade | \$/Hour     |
|----|-------|-------------|
| 20 | B1    | 5,363 6,892 |
| 21 | B2    | 5,691 7,292 |
| 22 | B3    | 6,019 7,692 |
| 23 | B4    | 6,347 8,092 |
| 24 | B5    | 6,675 8,492 |
| 25 | B6    | 7,003 8,892 |

|   |       |       |        |
|---|-------|-------|--------|
| 1 | B7    | 7.931 | 9.292  |
| 2 | B8    | 7.659 | 9.692  |
| 3 | B9    | 7.987 | 10.092 |
| 4 | B10   | 8.315 | 10.492 |
| 5 | B11   | 8.643 | 10.892 |
| 6 | B12   | 8.971 | 11.292 |
| 7 | B00** | 9.299 | 11.692 |

8 ~~Up to \$631 of the hourly increase granted above for fiscal~~  
 9 ~~year 1981 shall not be granted to an employee to the extent~~  
 10 ~~that the employee would receive a rate, commonly called a~~  
 11 ~~red-circled rate, exceeding the above listed rates due to~~  
 12 ~~the fact that such employee, at the time the blue-collar~~  
 13 ~~plan was originally implemented, was paid at a rate greater~~  
 14 ~~than the standard blue-collar rate for his classification.~~  
 15 (3) ~~In recognition that the blue-collar employee~~  
 16 ~~classes in the university system have been paid at rates~~  
 17 ~~higher than employees in the blue-collar classes in the~~  
 18 ~~executive branch, it is the intent of the legislature during~~  
 19 ~~the next biennium that the board of regents seek wage~~  
 20 ~~settlements which reduce the current wage disparities or~~  
 21 ~~provide wages equal to those of employees in the executive~~  
 22 ~~branch."~~

23 Section 11. Section 2-18-701, MCA, is amended to read:  
 24 "2-18-701. Definitions. In this part, as it applies to  
 25 a person employed in the executive, judicial, or legislative

1 branches of state government, "employee" means:

2 (1) a permanent full-time employee defined in  
 3 2-18-601;

4 (2) a part-time permanent employee, as defined in  
 5 2-18-601, who is scheduled to work a regular schedule of 20  
 6 hours or more a week;

7 (3) a seasonal employee, as defined in 2-18-601, who  
 8 is scheduled to work 6 months or more a year;

9 (4) elected officials;

10 (5) officers and permanent employees of the  
 11 legislative branch;

12 (6) judges and permanent employees of the judicial  
 13 branch; and

14 (7) academic, professional, and administrative  
 15 personnel having individual contracts under the authority of  
 16 the board of regents of higher education or the state board  
 17 of public education; and

18 (8) temporary employees as defined in 2-18-601 who are  
 19 scheduled to work more than 6 months a year or who work for  
 20 a continuous period of more than 6 months."

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

22 "2-18-702. Group insurance for public employees and  
 23 officers. (1) All counties, cities, towns, school districts,  
 24 and the board of regents shall upon approval by two-thirds  
 25 vote of their respective officers and employees enter into

1 group hospitalization, medical, health, including long-term  
2 disability, accident, and/or group life insurance contracts  
3 or plans for the benefit of their officers and employees and  
4 their dependents.

5 (2) State employees and elected officials, as defined  
6 in ~~2-18-809~~ 2-18-701, may participate in such state employee  
7 group benefit plans as are provided for under part 8 of this  
8 chapter.

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

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

23 Section 13. Section 2-18-703, MCA, is amended to read:  
24 "2-18-703. Contributions. (1) Each agency as defined  
25 in 2-18-601 shall contribute the amount specified in this

1 section towards the group benefits cost.

2 (2) For employees defined in 2-18-701 other than  
3 members of collective bargaining units, and for members of  
4 the legislature, the employer contribution for group  
5 benefits shall be ~~\$50~~ \$70 per month for the fiscal year  
6 ending June 30, ~~1980~~ 1982, and ~~\$60~~ \$80 per month for each  
7 fiscal year thereafter. Permanent part-time employees who  
8 are regularly scheduled to work less than 20 hours a week  
9 are not eligible for the group benefit contribution. An  
10 employee who elects not to be covered by a state-sponsored  
11 group benefit plan may not receive the state contribution as  
12 wages.

13 (3) For employees of elementary and high school  
14 districts and of local government units, the employer's  
15 premium contributions may exceed but may not be less than  
16 \$10 per month.

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

22 Section 14. Appropriation. (1) There is appropriated  
23 to the various state agencies listed in this section the  
24 money necessary to carry out the provisions of this act.  
25 The appropriations listed in this section are subject to the

1 limitations, definitions, and provisions contained in the  
 2 general appropriation act of 1981. No agency may exceed the  
 3 appropriation listed in this section when carrying out the  
 4 provisions of this act unless a budget amendment authorizing  
 5 such an expenditure has been approved by an appropriate  
 6 authority.

7 (2) The following money is appropriated to the listed  
 8 agencies.

|   | Fiscal Year 1982 |                    | Fiscal Year 1983 |                    |
|---|------------------|--------------------|------------------|--------------------|
|   | General          | Other              | General          | Other              |
|   | Fund             | Appropriated Funds | Fund             | Appropriated Funds |
| 13 JUDICIARY                            |                  |                    |                  |                    |
| 14                                      | 229,812          | 29,277             | 489,195          | 62,321             |
| 15 GOVERNOR'S OFFICE                    |                  |                    |                  |                    |
| 16                                      | 181,105          |                    | 403,999          |                    |
| 17 SECRETARY OF STATE                   |                  |                    |                  |                    |
| 18                                      | 55,668           |                    | 129,357          |                    |
| 19 COMMISSIONER OF CAMPAIGN PRACTICES   |                  |                    |                  |                    |
| 20                                      | 10,496           |                    | 22,591           |                    |
| 21 STATE AUDITOR'S OFFICE               |                  |                    |                  |                    |
| 22                                      | 104,307          |                    | 233,313          |                    |
| 23 SUPERINTENDENT OF PUBLIC INSTRUCTION |                  |                    |                  |                    |
| 24                                      | 178,167          | 182,281            | 388,247          | 394,526            |
| 25 CRIME CONTROL DIVISION               |                  |                    |                  |                    |

|  |           |         |           |           |
|--|-----------|---------|-----------|-----------|
| 1  | 12,925    | 40,329  | 27,664    | 86,324    |
| 2 DEPARTMENT OF JUSTICE                              |           |         |           |           |
| 3  | 173,616   | 862,277 | 380,462   | 1,891,383 |
| 4 DEPARTMENT OF PUBLIC SERVICE REGULATION            |           |         |           |           |
| 5  | 90,345    | 1,679   | 202,365   | 3,778     |
| 6 BOARD OF PUBLIC EDUCATION                          |           |         |           |           |
| 7  | 15,973    | 1,889   | 34,729    | 4,151     |
| 8 SCHOOL FOR THE DEAF AND BLIND                      |           |         |           |           |
| 9  | 155,751   |         | 367,344   |           |
| 10 MONTANA ARTS COUNCIL                              |           |         |           |           |
| 11   | 4,507     | 4,506   | 9,715     | 9,711     |
| 12 MONTANA STATE LIBRARY                             |           |         |           |           |
| 13   | 33,760    | 13,792  | 75,418    | 29,491    |
| 14 MONTANA ADVISORY COUNCIL FOR VOCATIONAL EDUCATION |           |         |           |           |
| 15   |           | 4,273   |           | 9,181     |
| 16 MONTANA HISTORICAL SOCIETY                        |           |         |           |           |
| 17   | 58,457    | 20,262  | 121,264   | 42,721    |
| 18 MONTANA UNIVERSITY SYSTEM UNITS                   |           |         |           |           |
| 19 Commissioner of Higher Education                  |           |         |           |           |
| 20   | 35,557    | 1,553   | 87,909    | 3,733     |
| 21 University of Montana                             |           |         |           |           |
| 22   | 2,085,800 |         | 4,417,939 |           |
| 23 Montana State University                          |           |         |           |           |
| 24   | 2,777,320 |         | 5,848,835 |           |
| 25 Montana College of Mineral Science and Technology |           |         |           |           |

|    |   |           |           |           |
|----|---|-----------|-----------|-----------|
| 1  | 419,418   |           | 894,081   |           |
| 2  | Eastern Montana College                         |           |           |           |
| 3  | 708,932   |           | 1,491,774 |           |
| 4  | Northern Montana College                        |           |           |           |
| 5  | 377,907   |           | 798,365   |           |
| 6  | Western Montana College                         |           |           |           |
| 7  | 215,875   |           | 455,674   |           |
| 8  | Bureau of Mines                                 |           |           |           |
| 9  | 90,786  |           | 191,629   |           |
| 10 | Agricultural Experiment Station                 |           |           |           |
| 11 | 515,822   |           | 1,088,870 |           |
| 12 | Cooperative Extension Service                   |           |           |           |
| 13 | 263,586   |           | 557,034   |           |
| 14 | Forestry and Conservation Experiment Station    |           |           |           |
| 15 | 38,787  |           | 105,363   |           |
| 16 | DEPARTMENT OF FISH AND GAME                     |           |           |           |
| 17 | 43,735  | 875,890   | 84,501    | 1,916,784 |
| 18 | DEPARTMENT OF HEALTH AND ENVIRONMENTAL SCIENCES |           |           |           |
| 19 | 243,701   | 451,520   | 520,653   | 946,541   |
| 20 | DEPARTMENT OF HIGHWAYS                          |           |           |           |
| 21 | 6,207   | 4,758,824 | 13,375    | 9,837,480 |
| 22 | DEPARTMENT OF STATE LANDS                       |           |           |           |
| 23 | 85,887  | 54,190    | 205,387   | 123,569   |
| 24 | DEPARTMENT OF LIVESTOCK                         |           |           |           |
| 25 | 42,994  | 230,919   | 92,999    | 493,121   |

|    |  |           |         |           |
|----|--|-----------|---------|-----------|
| 1  | DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION |           |         |           |
| 2  |  | 542,031   | 388,204 | 1,284,843 |
| 3  | DEPARTMENT OF REVENUE                            |           |         |           |
| 4  |  | 1,176,395 | 645,403 | 2,537,671 |
| 5  | DEPARTMENT OF ADMINISTRATION                     |           |         |           |
| 6  |  | 247,754   | 678,571 | 556,484   |
| 7  | DEPARTMENT OF AGRICULTURE                        |           |         |           |
| 8  |  | 84,134    | 108,783 | 183,943   |
| 9  | DEPARTMENT OF BUSINESS REGULATION                |           |         |           |
| 10 |  | 94,195    | 22,700  | 206,612   |
| 11 | DEPARTMENT OF INSTITUTIONS                       |           |         |           |
| 12 |  | 353,264   | 57,136  | 745,281   |
| 13 | Coulter River School and Hospital                |           |         |           |
| 14 |  | 825,443   | 5,772   | 2,029,995 |
| 15 | Center for the Aged                              |           |         |           |
| 16 |  | 177,260   |         | 398,684   |
| 17 | Eastmont Training Center                         |           |         |           |
| 18 |  | 152,613   | 4,679   | 328,199   |
| 19 | Salen State Hospital                             |           |         |           |
| 20 |  | 571,145   | 3,339   | 1,212,414 |
| 21 | Mountain View School                             |           |         |           |
| 22 |  | 129,002   | 3,993   | 266,334   |
| 23 | Pine Hills School                                |           |         |           |
| 24 |  | 217,386   | 8,992   | 470,749   |
| 25 | Montana State Prison                             |           |         |           |



|    |   |           |           |           |
|----|---|-----------|-----------|-----------|
| 1  | 458,836   | 42,632    | 1,050,928 | 91,373    |
| 2  | Swan River Youth Forest Camp                          |           |           |           |
| 3  | 47,561  | 2,099     | 106,559   | 4,702     |
| 4  | Montana Veterans' Home                                |           |           |           |
| 5  | 85,535  |           | 232,545   |           |
| 6  | Warm Springs State Hospital                           |           |           |           |
| 7  | 1,011,008   | 6,711     | 2,247,355 | 14,885    |
| 8  | Board of Pardons                                      |           |           |           |
| 9  | 7,689   |           | 17,498    |           |
| 10 | DEPARTMENT OF COMMUNITY AFFAIRS                       |           |           |           |
| 11 | 131,092   | 179,903   | 286,767   | 424,705   |
| 12 | DEPARTMENT OF LABOR AND INDUSTRY                      |           |           |           |
| 13 | Labor Standards Division                              |           |           |           |
| 14 | 69,818  | 81,687    | 150,477   | 208,933   |
| 15 | Employment Security Division                          |           |           |           |
| 16 |   | 1,355,276 |           | 3,040,665 |
| 17 | Workers' Compensation Division                        |           |           |           |
| 18 |   | 315,712   |           | 726,749   |
| 19 | DEPARTMENT OF MILITARY AFFAIRS                        |           |           |           |
| 20 | Adjutant General                                      |           |           |           |
| 21 | 35,445  | 32,523    | 77,216    | 70,680    |
| 22 | Disaster and Emergency Services                       |           |           |           |
| 23 | 14,224  | 24,041    | 30,644    | 51,789    |
| 24 | DEPARTMENT OF PROFESSIONAL AND OCCUPATIONAL LICENSING |           |           |           |
| 25 |   | 72,107    |           | 159,813   |

|    |  |            |            |            |
|----|--|------------|------------|------------|
| 1  | DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES             |            |            |            |
| 2  | 1,155,887  | 306,623    | 2,490,215  | 779,159    |
| 3  | STATE TOTALS   |            |            |            |
| 4  | 16,845,920   | 11,880,407 | 36,651,464 | 25,883,013 |
| 5  | (3) There is appropriated to the office of budget and        |            |            |            |
| 6  | program planning \$1,250,000 from the general fund and       |            |            |            |
| 7  | \$250,000 from other funds for the biennium ending June 30,  |            |            |            |
| 8  | 1983, for shift differential payments that may be adopted    |            |            |            |
| 9  | after adjournment of the legislature through collective      |            |            |            |
| 10 | bargaining agreements or extension of similar provisions to  |            |            |            |
| 11 | unorganized employees in executive branch agencies not       |            |            |            |
| 12 | including units of the university system,                    |            |            |            |
| 13 | vocational-technical centers, and community colleges.        |            |            |            |
| 14 | (4) There is appropriated to the office of budget and        |            |            |            |
| 15 | program planning \$400,000 for the fiscal year ending June   |            |            |            |
| 16 | 30, 1982, and \$450,000 for the fiscal year ending June 30,  |            |            |            |
| 17 | 1983, from the general fund to bring certain critical        |            |            |            |
| 18 | classes in the executive branch not including the university |            |            |            |
| 19 | system units, vocational-technical centers, and community    |            |            |            |
| 20 | colleges to a comparable level with the labor market.        |            |            |            |
| 21 | (5) There is appropriated to the department of               |            |            |            |
| 22 | administration \$150,000 from the general fund for the       |            |            |            |
| 23 | biennium ending June 30, 1983. It is the intent of the       |            |            |            |
| 24 | legislature that this money be used for the purpose of       |            |            |            |
| 25 | funding a commission to study and make recommendations for   |            |            |            |

LC 1343/01

1 change in the personnel and labor relations programs in  
2 Montana. Further, it is the intent of the legislature that  
3 members of the commission be selected from a diverse group  
4 that adequately represents the interests of the general  
5 public, labor, the legislature, and the executive branch.

6 Section 15. Reversion of funds. Appropriated funds not  
7 spent at the end of the fiscal year shall revert to the fund  
8 from which appropriated.

9 Section 16. Codification instruction. Section 5 is  
10 intended to be codified as an integral part of Title 2,  
11 chapter 18.

12 Section 17. Effective date. Section 2 is effective on  
13 passage and approval.

-End-

App. by the Select Comm.  
on Employee Comp.

1 HOUSE BILL NO. 840

2 INTRODUCED BY BARDANOUVE, VAN VALKENBURG

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

4  
5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE  
6 COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE  
7 CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES  
8 FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS  
9 THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR  
10 RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203,  
11 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701  
12 THROUGH 2-18-703, MCA; AND PROVIDING AN-IMMEDIATE EFFECTIVE  
13 DATE DATES."

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

16 Section 1. Section 2-18-101, MCA, is amended to read:

17 "2-18-101. Definitions. As used in parts 1 through 3  
18 and part 10 of this chapter, the following definitions  
19 apply:

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

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

25 (3) "Class" means one or more positions substantially

1 similar with respect to the kind or nature of duties  
2 performed, responsibility assumed, and level of difficulty  
3 so that the same descriptive title may be used to designate  
4 each position allocated to the class, similar qualifications  
5 may be required of persons appointed to the positions in the  
6 class, and the same pay rate or pay grade may be applied  
7 with equity.

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

13 (5) "Compensation" means the annual or hourly wage  
14 or salary and includes the state contribution to group  
15 benefits under provisions of 2-18-703.

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

18 (7) Except in 2-18-306, "employee" means any state  
19 employee other than an employee excepted under 2-18-103 or  
20 2-18-104 from the statewide classification system.

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

23 (9) "Permanent position" means a position so  
24 designated on the appropriate agency list of authorized  
25 positions referenced in 2-18-206 and approved as such in the

1 biennium budget.

2 ~~(6)~~(10) "Permanent status" means the state an employee  
3 attains after satisfactorily completing an appropriate  
4 probationary period in a permanent position.

5 ~~(7)~~(11) "Personal staff" means those positions occupied  
6 by employees appointed by the elected officials enumerated  
7 in Article VI, section 1, of the Montana constitution or by  
8 the public service commission as a whole.

9 ~~(8)~~(12) "Position" means a collection of duties and  
10 responsibilities currently assigned or delegated by  
11 competent authority, requiring the full-time, part-time, or  
12 intermittent employment of one person.

13 ~~(9)~~(13) "Program" means a combination of planned  
14 efforts to provide a service.

15 ~~(10)~~(14) "Seasonal position" means a position so  
16 designated on the appropriate agency list of authorized  
17 positions referenced in 2-18-206 and which is a permanent  
18 position but which is interrupted by the seasonal nature of  
19 the position.

20 ~~(11)~~(15) "Temporary position" means a position so  
21 designated on the appropriate agency list of authorized  
22 positions referenced in 2-18-206, created for a definite  
23 period of time not to exceed 9 months."

24 Section 2. Section 2-18-203, MCA, is amended to read:  
25 "2-18-203. Review of positions -- change in

1 classification. (1) The department shall continuously review  
2 all positions on a regular basis and adjust classifications  
3 to reflect significant changes in duties and  
4 responsibilities. In the event adjustments are to be made to  
5 the classification specifications or criteria utilized for  
6 allocating positions in the classification specifications  
7 affecting employees within a bargaining unit, the department  
8 shall consult with the representative of the bargaining unit  
9 prior to implementation of the adjustments, except for blue  
10 collar, teachers, and liquor store clerks classification  
11 plans, which shall remain mandatory negotiable items under  
12 the Collective Bargaining Act.

13 (2) Employees and employee organizations will be given  
14 the opportunity to appeal ~~any changes in classifications or~~  
15 ~~positions the allocation or reallocation of a position to a~~  
16 ~~class. The grade assigned to a class is not an appealable~~  
17 ~~subject under 2-18-1011 through 2-18-1013.~~

18 (3) The period of time for which retroactive pay for a  
19 classification ~~or position~~ appeal may be awarded under parts  
20 1 through 3 of this chapter or under 2-18-1011 through  
21 2-18-1013 may not extend beyond 30 days prior to the date  
22 the appeal was filed. This provision shall not affect a  
23 classification or position appeal already in process on  
24 ~~April 26, 1977 [the effective date of this section]~~ APRIL  
25 26, 1977."

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

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

7 (2) It is the intent of the legislature that, for the  
8 biennium ending June 30, ~~1981~~ 1983, the:

9 (a) pay schedules provided for in 2-18-311 through  
10 2-18-315 supersede any other plan or systems established  
11 through collective bargaining after the adjournment of the  
12 46th 47th legislature;

13 (b) pay levels provided for in 2-18-311 through  
14 2-18-315 may not be increased through collective bargaining  
15 after adjournment of the 46th 47th legislature; and

16 (c) total funds required to implement the pay  
17 schedules provided for in 2-18-311 through 2-18-315 for any  
18 employee group or bargaining unit may not be increased  
19 through collective bargaining over the amount appropriated  
20 by the 46th 47th legislature.

21 (3) 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 (4) The department may promulgate rules not

1 inconsistent with the provisions of this part, collective  
2 bargaining statutes, or negotiated contracts to carry out  
3 the purposes of this part."

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

5 "2-18-303. Procedures for utilizing pay schedules. (1)  
6 The pay schedules provided in 2-18-311 and 2-18-312 shall be  
7 implemented as follows:

8 (a) The pay schedule SCHEDULES provided in 2-18-311  
9 indicates INDICATE the annual compensation for the fiscal  
10 year ending June 30, ~~1980~~ 1982, for each grade and step for  
11 positions classified under the provisions of part 2 of this  
12 chapter.

13 (b) The pay schedule SCHEDULES provided in 2-18-312  
14 indicates INDICATE the annual compensation for the fiscal  
15 year ending June 30, ~~1981~~ 1983, for each grade and step for  
16 positions classified under the provisions of part 2 of this  
17 chapter.

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

23 (d) (i) The compensation of each employee on the first  
24 day of the first pay period in fiscal year ~~1980~~ 1982 shall  
25 be that amount which corresponds to the grade and step

1 occupied on the last day of the preceding fiscal year of  
2 ~~1979~~ 1981.

3 (ii) The compensation of each employee on the first day  
4 of the first pay period in fiscal year ~~1981~~ 1983 shall be  
5 that amount which corresponds to the grade and step occupied  
6 on the last day of the fiscal year ~~1980~~ 1982.

7 (iii) In compliance with rules adopted to implement  
8 this part, each employee is eligible on his anniversary date  
9 to advance one step in the pay matrix each fiscal year.  
10 However, if the employee's anniversary date falls between  
11 (inclusive) July 1 and the first day of the first pay period  
12 of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be,  
13 he will advance one step on the first day of that pay  
14 period.

15 (2) The pay schedules provided in 2-18-311 and  
16 2-18-312 and the provisions of subsection (1) of this  
17 section do not apply to those institutional teachers, liquor  
18 store occupations, or blue-collar occupations compensated  
19 under the pay schedules provided in 2-18-313, 2-18-314, or  
20 2-18-315.

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

23 (a) (i) The pay schedules provided in 2-18-313  
24 indicate the annual compensation for the contracted school  
25 term for teachers employed by institutions under the

1 authority of the department of institutions for fiscal years  
2 ~~1980~~ 1982 and ~~1981~~ 1983.

3 (ii) The compensation of each teacher on the first day  
4 of the first pay period in July, ~~1980~~ 1981, shall be that  
5 amount which corresponds to his level of academic  
6 achievement and the next highest grade step from that  
7 occupied on June 30, ~~1979~~ 1981.

8 (iii) The compensation of each teacher on the first day  
9 of the first pay period in July, ~~1981~~ 1982, shall be that  
10 amount which corresponds to his level of achievement and the  
11 next highest grade step from that occupied on June 30, ~~1980~~  
12 1982.

13 (b) (i) The pay schedules provided in 2-18-314  
14 indicate the maximum hourly compensation for fiscal years  
15 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those  
16 employees in liquor store occupations who have collectively  
17 bargained separate classification and pay plans.

18 (ii) The compensation of each employee on the first day  
19 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
20 1983, as the case may be, shall be that amount which  
21 corresponds to that grade occupied on the last day of the  
22 preceding fiscal year.

23 (c) (i) The pay schedules provided in 2-18-315  
24 indicate the maximum hourly compensation for fiscal years  
25 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for

1 employees in apprentice trades and crafts and other  
2 blue-collar occupations recognized in the state blue-collar  
3 classification plan who are members of units that have  
4 collectively bargained separate classification and pay  
5 plans.

6 (ii) The compensation of each employee on the first day  
7 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
8 1983, as the case may be, shall be that amount which  
9 corresponds to that grade occupied on the last day of the  
10 preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive  
12 the amounts indicated in the respective pay schedules  
13 provided in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314, or~~  
14 through 2-18-315 until the bargaining unit of which he is a  
15 member ratifies a completely integrated collective  
16 bargaining agreement covering the biennium ending June 30,  
17 ~~1981~~ 1983.

18 (ii) In the event that negotiation and ratification of  
19 a completely integrated collective bargaining agreement as  
20 required by subsection (4)(a)(i) of this section are not  
21 completed by July 1, ~~1979~~ 1981, retroactivity to that date  
22 may be negotiated.

23 (iii) In the event that negotiation and ratification of  
24 a completely integrated collective bargaining agreement as  
25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, ~~1979~~ 1981, members of the bargaining  
2 unit involved will continue to receive the compensation they  
3 were receiving as of June 30, ~~1979~~ 1981.

4 (b) Methods of administration not inconsistent with  
5 the purpose of this part and necessary to properly implement  
6 the pay schedules provided in ~~2-18-313, 2-18-314, or~~ through  
7 ~~2-18-315~~ may be provided for in collective bargaining  
8 agreements.

9 (5) The current wage or salary of an employee shall  
10 not be reduced by the implementation of the pay schedules  
11 provided for in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314,~~  
12 or through 2-18-315.

13 (6) The department may authorize a separate pay  
14 schedule for medical doctors if the rates provided in  
15 2-18-311 and 2-18-312 are not sufficient to attract and  
16 retain fully licensed and qualified physicians at the state  
17 institutions.

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

24 ~~NEW SECTION--Section 5--Management--and--senior~~  
25 ~~professional--service--employee-self-development--(1)--The~~

1 department shall develop a program that is designed to  
 2 increase the professional skills of employees in management  
 3 and senior professional positions classified according to  
 4 the provisions of part 2 of this chapter. The program must  
 5 be directed to:

6 (a) identifying, retaining, and attracting highly  
 7 qualified and motivated employees in managerial and senior  
 8 professional occupations;

9 (b) providing outstanding employees a broad  
 10 opportunity for career growth; and

11 (c) providing for the mobility of such employees among  
 12 agencies whenever this would be to the advantage of the  
 13 state and would make the most beneficial use of an  
 14 individual's managerial and professional skills.

15 (2) Employees in positions classified as management  
 16 under part 2 of this chapter are excluded from bargaining  
 17 units established under the provisions of Title 39.

18 (3) In assigning salary grades to management and  
 19 senior professional classes, the department shall use an  
 20 objective classification methodology that takes into  
 21 consideration the nature of work, the level of  
 22 responsibility, and accountability of positions.

23 (4) All salary increases within salary grades or  
 24 promotions or demotions for employees in management or  
 25 senior professional positions must be according to a

1 uniform, objective, result-oriented performance evaluation  
 2 program established by the department. The department shall  
 3 adopt pay rates related to job performance that govern the  
 4 amount and timing of the step increases. Each agency head  
 5 shall ensure that each employee in a management or senior  
 6 professional position is evaluated and counseled at least  
 7 once a year on work performance. The total number of the  
 8 step increases granted for all management and senior  
 9 professional employees may not exceed the total number of  
 10 the step increases that would be granted if the automatic  
 11 step increases provided in 2-18-303 were extended to cover  
 12 this group.

13 (5) Agency heads are responsible for planning,  
 14 budgeting, and evaluating job-related training programs  
 15 within their agency. Agency heads shall foster employee  
 16 self-development by encouraging all employees to take  
 17 advantage of opportunities for job-related training and  
 18 self-study. The department shall, within the limits of its  
 19 capabilities, assist agency heads in carrying out this  
 20 responsibility by providing job-related training courses and  
 21 self-study programs and making them available to employees.

22 Section 5. Section 2-18-311, MCA, is amended to read:  
 23 "2-18-311. Pay schedule SCHEDULES for fiscal year 1986  
 24 1987.



| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 5,892   | 6,186   | 6,310   | 6,436   | 6,565   | 6,696   | 6,830   | 6,967   | 7,106   | 7,246   | 7,389   | 7,541   | 7,692   |
| 2     | 6,313   | 6,623   | 6,762   | 6,897   | 7,035   | 7,176   | 7,320   | 7,466   | 7,615   | 7,767   | 7,922   | 8,080   | 8,242   |
| 3     | 6,774   | 7,112   | 7,254   | 7,395   | 7,541   | 7,693   | 7,852   | 8,009   | 8,169   | 8,332   | 8,499   | 8,669   | 8,842   |
| 4     | 7,274   | 7,636   | 7,791   | 7,947   | 8,106   | 8,269   | 8,433   | 8,602   | 8,774   | 8,949   | 9,126   | 9,311   | 9,497   |
| 5     | 7,826   | 8,219   | 8,383   | 8,551   | 8,722   | 8,896   | 9,074   | 9,255   | 9,440   | 9,629   | 9,822   | 10,018  | 10,218  |
| 6     | 8,433   | 8,855   | 9,032   | 9,213   | 9,397   | 9,585   | 9,777   | 9,970   | 10,172  | 10,376  | 10,583  | 10,795  | 11,011  |
| 7     | 9,104   | 9,559   | 9,750   | 9,945   | 10,144  | 10,347  | 10,554  | 10,765  | 10,980  | 11,200  | 11,424  | 11,652  | 11,885  |
| 8     | 9,829   | 10,320  | 10,526  | 10,737  | 10,952  | 11,171  | 11,394  | 11,622  | 11,854  | 12,091  | 12,333  | 12,580  | 12,832  |
| 9     | 10,602  | 11,164  | 11,387  | 11,615  | 11,847  | 12,084  | 12,326  | 12,573  | 12,824  | 13,080  | 13,341  | 13,607  | 13,878  |
| 10    | 11,513  | 12,099  | 12,331  | 12,578  | 12,830  | 13,087  | 13,349  | 13,616  | 13,888  | 14,166  | 14,449  | 14,738  | 15,032  |
| 11    | 12,474  | 13,090  | 13,330  | 13,577  | 13,830  | 14,179  | 14,452  | 14,751  | 15,046  | 15,347  | 15,654  | 15,967  | 16,286  |
| 12    | 13,541  | 14,210  | 14,502  | 14,799  | 15,098  | 15,399  | 15,698  | 16,012  | 16,332  | 16,658  | 16,990  | 17,322  | 17,670  |
| 13    | 14,899  | 15,434  | 15,749  | 16,066  | 16,379  | 16,707  | 17,041  | 17,382  | 17,730  | 18,086  | 18,447  | 18,816  | 19,192  |
| 14    | 16,449  | 16,945  | 17,121  | 17,595  | 17,876  | 18,254  | 18,639  | 19,023  | 19,414  | 19,812  | 20,217  | 20,630  | 21,051  |
| 15    | 17,145  | 18,017  | 18,264  | 18,658  | 19,038  | 19,424  | 19,816  | 20,214  | 20,619  | 21,032  | 21,452  | 21,879  | 22,314  |
| 16    | 18,990  | 19,942  | 20,041  | 20,746  | 21,163  | 21,596  | 22,019  | 22,463  | 22,900  | 23,354  | 23,814  | 24,281  | 24,756  |
| 17    | 20,674  | 21,768  | 22,148  | 22,666  | 23,097  | 23,497  | 23,967  | 24,447  | 24,936  | 25,435  | 25,943  | 26,462  | 26,991  |
| 18    | 22,555  | 23,692  | 24,125  | 24,687  | 25,190  | 25,692  | 26,115  | 26,608  | 27,170  | 27,714  | 28,269  | 28,834  | 29,411  |
| 19    | 24,747  | 25,927  | 26,390  | 26,935  | 27,371  | 27,919  | 28,470  | 29,040  | 29,620  | 30,221  | 30,825  | 31,441  | 32,069  |
| 20    | 27,197  | 28,427  | 28,920  | 29,494  | 30,045  | 30,595  | 31,166  | 31,758  | 32,360  | 32,985  | 33,614  | 34,256  | 34,911  |
| 21    | 29,935  | 31,217  | 31,741  | 32,347  | 32,935  | 33,527  | 34,133  | 34,754  | 35,390  | 36,042  | 36,700  | 37,364  | 38,044  |
| 22    | 32,929  | 34,316  | 34,869  | 35,567  | 36,278  | 37,004  | 37,744  | 38,499  | 39,269  | 40,054  | 40,854  | 41,669  | 42,499  |
| 23    | 36,137  | 37,666  | 38,242  | 38,878  | 39,548  | 40,244  | 40,967  | 41,717  | 42,494  | 43,298  | 44,129  | 44,977  | 45,844  |
| 24    | 39,606  | 41,289  | 41,906  | 42,628  | 43,387  | 44,182  | 44,983  | 45,811  | 46,666  | 47,549  | 48,461  | 49,391  | 50,340  |
| 25    | 43,311  | 45,113  | 45,769  | 46,579  | 47,433  | 48,332  | 49,276  | 50,265  | 51,290  | 52,351  | 53,448  | 54,582  | 55,744  |

NOTE:  
INCLUDES INSURANCE.

NOTES:  
INCLUDES INSURANCE

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 7,315   | 7,744   | 7,939   | 8,134   | 8,329   | 8,524   | 8,719   | 8,914   | 9,109   | 9,304   | 9,499   | 9,694   | 9,889   |
| 2     | 7,744   | 8,173   | 8,368   | 8,563   | 8,758   | 8,953   | 9,148   | 9,343   | 9,538   | 9,733   | 9,928   | 10,123  | 10,318  |
| 3     | 8,173   | 8,602   | 8,797   | 8,992   | 9,187   | 9,382   | 9,577   | 9,772   | 9,967   | 10,162  | 10,357  | 10,552  | 10,747  |
| 4     | 8,602   | 9,031   | 9,226   | 9,421   | 9,616   | 9,811   | 10,006  | 10,201  | 10,396  | 10,591  | 10,786  | 10,981  | 11,176  |
| 5     | 9,031   | 9,460   | 9,655   | 9,850   | 10,045  | 10,240  | 10,435  | 10,630  | 10,825  | 11,020  | 11,215  | 11,410  | 11,605  |
| 6     | 9,460   | 9,889   | 10,084  | 10,279  | 10,474  | 10,669  | 10,864  | 11,059  | 11,254  | 11,449  | 11,644  | 11,839  | 12,034  |
| 7     | 9,889   | 10,318  | 10,513  | 10,708  | 10,903  | 11,098  | 11,293  | 11,488  | 11,683  | 11,878  | 12,073  | 12,268  | 12,463  |
| 8     | 10,318  | 10,747  | 10,942  | 11,137  | 11,332  | 11,527  | 11,722  | 11,917  | 12,112  | 12,307  | 12,502  | 12,697  | 12,892  |
| 9     | 10,747  | 11,176  | 11,371  | 11,566  | 11,761  | 11,956  | 12,151  | 12,346  | 12,541  | 12,736  | 12,931  | 13,126  | 13,321  |
| 10    | 11,176  | 11,605  | 11,800  | 12,000  | 12,200  | 12,400  | 12,600  | 12,800  | 13,000  | 13,200  | 13,400  | 13,600  | 13,800  |
| 11    | 11,605  | 12,034  | 12,229  | 12,424  | 12,619  | 12,814  | 13,009  | 13,204  | 13,399  | 13,594  | 13,789  | 13,984  | 14,179  |
| 12    | 12,034  | 12,463  | 12,658  | 12,853  | 13,048  | 13,243  | 13,438  | 13,633  | 13,828  | 14,023  | 14,218  | 14,413  | 14,608  |
| 13    | 12,463  | 12,892  | 13,087  | 13,282  | 13,477  | 13,672  | 13,867  | 14,062  | 14,257  | 14,452  | 14,647  | 14,842  | 15,037  |
| 14    | 12,892  | 13,321  | 13,516  | 13,711  | 13,906  | 14,101  | 14,296  | 14,491  | 14,686  | 14,881  | 15,076  | 15,271  | 15,466  |
| 15    | 13,321  | 13,750  | 13,945  | 14,140  | 14,335  | 14,530  | 14,725  | 14,920  | 15,115  | 15,310  | 15,505  | 15,700  | 15,895  |
| 16    | 13,750  | 14,179  | 14,374  | 14,569  | 14,764  | 14,959  | 15,154  | 15,349  | 15,544  | 15,739  | 15,934  | 16,129  | 16,324  |
| 17    | 14,179  | 14,608  | 14,803  | 15,000  | 15,195  | 15,390  | 15,585  | 15,780  | 15,975  | 16,170  | 16,365  | 16,560  | 16,755  |
| 18    | 14,608  | 15,037  | 15,232  | 15,427  | 15,622  | 15,817  | 16,012  | 16,207  | 16,402  | 16,597  | 16,792  | 16,987  | 17,182  |
| 19    | 15,037  | 15,466  | 15,661  | 15,856  | 16,051  | 16,246  | 16,441  | 16,636  | 16,831  | 17,026  | 17,221  | 17,416  | 17,611  |
| 20    | 15,466  | 15,895  | 16,090  | 16,285  | 16,480  | 16,675  | 16,870  | 17,065  | 17,260  | 17,455  | 17,650  | 17,845  | 18,040  |
| 21    | 15,895  | 16,324  | 16,519  | 16,714  | 16,909  | 17,104  | 17,299  | 17,494  | 17,689  | 17,884  | 18,079  | 18,274  | 18,469  |
| 22    | 16,324  | 16,753  | 16,948  | 17,143  | 17,338  | 17,533  | 17,728  | 17,923  | 18,118  | 18,313  | 18,508  | 18,703  | 18,898  |
| 23    | 16,753  | 17,182  | 17,377  | 17,572  | 17,767  | 17,962  | 18,157  | 18,352  | 18,547  | 18,742  | 18,937  | 19,132  | 19,327  |
| 24    | 17,182  | 17,611  | 17,806  | 18,001  | 18,196  | 18,391  | 18,586  | 18,781  | 18,976  | 19,171  | 19,366  | 19,561  | 19,756  |
| 25    | 17,611  | 18,040  | 18,235  | 18,430  | 18,625  | 18,820  | 19,015  | 19,210  | 19,405  | 19,600  | 19,795  | 19,990  | 20,185  |

1 (1) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981,  
2 AND ENDING JANUARY 8, 1982:

Table with 13 columns labeled STEP 01 to STEP 13 and 13 rows of numerical data representing a pay schedule.

NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

1 (2) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982,  
2 AND ENDING JULY 9, 1982:

Table with 13 columns labeled STEP 01 to STEP 13 and 13 rows of numerical data representing a pay schedule.

NOTE: Does not include insurance; \$420 shall be added to each employees' compensation during the effective dates of this matrix for the state's contribution for group benefits.

1 Section 6. Section 2-18-312, MCA, is amended to read:  
 2 \*2-18-312. Pay schedule SCHEDULES for fiscal year 1981  
 3 1983.

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,782   | 6,867   | 7,094   | 7,144   | 7,387   | 7,430   | 7,562   | 7,704   | 7,869   | 8,047   | 8,288   | 8,372   |
| 2     | 6,846   | 7,188   | 7,322   | 7,470   | 7,620   | 7,782   | 7,938   | 8,097   | 8,260   | 8,424   | 8,592   | 8,764   | 8,930   |
| 3     | 7,330   | 7,686   | 7,840   | 7,997   | 8,157   | 8,320   | 8,486   | 8,656   | 8,828   | 9,006   | 9,186   | 9,370   | 9,557   |
| 4     | 7,835   | 8,227   | 8,392   | 8,560   | 8,731   | 8,906   | 9,084   | 9,266   | 9,451   | 9,640   | 9,833   | 10,030  | 10,231  |
| 5     | 8,405   | 8,826   | 9,002   | 9,182   | 9,366   | 9,553   | 9,744   | 9,938   | 10,136  | 10,337  | 10,540  | 10,745  | 10,954  |
| 6     | 9,020   | 9,480   | 9,670   | 9,863   | 10,060  | 10,261  | 10,466  | 10,675  | 10,888  | 11,107  | 11,329  | 11,556  | 11,787  |
| 7     | 9,720   | 10,206  | 10,410  | 10,618  | 10,830  | 11,047  | 11,268  | 11,493  | 11,722  | 11,957  | 12,196  | 12,440  | 12,689  |
| 8     | 10,466  | 10,989  | 11,200  | 11,413  | 11,629  | 11,850  | 12,076  | 12,306  | 12,540  | 12,778  | 13,020  | 13,267  | 13,519  |
| 9     | 11,294  | 11,859  | 12,086  | 12,318  | 12,555  | 12,797  | 13,044  | 13,296  | 13,553  | 13,815  | 14,081  | 14,352  | 14,628  |
| 10    | 12,201  | 12,811  | 13,067  | 13,328  | 13,595  | 13,867  | 14,144  | 14,427  | 14,716  | 15,010  | 15,310  | 15,616  | 15,928  |
| 11    | 13,194  | 13,851  | 14,128  | 14,411  | 14,699  | 14,993  | 15,293  | 15,599  | 15,911  | 16,229  | 16,554  | 16,885  | 17,223  |
| 12    | 14,290  | 15,004  | 15,304  | 15,610  | 15,923  | 16,240  | 16,565  | 16,896  | 17,233  | 17,579  | 17,931  | 18,290  | 18,656  |
| 13    | 15,483  | 16,257  | 16,582  | 16,914  | 17,252  | 17,597  | 17,949  | 18,308  | 18,674  | 19,047  | 19,428  | 19,817  | 20,213  |
| 14    | 16,786  | 17,600  | 17,956  | 18,319  | 18,688  | 19,064  | 19,446  | 19,834  | 20,227  | 20,627  | 21,033  | 21,446  | 21,865  |
| 15    | 18,204  | 19,124  | 19,511  | 19,905  | 20,307  | 20,717  | 21,134  | 21,558  | 21,989  | 22,427  | 22,872  | 23,324  | 23,783  |
| 16    | 19,742  | 20,707  | 21,117  | 21,533  | 21,956  | 22,387  | 22,825  | 23,270  | 23,722  | 24,181  | 24,647  | 25,120  | 25,600  |
| 17    | 21,406  | 22,436  | 22,880  | 23,330  | 23,787  | 24,251  | 24,721  | 25,198  | 25,682  | 26,173  | 26,671  | 27,176  | 27,688  |
| 18    | 23,203  | 24,348  | 24,815  | 25,288  | 25,767  | 26,253  | 26,746  | 27,246  | 27,753  | 28,267  | 28,788  | 29,316  | 29,851  |
| 19    | 25,133  | 26,342  | 26,833  | 27,330  | 27,833  | 28,343  | 28,859  | 29,382  | 29,912  | 30,449  | 30,993  | 31,544  | 32,102  |
| 20    | 27,204  | 28,478  | 28,993  | 29,523  | 30,059  | 30,602  | 31,152  | 31,709  | 32,273  | 32,844  | 33,422  | 34,007  | 34,600  |
| 21    | 29,426  | 30,763  | 31,307  | 31,857  | 32,414  | 32,978  | 33,549  | 34,127  | 34,711  | 35,302  | 35,900  | 36,505  | 37,118  |
| 22    | 31,800  | 33,193  | 33,759  | 34,331  | 34,909  | 35,494  | 36,086  | 36,685  | 37,291  | 37,904  | 38,524  | 39,151  | 39,785  |
| 23    | 34,338  | 35,796  | 36,383  | 36,976  | 37,576  | 38,183  | 38,797  | 39,418  | 40,046  | 40,681  | 41,323  | 41,972  | 42,628  |
| 24    | 37,052  | 38,576  | 39,225  | 39,880  | 40,542  | 41,211  | 41,887  | 42,571  | 43,262  | 43,960  | 44,665  | 45,378  | 46,098  |
| 25    | 40,046  | 41,683  | 42,365  | 43,053  | 43,747  | 44,448  | 45,156  | 45,871  | 46,593  | 47,322  | 48,058  | 48,801  | 49,551  |

NOTE:  
 INCLUDES INSURANCE.

SENATOR-SENATE  
-SIBON

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,782   | 6,867   | 7,094   | 7,144   | 7,387   | 7,430   | 7,562   | 7,704   | 7,869   | 8,047   | 8,288   | 8,372   |
| 2     | 6,846   | 7,188   | 7,322   | 7,470   | 7,620   | 7,782   | 7,938   | 8,097   | 8,260   | 8,424   | 8,592   | 8,764   | 8,930   |
| 3     | 7,330   | 7,686   | 7,840   | 7,997   | 8,157   | 8,320   | 8,486   | 8,656   | 8,828   | 9,006   | 9,186   | 9,370   | 9,557   |
| 4     | 7,835   | 8,227   | 8,392   | 8,560   | 8,731   | 8,906   | 9,084   | 9,266   | 9,451   | 9,640   | 9,833   | 10,030  | 10,231  |
| 5     | 8,405   | 8,826   | 9,002   | 9,182   | 9,366   | 9,553   | 9,744   | 9,938   | 10,136  | 10,337  | 10,540  | 10,745  | 10,954  |
| 6     | 9,020   | 9,480   | 9,670   | 9,863   | 10,060  | 10,261  | 10,466  | 10,675  | 10,888  | 11,107  | 11,329  | 11,556  | 11,787  |
| 7     | 9,720   | 10,206  | 10,410  | 10,618  | 10,830  | 11,047  | 11,268  | 11,493  | 11,722  | 11,957  | 12,196  | 12,440  | 12,689  |
| 8     | 10,466  | 10,989  | 11,200  | 11,413  | 11,629  | 11,850  | 12,076  | 12,306  | 12,540  | 12,778  | 13,020  | 13,267  | 13,519  |
| 9     | 11,294  | 11,859  | 12,086  | 12,318  | 12,555  | 12,797  | 13,044  | 13,296  | 13,553  | 13,815  | 14,081  | 14,352  | 14,628  |
| 10    | 12,201  | 12,811  | 13,067  | 13,328  | 13,595  | 13,867  | 14,144  | 14,427  | 14,716  | 15,010  | 15,310  | 15,616  | 15,928  |
| 11    | 13,194  | 13,851  | 14,128  | 14,411  | 14,699  | 14,993  | 15,293  | 15,599  | 15,911  | 16,229  | 16,554  | 16,885  | 17,223  |
| 12    | 14,290  | 15,004  | 15,304  | 15,610  | 15,923  | 16,240  | 16,565  | 16,896  | 17,233  | 17,579  | 17,931  | 18,290  | 18,656  |
| 13    | 15,483  | 16,257  | 16,582  | 16,914  | 17,252  | 17,597  | 17,949  | 18,308  | 18,674  | 19,047  | 19,428  | 19,817  | 20,213  |
| 14    | 16,786  | 17,600  | 17,956  | 18,319  | 18,688  | 19,064  | 19,446  | 19,834  | 20,227  | 20,627  | 21,033  | 21,446  | 21,865  |
| 15    | 18,204  | 19,124  | 19,511  | 19,905  | 20,307  | 20,717  | 21,134  | 21,558  | 21,989  | 22,427  | 22,872  | 23,324  | 23,783  |
| 16    | 19,742  | 20,707  | 21,117  | 21,533  | 21,956  | 22,387  | 22,825  | 23,270  | 23,722  | 24,181  | 24,647  | 25,120  | 25,600  |
| 17    | 21,406  | 22,436  | 22,880  | 23,330  | 23,787  | 24,251  | 24,721  | 25,198  | 25,682  | 26,173  | 26,671  | 27,176  | 27,688  |
| 18    | 23,203  | 24,348  | 24,815  | 25,288  | 25,767  | 26,253  | 26,746  | 27,246  | 27,753  | 28,267  | 28,788  | 29,316  | 29,851  |
| 19    | 25,133  | 26,342  | 26,833  | 27,330  | 27,833  | 28,343  | 28,859  | 29,382  | 29,912  | 30,449  | 30,993  | 31,544  | 32,102  |
| 20    | 27,204  | 28,478  | 28,993  | 29,523  | 30,059  | 30,602  | 31,152  | 31,709  | 32,273  | 32,844  | 33,422  | 34,007  | 34,600  |
| 21    | 29,426  | 30,763  | 31,307  | 31,857  | 32,414  | 32,978  | 33,549  | 34,127  | 34,711  | 35,302  | 35,900  | 36,505  | 37,118  |
| 22    | 31,800  | 33,193  | 33,759  | 34,331  | 34,909  | 35,494  | 36,086  | 36,685  | 37,291  | 37,904  | 38,524  | 39,151  | 39,785  |
| 23    | 34,338  | 35,796  | 36,383  | 36,976  | 37,576  | 38,183  | 38,797  | 39,418  | 40,046  | 40,681  | 41,323  | 41,972  | 42,628  |
| 24    | 37,052  | 38,576  | 39,225  | 39,880  | 40,542  | 41,211  | 41,887  | 42,571  | 43,262  | 43,960  | 44,665  | 45,378  | 46,098  |
| 25    | 40,046  | 41,683  | 42,365  | 43,053  | 43,747  | 44,448  | 45,156  | 45,871  | 46,593  | 47,322  | 48,058  | 48,801  | 49,551  |

1 (1) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982,  
2 AND ENDING JANUARY 7, 1983:

1 (2) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1983,  
2 AND ENDING JULY 8, 1983:

| STEP | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| GRD  | 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     |
| 1    | 6,512  | 6,879  | 7,003  | 7,191  | 7,350  | 7,514  | 7,680  | 7,851  | 8,025  | 8,203  | 8,383  | 8,568  | 8,755  |
| 2    | 7,009  | 7,402  | 7,565  | 7,734  | 7,906  | 8,081  | 8,259  | 8,441  | 8,626  | 8,815  | 9,007  | 9,204  | 9,404  |
| 3    | 7,551  | 7,971  | 8,147  | 8,326  | 8,510  | 8,695  | 8,885  | 9,080  | 9,277  | 9,481  | 9,686  | 9,897  | 10,111 |
| 4    | 8,161  | 8,590  | 8,778  | 8,971  | 9,166  | 9,366  | 9,570  | 9,779  | 9,990  | 10,206 | 10,428 | 10,652 | 10,883 |
| 5    | 8,793  | 9,273  | 9,477  | 9,682  | 9,893  | 10,107 | 10,325 | 10,548 | 10,777 | 11,008 | 11,245 | 11,487 | 11,733 |
| 6    | 9,507  | 10,023 | 10,241 | 10,461 | 10,687 | 10,917 | 11,151 | 11,390 | 11,635 | 11,885 | 12,139 | 12,398 | 12,663 |
| 7    | 10,298 | 10,854 | 11,087 | 11,325 | 11,567 | 11,816 | 12,069 | 12,326 | 12,590 | 12,857 | 13,131 | 13,410 | 13,695 |
| 8    | 11,151 | 11,750 | 12,001 | 12,257 | 12,520 | 12,786 | 13,058 | 13,337 | 13,620 | 13,909 | 14,203 | 14,505 | 14,811 |
| 9    | 12,099 | 12,745 | 13,016 | 13,293 | 13,576 | 13,865 | 14,158 | 14,458 | 14,763 | 15,075 | 15,393 | 15,716 | 16,047 |
| 10   | 13,136 | 13,834 | 14,127 | 14,427 | 14,732 | 15,043 | 15,360 | 15,684 | 16,014 | 16,351 | 16,694 | 17,044 | 17,400 |
| 11   | 14,269 | 15,024 | 15,341 | 15,665 | 15,995 | 16,331 | 16,675 | 17,025 | 17,381 | 17,745 | 18,117 | 18,496 | 18,883 |
| 12   | 15,528 | 16,344 | 16,686 | 17,037 | 17,394 | 17,758 | 18,130 | 18,509 | 18,894 | 19,291 | 19,692 | 20,104 | 20,522 |
| 13   | 16,922 | 17,778 | 18,150 | 18,528 | 18,915 | 19,311 | 19,714 | 20,124 | 20,543 | 20,969 | 21,406 | 21,851 | 22,304 |
| 14   | 18,573 | 19,543 | 19,950 | 20,365 | 20,789 | 21,221 | 21,661 | 22,111 | 22,571 | 23,038 | 23,516 | 24,002 | 24,498 |
| 15   | 20,233 | 21,287 | 21,728 | 22,179 | 22,639 | 23,108 | 23,587 | 24,074 | 24,573 | 25,081 | 25,599 | 26,127 | 26,667 |
| 16   | 22,068 | 23,212 | 23,693 | 24,184 | 24,684 | 25,194 | 25,715 | 26,246 | 26,787 | 27,340 | 27,907 | 28,477 | 29,063 |
| 17   | 24,058 | 25,302 | 25,825 | 26,358 | 26,901 | 27,457 | 28,022 | 28,598 | 29,187 | 29,786 | 30,400 | 31,024 | 31,661 |
| 18   | 26,252 | 27,604 | 28,174 | 28,754 | 29,345 | 29,948 | 30,563 | 31,191 | 31,832 | 32,486 | 33,151 | 33,832 | 34,525 |
| 19   | 28,666 | 30,140 | 30,759 | 31,392 | 32,036 | 32,692 | 33,362 | 34,048 | 34,745 | 35,456 | 36,182 | 36,923 | 37,673 |
| 20   | 31,298 | 32,905 | 33,580 | 34,268 | 34,969 | 35,685 | 36,415 | 37,160 | 37,920 | 38,695 | 39,485 | 40,289 | 41,103 |
| 21   | 34,199 | 35,950 | 36,686 | 37,435 | 38,202 | 38,982 | 39,778 | 40,590 | 41,419 | 42,263 | 43,123 | 43,999 | 44,883 |
| 22   | 37,378 | 39,288 | 40,090 | 40,908 | 41,742 | 42,593 | 43,462 | 44,348 | 45,251 | 46,171 | 47,109 | 48,064 | 49,036 |
| 23   | 40,859 | 42,941 | 43,817 | 44,709 | 45,620 | 46,549 | 47,497 | 48,464 | 49,448 | 50,450 | 51,471 | 52,511 | 53,568 |
| 24   | 44,681 | 46,956 | 47,912 | 48,887 | 49,881 | 50,894 | 51,930 | 52,990 | 54,065 | 55,156 | 56,263 | 57,386 | 58,525 |
| 25   | 48,882 | 51,367 | 52,409 | 53,475 | 54,561 | 55,669 | 56,799 | 57,951 | 59,125 | 60,321 | 61,539 | 62,770 | 64,015 |

NOTE: Does not include insurance; \$480 shall be added to each employee's compensation during the effective dates of this matrix for the state's contribution for group benefits.

| STEP | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| GRD  | 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     |
| 1    | 6,538  | 7,223  | 7,386  | 7,551  | 7,718  | 7,891  | 8,064  | 8,244  | 8,424  | 8,603  | 8,783  | 8,968  | 9,153  |
| 2    | 7,259  | 7,772  | 7,945  | 8,121  | 8,301  | 8,481  | 8,661  | 8,841  | 9,021  | 9,206  | 9,392  | 9,582  | 9,774  |
| 3    | 7,929  | 8,470  | 8,554  | 8,742  | 8,936  | 9,130  | 9,329  | 9,534  | 9,741  | 9,955  | 10,170 | 10,392 | 10,617 |
| 4    | 8,568  | 9,020  | 9,217  | 9,420  | 9,624  | 9,834  | 10,048 | 10,266 | 10,490 | 10,714 | 10,948 | 11,185 | 11,427 |
| 5    | 9,233  | 9,737  | 9,951  | 10,166 | 10,388 | 10,612 | 10,841 | 11,075 | 11,315 | 11,558 | 11,807 | 12,061 | 12,320 |
| 6    | 9,982  | 10,524 | 10,753 | 10,984 | 11,221 | 11,463 | 11,709 | 11,960 | 12,217 | 12,479 | 12,746 | 13,018 | 13,296 |
| 7    | 10,813 | 11,397 | 11,641 | 11,891 | 12,145 | 12,407 | 12,672 | 12,942 | 13,220 | 13,500 | 13,788 | 14,081 | 14,380 |
| 8    | 11,709 | 12,338 | 12,601 | 12,870 | 13,146 | 13,425 | 13,711 | 14,004 | 14,303 | 14,609 | 14,913 | 15,230 | 15,552 |
| 9    | 12,704 | 13,382 | 13,667 | 13,958 | 14,255 | 14,558 | 14,866 | 15,181 | 15,501 | 15,829 | 16,163 | 16,502 | 16,849 |
| 10   | 13,793 | 14,526 | 14,833 | 15,148 | 15,469 | 15,795 | 16,126 | 16,468 | 16,815 | 17,169 | 17,529 | 17,896 | 18,270 |
| 11   | 14,982 | 15,775 | 16,108 | 16,448 | 16,795 | 17,148 | 17,507 | 17,874 | 18,250 | 18,632 | 19,023 | 19,421 | 19,827 |
| 12   | 16,304 | 17,161 | 17,520 | 17,889 | 18,266 | 18,646 | 19,037 | 19,434 | 19,839 | 20,255 | 20,677 | 21,109 | 21,548 |
| 13   | 17,737 | 18,667 | 19,058 | 19,454 | 19,861 | 20,277 | 20,700 | 21,130 | 21,570 | 22,017 | 22,476 | 22,946 | 23,419 |
| 14   | 19,292 | 20,250 | 20,648 | 21,053 | 21,468 | 21,894 | 22,330 | 22,776 | 23,234 | 23,704 | 24,186 | 24,681 | 25,180 |
| 15   | 21,045 | 22,051 | 22,414 | 22,888 | 23,371 | 23,863 | 24,366 | 24,878 | 25,402 | 25,936 | 26,481 | 27,038 | 27,600 |
| 16   | 22,971 | 24,033 | 24,414 | 24,898 | 25,393 | 25,900 | 26,418 | 26,947 | 27,487 | 28,038 | 28,599 | 29,171 | 29,754 |
| 17   | 25,061 | 26,167 | 26,567 | 27,116 | 27,676 | 28,246 | 28,830 | 29,429 | 30,042 | 30,666 | 31,299 | 31,941 | 32,594 |
| 18   | 27,315 | 28,464 | 28,884 | 29,443 | 30,012 | 30,591 | 31,180 | 31,780 | 32,391 | 33,014 | 33,648 | 34,292 | 34,947 |
| 19   | 30,009 | 31,207 | 31,647 | 32,296 | 32,963 | 33,638 | 34,327 | 35,030 | 35,750 | 36,482 | 37,229 | 37,991 | 38,768 |
| 20   | 32,863 | 34,100 | 34,559 | 35,227 | 35,914 | 36,619 | 37,342 | 38,082 | 38,839 | 39,614 | 40,406 | 41,215 | 42,041 |
| 21   | 35,909 | 37,248 | 37,720 | 38,467 | 39,233 | 40,017 | 40,818 | 41,636 | 42,471 | 43,323 | 44,192 | 45,078 | 45,981 |
| 22   | 39,267 | 41,252 | 42,095 | 43,053 | 44,025 | 45,011 | 46,011 | 47,025 | 48,054 | 49,098 | 50,157 | 51,231 | 52,320 |
| 23   | 42,902 | 45,088 | 46,008 | 47,144 | 48,295 | 49,461 | 50,642 | 51,838 | 53,050 | 54,277 | 55,519 | 56,776 | 58,049 |
| 24   | 46,915 | 49,304 | 50,308 | 51,331 | 52,375 | 53,439 | 54,522 | 55,625 | 56,748 | 57,890 | 59,051 | 60,231 | 61,430 |
| 25   | 51,326 | 53,935 | 55,029 | 56,149 | 57,289 | 58,452 | 59,638 | 60,847 | 62,079 | 63,334 | 64,613 | 65,916 | 67,243 |

NOTE: Does not include insurance; \$480 shall be added to each employee's compensation during the effective dates of this matrix for the state's contribution for group benefits.

1 Section 7. Section 2-18-313, MCA, is amended to read:  
 2 \*2-18-313. Pay schedules for institutional teachers.  
 3 (1) Teacher pay schedule for fiscal year 1980 1982:  
 4 Experience--BA---BA+1qtr--BA+2qtr--5th Year-----MA-----MA+1qtr  
 5 (Grade)--(Step-1)--(Step-2)--(Step-3)--(Step-4)--(Step-5)--(Step-6)  
 6 0---10,250---10,577---10,915---11,079---11,243-----11,502  
 7 1---10,635---11,001---11,360---11,456---11,735-----12,102  
 8 2---11,021---11,427---11,822---12,025---12,227-----12,624  
 9 3---11,407---11,851---12,275---12,498---12,719-----13,145  
 10 4---11,793---12,275---12,729---12,971---13,211-----13,665  
 11 5---12,179---12,700---13,183---13,444---13,703-----14,107  
 12 6---12,564---13,124---13,637---13,915---14,195-----14,708  
 13 7---12,950---13,550---14,089---14,388---14,687-----15,229  
 14 8---13,336---13,974---14,543---14,861---15,181-----15,750  
 15 9---13,724---14,399---14,997---15,335---15,673-----16,271  
 16 0 11,863 12,238 12,624 12,811 12,998 13,384  
 17 1 12,304 12,723 13,142 13,351 13,561 13,979  
 18 2 12,745 13,208 13,660 13,891 14,123 14,575  
 19 3 13,186 13,693 14,178 14,431 14,685 15,170  
 20 4 13,627 14,170 14,696 14,971 15,247 15,765  
 21 5 14,068 14,663 15,214 15,512 15,809 16,360  
 22 6 14,509 15,148 15,732 16,052 16,371 16,956  
 23 7 14,949 15,633 16,250 16,592 16,934 17,551  
 24 8 15,390 16,118 16,760 17,132 17,496 18,146  
 25 9 15,831 16,603 17,286 17,672 18,058 18,741

1 10 16,272 17,080 17,884 18,212 18,620 19,337  
 2 (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981,  
 3 AND ENDING JANUARY 8, 1982:

| Experience<br>(Step) | BA<br>(Grade) | BA+0rt.<br>(Grade) | BA+20rt.<br>(Grade) | 5th Year<br>(Grade) | MA<br>(Grade) | MA+10rt.<br>(Grade) |
|----------------------|---------------|--------------------|---------------------|---------------------|---------------|---------------------|
| 0                    | 10,731        | 11,047             | 11,386              | 11,543              | 11,700        | 12,033              |
| 1                    | 11,178        | 11,556             | 11,948              | 12,138              | 12,328        | 12,720              |
| 2                    | 11,624        | 12,047             | 12,473              | 12,574              | 12,897        | 13,322              |
| 3                    | 12,071        | 12,541             | 12,999              | 13,233              | 13,467        | 13,928              |
| 4                    | 12,518        | 13,032             | 13,523              | 13,782              | 14,038        | 14,531              |
| 5                    | 12,964        | 13,523             | 14,049              | 14,329              | 14,607        | 15,133              |
| 6                    | 13,411        | 14,015             | 14,575              | 14,877              | 15,117        | 15,738              |
| 7                    | 13,857        | 14,506             | 15,100              | 15,422              | 15,747        | 16,341              |
| 8                    | 14,305        | 15,000             | 15,624              | 15,971              | 16,317        | 16,945              |
| 9                    | 14,752        | 15,491             | 16,150              | 16,519              | 16,889        | 17,548              |
| 10                   | 15,201        | 15,983             | 16,676              | 17,067              | 17,459        | 18,151              |

4 NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 5 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 6 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.  
 7 (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982,  
 8 AND ENDING JULY 9, 1982:

Experience BA BA+Oct. BA+2Oct. 5th Year MA MA+1Oct.  
 (Step) (Grade) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 11,268 | 11,599 | 11,955 | 12,120 | 12,285 | 12,635 |
| 1  | 11,737 | 12,134 | 12,545 | 12,745 | 12,944 | 13,409 |
| 2  | 12,205 | 12,649 | 13,097 | 13,203 | 13,542 | 13,988 |
| 3  | 12,674 | 13,168 | 13,649 | 13,895 | 14,141 | 14,624 |
| 4  | 13,144 | 13,684 | 14,199 | 14,471 | 14,740 | 15,257 |
| 5  | 13,612 | 14,199 | 14,751 | 15,045 | 15,337 | 15,890 |
| 6  | 14,081 | 14,716 | 15,304 | 15,621 | 15,873 | 16,525 |
| 7  | 14,550 | 15,231 | 15,855 | 16,193 | 16,534 | 17,158 |
| 8  | 15,020 | 15,750 | 16,405 | 16,769 | 17,133 | 17,792 |
| 9  | 15,490 | 16,265 | 16,957 | 17,345 | 17,733 | 18,425 |
| 10 | 15,961 | 16,782 | 17,510 | 17,920 | 18,332 | 19,058 |

|    |    |        |        |        |        |        |        |
|----|----|--------|--------|--------|--------|--------|--------|
| 1  | 4  | 12,724 | 13,241 | 13,728 | 13,988 | 14,245 | 14,732 |
| 2  | 5  | 13,138 | 13,697 | 14,215 | 14,495 | 14,773 | 15,292 |
| 3  | 6  | 13,551 | 14,152 | 14,702 | 15,000 | 15,301 | 15,851 |
| 4  | 7  | 13,965 | 14,609 | 15,187 | 15,508 | 15,828 | 16,410 |
| 5  | 8  | 14,379 | 15,064 | 15,674 | 16,015 | 16,358 | 16,968 |
| 6  | 9  | 14,795 | 15,519 | 16,161 | 16,523 | 16,886 | 17,527 |
| 7  | 10 | 15,208 | 15,974 | 16,705 | 17,091 | 17,413 | 18,086 |
| 8  | 0  | 12,699 | 13,098 | 13,509 | 13,789 | 13,988 | 14,319 |
| 9  | 1  | 13,169 | 13,615 | 14,061 | 14,284 | 14,507 | 14,953 |
| 10 | 2  | 13,638 | 14,131 | 14,612 | 14,859 | 15,105 | 15,587 |
| 11 | 3  | 14,108 | 14,648 | 15,164 | 15,434 | 15,704 | 16,221 |
| 12 | 4  | 14,577 | 15,164 | 15,716 | 16,009 | 16,303 | 16,855 |
| 13 | 5  | 15,047 | 15,681 | 16,268 | 16,585 | 16,902 | 17,489 |
| 14 | 6  | 15,516 | 16,197 | 16,819 | 17,168 | 17,508 | 18,122 |
| 15 | 7  | 15,986 | 16,714 | 17,371 | 17,735 | 18,099 | 18,756 |
| 16 | 8  | 16,455 | 17,238 | 17,923 | 18,318 | 18,698 | 19,398 |
| 17 | 9  | 16,925 | 17,747 | 18,475 | 18,885 | 19,276 | 20,024 |
| 18 | 10 | 17,395 | 18,263 | 19,026 | 19,461 | 19,895 | 20,658 |
| 19 |    |        |        |        |        |        |        |
| 20 |    |        |        |        |        |        |        |

1 NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 2 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 3 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

4 (2) Teacher pay schedule for fiscal year 1981 1983:  
 5 Experience--BA---BA+1qtr---BA+2qtr---5th Year---MA---MA+1qtr  
 6 {Grade}-{Step-1}-{Step-2}-{Step-3}-{Step-4}-{Step-5}-{Step-6}  
 7 0----11,878----11,428----11,783----11,959----12,135----12  
 8 1----11,483----11,875----12,269----12,363----12,662----13,056  
 9 2----11,897----12,332----12,756----12,973----13,190----13,616  
 10 3----12,311----12,787----13,241----13,481----13,718----14,175

19 [A] SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982,  
 20 AND ENDING JANUARY 7, 1983:

Experience BA BA+0rt. BA+20rt. 5th Year MA MA+10rt.  
 (Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 11,337 | 11,619 | 11,934 | 12,071 | 12,206 | 12,509 |
| 1  | 11,831 | 12,179 | 12,553 | 12,726 | 12,899 | 13,267 |
| 2  | 12,324 | 12,741 | 13,172 | 13,382 | 13,591 | 14,079 |
| 3  | 12,815 | 13,281 | 13,752 | 13,863 | 14,219 | 14,687 |
| 4  | 13,308 | 13,826 | 14,331 | 14,590 | 14,848 | 15,355 |
| 5  | 13,801 | 14,368 | 14,909 | 15,194 | 15,477 | 16,020 |
| 6  | 14,293 | 14,909 | 15,488 | 15,797 | 16,104 | 16,684 |
| 7  | 14,785 | 15,451 | 16,069 | 16,402 | 16,667 | 17,351 |
| 8  | 15,277 | 15,992 | 16,648 | 17,003 | 17,361 | 18,016 |
| 9  | 15,771 | 16,537 | 17,225 | 17,607 | 17,990 | 18,682 |
| 10 | 16,264 | 17,078 | 17,805 | 18,212 | 18,620 | 19,346 |

1 NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 2 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 3 THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.  
 4 (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983,  
 5 AND ENDING JULY 8, 1983:

Experience BA BA+0rt. BA+20rt. 5th Year MA MA+10rt.  
 (Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 11,904 | 12,200 | 12,531 | 12,675 | 12,816 | 13,135 |
| 1  | 12,423 | 12,788 | 13,180 | 13,362 | 13,544 | 13,930 |
| 2  | 12,940 | 13,378 | 13,831 | 14,051 | 14,270 | 14,783 |
| 3  | 13,456 | 13,945 | 14,440 | 14,556 | 14,930 | 15,421 |
| 4  | 13,973 | 14,517 | 15,057 | 15,319 | 15,590 | 16,123 |
| 5  | 14,491 | 15,086 | 15,654 | 15,934 | 16,251 | 16,821 |
| 6  | 15,008 | 15,654 | 16,262 | 16,587 | 16,909 | 17,518 |
| 7  | 15,524 | 16,224 | 16,872 | 17,222 | 17,500 | 18,218 |
| 8  | 16,041 | 16,792 | 17,480 | 17,853 | 18,229 | 18,917 |
| 9  | 16,559 | 17,364 | 18,086 | 18,487 | 18,889 | 19,616 |
| 10 | 17,077 | 17,932 | 18,695 | 19,122 | 19,551 | 20,313 |

1 NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 2 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 3 THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

4 Section 8. Section 2-18-314, MCA, is amended to read:  
 5 "2-18-314. Pay schedules for liquor store occupations.  
 6 (1) Liquor store pay schedule for fiscal year 1980 1982:

| Grade     | \$/Hour     |
|-----------|-------------|
| --L1----- | 4,533 8,000 |
| --L2----- | 4,893 5,949 |
| --L3----- | 5,263 6,367 |
| --L4----- | 5,468 6,598 |
| --L5----- | 5,683 6,842 |
| --L6----- | 6,133 7,350 |
| --L7----- | 6,623 7,984 |
| --L8----- | 7,173 8,525 |

16 (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981,  
 17 AND ENDING JANUARY 8, 1982:

| GRADE | \$/HOUR |
|-------|---------|
| L1    | 4,911   |
| L2    | 5,300   |
| L3    | 5,699   |
| L4    | 5,921   |
| L5    | 6,153   |
| L6    | 6,639   |
| L7    | 7,168   |

1                    L8                                    7.762  
 2   NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 3   EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 4   THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

5                    (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982,  
 6   AND ENDING JULY 9, 1982:

| 7  | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 8  |              |                |
| 9  | <u>L1</u>    | <u>5.156</u>   |
| 10 |              |                |
| 11 | <u>L2</u>    | <u>5.565</u>   |
| 12 |              |                |
| 13 | <u>L3</u>    | <u>5.984</u>   |
| 14 |              |                |
| 15 | <u>L4</u>    | <u>6.217</u>   |
| 16 |              |                |
| 17 | <u>L5</u>    | <u>6.460</u>   |
| 18 |              |                |
| 19 | <u>L6</u>    | <u>6.971</u>   |
| 20 |              |                |
| 21 | <u>L7</u>    | <u>7.526</u>   |
| 22 |              |                |
| 23 | <u>L8</u>    | <u>8.150</u>   |

24   NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 25   EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 26   THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

27                    (2) Liquor store pay schedule for fiscal year 1981  
 28   1983:

| 29 | <u>Grade</u>     | <u>\$/Hour</u>     |
|----|------------------|--------------------|
| 30 | <u>--L1-----</u> | <u>4.893 6.000</u> |
| 31 | <u>--L2-----</u> | <u>5.253 6.728</u> |
| 32 | <u>--L3-----</u> | <u>5.623 7.200</u> |
| 33 | <u>--L4-----</u> | <u>5.820 7.462</u> |

1                    --L5-----                                    6.073 7.736  
 2                    --L6-----                                    6.493 8.311  
 3                    --L7-----                                    6.983 8.937  
 4                    --L8-----                                    7.533 9.639

5                    (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982,  
 6   AND ENDING JANUARY 7, 1983:

| 7  | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 8  |              |                |
| 9  | <u>L1</u>    | <u>5.414</u>   |
| 10 |              |                |
| 11 | <u>L2</u>    | <u>5.843</u>   |
| 12 |              |                |
| 13 | <u>L3</u>    | <u>6.283</u>   |
| 14 |              |                |
| 15 | <u>L4</u>    | <u>6.527</u>   |
| 16 |              |                |
| 17 | <u>L5</u>    | <u>6.783</u>   |
| 18 |              |                |
| 19 | <u>L6</u>    | <u>7.391</u>   |
| 20 |              |                |
| 21 | <u>L7</u>    | <u>7.903</u>   |
| 22 |              |                |
| 23 | <u>L8</u>    | <u>8.558</u>   |

24   NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 25   EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 26   THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

27                    (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 6, 1983,  
 28   AND ENDING JULY 8, 1983:

| 29 | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 30 |              |                |
| 31 | <u>L1</u>    | <u>5.685</u>   |
| 32 |              |                |
| 33 | <u>L2</u>    | <u>6.135</u>   |
| 34 |              |                |
| 35 | <u>L3</u>    | <u>6.597</u>   |
| 36 |              |                |
| 37 | <u>L4</u>    | <u>6.854</u>   |
| 38 |              |                |



|   |           |              |
|---|-----------|--------------|
| 1 | <u>L5</u> | <u>7.123</u> |
| 2 |           |              |
| 3 | <u>L6</u> | <u>7.685</u> |
| 4 |           |              |
| 5 | <u>L7</u> | <u>8.298</u> |
| 6 |           |              |
| 7 | <u>L8</u> | <u>8.985</u> |

8 NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 9 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 10 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

11 Section 9. Section 2-18-315, MCA, is amended to read:  
 12 "2-18-315. Pay schedules for blue-collar occupations.  
 13 (1) Blue-collar pay schedule for fiscal year 1980 1982:

| <u>Grade</u> | <u>\$/Hour</u> |
|--------------|----------------|
| B1-----      | 5.984          |
| B2-----      | 6.384          |
| B3-----      | 6.784          |
| B4-----      | 7.184          |
| B5-----      | 7.584          |
| B6-----      | 7.984          |
| B7-----      | 8.384          |
| B8-----      | 8.784          |
| B9-----      | 9.184          |
| B10-----     | 9.584          |
| B11-----     | 9.984          |
| B12-----     | 10.384         |
| B00**-----   | 10.784         |

28 (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981.

1 AND ENDING JANUARY 9, 1982:

|    | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 2  |              |                |
| 3  |              |                |
| 4  | <u>B1</u>    | <u>5.418</u>   |
| 5  |              |                |
| 6  | <u>B2</u>    | <u>5.773</u>   |
| 7  |              |                |
| 8  | <u>B3</u>    | <u>6.127</u>   |
| 9  |              |                |
| 10 | <u>B4</u>    | <u>6.481</u>   |
| 11 |              |                |
| 12 | <u>B5</u>    | <u>6.835</u>   |
| 13 |              |                |
| 14 | <u>B6</u>    | <u>7.190</u>   |
| 15 |              |                |
| 16 | <u>B7</u>    | <u>7.544</u>   |
| 17 |              |                |
| 18 | <u>B8</u>    | <u>7.898</u>   |
| 19 |              |                |
| 20 | <u>B9</u>    | <u>8.252</u>   |
| 21 |              |                |
| 22 | <u>B10</u>   | <u>8.607</u>   |
| 23 |              |                |
| 24 | <u>B11</u>   | <u>8.961</u>   |
| 25 |              |                |
| 26 | <u>B12</u>   | <u>9.315</u>   |
| 27 |              |                |
| 28 | <u>B00</u>   | <u>9.669</u>   |

29 NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 30 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 31 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

32 (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982,  
 33 AND ENDING JULY 9, 1982:

|    | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 34 |              |                |
| 35 |              |                |
| 36 | <u>B1</u>    | <u>5.689</u>   |
| 37 |              |                |
| 38 | <u>B2</u>    | <u>6.061</u>   |
| 39 |              |                |
| 40 | <u>B3</u>    | <u>6.433</u>   |
| 41 |              |                |
| 42 | <u>B4</u>    | <u>6.805</u>   |
| 43 |              |                |

|    |            |               |
|----|------------|---------------|
| 1  | <u>B5</u>  | <u>7.177</u>  |
| 2  |            |               |
| 3  | <u>B6</u>  | <u>7.549</u>  |
| 4  |            |               |
| 5  | <u>B7</u>  | <u>7.921</u>  |
| 6  |            |               |
| 7  | <u>B8</u>  | <u>8.293</u>  |
| 8  |            |               |
| 9  | <u>B9</u>  | <u>8.665</u>  |
| 10 |            |               |
| 11 | <u>B10</u> | <u>9.037</u>  |
| 12 |            |               |
| 13 | <u>B11</u> | <u>9.409</u>  |
| 14 |            |               |
| 15 | <u>B12</u> | <u>9.781</u>  |
| 16 |            |               |
| 17 | <u>B00</u> | <u>10.153</u> |

18 NOTE: DOES NOT INCLUDE INSURANCE; \$420 SHALL BE ADDED TO  
 19 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 20 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

21 (2) Blue-collar pay schedule for fiscal year 1981  
 22 1983:

| <u>Grade</u> | <u>\$/Hour</u> |
|--------------|----------------|
| --B1-----    | 5.363 6.892    |
| --B2-----    | 5.691 7.292    |
| --B3-----    | 6.019 7.692    |
| --B4-----    | 6.347 8.092    |
| --B5-----    | 6.675 8.492    |
| --B6-----    | 7.003 8.892    |
| --B7-----    | 7.331 9.292    |
| --B8-----    | 7.659 9.692    |
| --B9-----    | 7.987 10.092   |
| --B10-----   | 8.315 10.492   |

|   |              |              |
|---|--------------|--------------|
| 1 | --B11-----   | 8.643 10.892 |
| 2 | --B12-----   | 8.971 11.292 |
| 3 | --B00**----- | 9.299 11.692 |

4 (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982,  
 5 AND ENDING JANUARY 7, 1983:

|    | <u>GRADE</u> | <u>\$/HOURL</u> |
|----|--------------|-----------------|
| 6  |              |                 |
| 7  | <u>B1</u>    | <u>5.974</u>    |
| 8  |              |                 |
| 9  | <u>B2</u>    | <u>6.364</u>    |
| 10 |              |                 |
| 11 | <u>B3</u>    | <u>6.755</u>    |
| 12 |              |                 |
| 13 | <u>B4</u>    | <u>7.145</u>    |
| 14 |              |                 |
| 15 | <u>B5</u>    | <u>7.536</u>    |
| 16 |              |                 |
| 17 | <u>B6</u>    | <u>7.926</u>    |
| 18 |              |                 |
| 19 | <u>B7</u>    | <u>8.317</u>    |
| 20 |              |                 |
| 21 | <u>B8</u>    | <u>8.708</u>    |
| 22 |              |                 |
| 23 | <u>B9</u>    | <u>9.098</u>    |
| 24 |              |                 |
| 25 | <u>B10</u>   | <u>9.489</u>    |
| 26 |              |                 |
| 27 | <u>B11</u>   | <u>9.879</u>    |
| 28 |              |                 |
| 29 | <u>B12</u>   | <u>10.270</u>   |
| 30 |              |                 |
| 31 | <u>B00</u>   | <u>10.660</u>   |
| 32 |              |                 |

33 NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 34 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 35 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

36 (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983,  
 37 AND ENDING JULY 8, 1983:

|  | <u>GRADE</u> | <u>\$/HOURL</u> |
|--|--------------|-----------------|
|--|--------------|-----------------|

|    |            |               |
|----|------------|---------------|
| 1  | <u>B1</u>  | <u>6.272</u>  |
| 2  |            |               |
| 3  | <u>B2</u>  | <u>6.683</u>  |
| 4  |            |               |
| 5  | <u>B3</u>  | <u>7.093</u>  |
| 6  |            |               |
| 7  | <u>B4</u>  | <u>7.503</u>  |
| 8  |            |               |
| 9  | <u>B5</u>  | <u>7.913</u>  |
| 10 |            |               |
| 11 | <u>B6</u>  | <u>8.323</u>  |
| 12 |            |               |
| 13 | <u>B7</u>  | <u>8.733</u>  |
| 14 |            |               |
| 15 | <u>B8</u>  | <u>9.143</u>  |
| 16 |            |               |
| 17 | <u>B9</u>  | <u>9.553</u>  |
| 18 |            |               |
| 19 | <u>B10</u> | <u>9.963</u>  |
| 20 |            |               |
| 21 | <u>B11</u> | <u>10.373</u> |
| 22 |            |               |
| 23 | <u>B12</u> | <u>10.783</u> |
| 24 |            |               |
| 25 | <u>800</u> | <u>11.193</u> |

26 NOTE: DOES NOT INCLUDE INSURANCE; \$480 SHALL BE ADDED TO  
 27 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF  
 28 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.  
 29 Up to 3% of the hourly increase granted above for fiscal  
 30 Year 1981 shall not be granted to an employee to the extent  
 31 that the employee would receive a rate, commonly called a  
 32 red-circled rate, exceeding the above listed rates due to  
 33 the fact that such employee at the time the blue-collar  
 34 plan was originally implemented, was paid at a rate greater  
 35 than the standard blue-collar rate for his classification.  
 36 (3) in recognition that the blue-collar employee  
 37 classes in the university system have been paid at rates

1 higher than employees in the blue-collar classes in the  
 2 executive branch, it is the intent of the legislature during  
 3 the next biennium that the board of regents seek wage  
 4 settlements which reduce the current wage disparities or  
 5 provide wages equal to those of employees in the executive  
 6 branch.

7 (3) IN RECOGNITION THAT THE BLUE-COLLAR EMPLOYEE  
 8 CLASSES IN THE UNIVERSITY SYSTEM HAVE BEEN PAID AT RATES  
 9 HIGHER THAN EMPLOYEES IN THE BLUE-COLLAR CLASSES IN THE  
 10 EXECUTIVE BRANCH, IT IS THE INTENT OF THE LEGISLATURE DURING  
 11 THE NEXT BIENNIUM THAT THE BOARD OF REGENTS SEEK WAGE  
 12 SETTLEMENTS THAT DO NOT INCREASE THE CURRENT WAGE  
 13 DISPARITIES BETWEEN EMPLOYEES IN THE UNIVERSITY SYSTEM AND  
 14 EMPLOYEES IN THE EXECUTIVE BRANCH."

15 NEW SECTION. SECTION 10. ADDITIONAL COMPENSATION.  
 16 EACH FULL-TIME EMPLOYEE WHO HAS BEEN CONTINUOUSLY ON THE  
 17 STATE PAYROLL FROM THE PAY PERIOD ENDING JANUARY 9, 1981, TO  
 18 THE PAY PERIOD BEGINNING JULY 11, 1981, SHALL RECEIVE A  
 19 PAYMENT OF \$500 IN JULY, 1981, IN ADDITION TO HIS REGULAR  
 20 COMPENSATION. PART-TIME EMPLOYEES SHALL RECEIVE A PERCENTAGE  
 21 OF THE \$500 AWARD EQUAL TO THE FULL-TIME EQUIVALENT FACTOR  
 22 OF THE EMPLOYEE'S POSITION AS OF THE PAYROLL PERIOD ENDING  
 23 JUNE 27, 1981.

24 Section 11. Section 2-18-701, MCA, is amended to read:  
 25 "2-18-701. Definitions. In this part, as it applies to

1 a person employed in the executive, judicial, or legislative  
2 branches of state government, "employee" means:

3 (1) a permanent full-time employee defined in  
4 2-18-601;

5 (2) a part-time permanent employee, as defined in  
6 2-18-601, who is scheduled to work a regular schedule of 20  
7 hours or more a week;

8 (3) a seasonal employee, as defined in 2-18-601, who  
9 is scheduled to work 6 months or more a year;

10 (4) elected officials;

11 (5) officers and permanent employees of the  
12 legislative branch;

13 (6) judges and permanent employees of the judicial  
14 branch; and

15 (7) academic, professional, and administrative  
16 personnel having individual contracts under the authority of  
17 the board of regents of higher education or the state board  
18 of public education; and

19 (8) temporary employees as defined in 2-18-601 who are  
20 scheduled to work more than 6 months a year or who work for  
21 a continuous period of more than 6 months OR WHOSE TEMPORARY  
22 STATUS IS DEFINED THROUGH COLLECTIVE BARGAINING."

23 Section 12. Section 2-18-702, MCA, is amended to read:  
24 "2-18-702. Group insurance for public employees and  
25 officers. (1) All counties, cities, towns, school districts,

1 and the board of regents shall upon approval by two-thirds  
2 vote of their respective officers and employees enter into  
3 group hospitalization, medical, health, including long-term  
4 disability, accident, and/or group life insurance contracts  
5 or plans for the benefit of their officers and employees and  
6 their dependents.

7 (2) State employees and elected officials, as defined  
8 in ~~2-18-809~~ 2-18-701, may participate in such state employee  
9 group benefit plans as are provided for under part 8 of this  
10 chapter.

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

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

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

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

4 (2) For employees defined in 2-18-701 other than  
5 members of collective bargaining units, and for members of  
6 the legislature, the employer contribution for group  
7 benefits shall be ~~\$50~~ \$70 per month for the fiscal year  
8 ending June 30, ~~1980~~ 1982, and ~~\$60~~ \$80 per month for each  
9 fiscal year thereafter. Permanent part-time employees who  
10 are regularly scheduled to work less than 20 hours a week  
11 are not eligible for the group benefit contribution. An  
12 employee who elects not to be covered by a state-sponsored  
13 group benefit plan may not receive the state contribution as  
14 wages.

15 (3) For employees of elementary and high school  
16 districts and of local government units, the employer's  
17 premium contributions may exceed but may not be less than  
18 \$10 per month.

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

24 Section 14. Appropriation. (1) There is appropriated  
25 to the various state agencies listed in this section the

1 money necessary to carry out the provisions of this act.  
2 The appropriations listed in this section are subject to the  
3 limitations, definitions, and provisions contained in the  
4 general appropriation act of 1981. No agency may exceed the  
5 appropriation listed in this section when carrying out the  
6 provisions of this act unless a budget amendment authorizing  
7 such an expenditure has been approved by an appropriate  
8 authority.

9 (2) The following money is appropriated FROM THE  
10 GENERAL FUND to the listed agencies.

|   | Fiscal--Year--1982 |                    | Fiscal--Year--1983 |                    |
|---|--------------------|--------------------|--------------------|--------------------|
|   | General            | Other              | General            | Other              |
|   | Fund               | Appropriated Funds | Fund               | Appropriated Funds |
| 15 JUDICIARY                            |                    |                    |                    |                    |
| 16                                      | 229,812            | 29,277             | 489,195            | 62,321             |
| 17 GOVERNOR'S OFFICE                    |                    |                    |                    |                    |
| 18                                      | 181,105            |                    | 403,999            |                    |
| 19 SECRETARY OF STATE                   |                    |                    |                    |                    |
| 20                                      | 55,668             |                    | 129,357            |                    |
| 21 COMMISSIONER OF CAMPAIGN PRACTICES   |                    |                    |                    |                    |
| 22                                      | 10,496             |                    | 22,591             |                    |
| 23 STATE AUDITORS OFFICE                |                    |                    |                    |                    |
| 24                                      | 104,307            |                    | 233,313            |                    |
| 25 SUPERINTENDENT OF PUBLIC INSTRUCTION |                    |                    |                    |                    |

|    |   |           |         |           |           |
|----|---|-----------|---------|-----------|-----------|
| 1  |   | 178v167   | 182v281 | 388v247   | 394v526   |
| 2  | CRIME-CONTROL-DIVISION                            |           |         |           |           |
| 3  |   | 12v925    | 48v329  | 27v664    | 86v324    |
| 4  | DEPARTMENT-OF-JUSTICE                             |           |         |           |           |
| 5  |   | 173v616   | 862v277 | 388v462   | 1v891v383 |
| 6  | DEPARTMENT-OF-PUBLIC-SERVICE-REGULATION           |           |         |           |           |
| 7  |   | 98v345    | 1v679   | 282v365   | 3v778     |
| 8  | BOARD-OF-PUBLIC-EDUCATION                         |           |         |           |           |
| 9  |   | 15v973    | 1v889   | 34v729    | 4v151     |
| 10 | SCHOOL-FOR-THE-DEAF-AND-BLIND                     |           |         |           |           |
| 11 |   | 155v751   |         | 367v344   |           |
| 12 | MONTANA-ARTS-COUNCIL                              |           |         |           |           |
| 13 |   | 4v587     | 4v586   | 9v715     | 9v711     |
| 14 | MONTANA-STATE-LIBRARY                             |           |         |           |           |
| 15 |   | 33v768    | 13v792  | 75v418    | 29v491    |
| 16 | MONTANA-ADVISORY-COUNCIL-FOR-VOCATIONAL-EDUCATION |           |         |           |           |
| 17 |   |           | 4v273   |           | 9v181     |
| 18 | MONTANA-HISTORICAL-SOCIETY                        |           |         |           |           |
| 19 |   | 58v457    | 28v262  | 121v264   | 42v721    |
| 20 | MONTANA-UNIVERSITY-SYSTEM-UNITS                   |           |         |           |           |
| 21 | --Commissioner-of-Higher-Education                |           |         |           |           |
| 22 |   | 35v557    | 1v553   | 87v989    | 3v733     |
| 23 | --University-of-Montana                           |           |         |           |           |
| 24 |   | 2v885v888 |         | 4v417v939 |           |
| 25 | --Montana-State-University                        |           |         |           |           |

|    |   |           |           |                  |
|----|---|-----------|-----------|------------------|
| 1  |   | 2v777v328 |           | 5v848v835        |
| 2  | --Montana-College-of-Mineral-Science-and-Technology |           |           |                  |
| 3  |   | 419v418   |           | 894v881          |
| 4  | --Eastern-Montana-College                           |           |           |                  |
| 5  |   | 788v932   |           | 1v491v774        |
| 6  | --Northern-Montana-College                          |           |           |                  |
| 7  |   | 377v987   |           | 798v365          |
| 8  | --Western-Montana-College                           |           |           |                  |
| 9  |   | 215v875   |           | 455v674          |
| 10 | --Bureau-of-Mines                                   |           |           |                  |
| 11 |   | 98v786    |           | 191v629          |
| 12 | --Agricultural-Experiment-Station                   |           |           |                  |
| 13 |   | 515v822   |           | 1v888v878        |
| 14 | --Cooperative-Extension-Service                     |           |           |                  |
| 15 |   | 263v586   |           | 557v834          |
| 16 | --Forestry-and-Conservation-Experiment-Station      |           |           |                  |
| 17 |   | 38v787    |           | 185v363          |
| 18 | DEPARTMENT-OF-FISH-AND-GAME                         |           |           |                  |
| 19 |   | 43v735    | 875v898   | 84v581 1v916v784 |
| 20 | DEPARTMENT-OF-HEALTH-AND-ENVIRONMENTAL-SCIENCES     |           |           |                  |
| 21 |   | 243v781   | 451v528   | 528v653 946v541  |
| 22 | DEPARTMENT-OF-HIGHWAYS                              |           |           |                  |
| 23 |   | 6v287     | 4v758v824 | 13v375 9v837v488 |
| 24 | DEPARTMENT-OF-STATE-LANDS                           |           |           |                  |
| 25 |   | 85v887    | 54v198    | 285v387 123v569  |

|    |  |           |         |           |           |
|----|--|-----------|---------|-----------|-----------|
| 1  | DEPARTMENT-OF-LIVESTOCK                          |           |         |           |           |
| 2  |  | 42v994    | 238v919 | 92v999    | 493v121   |
| 3  | DEPARTMENT-OF-NATURAL-RESOURCES-AND-CONSERVATION |           |         |           |           |
| 4  |  | 542v831   | 388v284 | 1v284v843 | 952v418   |
| 5  | DEPARTMENT-OF-REVENUE                            |           |         |           |           |
| 6  |  | 1v176v395 | 645v403 | 2v537v671 | 1v533v819 |
| 7  | DEPARTMENT-OF-ADMINISTRATION                     |           |         |           |           |
| 8  |  | 247v754   | 678v571 | 556v484   | 1v515v827 |
| 9  | DEPARTMENT-OF-AGRICULTURE                        |           |         |           |           |
| 10 |  | 84v134    | 108v783 | 183v943   | 233v522   |
| 11 | DEPARTMENT-OF-BUSINESS-REGULATION                |           |         |           |           |
| 12 |  | 94v195    | 22v788  | 286v612   | 48v443    |
| 13 | DEPARTMENT-OF-INSTITUTIONS                       |           |         |           |           |
| 14 |  | 353v264   | 57v186  | 745v281   | 114v804   |
| 15 | --Boulder-River-School-and-Hospital              |           |         |           |           |
| 16 |  | 825v443   | 5v772   | 2v829v995 | 18v952    |
| 17 | --Center-for-the-Aged                            |           |         |           |           |
| 18 |  | 177v268   |         | 398v684   |           |
| 19 | --Eastmont-Training-Center                       |           |         |           |           |
| 20 |  | 152v613   | 4v679   | 328v199   | 10v355    |
| 21 | --Galen-State-Hospital                           |           |         |           |           |
| 22 |  | 571v145   | 3v339   | 1v212v414 | 8v888     |
| 23 | --Mountain-View-School                           |           |         |           |           |
| 24 |  | 129v882   | 3v993   | 266v334   | 8v238     |
| 25 | --Pine-Hills-School                              |           |         |           |           |

|    |                                   |           |           |           |           |
|----|-----------------------------------|-----------|-----------|-----------|-----------|
| 1  |                                   | 217v386   | 8v992     | 478v749   | 19v475    |
| 2  | --Montana-State-Prison            |           |           |           |           |
| 3  |                                   | 458v836   | 42v632    | 1v858v928 | 91v873    |
| 4  | --Swan-River-Youth-Forest-Camp    |           |           |           |           |
| 5  |                                   | 47v561    | 2v899     | 186v559   | 4v782     |
| 6  | --Montana-Veterans'-Home          |           |           |           |           |
| 7  |                                   | 85v535    |           | 232v545   |           |
| 8  | --Warm-Springs-State-Hospital     |           |           |           |           |
| 9  |                                   | 1v811v888 | 6v711     | 2v247v355 | 14v885    |
| 10 | --Board-of-Pardons                |           |           |           |           |
| 11 |                                   | 7v689     |           | 17v498    |           |
| 12 | DEPARTMENT-OF-COMMUNITY-AFFAIRS   |           |           |           |           |
| 13 |                                   | 131v892   | 179v983   | 286v767   | 424v785   |
| 14 | DEPARTMENT-OF-LABOR-AND-INDUSTRY  |           |           |           |           |
| 15 | --Labor-Standards-Division        |           |           |           |           |
| 16 |                                   | 69v818    | 81v687    | 158v477   | 288v933   |
| 17 | --Employment-Security-Division    |           |           |           |           |
| 18 |                                   |           | 1v355v276 |           | 3v848v665 |
| 19 | --Workers'-Compensation-Division  |           |           |           |           |
| 20 |                                   |           | 315v712   |           | 726v749   |
| 21 | DEPARTMENT-OF-MILITARY-AFFAIRS    |           |           |           |           |
| 22 | --Adjutant-General                |           |           |           |           |
| 23 |                                   | 35v445    | 32v523    | 77v216    | 78v688    |
| 24 | --Disaster-and-Emergency-Services |           |           |           |           |
| 25 |                                   | 14v224    | 24v841    | 38v644    | 51v789    |





1 Montana. Further, it is the intent of the legislature that  
2 members of the commission be selected from a diverse group  
3 that adequately represents the interests of the general  
4 public, labor, the legislature, and the executive branch.

5 Section 15. Reversion of funds. Appropriated funds not  
6 spent at the end of the fiscal year shall revert to the fund  
7 from which appropriated.

8 Section 16. Codification instruction. Section 5 10 is  
9 intended to be codified as an integral part of Title 2,  
10 chapter 18.

11 Section 17. Effective date. ~~Section 2 is effective on~~  
12 ~~passage and approval. (1) SECTIONS 1 THROUGH 15, EXCLUDING~~  
13 ~~SECTION 2, ARE EFFECTIVE JULY 11, 1981.~~

14 (2) SECTION 2 IS EFFECTIVE ON PASSAGE AND APPROVAL.

-End-

1 HOUSE BILL NO. 840

2 INTRODUCED BY BARDANOUVE, VAN VALKENBURG

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

4  
5 A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE  
6 COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE  
7 CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES  
8 FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS  
9 THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR  
10 RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203,  
11 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701  
12 THROUGH 2-18-703, MCA; AND PROVIDING AN-IMMEDIATE EFFECTIVE  
13 DATE DATES."

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

16 Section 1. Section 2-18-101, MCA, is amended to read:

17 "2-18-101. Definitions. As used in parts 1 through 3  
18 and part 10 of this chapter, the following definitions  
19 apply:

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

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

25 (3) "Class" means one or more positions substantially

1 similar with respect to the kind or nature of duties  
2 performed, responsibility assumed, and level of difficulty  
3 so that the same descriptive title may be used to designate  
4 each position allocated to the class, similar qualifications  
5 may be required of persons appointed to the positions in the  
6 class, and the same pay rate or pay grade may be applied  
7 with equity.

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

13 (5) "Compensation" means the annual or hourly wage  
14 or salary and includes the state contribution to group  
15 benefits under provisions of 2-18-703.

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

18 (7) Except in 2-18-306, "employee" means any state  
19 employee other than an employee excepted under 2-18-103 or  
20 2-18-104 from the statewide classification system.

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

23 (9) "Permanent position" means a position so  
24 designated on the appropriate agency list of authorized  
25 positions referenced in 2-18-206 and approved as such in the

1 biennium budget.

2 ~~(6)~~(10) "Permanent status" means the state an employee  
3 attains after satisfactorily completing an appropriate  
4 probationary period in a permanent position.

5 ~~(7)~~(11) "Personal staff" means those positions occupied  
6 by employees appointed by the elected officials enumerated  
7 in Article VI, section 1, of the Montana constitution or by  
8 the public service commission as a whole.

9 ~~(8)~~(12) "Position" means a collection of duties and  
10 responsibilities currently assigned or delegated by  
11 competent authority, requiring the full-time, part-time, or  
12 intermittent employment of one person.

13 ~~(9)~~(13) "Program" means a combination of planned  
14 efforts to provide a service.

15 ~~(10)~~(14) "Seasonal position" means a position so  
16 designated on the appropriate agency list of authorized  
17 positions referenced in 2-18-206 and which is a permanent  
18 position but which is interrupted by the seasonal nature of  
19 the position.

20 ~~(11)~~(15) "Temporary position" means a position so  
21 designated on the appropriate agency list of authorized  
22 positions referenced in 2-18-206, created for a definite  
23 period of time not to exceed 9 months."

24 Section 2. Section 2-18-203, MCA, is amended to read:  
25 "2-18-203. Review of positions -- change in

1 classification. (1) The department shall continuously review  
2 all positions on a regular basis and adjust classifications  
3 to reflect significant changes in duties and  
4 responsibilities. In the event adjustments are to be made to  
5 the classification specifications or criteria utilized for  
6 allocating positions in the classification specifications  
7 affecting employees within a bargaining unit, the department  
8 shall consult with the representative of the bargaining unit  
9 prior to implementation of the adjustments, except for blue  
10 collar, teachers, and liquor store clerks classification  
11 plans, which shall remain mandatory negotiable items under  
12 the Collective Bargaining Act.

13 (2) Employees and employee organizations will be given  
14 the opportunity to appeal ~~any changes in classifications or~~  
15 ~~positions the allocation or reallocation of a position to a~~  
16 ~~class. The grade assigned to a class is not an appealable~~  
17 ~~subject under 2-18-1011 through 2-18-1013.~~

18 (3) The period of time for which retroactive pay for a  
19 classification or position appeal may be awarded under parts  
20 1 through 3 of this chapter or under 2-18-1011 through  
21 2-18-1013 may not extend beyond 30 days prior to the date  
22 the appeal was filed. This provision shall not affect a  
23 classification or position appeal already in process on  
24 ~~April 26, 1977 [the effective date of this section]~~ APRIL  
25 26, 1977."

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

2 "2-18-301. Purpose and intent of part -- rules. (1)

3 The purpose of this part is to provide the compensation  
4 necessary to attract and retain competent and qualified  
5 employees in order to perform the services the state is  
6 required to provide to its citizens.

7 (2) It is the intent of the legislature that, for the  
8 biennium ending June 30, ~~1981~~ 1983, the:

9 (a) pay schedules provided for in 2-18-311 through  
10 2-18-315 supersede any other plan or systems established  
11 through collective bargaining after the adjournment of the  
12 46th 47th legislature;

13 (b) pay levels provided for in 2-18-311 through  
14 2-18-315 may not be increased through collective bargaining  
15 after adjournment of the 46th 47th legislature; and

16 (c) total funds required to implement the pay  
17 schedules provided for in 2-18-311 through 2-18-315 for any  
18 employee group or bargaining unit may not be increased  
19 through collective bargaining over the amount appropriated  
20 by the 46th 47th legislature.

21 (3) 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 (4) The department may promulgate rules not

1 inconsistent with the provisions of this part, collective  
2 bargaining statutes, or negotiated contracts to carry out  
3 the purposes of this part."

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

5 "2-18-303. Procedures for utilizing pay schedules. (1)

6 The pay schedules provided in 2-18-311 and 2-18-312 shall be  
7 implemented as follows:

8 (a) The pay schedule SCHEDULES provided in 2-18-311  
9 indicates INDICATE the annual compensation for the fiscal  
10 year ending June 30, ~~1980~~ 1982, for each grade and step for  
11 positions classified under the provisions of part 2 of this  
12 chapter.

13 (b) The pay schedule SCHEDULES provided in 2-18-312  
14 indicates INDICATE the annual compensation for the fiscal  
15 year ending June 30, ~~1981~~ 1983, for each grade and step for  
16 positions classified under the provisions of part 2 of this  
17 chapter.

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

23 (d) (i) The compensation of each employee on the first  
24 day of the first pay period in fiscal year ~~1980~~ 1982 shall  
25 be that amount which corresponds to the grade and step

1 occupied on the last day of the preceding fiscal year of  
2 ~~1979~~ 1981.

3 (ii) The compensation of each employee on the first day  
4 of the first pay period in fiscal year ~~1981~~ 1983 shall be  
5 that amount which corresponds to the grade and step occupied  
6 on the last day of the fiscal year ~~1980~~ 1982.

7 (iii) In compliance with rules adopted to implement  
8 this part, each employee is eligible on his anniversary date  
9 to advance one step in the pay matrix each fiscal year.  
10 However, if the employee's anniversary date falls between  
11 (inclusive) July 1 and the first day of the first pay period  
12 of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be,  
13 he will advance one step on the first day of that pay  
14 period.

15 (2) The pay schedules provided in 2-18-311 and  
16 2-18-312 and the provisions of subsection (1) of this  
17 section do not apply to those institutional teachers, liquor  
18 store occupations, or blue-collar occupations compensated  
19 under the pay schedules provided in 2-18-313, 2-18-314, or  
20 2-18-315.

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

23 (a) (i) The pay schedules provided in 2-18-313  
24 indicate the annual compensation for the contracted school  
25 term for teachers employed by institutions under the

1 authority of the department of institutions for fiscal years  
2 ~~1980~~ 1982 and ~~1981~~ 1983.

3 (ii) The compensation of each teacher on the first day  
4 of the first pay period in July, ~~1980~~ 1981, shall be that  
5 amount which corresponds to his level of academic  
6 achievement and the next highest grade step from that  
7 occupied on June 30, ~~1979~~ 1981.

8 (iii) The compensation of each teacher on the first day  
9 of the first pay period in July, ~~1981~~ 1982, shall be that  
10 amount which corresponds to his level of achievement and the  
11 next highest grade step from that occupied on June 30, ~~1980~~  
12 1982.

13 (b) (i) The pay schedules provided in 2-18-314  
14 indicate the maximum hourly compensation for fiscal years  
15 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those  
16 employees in liquor store occupations who have collectively  
17 bargained separate classification and pay plans.

18 (ii) The compensation of each employee on the first day  
19 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
20 1983, as the case may be, shall be that amount which  
21 corresponds to that grade occupied on the last day of the  
22 preceding fiscal year.

23 (c) (i) The pay schedules provided in 2-18-315  
24 indicate the maximum hourly compensation for fiscal years  
25 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for

1 employees in apprentice trades and crafts and other  
 2 blue-collar occupations recognized in the state blue-collar  
 3 classification plan who are members of units that have  
 4 collectively bargained separate classification and pay  
 5 plans.

6 (ii) The compensation of each employee on the first day  
 7 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
 8 1983, as the case may be, shall be that amount which  
 9 corresponds to that grade occupied on the last day of the  
 10 preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive  
 12 the amounts indicated in the respective pay schedules  
 13 provided in ~~2-18-311, 2-18-312, or 2-18-313~~ ~~2-18-314~~ or  
 14 through 2-18-315 until the bargaining unit of which he is a  
 15 member ratifies a completely integrated collective  
 16 bargaining agreement covering the biennium ending June 30,  
 17 ~~1981~~ 1983.

18 (ii) In the event that negotiation and ratification of  
 19 a completely integrated collective bargaining agreement as  
 20 required by subsection (4)(a)(i) of this section are not  
 21 completed by July 1, ~~1979~~ 1981, retroactivity to that date  
 22 may be negotiated.

23 (iii) In the event that negotiation and ratification of  
 24 a completely integrated collective bargaining agreement as  
 25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, ~~1979~~ 1981, members of the bargaining  
 2 unit involved will continue to receive the compensation they  
 3 were receiving as of June 30, ~~1979~~ 1981.

4 (b) Methods of administration not inconsistent with  
 5 the purpose of this part and necessary to properly implement  
 6 the pay schedules provided in ~~2-18-313, 2-18-314, or~~ through  
 7 ~~2-18-315~~ may be provided for in collective bargaining  
 8 agreements.

9 (5) The current wage or salary of an employee shall  
 10 not be reduced by the implementation of the pay schedules  
 11 provided for in ~~2-18-311, 2-18-312, or 2-18-313~~ ~~2-18-314~~  
 12 or through 2-18-315.

13 (6) The department may authorize a separate pay  
 14 schedule for medical doctors if the rates provided in  
 15 2-18-311 and 2-18-312 are not sufficient to attract and  
 16 retain fully licensed and qualified physicians at the state  
 17 institutions.

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

24 NEW SECTION ~~Section 5~~ Management ~~and~~ and ~~senior~~  
 25 professional service ~~employee self-development~~ it ~~the~~

1 department shall develop a program that is designed to  
2 increase the professional skills of employees in management  
3 and senior professional positions classified according to  
4 the provisions of part 2 of this chapter. The program must  
5 be directed to:

6 (a) identifying, retaining, and attracting highly  
7 qualified and motivated employees in managerial and senior  
8 professional occupations;

9 (b) providing outstanding employees a broad  
10 opportunity for career growth; and

11 (c) providing for the mobility of such employees among  
12 agencies whenever this would be to the advantage of the  
13 state and would make the most beneficial use of an  
14 individual's managerial and professional skills.

15 (2) Employees in positions classified as management  
16 under part 2 of this chapter are excluded from bargaining  
17 units established under the provisions of Title 39.

18 (3) In assigning salary grades to management and  
19 senior professional classes, the department shall use an  
20 objective classification methodology that takes into  
21 consideration the nature of work, the level of  
22 responsibility, and accountability of positions.

23 (4) All salary increases within salary grades or  
24 promotions or demotions for employees in management or  
25 senior professional positions must be according to a

1 uniform, objective, result-oriented performance evaluation  
2 program established by the department. The department shall  
3 adopt pay rules related to job performance that govern the  
4 amount and timing of the step increases. Each agency head  
5 shall ensure that each employee in a management or senior  
6 professional position is evaluated and counseled at least  
7 once a year on work performance. The total number of the  
8 step increases granted for all management and senior  
9 professional employees may not exceed the total number of  
10 the step increases that would be granted if the automatic  
11 step increases provided in 2-18-303 were extended to cover  
12 this group.

13 (5) Agency heads are responsible for planning  
14 budgeting and evaluating job-related training programs  
15 within their agency. Agency heads shall foster employee  
16 self-development by encouraging all employees to take  
17 advantage of opportunities for job-related training and  
18 self-study. The department shall, within the limits of its  
19 capabilities, assist agency heads in carrying out this  
20 responsibility by providing job-related training courses and  
21 self-study programs and making them available to employees.

22 Section 5. Section 2-18-311, MCA, is amended to read:  
23 "2-18-311. Pay schedule SCHEDULES for fiscal year 1980  
24 1982 AND 1983 SHALL BE ADJUSTED BY THE GOVERNOR IN A MANNER  
25 WHICH WILL COST NO MORE FOR PAY RAISES THAN THE

1 APPROPRIATION CONTAINED IN THIS BILL.

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 5,292   | 6,100   | 6,910   | 6,436   | 6,565   | 6,696   | 6,830   | 6,967   | 7,106   | 7,246   | 7,389   | 7,541   | 7,692   |
| 2     | 6,319   | 6,829   | 6,762   | 6,897   | 7,005   | 7,176   | 7,329   | 7,490   | 7,615   | 7,707   | 7,822   | 8,080   | 8,242   |
| 3     | 6,774   | 7,112   | 7,294   | 7,399   | 7,547   | 7,698   | 7,852   | 8,009   | 8,169   | 8,332   | 8,499   | 8,669   | 8,842   |
| 4     | 7,274   | 7,630   | 7,791   | 7,947   | 8,106   | 8,260   | 8,400   | 8,602   | 8,774   | 8,949   | 9,128   | 9,311   | 9,497   |
| 5     | 7,825   | 8,219   | 8,385   | 8,561   | 8,722   | 8,896   | 9,074   | 9,255   | 9,440   | 9,629   | 9,822   | 10,018  | 10,218  |
| 6     | 8,333   | 8,835   | 9,032   | 9,213   | 9,397   | 9,585   | 9,777   | 9,970   | 10,172  | 10,376  | 10,583  | 10,795  | 11,011  |
| 7     | 9,104   | 9,539   | 9,750   | 9,945   | 10,144  | 10,347  | 10,554  | 10,765  | 10,980  | 11,200  | 11,424  | 11,652  | 11,885  |
| 8     | 9,829   | 10,320  | 10,520  | 10,737  | 10,952  | 11,171  | 11,394  | 11,622  | 11,854  | 12,091  | 12,332  | 12,580  | 12,832  |
| 9     | 10,632  | 11,164  | 11,367  | 11,615  | 11,847  | 12,084  | 12,326  | 12,570  | 12,824  | 13,080  | 13,342  | 13,609  | 13,881  |
| 10    | 11,513  | 12,089  | 12,301  | 12,578  | 12,860  | 13,087  | 13,349  | 13,616  | 13,888  | 14,166  | 14,449  | 14,738  | 15,033  |
| 11    | 12,474  | 13,090  | 13,300  | 13,627  | 13,900  | 14,178  | 14,462  | 14,751  | 15,046  | 15,347  | 15,654  | 15,967  | 16,286  |
| 12    | 13,541  | 14,218  | 14,502  | 14,792  | 15,088  | 15,390  | 15,698  | 16,012  | 16,333  | 16,660  | 16,992  | 17,329  | 17,679  |
| 13    | 14,699  | 15,434  | 15,749  | 16,066  | 16,379  | 16,707  | 17,041  | 17,382  | 17,730  | 18,085  | 18,447  | 18,816  | 19,192  |
| 14    | 16,048  | 16,845  | 17,181  | 17,525  | 17,876  | 18,234  | 18,599  | 18,970  | 19,350  | 19,737  | 20,132  | 20,535  | 20,946  |
| 15    | 17,485  | 18,347  | 18,664  | 19,058  | 19,439  | 19,838  | 20,226  | 20,620  | 21,042  | 21,482  | 21,930  | 22,320  | 22,776  |
| 16    | 18,999  | 19,942  | 20,241  | 20,749  | 21,163  | 21,566  | 22,010  | 22,450  | 22,900  | 23,366  | 23,844  | 24,310  | 24,796  |
| 17    | 20,674  | 21,709  | 22,142  | 22,566  | 23,037  | 23,497  | 23,967  | 24,447  | 24,936  | 25,435  | 25,943  | 26,462  | 26,981  |
| 18    | 22,525  | 23,662  | 24,125  | 24,607  | 25,100  | 25,602  | 26,115  | 26,638  | 27,170  | 27,714  | 28,268  | 28,834  | 29,411  |
| 19    | 24,564  | 25,792  | 26,300  | 26,806  | 27,371  | 27,919  | 28,478  | 29,048  | 29,628  | 30,221  | 30,825  | 31,441  | 32,068  |
| 20    | 26,787  | 28,127  | 28,690  | 29,264  | 29,849  | 30,446  | 31,055  | 31,676  | 32,300  | 32,925  | 33,514  | 34,114  | 34,714  |
| 21    | 29,335  | 30,697  | 31,311  | 31,937  | 32,576  | 33,227  | 33,890  | 34,560  | 35,260  | 35,966  | 36,666  | 37,366  | 38,066  |
| 22    | 31,920  | 33,510  | 34,160  | 34,863  | 35,567  | 36,270  | 37,004  | 37,744  | 38,499  | 39,299  | 40,099  | 40,899  | 41,699  |
| 23    | 34,557  | 36,500  | 37,302  | 38,076  | 38,840  | 39,617  | 40,400  | 41,217  | 42,017  | 42,817  | 43,617  | 44,417  | 45,217  |
| 24    | 38,086  | 39,990  | 40,790  | 41,606  | 42,438  | 43,287  | 44,153  | 44,953  | 45,753  | 46,553  | 47,353  | 48,153  | 48,953  |
| 25    | 41,631  | 43,713  | 44,563  | 45,479  | 46,389  | 47,310  | 48,216  | 49,116  | 50,016  | 50,916  | 51,816  | 52,716  | 53,616  |

NOTE: INCLUDES INSURANCE.

| GRS | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1   | 7,379   | 7,744   | 7,992   | 8,243   | 8,497   | 8,754   | 9,013   | 9,274   | 9,537   | 9,802   | 10,069  | 10,338  | 10,609  |
| 2   | 7,829   | 8,250   | 8,554   | 8,861   | 9,170   | 9,481   | 9,794   | 10,109  | 10,426  | 10,745  | 11,066  | 11,389  | 11,714  |
| 3   | 8,289   | 8,740   | 9,076   | 9,413   | 9,752   | 10,093  | 10,436  | 10,781  | 11,128  | 11,477  | 11,828  | 12,181  | 12,536  |
| 4   | 8,749   | 9,240   | 9,596   | 9,953   | 10,312  | 10,673  | 11,036  | 11,401  | 11,768  | 12,137  | 12,508  | 12,881  | 13,256  |
| 5   | 9,209   | 9,740   | 10,096  | 10,453  | 10,812  | 11,173  | 11,536  | 11,901  | 12,268  | 12,637  | 13,008  | 13,381  | 13,756  |
| 6   | 9,669   | 10,240  | 10,606  | 11,073  | 11,542  | 12,013  | 12,486  | 12,961  | 13,438  | 13,917  | 14,398  | 14,881  | 15,366  |
| 7   | 10,129  | 10,740  | 11,116  | 11,593  | 12,072  | 12,553  | 13,036  | 13,521  | 14,008  | 14,497  | 14,988  | 15,481  | 15,976  |
| 8   | 10,589  | 11,240  | 11,626  | 12,113  | 12,602  | 13,093  | 13,586  | 14,081  | 14,578  | 15,077  | 15,578  | 16,081  | 16,586  |
| 9   | 11,049  | 11,740  | 12,136  | 12,633  | 13,132  | 13,633  | 14,136  | 14,641  | 15,148  | 15,657  | 16,168  | 16,681  | 17,196  |
| 10  | 11,509  | 12,240  | 12,646  | 13,153  | 13,662  | 14,173  | 14,686  | 15,201  | 15,718  | 16,237  | 16,758  | 17,281  | 17,806  |
| 11  | 11,969  | 12,740  | 13,156  | 13,673  | 14,192  | 14,713  | 15,236  | 15,761  | 16,288  | 16,817  | 17,348  | 17,881  | 18,416  |
| 12  | 12,429  | 13,240  | 13,666  | 14,193  | 14,722  | 15,253  | 15,786  | 16,321  | 16,858  | 17,397  | 17,938  | 18,481  | 19,026  |
| 13  | 12,889  | 13,740  | 14,176  | 14,713  | 15,252  | 15,793  | 16,336  | 16,881  | 17,428  | 17,977  | 18,528  | 19,081  | 19,636  |
| 14  | 13,349  | 14,240  | 14,686  | 15,233  | 15,782  | 16,333  | 16,886  | 17,441  | 17,998  | 18,557  | 19,118  | 19,681  | 20,246  |
| 15  | 13,809  | 14,740  | 15,196  | 15,753  | 16,312  | 16,873  | 17,436  | 18,001  | 18,568  | 19,137  | 19,708  | 20,281  | 20,856  |
| 16  | 14,269  | 15,240  | 15,706  | 16,273  | 16,842  | 17,413  | 17,986  | 18,561  | 19,138  | 19,717  | 20,298  | 20,881  | 21,466  |
| 17  | 14,729  | 15,740  | 16,216  | 16,793  | 17,372  | 17,953  | 18,536  | 19,121  | 19,708  | 20,297  | 20,888  | 21,481  | 22,076  |
| 18  | 15,189  | 16,240  | 16,726  | 17,313  | 17,902  | 18,493  | 19,086  | 19,681  | 20,278  | 20,877  | 21,478  | 22,081  | 22,686  |
| 19  | 15,649  | 16,740  | 17,236  | 17,833  | 18,432  | 19,033  | 19,636  | 20,241  | 20,848  | 21,457  | 22,068  | 22,681  | 23,296  |
| 20  | 16,109  | 17,240  | 17,746  | 18,353  | 18,962  | 19,573  | 20,186  | 20,791  | 21,408  | 22,027  | 22,648  | 23,271  | 23,896  |
| 21  | 16,569  | 17,740  | 18,256  | 18,873  | 19,492  | 20,113  | 20,736  | 21,361  | 21,988  | 22,617  | 23,248  | 23,881  | 24,516  |
| 22  | 17,029  | 18,240  | 18,766  | 19,393  | 20,022  | 20,653  | 21,286  | 21,921  | 22,558  | 23,197  | 23,838  | 24,481  | 25,126  |
| 23  | 17,489  | 18,740  | 19,276  | 19,913  | 20,552  | 21,193  | 21,836  | 22,481  | 23,128  | 23,777  | 24,428  | 25,081  | 25,736  |
| 24  | 17,949  | 19,240  | 19,786  | 20,433  | 21,082  | 21,733  | 22,386  | 23,041  | 23,698  | 24,357  | 25,018  | 25,681  | 26,346  |
| 25  | 18,409  | 19,740  | 20,296  | 20,953  | 21,612  | 22,273  | 22,936  | 23,601  | 24,268  | 24,937  | 25,608  | 26,281  | 26,956  |

NOTE: INCLUDES INSURANCE.



1 (1) -- SEMI ANNUAL PAY SCHEDULE BEGINNING JULY -- 1981  
2 AND ENDING JANUARY -- 1982

1 (2) -- SEMI ANNUAL PAY SCHEDULE BEGINNING JANUARY -- 1982  
2 AND ENDING JULY -- 1982

| STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     | 14     |
| 6,027  | 6,367  | 6,707  | 7,047  | 7,387  | 7,727  | 8,067  | 8,407  | 8,747  | 9,087  | 9,427  | 9,767  | 10,107 | 10,447 |
| 6,467  | 6,807  | 7,147  | 7,487  | 7,827  | 8,167  | 8,507  | 8,847  | 9,187  | 9,527  | 9,867  | 10,207 | 10,547 | 10,887 |
| 6,907  | 7,247  | 7,587  | 7,927  | 8,267  | 8,607  | 8,947  | 9,287  | 9,627  | 9,967  | 10,307 | 10,647 | 10,987 | 11,327 |
| 7,347  | 7,687  | 8,027  | 8,367  | 8,707  | 9,047  | 9,387  | 9,727  | 10,067 | 10,407 | 10,747 | 11,087 | 11,427 | 11,767 |
| 7,787  | 8,127  | 8,467  | 8,807  | 9,147  | 9,487  | 9,827  | 10,167 | 10,507 | 10,847 | 11,187 | 11,527 | 11,867 | 12,207 |
| 8,227  | 8,567  | 8,907  | 9,247  | 9,587  | 9,927  | 10,267 | 10,607 | 10,947 | 11,287 | 11,627 | 11,967 | 12,307 | 12,647 |
| 8,667  | 9,007  | 9,347  | 9,687  | 10,027 | 10,367 | 10,707 | 11,047 | 11,387 | 11,727 | 12,067 | 12,407 | 12,747 | 13,087 |
| 9,107  | 9,447  | 9,787  | 10,127 | 10,467 | 10,807 | 11,147 | 11,487 | 11,827 | 12,167 | 12,507 | 12,847 | 13,187 | 13,527 |
| 9,547  | 9,887  | 10,227 | 10,567 | 10,907 | 11,247 | 11,587 | 11,927 | 12,267 | 12,607 | 12,947 | 13,287 | 13,627 | 13,967 |
| 9,987  | 10,327 | 10,667 | 11,007 | 11,347 | 11,687 | 12,027 | 12,367 | 12,707 | 13,047 | 13,387 | 13,727 | 14,067 | 14,407 |
| 10,427 | 10,767 | 11,107 | 11,447 | 11,787 | 12,127 | 12,467 | 12,807 | 13,147 | 13,487 | 13,827 | 14,167 | 14,507 | 14,847 |
| 10,867 | 11,207 | 11,547 | 11,887 | 12,227 | 12,567 | 12,907 | 13,247 | 13,587 | 13,927 | 14,267 | 14,607 | 14,947 | 15,287 |
| 11,307 | 11,647 | 11,987 | 12,327 | 12,667 | 13,007 | 13,347 | 13,687 | 14,027 | 14,367 | 14,707 | 15,047 | 15,387 | 15,727 |
| 11,747 | 12,087 | 12,427 | 12,767 | 13,107 | 13,447 | 13,787 | 14,127 | 14,467 | 14,807 | 15,147 | 15,487 | 15,827 | 16,167 |
| 12,187 | 12,527 | 12,867 | 13,207 | 13,547 | 13,887 | 14,227 | 14,567 | 14,907 | 15,247 | 15,587 | 15,927 | 16,267 | 16,607 |
| 12,627 | 12,967 | 13,307 | 13,647 | 13,987 | 14,327 | 14,667 | 15,007 | 15,347 | 15,687 | 16,027 | 16,367 | 16,707 | 17,047 |
| 13,067 | 13,407 | 13,747 | 14,087 | 14,427 | 14,767 | 15,107 | 15,447 | 15,787 | 16,127 | 16,467 | 16,807 | 17,147 | 17,487 |
| 13,507 | 13,847 | 14,187 | 14,527 | 14,867 | 15,207 | 15,547 | 15,887 | 16,227 | 16,567 | 16,907 | 17,247 | 17,587 | 17,927 |
| 13,947 | 14,287 | 14,627 | 14,967 | 15,307 | 15,647 | 15,987 | 16,327 | 16,667 | 17,007 | 17,347 | 17,687 | 18,027 | 18,367 |
| 14,387 | 14,727 | 15,067 | 15,407 | 15,747 | 16,087 | 16,427 | 16,767 | 17,107 | 17,447 | 17,787 | 18,127 | 18,467 | 18,807 |
| 14,827 | 15,167 | 15,507 | 15,847 | 16,187 | 16,527 | 16,867 | 17,207 | 17,547 | 17,887 | 18,227 | 18,567 | 18,907 | 19,247 |
| 15,267 | 15,607 | 15,947 | 16,287 | 16,627 | 16,967 | 17,307 | 17,647 | 17,987 | 18,327 | 18,667 | 19,007 | 19,347 | 19,687 |
| 15,707 | 16,047 | 16,387 | 16,727 | 17,067 | 17,407 | 17,747 | 18,087 | 18,427 | 18,767 | 19,107 | 19,447 | 19,787 | 20,127 |
| 16,147 | 16,487 | 16,827 | 17,167 | 17,507 | 17,847 | 18,187 | 18,527 | 18,867 | 19,207 | 19,547 | 19,887 | 20,227 | 20,567 |
| 16,587 | 16,927 | 17,267 | 17,607 | 17,947 | 18,287 | 18,627 | 18,967 | 19,307 | 19,647 | 19,987 | 20,327 | 20,667 | 21,007 |
| 17,027 | 17,367 | 17,707 | 18,047 | 18,387 | 18,727 | 19,067 | 19,407 | 19,747 | 20,087 | 20,427 | 20,767 | 21,107 | 21,447 |
| 17,467 | 17,807 | 18,147 | 18,487 | 18,827 | 19,167 | 19,507 | 19,847 | 20,187 | 20,527 | 20,867 | 21,207 | 21,547 | 21,887 |
| 17,907 | 18,247 | 18,587 | 18,927 | 19,267 | 19,607 | 19,947 | 20,287 | 20,627 | 20,967 | 21,307 | 21,647 | 21,987 | 22,327 |
| 18,347 | 18,687 | 19,027 | 19,367 | 19,707 | 20,047 | 20,387 | 20,727 | 21,067 | 21,407 | 21,747 | 22,087 | 22,427 | 22,767 |
| 18,787 | 19,127 | 19,467 | 19,807 | 20,147 | 20,487 | 20,827 | 21,167 | 21,507 | 21,847 | 22,187 | 22,527 | 22,867 | 23,207 |
| 19,227 | 19,567 | 19,907 | 20,247 | 20,587 | 20,927 | 21,267 | 21,607 | 21,947 | 22,287 | 22,627 | 22,967 | 23,307 | 23,647 |
| 19,667 | 20,007 | 20,347 | 20,687 | 21,027 | 21,367 | 21,707 | 22,047 | 22,387 | 22,727 | 23,067 | 23,407 | 23,747 | 24,087 |
| 20,107 | 20,447 | 20,787 | 21,127 | 21,467 | 21,807 | 22,147 | 22,487 | 22,827 | 23,167 | 23,507 | 23,847 | 24,187 | 24,527 |
| 20,547 | 20,887 | 21,227 | 21,567 | 21,907 | 22,247 | 22,587 | 22,927 | 23,267 | 23,607 | 23,947 | 24,287 | 24,627 | 24,967 |
| 20,987 | 21,327 | 21,667 | 22,007 | 22,347 | 22,687 | 23,027 | 23,367 | 23,707 | 24,047 | 24,387 | 24,727 | 25,067 | 25,407 |
| 21,427 | 21,767 | 22,107 | 22,447 | 22,787 | 23,127 | 23,467 | 23,807 | 24,147 | 24,487 | 24,827 | 25,167 | 25,507 | 25,847 |
| 21,867 | 22,207 | 22,547 | 22,887 | 23,227 | 23,567 | 23,907 | 24,247 | 24,587 | 24,927 | 25,267 | 25,607 | 25,947 | 26,287 |
| 22,307 | 22,647 | 22,987 | 23,327 | 23,667 | 24,007 | 24,347 | 24,687 | 25,027 | 25,367 | 25,707 | 26,047 | 26,387 | 26,727 |
| 22,747 | 23,087 | 23,427 | 23,767 | 24,107 | 24,447 | 24,787 | 25,127 | 25,467 | 25,807 | 26,147 | 26,487 | 26,827 | 27,167 |
| 23,187 | 23,527 | 23,867 | 24,207 | 24,547 | 24,887 | 25,227 | 25,567 | 25,907 | 26,247 | 26,587 | 26,927 | 27,267 | 27,607 |
| 23,627 | 23,967 | 24,307 | 24,647 | 24,987 | 25,327 | 25,667 | 26,007 | 26,347 | 26,687 | 27,027 | 27,367 | 27,707 | 28,047 |
| 24,067 | 24,407 | 24,747 | 25,087 | 25,427 | 25,767 | 26,107 | 26,447 | 26,787 | 27,127 | 27,467 | 27,807 | 28,147 | 28,487 |
| 24,507 | 24,847 | 25,187 | 25,527 | 25,867 | 26,207 | 26,547 | 26,887 | 27,227 | 27,567 | 27,907 | 28,247 | 28,587 | 28,927 |
| 24,947 | 25,287 | 25,627 | 25,967 | 26,307 | 26,647 | 26,987 | 27,327 | 27,667 | 28,007 | 28,347 | 28,687 | 29,027 | 29,367 |
| 25,387 | 25,727 | 26,067 | 26,407 | 26,747 | 27,087 | 27,427 | 27,767 | 28,107 | 28,447 | 28,787 | 29,127 | 29,467 | 29,807 |
| 25,827 | 26,167 | 26,507 | 26,847 | 27,187 | 27,527 | 27,867 | 28,207 | 28,547 | 28,887 | 29,227 | 29,567 | 29,907 | 30,247 |

| STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   | STEP   |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     | 14     |
| 6,320  | 6,660  | 7,000  | 7,340  | 7,680  | 8,020  | 8,360  | 8,700  | 9,040  | 9,380  | 9,720  | 10,060 | 10,400 | 10,740 |
| 6,760  | 7,100  | 7,440  | 7,780  | 8,120  | 8,460  | 8,800  | 9,140  | 9,480  | 9,820  | 10,160 | 10,500 | 10,840 | 11,180 |
| 7,200  | 7,540  | 7,880  | 8,220  | 8,560  | 8,900  | 9,240  | 9,580  | 9,920  | 10,260 | 10,600 | 10,940 | 11,280 | 11,620 |
| 7,640  | 7,980  | 8,320  | 8,660  | 9,000  | 9,340  | 9,680  | 10,020 | 10,360 | 10,700 | 11,040 | 11,380 | 11,720 | 12,060 |
| 8,080  | 8,420  | 8,760  | 9,100  | 9,440  | 9,780  | 10,120 | 10,460 | 10,800 | 11,140 | 11,480 | 11,820 | 12,160 | 12,500 |
| 8,520  | 8,860  | 9,200  | 9,540  | 9,880  | 10,220 | 10,560 | 10,900 | 11,240 | 11,580 | 11,920 | 12,260 | 12,600 | 12,940 |
| 8,960  | 9,300  | 9,640  | 9,980  | 10,320 | 10,660 | 11,000 | 11,340 | 11,680 | 12,020 | 12,360 | 12,700 | 13,040 | 13,380 |
| 9,400  | 9,740  | 10,080 | 10,420 | 10,760 | 11,100 | 11,440 | 11,780 | 12,120 | 12,460 | 12,800 | 13,140 | 13,480 | 13,820 |
| 9,840  | 10,180 | 10,520 | 10,860 | 11,200 | 11,540 | 11,880 | 12,220 | 12,560 | 12,900 | 13,240 | 13,580 | 13,920 | 14,260 |
| 10,280 | 10,620 | 10,960 | 11,300 | 11,640 | 11,980 | 12,320 | 12,660 | 13,000 | 13,340 | 13,680 | 14,020 | 14,360 | 14,700 |
| 10,720 | 11,060 | 11,400 | 11,740 | 12,080 | 12,420 | 12,760 | 13,100 | 13,440 | 13,780 | 14,120 | 14,460 | 14,800 | 15,140 |
| 11,160 | 11,500 | 11,840 | 12,180 | 12,520 | 12,860 | 13,200 | 13,540 | 13,880 | 14,220 | 14,560 | 14,900 | 15,240 | 15,580 |
| 11,600 | 11,940 | 12,280 | 12,620 | 12,960 | 13,300 | 13,640 | 13,980 | 14,320 | 14,660 | 15,000 | 15,340 | 15,680 | 16,020 |
| 12,040 | 12,380 | 12,720 | 13,060 | 13,400 | 13,740 | 14,080 | 14,420 | 14,760 | 15,100 | 15,440 | 15,780 | 16,120 | 16,460 |
| 12,480 | 12,820 | 13,160 | 13,500 | 13,840 | 14,180 | 14,520 | 14,860 | 15,200 | 15,540 | 15,880 | 16,220 | 16,560 | 16,900 |
| 12,920 | 13,260 | 13,600 | 13,940 | 14,280 | 14,620 | 14,960 | 15,300 | 15,640 | 15,980 | 16,320 | 16,660 | 17,000 | 17,340 |
| 13,360 | 13,700 | 14,040 | 14,380 | 14,720 | 15,060 | 15,400 | 15,740 | 16,080 | 16,420 | 16,760 | 17,100 | 17,440 | 17,780 |
| 13,800 | 14,140 | 14,480 | 14,820 | 15,160 | 15,500 | 15,840 | 16,180 | 16,520 | 16,860 | 17,200 | 17,540 | 17,880 | 18,220 |
| 14,240 | 14,580 | 14,920 | 15,260 | 15,600 | 15,940 | 16,280 | 16,620 | 16,960 | 17,300 | 17,640 | 17,980 | 18,320 | 18,660 |
| 14,680 | 15,020 | 15,360 | 15,700 | 16,040 | 16,380 | 16,720 | 17,060 | 17,400 | 17,740 | 18,080 | 18,420 | 18,760 | 19,100 |
| 15,120 | 15,460 | 15,800 | 16,140 | 16,480 | 16,820 | 17,160 | 17,500 | 17,840 | 18,180 | 18,520 | 18,860 | 19,200 | 19,540 |
| 15,560 | 15,900 | 16,240 | 16,580 | 16,920 | 17,260 | 17,600 | 17,940 | 18,280 | 18,620 | 18,960 | 19,300 | 19,640 | 19,980 |
| 16,000 | 16,340 | 16,680 | 17,020 | 17,360 | 17,700 | 18,040 | 18,380 | 18,720 | 19,060 | 19,400 | 19,740 | 20,080 | 20,420 |
| 16,440 | 16,780 | 17,120 | 17,460 | 17,800 | 18,140 | 18,480 | 18,820 | 19,160 | 19,500 | 19,840 | 20,180 | 20,520 | 20,860 |
| 16,880 | 17,220 | 17,560 | 17,900 | 18,240 | 18,580 | 18,920 | 19,260 | 19,600 | 19,940 | 20,280 | 20,620 | 20,960 | 21,300 |
| 17,320 | 17,660 | 18,000 | 18,340 | 18,680 | 19,020 | 19,360 | 19,700 | 20,040 | 20,380 | 20,720 | 21,060 | 21,400 | 21,740 |
| 17,760 | 18,100 | 18,440 | 18,780 | 19,120 | 19,460 | 19,800 | 20,140 | 20,480 | 20,820 | 21,160 | 21,500 | 21,840 | 22,180 |
| 18,200 | 18,540 | 18,880 | 19,220 | 19,560 | 19,900 | 20,240 | 20,580 | 20,920 | 21,260 | 21,600 | 21,940 | 22,28  |        |

1 Section 6--Section--2-10-312v-MCAy-is-amended-to-read  
 2 "2-10-312v--Pay-schedule SCHEDULES for-fiscal-year-1981  
 3 1983v

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,700   | 6,967   | 7,204   | 7,414   | 7,607   | 7,780   | 7,934   | 8,077   | 8,200   | 8,304   | 8,392   | 8,474   |
| 2     | 6,846   | 7,132   | 7,397   | 7,632   | 7,840   | 8,027   | 8,197   | 8,347   | 8,486   | 8,604   | 8,704   | 8,792   | 8,869   |
| 3     | 7,280   | 7,564   | 7,827   | 8,061   | 8,267   | 8,452   | 8,618   | 8,764   | 8,897   | 9,014   | 9,114   | 9,200   | 9,274   |
| 4     | 7,805   | 8,087   | 8,348   | 8,581   | 8,785   | 8,967   | 9,134   | 9,284   | 9,415   | 9,527   | 9,624   | 9,707   | 9,777   |
| 5     | 8,405   | 8,685   | 8,944   | 9,177   | 9,381   | 9,561   | 9,724   | 9,871   | 10,000  | 10,111  | 10,207  | 10,287  | 10,354  |
| 6     | 9,020   | 9,300   | 9,557   | 9,790   | 10,000  | 10,187  | 10,350  | 10,496  | 10,624  | 10,734  | 10,827  | 10,904  | 10,967  |
| 7     | 9,720   | 10,000  | 10,257  | 10,490  | 10,694  | 10,871  | 11,029  | 11,167  | 11,284  | 11,381  | 11,461  | 11,527  | 11,580  |
| 8     | 10,460  | 10,740  | 11,000  | 11,233  | 11,437  | 11,612  | 11,767  | 11,901  | 12,014  | 12,111  | 12,194  | 12,264  | 12,321  |
| 9     | 11,254  | 11,534  | 11,794  | 12,027  | 12,231  | 12,406  | 12,561  | 12,695  | 12,808  | 12,901  | 12,974  | 13,037  | 13,090  |
| 10    | 12,101  | 12,381  | 12,641  | 12,874  | 13,078  | 13,253  | 13,408  | 13,542  | 13,655  | 13,748  | 13,821  | 13,884  | 13,937  |
| 11    | 13,101  | 13,381  | 13,641  | 13,874  | 14,078  | 14,253  | 14,408  | 14,542  | 14,655  | 14,748  | 14,821  | 14,884  | 14,937  |
| 12    | 14,250  | 14,530  | 14,790  | 15,023  | 15,227  | 15,402  | 15,557  | 15,691  | 15,804  | 15,897  | 15,970  | 16,033  | 16,086  |
| 13    | 15,483  | 15,763  | 16,023  | 16,256  | 16,460  | 16,635  | 16,790  | 16,924  | 17,037  | 17,130  | 17,203  | 17,266  | 17,319  |
| 14    | 16,806  | 17,086  | 17,346  | 17,579  | 17,783  | 17,958  | 18,113  | 18,247  | 18,360  | 18,453  | 18,526  | 18,589  | 18,642  |
| 15    | 18,229  | 18,509  | 18,769  | 19,002  | 19,206  | 19,381  | 19,536  | 19,670  | 19,783  | 19,876  | 19,949  | 20,012  | 20,065  |
| 16    | 19,752  | 20,032  | 20,292  | 20,525  | 20,729  | 20,904  | 21,059  | 21,193  | 21,306  | 21,399  | 21,472  | 21,535  | 21,588  |
| 17    | 21,375  | 21,655  | 21,915  | 22,148  | 22,352  | 22,527  | 22,682  | 22,816  | 22,929  | 23,022  | 23,095  | 23,158  | 23,211  |
| 18    | 23,108  | 23,388  | 23,648  | 23,881  | 24,085  | 24,260  | 24,415  | 24,549  | 24,662  | 24,755  | 24,828  | 24,891  | 24,944  |
| 19    | 24,951  | 25,231  | 25,491  | 25,724  | 25,928  | 26,103  | 26,258  | 26,392  | 26,505  | 26,598  | 26,671  | 26,734  | 26,787  |
| 20    | 27,204  | 27,484  | 27,744  | 27,977  | 28,181  | 28,356  | 28,511  | 28,645  | 28,758  | 28,851  | 28,924  | 28,987  | 29,040  |
| 21    | 29,657  | 29,937  | 30,197  | 30,430  | 30,634  | 30,809  | 30,964  | 31,098  | 31,211  | 31,304  | 31,377  | 31,440  | 31,493  |
| 22    | 32,310  | 32,590  | 32,850  | 33,083  | 33,287  | 33,462  | 33,617  | 33,751  | 33,864  | 33,957  | 34,030  | 34,093  | 34,146  |
| 23    | 35,063  | 35,343  | 35,603  | 35,836  | 36,040  | 36,215  | 36,370  | 36,504  | 36,617  | 36,710  | 36,783  | 36,846  | 36,899  |
| 24    | 37,916  | 38,196  | 38,456  | 38,689  | 38,893  | 39,068  | 39,223  | 39,357  | 39,470  | 39,563  | 39,636  | 39,699  | 39,752  |
| 25    | 40,869  | 41,149  | 41,409  | 41,642  | 41,846  | 42,021  | 42,176  | 42,310  | 42,423  | 42,516  | 42,589  | 42,652  | 42,705  |

NOTE:  
INCLUDES INSURANCE.

NOTE:-  
INCLUDES INSURANCE

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,700   | 6,967   | 7,204   | 7,414   | 7,607   | 7,780   | 7,934   | 8,077   | 8,200   | 8,304   | 8,392   | 8,474   |
| 2     | 6,846   | 7,132   | 7,397   | 7,632   | 7,840   | 8,027   | 8,197   | 8,347   | 8,486   | 8,604   | 8,704   | 8,792   | 8,869   |
| 3     | 7,280   | 7,564   | 7,827   | 8,061   | 8,267   | 8,452   | 8,618   | 8,764   | 8,897   | 9,014   | 9,114   | 9,200   | 9,274   |
| 4     | 7,805   | 8,087   | 8,348   | 8,581   | 8,785   | 8,967   | 9,134   | 9,284   | 9,415   | 9,527   | 9,624   | 9,707   | 9,777   |
| 5     | 8,405   | 8,685   | 8,944   | 9,177   | 9,381   | 9,561   | 9,724   | 9,871   | 10,000  | 10,111  | 10,207  | 10,287  | 10,354  |
| 6     | 9,020   | 9,300   | 9,557   | 9,790   | 10,000  | 10,187  | 10,350  | 10,496  | 10,624  | 10,734  | 10,827  | 10,904  | 10,967  |
| 7     | 9,720   | 10,000  | 10,257  | 10,490  | 10,694  | 10,871  | 11,029  | 11,167  | 11,284  | 11,381  | 11,461  | 11,527  | 11,580  |
| 8     | 10,460  | 10,740  | 11,000  | 11,233  | 11,437  | 11,612  | 11,767  | 11,901  | 12,014  | 12,111  | 12,194  | 12,264  | 12,321  |
| 9     | 11,254  | 11,534  | 11,794  | 12,027  | 12,231  | 12,406  | 12,561  | 12,695  | 12,808  | 12,901  | 12,974  | 13,037  | 13,090  |
| 10    | 12,101  | 12,381  | 12,641  | 12,874  | 13,078  | 13,253  | 13,408  | 13,542  | 13,655  | 13,748  | 13,821  | 13,884  | 13,937  |
| 11    | 13,101  | 13,381  | 13,641  | 13,874  | 14,078  | 14,253  | 14,408  | 14,542  | 14,655  | 14,748  | 14,821  | 14,884  | 14,937  |
| 12    | 14,250  | 14,530  | 14,790  | 15,023  | 15,227  | 15,402  | 15,557  | 15,691  | 15,804  | 15,897  | 15,970  | 16,033  | 16,086  |
| 13    | 15,483  | 15,763  | 16,023  | 16,256  | 16,460  | 16,635  | 16,790  | 16,924  | 17,037  | 17,130  | 17,203  | 17,266  | 17,319  |
| 14    | 16,806  | 17,086  | 17,346  | 17,579  | 17,783  | 17,958  | 18,113  | 18,247  | 18,360  | 18,453  | 18,526  | 18,589  | 18,642  |
| 15    | 18,229  | 18,509  | 18,769  | 19,002  | 19,206  | 19,381  | 19,536  | 19,670  | 19,783  | 19,876  | 19,949  | 20,012  | 20,065  |
| 16    | 19,752  | 20,032  | 20,292  | 20,525  | 20,729  | 20,904  | 21,059  | 21,193  | 21,306  | 21,399  | 21,472  | 21,535  | 21,588  |
| 17    | 21,375  | 21,655  | 21,915  | 22,148  | 22,352  | 22,527  | 22,682  | 22,816  | 22,929  | 23,022  | 23,095  | 23,158  | 23,211  |
| 18    | 23,108  | 23,388  | 23,648  | 23,881  | 24,085  | 24,260  | 24,415  | 24,549  | 24,662  | 24,755  | 24,828  | 24,891  | 24,944  |
| 19    | 24,951  | 25,231  | 25,491  | 25,724  | 25,928  | 26,103  | 26,258  | 26,392  | 26,505  | 26,598  | 26,671  | 26,734  | 26,787  |
| 20    | 27,204  | 27,484  | 27,744  | 27,977  | 28,181  | 28,356  | 28,511  | 28,645  | 28,758  | 28,851  | 28,924  | 28,987  | 29,040  |
| 21    | 29,657  | 29,937  | 30,197  | 30,430  | 30,634  | 30,809  | 30,964  | 31,098  | 31,211  | 31,304  | 31,377  | 31,440  | 31,493  |
| 22    | 32,310  | 32,590  | 32,850  | 33,083  | 33,287  | 33,462  | 33,617  | 33,751  | 33,864  | 33,957  | 34,030  | 34,093  | 34,146  |
| 23    | 35,063  | 35,343  | 35,603  | 35,836  | 36,040  | 36,215  | 36,370  | 36,504  | 36,617  | 36,710  | 36,783  | 36,846  | 36,899  |
| 24    | 37,916  | 38,196  | 38,456  | 38,689  | 38,893  | 39,068  | 39,223  | 39,357  | 39,470  | 39,563  | 39,636  | 39,699  | 39,752  |
| 25    | 40,869  | 41,149  | 41,409  | 41,642  | 41,846  | 42,021  | 42,176  | 42,310  | 42,423  | 42,516  | 42,589  | 42,652  | 42,705  |

1 ~~(1) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1982~~  
2 ~~AND ENDING JANUARY 7 1983\*~~

Table with 13 columns representing months from 01 to 13. Rows show salary progression from 6,000 to 55,660.

~~NOTE: Does not include insurance; CERS shall be added to each employee's compensation during the effective dates of this statute for the state's contribution for group benefits.~~

1 ~~(2) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8 1983~~  
2 ~~AND ENDING JULY 8 1983\*~~

Table with 13 columns representing months from 01 to 13. Rows show salary progression from 6,000 to 58,432.

~~NOTE: Does not include insurance; CERS shall be added to each employee's compensation during the effective dates of this statute for the state's contribution for group benefits.~~

1 Section 7, Section 2-18-313, MA, is amended to read:

2 \*2-18-313. Pay schedules for institutional teachers.

3 (1) Teacher pay schedule for fiscal year 1980 1982:

4 Experience--BA--BA+1qtr--BA+2qtr--5th Year--MA--MA+1qtr

5 (Grade)--(Step-1)--(Step-2)--(Step-3)--(Step-4)--(Step-5)--(Step-6)

6 0--10,250--10,577--10,915--11,079--11,243--11,582

7 1--10,635--11,001--11,368--11,456--11,735--12,102

8 2--11,021--11,427--11,822--12,025--12,227--12,624

9 3--11,407--11,851--12,275--12,498--12,719--13,145

10 4--11,793--12,275--12,729--12,971--13,211--13,665

11 5--12,179--12,700--13,183--13,444--13,703--14,187

12 6--12,564--13,124--13,637--13,915--14,195--14,708

13 7--12,950--13,550--14,089--14,388--14,687--15,229

14 8--13,336--13,974--14,543--14,861--15,181--15,750

15 9--13,724--14,399--14,997--15,335--15,673--16,271

16 0 11,863 12,238 12,624 12,811 12,998 13,384

17 1 12,304 12,723 13,142 13,351 13,561 13,979

18 2 12,745 13,208 13,668 13,891 14,123 14,575

19 3 13,186 13,693 14,178 14,431 14,685 15,170

20 4 13,627 14,178 14,696 14,971 15,247 15,765

21 5 14,068 14,663 15,214 15,512 15,809 16,360

22 6 14,509 15,140 15,732 16,052 16,371 16,956

23 7 14,949 15,633 16,250 16,592 16,934 17,551

24 8 15,390 16,118 16,760 17,132 17,496 18,146

25 9 15,831 16,603 17,286 17,672 18,058 18,741

1 10 16,272 17,088 17,884 18,212 18,620 19,337

2 (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981

3 AND ENDING JANUARY 8, 1982:

| Experience | BA      | BA+1Qtr | BA+2Qtr | 5th Year | MA      | MA+1Qtr |
|------------|---------|---------|---------|----------|---------|---------|
| (Step)     | (Grade) | (Grade) | (Grade) | (Grade)  | (Grade) | (Grade) |
| 0          | 10,731  | 11,047  | 11,386  | 11,543   | 11,700  | 12,033  |
| 1          | 11,178  | 11,516  | 11,948  | 12,138   | 12,328  | 12,740  |
| 2          | 11,624  | 12,047  | 12,473  | 12,574   | 12,897  | 13,322  |
| 3          | 12,071  | 12,541  | 12,999  | 13,233   | 13,467  | 13,928  |
| 4          | 12,518  | 13,032  | 13,523  | 13,782   | 14,038  | 14,531  |
| 5          | 12,964  | 13,523  | 14,049  | 14,329   | 14,607  | 15,133  |
| 6          | 13,411  | 14,015  | 14,575  | 14,877   | 15,117  | 15,738  |
| 7          | 13,857  | 14,506  | 15,100  | 15,422   | 15,747  | 16,341  |
| 8          | 14,305  | 15,000  | 15,624  | 15,971   | 16,317  | 16,945  |
| 9          | 14,752  | 15,491  | 16,150  | 16,519   | 16,889  | 17,548  |
| 10         | 15,201  | 15,983  | 16,676  | 17,067   | 17,459  | 18,151  |

4 NOTE: DOES NOT INCLUDE INSURANCE \$ 6420--SHALL BE ADDED TO

5 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF

6 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

7 (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982

8 AND ENDING JULY 9, 1982:

~~Experience BA BA1Oct. BA2Oct. 5th Year MA MA1Oct.  
(Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)~~

|               |                   |                   |                   |                   |                   |                   |
|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <del>0</del>  | <del>11,268</del> | <del>11,599</del> | <del>11,955</del> | <del>12,120</del> | <del>12,285</del> | <del>12,635</del> |
| <del>1</del>  | <del>11,737</del> | <del>12,134</del> | <del>12,545</del> | <del>12,745</del> | <del>12,944</del> | <del>13,409</del> |
| <del>2</del>  | <del>12,205</del> | <del>12,649</del> | <del>13,097</del> | <del>13,289</del> | <del>13,542</del> | <del>13,988</del> |
| <del>3</del>  | <del>12,674</del> | <del>13,168</del> | <del>13,649</del> | <del>13,895</del> | <del>14,141</del> | <del>14,624</del> |
| <del>4</del>  | <del>13,144</del> | <del>13,684</del> | <del>14,199</del> | <del>14,471</del> | <del>14,740</del> | <del>15,257</del> |
| <del>5</del>  | <del>13,612</del> | <del>14,199</del> | <del>14,751</del> | <del>15,045</del> | <del>15,337</del> | <del>15,890</del> |
| <del>6</del>  | <del>14,081</del> | <del>14,716</del> | <del>15,304</del> | <del>15,621</del> | <del>15,937</del> | <del>16,525</del> |
| <del>7</del>  | <del>14,550</del> | <del>15,231</del> | <del>15,855</del> | <del>16,193</del> | <del>16,534</del> | <del>17,158</del> |
| <del>8</del>  | <del>15,020</del> | <del>15,750</del> | <del>16,405</del> | <del>16,769</del> | <del>17,132</del> | <del>17,792</del> |
| <del>9</del>  | <del>15,490</del> | <del>16,265</del> | <del>16,957</del> | <del>17,345</del> | <del>17,732</del> | <del>18,425</del> |
| <del>10</del> | <del>15,961</del> | <del>16,782</del> | <del>17,510</del> | <del>17,920</del> | <del>18,332</del> | <del>19,054</del> |

|    |  |        |        |        |        |        |        |
|----|--|--------|--------|--------|--------|--------|--------|
| 1  | 9  | 14,795 | 15,519 | 16,161 | 16,523 | 16,886 | 17,527 |
| 2  | 10   | 15,208 | 15,974 | 16,705 | 17,031 | 17,413 | 18,086 |
| 3  | 0  | 12,699 | 13,098 | 13,509 | 13,709 | 13,908 | 14,319 |
| 4  | 1  | 13,169 | 13,615 | 14,061 | 14,284 | 14,507 | 14,953 |
| 5  | 2  | 13,638 | 14,131 | 14,612 | 14,859 | 15,105 | 15,587 |
| 6  | 3  | 14,108 | 14,648 | 15,164 | 15,434 | 15,704 | 16,221 |
| 7  | 4  | 14,577 | 15,164 | 15,716 | 16,009 | 16,303 | 16,855 |
| 8  | 5  | 15,047 | 15,681 | 16,268 | 16,585 | 16,902 | 17,489 |
| 9  | 6  | 15,516 | 16,197 | 16,819 | 17,160 | 17,500 | 18,122 |
| 10 | 7  | 15,986 | 16,714 | 17,371 | 17,735 | 18,099 | 18,756 |
| 11 | 8  | 16,455 | 17,230 | 17,923 | 18,310 | 18,698 | 19,390 |
| 12 | 9  | 16,925 | 17,747 | 18,475 | 18,885 | 19,296 | 20,024 |
| 13 | 10   | 17,395 | 18,263 | 19,026 | 19,461 | 19,895 | 20,658 |
| 14 | (A) -- SEMI ANNUAL PAY SCHEDULE BEGINNING JULY -- 1977 -- 1982 |        |        |        |        |        |        |
| 15 | AND ENDING JANUARY 77 -- 1983                                  |        |        |        |        |        |        |

1 NOTE: DBES NOT INCLUDE INSURANCE \$420 -- SHALL BE ADDED TO

2 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF

3 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

4 (2) -- Teacher pay schedule for fiscal year 1981 1982

5 Experience -- BA -- BA+1qtr -- BA+2qtr -- 5th Year -- MA -- MA+1qtr

6 (Grade) (Step-1) (Step-2) (Step-3) (Step-4) (Step-5) (Step-6)

7 0 ---- 11,070 ---- 11,420 ---- 11,783 ---- 11,959 ---- 12,135 ---- 12

8 1 ---- 11,483 ---- 11,875 ---- 12,269 ---- 12,363 ---- 12,662 ---- 13,056

9 2 ---- 11,897 ---- 12,332 ---- 12,756 ---- 12,973 ---- 13,198 ---- 13,616

10 3 ---- 12,311 ---- 12,787 ---- 13,241 ---- 13,481 ---- 13,718 ---- 14,175

11 4 ---- 12,724 ---- 13,241 ---- 13,728 ---- 13,988 ---- 14,245 ---- 14,732

12 5 ---- 13,138 ---- 13,697 ---- 14,215 ---- 14,495 ---- 14,773 ---- 15,292

13 6 ---- 13,551 ---- 14,152 ---- 14,702 ---- 15,000 ---- 15,301 ---- 15,851

14 7 ---- 13,965 ---- 14,609 ---- 15,187 ---- 15,508 ---- 15,828 ---- 16,410

15 8 ---- 14,379 ---- 15,064 ---- 15,674 ---- 16,015 ---- 16,358 ---- 16,968

|  |                   |                   |                   |                   |                   |                   |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <del>Experience BA BA1Oct. BA2Oct. 5th Year MA MA1Oct.<br/>(Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)</del> |                   |                   |                   |                   |                   |                   |
| <del>0</del>   | <del>11,337</del> | <del>11,618</del> | <del>11,934</del> | <del>12,071</del> | <del>12,206</del> | <del>12,509</del> |
| <del>1</del>   | <del>11,831</del> | <del>12,179</del> | <del>12,553</del> | <del>12,726</del> | <del>12,899</del> | <del>13,267</del> |
| <del>2</del>   | <del>12,324</del> | <del>12,741</del> | <del>13,172</del> | <del>13,382</del> | <del>13,591</del> | <del>14,079</del> |
| <del>3</del>   | <del>12,815</del> | <del>13,281</del> | <del>13,752</del> | <del>13,863</del> | <del>14,219</del> | <del>14,687</del> |
| <del>4</del>   | <del>13,308</del> | <del>13,826</del> | <del>14,331</del> | <del>14,590</del> | <del>14,848</del> | <del>15,355</del> |
| <del>5</del>   | <del>13,801</del> | <del>14,368</del> | <del>14,909</del> | <del>15,194</del> | <del>15,477</del> | <del>16,028</del> |
| <del>6</del>   | <del>14,293</del> | <del>14,909</del> | <del>15,488</del> | <del>15,797</del> | <del>16,104</del> | <del>16,684</del> |
| <del>7</del>   | <del>14,785</del> | <del>15,451</del> | <del>16,069</del> | <del>16,402</del> | <del>16,667</del> | <del>17,353</del> |
| <del>8</del>   | <del>15,277</del> | <del>15,992</del> | <del>16,648</del> | <del>17,003</del> | <del>17,361</del> | <del>18,016</del> |
| <del>9</del>   | <del>15,771</del> | <del>16,537</del> | <del>17,225</del> | <del>17,607</del> | <del>17,990</del> | <del>18,682</del> |
| <del>10</del>  | <del>16,264</del> | <del>17,078</del> | <del>17,805</del> | <del>18,212</del> | <del>18,628</del> | <del>19,366</del> |

1 NOTE:--08ES--NOT--INCLUDE--INSURANCE--\$480--SHALL--BE--ADDED--TO  
 2 EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF  
 3 THE--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS\*  
 4 (B)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--8--1983\*  
 5 AND--ENDING--JULY--8--1983\*

Experience BA BA Oct. BA Oct. 5th Year MA MA Oct.  
 (Step) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 11,984 | 12,200 | 12,531 | 12,675 | 12,816 | 13,135 |
| 1  | 12,427 | 12,700 | 13,100 | 13,262 | 13,544 | 13,930 |
| 2  | 12,940 | 13,378 | 13,891 | 14,051 | 14,270 | 14,703 |
| 3  | 13,456 | 13,945 | 14,440 | 14,556 | 14,930 | 15,421 |
| 4  | 13,973 | 14,517 | 15,057 | 15,319 | 15,590 | 16,123 |
| 5  | 14,491 | 15,086 | 15,654 | 15,934 | 16,251 | 16,821 |
| 6  | 15,008 | 15,654 | 16,262 | 16,587 | 16,909 | 17,518 |
| 7  | 15,524 | 16,224 | 16,872 | 17,222 | 17,500 | 18,218 |
| 8  | 16,041 | 16,792 | 17,480 | 17,853 | 18,229 | 18,917 |
| 9  | 16,559 | 17,364 | 18,086 | 18,487 | 18,889 | 19,616 |
| 10 | 17,077 | 17,932 | 18,695 | 19,122 | 19,551 | 20,313 |

6 NOTE:--08ES--NOT--INCLUDE--INSURANCE--\$480--SHALL--BE--ADDED--TO  
 7 EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF  
 8 THE--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS\*  
 9 Section--8--Section--2--18--314--MCA--is--amended--to--read\*  
 10 \*2--18--314--Pay--schedules--for--liquor--store--occupations\*  
 11 (1)--Liquor--store--pay--schedule--for--fiscal--year--1980--1982\*

| Grade  | \$/Hour     |
|--------|-------------|
| --E1-- | 4,533 00000 |
| --E2-- | 4,893 50949 |
| --E3-- | 5,263 00367 |

1 -----E4-----5,468 60590  
 2 -----E5-----5,603 60842  
 3 -----E6-----6,133 70350  
 4 -----E7-----6,623 70904  
 5 -----E8-----7,173 80525

6 (A)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JULY--1--1981\*  
 7 AND--ENDING--JANUARY--8--1982\*

| GRADE | \$/HOUR |
|-------|---------|
| E1    | 4,911   |
| E2    | 5,300   |
| E3    | 5,699   |
| E4    | 5,921   |
| E5    | 6,153   |
| E6    | 6,639   |
| E7    | 7,168   |
| E8    | 7,762   |

25 NOTE:--08ES--NOT--INCLUDE--INSURANCE--\$420--SHALL--BE--ADDED--TO  
 26 EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF  
 27 THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS\*  
 28 (B)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--9--1982\*  
 29 AND--ENDING--JULY--9--1982\*

| GRADE | \$/HOUR |
|-------|---------|
| E1    | 5,156   |
| E2    | 5,565   |
| E3    | 5,984   |

|   |           |              |
|---|-----------|--------------|
| 1 | <u>E4</u> | <u>6w217</u> |
| 2 |           |              |
| 3 | <u>E5</u> | <u>6w460</u> |
| 4 |           |              |
| 5 | <u>E6</u> | <u>6w971</u> |
| 6 |           |              |
| 7 | <u>E7</u> | <u>7w526</u> |
| 8 |           |              |
| 9 | <u>E8</u> | <u>8w150</u> |

10 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$420 SHALL BE ADDED TO~~  
 11 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 12 ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 13 ~~(2) LIQUOR STORE PAY SCHEDULE FOR FISCAL YEAR 1981~~  
 14 ~~1983\*~~

| 15 | Grade     | \$/Hour     |
|----|-----------|-------------|
| 16 | --E1----- | 4w893 0w000 |
| 17 | --E2----- | 5w253 6w720 |
| 18 | --E3----- | 5w623 7w200 |
| 19 | --E4----- | 5w820 7w462 |
| 20 | --E5----- | 6w043 7w736 |
| 21 | --E6----- | 6w493 8w311 |
| 22 | --E7----- | 6w983 8w937 |
| 23 | --E8----- | 7w533 9w639 |

24 ~~(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10 1982~~  
 25 ~~AND ENDING JANUARY 7 1983\*~~

| 26 | GRADE     | \$/HOURL     |
|----|-----------|--------------|
| 27 |           |              |
| 28 | <u>E1</u> | <u>5w414</u> |
| 29 |           |              |
| 30 | <u>E2</u> | <u>5w843</u> |
| 31 |           |              |
| 32 | <u>E3</u> | <u>6w203</u> |
| 33 |           |              |

|   |           |              |
|---|-----------|--------------|
| 1 | <u>E4</u> | <u>6w527</u> |
| 2 |           |              |
| 3 | <u>E5</u> | <u>6w783</u> |
| 4 |           |              |
| 5 | <u>E6</u> | <u>7w391</u> |
| 6 |           |              |
| 7 | <u>E7</u> | <u>7w903</u> |
| 8 |           |              |
| 9 | <u>E8</u> | <u>8w550</u> |

10 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$400 SHALL BE ADDED TO~~  
 11 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 12 ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 13 ~~(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 01 1983~~  
 14 ~~AND ENDING JULY 01 1983\*~~

| 15 | GRADE     | \$/HOURL     |
|----|-----------|--------------|
| 16 |           |              |
| 17 | <u>E1</u> | <u>5w605</u> |
| 18 |           |              |
| 19 | <u>E2</u> | <u>6w135</u> |
| 20 |           |              |
| 21 | <u>E3</u> | <u>6w597</u> |
| 22 |           |              |
| 23 | <u>E4</u> | <u>6w854</u> |
| 24 |           |              |
| 25 | <u>E5</u> | <u>7w123</u> |
| 26 |           |              |
| 27 | <u>E6</u> | <u>7w605</u> |
| 28 |           |              |
| 29 | <u>E7</u> | <u>8w290</u> |
| 30 |           |              |
| 31 | <u>E8</u> | <u>8w985</u> |

32 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$400 SHALL BE ADDED TO~~  
 33 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 34 ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 35 Section 9--Section 2-10-315 MCA is amended to read  
 36 "2-10-315--Pay schedules for blue collar occupations  
 37 (1) Blue collar pay schedule for fiscal year 1980 1982\*

| Grade      | \$/Hour      |
|------------|--------------|
| B1-----    | 5.036 5.984  |
| B2-----    | 5.364 6.384  |
| B3-----    | 5.692 6.704  |
| B4-----    | 6.020 7.104  |
| B5-----    | 6.348 7.504  |
| B6-----    | 6.676 7.904  |
| B7-----    | 7.004 8.304  |
| B8-----    | 7.332 8.704  |
| B9-----    | 7.660 9.104  |
| B10-----   | 7.988 9.504  |
| B11-----   | 8.316 9.904  |
| B12-----   | 8.644 10.304 |
| B00**----- | 8.972 10.704 |

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981

AND ENDING JANUARY 31, 1982

| GRADE | \$/HOUR |
|-------|---------|
| B1    | 5.418   |
| B2    | 5.773   |
| B3    | 6.127   |
| B4    | 6.481   |
| B5    | 6.835   |
| B6    | 7.190   |
| B7    | 7.544   |
| B8    | 7.898   |

|     |       |
|-----|-------|
| B9- | 8.252 |
| B10 | 8.607 |
| B11 | 8.961 |
| B12 | 9.315 |
| B00 | 9.669 |

NOTE: DOES NOT INCLUDE INSURANCE \$420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS (B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 1, 1982 AND ENDING JULY 31, 1982

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 5.689   |
| B2-   | 6.061   |
| B3-   | 6.433   |
| B4-   | 6.805   |
| B5-   | 7.177   |
| B6-   | 7.549   |
| B7-   | 7.921   |
| B8-   | 8.293   |
| B9-   | 8.665   |
| B10   | 9.037   |
| B11   | 9.409   |
| B12   | 9.781   |
| B00   | 10.153  |

NOTE: DOES NOT INCLUDE INSURANCE \$420 SHALL BE ADDED TO



1 ~~EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF~~  
 2 ~~THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS~~  
 3 ~~(2)--Blue-collar-pay--schedule--for--fiscal--year--1981~~  
 4 ~~1983+~~

| Grade        | \$/Hour      |
|--------------|--------------|
| --B1-----    | 5.363 6.892  |
| --B2-----    | 5.691 7.292  |
| --B3-----    | 6.019 7.692  |
| --B4-----    | 6.347 8.092  |
| --B5-----    | 6.675 8.492  |
| --B6-----    | 7.003 8.892  |
| --B7-----    | 7.331 9.292  |
| --B8-----    | 7.659 9.692  |
| --B9-----    | 7.987 10.092 |
| --B10-----   | 8.315 10.492 |
| --B11-----   | 8.643 10.892 |
| --B12-----   | 8.971 11.292 |
| --B00**----- | 9.299 11.692 |

19 (A)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JULY--1982+  
 20 AND--ENDING--JANUARY--7--1983+

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 5.974   |
| B2-   | 6.364   |
| B3-   | 6.755   |
| B4-   | 7.145   |

|    |     |        |
|----|-----|--------|
| 1  | B5- | 7.536  |
| 2  |     |        |
| 3  | B6- | 7.926  |
| 4  |     |        |
| 5  | B7- | 8.317  |
| 6  |     |        |
| 7  | B8- | 8.708  |
| 8  |     |        |
| 9  | B9- | 9.098  |
| 10 |     |        |
| 11 | B10 | 9.489  |
| 12 |     |        |
| 13 | B11 | 9.879  |
| 14 |     |        |
| 15 | B12 | 10.270 |
| 16 |     |        |
| 17 | B00 | 10.660 |

18 NOTE+--DOES--NOT--INCLUDE--INSURANCE--\$480--SHALL--BE--ADDED--TO  
 19 EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF  
 20 THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS+  
 21 (B)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--8--1983+  
 22 AND--ENDING--JULY--8--1983+

|    | GRADE | \$/HOUR |
|----|-------|---------|
| 23 |       |         |
| 24 |       |         |
| 25 | B1-   | 6.272   |
| 26 |       |         |
| 27 | B2-   | 6.683   |
| 28 |       |         |
| 29 | B3-   | 7.093   |
| 30 |       |         |
| 31 | B4-   | 7.503   |
| 32 |       |         |
| 33 | B5-   | 7.913   |
| 34 |       |         |
| 35 | B6-   | 8.323   |
| 36 |       |         |
| 37 | B7-   | 8.733   |
| 38 |       |         |
| 39 | B8-   | 9.143   |
| 40 |       |         |
| 41 | B9-   | 9.553   |
| 42 |       |         |
| 43 | B10   | 9.963   |
| 44 |       |         |

1                    B11                    10,373  
 2  
 3                    B12                    19,783  
 4  
 5                    000                    11,193

6 ~~NOTE: DOES NOT INCLUDE INSURANCE \$400 SHALL BE ADDED TO~~  
 7 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 8 ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~  
 9 ~~Up to \$031 of the hourly increase granted above for fiscal~~  
 10 ~~Year 1981 shall not be granted to an employee to the extent~~  
 11 ~~that the employee would receive a rate, commonly called a~~  
 12 ~~red-circled rate, exceeding the above listed rates due to~~  
 13 ~~the fact that such employee at the time the blue collar~~  
 14 ~~plan was originally implemented, was paid at a rate greater~~  
 15 ~~than the standard blue collar rate for his classification.~~

16            (3) in recognition that the blue collar employee  
 17 classes in the university system have been paid at rates  
 18 higher than employees in the blue collar classes in the  
 19 executive branch, it is the intent of the legislature during  
 20 the next biennium that the board of regents seek wage  
 21 settlements which reduce the current wage disparities or  
 22 provide wages equal to those of employees in the executive  
 23 branch.

24            (3) IN RECOGNITION THAT THE BLUE COLLAR EMPLOYEE  
 25 CLASSES IN THE UNIVERSITY SYSTEM HAVE BEEN PAID AT RATES  
 26 HIGHER THAN EMPLOYEES IN THE BLUE COLLAR CLASSES IN THE  
 27 EXECUTIVE BRANCH, IT IS THE INTENT OF THE LEGISLATURE DURING

1 ~~THE NEXT BIENNIUM THAT THE BOARD OF REGENTS SEEK WAGE~~  
 2 ~~SETTLEMENTS THAT DO NOT INCREASE THE CURRENT WAGE~~  
 3 ~~DISPARITIES BETWEEN EMPLOYEES IN THE UNIVERSITY SYSTEM AND~~  
 4 ~~EMPLOYEES IN THE EXECUTIVE BRANCH.~~

5            NEW SECTION SECTION 10 ADDITIONAL COMPENSATION  
 6 EACH FULL-TIME EMPLOYEE WHO HAS BEEN CONTINUOUSLY ON THE  
 7 STATE PAYROLL FROM THE PAY PERIOD ENDING JANUARY 9, 1981 TO  
 8 THE PAY PERIOD BEGINNING JULY 1, 1981 SHALL RECEIVE A  
 9 PAYMENT OF \$500 IN JULY, 1981 IN ADDITION TO HIS REGULAR  
 10 COMPENSATION. PART-TIME EMPLOYEES SHALL RECEIVE A PERCENTAGE  
 11 OF THE \$500 AWARD EQUAL TO THE FULL-TIME EQUIVALENT FACTOR  
 12 OF THE EMPLOYEE'S POSITION AS OF THE PAYROLL PERIOD ENDING  
 13 JUNE 27, 1981.

14            Section 6. Section 2-18-701, MCA, is amended to read:  
 15            "2-18-701. Definitions. In this part, as it applies to  
 16 a person employed in the executive, judicial, or legislative  
 17 branches of state government, "employee" means:

- 18            (1) a permanent full-time employee defined in
- 19            2-18-601;
- 20            (2) a part-time permanent employee, as defined in
- 21            2-18-601, who is scheduled to work a regular schedule of 20
- 22            hours or more a week;
- 23            (3) a seasonal employee, as defined in 2-18-601, who
- 24            is scheduled to work 6 months or more a year;
- 25            (4) elected officials;

1 (5) officers and permanent employees of the  
2 legislative branch;

3 (6) judges and permanent employees of the judicial  
4 branch; and

5 (7) academic, professional, and administrative  
6 personnel having individual contracts under the authority of  
7 the board of regents of higher education or the state board  
8 of public education; and

9 (8) temporary employees as defined in 2-18-601 who are  
10 scheduled to work more than 6 months a year or who work for  
11 a continuous period of more than 6 months OR WHOSE TEMPORARY  
12 STATUS IS DEFINED THROUGH COLLECTIVE BARGAINING."

13 Section 7. Section 2-18-702, MCA, is amended to read:

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

22 (2) State employees and elected officials, as defined  
23 in ~~2-18-809~~ 2-18-701, may participate in such state employee  
24 group benefit plans as are provided for under part 8 of this  
25 chapter.

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

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

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

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

19 (2) For employees defined in 2-18-701 other than  
20 members of collective bargaining units, and for members of  
21 the legislature, the employer contribution for group  
22 benefits shall be ~~\$50~~ \$70 per month for the fiscal year  
23 ending June 30, ~~1980~~ 1982, and ~~\$60~~ \$80 per month for each  
24 fiscal year thereafter. Permanent part-time employees who  
25 are regularly scheduled to work less than 20 hours a week

1 are not eligible for the group benefit contribution. An  
2 employee who elects not to be covered by a state-sponsored  
3 group benefit plan may not receive the state contribution as  
4 wages.

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

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

14 Section 9. Appropriation. (1) There is appropriated to  
15 the various state agencies listed in this section the money  
16 necessary to carry out the provisions of this act. The  
17 appropriations listed in this section are subject to the  
18 limitations, definitions, and provisions contained in the  
19 general appropriation act of 1981. No agency may exceed the  
20 appropriation listed in this section when carrying out the  
21 provisions of this act unless a budget amendment authorizing  
22 such an expenditure has been approved by an appropriate  
23 authority.

24 (2) The following money is appropriated FROM THE  
25 GENERAL FUND to the listed agencies.

|  | Fiscal--Year--1962 |              | Fiscal--Year--1983 |              |
|--|--------------------|--------------|--------------------|--------------|
|  | Other              | Other        | Other              | Other        |
|  | General            | Appropriated | General            | Appropriated |
|  | Fund               | Funds        | Fund               | Funds        |
| 5 JUDICIARY                                |                    |              |                    |              |
| 6  | 229,812            | 29,277       | 489,195            | 62,321       |
| 7 GOVERNOR'S-OFFICE                        |                    |              |                    |              |
| 8  | 181,185            |              | 483,999            |              |
| 9 SECRETARY-OF-STATE                       |                    |              |                    |              |
| 10   | 55,668             |              | 129,357            |              |
| 11 COMMISSIONER-OF-CAMPAIGN-PRACTICES      |                    |              |                    |              |
| 12   | 10,496             |              | 22,591             |              |
| 13 STATE-AUDITORS-OFFICE                   |                    |              |                    |              |
| 14   | 104,387            |              | 233,313            |              |
| 15 SUPERINTENDENT-OF-PUBLIC-INSTRUCTION    |                    |              |                    |              |
| 16   | 178,167            | 182,281      | 388,247            | 394,526      |
| 17 CRIME-CONTROL-DIVISION                  |                    |              |                    |              |
| 18   | 12,925             | 40,329       | 27,664             | 86,324       |
| 19 DEPARTMENT-OF-JUSTICE                   |                    |              |                    |              |
| 20   | 173,616            | 862,277      | 388,462            | 1,891,383    |
| 21 DEPARTMENT-OF-PUBLIC-SERVICE-REGULATION |                    |              |                    |              |
| 22   | 98,345             | 1,679        | 282,365            | 3,778        |
| 23 BOARD-OF-PUBLIC-EDUCATION               |                    |              |                    |              |
| 24   | 15,973             | 1,889        | 34,729             | 4,151        |
| 25 SCHOOL-FOR-THE-DEAF-AND-BLIND           |                    |              |                    |              |

|    |   |        |           |        |
|----|---|--------|-----------|--------|
| 1  | 1557751   |        | 3677344   |        |
| 2  | MONTANA-ARTS-COUNCIL                                |        |           |        |
| 3  | 47507   | 47506  | 97715     | 97711  |
| 4  | MONTANA-STATE-LIBRARY                               |        |           |        |
| 5  | 337760  | 137792 | 757418    | 297491 |
| 6  | MONTANA-ADVISORY-COUNCIL-FOR-VOCATIONAL-EDUCATION   |        |           |        |
| 7  |   | 47273  |           | 97181  |
| 8  | MONTANA-HISTORICAL-SOCIETY                          |        |           |        |
| 9  | 507457  | 207262 | 1217264   | 427721 |
| 10 | MONTANA-UNIVERSITY-SYSTEM-UNITS                     |        |           |        |
| 11 | --Commissioner-of-Higher-Education                  |        |           |        |
| 12 | 357557  | 17553  | 877909    | 37733  |
| 13 | --University-of-Montana                             |        |           |        |
| 14 | 270857800   |        | 474177939 |        |
| 15 | --Montana-State-University                          |        |           |        |
| 16 | 27777320  |        | 570487035 |        |
| 17 | --Montana-College-of-Mineral-Science-and-Technology |        |           |        |
| 18 | 4197418   |        | 8947001   |        |
| 19 | --Eastern-Montana-College                           |        |           |        |
| 20 | 7087932   |        | 174917774 |        |
| 21 | --Northern-Montana-College                          |        |           |        |
| 22 | 3777907   |        | 7987365   |        |
| 23 | --Western-Montana-College                           |        |           |        |
| 24 | 2157875   |        | 4557674   |        |
| 25 | --Bureau-of-Mines                                   |        |           |        |

|    |  |           |           |           |
|----|--|-----------|-----------|-----------|
| 1  | 907786   |           | 1917629   |           |
| 2  | --Agricultural-Experiment-Station                |           |           |           |
| 3  | 5157822  |           | 170007070 |           |
| 4  | --Cooperative-Extension-Service                  |           |           |           |
| 5  | 2637506  |           | 5577014   |           |
| 6  | --Forestry-and-Conservation-Experiment-Station   |           |           |           |
| 7  | 307787   |           | 1057363   |           |
| 8  | DEPARTMENT-OF-FISH-AND-GAME                      |           |           |           |
| 9  | 437735   | 8757990   | 847501    | 179167784 |
| 10 | DEPARTMENT-OF-HEALTH-AND-ENVIRONMENTAL-SCIENCES  |           |           |           |
| 11 | 2437701  | 4517520   | 5207653   | 9467541   |
| 12 | DEPARTMENT-OF-HIGHWAYS                           |           |           |           |
| 13 | 67207  | 477587024 | 137375    | 978377400 |
| 14 | DEPARTMENT-OF-STATE-LANDS                        |           |           |           |
| 15 | 857807   | 547190    | 2057307   | 1237569   |
| 16 | DEPARTMENT-OF-LIVESTOCK                          |           |           |           |
| 17 | 427994   | 2307919   | 927999    | 4937121   |
| 18 | DEPARTMENT-OF-NATURAL-RESOURCES-AND-CONSERVATION |           |           |           |
| 19 | 5427031  | 3087204   | 172047043 | 9527410   |
| 20 | DEPARTMENT-OF-REVENUE                            |           |           |           |
| 21 | 171767395  | 6457403   | 275377071 | 175337019 |
| 22 | DEPARTMENT-OF-ADMINISTRATION                     |           |           |           |
| 23 | 2477754  | 6787571   | 5567404   | 175157027 |
| 24 | DEPARTMENT-OF-AGRICULTURE                        |           |           |           |
| 25 | 847134   | 1007783   | 1037943   | 2337522   |

1 DEPARTMENT-OF-BUSINESS-REGULATION  
2 947195 227700 2067612 497443  
3 DEPARTMENT-OF-INSTITUTIONS  
4 3537264 577186 7457281 1147804  
5 --Boulder-River-School-and-Hospital  
6 8257443 57772 270297995 107952  
7 --Center-for-the-Aged  
8 1777260 3987684  
9 --Eastmont-Training-Center  
10 1527613 47679 3297199 107355  
11 --Galen-State-Hospital  
12 5717145 37339 172127414 87008  
13 --Mountain-View-School  
14 1297002 37993 2667334 87230  
15 --Pine-Hills-School  
16 2177386 87992 4707749 197475  
17 --Montana-State-Prison  
18 4507036 427632 170507728 717073  
19 --Swan-River-Youth-Forest-Camp  
20 477561 27099 1067559 47702  
21 --Montana-Veterans'-Home  
22 857535 2327545  
23 --Warm-Springs-State-Hospital  
24 170117000 67711 272477355 147805  
25 --Board-of-Pardons

1 77689 177498  
2 DEPARTMENT-OF-COMMUNITY-AFFAIRS  
3 1317092 1797903 2067767 4247705  
4 DEPARTMENT-OF-LABOR-AND-INDUSTRY  
5 --Labor-Standards-Division  
6 697018 017607 1507477 2007933  
7 --Employment-Security-Division  
8 173557276 370407665  
9 --Workers'-Compensation-Division  
10 3157712 7267749  
11 DEPARTMENT-OF-MILITARY-AFFAIRS  
12 --Adjutant-General  
13 357445 327523 777216 707600  
14 --Disaster-and-Emergency-Services  
15 147224 247041 307644 517709  
16 DEPARTMENT-OF-PROFESSIONAL-AND-OCCUPATIONAL-LICENSING  
17 727107 1597813  
18 DEPARTMENT-OF-SOCIAL-AND-REHABILITATION-SERVICES  
19 171557887 --3067633 274907215 --7797159  
20 STATE-TOTALS  
21 1678457920 1178007407 3676517464 2570037013  
22 (3)--There-is-appropriated-to-the-office-of-budget--and  
23 program-planning--172507000--from--the--general--fund--and  
24 62507000--from--other--funds--for--the--biennium--ending--June--307  
25 19837--for--shift--differential-payments--that--may--be--adopted

1 after adjournment of the legislature through collective  
 2 bargaining agreements or extension of similar provisions to  
 3 unorganized employees in executive branch agencies not  
 4 including units of the university system,  
 5 vocational-technical centers, and community colleges.

6 {4} There is appropriated to the office of budget and  
 7 program planning \$400,000 for the fiscal year ending June  
 8 30, 1982, and \$450,000 for the fiscal year ending June 30,  
 9 1983, from the general fund to bring certain critical  
 10 classes in the executive branch not including the university  
 11 system units, vocational-technical centers, and community  
 12 colleges to a comparable level with the labor market.

|   | FISCAL YEAR    | FISCAL YEAR    |
|---|----------------|----------------|
|   | 1982           | 1983           |
| 15 <u>LEGISLATIVE AUDITOR</u>           | <u>176,782</u> | <u>278,577</u> |
| 16 <u>LEGISLATIVE COUNCIL</u>           | <u>143,133</u> | <u>267,092</u> |
| 17 <u>LEGISLATIVE FISCAL ANALYST</u>    | <u>51,141</u>  | <u>88,828</u>  |
| 18 <u>ENVIRONMENTAL QUALITY COUNCIL</u> | <u>13,813</u>  | <u>33,870</u>  |
| 19 <u>TOTALS</u>                        | <u>384,869</u> | <u>668,367</u> |

20 {3} THERE IS APPROPRIATED TO THE OFFICE OF BUDGET AND  
 21 PROGRAM PLANNING \$40,000,000 FOR THE FISCAL YEAR ENDING JUNE  
 22 30, 1982, AND \$450,000 FOR THE FISCAL YEAR BIENNium ENDING  
 23 JUNE 30, 1983, FROM THE GENERAL FUND TO CARRY OUT THE  
 24 PROVISIONS OF THIS ACT AS IT PERTAINS TO JUDICIAL AND  
 25 EXECUTIVE BRANCH AGENCIES NOT INCLUDING VOCATIONAL-TECHNICAL

1 CENTERS AND COMMUNITY COLLEGES. THE OFFICE OF BUDGET AND  
 2 PROGRAM PLANNING IS AUTHORIZED TO INCREASE THE EXPENDITURE  
 3 AUTHORITY OF JUDICIAL AND EXECUTIVE BRANCH AGENCIES, NOT  
 4 INCLUDING VOCATIONAL-TECHNICAL CENTERS AND COMMUNITY  
 5 COLLEGES, BY \$34,192,000 FOR THE FISCAL YEAR ENDING JUNE 30,  
 6 1982, AND \$450,000 FOR THE FISCAL YEAR BIENNium ENDING JUNE  
 7 30, 1983, FROM FUNDS OTHER THAN THE GENERAL FUND WHICH  
 8 ACCUE UNDER PROVISIONS OF LAW TO THE RESPECTIVE AGENCIES TO  
 9 CARRY OUT THE PROVISIONS OF THIS ACT.

10 {5}{4} There is appropriated to the department of  
 11 administration \$150,000 from the general fund for the  
 12 biennium ending June 30, 1983. It is the intent of the  
 13 legislature that this money be used for the purpose of  
 14 funding a commission to study and make recommendations for  
 15 change in the personnel and labor relations programs in  
 16 Montana. Further, it is the intent of the legislature that  
 17 members of the commission be selected from a diverse group  
 18 that adequately represents the interests of the general  
 19 public, labor, the legislature, and the executive branch.

20 Section 10. Reversion of funds. Appropriated funds not  
 21 spent at the end of the fiscal year shall revert to the fund  
 22 from which appropriated.

23 Section 11. Codification instruction. Section 5 10 is  
 24 intended to be codified as an integral part of Title 2,  
 25 chapter 18.

1       Section 12. Effective date. ~~Section 2 is effective on~~  
2 ~~passage and approval.~~ (1) SECTIONS 1 THROUGH 15, EXCLUDING  
3 SECTION 2, ARE EFFECTIVE JULY 11, 1981.  
4       (2) SECTION 2 IS EFFECTIVE ON PASSAGE AND APPROVAL.

-End-



HOUSE BILL NO. 840

INTRODUCED BY BARDANOUVE, VAN VALKENBURG

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203, 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701 THROUGH 2-18-703, MCA; AND PROVIDING AN-IMMEDIATE EFFECTIVE DATE DATES."

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

Section 1. Section 2-18-101, MCA, is amended to read:

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

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

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

(3) "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.

(4) "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.

~~(3)~~(5) "Compensation" means the annual or hourly wage or salary and includes the state contribution to group benefits under provisions of 2-18-703.

~~(3)~~(6) "Department" means the department of administration created in 2-15-1001.

~~(4)~~(7) 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.

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

~~(5)~~(9) "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

1 biennium budget.

2 ~~{6}~~{10} "Permanent status" means the state an employee  
3 attains after satisfactorily completing an appropriate  
4 probationary period in a permanent position.

5 ~~{7}~~{11} "Personal staff" means those positions occupied  
6 by employees appointed by the elected officials enumerated  
7 in Article VI, section 1, of the Montana constitution or by  
8 the public service commission as a whole.

9 ~~{8}~~{12} "Position" means a collection of duties and  
10 responsibilities currently assigned or delegated by  
11 competent authority, requiring the full-time, part-time, or  
12 intermittent employment of one person.

13 ~~{9}~~{13} "Program" means a combination of planned  
14 efforts to provide a service.

15 ~~{10}~~{14} "Seasonal position" means a position so  
16 designated on the appropriate agency list of authorized  
17 positions referenced in 2-18-206 and which is a permanent  
18 position but which is interrupted by the seasonal nature of  
19 the position.

20 ~~{11}~~{15} "Temporary position" means a position so  
21 designated on the appropriate agency list of authorized  
22 positions referenced in 2-18-206, created for a definite  
23 period of time not to exceed 9 months."

24 Section 2. Section 2-18-203, MCA, is amended to read:  
25 "2-18-203. Review of positions -- change in

1 classification. (1) The department shall continuously review  
2 all positions on a regular basis and adjust classifications  
3 to reflect significant changes in duties and  
4 responsibilities. In the event adjustments are to be made to  
5 the classification specifications or criteria utilized for  
6 allocating positions in the classification specifications  
7 affecting employees within a bargaining unit, the department  
8 shall consult with the representative of the bargaining unit  
9 prior to implementation of the adjustments, except for blue  
10 collar, teachers, and liquor store clerks classification  
11 plans, which shall remain mandatory negotiable items under  
12 the Collective Bargaining Act.

13 (2) Employees and employee organizations will be given  
14 the opportunity to appeal ~~any changes in classifications or~~  
15 ~~positions~~ the allocation or reallocation of a position to a  
16 class. The grade assigned to a class is not an appealable  
17 subject under 2-18-1011 through 2-18-1013.

18 (3) The period of time for which retroactive pay for a  
19 classification ~~or position~~ appeal may be awarded under parts  
20 1 through 3 of this chapter or under 2-18-1011 through  
21 2-18-1013 may not extend beyond 30 days prior to the date  
22 the appeal was filed. This provision shall not affect a  
23 classification or position appeal already in process on  
24 ~~April 26, 1977~~ ~~[the effective date of this section]~~ APRIL  
25 26, 1977."

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

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

7 (2) It is the intent of the legislature that, for the  
8 biennium ending June 30, ~~1981~~ 1983, the:

9 (a) pay schedules provided for in 2-18-311 through  
10 2-18-315 supersede any other plan or systems established  
11 through collective bargaining after the adjournment of the  
12 ~~46th~~ 47th legislature;

13 (b) pay levels provided for in 2-18-311 through  
14 2-18-315 may not be increased through collective bargaining  
15 after adjournment of the ~~46th~~ 47th legislature; and

16 (c) total funds required to implement the pay  
17 schedules provided for in 2-18-311 through 2-18-315 for any  
18 employee group or bargaining unit may not be increased  
19 through collective bargaining over the amount appropriated  
20 by the ~~46th~~ 47th legislature.

21 (3) 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 (4) The department may promulgate rules not

1 inconsistent with the provisions of this part, collective  
2 bargaining statutes, or negotiated contracts to carry out  
3 the purposes of this part."

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

5 "2-18-303. Procedures for utilizing pay schedules. (1)  
6 The pay schedules provided in 2-18-311 and 2-18-312 shall be  
7 implemented as follows:

8 (a) The pay schedule SCHEDULES provided in 2-18-311  
9 indicates INDICATE the annual compensation for the fiscal  
10 year ending June 30, ~~1980~~ 1982, for each grade and step for  
11 positions classified under the provisions of part 2 of this  
12 chapter.

13 (b) The pay schedule SCHEDULES provided in 2-18-312  
14 indicates INDICATE the annual compensation for the fiscal  
15 year ending June 30, ~~1981~~ 1983, for each grade and step for  
16 positions classified under the provisions of part 2 of this  
17 chapter.

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

23 (d) (i) The compensation of each employee on the first  
24 day of the first pay period in fiscal year ~~1980~~ 1982 shall  
25 be that amount which corresponds to the grade and step

1 occupied on the last day of the preceding fiscal year of  
2 ~~1979~~ 1981.

3 (ii) The compensation of each employee on the first day  
4 of the first pay period in fiscal year ~~1981~~ 1983 shall be  
5 that amount which corresponds to the grade and step occupied  
6 on the last day of the fiscal year ~~1980~~ 1982.

7 (iii) In compliance with rules adopted to implement  
8 this part, each employee is eligible on his anniversary date  
9 to advance one step in the pay matrix each fiscal year.  
10 However, if the employee's anniversary date falls between  
11 (inclusive) July 1 and the first day of the first pay period  
12 of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be,  
13 he will advance one step on the first day of that pay  
14 period.

15 (2) The pay schedules provided in 2-18-311 and  
16 2-18-312 and the provisions of subsection (1) of this  
17 section do not apply to those institutional teachers, liquor  
18 store occupations, or blue-collar occupations compensated  
19 under the pay schedules provided in 2-18-313, 2-18-314, or  
20 2-18-315.

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

23 (a) (i) The pay schedules provided in 2-18-313  
24 indicate the annual compensation for the contracted school  
25 term for teachers employed by institutions under the

1 authority of the department of institutions for fiscal years  
2 ~~1980~~ 1982 and ~~1981~~ 1983.

3 (ii) The compensation of each teacher on the first day  
4 of the first pay period in July, ~~1980~~ 1981, shall be that  
5 amount which corresponds to his level of academic  
6 achievement and the next highest grade step from that  
7 occupied on June 30, ~~1979~~ 1981.

8 (iii) The compensation of each teacher on the first day  
9 of the first pay period in July, ~~1981~~ 1982, shall be that  
10 amount which corresponds to his level of achievement and the  
11 next highest grade step from that occupied on June 30, ~~1980~~  
12 1982.

13 (b) (i) The pay schedules provided in 2-18-314  
14 indicate the maximum hourly compensation for fiscal years  
15 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those  
16 employees in liquor store occupations who have collectively  
17 bargained separate classification and pay plans.

18 (ii) The compensation of each employee on the first day  
19 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
20 1983, as the case may be, shall be that amount which  
21 corresponds to that grade occupied on the last day of the  
22 preceding fiscal year.

23 (c) (i) The pay schedules provided in 2-18-315  
24 indicate the maximum hourly compensation for fiscal years  
25 ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for

1 employees in apprentice trades and crafts and other  
2 blue-collar occupations recognized in the state blue-collar  
3 classification plan who are members of units that have  
4 collectively bargained separate classification and pay  
5 plans.

6 (ii) The compensation of each employee on the first day  
7 of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~  
8 1983, as the case may be, shall be that amount which  
9 corresponds to that grade occupied on the last day of the  
10 preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive  
12 the amounts indicated in the respective pay schedules  
13 provided in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314, or~~  
14 through 2-18-315 until the bargaining unit of which he is a  
15 member ratifies a completely integrated collective  
16 bargaining agreement covering the biennium ending June 30,  
17 ~~1981~~ 1983.

18 (ii) In the event that negotiation and ratification of  
19 a completely integrated collective bargaining agreement as  
20 required by subsection (4)(a)(i) of this section are not  
21 completed by July 1, ~~1979~~ 1981, retroactivity to that date  
22 may be negotiated.

23 (iii) In the event that negotiation and ratification of  
24 a completely integrated collective bargaining agreement as  
25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, ~~1979~~ 1981, members of the bargaining  
2 unit involved will continue to receive the compensation they  
3 were receiving as of June 30, ~~1979~~ 1981.

4 (b) Methods of administration not inconsistent with  
5 the purpose of this part and necessary to properly implement  
6 the pay schedules provided in ~~2-18-313, 2-18-314, or~~ through  
7 ~~2-18-315~~ may be provided for in collective bargaining  
8 agreements.

9 (5) The current wage or salary of an employee shall  
10 not be reduced by the implementation of the pay schedules  
11 provided for in ~~2-18-311, 2-18-312, or 2-18-313, 2-18-314,~~  
12 or through 2-18-315.

13 (6) The department may authorize a separate pay  
14 schedule for medical doctors if the rates provided in  
15 2-18-311 and 2-18-312 are not sufficient to attract and  
16 retain fully licensed and qualified physicians at the state  
17 institutions.

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

24 ~~NEW SECTION--Section 5--Management----and----senior~~  
25 ~~professional--service---employee-self-developments--(1)-The~~

1 department shall develop a program that is designed to  
2 increase the professional skills of employees in management  
3 and senior professional positions classified according to  
4 the provisions of part 2 of this chapter. The program must  
5 be directed to:

6 (a) identifying, retaining, and attracting highly  
7 qualified and motivated employees in managerial and senior  
8 professional occupations;

9 (b) providing outstanding employees a broad  
10 opportunity for career growth; and

11 (c) providing for the mobility of such employees among  
12 agencies whenever this would be to the advantage of the  
13 state and would make the most beneficial use of an  
14 individual's managerial and professional skills.

15 (2) Employees in positions classified as management  
16 under part 2 of this chapter are excluded from bargaining  
17 units established under the provisions of Title 39.

18 (3) In assigning salary grades to management and  
19 senior professional classes, the department shall use an  
20 objective classification methodology that takes into  
21 consideration the nature of work, the level of  
22 responsibility, and accountability of positions.

23 (4) All salary increases within salary grades or  
24 promotions or demotions for employees in management or  
25 senior professional positions must be according to a

1 uniform, objective, result-oriented performance evaluation  
2 program established by the department. The department shall  
3 adopt pay rates related to job performance that govern the  
4 amount and timing of the step increases. Each agency head  
5 shall ensure that each employee in a management or senior  
6 professional position is evaluated and counseled at least  
7 once a year on work performance. The total number of the  
8 step increases granted for all management and senior  
9 professional employees may not exceed the total number of  
10 the step increases that would be granted if the automatic  
11 step increases provided in 2-18-303 were extended to cover  
12 this group.

13 (5) Agency heads are responsible for planning  
14 budgeting and evaluating job-related training programs  
15 within their agency. Agency heads shall foster employee  
16 self-development by encouraging all employees to take  
17 advantage of opportunities for job-related training and  
18 self-study. The department shall, within the limits of its  
19 capabilities, assist agency heads in carrying out this  
20 responsibility by providing job-related training courses and  
21 self-study programs and making them available to employees.

22 Section 5. Section 2-18-311, MCA, is amended to read:  
23 "2-18-311. Pay schedule SCHEDULES for fiscal year 1980  
24 1982 AND 1983 SHALL BE ADJUSTED BY THE GOVERNOR IN A MANNER  
25 WHICH WILL COST NO MORE FOR PAY RAISES THAN THE

I APPROPRIATION CONTAINED IN THIS BILL.

| Grade | 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1     | 5,892  | 6,138  | 6,310  | 6,436  | 6,565  | 6,696  | 6,830  | 6,967  | 7,106  | 7,248  | 7,393  | 7,541  | 7,692  |
| 2     | 6,313  | 6,629  | 6,762  | 6,897  | 7,035  | 7,176  | 7,320  | 7,466  | 7,615  | 7,767  | 7,922  | 8,080  | 8,242  |
| 3     | 6,774  | 7,112  | 7,254  | 7,399  | 7,547  | 7,698  | 7,852  | 8,009  | 8,169  | 8,332  | 8,499  | 8,669  | 8,842  |
| 4     | 7,274  | 7,630  | 7,791  | 7,947  | 8,106  | 8,268  | 8,433  | 8,602  | 8,774  | 8,949  | 9,126  | 9,307  | 9,491  |
| 5     | 7,828  | 8,219  | 8,383  | 8,551  | 8,722  | 8,896  | 9,074  | 9,255  | 9,440  | 9,629  | 9,822  | 10,018 | 10,218 |
| 6     | 8,433  | 8,855  | 9,032  | 9,213  | 9,397  | 9,585  | 9,777  | 9,973  | 10,172 | 10,375 | 10,580 | 10,789 | 11,001 |
| 7     | 9,104  | 9,559  | 9,750  | 9,945  | 10,144 | 10,347 | 10,554 | 10,765 | 10,980 | 11,200 | 11,424 | 11,652 | 11,885 |
| 8     | 9,829  | 10,320 | 10,526 | 10,737 | 10,952 | 11,171 | 11,394 | 11,622 | 11,854 | 12,091 | 12,333 | 12,580 | 12,832 |
| 9     | 10,602 | 11,164 | 11,387 | 11,615 | 11,847 | 12,084 | 12,326 | 12,573 | 12,824 | 13,080 | 13,342 | 13,609 | 13,881 |
| 10    | 11,513 | 12,089 | 12,331 | 12,578 | 12,830 | 13,087 | 13,349 | 13,616 | 13,888 | 14,166 | 14,449 | 14,738 | 15,033 |
| 11    | 12,471 | 13,098 | 13,360 | 13,627 | 13,900 | 14,178 | 14,462 | 14,751 | 15,046 | 15,347 | 15,654 | 15,967 | 16,286 |
| 12    | 13,484 | 14,216 | 14,502 | 14,792 | 15,088 | 15,390 | 15,698 | 16,012 | 16,332 | 16,659 | 16,992 | 17,332 | 17,678 |
| 13    | 14,559 | 15,434 | 15,749 | 16,058 | 16,370 | 16,707 | 17,041 | 17,382 | 17,730 | 18,086 | 18,447 | 18,816 | 19,192 |
| 14    | 15,694 | 16,645 | 17,011 | 17,385 | 17,766 | 18,154 | 18,549 | 18,950 | 19,358 | 19,774 | 20,197 | 20,628 | 21,066 |
| 15    | 16,888 | 17,917 | 18,314 | 18,718 | 19,129 | 19,547 | 19,972 | 20,404 | 20,844 | 21,291 | 21,745 | 22,206 | 22,674 |
| 16    | 18,141 | 19,252 | 19,679 | 20,112 | 20,551 | 21,000 | 21,456 | 21,920 | 22,392 | 22,872 | 23,360 | 23,856 | 24,360 |
| 17    | 19,454 | 20,647 | 21,094 | 21,547 | 22,006 | 22,472 | 22,945 | 23,426 | 23,914 | 24,409 | 24,911 | 25,420 | 25,936 |
| 18    | 20,827 | 22,102 | 22,579 | 23,062 | 23,551 | 24,046 | 24,548 | 25,057 | 25,574 | 26,098 | 26,629 | 27,167 | 27,712 |
| 19    | 22,260 | 23,617 | 24,114 | 24,617 | 25,126 | 25,642 | 26,165 | 26,695 | 27,232 | 27,776 | 28,327 | 28,885 | 29,450 |
| 20    | 23,753 | 25,192 | 25,709 | 26,232 | 26,761 | 27,296 | 27,838 | 28,387 | 28,942 | 29,503 | 30,070 | 30,644 | 31,225 |
| 21    | 25,306 | 26,837 | 27,384 | 27,937 | 28,496 | 29,061 | 29,632 | 30,209 | 30,792 | 31,381 | 31,976 | 32,578 | 33,186 |
| 22    | 26,919 | 28,533 | 29,100 | 29,673 | 30,252 | 30,837 | 31,428 | 32,025 | 32,628 | 33,237 | 33,852 | 34,474 | 35,102 |
| 23    | 28,592 | 30,298 | 30,885 | 31,478 | 32,077 | 32,682 | 33,293 | 33,910 | 34,533 | 35,162 | 35,797 | 36,438 | 37,085 |
| 24    | 30,325 | 32,123 | 32,730 | 33,343 | 33,962 | 34,587 | 35,218 | 35,855 | 36,498 | 37,147 | 37,802 | 38,463 | 39,130 |
| 25    | 32,118 | 33,999 | 34,626 | 35,259 | 35,898 | 36,543 | 37,194 | 37,851 | 38,514 | 39,183 | 39,858 | 40,539 | 41,226 |

NOTE:  
INCLUDED INSURANCE.

| Grade | 01     | 02     | 03     | 04     | 05     | 06     | 07     | 08     | 09     | 10     | 11     | 12     | 13     |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1     | 7,375  | 7,744  | 7,909  | 8,057  | 8,218  | 8,382  | 8,550  | 8,721  | 8,895  | 9,073  | 9,254  | 9,438  | 9,624  |
| 2     | 7,810  | 8,227  | 8,392  | 8,570  | 8,751  | 8,936  | 9,124  | 9,316  | 9,511  | 9,709  | 9,911  | 10,117 | 10,327 |
| 3     | 8,250  | 8,697  | 8,872  | 9,050  | 9,231  | 9,416  | 9,604  | 9,796  | 9,991  | 10,189 | 10,391 | 10,597 | 10,807 |
| 4     | 8,695  | 9,172  | 9,357  | 9,545  | 9,736  | 9,930  | 10,128 | 10,329 | 10,533 | 10,740 | 10,950 | 11,163 | 11,379 |
| 5     | 9,145  | 9,653  | 9,848  | 10,046 | 10,247 | 10,451 | 10,658 | 10,868 | 11,081 | 11,297 | 11,516 | 11,738 | 11,963 |
| 6     | 9,600  | 10,139 | 10,344 | 10,552 | 10,763 | 10,977 | 11,194 | 11,414 | 11,637 | 11,862 | 12,090 | 12,321 | 12,555 |
| 7     | 10,060 | 10,629 | 10,844 | 11,062 | 11,283 | 11,507 | 11,734 | 11,964 | 12,197 | 12,433 | 12,672 | 12,914 | 13,159 |
| 8     | 10,525 | 11,114 | 11,339 | 11,567 | 11,798 | 12,032 | 12,269 | 12,509 | 12,752 | 12,998 | 13,247 | 13,499 | 13,754 |
| 9     | 11,000 | 11,609 | 11,844 | 12,082 | 12,323 | 12,567 | 12,814 | 13,064 | 13,317 | 13,573 | 13,832 | 14,094 | 14,359 |
| 10    | 11,485 | 12,114 | 12,359 | 12,607 | 12,858 | 13,112 | 13,369 | 13,629 | 13,892 | 14,158 | 14,427 | 14,699 | 14,974 |
| 11    | 11,980 | 12,629 | 12,884 | 13,142 | 13,403 | 13,667 | 13,934 | 14,204 | 14,477 | 14,753 | 15,032 | 15,314 | 15,599 |
| 12    | 12,485 | 13,154 | 13,419 | 13,687 | 13,958 | 14,232 | 14,509 | 14,789 | 15,072 | 15,358 | 15,647 | 15,939 | 16,234 |
| 13    | 12,990 | 13,679 | 13,954 | 14,232 | 14,513 | 14,797 | 15,084 | 15,374 | 15,667 | 15,963 | 16,262 | 16,564 | 16,869 |
| 14    | 13,505 | 14,214 | 14,499 | 14,787 | 15,078 | 15,372 | 15,669 | 15,969 | 16,272 | 16,578 | 16,887 | 17,199 | 17,514 |
| 15    | 14,030 | 14,759 | 15,054 | 15,352 | 15,653 | 15,957 | 16,264 | 16,574 | 16,887 | 17,203 | 17,522 | 17,844 | 18,169 |
| 16    | 14,565 | 15,314 | 15,619 | 15,927 | 16,238 | 16,552 | 16,869 | 17,189 | 17,512 | 17,838 | 18,167 | 18,499 | 18,834 |
| 17    | 15,110 | 15,879 | 16,194 | 16,512 | 16,833 | 17,157 | 17,484 | 17,814 | 18,147 | 18,483 | 18,822 | 19,164 | 19,509 |
| 18    | 15,665 | 16,454 | 16,779 | 17,107 | 17,438 | 17,772 | 18,109 | 18,449 | 18,792 | 19,138 | 19,487 | 19,839 | 20,194 |
| 19    | 16,230 | 17,039 | 17,374 | 17,712 | 18,053 | 18,397 | 18,744 | 19,094 | 19,447 | 19,803 | 20,162 | 20,524 | 20,889 |
| 20    | 16,805 | 17,634 | 17,979 | 18,327 | 18,678 | 19,032 | 19,389 | 19,749 | 20,112 | 20,478 | 20,847 | 21,219 | 21,594 |
| 21    | 17,390 | 18,239 | 18,594 | 18,952 | 19,313 | 19,677 | 20,044 | 20,414 | 20,787 | 21,163 | 21,542 | 21,924 | 22,309 |
| 22    | 17,985 | 18,854 | 19,219 | 19,587 | 19,958 | 20,332 | 20,709 | 21,089 | 21,472 | 21,858 | 22,247 | 22,639 | 23,034 |
| 23    | 18,590 | 19,479 | 19,854 | 20,232 | 20,613 | 20,997 | 21,384 | 21,774 | 22,167 | 22,563 | 22,962 | 23,364 | 23,769 |
| 24    | 19,205 | 20,114 | 20,499 | 20,887 | 21,278 | 21,672 | 22,069 | 22,469 | 22,872 | 23,278 | 23,687 | 24,099 | 24,514 |
| 25    | 19,830 | 20,759 | 21,154 | 21,552 | 21,953 | 22,357 | 22,764 | 23,174 | 23,587 | 24,003 | 24,422 | 24,844 | 25,269 |

NOTE:  
INCLUDED INSURANCE.

1 111--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JULY--11--1981  
 2 AND--ENDING--JANUARY--01--1982\*

1 121--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--01--1982\*  
 2 AND--ENDING--JULY--01--1982\*

| <del>GRD</del> | <del>01</del> | <del>02</del> | <del>03</del> | <del>04</del> | <del>05</del> | <del>06</del> | <del>07</del> | <del>08</del> | <del>09</del> | <del>10</del> | <del>11</del> | <del>12</del> | <del>13</del> |
|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1              | 6,927         | 6,967         | 7,007         | 7,047         | 7,087         | 7,127         | 7,167         | 7,207         | 7,247         | 7,287         | 7,327         | 7,367         | 7,407         |
| 2              | 6,481         | 6,521         | 6,561         | 6,601         | 6,641         | 6,681         | 6,721         | 6,761         | 6,801         | 6,841         | 6,881         | 6,921         | 6,961         |
| 3              | 6,035         | 6,075         | 6,115         | 6,155         | 6,195         | 6,235         | 6,275         | 6,315         | 6,355         | 6,395         | 6,435         | 6,475         | 6,515         |
| 4              | 5,589         | 5,629         | 5,669         | 5,709         | 5,749         | 5,789         | 5,829         | 5,869         | 5,909         | 5,949         | 5,989         | 6,029         | 6,069         |
| 5              | 5,147         | 5,187         | 5,227         | 5,267         | 5,307         | 5,347         | 5,387         | 5,427         | 5,467         | 5,507         | 5,547         | 5,587         | 5,627         |
| 6              | 4,705         | 4,745         | 4,785         | 4,825         | 4,865         | 4,905         | 4,945         | 4,985         | 5,025         | 5,065         | 5,105         | 5,145         | 5,185         |
| 7              | 4,263         | 4,303         | 4,343         | 4,383         | 4,423         | 4,463         | 4,503         | 4,543         | 4,583         | 4,623         | 4,663         | 4,703         | 4,743         |
| 8              | 3,821         | 3,861         | 3,901         | 3,941         | 3,981         | 4,021         | 4,061         | 4,101         | 4,141         | 4,181         | 4,221         | 4,261         | 4,301         |
| 9              | 3,379         | 3,419         | 3,459         | 3,499         | 3,539         | 3,579         | 3,619         | 3,659         | 3,699         | 3,739         | 3,779         | 3,819         | 3,859         |
| 10             | 2,937         | 2,977         | 3,017         | 3,057         | 3,097         | 3,137         | 3,177         | 3,217         | 3,257         | 3,297         | 3,337         | 3,377         | 3,417         |
| 11             | 2,495         | 2,535         | 2,575         | 2,615         | 2,655         | 2,695         | 2,735         | 2,775         | 2,815         | 2,855         | 2,895         | 2,935         | 2,975         |
| 12             | 2,053         | 2,093         | 2,133         | 2,173         | 2,213         | 2,253         | 2,293         | 2,333         | 2,373         | 2,413         | 2,453         | 2,493         | 2,533         |
| 13             | 1,611         | 1,651         | 1,691         | 1,731         | 1,771         | 1,811         | 1,851         | 1,891         | 1,931         | 1,971         | 2,011         | 2,051         | 2,091         |
| 14             | 1,169         | 1,209         | 1,249         | 1,289         | 1,329         | 1,369         | 1,409         | 1,449         | 1,489         | 1,529         | 1,569         | 1,609         | 1,649         |
| 15             | 727           | 767           | 807           | 847           | 887           | 927           | 967           | 1,007         | 1,047         | 1,087         | 1,127         | 1,167         | 1,207         |
| 16             | 285           | 325           | 365           | 405           | 445           | 485           | 525           | 565           | 605           | 645           | 685           | 725           | 765           |
| 17             | 143           | 183           | 223           | 263           | 303           | 343           | 383           | 423           | 463           | 503           | 543           | 583           | 623           |
| 18             | 72            | 112           | 152           | 192           | 232           | 272           | 312           | 352           | 392           | 432           | 472           | 512           | 552           |
| 19             | 36            | 76            | 116           | 156           | 196           | 236           | 276           | 316           | 356           | 396           | 436           | 476           | 516           |
| 20             | 18            | 58            | 98            | 138           | 178           | 218           | 258           | 298           | 338           | 378           | 418           | 458           | 498           |
| 21             | 9             | 49            | 89            | 129           | 169           | 209           | 249           | 289           | 329           | 369           | 409           | 449           | 489           |
| 22             | 4             | 44            | 84            | 124           | 164           | 204           | 244           | 284           | 324           | 364           | 404           | 444           | 484           |
| 23             | 2             | 42            | 82            | 122           | 162           | 202           | 242           | 282           | 322           | 362           | 402           | 442           | 482           |
| 24             | 1             | 41            | 81            | 121           | 161           | 201           | 241           | 281           | 321           | 361           | 401           | 441           | 481           |
| 25             | 0             | 40            | 80            | 120           | 160           | 200           | 240           | 280           | 320           | 360           | 400           | 440           | 480           |

~~NOTE-- DOES NOT INCLUDE INSURANCE! \$120 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~

| <del>GRD</del> | <del>01</del> | <del>02</del> | <del>03</del> | <del>04</del> | <del>05</del> | <del>06</del> | <del>07</del> | <del>08</del> | <del>09</del> | <del>10</del> | <del>11</del> | <del>12</del> | <del>13</del> |
|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1              | 6,320         | 6,360         | 6,400         | 6,440         | 6,480         | 6,520         | 6,560         | 6,600         | 6,640         | 6,680         | 6,720         | 6,760         | 6,800         |
| 2              | 6,111         | 6,151         | 6,191         | 6,231         | 6,271         | 6,311         | 6,351         | 6,391         | 6,431         | 6,471         | 6,511         | 6,551         | 6,591         |
| 3              | 5,903         | 5,943         | 5,983         | 6,023         | 6,063         | 6,103         | 6,143         | 6,183         | 6,223         | 6,263         | 6,303         | 6,343         | 6,383         |
| 4              | 5,695         | 5,735         | 5,775         | 5,815         | 5,855         | 5,895         | 5,935         | 5,975         | 6,015         | 6,055         | 6,095         | 6,135         | 6,175         |
| 5              | 5,487         | 5,527         | 5,567         | 5,607         | 5,647         | 5,687         | 5,727         | 5,767         | 5,807         | 5,847         | 5,887         | 5,927         | 5,967         |
| 6              | 5,279         | 5,319         | 5,359         | 5,399         | 5,439         | 5,479         | 5,519         | 5,559         | 5,599         | 5,639         | 5,679         | 5,719         | 5,759         |
| 7              | 5,071         | 5,111         | 5,151         | 5,191         | 5,231         | 5,271         | 5,311         | 5,351         | 5,391         | 5,431         | 5,471         | 5,511         | 5,551         |
| 8              | 4,863         | 4,903         | 4,943         | 4,983         | 5,023         | 5,063         | 5,103         | 5,143         | 5,183         | 5,223         | 5,263         | 5,303         | 5,343         |
| 9              | 4,655         | 4,695         | 4,735         | 4,775         | 4,815         | 4,855         | 4,895         | 4,935         | 4,975         | 5,015         | 5,055         | 5,095         | 5,135         |
| 10             | 4,447         | 4,487         | 4,527         | 4,567         | 4,607         | 4,647         | 4,687         | 4,727         | 4,767         | 4,807         | 4,847         | 4,887         | 4,927         |
| 11             | 4,239         | 4,279         | 4,319         | 4,359         | 4,399         | 4,439         | 4,479         | 4,519         | 4,559         | 4,599         | 4,639         | 4,679         | 4,719         |
| 12             | 4,031         | 4,071         | 4,111         | 4,151         | 4,191         | 4,231         | 4,271         | 4,311         | 4,351         | 4,391         | 4,431         | 4,471         | 4,511         |
| 13             | 3,823         | 3,863         | 3,903         | 3,943         | 3,983         | 4,023         | 4,063         | 4,103         | 4,143         | 4,183         | 4,223         | 4,263         | 4,303         |
| 14             | 3,615         | 3,655         | 3,695         | 3,735         | 3,775         | 3,815         | 3,855         | 3,895         | 3,935         | 3,975         | 4,015         | 4,055         | 4,095         |
| 15             | 3,407         | 3,447         | 3,487         | 3,527         | 3,567         | 3,607         | 3,647         | 3,687         | 3,727         | 3,767         | 3,807         | 3,847         | 3,887         |
| 16             | 3,199         | 3,239         | 3,279         | 3,319         | 3,359         | 3,399         | 3,439         | 3,479         | 3,519         | 3,559         | 3,599         | 3,639         | 3,679         |
| 17             | 2,991         | 3,031         | 3,071         | 3,111         | 3,151         | 3,191         | 3,231         | 3,271         | 3,311         | 3,351         | 3,391         | 3,431         | 3,471         |
| 18             | 2,783         | 2,823         | 2,863         | 2,903         | 2,943         | 2,983         | 3,023         | 3,063         | 3,103         | 3,143         | 3,183         | 3,223         | 3,263         |
| 19             | 2,575         | 2,615         | 2,655         | 2,695         | 2,735         | 2,775         | 2,815         | 2,855         | 2,895         | 2,935         | 2,975         | 3,015         | 3,055         |
| 20             | 2,367         | 2,407         | 2,447         | 2,487         | 2,527         | 2,567         | 2,607         | 2,647         | 2,687         | 2,727         | 2,767         | 2,807         | 2,847         |
| 21             | 2,159         | 2,199         | 2,239         | 2,279         | 2,319         | 2,359         | 2,399         | 2,439         | 2,479         | 2,519         | 2,559         | 2,599         | 2,639         |
| 22             | 1,951         | 1,991         | 2,031         | 2,071         | 2,111         | 2,151         | 2,191         | 2,231         | 2,271         | 2,311         | 2,351         | 2,391         | 2,431         |
| 23             | 1,743         | 1,783         | 1,823         | 1,863         | 1,903         | 1,943         | 1,983         | 2,023         | 2,063         | 2,103         | 2,143         | 2,183         | 2,223         |
| 24             | 1,535         | 1,575         | 1,615         | 1,655         | 1,695         | 1,735         | 1,775         | 1,815         | 1,855         | 1,895         | 1,935         | 1,975         | 2,015         |
| 25             | 1,327         | 1,367         | 1,407         | 1,447         | 1,487         | 1,527         | 1,567         | 1,607         | 1,647         | 1,687         | 1,727         | 1,767         | 1,807         |
| 26             | 1,119         | 1,159         | 1,199         | 1,239         | 1,279         | 1,319         | 1,359         | 1,399         | 1,439         | 1,479         | 1,519         | 1,559         | 1,599         |
| 27             | 911           | 951           | 991           | 1,031         | 1,071         | 1,111         | 1,151         | 1,191         | 1,231         | 1,271         | 1,311         | 1,351         | 1,391         |
| 28             | 703           | 743           | 783           | 823           | 863           | 903           | 943           | 983           | 1,023         | 1,063         | 1,103         | 1,143         | 1,183         |
| 29             | 495           | 535           | 575           | 615           | 655           | 695           | 735           | 775           | 815           | 855           | 895           | 935           | 975           |
| 30             | 287           | 327           | 367           | 407           | 447           | 487           | 527           | 567           | 607           | 647           | 687           | 727           | 767           |
| 31             | 143           | 183           | 223           | 263           | 303           | 343           | 383           | 423           | 463           | 503           | 543           | 583           | 623           |
| 32             | 72            | 112           | 152           | 192           | 232           | 272           | 312           | 352           | 392           | 432           | 472           | 512           | 552           |
| 33             | 36            | 76            | 116           | 156           | 196           | 236           | 276           | 316           | 356           | 396           | 436           | 476           | 516           |
| 34             | 18            | 58            | 98            | 138           | 178           | 218           | 258           | 298           | 338           | 378           | 418           | 458           | 498           |
| 35             | 9             | 49            | 89            | 129           | 169           | 209           | 249           | 289           | 329           | 369           | 409           | 449           | 489           |
| 36             | 4             | 44            | 84            | 124           | 164           | 204           | 244           | 284           | 324           | 364           | 404           | 444           | 484           |
| 37             | 2             | 42            | 82            | 122           | 162           | 202           | 242           | 282           | 322           | 362           | 402           | 442           | 482           |
| 38             | 1             | 41            | 81            | 121           | 161           | 201           | 241           | 281           | 321           | 361           | 401           | 441           | 481           |
| 39             | 0             | 40            | 80            | 120           | 160           | 200           | 240           | 280           | 320           | 360           | 400           | 440           | 480           |

~~NOTE-- DOES NOT INCLUDE INSURANCE! \$120 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~



1 Section-6v--Section--2-18-312v--MCAY--is-amended-to-read  
 2 #2-18-312v--Pay-schedule SCHEDULE5 for-fiscal-year-1981  
 3 1983\*

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,412   | 6,738   | 6,867   | 7,004   | 7,144   | 7,287   | 7,433   | 7,582   | 7,734   | 7,889   | 8,047   | 8,208   | 8,372   |
| 2     | 6,845   | 7,188   | 7,332   | 7,479   | 7,630   | 7,782   | 7,938   | 8,097   | 8,258   | 8,424   | 8,592   | 8,764   | 8,939   |
| 3     | 7,290   | 7,646   | 7,800   | 7,957   | 8,117   | 8,280   | 8,446   | 8,616   | 8,790   | 8,966   | 9,146   | 9,329   | 9,515   |
| 4     | 7,836   | 8,207   | 8,382   | 8,560   | 8,741   | 8,926   | 9,114   | 9,305   | 9,500   | 9,700   | 9,904   | 10,112  | 10,323  |
| 5     | 8,405   | 8,805   | 9,002   | 9,202   | 9,406   | 9,614   | 9,826   | 10,042  | 10,262  | 10,486  | 10,714  | 10,946  | 11,182  |
| 6     | 9,029   | 9,480   | 9,670   | 9,863   | 10,060  | 10,261  | 10,466  | 10,675  | 10,888  | 11,104  | 11,324  | 11,548  | 11,776  |
| 7     | 9,720   | 10,206  | 10,418  | 10,634  | 10,854  | 11,078  | 11,306  | 11,538  | 11,774  | 12,014  | 12,258  | 12,506  | 12,758  |
| 8     | 10,466  | 10,990  | 11,209  | 11,433  | 11,662  | 11,896  | 12,134  | 12,376  | 12,622  | 12,872  | 13,126  | 13,384  | 13,646  |
| 9     | 11,294  | 11,869  | 12,096  | 12,328  | 12,565  | 12,807  | 13,054  | 13,306  | 13,562  | 13,822  | 14,086  | 14,354  | 14,626  |
| 10    | 12,201  | 12,811  | 13,057  | 13,308  | 13,564  | 13,825  | 14,091  | 14,362  | 14,638  | 14,918  | 15,202  | 15,490  | 15,782  |
| 11    | 13,191  | 13,841  | 14,100  | 14,364  | 14,633  | 14,907  | 15,186  | 15,470  | 15,758  | 16,050  | 16,346  | 16,646  | 16,950  |
| 12    | 14,290  | 15,004  | 15,284  | 15,569  | 15,859  | 16,154  | 16,454  | 16,758  | 17,066  | 17,378  | 17,694  | 18,014  | 18,338  |
| 13    | 15,493  | 16,257  | 16,558  | 16,864  | 17,175  | 17,491  | 17,812  | 18,138  | 18,468  | 18,802  | 19,140  | 19,482  | 19,828  |
| 14    | 16,802  | 17,600  | 17,925  | 18,255  | 18,590  | 18,930  | 19,274  | 19,622  | 19,974  | 20,330  | 20,690  | 21,054  | 21,422  |
| 15    | 18,214  | 19,054  | 19,400  | 19,751  | 20,107  | 20,468  | 20,834  | 21,204  | 21,578  | 21,956  | 22,338  | 22,724  | 23,114  |
| 16    | 19,729  | 20,600  | 21,000  | 21,405  | 21,816  | 22,232  | 22,653  | 23,079  | 23,506  | 23,938  | 24,374  | 24,814  | 25,258  |
| 17    | 21,348  | 22,250  | 22,680  | 23,116  | 23,558  | 24,006  | 24,459  | 24,917  | 25,380  | 25,848  | 26,320  | 26,796  | 27,276  |
| 18    | 23,071  | 24,000  | 24,460  | 24,926  | 25,398  | 25,876  | 26,359  | 26,847  | 27,340  | 27,838  | 28,340  | 28,846  | 29,356  |
| 19    | 24,907  | 25,900  | 26,380  | 26,866  | 27,358  | 27,856  | 28,359  | 28,867  | 29,380  | 29,898  | 30,420  | 30,946  | 31,476  |
| 20    | 26,854  | 27,850  | 28,350  | 28,856  | 29,368  | 29,885  | 30,407  | 30,934  | 31,466  | 31,992  | 32,522  | 33,056  | 33,594  |
| 21    | 28,911  | 29,950  | 30,460  | 30,976  | 31,498  | 32,025  | 32,557  | 33,094  | 33,636  | 34,182  | 34,732  | 35,286  | 35,844  |
| 22    | 31,078  | 32,150  | 32,680  | 33,216  | 33,758  | 34,306  | 34,859  | 35,417  | 35,980  | 36,548  | 37,120  | 37,696  | 38,276  |
| 23    | 33,354  | 34,450  | 34,990  | 35,536  | 36,088  | 36,646  | 37,209  | 37,777  | 38,350  | 38,928  | 39,510  | 40,096  | 40,686  |
| 24    | 35,740  | 36,850  | 37,400  | 37,956  | 38,518  | 39,085  | 39,657  | 40,234  | 40,816  | 41,402  | 41,992  | 42,586  | 43,184  |
| 25    | 38,237  | 39,350  | 39,910  | 40,476  | 41,048  | 41,625  | 42,207  | 42,794  | 43,386  | 43,982  | 44,582  | 45,186  | 45,794  |

NOTE:  
 INCLUDES INSURANCE.

NOTE:  
 INCLUDES INSURANCE.

| Grade | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 | STEP 06 | STEP 07 | STEP 08 | STEP 09 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | 6,531   | 6,816   | 6,933   | 7,074   | 7,214   | 7,357   | 7,503   | 7,652   | 7,804   | 7,959   | 8,117   | 8,278   | 8,442   |
| 2     | 6,913   | 7,219   | 7,346   | 7,497   | 7,652   | 7,811   | 7,972   | 8,136   | 8,303   | 8,472   | 8,644   | 8,819   | 9,000   |
| 3     | 7,300   | 7,626   | 7,764   | 7,915   | 8,070   | 8,229   | 8,391   | 8,556   | 8,724   | 8,894   | 9,066   | 9,241   | 9,419   |
| 4     | 7,796   | 8,144   | 8,292   | 8,453   | 8,618   | 8,786   | 8,957   | 9,131   | 9,308   | 9,488   | 9,670   | 9,854   | 10,041  |
| 5     | 8,395   | 8,766   | 8,924   | 9,095   | 9,270   | 9,449   | 9,631   | 9,816   | 10,004  | 10,194  | 10,386  | 10,580  | 10,776  |
| 6     | 9,099   | 9,494   | 9,662   | 9,843   | 10,028  | 10,216  | 10,407  | 10,601  | 10,800  | 11,002  | 11,206  | 11,412  | 11,620  |
| 7     | 9,910   | 10,329  | 10,507  | 10,690  | 10,877  | 11,068  | 11,262  | 11,459  | 11,659  | 11,862  | 12,068  | 12,276  | 12,486  |
| 8     | 10,731  | 11,174  | 11,362  | 11,555  | 11,752  | 11,952  | 12,155  | 12,361  | 12,570  | 12,782  | 12,996  | 13,212  | 13,430  |
| 9     | 11,664  | 12,132  | 12,330  | 12,533  | 12,740  | 12,951  | 13,164  | 13,380  | 13,600  | 13,822  | 14,046  | 14,272  | 14,500  |
| 10    | 12,711  | 13,204  | 13,412  | 13,625  | 13,842  | 14,062  | 14,285  | 14,511  | 14,740  | 14,972  | 15,206  | 15,442  | 15,680  |
| 11    | 13,874  | 14,389  | 14,607  | 14,830  | 15,057  | 15,288  | 15,522  | 15,759  | 15,999  | 16,242  | 16,488  | 16,736  | 16,986  |
| 12    | 15,154  | 15,691  | 15,919  | 16,157  | 16,405  | 16,656  | 16,910  | 17,167  | 17,427  | 17,689  | 17,954  | 18,222  | 18,492  |
| 13    | 16,554  | 17,114  | 17,352  | 17,600  | 17,858  | 18,119  | 18,383  | 18,650  | 18,920  | 19,192  | 19,466  | 19,742  | 20,020  |
| 14    | 18,076  | 18,659  | 18,907  | 19,165  | 19,424  | 19,685  | 19,948  | 20,214  | 20,482  | 20,752  | 21,024  | 21,298  | 21,574  |
| 15    | 19,721  | 20,326  | 20,584  | 20,852  | 21,121  | 21,392  | 21,665  | 21,940  | 22,217  | 22,496  | 22,776  | 23,058  | 23,342  |
| 16    | 21,491  | 22,119  | 22,387  | 22,665  | 22,944  | 23,225  | 23,508  | 23,793  | 24,080  | 24,369  | 24,660  | 24,952  | 25,246  |
| 17    | 23,387  | 24,039  | 24,317  | 24,600  | 24,884  | 25,170  | 25,458  | 25,748  | 26,040  | 26,334  | 26,630  | 26,928  | 27,228  |
| 18    | 25,410  | 26,084  | 26,372  | 26,665  | 26,960  | 27,258  | 27,558  | 27,860  | 28,164  | 28,470  | 28,778  | 29,088  | 29,399  |
| 19    | 27,559  | 28,256  | 28,554  | 28,857  | 29,162  | 29,469  | 29,778  | 30,089  | 30,402  | 30,716  | 31,032  | 31,349  | 31,668  |
| 20    | 29,834  | 30,554  | 30,862  | 31,176  | 31,492  | 31,810  | 32,130  | 32,452  | 32,776  | 33,102  | 33,429  | 33,758  | 34,088  |
| 21    | 32,234  | 32,976  | 33,284  | 33,597  | 33,914  | 34,234  | 34,556  | 34,880  | 35,206  | 35,534  | 35,864  | 36,196  | 36,530  |
| 22    | 34,759  | 35,524  | 35,842  | 36,165  | 36,492  | 36,822  | 37,154  | 37,488  | 37,824  | 38,162  | 38,502  | 38,844  | 39,188  |
| 23    | 37,409  | 38,196  | 38,524  | 38,857  | 39,194  | 39,534  | 39,876  | 40,220  | 40,566  | 40,914  | 41,264  | 41,616  | 41,970  |
| 24    | 40,184  | 40,994  | 41,332  | 41,675  | 42,021  | 42,370  | 42,721  | 43,074  | 43,429  | 43,786  | 44,145  | 44,506  | 44,868  |
| 25    | 43,084  | 43,916  | 44,264  | 44,617  | 44,972  | 45,329  | 45,688  | 46,048  | 46,410  | 46,774  | 47,140  | 47,508  | 47,878  |

1 (1) -- SEMI ANNUAL PAY SCHEDULE BEGINNING JULY -- 10Y -- 1982  
 2 AND ENDING JANUARY 7Y 1983\*

1 (2) -- SEMI ANNUAL PAY SCHEDULE BEGINNING JANUARY 8Y -- 1983  
 2 AND ENDING JULY 8Y 1983\*

| <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>    | <del>STEP</del>    |
|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|
| <del>GRU 01</del> | <del>02</del>     | <del>03</del>     | <del>04</del>     | <del>05</del>     | <del>06</del>     | <del>07</del>     | <del>08</del>     | <del>09</del>     | <del>10</del>     | <del>11</del>     | <del>12</del>      | <del>13</del>      |
| <del>6,512</del>  | <del>6,873</del>  | <del>7,071</del>  | <del>7,191</del>  | <del>7,330</del>  | <del>7,514</del>  | <del>7,680</del>  | <del>7,851</del>  | <del>8,023</del>  | <del>8,201</del>  | <del>8,383</del>  | <del>8,568</del>   | <del>8,757</del>   |
| <del>7,009</del>  | <del>7,307</del>  | <del>7,565</del>  | <del>7,734</del>  | <del>7,906</del>  | <del>8,081</del>  | <del>8,259</del>  | <del>8,441</del>  | <del>8,626</del>  | <del>8,815</del>  | <del>9,007</del>  | <del>9,204</del>   | <del>9,404</del>   |
| <del>7,331</del>  | <del>7,571</del>  | <del>7,817</del>  | <del>8,070</del>  | <del>8,330</del>  | <del>8,595</del>  | <del>8,865</del>  | <del>9,140</del>  | <del>9,421</del>  | <del>9,708</del>  | <del>9,999</del>  | <del>10,296</del>  | <del>10,599</del>  |
| <del>7,634</del>  | <del>7,850</del>  | <del>8,072</del>  | <del>8,301</del>  | <del>8,536</del>  | <del>8,776</del>  | <del>9,022</del>  | <del>9,274</del>  | <del>9,532</del>  | <del>9,796</del>  | <del>10,066</del> | <del>10,342</del>  | <del>10,624</del>  |
| <del>7,922</del>  | <del>8,123</del>  | <del>8,337</del>  | <del>8,554</del>  | <del>8,777</del>  | <del>9,005</del>  | <del>9,239</del>  | <del>9,478</del>  | <del>9,723</del>  | <del>9,974</del>  | <del>10,231</del> | <del>10,494</del>  | <del>10,763</del>  |
| <del>8,207</del>  | <del>8,400</del>  | <del>8,605</del>  | <del>8,813</del>  | <del>9,024</del>  | <del>9,240</del>  | <del>9,462</del>  | <del>9,690</del>  | <del>9,924</del>  | <del>10,164</del> | <del>10,410</del> | <del>10,663</del>  | <del>10,923</del>  |
| <del>8,492</del>  | <del>8,680</del>  | <del>8,880</del>  | <del>9,083</del>  | <del>9,291</del>  | <del>9,504</del>  | <del>9,723</del>  | <del>9,948</del>  | <del>10,179</del> | <del>10,416</del> | <del>10,660</del> | <del>10,911</del>  | <del>11,169</del>  |
| <del>8,778</del>  | <del>8,972</del>  | <del>9,178</del>  | <del>9,387</del>  | <del>9,600</del>  | <del>9,818</del>  | <del>10,042</del> | <del>10,272</del> | <del>10,509</del> | <del>10,752</del> | <del>10,992</del> | <del>11,239</del>  | <del>11,494</del>  |
| <del>9,065</del>  | <del>9,265</del>  | <del>9,471</del>  | <del>9,682</del>  | <del>9,898</del>  | <del>10,120</del> | <del>10,348</del> | <del>10,582</del> | <del>10,822</del> | <del>11,069</del> | <del>11,323</del> | <del>11,574</del>  | <del>11,832</del>  |
| <del>9,354</del>  | <del>9,559</del>  | <del>9,770</del>  | <del>9,987</del>  | <del>10,210</del> | <del>10,439</del> | <del>10,674</del> | <del>10,916</del> | <del>11,165</del> | <del>11,421</del> | <del>11,684</del> | <del>11,954</del>  | <del>12,231</del>  |
| <del>9,645</del>  | <del>9,855</del>  | <del>10,071</del> | <del>10,294</del> | <del>10,524</del> | <del>10,761</del> | <del>11,005</del> | <del>11,256</del> | <del>11,514</del> | <del>11,779</del> | <del>12,051</del> | <del>12,330</del>  | <del>12,617</del>  |
| <del>9,938</del>  | <del>10,153</del> | <del>10,379</del> | <del>10,613</del> | <del>10,855</del> | <del>11,105</del> | <del>11,363</del> | <del>11,629</del> | <del>11,903</del> | <del>12,185</del> | <del>12,476</del> | <del>12,775</del>  | <del>13,082</del>  |
| <del>10,234</del> | <del>10,454</del> | <del>10,685</del> | <del>10,927</del> | <del>11,178</del> | <del>11,438</del> | <del>11,707</del> | <del>11,985</del> | <del>12,273</del> | <del>12,571</del> | <del>12,879</del> | <del>13,196</del>  | <del>13,523</del>  |
| <del>10,533</del> | <del>10,758</del> | <del>11,000</del> | <del>11,253</del> | <del>11,517</del> | <del>11,791</del> | <del>12,076</del> | <del>12,372</del> | <del>12,679</del> | <del>12,997</del> | <del>13,326</del> | <del>13,666</del>  | <del>14,018</del>  |
| <del>10,835</del> | <del>11,065</del> | <del>11,308</del> | <del>11,563</del> | <del>11,830</del> | <del>12,109</del> | <del>12,399</del> | <del>12,701</del> | <del>13,015</del> | <del>13,342</del> | <del>13,682</del> | <del>14,034</del>  | <del>14,399</del>  |
| <del>11,140</del> | <del>11,375</del> | <del>11,623</del> | <del>11,883</del> | <del>12,155</del> | <del>12,439</del> | <del>12,736</del> | <del>13,047</del> | <del>13,372</del> | <del>13,712</del> | <del>14,068</del> | <del>14,439</del>  | <del>14,826</del>  |
| <del>11,448</del> | <del>11,688</del> | <del>11,941</del> | <del>12,207</del> | <del>12,487</del> | <del>12,781</del> | <del>13,090</del> | <del>13,414</del> | <del>13,754</del> | <del>14,110</del> | <del>14,482</del> | <del>14,861</del>  | <del>15,258</del>  |
| <del>11,759</del> | <del>12,004</del> | <del>12,264</del> | <del>12,538</del> | <del>12,827</del> | <del>13,132</del> | <del>13,454</del> | <del>13,794</del> | <del>14,152</del> | <del>14,528</del> | <del>14,923</del> | <del>15,338</del>  | <del>15,774</del>  |
| <del>12,073</del> | <del>12,323</del> | <del>12,588</del> | <del>12,868</del> | <del>13,163</del> | <del>13,475</del> | <del>13,805</del> | <del>14,155</del> | <del>14,526</del> | <del>14,919</del> | <del>15,336</del> | <del>15,779</del>  | <del>16,249</del>  |
| <del>12,390</del> | <del>12,645</del> | <del>12,915</del> | <del>13,199</del> | <del>13,500</del> | <del>13,820</del> | <del>14,160</del> | <del>14,521</del> | <del>14,904</del> | <del>15,311</del> | <del>15,745</del> | <del>16,207</del>  | <del>16,699</del>  |
| <del>12,710</del> | <del>12,970</del> | <del>13,245</del> | <del>13,535</del> | <del>13,843</del> | <del>14,172</del> | <del>14,523</del> | <del>14,897</del> | <del>15,297</del> | <del>15,735</del> | <del>16,204</del> | <del>16,706</del>  | <del>17,244</del>  |
| <del>13,033</del> | <del>13,298</del> | <del>13,578</del> | <del>13,874</del> | <del>14,188</del> | <del>14,524</del> | <del>14,884</del> | <del>15,270</del> | <del>15,685</del> | <del>16,132</del> | <del>16,614</del> | <del>17,133</del>  | <del>17,692</del>  |
| <del>13,359</del> | <del>13,629</del> | <del>13,914</del> | <del>14,216</del> | <del>14,538</del> | <del>14,884</del> | <del>15,257</del> | <del>15,658</del> | <del>16,090</del> | <del>16,555</del> | <del>17,057</del> | <del>17,600</del>  | <del>18,187</del>  |
| <del>13,688</del> | <del>13,963</del> | <del>14,254</del> | <del>14,563</del> | <del>14,892</del> | <del>15,244</del> | <del>15,623</del> | <del>16,033</del> | <del>16,478</del> | <del>16,961</del> | <del>17,486</del> | <del>18,057</del>  | <del>18,678</del>  |
| <del>14,020</del> | <del>14,300</del> | <del>14,596</del> | <del>14,913</del> | <del>15,254</del> | <del>15,632</del> | <del>16,043</del> | <del>16,491</del> | <del>17,000</del> | <del>17,579</del> | <del>18,204</del> | <del>18,880</del>  | <del>19,613</del>  |
| <del>14,355</del> | <del>14,640</del> | <del>14,942</del> | <del>15,266</del> | <del>15,623</del> | <del>16,018</del> | <del>16,457</del> | <del>16,945</del> | <del>17,488</del> | <del>18,091</del> | <del>18,759</del> | <del>19,499</del>  | <del>20,318</del>  |
| <del>14,693</del> | <del>14,984</del> | <del>15,292</del> | <del>15,623</del> | <del>16,000</del> | <del>16,420</del> | <del>16,890</del> | <del>17,416</del> | <del>18,005</del> | <del>18,663</del> | <del>19,400</del> | <del>20,225</del>  | <del>21,148</del>  |
| <del>15,034</del> | <del>15,331</del> | <del>15,644</del> | <del>15,980</del> | <del>16,363</del> | <del>16,799</del> | <del>17,294</del> | <del>17,854</del> | <del>18,486</del> | <del>19,200</del> | <del>20,005</del> | <del>20,919</del>  | <del>21,952</del>  |
| <del>15,378</del> | <del>15,681</del> | <del>16,000</del> | <del>16,343</del> | <del>16,736</del> | <del>17,188</del> | <del>17,707</del> | <del>18,292</del> | <del>18,953</del> | <del>19,700</del> | <del>20,544</del> | <del>21,497</del>  | <del>22,571</del>  |
| <del>15,725</del> | <del>16,034</del> | <del>16,360</del> | <del>16,711</del> | <del>17,114</del> | <del>17,588</del> | <del>18,133</del> | <del>18,750</del> | <del>19,450</del> | <del>20,245</del> | <del>21,148</del> | <del>22,171</del>  | <del>23,326</del>  |
| <del>16,075</del> | <del>16,390</del> | <del>16,724</del> | <del>17,083</del> | <del>17,505</del> | <del>18,000</del> | <del>18,577</del> | <del>19,238</del> | <del>19,995</del> | <del>20,859</del> | <del>21,854</del> | <del>22,994</del>  | <del>24,285</del>  |
| <del>16,428</del> | <del>16,750</del> | <del>17,092</del> | <del>17,460</del> | <del>17,893</del> | <del>18,403</del> | <del>18,997</del> | <del>19,678</del> | <del>20,460</del> | <del>21,364</del> | <del>22,415</del> | <del>23,640</del>  | <del>25,058</del>  |
| <del>16,784</del> | <del>17,113</del> | <del>17,463</del> | <del>17,840</del> | <del>18,285</del> | <del>18,810</del> | <del>19,425</del> | <del>20,135</del> | <del>20,965</del> | <del>21,939</del> | <del>23,084</del> | <del>24,428</del>  | <del>25,993</del>  |
| <del>17,143</del> | <del>17,479</del> | <del>17,837</del> | <del>18,228</del> | <del>18,695</del> | <del>19,245</del> | <del>19,890</del> | <del>20,636</del> | <del>21,500</del> | <del>22,510</del> | <del>23,693</del> | <del>25,079</del>  | <del>26,700</del>  |
| <del>17,505</del> | <del>17,848</del> | <del>18,214</del> | <del>18,613</del> | <del>19,097</del> | <del>19,680</del> | <del>20,375</del> | <del>21,190</del> | <del>22,150</del> | <del>23,289</del> | <del>24,640</del> | <del>26,237</del>  | <del>28,099</del>  |
| <del>17,870</del> | <del>18,219</del> | <del>18,594</del> | <del>19,009</del> | <del>19,520</del> | <del>20,145</del> | <del>20,889</del> | <del>21,768</del> | <del>22,810</del> | <del>24,050</del> | <del>25,520</del> | <del>27,275</del>  | <del>29,366</del>  |
| <del>18,238</del> | <del>18,594</del> | <del>18,976</del> | <del>19,407</del> | <del>19,945</del> | <del>20,605</del> | <del>21,396</del> | <del>22,340</del> | <del>23,500</del> | <del>24,900</del> | <del>26,590</del> | <del>28,600</del>  | <del>30,950</del>  |
| <del>18,610</del> | <del>18,973</del> | <del>19,362</del> | <del>19,809</del> | <del>20,380</del> | <del>21,085</del> | <del>21,945</del> | <del>23,000</del> | <del>24,300</del> | <del>25,900</del> | <del>27,850</del> | <del>30,200</del>  | <del>33,000</del>  |
| <del>18,985</del> | <del>19,355</del> | <del>19,751</del> | <del>20,216</del> | <del>20,825</del> | <del>21,580</del> | <del>22,500</del> | <del>23,700</del> | <del>25,200</del> | <del>27,000</del> | <del>29,200</del> | <del>32,000</del>  | <del>35,500</del>  |
| <del>19,363</del> | <del>19,739</del> | <del>20,152</del> | <del>20,640</del> | <del>21,260</del> | <del>22,050</del> | <del>23,050</del> | <del>24,400</del> | <del>26,100</del> | <del>28,200</del> | <del>30,800</del> | <del>34,200</del>  | <del>38,200</del>  |
| <del>19,744</del> | <del>20,126</del> | <del>20,555</del> | <del>21,070</del> | <del>21,720</del> | <del>22,560</del> | <del>23,650</del> | <del>25,150</del> | <del>27,100</del> | <del>29,600</del> | <del>32,800</del> | <del>37,200</del>  | <del>42,200</del>  |
| <del>20,128</del> | <del>20,516</del> | <del>20,952</del> | <del>21,490</del> | <del>22,180</del> | <del>23,070</del> | <del>24,250</del> | <del>25,800</del> | <del>27,900</del> | <del>30,600</del> | <del>34,200</del> | <del>39,800</del>  | <del>46,200</del>  |
| <del>20,515</del> | <del>20,909</del> | <del>21,359</del> | <del>21,925</del> | <del>22,660</del> | <del>23,620</del> | <del>24,900</del> | <del>26,550</del> | <del>28,800</del> | <del>31,800</del> | <del>35,800</del> | <del>41,800</del>  | <del>49,800</del>  |
| <del>20,906</del> | <del>21,306</del> | <del>21,769</del> | <del>22,360</del> | <del>23,150</del> | <del>24,210</del> | <del>25,600</del> | <del>27,400</del> | <del>29,900</del> | <del>33,200</del> | <del>38,200</del> | <del>45,200</del>  | <del>54,800</del>  |
| <del>21,299</del> | <del>21,705</del> | <del>22,184</del> | <del>22,815</del> | <del>23,700</del> | <del>24,850</del> | <del>26,350</del> | <del>28,350</del> | <del>31,100</del> | <del>34,800</del> | <del>40,800</del> | <del>49,800</del>  | <del>60,800</del>  |
| <del>21,695</del> | <del>22,108</del> | <del>22,604</del> | <del>23,260</del> | <del>24,200</del> | <del>25,500</del> | <del>27,100</del> | <del>29,200</del> | <del>32,200</del> | <del>36,500</del> | <del>43,800</del> | <del>54,200</del>  | <del>67,200</del>  |
| <del>22,094</del> | <del>22,513</del> | <del>23,026</del> | <del>23,710</del> | <del>24,700</del> | <del>26,100</del> | <del>27,850</del> | <del>30,100</del> | <del>33,400</del> | <del>38,800</del> | <del>47,200</del> | <del>59,200</del>  | <del>74,200</del>  |
| <del>22,496</del> | <del>22,922</del> | <del>23,444</del> | <del>24,160</del> | <del>25,200</del> | <del>26,750</del> | <del>28,650</del> | <del>31,200</del> | <del>34,900</del> | <del>40,800</del> | <del>50,800</del> | <del>64,200</del>  | <del>81,200</del>  |
| <del>22,901</del> | <del>23,334</del> | <del>23,874</del> | <del>24,620</del> | <del>25,750</del> | <del>27,400</del> | <del>29,450</del> | <del>32,300</del> | <del>36,400</del> | <del>43,800</del> | <del>55,200</del> | <del>70,200</del>  | <del>89,200</del>  |
| <del>23,309</del> | <del>23,758</del> | <del>24,316</del> | <del>25,100</del> | <del>26,300</del> | <del>28,050</del> | <del>30,300</del> | <del>33,500</del> | <del>38,200</del> | <del>46,800</del> | <del>59,800</del> | <del>76,200</del>  | <del>97,200</del>  |
| <del>23,720</del> | <del>24,185</del> | <del>24,762</del> | <del>25,600</del> | <del>26,900</del> | <del>28,800</del> | <del>31,300</del> | <del>34,800</del> | <del>40,200</del> | <del>50,200</del> | <del>64,200</del> | <del>82,200</del>  | <del>106,200</del> |
| <del>24,134</del> | <del>24,615</del> | <del>25,212</del> | <del>26,100</del> | <del>27,450</del> | <del>29,500</del> | <del>32,700</del> | <del>36,800</del> | <del>43,200</del> | <del>54,800</del> | <del>70,800</del> | <del>92,200</del>  | <del>120,200</del> |
| <del>24,551</del> | <del>25,048</del> | <del>25,674</del> | <del>26,620</del> | <del>28,050</del> | <del>30,300</del> | <del>33,800</del> | <del>38,500</del> | <del>46,200</del> | <del>59,800</del> | <del>78,200</del> | <del>102,200</del> | <del>132,200</del> |
| <del>24,972</del> | <del>25,483</del> | <del>26,140</del> | <del>27,150</del> | <del>28,650</del> | <del>31,100</del> | <del>34,500</del> | <del>39,800</del> | <del>48,200</del> | <del>64,200</del> | <del>85,200</del> | <del>112,200</del> | <del>148,200</del> |

| <del>STEP</del>   | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>  | <del>STEP</del>   | <del>STEP</del>   | <del>STEP</del>   |
|-------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------------|-------------------|-------------------|
| <del>GRU 01</del> | <del>02</del>    | <del>03</del>    | <del>04</del>    | <del>05</del>    | <del>06</del>    | <del>07</del>    | <del>08</del>    | <del>09</del>    | <del>10</del>    | <del>11</del>     | <del>12</del>     | <del>13</del>     |
| <del>6,000</del>  | <del>6,277</del> | <del>6,564</del> | <del>6,861</del> | <del>7,168</del> | <del>7,486</del> | <del>7,814</del> | <del>8,153</del> | <del>8,504</del> | <del>8,868</del> | <del>9,246</del>  | <del>9,639</del>  | <del>10,048</del> |
| <del>6,319</del>  | <del>6,607</del> | <del>6,904</del> | <del>7,211</del> | <del>7,528</del> | <del>7,856</del> | <del>8,195</del> | <del>8,546</del> | <del>8,910</del> | <del>9,288</del> | <del>9,682</del>  | <del>10,093</del> | <del>10,521</del> |
| <del>6,640</del>  | <del>6,938</del> | <del>7,245</del> | <del>7,562</del> | <del>7,890</del> | <del>8,228</del> | <del>8,577</del> | <del>8,938</del> | <del>9,313</del> | <del>9,704</del> | <del>10,113</del> | <del>10,541</del> | <del>11,000</del> |
| <del>6,963</del>  | <del>7,270</del> | <del>7,587</del> | <del>7,914</del> | <del>8,252</del> | <del>8,601</del> |                  |                  |                  |                  |                   |                   |                   |

1 Section 7, Section 2-10-313, MCA, is amended to read:

2 #2-10-313--Pay schedules for institutional teachers.

3 (A) Teacher pay schedule for fiscal year 1980 1982:

4 Experience--BA--BA+1qtr--BA+2qtr--5th Year--MA--MA+1qtr

5 (Grade) (Step-1) (Step-2) (Step-3) (Step-4) (Step-5) (Step-6)

6 0--10,250--10,577--10,915--11,079--11,243--11,502

7 1--10,635--11,001--11,368--11,456--11,735--12,102

8 2--11,021--11,427--11,822--12,025--12,227--12,624

9 3--11,407--11,851--12,275--12,498--12,719--13,145

10 4--11,793--12,275--12,729--12,971--13,211--13,665

11 5--12,179--12,700--13,183--13,444--13,783--14,187

12 6--12,564--13,124--13,637--13,915--14,195--14,708

13 7--12,950--13,550--14,089--14,380--14,687--15,229

14 8--13,336--13,974--14,543--14,861--15,181--15,750

15 9--13,724--14,399--14,997--15,335--15,673--16,271

16 0 11,063 12,238 12,624 12,811 12,998 13,384

17 1 12,304 12,723 13,142 13,351 13,561 13,979

18 2 12,745 13,208 13,668 13,891 14,123 14,575

19 3 13,186 13,693 14,178 14,431 14,685 15,178

20 4 13,627 14,178 14,696 14,971 15,247 15,765

21 5 14,068 14,663 15,214 15,512 15,809 16,368

22 6 14,509 15,148 15,732 16,052 16,371 16,956

23 7 14,949 15,633 16,250 16,592 16,934 17,551

24 8 15,390 16,118 16,768 17,132 17,496 18,146

25 9 15,831 16,603 17,286 17,672 18,058 18,741

1 10 16,272 17,088 17,804 18,212 18,620 19,337

2 (A) SEMI ANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981

3 AND ENDING JANUARY 8, 1982:

Experience BA BA+1qtr BA+2qtr 5th Year MA MA+1qtr

(Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 10,731 | 11,047 | 11,386 | 11,543 | 11,700 | 12,032 |
| 1  | 11,170 | 11,576 | 11,948 | 12,138 | 12,328 | 12,720 |
| 2  | 11,624 | 12,047 | 12,473 | 12,574 | 12,897 | 13,322 |
| 3  | 12,071 | 12,541 | 12,995 | 13,233 | 13,467 | 13,928 |
| 4  | 12,518 | 13,032 | 13,523 | 13,782 | 14,038 | 14,531 |
| 5  | 12,964 | 13,523 | 14,049 | 14,329 | 14,607 | 15,133 |
| 6  | 13,411 | 14,015 | 14,575 | 14,877 | 15,117 | 15,738 |
| 7  | 13,857 | 14,506 | 15,100 | 15,422 | 15,747 | 16,341 |
| 8  | 14,305 | 15,000 | 15,624 | 15,971 | 16,317 | 16,945 |
| 9  | 14,752 | 15,491 | 16,150 | 16,519 | 16,889 | 17,548 |
| 10 | 15,201 | 15,983 | 16,676 | 17,067 | 17,459 | 18,151 |

4 NOTE: DOES NOT INCLUDE INSURANCE \$420--SHALL BE ADDED TO

5 EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF

6 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

7 (B) SEMI ANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982:

8 AND ENDING JULY 9, 1982:

~~Experience BA BA+1qtr BA+2qtr 5th Year MA MA+1qtr  
(Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)~~

|               |                   |                   |                   |                   |                   |                   |
|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <del>0</del>  | <del>11,260</del> | <del>11,599</del> | <del>11,955</del> | <del>12,320</del> | <del>12,685</del> | <del>12,635</del> |
| <del>1</del>  | <del>11,797</del> | <del>12,134</del> | <del>12,545</del> | <del>12,945</del> | <del>12,944</del> | <del>13,409</del> |
| <del>2</del>  | <del>12,205</del> | <del>12,649</del> | <del>13,097</del> | <del>13,509</del> | <del>13,542</del> | <del>13,988</del> |
| <del>3</del>  | <del>12,674</del> | <del>13,168</del> | <del>13,649</del> | <del>14,095</del> | <del>14,141</del> | <del>14,674</del> |
| <del>4</del>  | <del>13,144</del> | <del>13,684</del> | <del>14,199</del> | <del>14,671</del> | <del>14,740</del> | <del>15,257</del> |
| <del>5</del>  | <del>13,612</del> | <del>14,199</del> | <del>14,751</del> | <del>15,045</del> | <del>15,337</del> | <del>15,890</del> |
| <del>6</del>  | <del>14,081</del> | <del>14,776</del> | <del>15,304</del> | <del>15,621</del> | <del>15,873</del> | <del>16,524</del> |
| <del>7</del>  | <del>14,550</del> | <del>15,231</del> | <del>15,855</del> | <del>16,193</del> | <del>16,534</del> | <del>17,158</del> |
| <del>8</del>  | <del>15,020</del> | <del>15,750</del> | <del>16,405</del> | <del>16,769</del> | <del>17,133</del> | <del>17,799</del> |
| <del>9</del>  | <del>15,490</del> | <del>16,265</del> | <del>16,957</del> | <del>17,345</del> | <del>17,733</del> | <del>18,425</del> |
| <del>10</del> | <del>15,961</del> | <del>16,782</del> | <del>17,510</del> | <del>17,920</del> | <del>18,332</del> | <del>19,054</del> |

|    |    |        |        |        |        |        |   |
|----|----|--------|--------|--------|--------|--------|---|
| 1  | 9  | 14,795 | 15,519 | 16,161 | 16,523 | 16,886 | 17,527  |
| 2  | 10 | 15,208 | 15,974 | 16,705 | 17,031 | 17,413 | 18,086  |
| 3  | 0  | 12,699 | 13,098 | 13,509 | 13,709 | 13,908 | 14,319  |
| 4  | 1  | 13,169 | 13,615 | 14,061 | 14,284 | 14,507 | 14,953  |
| 5  | 2  | 13,638 | 14,131 | 14,612 | 14,859 | 15,105 | 15,587  |
| 6  | 3  | 14,108 | 14,648 | 15,164 | 15,434 | 15,704 | 16,221  |
| 7  | 4  | 14,577 | 15,164 | 15,716 | 16,009 | 16,303 | 16,855  |
| 8  | 5  | 15,047 | 15,681 | 16,268 | 16,585 | 16,902 | 17,489  |
| 9  | 6  | 15,516 | 16,197 | 16,819 | 17,160 | 17,500 | 18,122  |
| 10 | 7  | 15,986 | 16,714 | 17,371 | 17,735 | 18,099 | 18,756  |
| 11 | 8  | 16,455 | 17,230 | 17,923 | 18,318 | 18,698 | 19,399  |
| 12 | 9  | 16,925 | 17,747 | 18,475 | 18,885 | 19,296 | 20,024  |
| 13 | 10 | 17,395 | 18,263 | 19,026 | 19,461 | 19,895 | 20,658  |
| 14 |    |        |        |        |        |        | (A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1982 |
| 15 |    |        |        |        |        |        | AND ENDING JANUARY 7, 1983                      |

NOTE: DOES NOT INCLUDE INSURANCE \$420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS

(2) Teacher pay schedule for fiscal year 1981-1982

Experience--BA---BA+1qtr---BA+2qtr---5th Year---MA---MA+1qtr  
(Grade) (Step 1) (Step 2) (Step 3) (Step 4) (Step 5) (Step 6)

|   |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|
| 0 | 11,070 | 11,420 | 11,783 | 11,959 | 12,135 | 12     |
| 1 | 11,483 | 11,875 | 12,269 | 12,363 | 12,662 | 13,056 |
| 2 | 11,897 | 12,332 | 12,756 | 12,973 | 13,190 | 13,616 |
| 3 | 12,311 | 12,787 | 13,241 | 13,481 | 13,710 | 14,175 |
| 4 | 12,724 | 13,241 | 13,728 | 13,988 | 14,245 | 14,732 |
| 5 | 13,138 | 13,697 | 14,215 | 14,495 | 14,773 | 15,292 |
| 6 | 13,551 | 14,152 | 14,702 | 15,000 | 15,301 | 15,851 |
| 7 | 13,965 | 14,609 | 15,187 | 15,508 | 15,828 | 16,410 |
| 8 | 14,379 | 15,064 | 15,674 | 16,015 | 16,358 | 16,968 |

~~Experience BA BA+1qtr BA+2qtr 5th Year MA MA+1qtr  
(Step)(Grade) (Grade) (Grade) (Grade) (Grade) (Grade)~~

|               |                   |                   |                   |                   |                   |                   |
|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <del>0</del>  | <del>11,997</del> | <del>11,619</del> | <del>11,934</del> | <del>12,071</del> | <del>12,206</del> | <del>12,509</del> |
| <del>1</del>  | <del>11,031</del> | <del>12,179</del> | <del>12,553</del> | <del>12,726</del> | <del>12,899</del> | <del>13,267</del> |
| <del>2</del>  | <del>12,324</del> | <del>12,741</del> | <del>13,172</del> | <del>13,382</del> | <del>13,591</del> | <del>14,079</del> |
| <del>3</del>  | <del>12,815</del> | <del>13,281</del> | <del>13,752</del> | <del>13,863</del> | <del>14,219</del> | <del>14,687</del> |
| <del>4</del>  | <del>13,308</del> | <del>13,826</del> | <del>14,331</del> | <del>14,590</del> | <del>14,848</del> | <del>15,353</del> |
| <del>5</del>  | <del>13,801</del> | <del>14,368</del> | <del>14,909</del> | <del>15,194</del> | <del>15,477</del> | <del>16,020</del> |
| <del>6</del>  | <del>14,295</del> | <del>14,909</del> | <del>15,488</del> | <del>15,797</del> | <del>16,104</del> | <del>16,684</del> |
| <del>7</del>  | <del>14,785</del> | <del>15,451</del> | <del>16,069</del> | <del>16,402</del> | <del>16,667</del> | <del>17,351</del> |
| <del>8</del>  | <del>15,277</del> | <del>15,992</del> | <del>16,648</del> | <del>17,003</del> | <del>17,361</del> | <del>18,016</del> |
| <del>9</del>  | <del>15,771</del> | <del>16,537</del> | <del>17,225</del> | <del>17,607</del> | <del>17,990</del> | <del>18,682</del> |
| <del>10</del> | <del>16,264</del> | <del>17,078</del> | <del>17,805</del> | <del>18,212</del> | <del>18,620</del> | <del>19,346</del> |

1 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$400 SHALL BE ADDED TO~~  
 2 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 3 ~~THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 4 ~~(B) SEMI ANNUAL PAY SCHEDULE BEGINNING JANUARY 8 1983~~  
 5 ~~AND ENDING JULY 8 1983~~

Experience BA BA1 Oct. BA2 Oct. 5th Year MA MA1 Oct.  
 (Step) (Grade) (Grade) (Grade) (Grade) (Grade) (Grade)

|    |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|
| 0  | 11,904 | 12,200 | 12,511 | 12,675 | 12,816 | 13,125 |
| 1  | 12,423 | 12,720 | 13,180 | 13,362 | 13,544 | 13,920 |
| 2  | 12,940 | 13,378 | 13,831 | 14,051 | 14,270 | 14,709 |
| 3  | 13,456 | 13,965 | 14,440 | 14,556 | 14,930 | 15,421 |
| 4  | 13,973 | 14,517 | 15,057 | 15,319 | 15,590 | 16,129 |
| 5  | 14,491 | 15,086 | 15,654 | 15,934 | 16,231 | 16,821 |
| 6  | 15,008 | 15,654 | 16,262 | 16,587 | 16,909 | 17,518 |
| 7  | 15,524 | 16,224 | 16,872 | 17,222 | 17,500 | 18,218 |
| 8  | 16,041 | 16,792 | 17,480 | 17,853 | 18,229 | 18,917 |
| 9  | 16,559 | 17,364 | 18,086 | 18,487 | 18,889 | 19,616 |
| 10 | 17,077 | 17,932 | 18,695 | 19,122 | 19,551 | 20,313 |

6 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$400 SHALL BE ADDED TO~~  
 7 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 8 ~~THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 9 Section 8-- Section 2-18-314-- MCA-- is amended to read  
 10 \*2-18-314-- Pay schedules for liquor store occupations  
 11 (1) Liquor store pay schedule for fiscal year 1988 1988:

| Grade     | \$/Hour     |
|-----------|-------------|
| --E1----- | 4,533 8,000 |
| --E2----- | 4,893 5,949 |
| --E3----- | 5,263 6,367 |

1 -----E4----- 5,460 6,590  
 2 -----E5----- 5,683 6,842  
 3 -----E6----- 6,133 7,350  
 4 -----E7----- 6,623 7,904  
 5 -----E8----- 7,173 8,525

6 (A) SEMI ANNUAL PAY SCHEDULE BEGINNING JULY 11 1981  
 7 AND ENDING JANUARY 8 1982:

| GRADE | \$/HOURL |
|-------|----------|
| E1    | 4,911    |
| E2    | 5,300    |
| E3    | 5,699    |
| E4    | 5,921    |
| E5    | 6,153    |
| E6    | 6,639    |
| E7    | 7,168    |
| E8    | 7,762    |

25 ~~NOTE-- DOES NOT INCLUDE INSURANCE \$420 SHALL BE ADDED TO~~  
 26 ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
 27 ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS~~  
 28 (B) SEMI ANNUAL PAY SCHEDULE BEGINNING JANUARY 9 1982  
 29 AND ENDING JULY 9 1982:

| GRADE | \$/HOURL |
|-------|----------|
| E1    | 5,156    |
| E2    | 5,565    |
| E3    | 5,984    |

|   |           |              |
|---|-----------|--------------|
| 1 | <u>E4</u> | <u>6w217</u> |
| 2 |           |              |
| 3 | <u>E5</u> | <u>6w460</u> |
| 4 |           |              |
| 5 | <u>E6</u> | <u>6w971</u> |
| 6 |           |              |
| 7 | <u>E7</u> | <u>7w526</u> |
| 8 |           |              |
| 9 | <u>E8</u> | <u>8w150</u> |

10 ~~NOTE--DOES--NOT--INCLUDE--INSURANCE--\$420--SHALL--BE--ADDED--TO~~  
 11 ~~EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF~~  
 12 ~~THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS--~~

13 ~~(2)--Liquor--store--pay--schedule--for--fiscal--year--1981~~  
 14 ~~1983:~~

| 15 | <u>Grade</u> | <u>\$/Hour</u>     |
|----|--------------|--------------------|
| 16 | --E1-----    | 4w893 <u>0w000</u> |
| 17 | --E2-----    | 5w253 <u>6w720</u> |
| 18 | --E3-----    | 5w623 <u>7w200</u> |
| 19 | --E4-----    | 5w820 <u>7w462</u> |
| 20 | --E5-----    | 6w043 <u>7w736</u> |
| 21 | --E6-----    | 6w493 <u>8w311</u> |
| 22 | --E7-----    | 6w903 <u>8w937</u> |
| 23 | --E8-----    | 7w533 <u>9w639</u> |

24 ~~(A)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JULY--1981--1982~~  
 25 ~~AND--ENDING--JANUARY--7--1983~~

| 26 | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 27 | <u>E1</u>    | <u>5w414</u>   |
| 28 |              |                |
| 29 | <u>E2</u>    | <u>5w843</u>   |
| 30 |              |                |
| 31 | <u>E3</u>    | <u>6w203</u>   |
| 32 |              |                |
| 33 |              |                |

|   |           |              |
|---|-----------|--------------|
| 1 | <u>E4</u> | <u>6w527</u> |
| 2 |           |              |
| 3 | <u>E5</u> | <u>6w783</u> |
| 4 |           |              |
| 5 | <u>E6</u> | <u>7w391</u> |
| 6 |           |              |
| 7 | <u>E7</u> | <u>7w903</u> |
| 8 |           |              |
| 9 | <u>E8</u> | <u>8w550</u> |

10 ~~NOTE--DOES--NOT--INCLUDE--INSURANCE--\$400--SHALL--BE--ADDED--TO~~  
 11 ~~EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF~~  
 12 ~~THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS--~~

13 ~~(B)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--8--1983~~  
 14 ~~AND--ENDING--JULY--8--1983~~

| 15 | <u>GRADE</u> | <u>\$/HOUR</u> |
|----|--------------|----------------|
| 16 |              |                |
| 17 | <u>E1</u>    | <u>5w685</u>   |
| 18 |              |                |
| 19 | <u>E2</u>    | <u>6w135</u>   |
| 20 |              |                |
| 21 | <u>E3</u>    | <u>6w597</u>   |
| 22 |              |                |
| 23 | <u>E4</u>    | <u>6w854</u>   |
| 24 |              |                |
| 25 | <u>E5</u>    | <u>7w123</u>   |
| 26 |              |                |
| 27 | <u>E6</u>    | <u>7w685</u>   |
| 28 |              |                |
| 29 | <u>E7</u>    | <u>8w298</u>   |
| 30 |              |                |
| 31 | <u>E8</u>    | <u>8w985</u>   |

32 ~~NOTE--DOES--NOT--INCLUDE--INSURANCE--\$400--SHALL--BE--ADDED--TO~~  
 33 ~~EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF~~  
 34 ~~THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS--~~

35 ~~Section--9--Section--2--18--315--MCA--is--amended--to--read:~~  
 36 ~~"2--18--315--Pay--schedules--for--blue-collar--occupations--~~  
 37 ~~(i)--Blue-collar-pay-schedule-for-fiscal-year-1980 1982"~~

| Grade      | \$/Hour      |
|------------|--------------|
| B1-----    | 5.836 5.904  |
| B2-----    | 5.364 6.304  |
| B3-----    | 5.692 6.704  |
| B4-----    | 6.020 7.104  |
| B5-----    | 6.348 7.504  |
| B6-----    | 6.676 7.904  |
| B7-----    | 7.004 8.304  |
| B8-----    | 7.332 8.704  |
| B9-----    | 7.660 9.104  |
| B10-----   | 7.988 9.504  |
| B11-----   | 8.316 9.904  |
| B12-----   | 8.644 10.304 |
| B00**----- | 8.972 10.704 |

(A) -- SEMIANNUAL -- PAY -- SCHEDULE -- BEGINNING -- JULY -- 1981  
 AND -- ENDING -- JANUARY -- 01 -- 1982\*

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 5.418   |
| B2-   | 5.773   |
| B3-   | 6.127   |
| B4-   | 6.481   |
| B5-   | 6.835   |
| B6-   | 7.190   |
| B7-   | 7.544   |
| B8-   | 7.898   |

|     |       |
|-----|-------|
| B9- | 8.252 |
| B10 | 8.607 |
| B11 | 8.961 |
| B12 | 9.315 |
| B00 | 9.669 |

NOTE -- DOES NOT INCLUDE INSURANCE \$420 -- SHALL BE -- ADDED -- TO  
 EACH -- EMPLOYEE'S -- COMPENSATION DURING THE EFFECTIVE DATES OF  
 THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS  
 (B) -- SEMIANNUAL -- PAY -- SCHEDULE -- BEGINNING -- JANUARY -- 01 -- 1982\*  
 AND -- ENDING -- JULY -- 01 -- 1982\*

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 5.609   |
| B2-   | 6.061   |
| B3-   | 6.433   |
| B4-   | 6.805   |
| B5-   | 7.177   |
| B6-   | 7.549   |
| B7-   | 7.921   |
| B8-   | 8.293   |
| B9-   | 8.665   |
| B10   | 9.037   |
| B11   | 9.409   |
| B12   | 9.781   |
| B00   | 10.153  |

NOTE -- DOES NOT INCLUDE INSURANCE \$420 -- SHALL BE -- ADDED -- TO

1 EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF  
 2 THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS  
 3 (2)--Blue-collar-pay-schedule-for-fiscal-year-1981  
 4 1983+

| Grade        | \$/Hour      |
|--------------|--------------|
| --B1-----    | 5.363 6.892  |
| --B2-----    | 5.691 7.292  |
| --B3-----    | 6.019 7.692  |
| --B4-----    | 6.347 8.092  |
| --B5-----    | 6.675 8.492  |
| --B6-----    | 7.003 8.892  |
| --B7-----    | 7.331 9.292  |
| --B8-----    | 7.659 9.692  |
| --B9-----    | 7.987 10.092 |
| --B10-----   | 8.315 10.492 |
| --B11-----   | 8.643 10.892 |
| --B12-----   | 8.971 11.292 |
| --B00**----- | 9.299 11.692 |

19 (A)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JULY--1982  
 20 AND--ENDING--JANUARY--7--1983+

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 5.974   |
| B2-   | 6.364   |
| B3-   | 6.755   |
| B4-   | 7.145   |

|    |  |        |
|----|--|--------|
| 1  | B5-  | 7.536  |
| 2  |  |        |
| 3  | B6-  | 7.926  |
| 4  |  |        |
| 5  | B7-  | 8.317  |
| 6  |  |        |
| 7  | B8-  | 8.708  |
| 8  |  |        |
| 9  | B9-  | 9.098  |
| 10 |  |        |
| 11 | B10  | 9.489  |
| 12 |  |        |
| 13 | B11  | 9.879  |
| 14 |  |        |
| 15 | B12  | 10.270 |
| 16 |  |        |
| 17 | B00  | 10.660 |
| 18 | <u>NOTE--DOES--NOT--INCLUDE--INSURANCE--\$400--SHALL--BE--ADDED--TO</u>    |        |
| 19 | <u>EACH--EMPLOYEE'S--COMPENSATION--DURING--THE--EFFECTIVE--DATES--OF</u>   |        |
| 20 | <u>THIS--MATRIX--FOR--THE--STATE'S--CONTRIBUTION--FOR--GROUP--BENEFITS</u> |        |
| 21 | <u>(B)--SEMIANNUAL--PAY--SCHEDULE--BEGINNING--JANUARY--01--1983</u>        |        |
| 22 | <u>AND--ENDING--JULY--01--1983+</u>  |        |

| GRADE | \$/HOUR |
|-------|---------|
| B1-   | 6.272   |
| B2-   | 6.663   |
| B3-   | 7.053   |
| B4-   | 7.443   |
| B5-   | 7.833   |
| B6-   | 8.223   |
| B7-   | 8.613   |
| B8-   | 9.003   |
| B9-   | 9.393   |
| B10   | 9.783   |



1                    B11                                    102373  
2  
3                    B12                                    102703  
4  
5                    B00                                    112193  
6    ~~NOTE--DOES NOT INCLUDE INSURANCE; \$400 SHALL BE ADDED TO~~  
7    ~~EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF~~  
8    ~~THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~  
9    ~~Up to 5.031 of the hourly increase granted above for fiscal~~  
10   ~~Year 1981 shall not be granted to an employee to the extent~~  
11   ~~that the employee would receive a rate, commonly called a~~  
12   ~~red-circled rate, exceeding the above listed rates due to~~  
13   ~~the fact that such employee at the time the blue collar~~  
14   ~~plan was originally implemented, was paid at a rate greater~~  
15   ~~than the standard blue collar rate for his classification.~~  
16    ~~(3) in recognition that the blue collar employee~~  
17   ~~classes in the university system have been paid at rates~~  
18   ~~higher than employees in the blue collar classes in the~~  
19   ~~executive branch, it is the intent of the legislature during~~  
20   ~~the next biennium that the board of regents seek wage~~  
21   ~~settlements which reduce the current wage disparities or~~  
22   ~~provide wages equal to those of employees in the executive~~  
23   ~~branch.~~  
24    ~~(3) in recognition that the blue collar employee~~  
25   ~~classes in the university system have been paid at rates~~  
26   ~~higher than employees in the blue collar classes in the~~  
27   ~~executive branch, it is the intent of the legislature during~~

1    ~~THE NEXT BIENNIUM THAT THE BOARD OF REGENTS SEEK WAGE~~  
2    ~~SETTLEMENTS THAT DO NOT INCREASE THE CURRENT WAGE~~  
3    ~~DISPARITIES BETWEEN EMPLOYEES IN THE UNIVERSITY SYSTEM AND~~  
4    ~~EMPLOYEES IN THE EXECUTIVE BRANCH.~~  
5                    ~~NEW SECTION--SECTION 10--ADDITIONAL--COMPENSATION~~  
6    ~~EACH FULL-TIME EMPLOYEE WHO HAS BEEN CONTINUOUSLY ON THE~~  
7    ~~STATE PAYROLL FROM THE PAY PERIOD ENDING JANUARY 9, 1981 TO~~  
8    ~~THE PAY PERIOD BEGINNING JULY 1, 1981 SHALL RECEIVE A~~  
9    ~~PAYMENT OF \$500 IN JULY 1981 IN ADDITION TO HIS REGULAR~~  
10   ~~COMPENSATION. PART-TIME EMPLOYEES SHALL RECEIVE A PERCENTAGE~~  
11   ~~OF THE \$500 AWARD EQUAL TO THE FULL-TIME EQUIVALENT FACTOR~~  
12   ~~OF THE EMPLOYEE'S POSITION AS OF THE PAYROLL PERIOD ENDING~~  
13   ~~JUNE 27, 1981.~~  
14                    Section 6. Section 2-18-701, MCA, is amended to read:  
15                    "2-18-701. Definitions. In this part, as it applies to  
16    a person employed in the executive, judicial, or legislative  
17    branches of state government, "employee" means:  
18                    (1) a permanent full-time employee defined in  
19                    2-18-601;  
20                    (2) a part-time permanent employee, as defined in  
21                    2-18-601, who is scheduled to work a regular schedule of 20  
22                    hours or more a week;  
23                    (3) a seasonal employee, as defined in 2-18-601, who  
24                    is scheduled to work 6 months or more a year;  
25                    (4) elected officials;

1 (5) officers and permanent employees of the  
2 legislative branch;

3 (6) judges and permanent employees of the judicial  
4 branch; and

5 (7) academic, professional, and administrative  
6 personnel having individual contracts under the authority of  
7 the board of regents of higher education or the state board  
8 of public education; and

9 (8) temporary employees as defined in 2-18-601 who are  
10 scheduled to work more than 6 months a year or who work for  
11 a continuous period of more than 6 months OR WHOSE TEMPORARY  
12 STATUS IS DEFINED THROUGH COLLECTIVE BARGAINING."

13 Section 7. Section 2-18-702, MCA, is amended to read:

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

22 (2) State employees and elected officials, as defined  
23 in ~~2-18-809~~ 2-18-701, may participate in such state employee  
24 group benefit plans as are provided for under part 8 of this  
25 chapter.

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

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

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

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

19 (2) For employees defined in 2-18-701 other than  
20 members of collective bargaining units, and for members of  
21 the legislature, the employer contribution for group  
22 benefits shall be ~~\$50~~ \$70 per month for the fiscal year  
23 ending June 30, ~~1980~~ 1982, and ~~\$60~~ \$80 per month for each  
24 fiscal year thereafter. Permanent part-time employees who  
25 are regularly scheduled to work less than 20 hours a week

1 are not eligible for the group benefit contribution. An  
 2 employee who elects not to be covered by a state-sponsored  
 3 group benefit plan may not receive the state contribution as  
 4 wages.

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

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

14 Section 9. Appropriation. (1) There is appropriated to  
 15 the various state agencies listed in this section the money  
 16 necessary to carry out the provisions of this act. The  
 17 appropriations listed in this section are subject to the  
 18 limitations, definitions, and provisions contained in the  
 19 general appropriation act of 1981. No agency may exceed the  
 20 appropriation listed in this section when carrying out the  
 21 provisions of this act unless a budget amendment authorizing  
 22 such an expenditure has been approved by an appropriate  
 23 authority.

24 (2) The following money is appropriated FROM THE  
 25 GENERAL FUND to the listed agencies.

|  | Fiscal--Year--1982 |                    | Fiscal--Year--1983 |                    |
|--|--------------------|--------------------|--------------------|--------------------|
|  | General            | Other              | General            | Other              |
|  | Fund               | Appropriated Funds | Fund               | Appropriated Funds |
| 5 JUDICIARY                                |                    |                    |                    |                    |
| 6  | 229,812            | 29,277             | 409,195            | 62,321             |
| 7 GOVERNOR'S OFFICE                        |                    |                    |                    |                    |
| 8  | 181,105            |                    | 403,999            |                    |
| 9 SECRETARY OF STATE                       |                    |                    |                    |                    |
| 10   | 55,668             |                    | 129,357            |                    |
| 11 COMMISSIONER OF CAMPAIGN PRACTICES      |                    |                    |                    |                    |
| 12   | 18,496             |                    | 22,591             |                    |
| 13 STATE AUDITOR'S OFFICE                  |                    |                    |                    |                    |
| 14   | 184,307            |                    | 233,313            |                    |
| 15 SUPERINTENDENT OF PUBLIC INSTRUCTION    |                    |                    |                    |                    |
| 16   | 178,167            | 182,281            | 388,247            | 394,526            |
| 17 CRIME CONTROL DIVISION                  |                    |                    |                    |                    |
| 18   | 12,925             | 48,329             | 27,664             | 86,324             |
| 19 DEPARTMENT OF JUSTICE                   |                    |                    |                    |                    |
| 20   | 173,616            | 862,277            | 388,462            | 1,891,383          |
| 21 DEPARTMENT OF PUBLIC SERVICE REGULATION |                    |                    |                    |                    |
| 22   | 98,345             | 1,679              | 202,365            | 3,778              |
| 23 BOARD OF PUBLIC EDUCATION               |                    |                    |                    |                    |
| 24   | 15,973             | 1,889              | 34,729             | 4,151              |
| 25 SCHOOL FOR THE DEAF AND BLIND           |                    |                    |                    |                    |

|    |   |           |        |           |        |
|----|---|-----------|--------|-----------|--------|
| 1  |   | 1557751   |        | 3677344   |        |
| 2  | MONTANA-ARTS-COUNCIL                                |           |        |           |        |
| 3  |   | 47587     | 47586  | 97715     | 97711  |
| 4  | MONTANA-STATE-LIBRARY                               |           |        |           |        |
| 5  |   | 337760    | 137792 | 754418    | 297491 |
| 6  | MONTANA-ADVISORY-COUNCIL-FOR-VOCATIONAL-EDUCATION   |           |        |           |        |
| 7  |   |           | 47273  |           | 97181  |
| 8  | MONTANA-HISTORICAL-SOCIETY                          |           |        |           |        |
| 9  |   | 587457    | 207262 | 1217264   | 427721 |
| 10 | MONTANA-UNIVERSITY-SYSTEM-UNITS                     |           |        |           |        |
| 11 | --Commissioner-of-Higher-Education                  |           |        |           |        |
| 12 |   | 357557    | 17553  | 877989    | 37733  |
| 13 | --University-of-Montana                             |           |        |           |        |
| 14 |   | 278857888 |        | 474177939 |        |
| 15 | --Montana-State-University                          |           |        |           |        |
| 16 |   | 277777320 |        | 578487835 |        |
| 17 | --Montana-College-of-Mineral-Science-and-Technology |           |        |           |        |
| 18 |   | 4197418   |        | 897081    |        |
| 19 | --Eastern-Montana-College                           |           |        |           |        |
| 20 |   | 7887932   |        | 174917774 |        |
| 21 | --Northern-Montana-College                          |           |        |           |        |
| 22 |   | 3777987   |        | 7987365   |        |
| 23 | --Western-Montana-College                           |           |        |           |        |
| 24 |   | 2157875   |        | 4557674   |        |
| 25 | --Bureau-of-Mines                                   |           |        |           |        |

|    |  |           |           |           |           |
|----|--|-----------|-----------|-----------|-----------|
| 1  |  | 907786    |           | 1917629   |           |
| 2  | --Agricultural-Experiment-Station                |           |           |           |           |
| 3  |  | 5157822   |           | 178887878 |           |
| 4  | --Cooperative-Extension-Service                  |           |           |           |           |
| 5  |  | 2637586   |           | 5577034   |           |
| 6  | --Forestry-and-Conservation-Experiment-Station   |           |           |           |           |
| 7  |  | 387787    |           | 1857363   |           |
| 8  | DEPARTMENT-OF-FISH-AND-GAME                      |           |           |           |           |
| 9  |  | 437735    | 8757898   | 847501    | 179167784 |
| 10 | DEPARTMENT-OF-HEALTH-AND-ENVIRONMENTAL-SCIENCES  |           |           |           |           |
| 11 |  | 2437701   | 4517520   | 5207653   | 9467541   |
| 12 | DEPARTMENT-OF-HIGHWAYS                           |           |           |           |           |
| 13 |  | 67207     | 477587824 | 137375    | 978377480 |
| 14 | DEPARTMENT-OF-STATE-LANDS                        |           |           |           |           |
| 15 |  | 857887    | 547198    | 2857387   | 1237569   |
| 16 | DEPARTMENT-OF-LIVESTOCK                          |           |           |           |           |
| 17 |  | 427994    | 2387919   | 927999    | 4937121   |
| 18 | DEPARTMENT-OF-NATURAL-RESOURCES-AND-CONSERVATION |           |           |           |           |
| 19 |  | 5427031   | 3887204   | 172847843 | 9527418   |
| 20 | DEPARTMENT-OF-REVENUE                            |           |           |           |           |
| 21 |  | 171767395 | 6457403   | 275377671 | 175337919 |
| 22 | DEPARTMENT-OF-ADMINISTRATION                     |           |           |           |           |
| 23 |  | 2477754   | 6787571   | 5567484   | 175157027 |
| 24 | DEPARTMENT-OF-AGRICULTURE                        |           |           |           |           |
| 25 |  | 847134    | 1887783   | 1837943   | 2337522   |

1 DEPARTMENT-OF-BUSINESS-REGULATION  
 2                   94v195      22v700      206v612      48v443  
 3 DEPARTMENT-OF-INSTITUTIONS  
 4                   353v264      57v186      745v201      114v804  
 5 --Boulder-River-School-and-Hospital  
 6                   025v443      5v772      2v029v995      10v952  
 7 --Center-for-the-Aged  
 8                   177v260                   398v604  
 9 --Eastmont-Training-Center  
 10                   152v613      4v679      320v199      10v355  
 11 --Galen-State-Hospital  
 12                   571v145      3v339      1v212v414      0v000  
 13 --Mountain-View-School  
 14                   129v002      3v993      266v334      0v230  
 15 --Pine-Hills-School  
 16                   217v386      8v992      470v749      19v475  
 17 --Montana-State-Prison  
 18                   458v036      42v632      1v050v928      91v873  
 19 --Swan-River-Youth-Forest-Camp  
 20                   47v561      2v099      106v559      4v702  
 21 --Montana-Veterans-Home  
 22                   05v535                   232v545  
 23 --Warm-Springs-State-Hospital  
 24                   1v011v000      6v711      2v247v355      14v885  
 25 --Board-of-Pardons

1                   7v609                   17v498  
 2 DEPARTMENT-OF-COMMUNITY-AFFAIRS  
 3                   131v092      179v903      206v767      424v705  
 4 DEPARTMENT-OF-LABOR-AND-INDUSTRY  
 5 --Labor-Standards-Division  
 6                   69v810      01v607      150v477      200v933  
 7 --Employment-Security-Division  
 8                                   1v355v276                   3v040v665  
 9 --Workers-Compensation-Division  
 10                                   315v712                   726v749  
 11 DEPARTMENT-OF-MILITARY-AFFAIRS  
 12 --Adjutant-General  
 13                   35v445      32v523      77v216      70v680  
 14 --Disaster-and-Emergency-Services  
 15                   14v224      24v041      30v644      51v789  
 16 DEPARTMENT-OF-PROFESSIONAL-AND-OCCUPATIONAL-LICENSING  
 17                                   72v107                   159v813  
 18 DEPARTMENT-OF-SOCIAL-AND-REHABILITATION-SERVICES  
 19                   1v155v007      --306v633      2v490v215      --779v159  
 20 STATE-TOTALS  
 21                   16v845v920      11v800v407      36v651v464      25v803v813  
 22                   (3)--There-is-appropriated-to-the-office-of-budget--and  
 23 program-planning--1v250v000--from--the--general--fund--and  
 24 \$250,000--from--other--funds--for--the--biennium--ending--June--30v  
 25 1983v--for--shift--differential-payments--that--may--be--adopted

1 after adjournment of the legislature through collective  
 2 bargaining agreements or extension of similar provisions to  
 3 unorganized employees in executive branch agencies not  
 4 including units of the university system  
 5 vocational technical centers and community colleges

6 {4} There is appropriated to the office of budget and  
 7 program planning \$488,000 for the fiscal year ending June  
 8 30, 1982, and \$450,000 for the fiscal year ending June 30,  
 9 1983, from the general fund to bring certain critical  
 10 classes in the executive branch not including the university  
 11 system units, vocational technical centers, and community  
 12 colleges to a comparable level with the labor market.

|   | <u>FISCAL YEAR</u> | <u>FISCAL YEAR</u> |
|---|--------------------|--------------------|
|   | <u>1982</u>        | <u>1983</u>        |
| 15 <u>LEGISLATIVE AUDITOR</u>           | <u>176,782</u>     | <u>278,577</u>     |
| 16 <u>LEGISLATIVE COUNCIL</u>           | <u>143,133</u>     | <u>267,092</u>     |
| 17 <u>LEGISLATIVE FISCAL ANALYST</u>    | <u>51,141</u>      | <u>88,828</u>      |
| 18 <u>ENVIRONMENTAL QUALITY COUNCIL</u> | <u>13,813</u>      | <u>33,870</u>      |
| 19 <u>TOTALS</u>                        | <u>384,869</u>     | <u>668,367</u>     |

20 {3} THERE IS APPROPRIATED TO THE OFFICE OF BUDGET AND  
 21 PROGRAM PLANNING \$48,000,000 FOR THE FISCAL YEAR ENDING JUNE  
 22 30, 1982, AND \$----- FOR THE FISCAL YEAR BIENNium ENDING  
 23 JUNE 30, 1983, FROM THE GENERAL FUND TO CARRY OUT THE  
 24 PROVISIONS OF THIS ACT AS IT PERTAINS TO JUDICIAL AND  
 25 EXECUTIVE BRANCH AGENCIES NOT INCLUDING VOCATIONAL-TECHNICAL

1 CENTERS AND COMMUNITY COLLEGES. THE OFFICE OF BUDGET AND  
 2 PROGRAM PLANNING IS AUTHORIZED TO INCREASE THE EXPENDITURE  
 3 AUTHORITY OF JUDICIAL AND EXECUTIVE BRANCH AGENCIES, NOT  
 4 INCLUDING VOCATIONAL-TECHNICAL CENTERS AND COMMUNITY  
 5 COLLEGES, BY \$34,192,000 FOR THE FISCAL YEAR ENDING JUNE 30,  
 6 1982, AND \$----- FOR THE FISCAL YEAR BIENNium ENDING JUNE  
 7 30, 1983, FROM FUNDS OTHER THAN THE GENERAL FUND WHICH  
 8 ACCUE UNDER PROVISIONS OF LAW TO THE RESPECTIVE AGENCIES TO  
 9 CARRY OUT THE PROVISIONS OF THIS ACT.

10 {5}{4} There is appropriated to the department of  
 11 administration \$150,000 from the general fund for the  
 12 biennium ending June 30, 1983. It is the intent of the  
 13 legislature that this money be used for the purpose of  
 14 funding a commission to study and make recommendations for  
 15 change in the personnel and labor relations programs in  
 16 Montana. Further, it is the intent of the legislature that  
 17 members of the commission be selected from a diverse group  
 18 that adequately represents the interests of the general  
 19 public, labor, the legislature, and the executive branch.

20 Section 10. Reversion of funds. Appropriated funds not  
 21 spent at the end of the fiscal year shall revert to the fund  
 22 from which appropriated.

23 Section 11. Codification instruction. Section 5 10 is  
 24 intended to be codified as an integral part of Title 2,  
 25 chapter 18.

1       Section 12. Effective date. ~~Section 2 is effective on~~  
2 ~~passage and approval~~ (1) SECTIONS 1 THROUGH 15, EXCLUDING  
3 SECTION 2, ARE EFFECTIVE JULY 11, 1981.  
4       (2) SECTION 2 IS EFFECTIVE ON PASSAGE AND APPROVAL.

-End-