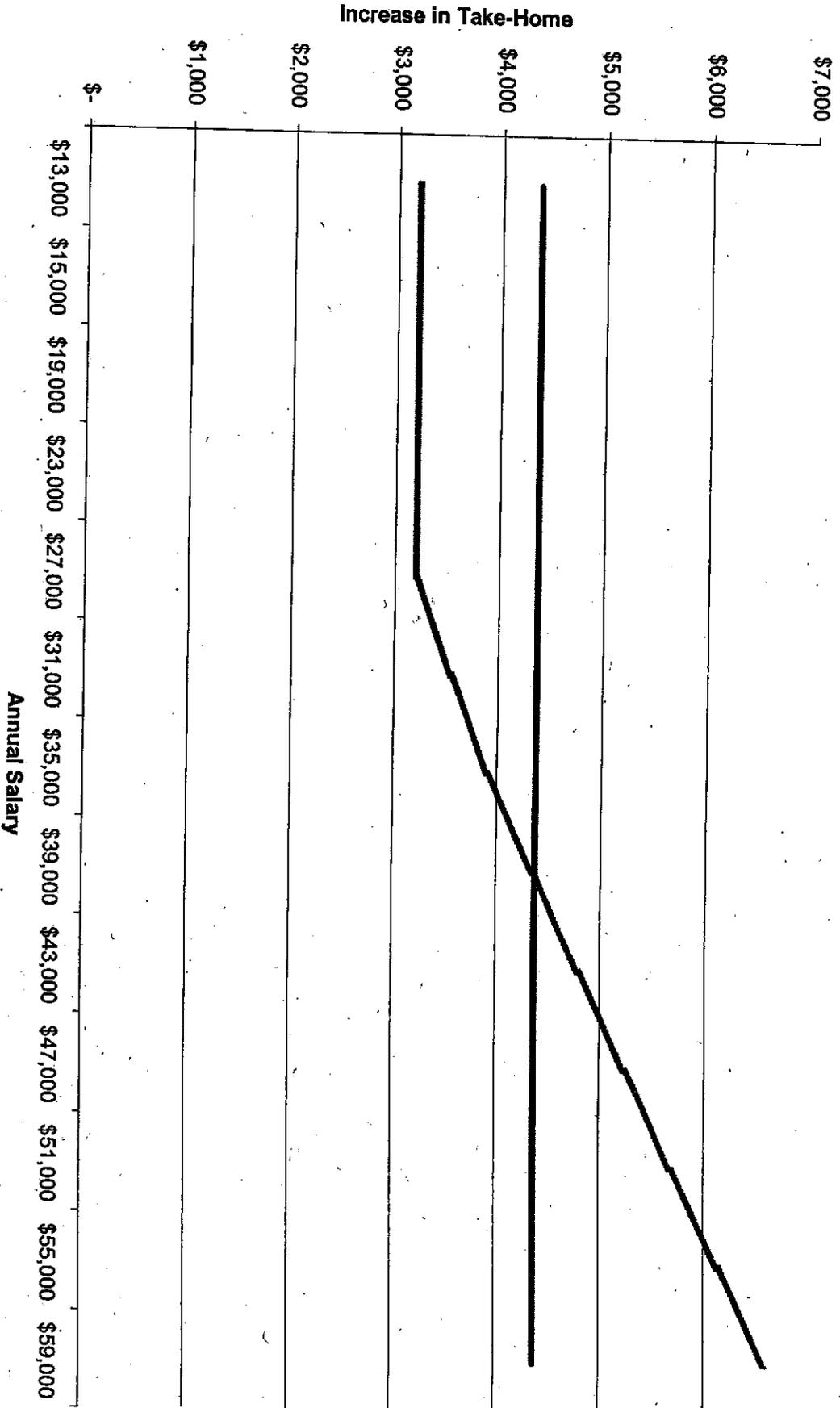


PAY PLAN COMPARISON



— GOP Equal Pay Plan — Schweitzer Proposal - HB 447

More Money In the Pocket of State Employees

	GOP		Schweitzer		Difference	Actual GOP		Actual Schweitzer		Difference
	Additional Money in State Employee Pocket	Difference	Additional Money in State Employee Pocket	Difference		Salary	% Increase	Salary	% Increase	
Current Pay										
\$ 13,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 15,912	22.4%	\$ 15,193	16.9%	5.5%		
\$ 15,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 17,912	19.4%	\$ 17,193	14.6%	4.8%		
\$ 17,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 19,912	17.1%	\$ 19,193	12.9%	4.2%		
\$ 19,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 21,912	15.3%	\$ 21,193	11.5%	3.8%		
\$ 21,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 23,912	13.9%	\$ 23,193	10.4%	3.4%		
\$ 23,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 25,912	12.7%	\$ 25,193	9.5%	3.1%		
\$ 25,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 27,912	11.6%	\$ 27,193	8.8%	2.9%		
\$ 27,000	\$ 4,368	\$ 3,198	\$ 1,170	\$ 29,912	10.8%	\$ 29,193	8.1%	2.7%		
\$ 29,000	\$ 4,368	\$ 3,308	\$ 1,060	\$ 31,912	10.0%	\$ 31,216	7.6%	2.4%		
\$ 31,000	\$ 4,368	\$ 3,536	\$ 832	\$ 33,912	9.4%	\$ 33,368	7.6%	1.8%		
\$ 33,000	\$ 4,368	\$ 3,764	\$ 604	\$ 35,912	8.8%	\$ 35,521	7.6%	1.2%		
\$ 35,000	\$ 4,368	\$ 3,899	\$ 469	\$ 37,912	8.3%	\$ 37,674	7.6%	0.7%		
\$ 37,000	\$ 4,368	\$ 4,122	\$ 246	\$ 39,912	7.9%	\$ 39,827	7.6%	0.2%		
\$ 41,000	\$ 4,368	\$ 4,567	\$ (199)	\$ 43,912	7.1%	\$ 44,132	7.6%	-0.5%		
\$ 43,000	\$ 4,368	\$ 4,790	\$ (422)	\$ 45,912	6.8%	\$ 46,285	7.6%	-0.9%		
\$ 45,000	\$ 4,368	\$ 5,013	\$ (645)	\$ 47,912	6.5%	\$ 48,438	7.6%	-1.2%		
\$ 47,000	\$ 4,368	\$ 5,236	\$ (868)	\$ 49,912	6.2%	\$ 50,591	7.6%	-1.4%		
\$ 49,000	\$ 4,368	\$ 5,459	\$ (1,091)	\$ 51,912	5.9%	\$ 52,744	7.6%	-1.7%		
\$ 51,000	\$ 4,368	\$ 5,681	\$ (1,313)	\$ 53,912	5.7%	\$ 54,896	7.6%	-1.9%		
\$ 53,000	\$ 4,368	\$ 5,904	\$ (1,536)	\$ 55,912	5.5%	\$ 57,049	7.6%	-2.1%		
\$ 55,000	\$ 4,368	\$ 6,127	\$ (1,759)	\$ 57,912	5.3%	\$ 59,202	7.6%	-2.3%		
\$ 57,000	\$ 4,368	\$ 6,350	\$ (1,982)	\$ 59,912	5.1%	\$ 61,355	7.6%	-2.5%		
\$ 59,000	\$ 4,368	\$ 6,573	\$ (2,205)	\$ 61,912	4.9%	\$ 63,508	7.6%	-2.7%		
\$ 61,000	\$ 4,368	\$ 6,795	\$ (2,427)	\$ 63,912	4.8%	\$ 65,660	7.6%	-2.9%		
\$ 63,000	\$ 4,368	\$ 7,018	\$ (2,650)	\$ 65,912	4.6%	\$ 67,813	7.6%	-3.0%		

General Fund Cost - Schweitzer's Plan as amended HB13 = \$36.03 million
General Fund Cost - GOP Plan as amended HB268 = \$36.9 million
Total State Employees under HB2 = 12,000
Total Receiving more under GOP Plan = 9000
% of employees receiving more on GOP Plan = 72%

This is a printer friendly version of an article from [greatfallstribune.com](http://www.greatfallstribune.com)
To print this article open the file menu and choose Print.

[Back](#)

Article published Feb 2, 2005

Parties should work together for best pay plan

Where were the Republicans over the past 10 years when Montana state employees' pay lagged?

It's a fair question, considering the small increases those workers got — if any — during the decade in which the GOP held the governor's office and both houses of the Legislature.

And it's a question that Democrats asked in Helena in the past week when Republicans came up with a fairly generous alternative to the pay plan negotiated by the Schweitzer administration and state workers.

The Republicans' proposal was a surprise, not so much because they came up with one — in an evenly divided House, that might have been expected.

Rather it was a surprise because it was in some ways more progressive than the plan worked out by Democrats.

We editorialized a couple of weeks ago that the deal struck by the new governor and his employees was a good one, and it is.

It gives all state employees raises of at least 7.6 percent over the two-year budget period. What we especially liked was that workers at the lower end of the scale — below \$29,000 a year — would get even more, up to a 16.9 percent hike, or \$3,198, for workers making \$13,000.

The small increases of the past few years have been more painful to those workers, many of whom are barely scraping by while performing functions that often are the most thankless in government. They deserve good raises.

Now along come the Republicans with a proposal to tilt the increases even more.

Their proposal is as simple as it can be to describe: It would give every state worker an increase of \$4,368 over two years.

But the effect of that simple hike is more complicated and very different than the sliding scale approved by the unions and Schweitzer.

Compared with the Democrats' plan, it means bigger *percentage* pay hikes for state workers making less than \$39,000, and the percentages grow as the pay levels get lower.

The worker making \$13,000 who'd get a raise to \$16,198 under the governor's plan would see pay rise to \$17,368 under the Republican alternative — 22.4 percent over two years.

At the same time, the flat GOP hike is substantially less rewarding for workers at the top of the scale. An employee making \$63,000 a year now would see that rise to \$67,368 over two years — still pretty good at 4.6 percent, but less than the \$70,018 he or she would get under the negotiated plan.

We're not saying workers at the high end of the scale aren't worth it, but if need is a criterion, it's unlikely they're in straits as dire as their colleagues at the low end.

So, politics aside, and recognizing that it might be tough to unring the bell struck by a negotiated labor agreement (*and* acknowledging that that agreement has much to recommend it), we find ourselves preferring the effects of the GOP proposal.

Could this be an opportunity to reach across the aisle? A missed opportunity?
