

<i>Judicial Branch Pay Equity Proposal – Year One \$380,000 internal equity</i>	<i>Draft – proposal subject to Supreme Court proposal. Specific amounts may be modified depending on turnover/make-up of workforce and increases in entry-level rates</i>	<i>Problem/Issue</i>	<i>Total</i>
Clerical Positions – Youth Courts (Grades 6–10)	Move staff with more than five years of experience to pay matrix midpoint; Move staff with more than two years of experience to 90% of midpoint	Significant pay disparity depending on previous county.	\$55,000
Judicial Assistants – District Courts	Move staff with more than 10 years of experience to state market; Move staff with more than five years of experience to midpoint; Move staff with more two years of experience to 90% of mid-point	Significant pay disparity depending on previous county.	\$50,000
Juvenile Probation Officers	Move probation officers along the same matrix as DOC probation officers (1 yr - \$15,503; 2 yr - 16,321; 3 yr - \$17,139; 4 yr - \$17,957; 5 yr - \$18,775) -	Significant pay disparity depending on previous county; behind Department of Corrections for similar position.	\$100,000
Chief Juvenile Probation	Increase Chief salaries to	Pay “compression” between some chiefs and long-time	\$35,000

Officers	compensate for increases in line staff	officers from certain counties.	
Community Service positions – youth court	Move staff with more than five years of experience to midpoint; Move staff with more than two years of experience to 90% midpoint	Pay disparity depending on previous county.	\$25,000
Court reporters	Move court reporters with more than five years of service to state market; move court reporters with more than two years of experience to 90% of market	Not competitive with market; pay disparity for those hired since state assumption.	\$73,000
Law Clerks	Move senior law clerks with more than 10 years to state market; Move senior law clerks with more than 5 years to 90% of market	Pay disparity depending on previous county.	\$12,000
Misc. positions		Includes positions such as family evaluators, misc. clerical and others.	\$30,000
Total			\$380,000

<i>Judicial Branch Pay Market Adjustments Proposal – Year One \$400,000 market adjustments</i>	<i>Draft – proposal subject to Supreme Court proposal. <u>Specific amounts will change depending on turnover/make- up of workforce and increases in entry-level rates</u></i>	<i>Problem/Issue</i>	<i>Total</i>
Law Clerks	Increase entry-level law clerks and law clerks with less than five years to 80% of state market	Cannot keep law clerks for longer than two years in the majority of positions; courts are no longer as competitive in recruiting top graduates for law clerk positions; in many cases current entry rate is lower than District Courts were paying under county control.	\$200,000
Judicial Assistants – District Courts	Increase entry-level rate to 85% of mid-point	Positions are difficult to recruit; requiring re-advertisements to fill positions; in most cases current entry rate is lower than District Courts were paying under county control.	\$10,000
Court Reporters	Increase entry level rate to 85% of market	It takes three to four to recruit; esp. if the judge wants Real Time capabilities.	\$30,000
Juvenile Probation Officers	Increases entry level rate to 85%	Recruitment is very difficult at current	\$15,000

	of state market	rate -- almost all JPO positions are being re-advertised a minimum of one time to get qualified applicants.	
Chief Juvenile Probation Officers	Increase entry level rate by comparable level to JPO increase.	The number of vacancies will increase as more chiefs become eligible for retirement.	\$10,000
Youth Court Clerical positions -- grades 1-12	Increase entry-level salaries by five -- seven percent	Recruitment is very difficult -- positions are subject to multiple re-advertisements, frequent turnover. Lower starting salaries than counties.	\$30,000
Information technology positions	Increase IT positions to the state market for each grade	Significant recruitment problems; positions must be filled to meet IT goals in coming biennium; branch is far below other branches.	\$70,000
Misc. branch positions as determined by recruitment/retention problems			\$35,000
TOTAL			\$400,000

Approved Pay Plan – Fiscal Year 2006 and 2007

**Covered Staff – District Court staff and staff of the Supreme Court,
Supreme Court Administrator's Office and the State Law Library**

Effective October 1, 2005

Each covered employee of the judiciary with a current base salary of less than \$28,766 or \$13.83 per hour will receive an adjustment of \$1,005 per year or \$.483 per hour. The amount will be prorated for employees working less than 40 hours per week.

Each employee of the judiciary with a current base salary of more than \$28,766 or \$13.83 per hour will receive an adjustment of 3.5% to the base salary.

The judiciary pay matrix will be adjusted as follows:

- Entry-level rates will increase by 3.5%
- Maximum rates will be set at 70% more than the entry-level rate (set by adding 70% of the entry rate to the entry rate). This increases the size of the ranges in keeping with executive branch pay practices.

Effective October 1, 2006

Each covered employee of the judiciary with a current base salary of less than \$29,702 or \$14.28 per hour will receive an adjustment of \$1,188 per year or \$.571 per hour. The amount will be prorated for employees working less than 40 hours per week.

Each employee of the judiciary with a current base salary of more than \$29,702 or \$14.28 will receive an adjustment of 4% to the base salary.

The judiciary pay matrix will be adjusted as follows:

- Entry-level rates will increase by 4%
- Maximum rates will also increase by 4% thus maintaining the 70% more than entry-level rate.

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
100	<u>GENERAL CLERICAL - w/c 8811</u>					
101	Office Assistant I	1	\$14,105.15	\$23,978.76	\$6.78	\$11.53
102	Office Assistant II	6	\$18,023.24	\$30,639.51	\$8.67	\$14.73
103	Office Assistant III	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23
105	Office Supervisor	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
107	Office Administrator	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
	<u>FISCAL - w/c 8811</u>					
110	Financial Specialist	9	\$20,844.49	\$35,435.63	\$10.02	\$17.04
111	Accounting Supervisor	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
	<u>SPECIAL CLERICAL - w/c 8811</u>					
120	Judicial Administrative Asst. I	12	\$24,135.04	\$41,029.57	\$11.60	\$19.73
121	Judicial Administrative Asst. II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
122	Judicial Administrative Asst. III	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
	<u>WATER COURT CLERICAL - w/c 8811</u>					
130	Water Court Clerk Supervisor	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
131	Water Deputy Court Clerk	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23

FISCAL YEAR 2007		Grade	<u>New Annual Minimum</u>	<u>Annual Maximum 70%</u>	Hrly/Min	Hrly/Max
200	<u>COURT ADMINISTRATION - w/c 8811</u>					
201	District Court Adm. Assistant	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
205	District Court Adm. Coordinator	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
209	District Court Administrator	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
300	<u>COURT REPORTING - w/c 8811</u>					
301	Official Court Reporter - Electronic	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
302	Official Court Reporter - Stenographic	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
303	Official Court Reporter - Realtime	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
400	<u>STATE LAW LIBRARY - w/c 8811</u>					
401	Library Assistant	4	\$16,344.06	\$27,784.90	\$7.86	\$13.36
402	Library Specialist	9	\$20,844.49	\$35,435.63	\$10.02	\$17.04
403	Librarian I	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84
404	Librarian II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
500	JUVENILE PROBATION, FAMILY COURT & YOUTH SERVICES - w/c 8744					
501	Chief Juvenile Probation Officer I	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
502	Chief Juvenile Probation Officer II	21	\$37,456.57	\$63,676.17	\$18.01	\$30.61
503	Chief Juvenile Probation Officer III	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
507	Deputy Juvenile Probation Officer I	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
508	Deputy Juvenile Probation Officer II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
510	Probation Program Assistant	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23
512	Community Programs Specialist	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
514	Community Supervision Program Supervisor	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
516	Community Supervision Officer	12	\$24,135.04	\$41,029.57	\$11.60	\$19.73
518	Youth Hearing Officer	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
	FAMILY COURT & YOUTH COURT -w/c 8744					
520	Family Evaluator I	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
521	Family Evaluator II	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
523	Family Evaluator Unit Supervisor	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
525	Intensive Court Manager	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
527	Functional Family Therapy Specialist	11	\$22,994.06	\$39,089.90	\$11.05	\$18.79

FISCAL YEAR 2007		Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
600	LEGAL SERVICES - w/c 8811					
601	Law Clerk I	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
602	Law Clerk II (1st yr Supr.)	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
603	Senior Law Clerk (3rd yr DC & 2nd yr Supr)	22	\$39,338.11	\$66,874.79	\$18.91	\$32.15
605	Supreme Court Staff Attorney	24	\$43,368.16	\$73,725.87	\$20.85	\$35.45
609	Standing Master	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
610	Drug Court Standing Master	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
611	Water Master - w/c 8744	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
613	Senior Water Master - w/c 8744	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
	GENERAL ADMINISTRATION					
702	Director of Court Services	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
703	Director of IT	29	\$55,367.86	\$94,125.36	\$26.62	\$45.25
704	Director of Budget & Finance	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
709	Court Assessment Program Coordinator	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
710	Court Assessment Program Specialist	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
715	CASA/GAL Program Coordinator	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84
720	Judicial Education Coordinator	21	\$37,456.57	\$63,676.17	\$18.01	\$30.61
722	Accounting & Fiscal Policy Analyst	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
725	District Court Program Manager	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
730	Human Resource Specialist	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
735	Grant Specialist	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
800	INFORMATION TECHNOLOGY - w/c 9412					
801	IT Support Specialist I	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
802	IT Support Specialist II	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
805	Information System Analyst	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
809	IT Supervisor	24	\$43,368.16	\$73,725.87	\$20.85	\$35.45
810	IT Supervisor	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
815	Data Entry Specialist	11	\$22,994.06	\$39,089.90	\$11.05	\$18.79
900	COURT SECURITY					
900	Baliff	7	\$18,918.81	\$32,161.98	\$9.10	\$15.46

PAY PLAN 030
MONTANA JUDICIAL PERSONNEL PLAN
PAY GRADES AND RANGES
FISCAL YEAR 2007 - Effective 10/1/2006

Grade	HOURLY		MIN	ANNUAL	MAX	
	MIN	MAX				
1	\$6.78	-	\$11.53	\$14,105.15	-	\$23,978.76
2	\$7.13	-	\$11.76	\$14,822.03	-	\$24,456.35
3	\$7.48	-	\$12.34	\$15,560.44	-	\$25,674.73
4	\$7.86	-	\$12.97	\$16,344.06	-	\$26,967.70
5	\$8.26	-	\$13.62	\$17,172.89	-	\$28,335.27
6	\$8.67	-	\$14.30	\$18,023.24	-	\$29,738.35
7	\$9.10	-	\$15.01	\$18,918.81	-	\$31,216.04
8	\$9.55	-	\$15.75	\$19,859.58	-	\$32,768.31
9	\$10.02	-	\$16.54	\$20,844.49	-	\$34,393.41
10	\$10.53	-	\$17.37	\$21,896.13	-	\$36,128.61
11	\$11.05	-	\$18.24	\$22,994.06	-	\$37,940.20
12	\$11.60	-	\$19.15	\$24,135.04	-	\$39,822.82
13	\$12.19	-	\$20.11	\$25,344.91	-	\$41,819.10
14	\$12.80	-	\$21.12	\$26,620.45	-	\$43,923.74
15	\$13.43	-	\$22.16	\$27,941.19	-	\$46,102.96
16	\$14.10	-	\$23.27	\$29,329.75	-	\$48,394.09
17	\$14.81	-	\$24.44	\$30,807.65	-	\$50,832.62
18	\$15.55	-	\$25.66	\$32,352.28	-	\$53,381.26
19	\$16.33	-	\$26.94	\$33,964.73	-	\$56,041.80
20	\$17.15	-	\$28.29	\$35,665.44	-	\$58,847.98
21	\$18.01	-	\$29.71	\$37,456.57	-	\$61,803.34
22	\$18.91	-	\$31.21	\$39,338.11	-	\$64,907.88
23	\$19.86	-	\$32.77	\$41,307.93	-	\$68,158.08
24	\$20.85	-	\$34.40	\$43,368.16	-	\$71,557.46
25	\$21.89	-	\$36.12	\$45,539.26	-	\$75,139.78
26	\$22.99	-	\$37.94	\$47,823.38	-	\$78,908.58
27	\$24.14	-	\$39.84	\$50,218.37	-	\$82,860.31
28	\$25.35	-	\$41.83	\$52,726.38	-	\$86,998.53
29	\$26.62	-	\$43.92	\$55,367.86	-	\$91,356.97