



EXHIBIT 4
DATE 1/23/13
HB 13
LINDA McCULLOCH

MONTANA SECRETARY OF STATE

January 23, 2013

2013 Montana Legislature: House Appropriations Committee
HB 13: State Employee Pay Plan

Dear Chairman Ankney and members of the House Appropriations Committee,

I regret that I am unable to appear before you today to strongly support House Bill 13, the State Employee Pay Plan. Many thanks to Representative Swanson for sponsoring this bill.

State employees are hardworking Montanans that provide a number of critical services to the public. They keep our roads clear, provide us clean air and drinking water, and spearhead Montana's health and public safety, education, wildfire management, and fair elections - to name a few.

State employees have been forced to assume greater responsibilities, pay higher health care premiums, and cover the costs of inflation while dealing with a long and harsh pay freeze.

These are the same Montanans that selflessly negotiated a base pay freeze in 2009 to support the state in a weak economy. They were then denied an increase the following biennium by the 2011 Montana Legislature.

Their support helped. Montana now has a budget surplus due in part to our state employees. They continue to do more with less and deserve to be fairly compensated.

I stand behind the negotiated agreement of a 5% statutory base pay increase this year and an additional 5% increase next year. Montana's hardworking state employees and their families are counting on you to do the same.

Help your neighbors by voting "yes" for House Bill 13.

Best regards,

A handwritten signature in blue ink that reads "Linda McCulloch".

Linda McCulloch
Montana Secretary of State

