Office of Public Defender - FY 2012 Pay Changes (source Montana Pay Rate History Report on SABHRS)

Sal Plan	Pay Change Reason Desciption	Job Description	Grade	How Many?	Average Change Amount ($ per hour)	FY2012 Amount	Full Year Equivalent	SWPLA Amount	Total Salary plus Longevity Before (hourly)	Average Salary plus Longevity Before (hourly)	Average Salary plus Longevity After (hourly)	Average Change %	AvgEffDate	FirstEffDate	LastEffDate
Broadband Pay Plan															
	Career Ladder	Lawyer	07	5	$1.18	$1,416	$12,322	$10,906	132.32191	$26.46	$27.64	4.5%	5/19/2012	5/19/2012	5/19/2012
	Correct inaccurate pay	Crime Investigator	06	2	$0.03	$5	$135	$130	44.548011	$22.27	$22.31	0.1%	12/24/2011	7/2/2011	6/16/2012
		Lawyer	07	1	$2.53	$0	$5,275	$5,275	29.334476	$29.33	$31.86	8.6%	6/30/2012	6/30/2012	6/30/2012
	Correct inaccurate pay Total			3	$0.86	$5	$5,410	$5,405	73.882487	$24.63	$25.49	3.5%			
	Longevity	Accounting Technician	03	1	$0.17	$189	$351	$163	11.221058	$11.22	$11.39	1.5%	12/17/2011	12/17/2011	12/17/2011
		Administrative Assistant	03	2	$0.19	$587	$785	$197	25.0599	$12.53	$12.72	1.5%	10/1/2011	8/27/2011	11/5/2011
			04	2	$0.21	$866	$886	$20	28.274375	$14.14	$14.35	1.5%	7/9/2011	7/2/2011	7/16/2011
		Crime Investigator	06	3	$0.32	$1,615	$1,990	$375	63.525416	$21.18	$21.49	1.5%	9/10/2011	7/30/2011	10/8/2011
		Lawyer	07	13	$0.41	$8,373	$11,232	$2,859	358.636183	$27.59	$28.00	1.5%	10/3/2011	7/2/2011	5/19/2012
			08	1	$0.48	$653	$1,003	$350	32.025	$32.03	$32.51	1.5%	11/5/2011	11/5/2011	11/5/2011
		Legal Secretary	03	3	$0.19	$951	$1,184	$232	37.795078	$12.60	$12.79	1.5%	9/10/2011	7/2/2011	12/17/2011
		Network Administrator	05	1	$0.40	$323	$842	$519	20.459457	$20.46	$20.86	2.0%	2/11/2012	2/11/2012	2/11/2012
		Paralegal Legal Assistant	04	1	$0.38	$30	$791	$761	19.221121	$19.22	$19.60	2.0%	6/16/2012	6/16/2012	6/16/2012
	Longevity Total			27	$0.34	$13,587	$19,063	$5,476	596.217588	$22.08	$22.42	1.5%			
	Market Adjustment	Accountant	07	1	$1.13	$181	$2,357	$2,177	22.579281	$22.58	$23.71	5.0%	6/2/2012	6/2/2012	6/2/2012
		Accounting Technician	03	1	$0.59	$95	$1,237	$1,142	11.844947	$11.84	$12.44	5.0%	6/2/2012	6/2/2012	6/2/2012
		Administrative Assistant	03	2	$0.60	$192	$2,507	$2,315	24.016842	$12.01	$12.61	5.0%	6/2/2012	6/2/2012	6/2/2012
			04	8	$0.75	$955	$12,462	$11,507	119.363335	$14.92	$15.67	5.0%	6/2/2012	6/2/2012	6/2/2012
		Computer Supervisor	06	1	$1.31	$209	$2,731	$2,522	26.156731	$26.16	$27.46	5.0%	6/2/2012	6/2/2012	6/2/2012
		Computer Support Specialist	05	1	$0.85	$137	$1,783	$1,647	17.081731	$17.08	$17.94	5.0%	6/2/2012	6/2/2012	6/2/2012
		Computer Systems Analyst	06	1	$1.21	$193	$2,525	$2,331	24.182024	$24.18	$25.39	5.0%	6/2/2012	6/2/2012	6/2/2012
		Crime Investigator	06	1	$1.23	$198	$2,578	$2,380	24.69078	$24.69	$25.93	5.0%	6/2/2012	6/2/2012	6/2/2012
		Human Resource Specialist	06	1	$1.31	$105	$2,731	$2,626	26.157855	$26.16	$27.47	5.0%	6/16/2012	6/16/2012	6/16/2012
		Lawyer	07	2	$1.44	$461	$6,020	$5,559	57.665662	$28.83	$30.27	5.0%	6/2/2012	6/2/2012	6/2/2012
			08	5	$1.58	$1,266	$16,528	$15,261	158.311752	$31.66	$33.25	5.0%	6/2/2012	6/2/2012	6/2/2012
		Legal Secretary	03	1	$0.56	$89	$1,161	$1,072	11.12	$11.12	$11.68	5.0%	6/2/2012	6/2/2012	6/2/2012
		Network Administrator	05	2	$1.03	$331	$4,314	$3,983	41.322056	$20.66	$21.69	5.0%	6/2/2012	6/2/2012	6/2/2012
		Paralegal Legal Assistant	04	1	$0.92	$146	$1,911	$1,765	18.30583	$18.31	$19.22	5.0%	6/2/2012	6/2/2012	6/2/2012
	Market Adjustment Total			28	$1.04	$4,558	$60,844	$56,286	582.798826	$20.81	$21.85	5.0%			
	Negotiated Pay Schedule	Administrative Assistant	03	1	$0.34	$108	$704	$596	10.508534	$10.51	$10.85	3.2%	5/5/2012	5/5/2012	5/5/2012
			04	2	$0.50	$322	$2,102	$1,780	25.963306	$12.98	$13.48	3.9%	5/5/2012	5/5/2012	5/5/2012
		Crime Investigator	06	7	$1.17	$2,629	$17,152	$14,523	147.983212	$21.14	$22.31	5.6%	5/5/2012	5/5/2012	5/5/2012
		Lawyer	07	42	$1.46	$19,605	$127,921	$108,316	1151.235977	$27.41	$28.87	5.3%	5/5/2012	5/5/2012	5/5/2012
		Legal Secretary	03	4	$0.32	$403	$2,633	$2,229	48.932808	$12.23	$12.55	2.6%	5/5/2012	5/5/2012	5/5/2012
		Paralegal Legal Assistant	04	4	$0.75	$958	$6,254	$5,295	61.689423	$15.42	$16.17	4.9%	5/5/2012	5/5/2012	5/5/2012
		Secretary	02	1	$0.54	$174	$1,134	$960	10.315621	$10.32	$10.86	5.3%	5/5/2012	5/5/2012	5/5/2012
	Negotiated Pay Schedule Total			61	$1.24	$24,199	$157,899	$133,700	1456.628881	$23.88	$25.12	5.2%			

EXHIBIT 1
DATE 01/16/2013
HB Joint Appropr Sub Judicial

Office of Public Defender - FY 2012 Pay Changes (source Montana Pay Rate History Report on SABHRS)

Sal Plan	Pay Change Reason Desciption	Job Description	Grade	How Many?	Average Change Amount ($ per hour)	FY2012 Amount	Full Year Equivalent	SWPLA Amount	Total Salary plus Longevity Before (hourly)	Average Salary plus Longevity Before (hourly)	Average Salary plus Longevity After (hourly)	Average Change %	AvgEffDate	FirstEffDate	LastEffDate
	Reclassification	Lawyer	08	1	$1.87	$2,840	$3,901	$1,061	28.900962	$28.90	$30.77	6.5%	10/8/2011	10/8/2011	10/8/2011
		Paralegal Legal Assistant	04	1	$2.77	$2,440	$5,790	$3,350	10.18	$10.18	$12.95	27.2%	1/28/2012	1/28/2012	1/28/2012
	Reclassification Total			2	$2.32	$5,280	$9,691	$4,411	39.080962	$19.54	$21.86	11.9%			
	Situational Adjustment	Lawyer	07	3	$1.69	$1,893	$10,593	$8,700	68.485896	$22.83	$24.52	7.4%	4/25/2012	3/10/2012	6/2/2012
	Situational Pay End	Lawyer	07	3	($1.69)	($2,996)	($10,593)	($7,597)	87.320688	$29.11	$27.42	-5.8%	3/19/2012	11/5/2011	6/16/2012
	Supervisory Adjustment	Accountant	07	1	$2.37	$0	$4,950	$4,950	23.708245	$23.71	$26.08	10.0%	6/30/2012	6/30/2012	6/30/2012
	TrainingAssignment Progression	Computer Support Specialist	05	1	$1.44	$2,538	$3,012	$473	15.639424	$15.64	$17.08	9.2%	8/27/2011	8/27/2011	8/27/2011
		Crime Investigator	06	1	$1.54	$2,829	$3,210	$381	15.547552	$15.55	$17.09	9.9%	8/13/2011	8/13/2011	8/13/2011
		Lawyer	07	6	$2.23	$10,777	$27,994	$17,217	115.38462	$19.23	$21.47	11.6%	1/15/2012	9/24/2011	4/21/2012
	TrainingAssignment Progression Total			8	$2.05	$16,145	$34,216	$18,072	146.571596	$18.32	$20.37	11.2%			
Exempt Employee Pay Plan															
	Exempt Employee Raise	Personal Staff - EO/Prof	01	1	$7.81	$2,007	$16,300	$14,293	28.250962	$28.25	$36.06	27.6%	5/16/2012	5/16/2012	5/16/2012
	TrainingAssignment Progression	Personal Staff - EO/Prof	01	2	$2.40	$4,327	$10,038	$5,712	64.903847	$32.45	$34.86	7.4%	1/24/2012	12/10/2011	3/10/2012
Office of Public Defender Total				144	$1.10	$70,421	$330,736	$260,315	3300.171888	$22.92	$24.02	4.8%			