

Jill Cohenour - Chemist Exhibit No. 7  
 Montana State Environmental Laboratory Date 4-9-13  
 21 years Experience Bill No. HB 13

## Please restore the funding & Pass HB 13

### Jobs Bill

- **Montana State Workers have had their base salary frozen for 5 years**
- The average Montana state employee earns about 14.5% less than their counterparts in Montana and the four surrounding states as of November 2012. This **hurts recruitment & retention** of experienced workers.<sup>1</sup>
- State employee turnover is over 13%. The cost of turnover to taxpayers is estimated to be 1 to 1 ½ times the employee's annual salary. This estimate does not include the **resulting loss in service** or the **increased liability of an untrained workforce**.<sup>1</sup>
- Montana State Workers have **lost purchasing power** due to Federal changes and Healthcare cost increases.
- Montana State Workers are working in the **broadband system** implemented by the Montana Legislature itself, partly to **reward state employees for outstanding work** and partly to **compete with the private sector for quality employees. Montana citizens deserve the best employees.**
- Montana State Workers **spend their wages in Communities** across Montana including yours, supporting local businesses.
- Montana State Workers **support their Families** and improve **the economic viability** of all Montana businesses by creating demand for products that tracks through the Montana economy, **building strength for the future.**
- Some legislators say that only state employees in the lower pay bands should get an increase. But jobs in bands 5-7 require some of the **highest technical expertise and highest education levels**, and most are not managerial jobs. Plus, it's possible to have an employee in Band 6 who is paid less than someone in Band 5.

**The only way to avoid unfairness is to pass 5 & 5 for all state employees.**

***State Workers doing the Work that Matters for Montana Families and our communities***

<sup>1</sup> Statistics from Montana State Human Resources Division

**Union Jobs in the Current State of Montana Job Listings at**  
<https://svc.mt.gov/statejobsearch/searchresults.aspx?size=0>

|                                |        |   |
|--------------------------------|--------|---|
| Accountant                     | Band 5 | Bachelors degree and 2 years  |
| Accountant                     | Band 6 | Bachelors Degree and 5 years  |
| Child Protective Specialist    | Band 6 | Bachelors Degree and 2 years  |
| Teacher                        | Band 6 | Bachelors Degree, teaching certificate, Science Endorsement, and 1 year |
| Nurse Aid                      | Band 3 | CNA license and 2 years   |
| Public Defender                | Band 7 | JD and Montana Bar  |
| Boiler Inspector               | Band 5 | First Class Stationary Engineer License and 3 years                     |
| Budget Analyst                 | Band 6 | Bachelors Degree and 3 years  |
| Social Worker                  | Band 6 | Bachelors Degree and 2 years  |
| Correctional Officer           | Band 3 | Physical demands, Working Conditions, Self defense experience           |
| Computer Application Engineer  | Band 6 | Bachelors and 6 years   |
| Contract Manager               | Band 5 | Bachelors and 0-2 years   |
| Electrical Inspector           | Band 5 | Bachelors or AAS and Current Electricians License                       |
| Registered Nurse               | Band 6 | RN or LPN, 1 year and Montana License                                   |
| Financial Specialist           | Band 6 | Bachelors and 2 years   |
| HIPAA Compliance               | Band 6 | Bachelors and 3 years   |
| Occupational Therapist         | Band 6 | Bachelors, License, and 3 years   |
| Quality Improvement Specialist | Band 6 | Bachelors and 3 years   |
| Fish Wildlife and Parks Warden | Band 5 | Bachelors, physical demands, Law Enforcement and Firearms               |
| Admin Assistant                | Band 3 | 1 year College or Vocational training and 3+ years                      |

Information from Montana State Human Resources Division

| Band               | Employees in Pay Band |             |                         |
|--------------------|-----------------------|-------------|-------------------------|
|                    | Union                 | Non-Union   | Total Employees in Band |
| 01                 | 0                     | 1           | 1                       |
| 02                 | 254                   | 62          | 316                     |
| 03                 | 1502                  | 372         | 1874                    |
| 04                 | 740                   | 481         | 1221                    |
| 05                 | 1518                  | 886         | 2404                    |
| 06                 | 1767                  | 1609        | 3376                    |
| 07                 | 291                   | 1133        | 1424                    |
| 08                 | 0                     | 219         | 219                     |
| 09                 | 1                     | 32          | 33                      |
| <b>Grand Total</b> | <b>6073</b>           | <b>4795</b> | <b>10868</b>            |