EXHIBIT 7
DATE 1-12-15
HB

Montana School for the Deaf & Blind - Non-Exempt Employee Wages

The tables below are pulled from the State Interagency Pay Tool provided by Human Resources. In a couple of cases, information was obtained from other schools for the deaf and blind, or from the Bureau of Labor Statistics (those are highlighted in green). Highlighted in yellow are the current MSDB employees and calculations of wages needed to bring our employees to the average pay of similar workers in the state. In the past several years the focus has been on bringing the teachers pay up to parity with the Great Falls Public Schools, and the low wages for the non-exempt employees has been over looked by our predecessors. We are asking that you please help us bring these employees up to at least the average pay for their co-workers across the state. MSDB would need $164,292 in each year of the biennium to make this happen.

ACCOUNTING TECHNICIAN

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Administration	7	11.81	13.92	15.22	0.85
Administration-PERB	1	13.39	13.39	13.39	0.82
Environmental Quality	1	19.68	19.68	19.68	1.21
Labor & Industry	5	13.28	14.00	15.14	0.86
Livestock	3	15.75	16.34	17.05	1.01
Montana State Library	1	16.31	16.31	16.31	1.00
Natural Resources & Conserv	7	13.61	14.02	16.49	0.86
Office of the Public Defender	2	12.74	13.00	13.25	0.80
Public Health & Human Services	16	11.85	13.57	15.04	0.83
School for the Deaf & Blind	1	12.85	12.85	12.85	1.00
Secretary of State	2	15.83	16.22	16.62	1.00
Transportation	3	15.40	15.92	16.94	0.98
Grand Total	49	11.81	14.28	19.68	0.88

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
JK (4 Years) $	14.28 $	12.85 $	1.43	11% $	2,974.40	$ 2,974.40

Montana School for the Deaf and Blind
Non-Exempt Employee Wages

ADMINISTRATIVE CLERK

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Board of Public Education	1	12.98	12.98	12.98	0.87
Justice	11	12.27	12.31	12.68	0.82
Labor & Industry	3	13.63	13.95	14.59	0.93
Livestock	5	10.25	11.83	13.32	0.79
Montana Historical Society	1	13.59	13.59	13.59	0.91
Natural Resources & Conserv	4	10.87	12.75	14.20	0.86
Public Health & Human Services	21	9.93	11.69	14.68	0.78
School for Deaf & Blind	2	10.04	10.19	10.34	0.68
State Auditor	1	14.35	14.35	14.35	0.96
Grand Total	49	9.93	12.13	14.68	0.81

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
BF (4 Years)	$ 12.13	$ 10.34	$ 1.79	17%	$ 3,723.20	
VO (2 Years)	$ 12.13	$ 10.04	$ 2.09	21%	$ 4,347.20	$ 8,070.40

ADMINISTRATIVE SUPPORT

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Justice	1	15.13	15.13	15.13	0.94
Livestock	2	14.72	16.25	17.79	1.02
Public Health & Human Services	8	14.70	16.49	20.12	1.03
School for Deaf & Blind	1	12.71	12.71	12.71	0.79
Grand Total	12	12.71	16.02	20.12	1.00

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
JS (2 Years)	$ 16.02	$ 12.70	$ 3.32	26%	$ 6,905.60	$ 6,905.60

Montana School for the Deaf and Blind
Non-Exempt Employee Wages

BENEFITS SPECIALIST

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Administration	3	18.60	18.60	18.60	0.94
Administration-Teachers Retire	2	19.32	20.47	21.63	1.04
Justice	1	18.24	18.24	18.24	0.92
School for Deaf & Blind	1	19.23	19.23	19.23	0.97
State Auditor	1	20.80	20.80	20.80	1.05
Transportation	3	20.86	20.86	20.86	1.06
Grand Total	11	18.24	19.78	21.63	1.00

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
SW (15 Years)	$ 19.78	$ 19.23	$ 0.55	3%	$ 1,144.00	$ 1,144.00

COOK

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Public Health & Human Services	3	12.93	13.18	13.31	0.86
School for Deaf & Blind	2	10.35	11.25	12.15	0.74
Grand Total	5	10.35	12.41	13.31	0.81

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
MA (2 Years)	$ 12.41	$ 10.35	$ 2.06	20%	$ 4,284.80	
TK (11 Years)	$ 12.41	$ 12.14	$ 0.27	2%	$ 561.60	$ 4,846.40

FOOD PREPARATION WORKER

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Public Health & Human Services	37	8.93	10.90	13.91	1.09
School for Deaf & Blind	1	8.62	8.62	8.62	0.86
Grand Total	38	8.62	10.84	13.91	1.08

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED		
SB (2 Years)	$10.84	$8.62	$2.22	26%	$3,285.60	
TK (11 Years)	$10.84	$9.34	$1.50	16%	$2,216.06	$5,501.66

Montana School for the Deaf and Blind
Non-Exempt Employee Wages

INSTITUTION ATTENDANT

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Montana School for the Deaf & Blind		10.34	12.72	17.69	
Idaho Education Services for the Deaf & Blind		11.36	13.50	20.89	
Washington State School for the Blind		14.26	14.26	14.26	
Grand Total		10.34	13.49	20.89	

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
FA (8.5 Years)	$ 13.49	$ 11.55	$ 1.94	17%	$ 2,871.20	
CG (14 Years)	$ 13.49	$ 12.09	$ 1.40	12%	$ 2,072.00	
MK (3 Years)	$ 13.49	$ 11.50	$ 1.99	17%	$ 2,945.20	
JE (4 Years)	$ 13.49	$ 11.55	$ 1.94	17%	$ 2,871.20	
GM (5 Years)	$ 13.49	$ 11.55	$ 1.94	17%	$ 2,871.20	
CC (2 Years)	$ 13.49	$ 10.34	$ 3.15	30%	$ 4,662.00	
CB (2 Years)	$ 13.49	$ 10.34	$ 3.15	30%	$ 4,662.00	
TL (15 Years)	$ 13.49	$ 12.13	$ 1.36	11%	$ 2,012.80	
WS (9 Years)	$ 13.49	$ 12.03	$ 1.46	12%	$ 2,160.80	
DM (8.5 Years)	$ 13.49	$ 11.61	$ 1.88	16%	$ 2,782.40	
BS (5 Years)	$ 13.49	$ 11.55	$ 1.94	17%	$ 2,871.20	
AC (13 Years)	$ 13.49	$ 12.08	$ 1.41	12%	$ 2,086.80	
BB (12 Years)	$ 13.49	$ 12.08	$ 1.41	12%	$ 2,086.80	
VT (30 Years)	$ 13.49	$ 16.88	$ (3.39)	-20%		
BA (3.5 Years)	$ 13.49	$ 11.55	$ 1.94	17%	$ 2,871.20	$ 39,826.80

INSTITUTION ATTENDANT SUPERVISOR

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
School for Deaf & Blind	5	11.31	14.22	17.01	1.31
Idaho Education Services for the Deaf & Blind		14.97	21.24	27.51	
Grand Total		11.31	17.73	27.51	

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
RA (8.5 Years)	$ 17.73	$ 15.95	$ 1.78	11%	$ 2,634.40	
DB (18 Years)	$ 17.73	$ 14.33	$ 3.40	24%	$ 5,032.00	
DB (20 Years)	$ 17.73	$ 16.12	$ 1.61	10%	$ 2,382.80	
DN (34 Years)	$ 17.73	$ 19.55	$ (1.82)	-9%		$ 10,049.20

Montana School for the Deaf and Blind
Non-Exempt Employee Wages

INTERPETERS

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
BLS - Interpeters		19.53	19.53	19.53	
Washington State School for the Blind		15.66	18.26	20.87	
Montana School for the Deaf & Blind	8	15.44	16.11	22.97	
Grand Total	1	15.44	17.97	22.97	

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
SL (26 Years)	$ 17.97	$ 21.46	$ (3.49)	-16%		
LE (17 Years)	$ 17.97	$ 17.83	$ 0.14	1%		
SV (26 Years)	$ 17.97	$ 22.97	$ (5.00)	-22%		
SD (20 Years)	$ 17.97	$ 20.98	$ (3.01)	-14%		
GS (17 Years)	$ 17.97	$ 19.94	$ (1.97)	-10%		
SW (6 Years)	$ 17.97	$ 15.63	$ 2.34	15%	$ 3,463.20	
WO (2 Years)	$ 17.97	$ 15.44	$ 2.53	16%	$ 3,744.40	
KP (2 Years)	$ 17.97	$ 16.09	$ 1.88	12%	$ 2,782.40	$ 9,990.00

MAINTENANCE WORKER

Row Labels	Count of ID	Min of Hourly Base Pay	Average of Hourly Base Pay	Max of Hourly Base Pay	Average of Market Comparison
Fish, Wildlife, & Parks	3	13.79	14.88	15.74	0.92
Military Affairs	1	19.12	19.12	19.12	1.18
School for Deaf & Blind	4	12.20	14.34	17.17	0.89
Grand Total	8	12.20	15.14	19.12	0.94

MSDB EMPLOYEE	AVERAGE	CURRENT	DIFFERENCE	% NEEDED	YEARLY AMT	
TE (20 Years)	$ 15.14	$ 17.17	$ (2.03)			
BC (4 Years)	$ 15.14	$ 14.94	$ 0.20	1%	$ 416.00	
BV (5 Years)	$ 15.14	$ 13.05	$ 2.09	16%	$ 4,347.20	
LR (2 Years)	$ 15.14	$ 12.20	$ 2.94	24%	$ 6,115.20	$ 10,878.40

Montana School for the Deaf and Blind
Non-Exempt Employee Wages

Total Wages:	146,690
Tax Estimate (12%)	17,603
Total:	164,292