

## 1 HOUSE BILL NO. 13

2 INTRODUCED BY M. FUNK

3 BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION AND THE OFFICE OF BUDGET AND

4 PROGRAM PLANNING

5  
6 A BILL FOR AN ACT ENTITLED: "AN ACT APPROPRIATING FUNDS TO IMPLEMENT PAY REVISIONS, FOR  
7 PERSONAL SERVICES CONTINGENCIES, AND FOR A LABOR-MANAGEMENT TRAINING INITIATIVE;  
8 AMENDING SECTION 2-18-303, MCA; AND PROVIDING AN EFFECTIVE DATE."

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10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

11  
12 **Section 1.** Section 2-18-303, MCA, is amended to read:

13 **"2-18-303. Procedures for administering broadband pay plan.** (1) On the first day of the first  
14 complete pay period in fiscal year ~~2016~~ 2018, each employee is entitled to the amount of the employee's base  
15 salary as it was on June 30, ~~2015~~ 2017.

16 (2) An employee's base salary may be no less than the minimum salary of the pay band to which the  
17 employee's position is allocated.

18 (3) Effective on the first day of the first complete pay period that includes ~~January 15, 2016~~ November  
19 15, 2017, the base salary of each employee must be increased by ~~50 cents an hour~~ 1%. Effective on the first day  
20 of the first complete pay period that includes ~~January 15, 2017~~ November 15, 2018, the base salary of each  
21 employee must be increased by ~~50 cents an hour~~ 1%.

22 (4) (a) (i) A member of a bargaining unit may not receive the pay adjustment provided for in subsection  
23 (3) until the employer's collective bargaining representative receives written notice that the employee's collective  
24 bargaining unit has ratified a collective bargaining agreement.

25 (ii) If ratification of a collective bargaining agreement, as required by subsection (4)(a)(i), is not completed  
26 by the date on which a legislatively authorized pay increase is implemented, members of the bargaining unit must  
27 continue to receive the compensation that they were receiving until an agreement is ratified.

28 (b) Methods of administration consistent with the purpose of this part and necessary to properly  
29 implement the pay adjustments provided for in this section may be provided for in collective bargaining  
30 agreements.

1 (5) (a) Montana highway patrol officer base salaries must be established through the broadband pay  
 2 plan. Before January 1 of each odd-numbered year, the department shall, after seeking the advice of the Montana  
 3 highway patrol, conduct a salary survey to be used in establishing the base salary for existing and entry-level  
 4 highway patrol officer positions. The county sheriff's offices in the following consolidated governments and  
 5 counties are the labor market for purposes of the survey: Butte-Silver Bow, Cascade, Yellowstone, Missoula,  
 6 Lewis and Clark, Gallatin, Flathead, and Dawson. The base salary for existing and entry-level highway patrol  
 7 officer positions must then be determined by the department of justice, using the results of the salary survey and  
 8 the department of justice pay plan guidelines. Base or biennial salary increases under this subsection are  
 9 exclusive of and not in addition to any increases otherwise awarded to other state employees after July 1, 2006.

10 (b) To the extent that the plan applies to employees within a collective bargaining unit, the  
 11 implementation of the plan is a negotiable subject under 39-31-305.

12 (c) The department of justice shall submit the salary survey to the office of budget and program planning  
 13 as a part of the information required by 17-7-111.

14 (d) The salary survey and plan must be completed at least 6 months before the start of each regular  
 15 legislative session."

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 17 **NEW SECTION. Section 2. Appropriations.** (1) The following money for the indicated fiscal years is  
 18 appropriated from the following sources to the listed agencies to implement the adjustments provided in 2-18-303:

19	Fiscal Year 2018				
20		General Fund	State Special	Federal Special	Proprietary
21	Legislative Branch	\$55,283	\$9,758		
22	Consumer Counsel		\$3,545		
23	Judicial Branch	\$132,470	\$4,525	\$130	
24	Executive Branch	\$1,672,308	\$1,427,559	\$943,501	\$31,628
25	Montana University System	\$881,072	\$398	\$19,216	\$1,606
26	Total	\$2,741,133	\$1,445,785	\$962,847	\$33,234
27	Fiscal Year 2019				
28		General Fund	State Special	Federal Special	Proprietary
29	Legislative Branch	\$144,287	\$25,467		
30	Consumer Counsel		\$9,252		

1	Judicial Branch	\$345,747	\$11,810	\$339	
2	Executive Branch	\$4,364,723	\$3,725,928	\$2,462,538	\$82,548
3	Montana University System	\$2,299,598	\$1,037	\$50,154	\$4,192
4	Total	\$7,154,355	\$3,773,494	\$2,513,031	\$86,740

5           (2) The following money is appropriated for the biennium beginning July 1, 2017, to the office of budget  
6 and program planning from the designated state fund, to be distributed to agencies when personnel vacancies  
7 do not occur, retirement costs exceed agency resources, or other contingencies arise:

8	General Fund	\$1,000,000
9	State Special Revenue	\$300,000
10	Federal Special Revenue	\$100,000
11	Proprietary Funds	\$25,000

12           (3) For the biennium beginning July 1, 2017, there is appropriated \$75,000 from the general fund to the  
13 department of administration for a labor-management training initiative.

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15           NEW SECTION. **Section 3. Effective date.** [This act] is effective July 1, 2017.

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