

Hello all:

AFSCME Local 3448 union steward members met with representatives from the Office of the Public Defender to negotiate an increased pay structure for attorneys. These increases bring attorneys within the 2020 market for the State of Montana.

OLD PAY LADDER		NEW NEGOTIATED PAY LADDER
Entry	\$65,104.09	\$76,855.60
Year 1	\$71,563.09	\$81,163.25
Year 2	\$78,563.09	\$85,440.80
Year 3+	\$84,481.09	\$89,718.35

Any attorneys who are current above the \$89,718.35 cap will receive a 50 cents/hour raise on base.

The above amounts do not include longevity.

These new wages will go into effect for the pay period starting May 7, 2022. The first paycheck to reflect these new wages will be June 1, 2022. All current attorney employees will be slotted into the pay ladder based upon current years of service. Moving forward all attorney employees will have an anniversary date of May 7, where they will advance the next step on the ladder. Those hired after May 7, 2022, will use their hire date as their anniversary date and will move to the next step on the ladder on that date. New attorney employees to OPD will be slotted in on the ladder based upon their years of experience as an attorney and may be hired at the appropriate step in the career ladder.

Pay increase will be reflected in attorney employee's June 1 paycheck. If, after receiving that paycheck, employees have concerns that their pay is not correct, please contact Mike Spatz at 444-4136, Barb Weston at 444-9545, Saisha Keller at 444-9160 or Travis Tilleman at 444-7752.

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"BALANCING THE SCALES OF JUSTICE"