

SENATE BILL NO. 198

INTRODUCED BY M. CAFERRO

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A BILL FOR AN ACT ENTITLED: "AN ACT REVISING LONGEVITY LAWS FOR STATE EMPLOYEES; REMOVING THE REQUIREMENT OF CONTINUOUS EMPLOYMENT FOR STATE EMPLOYEES TO RECEIVE LONGEVITY PAY; PROVIDING THAT EMPLOYMENT AS A STUDENT INTERN DOES NOT APPLY TOWARD THE CALCULATION OF YEARS OF SERVICE; AMENDING SECTION 2-18-304, MCA; AND PROVIDING AN EFFECTIVE DATE AND AN APPLICABILITY DATE."

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

**Section 1.** Section 2-18-304, MCA, is amended to read:

**"2-18-304. Longevity allowance.** (1) (a) In addition to the compensation provided for in 2-18-303, each employee who has completed 5 years of ~~uninterrupted~~ state service must receive 1.5% of the employee's base salary multiplied by the number of completed, ~~contiguous~~ 5-year periods of ~~uninterrupted~~ state service.

(b) In addition to the longevity allowance provided under subsection (1)(a), each employee who has completed 10 years of ~~uninterrupted~~ state service, 15 years of ~~uninterrupted~~ state service, or 20 years of ~~uninterrupted~~ state service must receive an additional 0.5% of the employee's base salary for each of those additional 5 years of ~~uninterrupted~~ service.

~~(c) Service to the state is not interrupted by authorized leaves of absence.~~

(2) (a) For the purpose of determining years of service under this section, an employee must be credited with 1 year of service for each period of:

(i) 2,080 hours of service following the employee's date of employment; an employee must be credited with 80 hours of service for each biweekly pay period in which the employee is in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in the pay period; or

(ii) 12 ~~uninterrupted~~ calendar months following the employee's date of employment in which the employee was in a pay status or on an authorized leave of absence without pay, regardless of the number of hours of service in any month. An employee of a school at a state institution or the university system must be credited with 1 year of service if the employee is employed for an entire academic year.

(b) The calculation of years of state service occurring before July 1, 2015, must be uninterrupted or

1 contiguous. Service to the state is not interrupted by authorized leaves of absence. Breaks in service occurring  
2 on or after July 1, 2015, will not interrupt the calculation of years of state service.

3 ~~(b)~~(c) State agencies, other than the university system and a school at a state institution, shall use the  
4 method provided in subsection (2)(a)(i) to calculate years of service under this section.

5 (3) For the purposes of calculating longevity, employment as a short-term worker or a student intern does  
6 not apply toward years of service."

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8 NEW SECTION. Section 2. Effective date. [This act] is effective July 1, 2015.

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10 NEW SECTION. Section 3. Applicability. [This act] applies to breaks in service occurring on or after  
11 July 1, 2015.

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