

State Administration and Veterans Affairs Committee

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Broadband Pay in Montana's Executive Branch

Presented by the State Human Resources Division

Paula Stoll, Administrator

444-3789

Pay Categories within the Executive Branch

- ▶ Broadband pay plan covers 10,850 employees
- ▶ Blue collar pay plan covers 650 employees
- ▶ Exempt employees
 - Employees of Montana university system
 - Employees of the Montana State Fund
 - Elected officials and their appointed staff
 - Others specifically identified under Section 2-18-103 and 104, MCA

History and Purpose

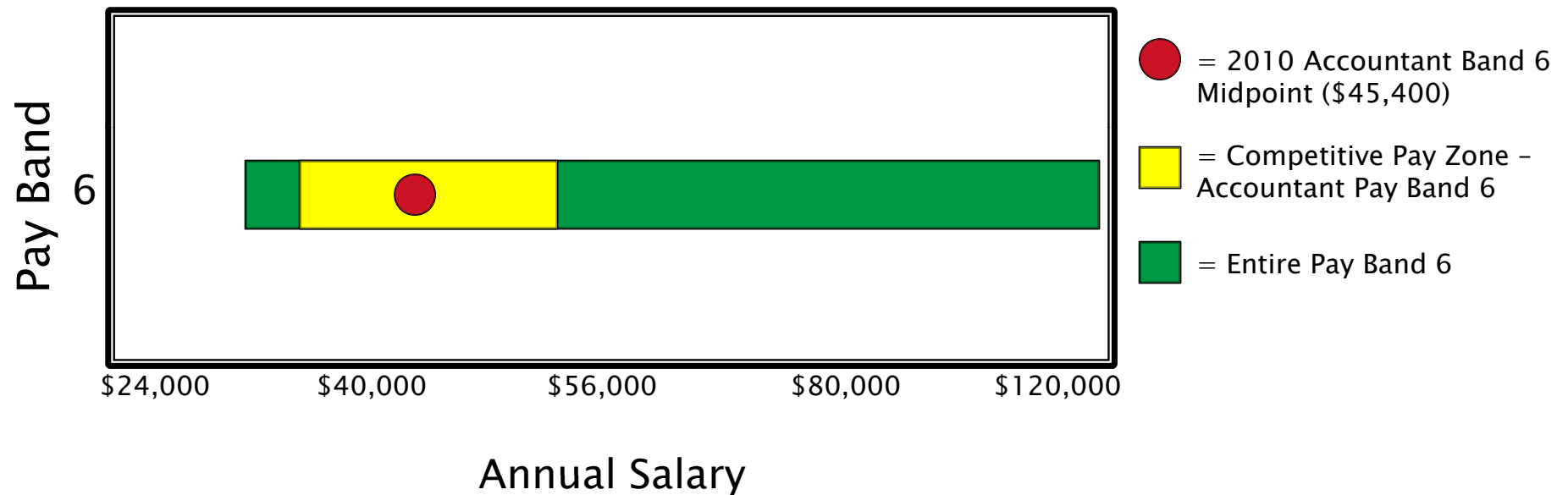
- ▶ Formerly known as *The Alternative Pay Plan* or *Pay Plan 020*
- ▶ First implemented in 1997 as an alternative to the 1975 classification and pay plan
- ▶ Implemented as the executive branch's primary pay plan in 2007
- ▶ Designed to give executive branch agencies more flexibility in designing their own plans – or “agency pay plan rules”
- ▶ Not a “market based” pay plan

Broadband Pay Schedule

Allows state agencies the flexibility to develop their pay plan rules using any combination of pay strategies within broad statutory and policy provisions.

Pay Band	Hourly		Annual	
	Minimum Base Salary	Maximum Base Salary	Minimum Base Salary	Minimum Base Salary
01	\$7.88	\$13.44	\$16,400	\$27,945
02	\$7.60	\$18.73	\$15,797	\$38,949
03	\$9.40	\$23.56	\$19,536	\$49,003
04	\$11.40	\$31.01	\$23,710	\$64,495
05	\$11.52	\$38.27	\$23,948	\$79,582
06	\$13.10	\$58.02	\$27,240	\$120,665
07	\$18.88	\$58.08	\$39,269	\$120,803
08	\$27.77	\$70.39	\$57,750	\$146,391
09	\$37.63	\$137.72	\$78,260	\$286,454

Example: Accountant Band 6



Authorized Pay Components or “Pay Strategies”

Competency

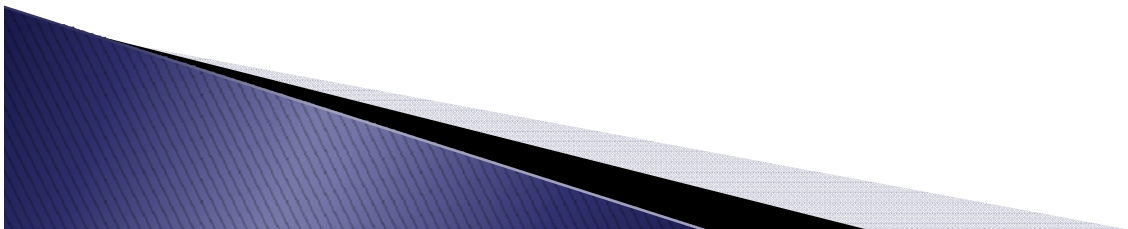
Market

Performance

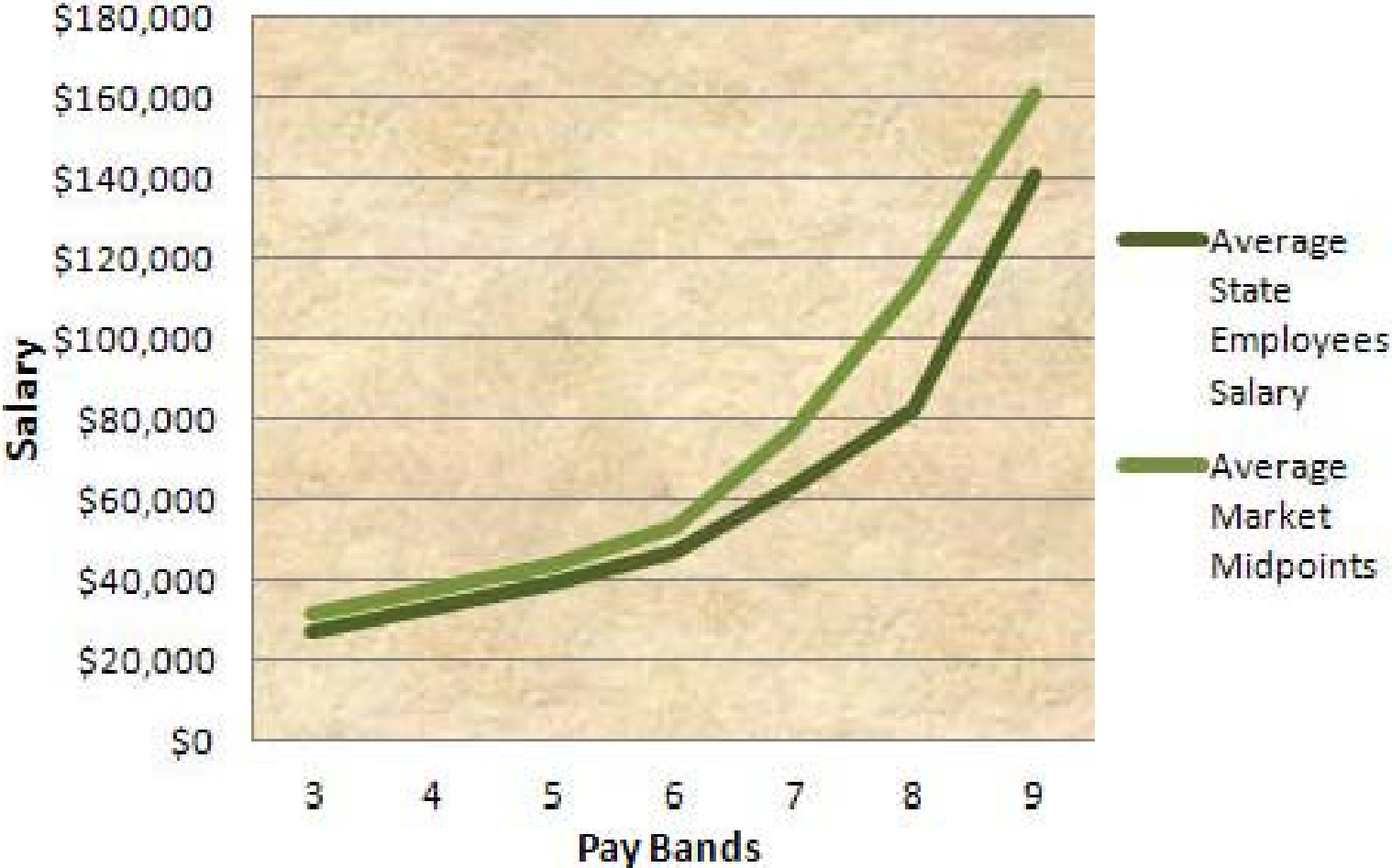
Results

Situational

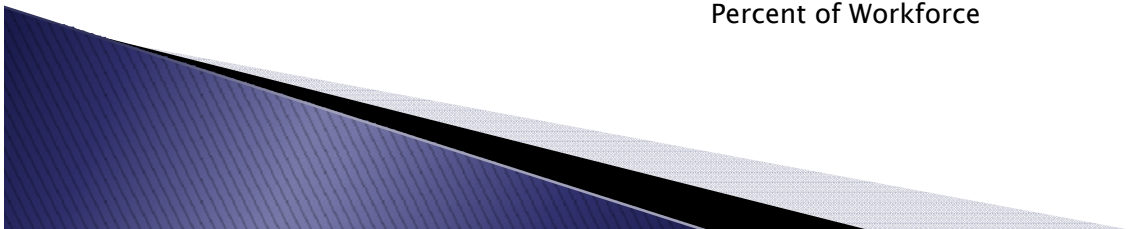
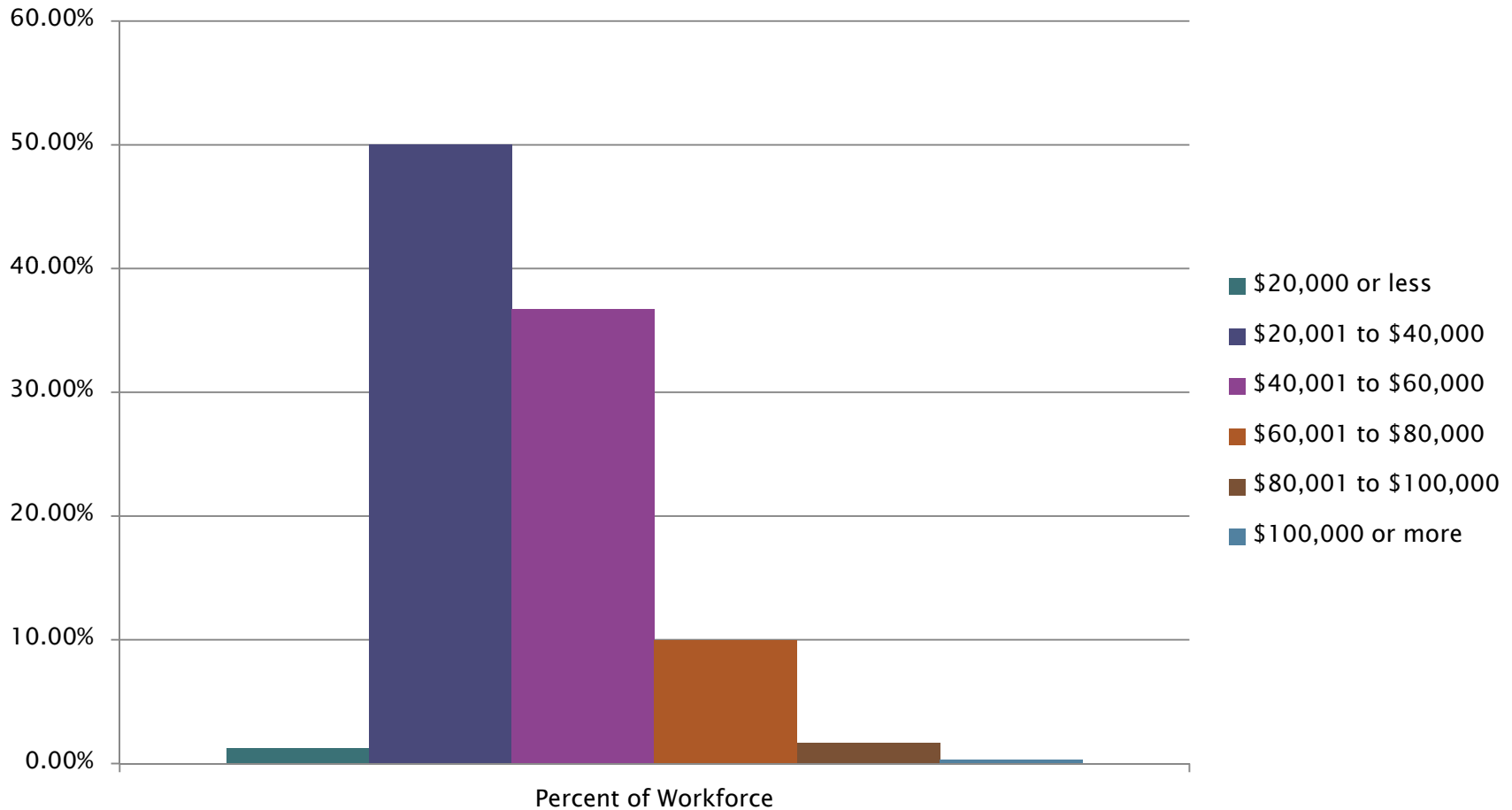
Strategic



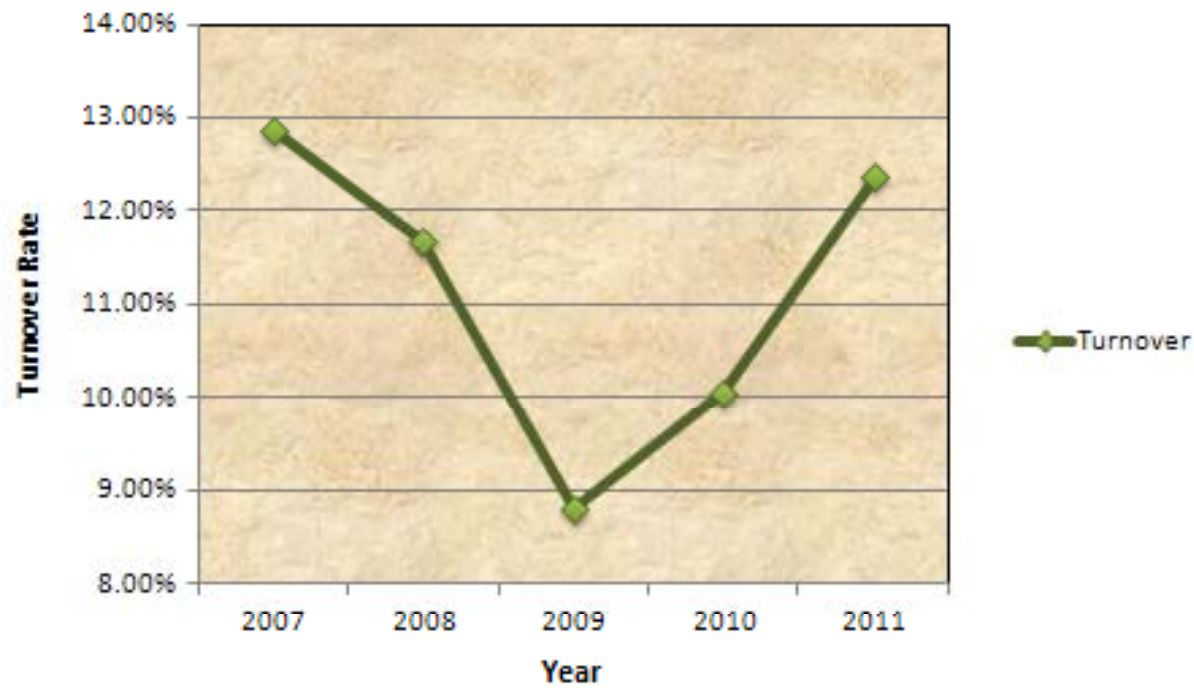
2011 State Employee Pay Compared to 2010 Market Midpoints



Pay Distribution in the Executive Branch

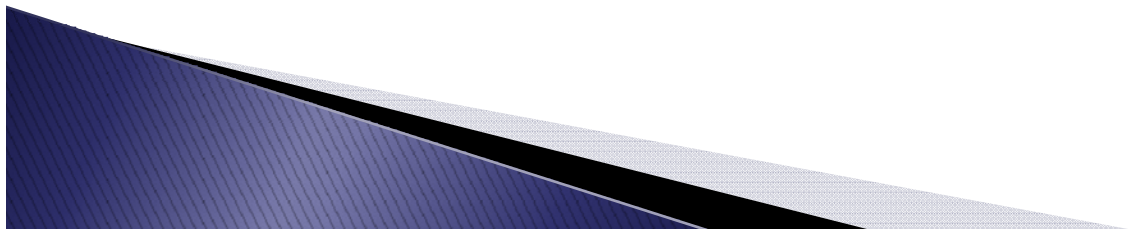


Turnover Rate by Year



Total Retirees by Year

Year	Retirees	Percent Change from Previous Year
2009 (November)	295	-6.1%
2010 (November)	365	23.7%
2011 (November)	433	18.6%



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