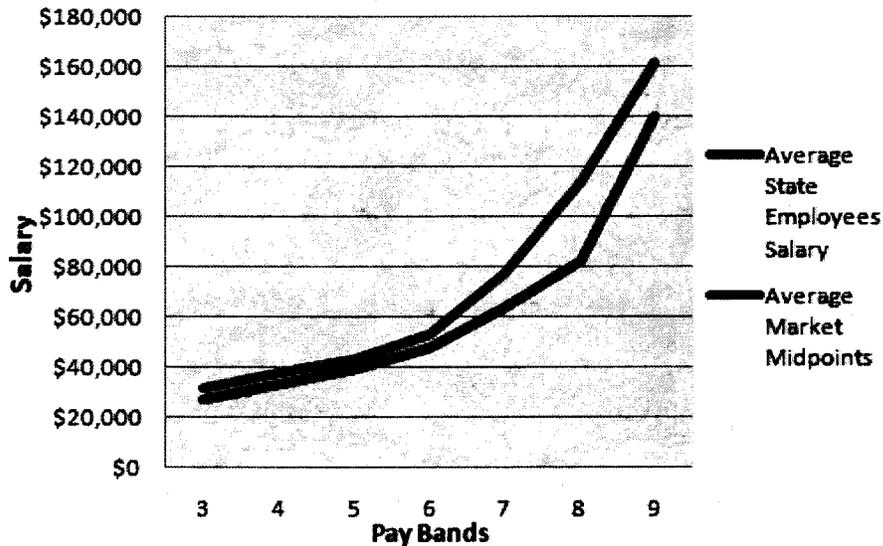


Active Pay Plans for Executive Branch Employees

The Broadband Pay Plan - The broadband pay plan became the primary pay plan July 1, 2007. It is an enterprise-wide plan allowing state agencies flexibility to develop their own pay plan rules within broad statutory and policy parameters and within authorized funding levels. Employees in this plan earned an average annual base salary of \$42,644 in 2010. This is a \$32 decrease from the average annual base salary of \$42,676 in 2009 and \$55 decrease from the average base salary of \$42,703 in 2008.

Figure 14 illustrates the difference in salary between actual state employee salaries and market midpoints. Pay bands eight and nine (where salaries are larger than \$80,000) lag the farthest behind the market midpoint. Figure 15 depicts the data for each pay band. Figure 16 shows a comparison of Montana state employee pay to the pay of neighboring state government employees.

Figure 14
Market Midpoints compared to Actual Pay Rates by Pay Band



Source: 2010 Market Analysis conducted by the Human Resources Policy and Programs (HRPP) Bureau, State Human Resources Division

Figure 15
Average State Employee Base Salary Compared to the Average Market Salary by Pay Band

Pay Band	Count	Average State Employee Base Salary	Average Market Salary	Difference	Percentage
1	11	\$19,429	\$20,447	\$1,018	4.98%
2	342	\$21,658	\$24,509	\$2,851	11.63%
3	1,952	\$27,273	\$31,409	\$4,137	13.17%
4	1,272	\$33,033	\$37,537	\$4,504	12.00%
5	2,488	\$39,211	\$43,411	\$4,200	9.68%
6	3,359	\$47,580	\$53,024	\$5,443	10.27%
7	1,415	\$63,689	\$77,503	\$13,814	17.82%
8	229	\$82,759	\$114,278	\$31,519	27.58%
9	30	\$139,993	\$162,016	\$22,022	13.59%

Source: 2010 Market Analysis conducted by the Human Resources Policy and Programs (HRPP) Bureau, State Human Resources Division