

# Broadband Pay Plan

EXHIBIT 1  
DATE 1.16.13  
HB

Figure 1

State of Montana Broadband Pay Schedule 2013 Biennium		
Pay Band	Minimum Base Salary	Maximum Base Salary
1	\$16,400	\$27,945
2	\$15,912	\$38,949
3	\$19,536	\$49,003
4	\$23,710	\$64,495
5	\$23,948	\$79,582
6	\$27,240	\$120,665
7	\$39,269	\$120,803
8	\$57,750	\$146,391
9	\$78,260	\$286,454

The broadband classification and pay plan became the state's primary compensation system July 1, 2007. As shown above, 79.5% of the 14,985 state employees were included in the broadband pay plan as of August 27, 2012. The broadband pay plan is an enterprise-wide plan that allows state agencies flexibility in developing pay plan rules. Thus, each agency operating under the broadband pay plan has its own pay plan rules. The plans must be based on statutory and state policy requirements within authorized funding levels.

The broadband pay schedule establishes the minimum and maximum base salary for employees within nine pay bands. Figure 1 shows the pay bands and related base salaries for the 2013 biennium.

Pay bands are used to categorize positions and related salaries into groupings of similar job responsibilities and salaries. The following lists the individual bands with samples of the types of positions within each:

- Pay Band 1 – Delivery service drivers
- Pay Band 2 – Word processors, administrative clerks, cashiers, pharmacy, social service, and psychiatric aides, cooks, food service workers, institutional attendant
- Pay Band 3 – Livestock inspectors, medical records technicians, tax technicians, logistics technicians, LPN, drill instructor, drafter, computer operator, court clerk
- Pay Band 4 – Environmental science specialist, customer service specialist, heavy equipment operator, computer systems analyst, carpenter, human resource assistant, legal secretary
- Pay Band 5 – Data control specialist, crime investigator, records management specialist, clinical lab technologist, water conservation specialist, maintenance workers, tax appraiser, FWP warden, auditor, insurance claims examiner, park ranger, highway patrol officer, chemist
- Pay Band 6 – Crime analyst, occupational therapist, facility surveyor, land agent, hydrologist, registered nurse, FPW biologist, health sanitarian, recreation therapist, fire inspector, budget analyst, architect, law enforcement manager, librarian, fish culture specialist, forensic scientist, substance abuse counselor, medical social worker, cartographer
- Pay Band 7 – Transportation planner, lawyer, business development specialist, computer security specialist, tax policy analyst, utility rate specialist, law enforcement manager, economist, nursing services manager, financial analyst, architect, medical health services manager
- Pay Band 8 – Operations manager, lawyer, program manager, education program administrator, computer systems information manager, environmental program manager, engineering manager, epidemiologist, veterinarian
- Pay Band 9 – Operations manager, medical examiner, physician primary care, psychiatrist, dentist

It should be noted that the reason that the minimum base salary for pay band 1 is higher than the minimum for pay grade 2 is related to the market influences for the jobs evaluated in the pay bands. One of the market rates for positions within pay band 2 was significantly lower than the other jobs in pay band 1 or 2.

Statute outlines the intent of the legislature in relation to compensation plan for state employees. Included is a requirement that compensation be based, in part, on an analysis of the labor market provided through a biennial salary survey conducted by the Department of Administration.

State agencies determine:

- Pay plan rules
- Job descriptions for the positions within the agency
- Pay bands for the positions

This report relies on the state agency job descriptions and pay bands as correct and appropriate. Classifying positions correctly and appropriately placing the positions onto the pay grades drives the pay system, costs of personal services, and measurement of the competitiveness of salaries. While the division may randomly review the job descriptions and pay band placement, it should be noted that an audit to review the classification of occupations and pay grades has not been done since prior to 2007 when the broadband pay plan became the state's predominate pay system. The legislature may wish to consider requesting an audit of the classification of occupations and pay grades to ensure consistency and accuracy of the state's primary pay system.

