

HOUSE JOINT RESOLUTION NO. 17

INTRODUCED BY S. GIBSON

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A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA TO STUDY THE STATE PAY PLANS.

WHEREAS, the State of Montana currently has seven compensation plans, or "pay plans", used to provide compensation to state employees; and

WHEREAS, the costs related to the employment of state personnel are a large part of the state's budget and for many state agencies are a significant part of the agency's overall budget; and

WHEREAS, the public policy role of the Legislature regarding the cost of state government includes establishing and understanding the compensation system the state uses to attract and retain employees and providing for the costs of employment of personnel within an agency's budget.

NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA:

That the Legislative Finance Committee, in consultation with the Legislative Council, be requested to study or to direct sufficient staff resources to study the state pay plans, including:

- (1) what they are and how they are established;
- (2) how agencies are using them to recruit, retain, and compensate employees;
- (3) the process of negotiating with unions and how that process affects the state pay plans;
- (4) if and how employee performance affects the salary of employees under the pay plans; and
- (5) what data is used to develop the pay plans and how that data is generated.

BE IT FURTHER RESOLVED, that the study identify areas for future legislative action, if needed.

BE IT FURTHER RESOLVED, that if the study is assigned to staff, any findings or conclusions be presented to and reviewed by the Legislative Finance Committee.

BE IT FURTHER RESOLVED, that all aspects of the study, including presentation and review requirements, be concluded prior to September 15, 2014.

BE IT FURTHER RESOLVED, that the final results of the study, including any findings, conclusions, comments, or recommendations of the appropriate committee, be reported to the 64th Legislature.

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