

Section-by-Section Comparison of LC LFC3 and HB 13

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for the Legislative Finance Committee
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Section No. LFC 3	MCA Section - Catchline	Summary of Revisions of LC LFC 3	Summary of Revisions for HB 13 (LC 181)
1.	2-6-110. Electronic information and nonprint records -- public access – fees.	Strikes reference to “pay band”	Not amended in HB 13
2.	2-18-101. Definitions.	Strikes reference to “pay band” Inserts definition of “blue collar pay band” Amends definition of “broadband pay plan” to include reference to a “market midpoint and occupational wage ranges” Strikes definition of “competitive pay zone” Inserts definition of “entry salary” Strikes definition of “pay band” Inserts definition of “occupational wage range” and “pay progression”	Not amended in HB 13

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3.	2-18-102. Personnel administration -- general policy setting <u>and oversight.</u>	<p>Requires OBPP to:</p> <ul style="list-style-type: none"> (1) review and approve any proposed changes to the classification of an occupation or its related job evaluation factors; (2) ensure agencies compensate their employees within the parameters of the occupational wage range; (3) provide a report to the LFC identifying any agency that provides a base salary for an employee outside of the parameters. <p>Prohibits an executive agency from changing the classification of an occupation or its related job evaluation factors until it submits the proposed changes to and receives approval from OBPP</p>	Not amended in HB 13
4.	2-18-203. Review of positions.	Strike references to "pay band"	Not amended in HB 13

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5.	2-18-301. Intent of part – rules.	<p>Eliminates requirement for a 5 state survey (added in 2013 session) and requires compensation plan to be based on a biennial salary survey (as pre-2013). Requires the DOA to:</p> <p>(1) administer the pay program in a manner that considers competency, pay relationships within an agency or pay unit, competitiveness, pay progression, and other non-discriminatory factors, when fiscally able. Eliminates reference to “internal equity” and “intent to bring all pay bands to the same relationship percentage of the market rate midpoint salary comparison”;</p> <p>(2) identify current market midpoints in the biennial survey; and (3) establish the occupational wage range to each occupation Strikes references to “pay bands”</p>	<p>Section 1 in HB 13.</p> <p>Eliminates requirement for a 5 state survey (added in 2013 session) and requires compensation plan to be based on a biennial salary survey (as pre-2013).</p> <p>Eliminates reference to “intent to bring all pay bands to the same relationship percentage of the market rate midpoint salary comparison.”</p>
6.	2-18-303. Procedures for administering broadband pay plan.	<p>Strikes redundant definition of “entry/base salary” Allows implementation of the plan to be a negotiable term for a collective bargaining unit.</p>	<p>Section 2 in HB 13.</p> <p>Provides for a wage increase of 50 cents per hour effective October 1, 2015 and a wage increase of 50 cents per hour effective October 1, 2016.</p>

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HB	2-18-703. Contributions.	Not amended in LC LFC 3.	<p>Section 3 in HB 13.</p> <p>Increases contributions for group benefits: Current: \$887/ month Eff. Jan. 2016: \$976/month Eff. Jan. 2017-Jan. 2018: \$1,054/month</p> <p>After Jan. 2018 contribution may be decreased only to the extent needed to avoid triggering the excise tax under 26 U.S.C. 49801.</p>
7.	2-18-1011. Pay band allocation <u>Classification</u> or compensation grievance -- retaliation -- hearing on complaint.	Strikes references to “pay bands”	Not amended in HB 13
8.	13-37-106. Salary.	Strikes references to “pay bands”	Not amended in HB 13
9.	15-2-102. Qualification and compensation.	Strikes references to “pay bands”	Not amended in HB 13

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HB	Appropriations.	No appropriations in LC LFC 3.	<p>Section 4 in HB 13.</p> <p><u>FY 2016</u></p> <p>General Fund \$13,003,218 State Special \$5,780,084 Federal Special \$3,833,311 Proprietary \$127,189</p> <p><u>FY 2017</u></p> <p>General Fund \$32,120,849 State Special \$14,790,143 Federal Special \$9,917,522 Proprietary \$323,072</p> <p>Executive Branch Contingency Fund: \$4.55 million Judicial Branch Contingency Fund: \$200,000 Labor-Management Training Initiative: \$75,000</p>
10.	Effective Date.	Effective July 1, 2015.	Effective July 1, 2015.