

Montana State Library Commission



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DEPARTMENT STAFF

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PROGRAMS

- **MT Digital Library Division-** Maintains a catalogued and supported collection of statutorily required programs
- **Library Development –** Provides leadership and guidance on implementing programs for new services
- **Talking Book Library –** Provides free materials to individuals who are not able to read traditional print

DEPARTMENT FUNDING

Increase in Federal, Transfers, and Recording Fees

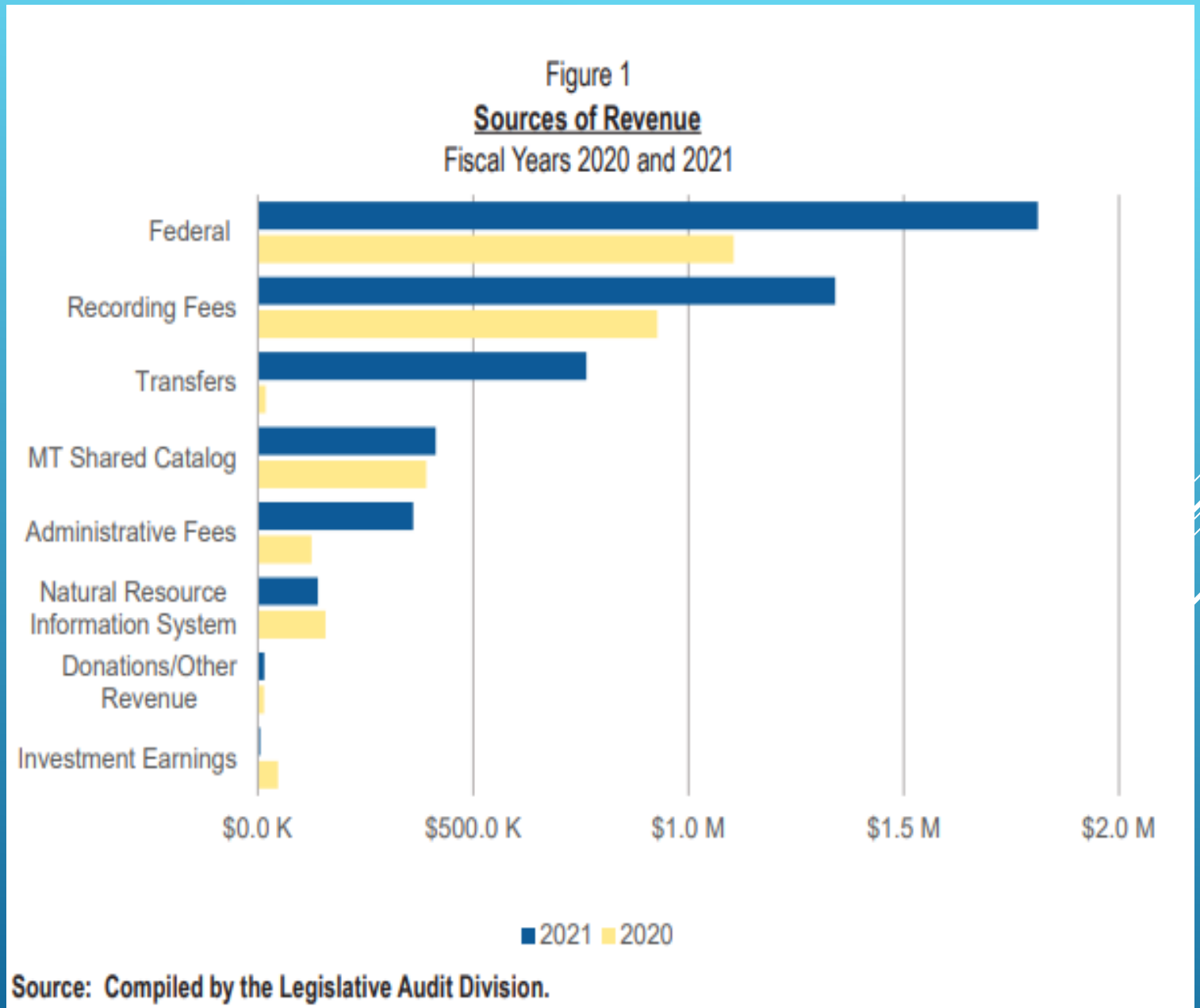
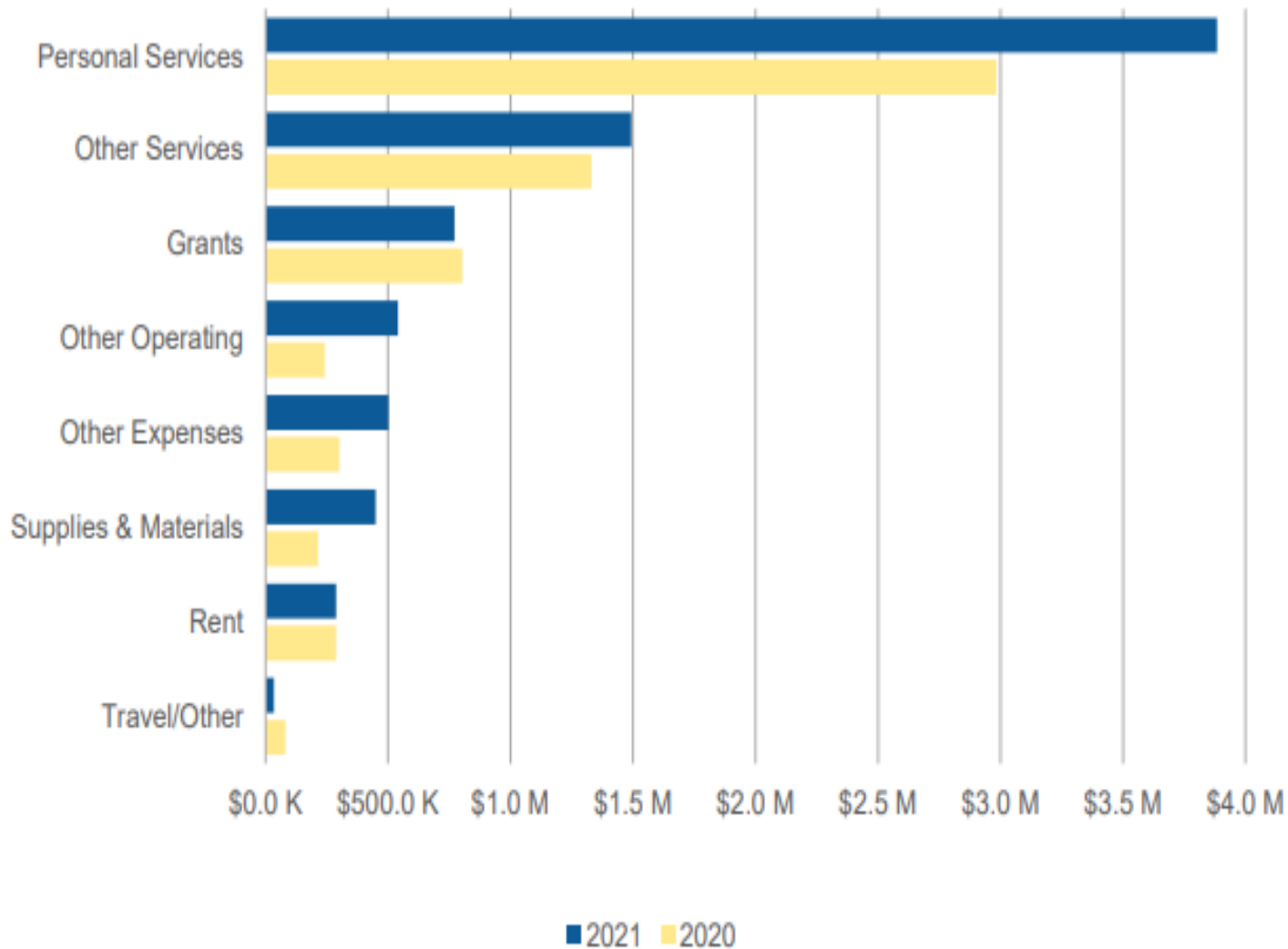


Figure 2
Expenditures
Fiscal Years 2020 and 2021



DEPARTMENT SPENDING

Increase in Personal
Services Costs

BONUS RANGES

Fiscal Year	Supervisor	Remote Supervisor	Staff	Remote Staff
2020*	6%	4%	5%	3%
2021	\$3,500	\$3,500	\$2,500	\$2,500

* This results in dollar amounts ranging from approximately \$1,200 to \$6,500

BONUS PAYMENTS

Table 1
Library Bonus Funding Sources
Fiscal Years 2020 and 2021

Fund	Fiscal Year 2020	Fiscal Year 2021
General	\$65,733	\$69,175
State Special Revenue Fund (SSRF)-Montana State Library one-time only funding	-	\$1,250
SSRF-Heritage Program	-	\$2,650
SSRF-Montana Land Information	\$22,067	\$20,650
Federal Special Revenue Fund (FSRF)-Institute of Museum and Library Services	\$18,877	\$26,900
FSRF-Natural Resources Information System	\$2,404	\$2,500
Enterprise Fund-Montana Shared Catalog	\$3,737	\$8,875
Total	\$112,818	\$132,000

Source: Compiled by Legislative Audit Division from the Statewide Accounting, Budgeting, and Human Resources System (SABHRS).

POLICIES

State Pay Policy: reasons established in an agency's pay policy, or a performance award for completing pre-set conditions on a project

2CFR 200.430 agreement between the entity and the employees before the services were rendered, or pursuant to an established plan followed by the non-Federal entity so consistently to imply, in effect, an agreement to make such payment."

RECOMMENDATION

**We recommend the Montana State Library
comply with federal regulations and state
policy regarding employee incentive pay.**



Any Questions?

