

OFFICE OF THE GOVERNOR
STATE OF MONTANA



STEVE BULLOCK
GOVERNOR

MIKE COONEY
LT GOVERNOR

December 7, 2020

Representative Kimberly Dudik, Chair
Members of the Legislative Finance Committee

SB 294, passed by the 2019 Legislature, created requirements for the Office of Budget and Program Planning to approve salary increases proposed by an agency that exceed an employee's occupational wage range. In addition, the bill requires a report to the LFC identifying any agency that provides a base salary for an employee that exceeds the wage range for the employee's occupation and the reason for the differences.

Attached to this letter is the report provided to the committee in accordance with the bill. The number of employees who exceeded the max are broken into 8 different categories. For further context, of the over 13,000 state employees, there were 31 non-statutory adjustments that caused an employee to exceed the wage range during FY 2020. These adjustments equate to approximately 0.2% of all employees.

The Department of Justice, the Office of Public Instruction, the Public Service Commission, the Secretary of State's Office, and the State Auditor's Office are excluded from this report. According to SB 294, those agencies are required to provide their own report to the committee.

If you have questions regarding this information, please contact Amy Sassano in my office.

Sincerely,

A handwritten signature in blue ink that reads "Tom Livers".

Tom Livers
Budget Director

OBPP report to LFC on SB 294
December 3, 2020

Broadband employee base pay above maximum pay range for SFY 2020

Department	Total	Career Ladder	Hire/Rehire	Negotiated Pay Sch.	Promotion	Retention	Started Above + non SA	Performance
CORRECTIONS	2			2				
ENVIRONMENTAL QUALITY	4	2	2					
FISH WILDLIFE AND PARKS	1						1	
GOVERNORS OFFICE	1		1					
LABOR AND INDUSTRY	3				2			1
NATURAL RESOURCES AND CONSERVATION	3		3					
PUBLIC HEALTH AND HUMAN SERVICES	9		4			1	4	
SCHOOL FOR THE DEAF AND BLIND	2		1					1
TRANSPORTATION	6	5					1	
Grand Total	31	7	11	2	2	1	6	2