

2014 Biennial Market Analysis Spreadsheet

Due to the statutory changes to § 2-18-301, MCA, the State Human Resources Division is now required to report two sets of market rates to OBPP. We are also required to identify market rates based on the biennial survey, and since there are two, they are both presented. The statute further requires us to present competitive pay zones based on the NCASG survey. However, because the NCASG survey provides market data for so few occupations, for your convenience, we have also provided competitive pay zones for all occupations based on the standard survey. Agencies are urged to review the 2014 Market Analysis Process document before applying either set of these market rates. These rates are not a contract or promise to pay. The code key used below is explained in more detail in the 2014 Market Analysis Process Document. Agencies must set pay according to their pay rules.

- Code Key
- 1 Standard Method
 - 2 NCASG Survey data available for 4 States - Reference separate spreadsheet
 - 3 Less than 4 NCASG Data Points Available
 - 4 Slope Adjustment for Occupations with >30% slope below the anchor, and >1 level below anchor
 - 5 Tier 2 Rates

Job Code	Band	Job Code Title	Market Midpoint Using Standard Method	Code Key	Minimum Pay Range - Biennial Process	Maximum Pay Range - Biennial Process
132115	5	Accountant	\$ 40,352	2	\$ 32,282	\$ 48,422
132117	7	Accountant	\$ 69,511	2	\$ 54,288	\$ 84,734
433313	3	Accounting Technician	\$ 33,900	2	\$ 28,239	\$ 39,561
436113	3	Administrative Assistant	\$ 34,854	1	\$ 29,034	\$ 40,675
436114	4	Administrative Assistant	\$ 42,202	1	\$ 35,154	\$ 49,250
211216	6	Child Family Social Worker	\$ 43,400	2	\$ 34,720	\$ 52,080
151415	5	Computer Support Specialist	\$ 44,591	2	\$ 35,673	\$ 53,510
151516	6	Computer Systems Analyst	\$ 64,800	1 3	\$ 51,840	\$ 77,760
151517	7	Computer Systems Analyst	\$ 77,851	1 3	\$ 60,802	\$ 94,900
333215	5	Crime Investigator	\$ 48,620	2	\$ 38,896	\$ 58,345
333216	6	Crime Investigator	\$ 68,012	2	\$ 54,409	\$ 81,614
434653	3	Eligibility Assistant	\$ 36,820	2	\$ 30,671	\$ 42,968
434654	4	Eligibility Technician	\$ 44,765	2	\$ 37,289	\$ 52,240
131776	6	Human Resource Specialist	\$ 52,645	2	\$ 42,116	\$ 63,174
231117	7	Lawyer	\$ 95,959	1 3	\$ 74,944	\$ 116,974
231118	8	Lawyer	\$ 127,334	1 3	\$ 97,920	\$ 156,748
436213	3	Legal Secretary	\$ 34,982	1	\$ 29,140	\$ 40,824
151716	6	Network Administrator	\$ 60,585	1 3	\$ 48,468	\$ 72,703
232114	4	Paralegal Legal Assistant	\$ 36,620	2	\$ 30,505	\$ 42,736
436412	2	Secretary	\$ 24,399	2	\$ 20,325	\$ 28,474