
INTRODUCTION

Scope and Acknowledgements

Scope

W.S. 28-8-107(b) authorizes the Legislative Service Office to conduct program evaluations, performance audits, and analyses of policy alternatives. Generally, the purpose of such research is to provide a base of knowledge from which policymakers can make informed decisions.

In January 2006, the Management Audit Committee directed staff to undertake a review of Market Pay, which is the descriptive term used to describe the state's method of compensating executive branch employees. As an organizing principal and general philosophy, market pay has been in place since the 1980s. Since that time, the system has undergone refinements and adaptations, ultimately being completely revamped in 2004. This report reviews selected issues:

- What are the elements of a market pay system? What sources of comparative information does Wyoming incorporate?
- How has the Legislature funded adjustments in its effort to bring executive branch employees to appropriate market levels?
- What have been the roles of the Human Resources Division, the Employee Compensation Commission, and the Governor in developing this system?
- To what extent have the goals of the most recent approach, as announced in September 2004, been met?
- Are employees within the "fair and equitable range"? How effective have the Legislature's "external cost adjustments" been in bringing salaries within this range?
- What reporting does HRD do regarding system performance? How open to understanding are the Division's methodologies?

Acknowledgements

The Legislative Service Office expresses appreciation to those who assisted in this research, especially A&I's Human Resource Division, Budget Division, and Economic Analysis Division; the Department of Employment's Research and Planning Section; and the many executive branch agencies whose directors and personnel administrators we interviewed.