

STATE OF MONTANA

JOB DESCRIPTION

Montana state government is an equal opportunity employer. The State shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

Job Title: Budget Analyst **Position Number(s): 20006, 20026, 20027 & 21057**

Location: Helena **Department: Transportation**

Division and Bureau: Administration Division, Commitment Management Bureau

Section and Unit: State Appropriations Management Section

Job Overview:

This position is a Budget Analyst for the Montana Department of Transportation (department). Duties include conducting budget development, implementation, monitoring, and financial and program analyses and reporting for multiple programs within the department. Other duties include developing and implementing fiscal policies and systems, conducting research, and providing professional financial assistance and reporting to other budget analysts, program management, and accounting staff for budgetary functions and related activities.

The position is part of a career ladder.

- **Level 1** work includes a general understanding and knowledge base of state budgeting policies and procedures, with limited authority and more direct supervision.
- **Level 2** work requires the incumbent to be proficient, fully functional, and demonstrate ability to perform all the duties of Level 1, in addition to each description under Level 2.
- Assumes responsibility and is given the authority to complete higher-level activities with nominal supervision.
- **Level 3** work requires the incumbent to be proficient, fully functional and demonstrate ability to perform all duties of Levels 1 & 2, in addition to each description under Level 3. Assumes responsibility and is given the authority to complete higher-level activities with minimal supervision. Must have gone through an executive planning process and legislative process and have advanced knowledge of varying reporting requirements for assigned programs and advanced knowledge of computerized departmental fiscal

management and budget systems.

Essential Functions (Major Duties or Responsibilities):

Program Financial Analysis & Reporting - 40%

Level 1

Research, analyze, and evaluate data from various sources to determine program trends, gather information concerning program operations and understand economic issues for assigned programs to help with making expenditure projections, identifying, and investigating errors/anomalies, and suggesting and recommending program/budget modifications to supervisor when program funding availability and requirements change.

Determine the need for operational plan changes and prepare and submit annual operational plans for each assigned department program based on legislative intent and specific budgetary information from a legislative session to supervisor. Gain knowledge of program operations, budget terminology, and state budgeting requirements to establish an operating budget each fiscal year for assigned programs.

Conduct financial analysis of assigned programs and utilize established monthly, quarterly, and annual financial reports regarding the budget status and performance accomplishments to ensure management is informed of service level accomplishments in relation to expenditures incurred.

Inform supervisor about current or possible noncompliance issues concerning applicable state and federal rules governing department financial operations and possible changes needed to the existing budget.

Level 2

Develop and establish fiscal and budget procedures and objectives for assigned programs to ensure effective program financial processes, as well as the overall efficiency, cost-effectiveness, and statutory compliance of program operations and activities.

Analyze and evaluate data, historical trends, current program operations, and economic issues to determine department and program trends, recommend program modifications, negotiate expenditure projections, resolve major causes of spending problems, identify, and investigate errors or anomalies, resolve complex fiscal problems, negotiate and recommend funding allocations, and oversee the changes made in program funding availability and requirements.

Create and prepare necessary and meaningful financial reports and develop appropriate measures to ensure program and fiscal information complies with overall department fiscal objectives and accounting regulations and reporting requirements.

Recommend, prepare, establish, and implement operational plans and budgets each fiscal year for assigned programs in accordance with legislative intent obtained from analysis of the department's approved budget submission. Inform managers of available financial resources for their operations and provide recommendations and alternative solutions to program managers for accomplishing goals and objectives under existing fiscal resource restrictions.

Conduct financial analysis of assigned programs and meet with program managers regarding the department's budget status, operational plan change needs and performance accomplishments to ensure management is informed of service level accomplishments in relation to expenditures incurred.

Inform management about current or estimated noncompliance issues concerning applicable state statutes governing department financial operations, needs for changes to the current level budgets, identify possible solutions to management on ways to achieve stated performance levels, and obtain necessary funding levels.

Level 3

Analyze and evaluate data to determine program trends and major causes of spending problems, recommend program modifications, negotiate funding allocations, identify and resolve complex fiscal problems or anomalies, and oversee the changes made in program funding availability and requirements. Prepare or adapt necessary financial reports and analyses in order to develop appropriate measures to ensure program and fiscal information complies with overall department fiscal objectives.

Reviews overall operational plans for each program to ensure legislative intent is followed. Reviews presentation formats and information to ensure consistency when the State Appropriations Management (section) is providing managers with a means to monitor funding status and program performance at operational levels.

Provides the section with an evaluation, comprehensive overview, and oversight of the biennial statewide turnaround process to ensure the turnaround documents are completed in accordance with legislative intent and Legislative Fiscal Division (LFD) and Office of Budget and Program Planning (OBPP) requirements.

Conduct financial analyses of department-wide needs and meet with program managers, supervisor and department management to discuss budget status, operational plan change needs, and performance standard accomplishments to ensure management is informed of service-level accomplishments in relation to expenditures incurred.

Develop and establish fiscal and budget procedures and objectives for assigned programs and department-wide budgetary issues to ensure effective program financial processes, as well as the overall efficiency, cost-effectiveness, and statutory compliance of program operations and activities.

Coordinate the administration of budget attributes and fiscal chart of account activities across department divisions and programs to ensure strict state and federal requirements are met.

Fiscal Policy & System Development - 15%

Level 1

Review, oversee, implement, and recommend alternative solutions to the ongoing operation of budget and position (FTE) management systems and budget policies and procedures to ensure accuracy, efficiency, and compliance with applicable state, federal, and departmental regulations, requirements, goals, and objectives, as well as legislative and budgetary intent.

Maintain and recommend enhancements to the fiscal management and budget development systems by establishing controls and quality assurance methods to ensure the timeliness, accuracy, regulatory compliance, and integrity of the data and transactions. Participate in defining information needs, performing system testing, implementation, and training.

Level 2

Develops, recommends changes, and provides prudent oversight of fiscal policies and procedures to ensure compliance with applicable laws and regulations and ensure efficient operations.

Coordinates the development, modification, review, and on-going operation of funding models, new methodologies, procedures, quality assurance methods, accounting and budgeting subsystems, and policies and procedures to ensure accuracy, efficiency, and integrity of the data and compliance with program needs and applicable Governmental Accounting, department accounting structure, and state and federal regulations and requirements.

Reviews new technology, changing department needs and reporting requirements to determine the need for the development of new methods, accounting systems, or practices.

Establishes and maintains controls to ensure the timeliness, accuracy, and regulatory compliance of budgeting and related fiscal activities by researching and analyzing problems and needs, and then designs and/or identifies solutions.

Develops and maintains policies and procedures to manage FTE movement and utilization of available personal services budget authority in the most efficient manner. Compiles, analyzes, and reports FTE utilization and make recommendations to management on current and projected FTE utilization in relation to current and expected program accomplishments.

Notifies the Administration Administrator and Bureau Chiefs of potential fiscal, programmatic or policy problem areas and recommend alternative solutions within the guidelines of legislative and budgetary intent.

Level 3

Design, develop, and maintain computerized departmental fiscal management and budget systems to ensure accuracy in the processing of transactions, the compilation of information for system users, and the projection of expenditures.

Assess department -wide reporting needs, determine system capabilities, and develop recommendations for system enhancement and modification to meet department fiscal needs.

Develop and maintain a comprehensive and detailed listing of state and federal law references, grant and contract stipulations, and department policies that guide, restrict, or compromise operations for each program and at the department level. Recommends changes to operating practices and procedures based on updated guidance or regulations/statutes.

Budget Development & Monitoring - 30%

Level 1

Participate with program managers and other budget staff in the analysis, development, organization, and coordination of measurable performance standards, goals, and objectives and change packages to ensure the department and individual program's budget submission is based on performance criteria, the department's mission statement and strategic plan, state and federal laws, and Executive Budget Instructions.

Review, analyze, negotiate and prepare responses to the LFD's analysis of the executive budget for assigned programs.

Monitor legislative actions affecting the department's budget submission. Provide

coordination and direction and inform program managers of the current status of their request(s) during the legislative session. Analyze the fiscal impact and service level adjustments with regard to proposed and actual legislative actions.

Update the budget financial systems for assigned programs in accordance with the final approved legislative budget and allocations developed during budget development and legislative hearings.

Level 2

Organize and coordinate the budget development process for assigned programs to ensure the budget submission is in accordance with OBPP requirements and based on performance criteria.

Analyze budget goals, objectives, and performance measures to ensure budget requests are based on the department's mission statement and strategic plan, comply with state and federal laws and legislative and public expectations, and are reasonable compared to historical expenditure patterns, past performance, and planned service levels.

Compile, analyze, and negotiate with program managers to make adjustments to budget request data and ensure valid and proper justification exists for the department to properly defend the budget.

Justify and negotiate with the OBPP and the LFD regarding the department's budget submission to ensure the consequences of proposed adjustments are considered in terms of service levels, effects on the public, and compliance with federal regulations.

Notify program managers of OBPP adjustments and monitor legislative actions affecting the budget submission and integrate those adjustments into the department budgeting systems. Analyze the fiscal impact and service level adjustments with regard to proposed and actual legislative actions.

Review and provide coordination and direction and then negotiate and prepare proper responses to the LFD analysis with program managers in preparation of defending the budget during the legislative session.

Allocate and monitor personal services budget authority as approved by the legislature to ensure program managers receive the proper amount of authority at the beginning of each fiscal year in order to plan their activities and alternatives to meet their goals and objectives.

Level 3

Develop and implement budget policies, methods, and procedures by researching and analyzing the

impacts and effects of changes and approved recommendations.

Compile budget submission data and complete program descriptions, goals and objectives, and performance measures in accordance with the Executive Budget Instructions.

Prepare analysis of the financial impact of the department's proposed legislation for assigned programs.

Research & Technical Assistance - 15%

Level 1

Research, compile data, and provide information in response to requests from management, the public, other state transportation departments or agencies, the federal government, legislative inquiries, departmental personnel, or legal requests as assigned. Final information is reviewed by supervisor before leaving the section.

Work with program managers and supervisor to research federal and state statutes and appropriations legislation to develop informed assumptions about future resource availability.

Participate in the preparation of training materials and budget development assistance to department personnel.

Under guidance from the section supervisor or senior analysts, review bills during the legislative session affecting assigned programs, participate in development and review of fiscal notes, and recommend and develop amendment language for legislative bills as requested.

Level 2

Research, analyze, and provide fiscal and budgeting policy interpretation to program managers and other fiscal officers on legislative intent, implementation of biennium budget, and needs for additional budget authority. Implement and monitor department fiscal policies and make recommendations on the effectiveness of such policies and proposing changes as appropriate.

Research, compile data, and provide information in response to requests from management, the public, other state transportation departments or agencies, the federal government, legislative inquiries, departmental personnel or legal requests.

During the legislative session, review bills affecting assigned programs and participate in the development and review of fiscal notes.

Level 3

Research federal and state statutes and appropriations legislation to develop informed assumptions about future resource availability.

Provide professional, advanced technical guidance, and assistance to other department fiscal officers, accounting staff, and program managers regarding fiscal data interpretation and system applications.

Design, prepare, and provide budget development training and expertise to department personnel.

During the legislative session, review proposed department legislation and bills affecting all programs, recommend and develop amendment language for legislative bills as requested, and work with the Director's Office to ensure department preferences are framed accordingly for legislative inquiries and fiscal notes during hearing processes.

Supervision:

The number of employees supervised is: None

Physical and Environmental Demands:

- This position functions in a typical office environment.

Knowledge, Skills, and Abilities (Behaviors):

Knowledge of the concepts and theories of government finance, accounting, budgeting, economics, and statistics. Includes knowledge of Generally Accepted Accounting Principles (GAAP), governmental accounting and financial reporting requirements, and Government Accounting Services Board (GASB) requirements.

Knowledge of state accounting and budgeting requirements and the department's funding, accounting, and organizational structure, operating procedures, mission statement, strategic plan, and program operations. Includes knowledge of state and federal regulatory laws, government and investment accounting, the Statewide Accounting, Budgeting and Human Resources Systems (SABHRS) and other internal systems, federal grant procedures, current economic and environmental trends and issues, time and labor analysis, policy development, and automated budgeting and fiscal system development and implementation. Knowledge of the legislative process, federal funds management, contract management, and negotiation methods and techniques.

Revision Date: 07/2021

- Formulate useful recommendations based on analysis of financial transactions
- Develop systems, system analysis, and design procedures
- Develop policies and interpret laws and regulations
- Apply research, problem solving, forecasting skills, and techniques
- Effective communication skills (verbal and written) when formulating and presenting recommendations to department personnel and supervisor
- Apply interpersonal negotiation and mediation techniques
- Ability to function in a computerized work environment to include Word and Excel spreadsheet applications and other related software

Minimum Qualifications (Education and Experience):

Level 1

The required knowledge and skills are typically acquired through a combination of education and experience equivalent to a Bachelor's degree in Business or a related field *AND* a minimum of 2 years of related work experience.

Alternative qualifications include: Any combination equivalent to 6 years of related education/work experience may be considered on a case-by-case basis.

Level 2

Education: Bachelor's degree in business or a related field.

Experience: 4 years of progressively responsible experience in governmental accounting, budgeting, or a related field, including experience with financial analysis, financial management, and budgeting in a government setting.

Alternative qualifications include: Any combination equivalent to 8 years of related education/work experience may be considered on a case-by-case basis.

Level 3

Education: Bachelor's degree in business or a related field.

Experience: 6 years of progressively responsible experience in governmental accounting, budgeting, or a related field, including experience with financial analysis, financial management, and budgeting in a government setting.

Alternative qualifications include: Any combination equivalent to 10 years of related education/work experience may be considered on a case-by-case basis.

Special Requirements:

- Fingerprint check
- Background check
- 35 MFPE Union Code
- Valid driver’s license
- Other; Describe
- Safety Responsibilities

The specific statements shown in each section of this description are not intended to be all inclusive. They represent typical elements and criteria considered necessary to perform the job successfully.

Signatures

My signature below indicates the statements in the job description are accurate and complete.

Immediate Supervisor	Title	Date
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Administrative Review	Title	Date
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My signature below indicates that I have read this job description.

Employee	Title	Date
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Human Resources Review

Job Code Title: Budget Analyst

Job Code Number: B23012

My signature below indicates that Human Resources has reviewed this job description for completeness and has made the following determinations:

FLSA Exempt

FLSA Non-Exempt

Telework Available

Telework Not Available

Classification Complete

Organizational Chart attached

Human Resources:

Signature

Title

Date