

# Memorandum of Agreement

between

**Montana Public Employees Association**

and

**Montana Department of Environmental Quality**

The parties agree to increase all wage ranges found in Appendix A \$0.50 for each job code in January 2016 and January 2017.

This agreement does not add to, subtract from or otherwise modify the existing contract.

Entered into and executed this 19<sup>th</sup> day of January, 2016.

**FOR THE STATE:**



Tom Livers, Director  
Department of Environmental  
Quality



Michael P. Manion, Chief Negotiator  
State Office of Labor Relations

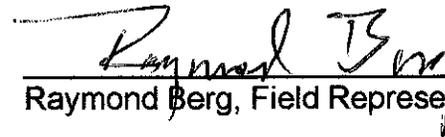
**FOR THE UNION:**



Lisa Tucker, Chapter President



Quinton E. Nyman, Executive Director



Raymond Berg, Field Representative