

**MEMORANDUM OF AGREEMENT**  
**Between**  
**MONTANA YOUTH CHALLENGE ACADEMY EMPLOYEES UNION,**  
**MEA-MFT**  
**AND**  
**STATE OF MONTANA**  
**DEPARTMENT OF MILITARY AFFAIRS**  
**MONTANA YOUTH CHALLENGE ACADEMY**

The Montana Youth Challenge Academy Employees Union, hereinafter referred to as the "Union" and the State of Montana, hereinafter referred to as the "Employer" recognize the need to address significant problems with recruitment and retention of employees at the Montana Youth Challenge Academy, located in Dillon, Montana.

The Employer and the Union agree to a **Retention Incentive Program, upon final ratification by the union**, as follows:

1. Employees who reach their 3<sup>rd</sup> year anniversary date will receive a one- time lump sum payment of 2% of their base pay during the pay period in which the anniversary date falls.
2. Employees who reach their 7<sup>th</sup> year anniversary date will receive a one- time lump sum payment of 4% of their base pay during the pay period in which the anniversary date falls

**ALL lump-sum payments are calculated on the employees' base rate of pay.**

**This Memorandum of Agreement will terminate June 30, 2017 upon expiration of the parties collective bargaining agreement.**

Signed this 25<sup>th</sup> day of December, 2015

**FOR THE EMPLOYER:    FOR THE UNION:**



Michael Manion  
State Office of Labor Relations  
Department of Administration



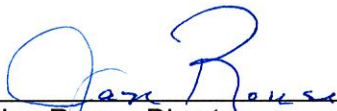
Tammy Pilcher  
MEA-MFT Field Consultant



Mathew T. Quinn  
Major General  
Director, Department of Military Affairs  
The Adjutant General



Michael Weldon, President  
MYCP Local Union, MEA-MFT



Jan Rouse, Director  
Montana Youth Challenge Academy