

**Memorandum of Agreement  
between  
Child and Family Services Division,  
Montana Department of Public Health and Human Services  
and  
Montana Public Employees Association**

The parties agree Family Group Decision Makers, certified by the Board of Personnel Appeals as a separate bargaining unit in UD 5-2008, will be covered by the existing contract between the Montana Public Employees Association and the Child and Family Services Division of the Department of Public Health and Human Services with the following modifications:

**1. Article 7, Sections 4, 5, 6, 7, 10** are not applicable. Family Group Decision Makers will normally have a forty (40) hour workweek, which may include evenings and weekends. Hours worked over forty per week will be subject to the overtime provisions in Article 8.

**2. Article 8, Section 6** is not applicable.

**3. Article 12, Section 1.** The probationary period for Family Group Decision Makers will be one (1) year.

**4. Article 15** shall include the occupational job title , Family Group Decision Makers.

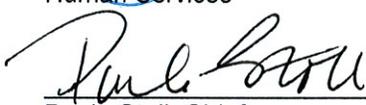
**4. Addendum A, Section 1.** The following will be added:

Band	Job Code	Title	Hourly Entry	Hourly Market	Hourly Max.	Annual Entry	Annual Market	Annual Max.	Occupation
6	211216	Child & Family Social Worker	\$15.70	\$19.62	\$23.54	\$32,656.00	\$40,809.60	\$48,963.20	Family Group Decision Maker

THIS AGREEMENT is signed and dated this 15<sup>th</sup> day of November, 2012

FOR: STATE OF MONTANA

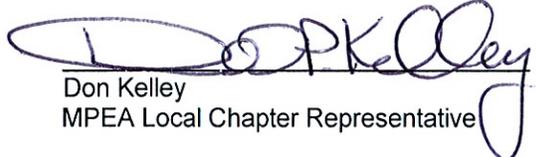
  
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Anna Whiting Sorrell, Director  
Department of Public Health and  
Human Services

  
\_\_\_\_\_  
Paula Stoll, Chief  
State Office of Labor Relations

FOR: MONTANA PUBLIC EMPLOYEES  
ASSOCIATION

  
\_\_\_\_\_  
Raymond Berg, Field Representative  
Montana Public Employee Association

  
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Quinton E. Nyman, Executive Director  
Montana Public Employee Association

  
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Don Kelley  
MPEA Local Chapter Representative