

Memorandum of Understanding
between
Montana Department of Corrections
and
Montana Federation of Probation and Parole Local 4464

This Memorandum of Understanding is between the Montana Department of Corrections, hereafter referred to as the “employer” and the Montana Federation of Probation and Parole Local 4464, hereafter referred to as the “union”.

The parties agree to the following procedures regarding the establishment and organization of task forces working in conjunction with federal, state, and local law enforcement agencies.

General:

- Probation Officers chosen to serve on the task force shall be members of the bargaining unit represented by the union.
- Probation Officers shall serve on the task force for a period of up to three years.
- It is the philosophy of the parties that the task force position should rotate every three years to qualified officers. Should at the end of the three-year term no applicants apply or it is determined by the employer that the applicants are not suitable for the task force, then the current task force Probation Officer may reapply for a successive three-year term.
- Task force officers will return to their previous position at the end of the three-year term.
- Within the three-year term should the employer feel the task force officer has been inappropriately placed on the task force, the employer may return the officer to their previous position and reopen the task force position.

Recruitment and Selection:

- The employer will advertise open task force positions for a period of not less than ten (10) business days.
- Task force positions will be available only to those Probation Officers working in the office which has a task force agreement with the law enforcement agency that has oversight.

- Probation Officers interested in serving on the task force shall write a letter of application and submit the letter to their Deputy Chief.
- Applicants must have a minimum of five years' experience as a Probation Officer with the Department of Corrections.
- Applicants will not be considered if they are under discipline or on a plan of improvement.
- Applicants must be in compliance with all department required training.
- Applicants may be required to complete validated physical abilities testing, due to the law enforcement deputized and physical nature of task force assignments.
- Applicants will be interviewed by a team composed of the employer's management for that office and representatives from the law enforcement agency with oversight of the task force.
- Probation Officers chosen to serve on the task force shall be by a joint decision of the employer and the law enforcement agency with oversight of the task force.
- Should no applicants apply for a newly created task force position, the employer may assign a Probation Officer to the task force. However, the employer cannot require the officer to work more than forty (40) hours per week. .

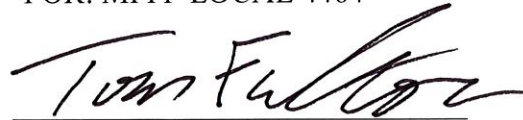
Signed and dated this 15th of September, 2016.

FOR: STATE OF MONTANA



Mike Batista, Director
Department of Corrections

FOR: MFPP LOCAL 4464



Tom Fulton, President
MFPP 4464



Kevin Olson, Administrator
Probation & Parole Division
Department of Corrections



Larry Nielsen, Field Consultant
MEA-MFT



Mike Manion, Deputy Director
State Office of Labor Relations