

Memorandum of Agreement

Between

The State of Montana Department of Fish, Wildlife and Parks

And

Fraternal Order of Montana Game Wardens

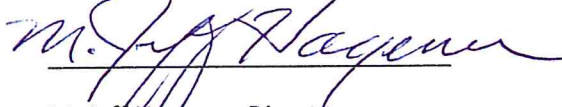
This memorandum of agreement is entered into between the Montana Department of Fish, Wildlife and Parks (FWP) and the Fraternal Order of Montana Game Wardens (herein referred to as the Union.)

FWP and the Union agree to the following:

When Game Wardens are engaged in work declared as an "Emergency," their overtime will be calculated on a 40 hour workweek rather than the description in 8.2 of the Agreement. The Wardens who volunteer to work on this emergency will work with their Regional Captain to determine a set schedule.

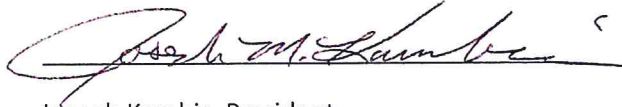
Dated this 29 day of August 2016

FOR: STATE OF MONTANA

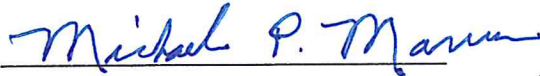


M. Jeff Hagener, Director  
Department of Fish, Wildlife and Parks


FOR: Fraternal Order of Montana Game Wardens



Joseph Kambic, President  
FOMGW



Michael P. Manion, Chief  
State Office of Labor Relations



Louis Royce, Secretary  
FOMGW II