

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**MONTANA CHEMICAL DEPENDENCY CENTER**  
**AND**  
**FLAC, MEA-MFT LOCAL #3753**

Montana Chemical Dependency Center, and FLAC, MEA-MFT Local #3753 agree to amend the following:

**ADDENDUM A BROADBAND PAY PLAN**


**Section 2. Occupational pay ranges.** The occupational pay ranges will be in accordance with the 2010 market rates developed by the Department of Administration. These pay ranges will be effective the first complete pay period which includes January 21, 2017 and remain in effect until June 30, 2017. The occupation pay ranges are reclassified to:

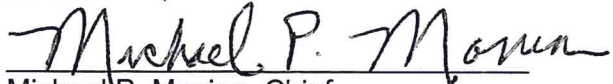
Title	Band	Entry	Market	Maximum
Licensed Addiction Counselor	06	\$33,571	\$41,974	\$50,378


All employees will be paid no less than the entry rate of these occupational pay ranges effective the first complete pay period which includes January 21, 2017.

DATED this 20<sup>th</sup> day of January, 2017.


FOR: THE STATE OF MONTANA  
 DEPARTMENT OF PUBLIC HEALTH AND  
 HUMAN SERVICES

  
 \_\_\_\_\_  
 Sheila Hogan, Director  
 DPHHS

  
 \_\_\_\_\_  
 Michael P. Manion, Chief  
 State Office of Labor Relations

  
 \_\_\_\_\_  
 Jennifer Z. Barnard, Division Administrator  
 Addictive & Mental Disorders Division

FOR: FEDERATION OF LICENSED  
 ADDICTIONS COUNSELORS  
 LOCAL 3753, MEA-MFT, AFL-CIO

  
 \_\_\_\_\_  
 Kevin Stewart, President  
 MEA-MFT Local No. 3753

  
 \_\_\_\_\_  
 Larry Nielsen, Field Consultant  
 MEA-MFT