

**Memorandum of Understanding
between
Pine Hills Youth Correctional Facility, Correctional, Security, Kitchen, and Clerical
Bargaining Unit, MPEA
Pine Hills Youth Correctional Facility, Institutional Social Workers and Nurses, MPEA
Pine Hills Education Association, MEA-MFT
Montana Federation of Probation and Parole, Local #4464, MEA-MFT, AFL-CIO
and
State of Montana, Department of Corrections**

This Memorandum of Understanding (“MOU”) is entered into by the Montana Department of Corrections, herein referred to as the “Department” and MEA-MFT and MPEA as listed above, herein referred to as the “Unions.”

This MOU applies to employees working and living in areas impacted by natural resource development as allowed under the state’s Natural Energy Resource Development Impact (NERDI) policy. Impacted areas include the following counties: Custer, Daniels, Dawson, Fallon, McCone, Prairie, Richland, Roosevelt, Sheridan, and Wibaux.

Eligible employees may receive either a rental or mileage allowance to assist with recruitment and retention in these high income, high expense areas. Employees must meet all eligibility requirements to be considered for the allowance.

Mileage Allowance:

As outlined in the NERDI policy, employees who live 50 or more miles from their assigned work station because of a lack of affordable housing, may receive \$0.15 per mile, up to \$230 per pay period, for the commute between home and their assigned work station.

To be eligible, employees must submit all of the following to the Department’s Office of Human Resources:

- a *Travel Subsidy Acknowledgement form*
- proof of a lack of affordable housing within 50 miles of their assigned work station
- the documented mileage using MapQuest or another similar form of documentation that includes the address of their residence and their assigned work station

Rental Allowance:

Employees who rent a permanent residence are eligible to apply for the NERDI rental allowance and, upon approval, receive a monthly rental allowance to offset the cost of renting a primary residence if the rent is \$50 a month greater than current HUD Fair Market

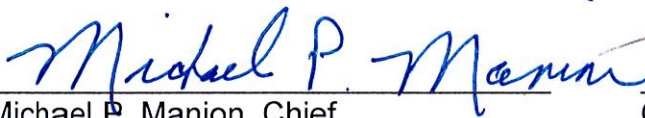
counties or of \$500 in Daniels, Dawson, McCone, Richland, Roosevelt, Sheridan and Wibaux counties.

The rental allowance is intended for individual/family housing needs and shall not be used for shared/sublet housing arrangements.

Employees hired before the ratification date of the Pine Hills Collective Bargaining Agreement will be grandfathered under the previous MOU and those parameters will apply.

FOR: STATE OF MONTANA

FOR: MONTANA PUBLIC EMPLOYEES ASSOCIATION



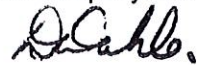
Michael P. Manion, Chief
State Office of Labor Relations



Quinton E. Nyman, Executive Director
Montana Public Employees Association



Mike Batista, Director
Department of Corrections



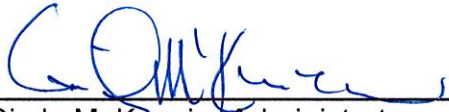
Darcy Dahle, Field Representative
Montana Public Employees Association



Steve Ray, Superintendent
Pine Hills Youth Correctional Facility



Chapter President
MPEA Unit 069



Cindy McKenzie, Administrator
Youth Services Division