

**Memorandum of Understanding
between
The Montana Department of Fish, Wildlife and Parks
and the
Montana Association of Fish and Wildlife Biologists,
MEA-MFT, AFT, AFL-CIO Local 4687**

WHEREAS, pay levels for biologists within the Montana Department of Fish, Wildlife and Parks are well below the market levels established by the Department of Administration in July 2008; and

WHEREAS, the 61st Montana Legislature recognized biologists pay was well below market; and

WHEREAS, the 61st Montana Legislature accepted and adopted an amendment to HB 2 providing \$125,000 state special revenue of general license funds each year of the biennium to provide a market based pay adjustment for biologists; and

WHEREAS, the parties attempt to negotiate a successor agreement that provided these market based pay adjustments to biologists have not resulted in a satisfactory agreement; and

WHEREAS, the parties have a desire to bring closure to these negotiations;

NOW THEREFORE BE IT RESOLVED, that:

- I. The parties agree to work collaboratively in the future to bring biologists pay to within appropriate market levels.
- II. The parties agree that the amendment to HB 2 accepted by the 61st Montana Legislature will not be used to mitigate the impact of vacancy savings or retirement pay-outs for positions outside the biologists bargaining unit.

BE IT FURTHER RESOLVED, that;

- III. The parties are committed to increasing the salary of bargaining unit members as established through the pre-budget collective bargaining process.
- IV. The parties agree to work collaboratively in assisting the Department of Administration as they prepare the 2010 market analysis for biologists.

Entered into this 26th day of January 2010

FOR: STATE OF MONTANA



Paula Stoll, Administrator
State Human Resources Division

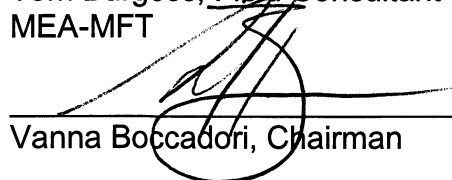


Joe Maurier, Director
Department of Fish, Wildlife and Parks

FOR: MONTANA ASSOCIATION OF
FISH AND WILDLIFE BIOLOGISTS,
MFSE, MEA/MFT, AFT, AFL-CIO



Tom Burgess, Field Consultant
MEA-MFT



Vanna Boccadori, Chairman