

Addendum A

**Between
State of Montana,
Department of Justice,
and
Montana Public Employees Association,
Communications Systems Operators**

Addendum A represents the parties' complete pay agreement for the term of their 2009-2011 collective bargaining agreement.

Schedule A, pay progression, will be held in abeyance during the term of this agreement.

Schedule A –Section 1. 2010-2011 compensation

As described in House Bill 13, all full-time employees whose base pay is \$45,000 or less annually will receive a lump sum payment of \$450.00 the first full pay period following July 1, 2009. All part-time employees who are regularly scheduled to work 20 hours or more per week and whose base pay is less than \$21.63 per hour will receive a lump sum payment of \$225.00 the first full pay period following July 1, 2009.

Section 2 – Schedule A placement. In abeyance for 2009 – 2011 contract term. When setting new employees' pay on Schedule A, the department may credit them with up the three years' previous, related experience in other law enforcement agencies. Thereafter, employees will progress one increment on the anniversary date in which they achieve the required years of service, provided they received a satisfactory performance appraisal in the most recent appraisal period.

Section 3 – Additional compensation for field training officers. Operators who serve as field training officers (FTOs) will be compensated an additional \$2.00 an hour for each hour they perform assigned FTO duties.

Section 4 – A probationary employee with a base salary of \$14.914 will advance to \$15.660 per hour at the end of probation provided they have received a satisfactory performance appraisal in the most recent appraisal period.

Section 5 – Employees assigned and working the 2nd and 3rd shifts will receive a shift differential of \$2 per shift, excluding holidays. Employees who work 1st shift on weekends will receive the \$2 per shift differential.

SCHEDULE A

Increment	Years of Service	July 1, 2009
1-Probationary	0 to 1	\$14.914
2	1 to 3	\$15.660
3	3 to 6	\$16.443
4	More than 6	\$17.265

DATED this 31st day of December, 2009



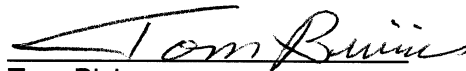
Steve Bullock
Attorney General
Montana Department of Justice



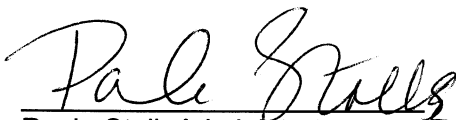
Quinton E. Nyman,
Executive Director
Montana Public Employees Association



Colonel Mike Tooley
Highway Patrol Division



Tom Bivins
MPEA Field Representative



Paula Stoll, Administrator
State Human Resources Division

MPEA Unit Representative