

**MEMORANDUM OF UNDERSTANDING**

**by and between  
State of Montana  
Department of Corrections  
and  
Montana Federation of Employees**

This Memorandum of Understanding (MOU) is entered into this 12/2/2022 by and between the State of Montana, Department of Corrections (“Employer or “DOC”), and Montana Federation of Public Employees (“Union”).

The Employer and the Union agree to these updated terms of the following incentive program, known as 406 in 406.

Any employee of the Department of Corrections who refers any individual that gets hired to any DOC non-managerial position located at Montana State Prison and/or Montana Correctional Enterprises in Deer Lodge, MT; regardless of DOC division/bureau/section/work unit; will receive a bonus of \$406 per month for a maximum of three months, as long as the referred employee remains employed at that location. Bonuses will not be prorated; if the referred employee separates from employment mid-month, no bonus will be paid for that month.

Before the candidate is hired, the referred candidate must submit documentation to Human Resources identifying the employee who hired them. Bonus payments are considered wages and all applicable taxes and withholdings will be made.

This program is effective for all new referrals made after the date of this MOU. This program may be revoked unilaterally by management with no prior notification.

Dated this 12/2/2022.

For: THE STATE OF MONTANA

For:

DocuSigned by:  
*Brian Gootkin*  
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Brian Gootkin, Director  
Montana Department of Corrections

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