

**MEMORANDUM OF UNDERSTANDING**  
**to contract effective**  
**July 1, 2023 THROUGH June 30, 2025**  
**by and between**  
**State of Montana**  
**Department of Military Affairs**  
**Youth Challenge Project**  
**and**  
**Montana Federation of Public Employees**

This Memorandum of Understanding (MOU) is entered into this 10/27/2023 by and between the State of Montana, Department of Military Affairs, Youth Challenge Project (“Employer”), and Montana Federation of Public Employees (“Union”).

The above-named parties agree to the following:

Color Guard Coordinator and Rifle Team Coordinator positions will be filled through a competitive process. The Commandant, Days Team Leader, and Swings Team Leader will serve as the selection committee. The interview will include practical exercises in drill and ceremony as well as a written test on drill and ceremony. The selection will be good for one cycle and must be reposted for the following cycle. The Cadre will receive their normal pay for hours worked (no less than 3 but no more than 5 hours per week) plus they will receive a stipend at the end of the cycle. The Cadre will agree to perform these duties in a manner that does not take away from the Cadre shift manning. Cadre may be removed for failure to meet minimum requirements for training as well as other disciplinary issues. Cadre will be provided the first opportunity to take Cadets to events, but their attendance must not create a manning shortage for the shift.

Color Guard Coordinator Stipend - \$1000.00 per cycle

Rifle Team Coordinator Stipend - \$1500.00 per cycle

This MOU amends Labor Agreement No. 086, as described herein. In all other respects, Labor Agreement 086 remains unchanged.

Dated this 10/27/2023.

For: THE STATE OF MONTANA

For: MONTANA FEDERATION OF PUBLIC  
EMPLOYEES

DocuSigned by:  
*Karol Anne Davis*  
382E3999E2BE4DB  
Karol Anne Davis, Chief  
State Office of Labor Relations  
Department of Administration

DocuSigned by:  
*Amanda Curtis*  
2BBE68CC3314BD  
Amanda Curtis, President  
Montana Federation of Public Employees

DocuSigned by:  
*J. Peter Hronek*  
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J. Pete Hronek, Major General  
Director, Department of Military Affairs  
The Adjutant General

DocuSigned by:  
*Seth Gillis*  
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Seth Gillis  
MYCA Local Union, MFPE

DocuSigned by:  
*Trent Gibson*  
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Trent Gibson, Director  
Montana Youth Challenge Academy