

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 7/1/2024 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:

The parties recognize current MYCA employees for the perseverance and dedication of working with students while meeting all major metrics and working through the impacts of manning shortages.

- The performance adjustment is only for current employees. Employees no longer working at MYCA at the time of this MOU are not eligible.
- Part-time variable employees will get half of the allocated dollar amount.

Criteria

In order for MYCA staff to receive a bonus, the follow criteria must be met or exceeded:

- Graduation Rate: 90% of target graduation
- HiSET Student Successful Passing rate: 65% or higher
- Long-Term Placement: 80% or higher
- Enrollment: 260 students or more

Amount

The maximum possible bonus (100% possible) that a full-time employee may earn is \$1600 per year, provided performance criteria are met and the employee is employed during the full length of all four half-cycles. If a full-time employee is not employed for the full duration of all four half-cycles, they may earn a partial bonus. The partial bonus will be determined according to the following criteria:

For each full half-cycle a full-time MYCA employee is employed, they will be eligible for a \$400 dollar bonus. The following schedule may be referred to in order to determine the correct amount.

- For one full half-cycle employed: \$400 dollars (25%)
- For two full half-cycles employed: \$800 dollars (50%)
- For three full half-cycles employed: \$1200 dollars (75%)
- For four full half-cycles employed: \$1600 dollars (100%)

Funding Contingency

In accordance with the Department of Military Affairs Pay Policy and the Montana Operations Manual Broadband pay policy, this performance pay plan is contingent on funding. If funding is insufficient, this agreement may be discontinued upon a 30-day notification to affected employees.

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

Dated this 7/1/2024.

For: THE STATE OF MONTANA

For: MONTANA FEDERATION OF PUBLIC EMPLOYEES

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Karol Anne Davis, Chief
State Office of Labor Relations
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Montana Youth Challenge Academy