

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 9/27/2024 by and between the State of Montana, Department of Military Affairs, Youth Challenge Project (“Employer”), and Montana Federation of Public Employees (“Union”).

Justification Summary:

The parties recognize the current unintended pay disparity that occurs between the Assistant Team Lead (ATL) who also has attained the 3rd level of the Cadre Instructor Career Ladder, and the Team Leader (TL). When this condition occurs, the ATL (who is supervised by the TL) earns \$0.57 per hour more than their TL supervisor. This is unintended. It is intended that the Team Leader earns a higher hourly rate than the Assistant Team Leader, due to the associated increased level of responsibility they shoulder. The intent of this MOU is to remedy this unintended pay disparity.

The above-named parties agree to the following:

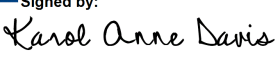
Effective July 1, 2024, the hourly base pay rate of the Team Leader Level 1 position will be increased by \$1.00 per hour, from \$25.55 per hour, up to \$26.55 per hour.

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

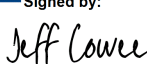
Dated this 9/27/2024.

For: THE STATE OF MONTANA
EMPLOYEES

For: MONTANA FEDERATION OF PUBLIC

Signed by:


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Karol Anne Davis, Chief
State Office of Labor Relations
Department of Administration

Signed by:


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Jeff Cowee, Field Representative
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

Signed by:

Eric Banick

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Erick Banick
MYCA Local Union, MFPE

DocuSigned by:

Trent Gibson

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Trent Gibson, Director
Montana Youth Challenge Academy