

**Memorandum of Understanding
between the
Montana Department of Corrections
and
Montana Federation of Public Employees
Department of Corrections Consortium**

This Memorandum of Understanding is between the Montana Department of Corrections, hereafter referred to as the "Employer" and the Montana Federation of Public Employees, hereafter referred to as the "Collective Bargaining Unit".

Recognizing the importance of professional development and the opportunity to focus efforts on the department's vision, the Employer and the Collective Bargaining Unit will jointly chair a committee with the following requirements:

1. The committee will develop a differential pay and incentives scale that may apply to all members of the Collective Bargaining Unit that stays within the budget allotted by legislature.
2. Management and the Collective Bargaining Unit will select five members each to serve on the committee, plus one Federation representative.
3. Human Resources will coordinate the scheduling of the regular meetings (at least monthly). Attendance at the regular meetings, either in person or via on-line meeting, is required.
4. An employer designate representative shall organize the meetings and designate the person responsible for taking minutes. Copies of the minutes will be reviewed and signed jointly before distribution.
5. The committee will develop the proposed incentives, policies, associated job duties, and any related materials the committee determines necessary.
6. The committee members will receive paid release time to attend meetings when scheduled during normal work hours. Travel expenses to and from the committee meeting will be paid by the employer for the five bargaining unit members.
7. The proposed scale and all associated documents will be presented to both the Director and the Collective Bargaining Unit Leadership within six months from initial meeting in January 2026, unless an extension of this date is agreed to by both the Employer and Collective Bargaining Unit.

THIS AGREEMENT is signed and dated this 11/7/2025.

THE STATE OF MONTANA:

Signed by:

Karol Anne Davis

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Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

DocuSigned by:

Brian Gootkin

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Brian Gootkin, Director
Montana Department of Corrections

THE FEDERATION:

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Joseph Dompier

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Joe Dompier, Field Agent
MFPE

DocuSigned by:

Kate Darnell

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Kate Darnell, P&P Local 4464
Montana Department of Corrections

Signed by:

Daniel Sclavi

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Dan Sclavi, MFWP Local 4699
Montana Department of Corrections

Signed by:

Susan Menicucci-Schimming

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Susan Menicucci-Schimming, MFMSP
Local 4700, MT Dept. of Corrections

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Aren Briscoe

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Aren Briscoe, PHEA Local 7647
Montana Department of Corrections

Signed by:

Bryan Blair

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Bryan Blair, PHCA Local 8527
Montana Department of Corrections