

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, 2025 THROUGH June 30, 2027
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 1/16/2026
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 pay schedule needs to be competitive to promote
mobility for career advancement between departments and to have compensation that
is more closely aligned with Program Specialists/Counselors in the state.

The above-named parties agree to the following:

Effective November 1, 2025, the hourly base pay rate of the Counselors will be as
follows:

Title	Nov. 1, 2025	July 1, 2026
Counselor 1	\$27.66	\$28.66
Counselor 2	\$28.75	\$29.75
Counselor 3	\$29.75	\$30.75

These rates include the \$1.00 per hour increase negotiated in 2025.

This MOU amends Labor Agreement No. 086 Addendum A Counselor pay matrix, as
described herein. These rates shall remain in effect for the term of the 2025-2027
contract unless modified by mutual written agreement. In all other respects, Labor
Agreement 086 remains unchanged.

Dated this 1/16/2026.

THE STATE OF MONTANA

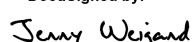
Signed by:



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Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

**MONTANA FEDERATION OF
PUBLIC EMPLOYEES**

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Jenny Weigand, Field Representative
MFPE

Signed by:

Trent Gibson

Trent Gibson, Adjutant General
Director, Department of Military Affairs

Signed by:

Melissa Robbins

Melissa Robbins, Director
Montana Youth Challenge Academy

Signed by:

Eric Banick

Eric Banick
MYCA Local Union, MFPE