

**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 3/17/2026  
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 and to retain  
valued staff members in the MYCA Cadre Department.

The above-named parties agree to the following:

Effective January 26th, 2026, the hourly base pay rate of the Cadre Instructors and  
Cadre Team Leaders will be as follows:

<u>Title</u>	<u>Jan. 26, 2026</u>	<u>July 1, 2026</u>
<b>Cadre Instructor 1</b>	\$25.05	\$26.05
<b>Cadre Instructor 2</b>	\$26.40	\$27.40
<b>Cadre Instructor 3</b>	\$27.45	\$28.45
<b>Cadre Team Leader</b>	\$29.06	\$30.06

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

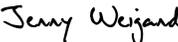
This MOU amends Labor Agreement No. 086 **Addendum A** Cadre Instructor pay matrix,  
as described herein. These rates shall remain in effect for the term of the 2025-2027  
contract unless modified by mutual written agreement. In all other respects, Labor  
Agreement 086 remains unchanged.

Dated this 3/17/2026.

**THE STATE OF MONTANA**

**MONTANA FEDERATION OF  
PUBLIC EMPLOYEES**

Signed by:  
  
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Karol Anne Davis, Chief Negotiator  
State Office of Labor Relations

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Jenny Weigand, Field Representative  
MFPE

Signed by:

*Trent Gibson*

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Trent Gibson, Adjutant General  
Director, Department of Military Affairs

Signed by:

*Eric Banick*

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Eric Banick  
MYCA Local Union, MFPE

Signed by:

*Melissa Robbins*

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Melissa Robbins, Director  
Montana Youth Challenge Academy