

**Missoula County**  
**and the**  
**Montana Federation of Public Employees (MFPE)**  
**Federation of Missoula County Employees (FMCE)**

2019 Memorandum of Agreement:

1. Employer to fund existing step moves of 2.5% effective June 30, 2019.
2. Effective June 30, 2019 remove steps 1,2 and 3 from the pay matrix and move existing employees in step 1,2, and 3 to step 4.
3. Effective the pay period that includes January 1, 2020 increase the matrix by 1.75%.
4. Effective the pay period that includes July 1, 2020 fund 2.5% step increase and remove grades 1, 2, 3, 4 and 5 (all positions move to grade 6). Remove steps 21, 22, 23, 24, and 25 and re-number grades and steps accordingly.
  - a. Employees who are in steps 21, 22, 23, 24, and 25 at the time of the matrix adjustment shall not have their base rates reduced but shall instead remain at the rate of the step they are in when the matrix is adjusted. Employees in this status shall still be eligible for adjustments to the base rates that occur in odd numbered years.
5. Effective the pay period that includes January 1, 2021 increase the matrix by 1.75%.
6. Article 23 (A), Section 2 shall be modified beginning July 1 2021 to read, "Effective on the first day of the pay period that includes July 1 in even numbered years, each non-probationary employee shall receive a one-step advancement on the current Pay Matrix. Effective on the first day of the pay period that includes July 1 in odd-numbered years the matrix shall be advanced by 2.5%.
  - a. Employees who are stepped out in even years shall receive a one-time lump sum payment equivalent to the amount of a step advancement. (i.e. if employees taking a step would receive 2.5% then stepped out employees would receive 2.5% of their annualized base amount as a onetime lump sum.) Employees in this status shall still be eligible for adjustments to the base rates that occur in odd numbered years.
7. The longevity scale shall be increased by \$.15 in each cell.
8. Article 23, Appointments and Salary Administration, Item B, Subsection 2, shall be modified to read, "The EMPLOYER may authorize an exception to the normal entry rate of pay for a newly hired employee, provided such pay exceptions do not require additional funding during the current fiscal year. Such exceptions must be based on documented previous experience directly related to the job, or in response to a failed effort to fill the position at the entry rate. Such a pay exception may not exceed advanced placement of one (1) additional step for each two (2) years of prior experience for a maximum of five (5) steps. The Employer shall notify the FEDERATION by providing a copy of the employee's new hire letter noting the pay exception. The FEDERATION reserves the right to propose adjustments for other bargaining unit employees within the same department and with the same job description. Should the FEDERATION request bargaining over such adjustments in a timely manner, the EMPLOYER will bargain in

good faith as required by state labor laws. Any disputes over this section, may be submitted to an impartial arbitrator for a binding decision.

- 9. Article 34 Term of Agreement shall be modified to extend the term date to June 30, 2021.

For the Employer:

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David Strohmaier

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Josh Slotnick

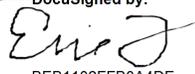
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Juanita Vero

For the Union:

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Eric Feaver