

**Memorandum of Agreement**

*between*

Montana Public Employees Association

*and*

Montana Department of Environmental Quality

The parties agree that employees holding engineering job titles with an EI option (Job Codes 172816 and 172817) will no longer be eligible for pay advancement based on the EI certification.


Pay for employees hired into engineering job titles and pay ranges prior to November 2, 2013 shall be grandfathered.


This agreement does not add to, subtract from or otherwise modify the existing contract.


Entered into and executed this 19<sup>th</sup> day of November, 2013

FOR THE STATE:


FOR THE UNION:

  
\_\_\_\_\_  
Tracy Stone-Manning, Director  
Department of Environmental  
Quality

  
\_\_\_\_\_  
Lisa Tucker, Chapter President

  
\_\_\_\_\_  
State Office of Labor Relations

  
\_\_\_\_\_  
Quinton E. Nyman, Executive Director

  
\_\_\_\_\_  
Raymond Berg, Field Representative

**Memorandum of Agreement**

*between*

Montana Public Employees Association

*and*

Montana Department of Environmental Quality

To address recruitment and retention issues, the parties agree the pay range for the Computer System Analyst (Band 6) will be adjusted as follows:


| DEQ -MPEA Market Rates |                          |      | Hourly Wage |               | Annual Salary |               |
|------------------------|--------------------------|------|-------------|---------------|---------------|---------------|
| Job Code               | Working Title            | Band | Entry       | Top of Market | Entry         | Top of Market |
| 151516                 | Computer Systems Analyst | 6    | \$22.793900 | \$28.492308   | \$47,411      | \$59,264      |

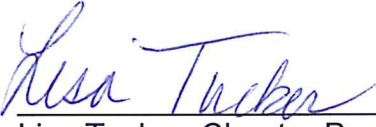
Employees holding a position in this job code will have their base pay adjusted accordingly, effective July 25, 2013.

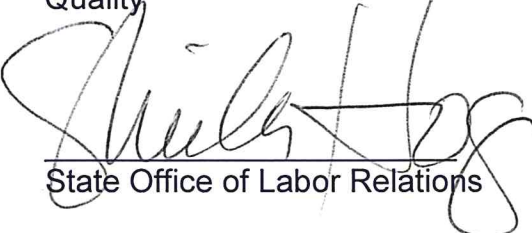
Entered into and executed this 28 day of August, 2013

FOR THE STATE:

FOR THE UNION:

  
Tracy Stone-Manning, Director  
Department of Environmental  
Quality

  
Lisa Tucker, Chapter President

  
State Office of Labor Relations

  
Quinton E. Nyman, Executive Director

  
Raymond Berg, Field Representative