

MEMORANDUM OF AGREEMENT

Montana Department of Labor and Industry

And

Montana Public Employees Association

The parties agree to modify the 2013-2015 DLI – MPEA Pay Plan Agreement, Section XIII, Safety Bureau Competency Based Pay.

The Safety & Health Specialist B Band 6 – Sustained Competency Pay subsection, paragraph one, on page 15, is modified to read as follows:

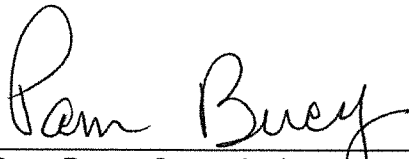
To become eligible for Sustained Competency Pay, a permanent employee must have completed six additional months of a competency appraisal cycle following the employee's qualification for the final Initial Competency Pay cycle. The employee must also meet the following criteria to qualify for Sustained Competency Pay.

This modification shall be applied retroactively to October 1, 2013.

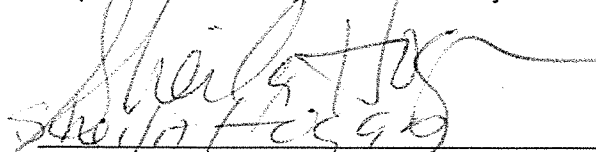
This agreement does not modify, add-to, or subtract from any other provision of the 2013-2015 DLI – MPEA Pay Plan Agreement.

DATED this 30 day of January 2014

FOR: THE STATE OF MONTANA:



Pam Bucy, Commissioner
Department of Labor and Industry

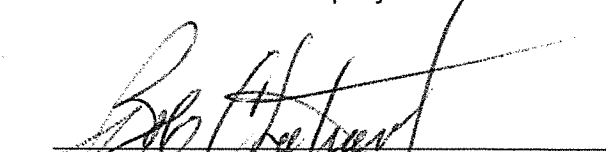


Anjnette Schafer, Director
Department of Administration

FOR: MONTANA PUBLIC EMPLOYEES ASSOCIATION:



Quinton Nyman, Executive Director
Montana Public Employees Association



Bargaining Representative