

MEMORANDUM OF UNDERSTANDING

New Position: Lead Operator Water and Wastewater Plants

This Memorandum of Understanding (MOU) is entered into by mutual consent of the City of Colstrip (City) and the Montana Public Employees Association (MPEA). This MOU will be an addition to and modify the current contract.


A brief history of the need for this MOU relates to the city Lead Water Operator position being vacant for some time. To date, the positions of Lead Wastewater Operator and Lead Water Operator have been two separate and distinct fulltime positions. Because of the difficulty in finding a qualified applicant to fill the Lead Water Operator position, the City has proposed combining the two positions into one position.

Dan Becker is the current Lead Wastewater Operator. He and his supervisor Bryan Swan have discussed this issue at length. As a result, Dan is ready, willing, and able to fill the combined position, and Bryan concurs.


The salary range for this position will be at 27: minimum is \$25.79; mid \$30.34; and max is \$34.89. Dan Becker will be paid \$35.50 per hour base salary, which is a \$1.92 per hour increase. The position will be covered by and will retain the rights and raises contained in the collective bargaining agreement between the City and MPEA.

In the event Dan is unsuccessful in the newly combined position, if the two positions are uncoupled, or if either position is eliminated, Dan will be returned to his previously held position as Lead Wastewater Operator or similar position with pay and benefits as if he had never left the Lead Wastewater Operator position. It is further understood that Dan may delegate some responsibilities to other City personnel with the approval of his supervisor.


DATED this ____ day of _____, 2014.




Rose Hanser
Mayor Date: 4-29-14



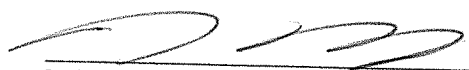
Dan Becker
Unit President Date: 4-30-2014



Bryan Swan
Public Works Director Date: 4-29-14



Darcy Dahle
MPEA Field Representative Date: 4-29-14



Quinton Nyman
MPEA Executive Director Date: 5/2/14