

**Memorandum of Understanding
Between the
Montana Department of Transportation
and the
Montana Public Employees Association**

This Memorandum of Understanding is entered into by the Montana Department of Transportation; herein referred to as the Department, and the Montana Public Employees Association, herein referred to as the Union.

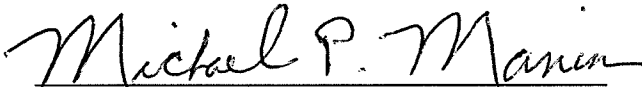
The Department and the Union agree to adopt the Montana Department of Transportation (MDT) Compensation Plan. Within the MDT Compensation Plan, employees covered by the Collective Bargaining Agreement will be compensated at the rate of pay set in the Compensation Plan. If an employee is **under** the established rate, the employee's base rate will be increased. If an employee is **over** the established rate, the employee will be red circled until the market rates are equal to or above the employees base rate.

MDT's Compensation Plan will be effective September 6, 2014.

Dated this 26th day of September, 2014

FOR: STATE OF MONTANA

FOR: MONTANA PUBLIC EMPLOYEES
ASSOCIATION



Michael P. Manion, DOA Deputy Director
State Office of Labor Relations



Quinton Nyman, Director
MPEA



Mike Tooley, Director
Montana Department of Transportation