

**Memorandum of Agreement**

*between*

Montana Public Employees Association

*and*

Montana Department of Environmental Quality

The parties agree to participate in a pilot project for employees within the Air Permitting, Compliance, and Registration Program for the express purposes of establishing a systematic and equitable job progression model to be implemented at DEQ for some positions presently governed by the Collective Bargaining Agreement (CBA). The group selected for the pilot project is comprised of (15) full-time employees working under the job title of Environmental Engineer or Environmental Science Specialist. The parties will meet routinely for the duration of the pilot project to discuss project status and potential modifications to maintain a qualified work force while supporting individual career aspirations.

The parties agree to meet, discuss, and resolve any protocol and procedures established within the pilot project that come into conflict with the Collective Bargaining Agreement (CBA). The pilot project will supersede the CBA for determining pay for all new hires, job placements and transfers into positions identified in the pilot within the Air Permitting, Compliance and Registration Program for the duration of the pilot project.

Unless otherwise agreed in writing, the pilot project will survive the expiration of the current CBA and continue for a total period of (12) months.

Other than what is stated above, this agreement does not add to, subtract from or otherwise modify the existing contract.

Entered into and executed this 6<sup>th</sup> day of March, 2015

**FOR THE STATE:**

**FOR THE UNION:**

Tom Livers  
Tom Livers, Director DEQ

Lisa Tucker  
Lisa Tucker, Chapter President

Mike Marmon  
State Office of Labor Relations

Quinton E. Nyman  
Quinton E. Nyman, Executive Director

Raymond Berg  
Raymond Berg, Field Representative