

MEMORANDUM OF UNDERSTANDING

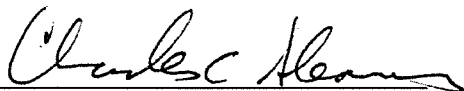
This Memorandum of Understanding (MOU) is entered into by mutual consent of the City of Whitefish (City) and the Montana Public Employees Association Whitefish Police Unit (MPEA.)

During the time period of July 1, 2017 through June 30, 2018 (with no retroactive pay), the following attachments shall become Appendices F and G of the 7/1/15 – 6/30/18 collective bargaining agreement:

IN WITNESS WHEREOF the parties hereto, acting by and through their respective and duly authorized officers and representatives, have hereto set their hands and seals on this 24th day of June, 2016

City of Whitefish

Montana Public Employees
Association



Charles C. Stearns
City Manager



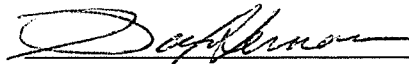
Quinton Nyman
Executive Director



William I. Dial
Chief of Police



Jeff Howe
Field Representative



Dave Herman
Unit President



Rob Veneman
Negotiator

APPENDIX "G"

Upon advancement or promotion , a union member will receive a minimum of a 5% percent pay increase. All union members shall receive a one range increase in pay once they attain the qualifications in Appendix F, regardless of rank or promotion.

Advancement Positions are:

Patrol Officer 3rd Class to Patrol Officer 2nd Class

Patrol Officer 2nd Class to Patrol Officer 1st Class

Promotable Positions are:

Senior Detective

Sergeant

The position of Detective is a lateral transfer .

APPENDIX "F"
ADVANCEMENT

OFFICER 2ND CLASS: Intermediate

Employee must have three years employment with the Whitefish Police Department , and one of the following:

1. Five years police service and 100 hours continuing law enforcement education ;
2. Four years police service and 140 hours continuing law enforcement;
3. Four years police service, 120 hours continuing law enforcement education and an Associate Arts or Science degree;
4. Three years police service, 140 hours continuing law enforcement education and an Bachelor of Arts or Science degree;

OFFICER 1ST CLASS : Advanced

Employee must have six years full – time employment with the Whitefish Police Department and one of the following:

1. Ten years police service , 200 hours of continuing law enforcement education ;
2. Eight years police service , 220 hours of continuing law enforcement education ;
3. Eight years police service , 210 hours of continuing law enforcement education and an Associate of Arts or Science degree;
4. Six years police service, 240 hours of continuing law enforcement education and a Bachelor of Arts or Science degree;
5. Four years police service, 250 hours of continuing law enforcement education, and a Master of Arts or Science degree.