

ADDENDUM TO AGREEMENT DATED MARCH 17, 2016
HILL COUNTY SHERIFF'S OFFICE
AND
MONTANA PUBLIC EMPLOYEES ASSOCIATION

This Addendum is made and entered into this _____ day of November, 2016, by and between the HILL COUNTY SHERIFF'S OFFICE, MONTANA, a body politic and a political subdivision of the State of Montana, herein referred to as the "County" and the MONTANA PUBLIC EMPLOYEES ASSOCIATION, herein referred to as the "Association" (collectively, "the Parties").

WHEREAS the Parties have an existing Agreement dated March 17, 2016, the term of which is July 1, 2015 to June 30, 2017.

WHEREAS ARTICLE XIII, Section 1, of the Parties' Agreement dated March 17, 2016, contains a wage opener clause covering the period July 1, 2016, through June 30, 2017.

WHEREAS the Association exercised the wage opener clause by letter dated May 3, 2016.

After collective bargaining under the wage opener clause as provided for in the Montana statutes, the Parties agree as follows:

ARTICLE V, Section 1(I), Paragraph G, of the Parties' Agreement dated March 17, 2016, shall be amended to appear in its entirety as follows:

Deputies shall receive a 2.0% base pay increase to be paid retroactive from July 1, 2015. Except as noted in this paragraph, each Deputy will receive an additional one-time payment of \$700.00 for the period July 1,

2015 to June 30, 2016. In place of the additional one-time payment of \$700.00, Deputies Dottie Dwyer and Monte Reichelt, who retired on December 31, 2015, will each receive a one-time payment of \$350.00, and Deputy Brenton Beard, who began employment on December 1, 2015, will receive a one-time payment of \$408.33. In the event a Deputy who received the additional one-time payment for the period July 1, 2015 to June 30, 2016, resigns, retires, or is otherwise terminated from employment prior to June 30, 2016, that Deputy's one-time payment will be prorated retroactively for the twelve month period July 1, 2015 to June 30, 2016, and the prorated amount for post-termination months will be refunded to the Sheriff by way of a deduction from the Deputy's final paycheck. Notwithstanding the preceding language in this paragraph, beginning July 1, 2016, Deputies will receive a 0.5% base pay increase that will be paid retroactive from July 1, 2016.

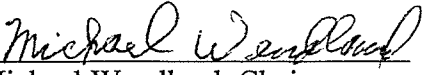
ARTICLE V, Section 17, of the Parties' Agreement dated March 17, 2016, shall be amended to appear in its entirety as follows:

Section 17. Wages: Dispatchers and Civil Secretary/Dispatcher will be paid according to the wage scale attached as Exhibit B-1, which includes a 2.0% base pay increase that will be paid retroactive from July 1, 2015. Dispatchers and Civil Secretary/Dispatcher will receive an additional one-time payment of \$700.00 for the period July 1, 2015 to June 30, 2016. In the event a Dispatcher or Civil Secretary/Dispatcher who received the additional one-time payment for the period July 1, 2015 to June 30, 2016, resigns, retires, or is otherwise terminated from employment prior to June 30, 2016, that person's one-time payment will be prorated retroactively for the twelve month period July 1, 2015 to June 30, 2016, and the prorated amount for post-termination months will be refunded to the Sheriff by way of a deduction from the person's final paycheck. Detention Officers will be paid according to the wage scale attached hereto as Exhibit B-2. The wage scales in Exhibits B-1 (Dispatchers and Civil Secretary/Dispatcher) and B-2 (Detention Officers) include the wage increase for years of service.


Notwithstanding the language in the preceding paragraph, beginning July 1, 2016, Dispatchers and Civil Secretary/Dispatcher will be paid according to the wage scale attached to this addendum as Exhibit C-1 and Detention Officers will be paid according to the wage scale attached to this addendum as Exhibit C-2. The wage scales in Exhibits C-1 (Dispatchers and Civil Secretary/Dispatcher) and C-2 (Detention Officers) include a 0.5% base pay increase that will be paid retroactive from July 1, 2016.

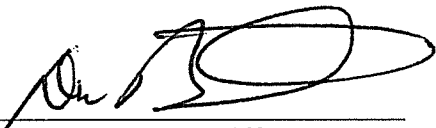
ENTERED INTO THIS _____ DAY OF NOVEMBER, 2016

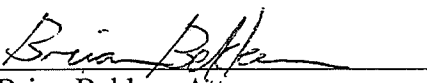
FOR THE BOARD OF
COUNTY COMMISSIONERS,
HILL COUNTY MONTANA:


Michael Wendland, Chairman



Jeff La Voi, Commissioner

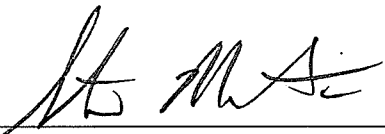

Mark Peterson, Commissioner



Don Brostrom, Sheriff


Brian Bekker, Attorney

FOR THE MONTANA PUBLIC
EMPLOYEES ASSOCIATION:

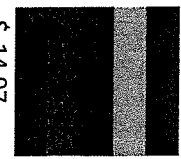

Quinton Nyman, Executive Director


Steve Martin, President


Darcy Dahle, Field Rep

CIVIL & DISPATCH 2016-2017

	½% COLA			
Hourly	12.30	12.88	13.45	14.24
Monthly	2,131.86	2,231.85	2,331.17	2,468.40
	A	B	C	D
PREV. YEAR	\$ 25,455.07	\$ 26,648.92	\$ 27,834.82	\$ 29,473.41
Step 1	\$ 25,582.35	\$ 26,782.16	\$ 27,973.99	\$ 29,620.78
Step 2	\$ 25,838.17	\$ 27,049.98	\$ 28,253.73	\$ 29,916.99
Step 3	\$ 26,096.55	\$ 27,320.48	\$ 28,536.27	\$ 30,216.16
Step 4	\$ 26,357.52	\$ 27,593.68	\$ 28,821.63	\$ 30,518.32
Step 5	\$ 26,621.10	\$ 27,869.62	\$ 29,109.85	\$ 30,823.50
Step 6	\$ 26,887.31	\$ 28,148.32	\$ 29,400.95	\$ 31,131.73
Step 7	\$ 27,156.18	\$ 28,429.80	\$ 29,694.96	\$ 31,443.05
Step 8	\$ 27,427.74	\$ 28,714.10	\$ 29,991.91	\$ 31,757.48
Step 9	\$ 27,702.02	\$ 29,001.24	\$ 30,291.83	\$ 32,075.05
Step 10	\$ 27,979.04	\$ 29,291.25	\$ 30,594.75	\$ 32,395.80
Step 11	\$ 28,258.83	\$ 29,584.16	\$ 30,900.70	\$ 32,719.76
Step 12	\$ 28,541.42	\$ 29,880.00	\$ 31,209.71	\$ 33,046.96
Step 13	\$ 28,826.83	\$ 30,178.80	\$ 31,521.81	\$ 33,377.43
Step 14	\$ 29,115.10	\$ 30,480.59	\$ 31,837.03	\$ 33,711.20
Step 15	\$ 29,406.25	\$ 30,785.40	\$ 32,155.40	\$ 34,048.31
Step 16	\$ 29,700.31	\$ 31,093.25	\$ 32,476.95	\$ 34,388.79
Step 17	\$ 29,997.31	\$ 31,404.18	\$ 32,801.72	\$ 34,732.68
Step 18	\$ 30,297.28	\$ 31,718.22	\$ 33,129.74	\$ 35,080.01
Step 19	\$ 30,600.25	\$ 32,035.40	\$ 33,461.04	\$ 35,430.81
Step 20	\$ 30,906.25	\$ 32,355.75	\$ 33,795.65	\$ 35,785.12
Step 21	\$ 31,215.31	\$ 32,679.31	\$ 34,133.61	\$ 36,142.97
Step 22	\$ 31,527.46	\$ 33,006.10	\$ 34,474.95	\$ 36,504.40
Step 23	\$ 31,842.73	\$ 33,336.16	\$ 34,819.70	\$ 36,869.44
Step 24	\$ 32,161.16	\$ 33,669.52	\$ 35,167.90	\$ 37,238.13
Step 25	\$ 32,482.77	\$ 34,006.22	\$ 35,519.58	\$ 37,610.51
Step 26	\$ 32,807.60	\$ 34,346.28	\$ 35,874.78	\$ 37,986.62
Step 27	\$ 33,135.68	\$ 34,689.74	\$ 36,233.53	\$ 38,366.49
Step 28	\$ 33,467.04	\$ 35,036.64	\$ 36,595.87	\$ 38,750.15
Step 29	\$ 33,801.71	\$ 35,387.01	\$ 36,961.83	\$ 39,137.65
Step 30	\$ 34,139.73	\$ 35,740.88	\$ 37,331.45	\$ 39,529.03



1st 6 Months	A1 =	\$ 12.30
2nd 6 Months	B1 =	\$ 12.88
2nd and 3rd Year	B2 & B3 =	\$ 13.00
4th and 5th Year	C4 & C5 =	\$ 13.86
6th through 30th Year	D6 thru D38 =	\$ 14.97
		for each additional year

6 months @ A1 = \$12,791.17
 6 months @ B1 = \$13,391.08
 First Year Salary \$26,182.25
 First Year Average Hourly Wage \$12.59

Full Time Dispatcher \$40 per Month stipend to compensate for missed breaks. Equals \$480 Annually

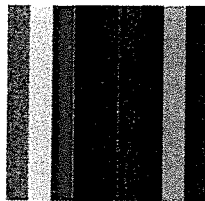
Chief Dispatcher Additional \$0.50 per hour Full time is equivalent to \$1040 Annually

REVISED September 8, 2016

E. H. D. T.
 0-1

**FISCAL YEAR 2016-2017
Detention Only
% COLA**

Hourly	Monthly	15.07	15.64	16.20	16.98	17.23	17.48	17.73	17.98
		\$ 2,612.66	\$ 2,710.69	\$ 2,808.06	\$ 2,942.60	\$ 2,986.15	\$ 3,029.70	\$ 3,073.25	\$ 3,116.80
Previous year									
Step 1		\$ 31,195.95	\$ 32,366.39	\$ 33,529.04	\$ 35,135.50	\$ 35,655.50	\$ 36,175.50	\$ 36,695.50	\$ 37,215.50
Step 2		\$ 34,351.93	\$ 32,528.22	\$ 33,696.69	\$ 35,311.18	\$ 35,833.78	\$ 36,356.38	\$ 36,878.98	\$ 37,401.58
Step 3		\$ 31,982.10	\$ 32,853.50	\$ 34,033.66	\$ 35,664.29	\$ 36,192.12	\$ 36,719.94	\$ 37,247.77	\$ 37,775.60
Step 4		\$ 32,501.92	\$ 33,513.86	\$ 34,374.00	\$ 36,020.93	\$ 36,554.04	\$ 37,087.14	\$ 37,620.25	\$ 38,153.36
Step 5		\$ 32,624.94	\$ 33,849.00	\$ 35,064.92	\$ 36,744.95	\$ 37,288.78	\$ 37,832.59	\$ 38,376.41	\$ 38,920.24
Step 6		\$ 32,951.19	\$ 34,187.49	\$ 35,415.57	\$ 37,112.40	\$ 37,661.67	\$ 38,210.92	\$ 38,760.17	\$ 39,309.44
Step 7		\$ 33,280.70	\$ 34,529.36	\$ 35,769.73	\$ 37,483.52	\$ 38,038.29	\$ 38,593.03	\$ 39,147.77	\$ 39,702.53
Step 8		\$ 33,613.51	\$ 34,874.65	\$ 36,127.43	\$ 37,858.36	\$ 38,418.67	\$ 38,978.96	\$ 39,539.25	\$ 40,099.56
Step 9		\$ 33,949.65	\$ 35,223.40	\$ 36,488.70	\$ 38,236.94	\$ 38,802.86	\$ 39,368.75	\$ 39,934.64	\$ 40,500.56
Step 10		\$ 34,289.15	\$ 35,575.63	\$ 36,853.59	\$ 38,619.31	\$ 39,190.89	\$ 39,762.44	\$ 40,333.99	\$ 40,905.57
Step 11		\$ 34,632.04	\$ 35,931.39	\$ 37,222.13	\$ 39,005.50	\$ 39,582.80	\$ 40,160.06	\$ 40,737.33	\$ 41,314.63
Step 12		\$ 34,978.36	\$ 36,290.70	\$ 37,594.35	\$ 39,395.55	\$ 39,978.63	\$ 40,561.66	\$ 41,144.70	\$ 41,727.78
Step 13		\$ 35,328.14	\$ 36,653.61	\$ 37,970.29	\$ 39,789.51	\$ 40,378.42	\$ 40,967.28	\$ 41,556.15	\$ 42,145.06
Step 14		\$ 35,681.42	\$ 37,020.15	\$ 38,349.99	\$ 40,187.41	\$ 40,782.20	\$ 41,376.95	\$ 41,971.71	\$ 42,566.51
Step 15		\$ 36,038.23	\$ 37,390.35	\$ 38,733.49	\$ 40,589.28	\$ 41,190.02	\$ 41,790.72	\$ 42,391.49	\$ 42,992.18
Step 16		\$ 36,398.61	\$ 37,764.25	\$ 39,120.82	\$ 40,995.17	\$ 41,601.92	\$ 42,208.63	\$ 42,818.34	\$ 43,422.10
Step 17		\$ 36,762.60	\$ 38,141.89	\$ 39,512.03	\$ 41,405.12	\$ 42,017.94	\$ 42,630.72	\$ 43,243.49	\$ 43,856.32
Step 18		\$ 37,130.23	\$ 38,523.31	\$ 39,907.15	\$ 41,819.17	\$ 42,438.12	\$ 43,057.03	\$ 43,675.92	\$ 44,294.88
Step 19		\$ 37,501.53	\$ 38,908.54	\$ 40,306.22	\$ 42,237.36	\$ 42,862.50	\$ 43,487.60	\$ 44,112.68	\$ 44,737.83
Step 20		\$ 37,876.55	\$ 39,297.63	\$ 40,709.28	\$ 42,659.73	\$ 43,291.12	\$ 43,922.48	\$ 44,553.81	\$ 45,185.21
Step 21		\$ 38,255.32	\$ 39,690.61	\$ 41,116.37	\$ 43,086.33	\$ 43,724.03	\$ 44,361.70	\$ 44,999.35	\$ 45,637.06
Step 22		\$ 38,637.87	\$ 40,087.52	\$ 41,527.53	\$ 43,517.19	\$ 44,161.27	\$ 44,805.32	\$ 45,449.34	\$ 46,093.43
Step 23		\$ 39,024.25	\$ 40,488.40	\$ 41,942.81	\$ 43,952.36	\$ 44,602.88	\$ 45,253.37	\$ 45,903.83	\$ 46,554.36
Step 24		\$ 39,414.49	\$ 40,893.28	\$ 42,362.24	\$ 44,384.16	\$ 45,048.91	\$ 45,705.90	\$ 46,362.87	\$ 47,019.90
Step 25		\$ 39,808.63	\$ 41,302.21	\$ 42,785.86	\$ 44,835.80	\$ 45,499.40	\$ 46,162.96	\$ 46,826.50	\$ 47,490.10
Step 26		\$ 40,206.72	\$ 41,715.23	\$ 43,213.72	\$ 45,284.16	\$ 45,954.39	\$ 46,624.59	\$ 47,294.76	\$ 47,965.00
Step 27		\$ 40,608.79	\$ 42,132.38	\$ 43,645.86	\$ 45,737.00	\$ 46,413.93	\$ 47,090.84	\$ 47,767.71	\$ 48,444.65
Step 28		\$ 41,014.88	\$ 42,553.70	\$ 44,082.32	\$ 46,194.37	\$ 46,878.07	\$ 47,561.75	\$ 48,245.39	\$ 48,929.10
Step 29		\$ 41,425.03	\$ 42,979.24	\$ 44,523.14	\$ 46,656.31	\$ 47,346.85	\$ 48,037.37	\$ 48,727.84	\$ 49,418.39
Step 30		\$ 41,839.28	\$ 43,409.03	\$ 44,968.37	\$ 47,122.87	\$ 47,820.32	\$ 48,517.74	\$ 49,215.12	\$ 49,912.57



1st 6 Months	\$ 15.07	
2nd 6 Months	\$ 15.64	
2nd & 3rd Years	\$ 15.79	\$ 15.95
4th & 5th Years	\$ 16.69	\$ 16.86
6th through 8th Years	\$ 17.84	\$ 18.02
9th through 11th Years	\$ 18.66	\$ 18.84
12th through 14th Years	\$ 19.50	\$ 19.70
15th through 17th Years	\$ 20.38	\$ 20.58
18th through 30th Years	\$ 21.30	\$ 21.51

Chief Detention Officer
Additional \$0.50 per hour
Full time is equivalent to \$1040 Annually

Transport Officer
Additional \$0.25 per hour
Full time is equivalent to \$520 Annually

E.T.A.B.F.
C-2