

**MEMORANDUM OF UNDERSTANDING**

**Collective Bargaining Agreement  
between the  
West Yellowstone Police Protective Unit of the MPEA  
and the  
Town of West Yellowstone**

The purpose of this memorandum is to clarify language in the Collective Bargaining Agreement between the West Yellowstone Police Protective Unit of the MPEA and the Town of West Yellowstone, dated July 1, 2015 through June 30, 2018.

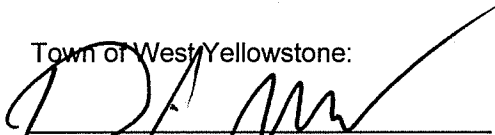
Currently the language in Article 6, Holidays reads,

*Employees who must work on any of the below listed holidays shall be paid at the rate of one and one half (1.5) times the applicable hourly rate for each employee. As a 24/7 department, holidays will only be observed on the actual holiday and will start at 12:01 hours and end at 2400 hours. Holiday Pay, defined as pay for observance of a holiday, will be paid at straight time.*

Both the West Yellowstone Police Protective Unit of the MPEA and the Town of West Yellowstone agree the "12:01" is simply a grammatical error between the use of a twelve-hour clock and a twenty-four hour clock (military time). Using a twelve-hour clock, the time should be worded as 12:00 AM to 11:59 PM. Using a twenty-four clock the time should be worded as 0001 to 2400 hours.

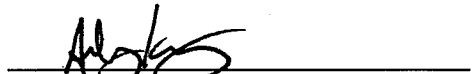
Both the West Yellowstone Police Protective Unit of the MPEA and the Town of West Yellowstone agree the intent of the collective bargain agreement was to reflect the time period from midnight to midnight to include the 24 hours of the day on which a holiday falls.

Town of West Yellowstone:


  
Daniel Sabolsky, Town Manager

1/10/17  
Date

West Yellowstone Police Protective Unit of the MPEA:

  
Anthony Kearney, Chapter Representative

01/10/2017  
Date

  
MPEA Field Representative  
*EXCUTIVE DIRECTOR*

01/16/17  
Date