

**Memorandum of Agreement**

*between*

Montana Public Employees Association

*and*

Montana Department of Environmental Quality

To address recruitment and retention issues, the parties agree the pay range for the Accountant (Band 5) and Accountant (Band 6) will be adjusted as follows:

| DEQ-MPEA Market Rates |               |      | Annual Salary |              |
|-----------------------|---------------|------|---------------|--------------|
| Job Code              | Working Title | Band | Entry         | Top of Range |
| 132115                | Accountant    | 5    | \$33,889      | \$42,361     |
| 132116                | Accountant    | 6    | \$40,307      | \$50,384     |

Employees holding a position in this job code will have their base pay adjusted accordingly, effective October 19, 2017

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 19<sup>th</sup> day of October, 2017

**FOR THE STATE:**

Tom Livers  
Tom Livers, Director DEQ

Mike Marnin  
State Office of Labor Relations

**FOR THE UNION:**

Lisa Tucker  
Lisa Tucker, Chapter President

Quinton E. Nyman  
Quinton E. Nyman, Executive Director

Raymond Berg  
Raymond Berg, Field Representative