

**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 will be adjusted as follows:

Annual Salary		
Working Title	Entry	Top of Range
Accountant	\$45,615	\$57,019

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 20th day of August, 2018

**FOR THE STATE:**

Tom Livers  
Tom Livers (Aug 17, 2018)

Tom Livers, Director DEQ

Mike Manion  
Mike Manion (Aug 20, 2018)

Mike Manion, Chief  
State Office of Labor Relations

**FOR THE UNION:**

Lisa Tucker  
Lisa Tucker (Aug 8, 2018)

Lisa Tucker, Chapter President

Quinton E Nyman  
Quinton E Nyman (Aug 17, 2018)

Quinton E. Nyman, Executive Director

Megan T. Casey  
Megan T. Casey (Aug 8, 2018)

Megan Casey, Field Representative