

Section 11. 2017-2019 Statutory Compensation

Across the Board Pay Adjustments

Employees will receive a 1% salary increase each year of the biennium. Wage increases will become effective the first full pay period that included February 15th of each year of the biennium. The increase shall apply to the employee's base pay. Further, in accordance with Section 2-18-303(4)(a)(i), these adjustments will not be provided to employees until the State receives written notice that the employee's collective bargaining unit has ratified the agreement. If that notice is received after the effective date of the pay adjustment, the adjustment will be paid retroactively.

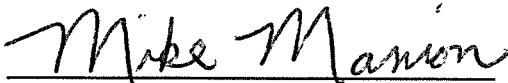
Employer Contributions for Group Health Plan

HCBD is managing the State Employee Group Health Plan to contain costs and minimize member cost impacts. Member contributions, copay amounts, deductibles, coinsurance levels, and maximum out of pocket levels will not increase through December 31, 2018 and shall only increase in the 2019 plan year if the actuarially determined Risk Based Capital Level is at or below 250%.

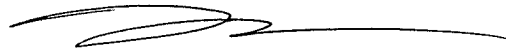
This Agreement is signed and dated this 17th day of November, 2017.

FOR: STATE OF MONTANA

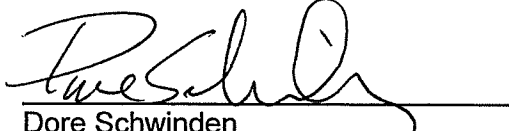
FOR: MONTANA PUBLIC
EMPLOYEES ASSOCIATION



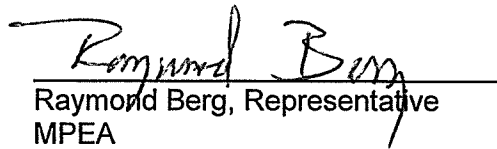
Mike Manion
Chief Labor Negotiator
State Office Labor Relations



Quinton Nyman
Executive Director
MPEA



Dore Schwinden
Executive Director
Public Employee Retirement
Administration



Raymond Berg, Representative
MPEA



Maggie Peterson
Board Vice-President
Public Employee Retirement Administration



Kelly Winterburn
Chief Steward