

MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF MISSOULA
AND THE MONTANA FEDERATION OF PUBLIC EMPLOYEES
(Representing the MFPA Missoula Parking Commission Employees)

This Memorandum of Understanding is made and entered into between the City of Missoula (hereinafter referred to as the CITY) and the Montana Federation of Public Employees representing the Maintenance Worker/Fee Collector, Parking Services Assistant and Parking Enforcement Officers in the Missoula Parking Commission (hereinafter referred to as the Union).

The parties have mutually agreed to amend the current Agreement through this MOU with the following:

ARTICLE 22
WAGE SCALES

Effective June 28, 2018, the Toll Collector position is reclassified to Parking Services Assistant.

Bargaining unit employees pay shall be determined in accordance with the schedule listed below.

Wage Schedule FY18 and FY19

<u>Classification</u>	<u>7/1/2017</u>	<u>7/1/2018</u>	
<u>Parking Services Assistant</u>			
Entry	\$14.03	\$14.49	
Base Salary	\$14.94	\$15.43	
Parking Services Assistant		\$15.44**	\$15.93**
<u>Maintenance/Fee Collectors</u>			
Entry	\$14.95	\$15.44	
Base Salary	\$15.95	\$16.47	
<u>Parking Enforcement Officer</u>			
Entry	\$15.69	\$16.20	
Base Salary	\$16.54	\$17.08	
PEO 1	\$16.79*	\$17.33*	
PEO 2	\$19.97**	\$20.60**	

Union members shall receive an additional \$.25/hr after eight (8) years of employment and an additional \$.50/hr after twenty (20) years of employment.

- *Includes additional \$.25 per hour for 8 years of service
- **Includes additional \$.50 per hour for 20 years of service

Parking Commission employees shall be granted longevity pay at the rate of four and no/100 dollars (\$4.00) per month for each full year of service with the City. A Parking Commission employee shall not be entitled to earn longevity pay until he/she has completed one (1) continuous full year of employment service with the Employer. Longevity shall be effective the first working day following the employee's respective anniversary date. No credit shall be allowed toward longevity for a leave of absence or time not worked during a break in continuous employment service.

Whenever a new Parking Enforcement Officer is employed, the Parking Services Director shall select a Field Training Officer (FTO) from among the existing Parking Enforcement Officers (PEO) who have at least five years of experience as a PEO with the Missoula Parking Commission, for the purpose of training new Parking Enforcement Officers, unless the Parking Services Director does not believe a qualified trainer exists among the current PEO's. In this event, the City and the union will meet to determine an alternate field training plan for the new PEO. If more than one PEO is eligible to be the FTO and merit and ability are equal, the most senior PEO will be offered the FTO assignment first.

The FTO shall be responsible for reporting the progress of the training to the Parking Services Director on a weekly basis, which will include written documentation. The Director and the FTO shall work together to formulate the training plan and topics. If the training or the reporting process is not satisfactory, the Director may make adjustments in the training schedule.

The Field Training Officer shall be entitled to \$.25/hour in addition to their regular pay for hours actually worked in the FTO capacity (not for hours accounted for by leave time) and this training pay shall be limited to the three (3) month period beginning with the new PEO's hire date.

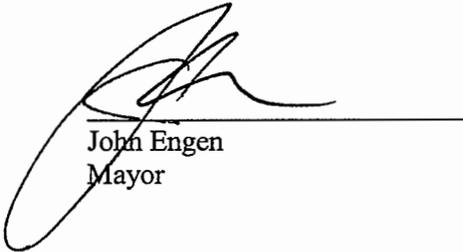
IN WITNESS WHEREOF the parties to this Agreement have hereunto set their hands and seals this 9th day of August 2018.

FOR THE MONTANA FEDERATION OF PUBLIC EMPLOYEES:

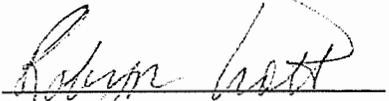
FOR THE CITY OF MISSOULA:



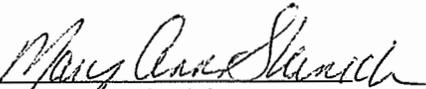
Quinton Nyman
Executive Director



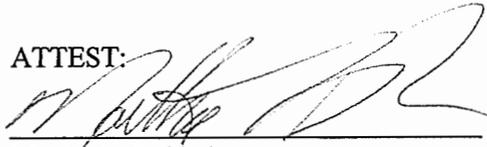
John Engen
Mayor



Robyn Trott
Field Representative



Mary Ann Skrnich
Bargaining Unit Member



ATTEST:
Martha L. Rehbein
City Clerk