

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, THROUGH June 30,
by and between
State of Montana
Department of Administration
and
Policy and Risk Management Federation

This Memorandum of Understanding (MOU) is entered into this 8/9/2023 by and between the State of Montana, Department of Administration (“Employer”), and Policy and Risk Management Federation (“Union”).

To address recruitment for security consolidation efforts and beyond, the Employer needs to recruit different levels of ISSOs due to varying levels of education, experience, training and certification required. Therefore, the parties agree to create an “IT Security Specialist 2” with the following pay range highlighted yellow below.

Additionally, as a good-faith effort, the pay ranges for all classification titles within the current CBA have been adjusted to align with the July 1, 2023 statutory increase:

Classification Title	Job Code	Minimum	Midpoint	Maximum
IT Security Specialist 2	C1C022	61,120	75,620	90,480
IT Security Specialist 3	C1C023	67,120	91,988	110,385
IT Systems Analyst 2	C1C012	67,120	91,988	110,385
Emergency Specialist 3	B1J023	61,310	75,858	90,776

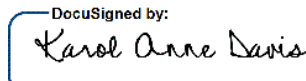
This MOU amends Labor Agreement No. 011, as described herein. In all other respects, Labor Agreement 011 remains unchanged.

Dated this 8/9/2023.

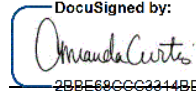
For: THE STATE OF MONTANA

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 Yvette Englert, Deputy Director
 Montana Department of Administration

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 Karol Ann Davis, Chief
 State Office of Labor Relations

For: MONTANA FEDERATION OF PUBLIC EMPLOYEES

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 Amanda Curtis, President
 Montana Federation of Public Employees

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 Lance Wetzel, President
 Policy and Security Federation