

MEMORANDUM OF UNDERSTANDING  
between  
MISSOULA COUNTY ("Employer")  
and  
Federation of Missoula County Employees, MEA-MFT ("Federation")

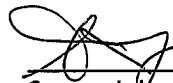
During negotiations over a 2010-2012 collective bargaining agreement, the parties reached the following agreements to implement pay increases for Fiscal Year 2011.

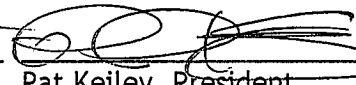
- In the pay period following notice of ratification of the 2010-2012 agreement, employees will return to the steps they were on prior to 6/27/2010, except that employees who received an end of probationary increase since 6/27/2010 will remain at step 2.
- Each cell of the 2009-2010 matrix will be increased by 2.5%, creating the 2010-2011 matrix, in accordance with Article 23, Part A, Section 2.
- If an employee's resulting base wage rate above would be either more or less than the base rate that they have been paid since 6/27/2010, the employee will receive a lump sum payment based on: 1- IF MORE, the difference between those rates, paid retroactively to 6/27/2010, OR 2- IF LESS, the difference between those rates, multiplied by the hours remaining in fiscal year 2011, from the 1<sup>st</sup> day of the pay period following notice of ratification of the 2010-2012 agreement.

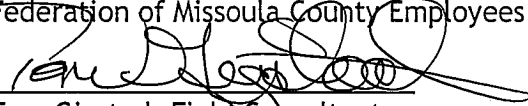
Dated this 26<sup>th</sup> day of January, 2011.

FOR THE EMPLOYER:

FOR THE UNION:

  
\_\_\_\_\_  
Steve Johnson, Director  
Human Resources

  
\_\_\_\_\_  
Pat Keiley, President  
Federation of Missoula County Employees

  
\_\_\_\_\_  
Tom Gigstad, Field Consultant  
MEA-MFT