

**Memorandum of Understanding
between the
Montana Department of Corrections
and**

Montana Federation of Public Employees – Department of Corrections Consortium


In recognition of the Montana Federation of Public Employees (MFPE) Department of Corrections (DOC) Consortium as the sole and exclusive representative for all positions classified as F12031 "Clinical Therapist 1" located at all DOC prison facilities, and whereas management and the union resolve to equalize pay schedules for union positions in the same class code where possible and where existing employer budget allows. The base pay rate shall be adjusted to \$35.05 per hour for all positions classified as F 12031 "Clinical Therapist 1" located at all DOC prison facilities effective April 18, 2026. Effective July 1, 2026, the base pay shall be \$36.05.

THIS AGREEMENT is signed and dated this 5/11/2026.


THE STATE OF MONTANA:


Signed by:

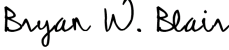
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Eric Strauss, Director
Montana Department of Corrections


Signed by:

A22900B707DE45A
Karol Anne Davis, Chief Negotiator
State Office of Labor Relations


THE FEDERATION:


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9A3C0B5A10774AB
Kate Darnell, P&P Local 4699
Montana Federation of Public Employees

Signed by:

B96B8F827F3C47B
Jason Ness, MFWP Local 4464
Montana Federation of Public Employees

Signed by:

FC76A51EB9A44D
Bryan Blair, PHCA Local 8527
Montana Federation of Public Employees

DocuSigned by:

8D4834AADB148C
Aren Briscoe, PHEA Local 7647
Montana Federation of Public Employees

Signed by:

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Susan Menicucci-Schimming, MFMS
Local 4700, MFPE

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0B69B0EBA4E41E...
Joseph Dompier, Field Representative
Montana Federation of Public Employees