

Memorandum of Understanding
between
Montana Department of Corrections
and
Montana Federation of Probation and Parole Local 4464

This Memorandum of Understanding is between the Montana Department of Corrections, hereafter referred to as the “employer” and the Montana Federation of Probation and Parole Local 4464, hereafter referred to as the “union”.

The parties agree to the following procedures regarding the establishment and organization of task forces working in conjunction with the U.S. Marshals Service.

- Probation Officers chosen to serve on the task force shall be members of the bargaining unit represented by the union.
- Probation Officers shall serve on the task force for a period of three years.
- Probation Officer(s) currently serving on the U.S. Marshal’s task force will begin his/her three year term commencing with the agreement date of this document.
- The employer will advertise open task force positions within the region for a period of not less than ten (10) business days.
- Task force positions will be available only to those Probation Officers working in the office which has a task force agreement with the U.S. Marshal’s office.
- Probation Officers interested in serving on the task force shall write a letter of application and submit the letter to the Regional Administrator.
- Applicants must have a minimum of five years’ experience as a Probation Officer with the Department of Corrections
- Applicants will not be considered if they are under discipline or on a plan of improvement.
- Applicants must be in compliance with all department required training.
- It is the philosophy of the parties that the task force position should rotate every three years to qualified officers. Should at the end of the three year term no applicants apply or it is determined by the employer that the applicants are not suitable for the task force,

then the current task force Probation Officer may reapply for a successive three year term.

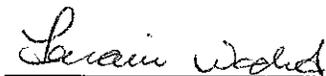
- Applicants will be interviewed by a team composed of the employer's management for that office and the U.S. Marshals Service.
- Probation Officers chosen to serve on the task force shall be by a joint decision of the employer and the U.S. Marshals Service.
- Task force officers will return to their previous position at the end of the three year term.
- Within the three year term should the employer or the U.S. Marshals Service feel the task force officer has been inappropriately placed on the task force, the employer may return the officer to their previous position and reopen the task force position.
- Should no applicants apply for a newly created task force position, the employer may assign a Probation Officer to the task force. However, the employer cannot require the officer to work more than forty (40) hours per week. .

Signed and dated this 10th day of December, 2014

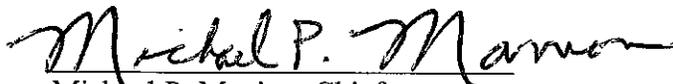
FOR: STATE OF MONTANA
DEPARTMENT OF CORRECTIONS
ADULT COMMUNITY CORRECTIONS
PROBATION AND PAROLE



Mike Batista, Director
Department of Corrections



Administrator
Probation and Parole Division



Michael P. Manion, Chief
Montana State Office of Labor Relations

FOR: MONTANA FEDERATION OF
PROBATION AND PAROLE LOCAL #4464
MEA-MFT, AFL-CIO



Larry Nielsen, Field Consultant
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