

**2025 – 2027**

**COLLECTIVE BARGAINING AGREEMENT**

**between the**

**STATE OF MONTANA  
DEPARTMENT OF REVENUE**

**and the**

**MONTANA FEDERATION OF PUBLIC  
EMPLOYEES LOCAL #4993**

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**COLLECTIVE BARGAINING AGREEMENT**  
**between the**  
**STATE OF MONTANA**  
**DEPARTMENT OF REVENUE**  
**and the**  
**MONTANA FEDERATION OF PUBLIC EMPLOYEES**

**PREAMBLE**

**THIS AGREEMENT** is made and entered into this date of 7/11/2025, between the State of Montana, Department of Revenue, referred to as the "Employer," and the Montana Federation of Public Employees, referred to as the "Union". The above parties agree that the purposes of this Agreement are to promote sound working relationships between the Employer, the employees, and the Union, to provide an orderly means for resolving grievances under the Agreement, and to ensure efficient operation of state government and the continuous provision of vital public services.

With respect to all the parts of this Agreement which have been designed through good faith negotiations, the Employer and the Union hereby agree to be bound as follows.

**ARTICLE 1.**  
**RECOGNITION**

**Section 1. Recognition.** The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees within the bargaining unit as defined and certified by the Board of Personnel Appeals, except management officials, supervisory employees, confidential employees, temporary or seasonal employees, short-term employees, and part-time employees who work less than 20 hours per week or other non-union employees not listed or in another bargaining unit.

**ARTICLE 2.**  
**EMPLOYEE RIGHTS**

**Section 1. Probationary employees.** A probationary period for new hires and rehires shall be 12 months from the date of hire. If the Employer determines at any time during the probationary period that the services of the probationary employee are unsatisfactory, the employee may be separated upon written notice from the Employer. The probationary period for an individual employee may be extended at the Employer's discretion in accordance with the State of Montana Probation Requirements Policy.

**Section 2. Employee.** When an employee successfully completes the probationary period, they are designated a "permanent" employee. An employee referred to in this Agreement is a permanent employee. A permanent employee of the State of Montana does not have to repeat a probationary period.

**Section 3. Right to representation.** An employee has a right to representation during an investigatory meeting with the understanding the Union representative is not to disrupt the proceeding. Coaching, along with verbal warnings, do not constitute formal discipline and requires no written acknowledgement by an employee.

**Section 4. Just cause.** The Employer may not discipline or discharge any employee without just cause.

**Section 5. Discipline Notification.** Formal discipline is to be conducted in face-to-face meetings or via real-time video communication software, such as Microsoft Teams. Formal discipline shall not be conducted using state email. It is appropriate to use email to follow up on disciplinary conversations and to schedule meetings. Discipline meetings are required to be marked private if the State's electronic calendar system is used.

**Section 6. Due process.** In case of suspension, demotion, or discharge, the Employer will ensure that the employee is afforded due process. Due process requires that an employee be informed, in writing, of the reason(s) for the suspension or discharge and provided with an opportunity to respond to the allegations prior to implementation of discipline. Employees and their selected Union representatives will be given a minimum of five working days written notice from the Office of Human Resources of any due process hearing. In the case of discharge, the Employer will notify the Union of the action taken.

**Section 7. Appeals.** An employee may appeal formal discipline through the grievance procedure.

**Section 8. Personnel files.** No formal disciplinary information shall be placed in an employee's personnel file that does not bear either the signature or initials of the subject employee to indicate that they have been shown the material. If the employee refuses to sign or initial, Employer shall make note of that fact. An employee may attach a written response to any formal disciplinary materials which are to be placed in their personnel file and must be submitted no later than 20 working days after being presented with such disciplinary material. An employee may obtain a copy of any document in their personnel file upon written request.

**Section 9. Performance reviews.** Whenever performance reviews are prepared, a copy of the review shall be provided to the employee. Only the immediate supervisor and/or appropriate management shall attend and discuss the performance review with the employee. The employee shall acknowledge receiving the review. If the employee desires to submit a written response to the performance review, they must do so within 10 working days from when the review was received. The contents and results of performance reviews are not subject to the grievance and arbitration procedure detailed in Article 3 of this Agreement.

**Section 10. Letter upon termination.** Employees who terminate their service will be furnished, upon request, a letter stating their classification and length of service.

**Section 11. Job sharing.** Positions which are currently filled by bargaining unit members shall not be made into a job-sharing position except by mutual agreement or until the position becomes vacant.

**Section 12. Job documents.** Employees may request and receive a copy of their current job description and classification evaluation at any time.

**Section 13. Personnel file compliance.** Disciplinary documents or formal performance reviews which are placed in an employee's personnel file, but which are not in conformance with the requirements of Section 8 and/or Section 9 of this Article, may not be used to support formal disciplinary action. An employee who believes material is incorrect and should be removed from their personnel file shall have the right to appeal it through the grievance procedure.

**Section 14. Personnel file maintenance.** Letters of caution, consultation, warning, admonishment, and reprimand shall be considered temporary contents of the personnel file of an employee and shall be removed from the employee's personnel file, upon written request from the employee, 18 months after they have been placed in the file. Temporary contents may remain in the personnel file if the items are used in support of possible disciplinary action arising from more recent employee action or behavior patterns or is applicable to pending legal or quasi-legal proceedings.

**Section 15. Written warnings.** Written warnings shall clearly define the performance issue(s) or professional deficiencies and must be supported by specific examples. Written warnings shall also clearly define performance expectations.

**Section 16. Employee Release Time.** Union members will be given release time up to 150 hours in aggregate for attendance at negotiations. Release time for negotiations may include three meetings for negotiation preparation. Release time must be pre-approved through the member's supervisor and the President of the Local shall provide a list of approved participants to the Office of Human Resources in advance.

### **ARTICLE 3. GRIEVANCE AND ARBITRATION PROCEDURES**

**Section 1.** Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to address all complaints, disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

**Section 2.** Grievance Procedure.

#### **Step 1**

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 21 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 21 calendar days from receipt of the grievance to respond in writing.

## **Step 2**

If the grievance is not resolved at Step 1, a formal grievance may be submitted by the Union in writing within 21 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to the appropriate management official. The management official at the second step shall have 21 calendar days from receipt of the grievance to respond in writing.

## **Step 3**

If the grievance is not resolved at Step 2, the Union may submit a Step 3 formal grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

## **Step 4**

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

## **Step 5**

After notification of arbitration, the State Office of Labor Relations (OLR) will work with the Union and management to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If OLR determines the parties cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

## **Section 3.** Rules of Grievance Processing.

**Subsection 1.** Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

**Subsection 2.** Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

**Subsection 3.** Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.
3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

**Subsection 4.** Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human Rights Bureau shall be the exclusive remedy.
2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

**Section 4.** Rules of Arbitration.

**Subsection 1.** Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

**Subsection 2.** Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

**Subsection 3.** The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

**Subsection 4.** Each party shall share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party

requesting the transcripts shall pay the entire cost. If each party requests a transcript, they shall equally share the cost.

**Subsection 5.** The arbitration location shall be in Helena, Montana unless otherwise mutually agreed by the parties.

#### **ARTICLE 4. MANAGEMENT RIGHTS**

**Section 1.** In recognition of § 39-31-303, MCA, the parties to this Agreement recognize the right and duty of the Employer to manage, direct, and control its business in all particulars, except where such right is expressly and specifically modified by the terms of this Agreement, in such areas as, but not limited to:

1. Directing employees;
2. Hiring, promoting, transferring, assigning, and retaining employees;
3. Relieving employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient or nonproductive;
4. Maintaining the efficiency of government operations;
5. Determining the methods, means, job classifications, and personnel by which the Employer operations are to be conducted;
6. Taking whatever actions may be necessary to carry out the missions of the Employer in situations of emergency; and
7. Establishing the methods and processes by which work is to be conducted.

**Section 2.** It is further agreed and understood that the Employer has the right and duty to formulate, modify, and enforce rules, regulations, and procedures in support of the above management rights. All rules, regulations, and policies of the Employer in existence as of the ratification of this Agreement shall remain in full force and effect, provided that such rules, regulations, and policies are not in conflict with the express terms of this Agreement.

#### **ARTICLE 5. UNION RIGHTS**

**Section 1. Requests for information.** Upon written request, the Employer shall provide one copy of any public information relevant to Agreement negotiations, or necessary to the proper enforcement of this Agreement, to the Union, provided such

information is normally available and accessible. The Employer may charge reasonable and customary fees for such services.

**Section 2. Representation.** A written list of the accredited officers and representatives of the Union shall be furnished to the agency HR Director immediately after their election and shall be notified of any changes of said representatives. The internal business of the Union shall normally be conducted by employees during their non-duty hours. Any business which must be done during work time must be approved by Employer in advance. Whenever possible, Union staff will conduct their business during lunch hours, regular breaks, and/or outside of regular work hours, which includes preparing for an investigation or discipline.

**Section 3. Union President leave time.** The Union President and their delegated union member will be given up to 50 hours per year release time to work on issues of mutual benefit to the Union and the Employer and to promote collaborative work efforts and problem solving. Release time must be pre-approved through the President's supervisory chain of command and must be coordinated through the Office of Human Resources.

**Section 4. Staff visitation.** Union staff will be allowed to visit the work site of the employees during work hours and confer on employment relations matters, provided that such visitations are coordinated in advance with the Employer and shall not unduly disrupt work in progress.

**Section 5. Records inspection/authorization.** Union representatives may be allowed to inspect an employee's personnel and/or payroll file upon presentation of the authorization from the subject employee. Such representatives may also obtain copies of such materials subject to the same requirement for specific written authorization apart from medical information unless the issue involves such matters.

**Section 6. Policies.** The Employer shall post all current policies on the department intranet website; ensuring the policies are accessible to all employees. The Union will be advised whenever changes in policy are being considered, leaving 10 working days for comment and discussion prior to changes being implemented.

**Section 7. Union postings.** In work units where bulletin boards are available, the Union shall be allowed space of not less than 10 inches x 12 inches. Any postings of materials are to be informative in nature to Union business and are neither derogatory toward management nor inflammatory in nature. Agency email and/or intranet may also be used with prior Employer approval.

**Section 8. Use of facilities.** The Union may be allowed to use the Employer's facilities for Union meetings contingent upon availability and Employer approval. The Union shall be liable for any damages as a result of such use.

## **ARTICLE 6. EMPLOYER-UNION RELATIONS**

**Section 1. Labor Management Relations Committee.** The Employer and the Union agree to the establishment of a Labor Management Relations Committee (Committee). The purpose of this Committee is to discuss any item of concern to either party and to improve communications between the Employer and Union members. This Committee shall not take the place of the grievance procedure or the collective bargaining process but shall be a forum to facilitate communication and the sharing of ideas.

**Subsection 1.** The Union shall appoint up to seven member employees.

**Subsection 2.** The Employer shall appoint up to seven members.

**Subsection 3.** For special circumstances the Union and the Employer may request that additional employees and management staff attend.

**Section 2. Release time.** The bargaining unit members will receive paid release time to attend meetings and applicable training when scheduled during normal work hours. Travel expenses will be reimbursed as per department policy for the seven bargaining unit members.

## **ARTICLE 7. HOURS AND COMPENSATION**

**Section 1.** Conditions relative to and governing wages and salaries are contained in Addendum A of this Agreement.

**Section 2.** Nothing in this Agreement will preclude any employee from exercising the right to file a classification appeal with the Board of Personnel Appeals.

**Section 3.** Nothing in this Agreement shall be construed as a guarantee or limitation of the number of hours to be worked per day, days per week, or for any other period, except as may be specifically provided for in this Agreement.

**Section 4.** A regular workweek shall consist of five regular workdays, Monday through Friday inclusive, totaling 40 hours.

**Section 5.** The Employer agrees to give equal consideration to telework arrangements, alternate work schedules, inclusive of four 10-hour day and/or other flex hour arrangements, in accordance with State and agency policy when such schedules benefit the operational needs of the Employer.

**Section 6.** In work areas where a regular workweek is not feasible, employees may be assigned to a designated workweek by mutual agreement. If mutual agreement cannot be reached with any employee, the employee with the least seniority within a classification will be assigned to the duty.

**Section 7.** Employees on a regular or alternative work schedule shall not have their work schedule changed unless given five working days' notice of change, except in emergency situations or as the result of discipline.

**Section 8.** No full-time or permanent part-time employee will be replaced by a work-study WIOA (Workforce Innovation and Opportunity Act), program employee.

**Section 9.** As directed by § 2-18-303(4)(a)(i), MCA, bargaining units must ratify a completely integrated collective bargaining agreement prior to receiving a negotiated increase in pay.

**Section 10.** The Pay Plan Rules as modified by the Employer shall be in effect for all members of the bargaining units covered by this Agreement for the term of this Agreement.

**Section 11.** If an employee is selected and given written authorization by an Employer designee to temporarily fill a vacancy in a higher classified position, they shall be paid at the higher classified position with the exact rate of temporary pay to be set by the Pay Plan rules. The Employer will not adopt a policy of refusing to authorize such assignments.

**Subsection 1.** Employees performing the duties of another position while maintaining job duties of their original position for a minimum of three months may initiate a review of the position for possible temporary pay adjustment.

**Section 12.** Whenever an employee receives a pay increase, such increase shall be granted from the first day of the pay period during which such increase becomes effective.

**Section 13.** Relocation allowances will be handled in accordance with Employer policy.

**Section 14.** Employees who are called out for unscheduled work and report outside their regular shift shall be paid for a minimum of two hours at a rate of one and one-half times their regular rate of pay. Each hour after two hours shall be paid at the above rate. In computing work time on a call-out, travel time to and from work shall be counted and all travel shall be compensated in accordance with state law. It is understood that the two-hour minimum does not apply to work performed contiguous to the start or end of a regular work shift.

**Section 15.** When an employee is temporarily required to work on a weekend under a flex-time arrangement, the flex-time off will be scheduled within the workweek with mutual agreement.

**Section 16.** Breaks. Employees shall be allowed one 20-minute paid break for every four hours worked with the understanding that the needs of the Employer supersede the break time. In accordance with department flex-time policy, variations of this may occur, with prior approval of Employer. The specific time for breaks is at the discretion of the supervisor. No employee shall start an established workday late or end the workday

early to compensate for not taking breaks. Employer may require an employee to work through a previously approved break to meet business necessities, but every effort will be made to reschedule the missed break whenever feasible.

## **ARTICLE 8. OVERTIME & COMPENSATORY TIME**

**Section 1.** Non-exempt employee means an employee subject to the overtime provisions of the Federal Fair Labor Standards Act and its regulations. Non-exempt employees shall be paid at a rate of one and one-half times their regular rate of pay for all authorized time they work over 40 hours per week.

**Section 2.** Upon mutual agreement between the employee and Employer, a non-exempt employee may be allowed to accrue and use non-exempt compensatory time in lieu of cash overtime compensation.

**Subsection 1.** Compensatory time for non-exempt employees will accrue at the rate of one and one-half hours for each hour of overtime worked.

**Subsection 2.** Non-exempt compensatory time may not be accrued beyond 240 hours, which represents not more than 160 hours of actual overtime worked.

**Subsection 3.** A non-exempt employee must have the appropriate supervisor's prior approval to accrue or use compensatory time.

**Subsection 4.** Upon termination, unused accumulated non-exempt compensatory time will be paid to the employee at their final regular rate of pay.

This Section shall be administered in accordance with Federal Fair Labor Standards Act, Federal regulations, and the state's Overtime and Non-Exempt Compensatory Time policy.

**Section 3.** Exempt employee means an employee in a position designated as executive, administrative, or professional, which is not subject to the overtime pay of the Federal Fair Labor Standards Act and its regulations. Exempt employees shall be given compensatory time, under the following provisions:

**Subsection 1.** Compensatory time will be credited on an hour-for-hour basis, for all authorized time worked in excess of 40 hours per week.

**Subsection 2.** Compensatory time will be recorded in increments of no less than one-half hour, but all time earned or taken in fractions of one hour will accumulate until the one-half hour minimum is attained, at which point the time will be recorded.

**Subsection 3.** Compensatory time may be accumulated to a maximum of 120 hours. Compensatory time in excess of 120 hours will be forfeited if not taken within

90 calendar days from the last day of the calendar year in which the excess was accrued.

**Subsection 4.** Compensatory time shall be earned as approved by the Employer and shall be taken at a time agreeable to the employee and the Employer.

**Section 4.** For the purposes of calculating overtime and compensatory time, only time worked over 40 hours in a week can create overtime pay or compensatory time. Paid leave times (annual, sick, banked holiday, floating holiday, or compensatory) do not count as time worked. An employee must reduce paid leave time on their timesheet before overtime or compensatory time may be recorded. This section applies to each individual work week.

**Section 5.** Overtime or compensatory time as provided for in this Agreement shall not be pyramided under any circumstances.

**Section 6.** The Employer agrees not to block out periods of time during which employees will not be allowed to use accrued compensatory time so long as it is understood that the Employer may approve or disapprove compensatory time usage dependent upon the needs of the Employer. In situations where the employee requests time off for annual leave or sick leave, the Employer may not require employees to use compensatory time in lieu of annual leave or sick leave.

## ARTICLE 9. INSURANCE

**Section 1. STATE OF MONTANA BENEFIT PLAN CONTRIBUTION.** The monthly Employer contribution for group benefits will increase to \$1080 for the 2026 plan year and \$1107 for the 2027 plan year.

The monthly State of Montana employee contributions will increase for 2026 and 2027 plan years. The tables below break out the monthly increase both before and after the wellness incentive which increased to \$60 per month for the 2026 and 2027 plan years.

The cost of employee-only coverage will be covered by the Employer contribution, after the wellness incentive is applied.

<b>Employee Monthly Contributions Before Wellness Incentive</b>		
<b>Contribution Type</b>	<b>2026 Plan Year Contribution</b>	<b>2027 Plan Year Contribution</b>
Employee Only	\$60	\$60
Employee and Spouse	\$318	\$326
Employee and Children	\$134	\$138
Employee and Family	\$397	\$407

<b>Employee Monthly Contributions After Wellness Incentive</b>		
<b>Contribution Type</b>	<b>2026 Plan Year Contributions</b>	<b>2027 Plan Year Contributions</b>
Employee Only	\$0	\$0
Employee and Spouse	\$198	\$206
Employee and Children	\$74	\$78
Employee and Family	\$277	\$287

The monthly Tobacco Surcharge will increase to \$60 for the 2026 and 2027 plan year.

The State has the discretion to manage all aspects of the State Health Plan, to include, but not be limited to, deductibles, coinsurance levels, and maximum out-of-pocket levels. Member contributions will only increase beyond the rates established above if the Risk-Based Capital (RBC) level is at or below 300%.

**ARTICLE 10.  
HOLIDAYS**

**Section 1. List of holidays.** For pay purposes, bargaining unit employees will be granted the following recognized holidays per state law:

- New Year's Day..... January 1
- Martin Luther King, Jr. Day..... Third Monday in January
- Presidents' Day ..... Third Monday in February
- Memorial Day ..... Last Monday in May
- Independence Day ..... July 4
- Labor Day..... First Monday in September
- Indigenous Peoples' Day and Columbus Day ..... Second Monday in October
- Veteran's Day..... November 11
- Thanksgiving Day..... Fourth Thursday in November
- Christmas Day..... December 25
- Floating Holiday ..... Each calendar year

Each full-time employee is entitled to one floating holiday each calendar year. Each part-time employee is entitled to one floating holiday each calendar year that must be calculated proportionately to the floating holiday allowed to a full-time employee. Unused floating holiday leave expires at the end of each calendar year, does not accrue, and is not paid out to employees on termination of employment.

**Section 2.** The holidays listed in Section 1 shall be granted at the regular rate of pay to all eligible full-time employees except as provided for in Section 3. Eligible part-time employees shall receive pay or accrual for the holiday on a pro-rata basis. To be eligible for holiday pay an employee must be in pay status on the last scheduled working day

immediately before the holiday and on the first regularly scheduled working day immediately after the holiday.

**Section 3.** Full-time exempt employees and nonexempt employees who request and are authorized to work on a holiday shall receive their regular rate of pay and an alternate day off, to be taken at a time agreeable to the employee and the Employer, within the same workweek or banked for later.

Non-Exempt Employees Timecard examples:

- 1. Required to work.                    8 HOL + 8 CTE or OVT
- 2. Not required to work.            8 HOL + 8 REG flexed within the same workweek
- 3. Banked for later.                    8 HBK + 8 REG, banked for use later, no need for flex time

Exempt Employee Timecard examples:

- 1. Required to work.                    8 HOL + 8 ECE
- 2. Not required to work.            8 HOL + 8 ECE

**Section 4.** Any eligible full-time employee who is scheduled for a day off on a day which is observed as a legal holiday, except Sundays, shall be entitled to receive a day off with pay either on the day preceding the holiday or on another day following the holiday in the same pay period or as scheduled by the employee and their supervisor, whichever allows a day off in addition to the employee's regularly scheduled days off. Eligible non-exempt part-time employees shall receive benefits granted in this Section on a pro rata basis.

## **ARTICLE 11. LEAVES**

**Section 1. Leaves in general.** Employees covered by this Agreement are entitled to all the leave provisions provided to public employees by Montana statute. In addition, the Employer acknowledges that bargaining unit employees are entitled to leave under the federal Family and Medical Leave Act pursuant to policy found in the Montana Operations Manual (MOM).

**Subsection 1.** Leave time must be requested and approved by the immediate supervisor. If supervisor is unavailable, the request needs to be approved by another supervisor designated by the immediate supervisor.

**Section 2. Annual leave.** Employees shall request the use of annual leave in advance. Such requests will be considered in accordance with State law, MOM and Employer policy. It is understood and agreed that an employee may choose to take at least two consecutive accrued workweeks of annual leave per year. It is also understood that employees may take annual leave, with prior Employer approval, at their individual

discretion if the execution of this right does not cause an undue burden for the Employer's operation. In accordance with § 2-18-617, MCA, the Employer must provide reasonable opportunity for an employee to use, rather than forfeit, accumulated annual leave. Employees shall make a reasonable effort to submit requested annual leave to Employer in advance. Employer shall make a reasonable effort to provide employees advance notice of approval or denial of requested annual leave.

**Section 3. Military leave.** Military leave will be granted per § 10-1-604, MCA.

**Section 4. Leave without Pay.** Any Leave without Pay must be requested by the employee in advance, and Employer shall then determine if the employee can be excused for the time requested. The approval or disapproval from Employer shall be based on the needs of the Employer, the reason for the request, and the employee's work record.

**Section 5. Education leave.**

**Subsection 1. Requests.** The Employer and Union view training and education as important to agency and employee success. Employees may request a leave of absence for educational purposes. The Employer may grant leave, with or without pay, for training which is related to the employee's job duties. The Employer will consider potential benefit to the Employer, and the program clients, as well as budget and staffing requirements, when evaluating such requests.

**Subsection 2. Certification.** Employees who are required to be certified by the Employer as part of their work responsibilities will be granted work time in order to meet this requirement.

**Section 6. Worker's compensation.**

**Subsection 1. Purpose.** Worker's compensation is intended to offset the loss of income suffered by an employee who is injured on the job. Where an employee's pay continues while on sick leave, they are not entitled to both the paid sick leave and to worker's compensation payments.

**Subsection 2. Reporting.** Any employee who suffers an actual or a suspected injury as the result of a work-related accident must report such incident to their immediate supervisor and/or to the Office of Human Resources as soon as possible.

**Section 7. Maternity leave.** In addition to state law found at §§ 49-2-310 and 49-2-311, MCA, unit members are entitled to the protections found in the federal Family and Medical Leave Act.

**Section 8. Parental leave.** Parental Leave will be granted per § 2-18-606, MCA.

**Section 9. Sick leave.** Sick leave shall be granted in accordance with State law, MOM and Agency policy.

**Subsection 1. Notification.** Notification of absence because of illness shall be given as soon as possible to the immediate supervisor, or in the event they are unavailable, to the individual designated to receive such notification. If the employee fails to give such notification, the absence may be charged to leave without pay; this will be considered a no-call/no-show. Absence in excess of one shift without receipt of proper notification to the Employer from the employee shall constitute just cause for discharge, in accordance with Article 2, Section 4 of this Agreement, unless the failure to give such notification was due to circumstances beyond the control of the employee.

**Subsection 2.** If an employee on annual leave becomes ill, the employee shall be afforded the right to change their annual leave status to sick leave status and to utilize available sick leave credits upon furnishing Employer acceptable medical certification, if required.

**Subsection 3.** The Employer may not require a doctor's certificate to substantiate sick leave usage from an employee in the bargaining unit unless the employee has been away from work in excess of three days on sick leave or unless the Employer has good reason to suspect sick leave abuse and has documentation to support their decision.

**Section 10. Jury and witness duty.** Employees summoned to serve as jurors or witnesses shall be granted leave per § 2-18-619, MCA.

## **ARTICLE 12. SENIORITY AND LAYOFF**

**Section 1. Seniority defined.** Seniority means the total length of service in any position in the Department of Revenue plus total time within the bargaining unit. Seniority is statewide and is applicable only after an employee has completed a probationary period and becomes permanent. Employees who voluntarily terminate their position with the Employer, upon returning to the bargaining unit, will not have previous time with the Employer and Union retained and calculated into the formula for the purposes of this Agreement.

**Section 2. Terms of accrual.** Seniority shall continue to accrue during all layoffs and approved leaves of absence not exceeding one year, except for leave for worker's compensation during which time an employee may accrue seniority for up to 18 months.

**Section 3. Selection for layoff.** If qualifications and capabilities are substantially equal, then seniority shall be the determining factor in the selection of employees for layoff within the same job classification. No employee shall be laid off while temporary, seasonal, or probationary employees in the same job classification are retained.

**Section 4. Notification.** The Employer shall give employees subject to layoffs a minimum of 30 calendar days advance notice and shall deliver a copy of such to the Union, which shall be allowed an opportunity to comment.

**Section 5. Recall.** Recall from a layoff shall be in reverse order of layoff by job. For two or more employees who have the same layoff date, employees will be recalled based on seniority. When recalling employees, the Employer shall send a certified return receipt letter to the last known address of the employee with a copy to the Union. The letter shall state that failure to notify the Employer of the employee's intent to return to work within 10 working days of receipt of the letter shall constitute forfeiture of all recall rights. Recall rights shall be limited to a period of two years following the date of the layoff.

**Section 6. Salary and benefits protections.** Any employee whose position is eliminated as a result of privatization, reorganization of an agency, closure of an agency, or a reduction in force, or other actions by the Montana Legislature and who is subsequently transferred to a different position in a state agency is entitled to the salary and benefits protection(s) contained in the State Employee Protection Act (§§ 2-18-1201 through 2-18-1206, MCA).

### **ARTICLE 13. PUBLIC EMPLOYEES RETIREMENT SYSTEM**

**Section 1.** The existing programs shall continue in full force and effect in accordance with §§ 19-3-101 through 19-3-2143, MCA.

### **ARTICLE 14. JOB POSTING, SELECTION AND PROMOTION**

**Section 1. Notice and posting.** Any vacancy which occurs, or new position which is created, which is covered by this bargaining Agreement will be noticed throughout the state so that interested bargaining unit members may apply for said position. The purpose of such notice is to inform employees of vacancies and newly created positions, and to afford employees who are interested and who qualify an equal opportunity to apply for the vacant or newly created position. In circumstances where there are more viable candidates than the number of positions posted, the department may hire from the same pool of applicants when vacancies exist for the same position, location, and unit being hired, up to six months. For entry level positions, where the applicant pool typically consists of external applicants and the vacancy occurs within the six-month period set forth above, the Employer may forego reposting said positions and draw from the current applicant pool.

**Subsection 1. Recruitment.** When recruiting internally or externally, Employer will post notice of available positions for at least seven calendar days. Such notices shall state where interested employees are to make application.

If only one Department of Revenue employee applies for a position and the employee is successfully performing the duties of the same position in a different location, the employee will be awarded a lateral transfer into the position.

Nothing in this provision waives the Employer's right to initiate either internal or external recruitment, provided that available positions are noticed throughout the bargaining unit per the terms of this provision.

**Subsection 2. Selection.** The Employer will ensure that all applications of qualified Union members are considered in the selection process. When two bargaining unit applicants are determined to be substantially equal in qualifications and capabilities, then seniority will be the determining factor in selecting the successful applicant. However, this requirement may not override statutory requirements regarding Veterans' Preference, Disability Preference or other statutory preferences, which must take precedence. Unsuccessful applicants will be notified in writing upon completion of the selection process. Upon request, unsuccessful applicants will be provided with an explanation of the results of the selection process. An alleged violation of the minimum notice and posting requirements of this Article may be grieved under the rules of Article 3. Grievance and Arbitration Procedures. An alleged violation of this Article other than notice and posting may be grieved through Step 3 and may not be submitted to final and binding arbitration.

**Subsection 3. Exceptions.** The requirements of this Article will be waived in cases of career ladder advancements and situations where a bargaining unit employee is transferred or demoted for disciplinary reasons, for poor work performance, or in situations where the assignment is the result of a grievance settlement between the Employer and the Union.

**Subsection 4. Trial Periods.** Successful internal applicants may be placed on a six-month trial period in the new position. In the event the Employer determines the employee is not satisfactorily meeting the requirements of the new position during or at the conclusion of the six-month trial period, the employee may be returned to their former position or to a similar position with no loss of seniority.

The employee will be given notice of below standard performance 30 days before the end of the trial period. If the performance does not improve by the end of the 30 day period, the department may: extend the length of the trial period for a maximum of six additional consecutive calendar months, or return the employee their former position if vacant, or offer the employee an available position for which they are qualified (salary will be adjusted per pay plan rules), or opt to take disciplinary action if sufficient cause exists, instead of returning the employee to a former or equivalent position.

**Section 2. Career Ladder.** The purpose and intent of the career ladder process is to provide opportunities to all employees for advancement. This includes educational training, on the job training, cross training, and other resources that become available.

The requirements outlined in the Career Ladder Process must be met before an employee can move along the division's established career ladder path.

## **ARTICLE 15. UNION SECURITY**

**Section 1. Employee list.** The Employer will provide the Union with a list of newly hired and terminated employees at least monthly. The list may include mutually agreed upon pertinent member information and will be sent to the Union.

**Section 2.** Upon receipt of a written authorization from an employee covered by this Agreement, the Employer shall deduct from the employee's pay the amount owed to the Union by such employee for dues. The Employer will remit to the Union such sums within 30 calendar days. Changes in the Union membership dues rate will be certified to the Employer in writing over the signature of the authorized officer or officers of the Union and shall be done at least 30-calendar days in advance of such change.

**Section 3.** The Union will indemnify, defend and hold the Employer harmless against any claim made and against any suit instituted against the Employer, including attorney's fees and costs of defense, on account of any provision of this Article.

## **ARTICLE 16. HEALTH AND SAFETY**

**Section 1. Safe environment.** Both the Employer and the Union affirm their commitment to cooperate in the maintenance of a safe and healthy work environment. To that end, any employee complaint concerning a health or safety problem shall be immediately referred to the employee's supervisor and the safety manager.

**Section 2. Safety equipment.** Any uniform, protective clothing, or equipment which is required by the Employer shall be provided by the Employer at the Employer's expense except in cases where negligence or misuse leads to the need for replacement of said uniform or equipment, whereupon the cost of replacement shall be borne by the employee.

## **ARTICLE 17. NO STRIKE-NO LOCKOUT**

**Section 1. No strikes.** During the term of this Agreement, neither the Union nor its agents or representatives will cause, sanction, or take part in any strike, sympathy strike, walkout, slowdown, or any other interference with the operation of the Employer's business, except as provided for in the Article covering the term of this Agreement.

**Section 2. No lockouts.** During the term of this Agreement, there shall be no lockouts by the Employer.

**ARTICLE 18.  
SEVERABILITY**

**Section 1.** In the event any provision of this Agreement shall be declared invalid at any time or unenforceable by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions not declared invalid or unenforceable shall remain in full force and effect.

**ARTICLE 19.  
ENTIRE AGREEMENT**

**Section 1.** Both parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties through the exercise of that right and opportunity are set forth in this Agreement.

**Section 2.** Therefore, the Employer and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or issue, whether or not such subject or issue has been specifically discussed in negotiations, or referred to, or covered by this Agreement. This Article shall not be construed to in any way restrict the parties from commencing negotiations as specified under the Article addressing the "Term" of this Agreement to negotiating a successor Agreement to take effect upon expiration of this Agreement or under the Article on "Severability" to replace invalidated language.

**ARTICLE 20.  
TERM**

**Section 1. Term and re-opener.** This Agreement shall be effective July 1, 2025 and shall remain in full force and effect through the 30th day of June 2027. The parties may mutually agree to reopen a specific section or article of the Agreement when they agree that a clear and compelling need exists. Either party may notify the other, in writing, at least 90 days prior to the expiration date should they desire to renegotiate this Agreement. However, negotiations cannot begin before January 1st of the year in which the Agreement expires. If the Union gives such notice, it agrees to notify the Chief of the State Office of Labor Relations, in writing, of such request at the same time said notice is given to the Employer.

**Section 2. No-strike waiver.** The Union shall have the right to engage in concerted activities after December 31, 2026 for matters pertaining to wages and economic benefits in the FY 2027-2029 biennium.

**Section 3. Pre-budget negotiations.** The language contained in Section 1 does not preclude the Employer and the Union from engaging in pre-budget negotiations on economic matters. All terms relative to competency-based pay shall be subject to bargaining in accordance with requirements of Montana Code Annotated.

**THIS AGREEMENT** is signed and dated this 7/11/2025

**THE STATE OF MONTANA:**

Signed by:  
*Karol Anne Davis*  
332E3999E2BE4DB...  
Karol Anne Davis, Chief Negotiator  
State Office of Labor Relations

Signed by:  
*Brendan Beatty*  
B363764BD7224A6...  
Brendan Beatty, Director  
Department of Revenue

**THE UNION:**

Signed by:  
*Amanda Curtis*  
8041FBCEDE134D8...  
Amanda Curtis, President  
MFPE

DocuSigned by:  
*Mark Stiffler*  
83CE9027A0794B8...  
Mark Stiffler, President  
MFPE Local 4993

## **ADDENDUM A. PAY AGREEMENT**

**Section 1.** Schedule A. Schedule A includes the occupational pay ranges and base pay amounts according to each employee's pay rate.

**Section 2.** Training assignments. The department may establish written training assignments to enable an employee to gain the additional experience and training required for the job. In these cases, the Employer may set the employee's base pay rate below the minimum entry rate for a period not to exceed one year. This period may be extended upon mutual agreement of the parties. Upon completion of the training assignment the employee will advance to the entry rate listed on Schedule A – Occupational Pay Ranges listed in Addendum A.

**Section 3.** Location pay. The Employer, at its discretion, may set base pay rates above those shown in Schedule A for employees working in high-cost cities and counties. If the Employer elects to set base pay rates above those shown in Schedule A under these conditions, it will apply those pay adjustments uniformly and consistently to all employees in the affected occupation within the specific location.

**Section 4.** Across the Board Pay Adjustments. Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.54%, whichever is greater.

**SCHEDULE A - 2026-2027**

Job Code	Working Title	Hourly Base Rates				Annual Salary Rates			
		2026 Training Assignment	2026 Standard Pay	2027 Training Assignment	2027 Standard Pay	2026 Training Assignment	2026 Standard Pay	2027 Training Assignment	2027 Standard Pay
Q61023	Administrative Assistant (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
Q61023	Administrative Assistant (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
Q61023	Administrative Assistant (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
Q61023	Administrative Assistant (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
Q61023	Administrative Assistant (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
B1JO51	Administrative Specialists	26.807368	27.713925	27.807368	28.713925	\$55,759	\$57,645	\$57,839	\$59,725
Q61023	Audit Research Technician (formerly 436114)	22.348572	23.069346	23.348572	24.069346	\$46,485	\$47,984	\$48,565	\$50,064
Q33032	Auditing Technician 2	23.075927	23.898965	24.075927	24.898965	\$47,998	\$49,710	\$50,078	\$51,790
B1J101	Business Analyst 1	28.172410	29.117307	29.172410	30.117307	\$58,599	\$60,564	\$60,679	\$62,644
B1J103	Business Analyst 3	32.483120	33.647000	33.483120	34.647000	\$67,565	\$69,986	\$69,645	\$72,066
B14013	Cannabis Lab Specialist	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
C1J031	Cartographer	24.203200	25.170000	25.203200	26.170000	\$50,343	\$52,354	\$52,423	\$54,434
B1J102	Collections Business Analyst II	30.144277	31.189871	31.144277	32.189871	\$62,700	\$64,875	\$64,780	\$66,955
Q33032	Collections Research Technician	23.145006	23.898965	24.145006	24.898965	\$48,142	\$49,710	\$50,222	\$51,790
Q31011	Collections Technician	22.898655	23.642349	23.898655	24.642349	\$47,629	\$49,176	\$49,709	\$51,256
Q31012	Collections Specialist	26.282875	27.167578	27.282875	28.167578	\$54,668	\$56,509	\$56,748	\$58,589
Q31012	Collections Specialist Lead	28.257313	29.224285	29.257313	30.224285	\$58,775	\$60,787	\$60,855	\$62,867
B14013	Compliance Resolution Officer	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
B14013	Compliance Resolution Officer	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
Q45012	Customer Service Assistant 2	22.899119	23.642832	23.899119	24.642832	\$47,630	\$49,177	\$49,710	\$51,257
Q45013	Customer Service Assistant 3	24.032800	24.930000	25.032800	25.930000	\$49,988	\$51,854	\$52,068	\$53,934
Q45013	Lead Customer Service Assistant 3	26.039200	27.020000	27.039200	28.020000	\$54,162	\$56,202	\$56,242	\$58,282
Q92011	Data Processor 1 IMCD	19.749391	20.361866	20.749391	21.361866	\$41,079	\$42,353	\$43,159	\$44,433
Q92012	Data Processor 2 IMCD	22.159819	22.872729	23.159819	23.872729	\$46,092	\$47,575	\$48,172	\$49,655

Q92013	Data Processor 3 IMCD	22.566219	23.696062	23.966219	24.696062	\$46,938	\$49,288	\$49,850	\$50,536
B1J102	E-Business Analyst-II	30.144277	31.189871	31.144277	32.189871	\$62,700	\$64,875	\$64,780	\$66,955
B14013	Forensic Auditor	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
I12012	Form Designer	28.788099	29.777186	29.788099	30.777186	\$59,879	\$61,937	\$61,959	\$64,017
C1J032	GIS Specialist	30.538462	31.720000	31.538462	32.720000	\$63,520	\$65,978	\$65,600	\$68,058
C1J033	GIS Specialist	32.032250	33.325260	33.032250	34.325260	\$66,627	\$69,317	\$68,707	\$71,397
B14013	Income Tax Specialist	34.655769	35.860000	35.655769	36.860000	\$72,084	\$74,589	\$74,164	\$76,669
B14013	Income Tax Specialist	35.823793	37.110000	36.823793	38.110000	\$74,513	\$77,189	\$76,593	\$79,269
B14013	Income Tax Specialist	38.348076	39.700000	39.348076	40.700000	\$79,764	\$82,576	\$81,844	\$84,656
B1J092	Information Governance Program Specialist	25.614400	26.640000	26.614400	27.640000	\$53,278	\$55,411	\$55,358	\$57,491
B14013	Inspector	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
B14013	Internal Auditor	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
B14021	License Permit Technician	26.872163	27.781420	27.872163	28.781420	\$55,894	\$57,785	\$57,974	\$59,865
B21022	Liquor Auditor	30.471385	31.530610	31.471385	32.530610	\$63,380	\$65,584	\$65,460	\$67,664
B14012	Liquor Distribution Compliance Specialist	30.277312	31.434700	31.277312	32.434700	\$62,977	\$65,384	\$65,057	\$67,464
B14022	Liquor Licensing Specialist	27.963280	28.918000	28.963280	29.918000	\$58,164	\$60,149	\$60,244	\$62,229
B14022	Liquor Licensing Specialist Senior	30.254608	31.304800	31.254608	32.304800	\$62,930	\$65,114	\$65,010	\$67,194
B14021	Liquor Licensing Technician	26.872163	27.781420	27.872163	28.781420	\$55,894	\$57,785	\$57,974	\$59,865
B12012	Liquor Purchasing Agent	25.547633	26.401701	26.547633	27.401701	\$53,139	\$54,916	\$55,219	\$56,996
C23012	Management Analyst-I	26.006946	26.880152	27.006946	27.880152	\$54,094	\$55,911	\$56,174	\$57,991
C23012	Management Analyst-II	30.144277	31.189871	31.144277	32.189871	\$62,700	\$64,875	\$64,780	\$66,955
B1J103	Management Analyst-III	34.862511	36.104699	35.862511	37.104699	\$72,514	\$75,098	\$74,594	\$77,178
C23013	Modeler	30.353817	31.408142	31.353817	32.408142	\$63,136	\$65,329	\$65,216	\$67,409
B1J103	Operations Research Analyst	34.862511	36.104699	35.862511	37.104699	\$72,514	\$75,098	\$74,594	\$77,178
B1J103	Operations Research Analyst	37.106034	38.700000	38.106034	39.700000	\$77,181	\$80,496	\$79,261	\$82,576
B1J103	Operations Research Analyst (Lead)	40.059621	41.550145	41.061112	42.588899	\$83,324	\$86,424	\$85,407	\$88,585
B28011	Personal Property Auditor-I	26.982465	27.896318	27.982465	28.896318	\$56,124	\$58,024	\$58,204	\$60,104
B28012	Personal Property Auditor-II	30.913398	31.991039	31.913398	32.991039	\$64,300	\$66,541	\$66,380	\$68,621
B1J102	Program Support Analyst	30.144277	31.189871	31.144277	32.189871	\$62,700	\$64,875	\$64,780	\$66,955

B1J011	Program Support Specialist	28.172410	29.117307	29.172410	30.117307	\$58,599	\$60,564	\$60,679	\$62,644
B1J033	Project Management Specialist	36.731332	38.709703	37.731332	39.709703	\$76,401	\$80,516	\$78,481	\$82,596
B22011	Property Appraiser 1 (Residential)	23.867307	24.642350	24.867307	25.642350	\$49,644	\$51,256	\$51,724	\$53,336
B22012	Property Appraiser 2 (Residential/AG)	25.271154	26.096533	26.271154	27.096533	\$52,564	\$54,281	\$54,644	\$56,361
B22013	Property Appraiser 3 (Commercial)	26.953846	27.850719	27.953846	28.850719	\$56,064	\$57,929	\$58,144	\$60,009
B22013	Property Appraiser 3 Lead	29.088461	30.070000	30.088461	31.070000	\$60,504	\$62,546	\$62,584	\$64,626
Q4J021	Property Valuation Specialist 1 (PVS-II)	20.822768	21.479967	21.822768	22.479967	\$43,311	\$44,678	\$45,391	\$46,758
Q4J022	Property Valuation Specialist 2 (PVS-III)	22.995603	23.743336	23.995603	24.743336	\$47,831	\$49,386	\$49,911	\$51,466
Q4J023	Property Valuation Specialist 3 (Lead)	23.813028	24.594821	24.813028	25.594821	\$49,531	\$51,157	\$51,611	\$53,237
B1J103	Quality Control Analyst	32.483120	33.647000	33.483120	34.647000	\$67,565	\$69,986	\$69,645	\$72,066
B1F012	Regional Trainer	31.470400	32.740000	32.470400	33.740000	\$65,458	\$68,099	\$67,538	\$70,179
B1J102	Business Analyst 2	30.144277	31.189871	31.144277	32.189871	\$62,700	\$64,875	\$64,780	\$66,955
B1J092	Statewide Debt Collections Agent Program Officer	25.614400	26.640000	26.614400	27.640000	\$53,278	\$55,411	\$55,358	\$57,491
B14013	Synthetic Marijuana Inspector	31.831590	32.947490	32.831590	33.947490	\$66,210	\$68,531	\$68,290	\$70,611
B1J103	Systems & Program Development/Management	37.386538	38.700000	38.386538	39.700000	\$77,764	\$80,496	\$79,844	\$82,576
B1J103	Systems & Program Development/Management	34.862511	36.104699	35.862511	37.104699	\$72,514	\$75,098	\$74,594	\$77,178
B1J103	Systems & Program Development/Management	32.483331	33.647200	33.483331	34.647200	\$67,565	\$69,986	\$69,645	\$72,066
B28011	Associate Tax Examiner	26.982465	27.896318	27.982465	28.896318	\$56,124	\$58,024	\$58,204	\$60,104
B28011	Tax Examiner-I	28.845932	29.943679	29.845932	30.943679	\$60,000	\$62,283	\$62,080	\$64,363
B28012	Tax Examiner-II	30.913398	31.991039	31.913398	32.991039	\$64,300	\$66,541	\$66,380	\$68,621
B28013	Tax Examiner-III (Lead)	35.823793	37.106034	36.823793	38.106034	\$74,513	\$77,181	\$76,593	\$79,261
B1J091	Unclaimed Property Program Officer	22.511187	23.311635	23.511187	24.311635	\$46,823	\$48,488	\$48,903	\$50,568
B1J091	Unclaimed Property Program Officer	23.622920	24.467837	24.622920	25.467837	\$49,136	\$50,893	\$51,216	\$52,973
B1J092	Unclaimed Property Program Officer	25.708209	26.636538	26.708209	27.636538	\$53,473	\$55,404	\$55,553	\$57,484
B1J092	Unclaimed Property Program Officer	27.158723	28.145072	28.158723	29.145072	\$56,490	\$58,542	\$58,570	\$60,622
B22013	Utility / Industrial Appraiser	31.953846	33.050000	32.953846	34.050000	\$66,464	\$68,744	\$68,544	\$70,824
B22013	Utility / Industrial Appraiser	31.162216	32.250225	32.162216	33.250225	\$64,817	\$67,080	\$66,897	\$69,160

B28013	Utility / Industrial Appraiser Lead	35.823793	37.106034	36.823793	38.106034	\$74,513	\$77,181	\$76,593	\$79,261
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