


**Memorandum of Understanding
between the
Montana Department of Public Health and Human Services,
and
Montana Federation of Public Employees**

In recognition of the Montana Federation of Public Employees (MFPE) as the sole and exclusive representative for positions classified as K11032 "Psychiatric Aide 2 (FMHT Activity Technician)" located at the Montana State Hospital (MSH), and consistent with the recognition and coverage provisions of the parties' 2025-2027 collective bargaining agreement (023), between MSH and MFPE Care and Service Employees Local #5070 the parties agree as follows:


1. All positions classified as K11032 "Psychiatric Aide 2 (FMHT Activity Technician)" located at MSH are and shall be included in the MFPE bargaining unit covered by the parties' collective bargaining agreement.
2. Management and MFPE resolve to create a paid union position K11032 classification where possible and where existing employer budget allows, and to fill such position in accordance with the parties' collective bargaining agreement.
3. The base pay rate shall be set at \$25.13 dollars per hour for all positions classified as K11032 "Psychiatric Aide 2 (FMHT Activity Technician)" located at MSH, effective upon signature of this MOU.
4. This MOU does not modify any other term or conditions of employment, which shall continue to be governed by the parties' collective bargaining agreement.
5. This MOU shall remain in effect with the current collective bargaining agreement between the parties, unless modified by mutual written agreement.

THIS AGREEMENT is signed and dated this 6/10/2026.

THE STATE OF MONTANA:

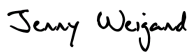
Signed by:


 Dr. Daniel Bemporad, Chief Executive Officer
 Montana State Hospital, DPHHS


Signed by:


 Sarah Green, Interim Chief Negotiator
 State Office of Labor Relations

THE FEDERATION:

DocuSigned by:


 Jenny Weigand, Field Consultant
 Montana Federation of Public Employees

Signed by:


 Tiffany Bjornemo, President, Local #5070
 Montana Federation of Public Employees