

**Memorandum of Understanding
between the
State of Montana Office of Public Defender
and
American Federation of State, County, and Municipal Employees Council #3448**

This Memorandum of Understanding (MOU) between the American Federation of State, County, and Municipal Employees (AFSCME) Local # 3448 under Collective Bargaining Agreement 091 hereinafter referred to as "Union," and the State of Montana, Office of Public Defender (OPD), hereinafter referred to as "Employer."

This MOU supplements and amends Collective Bargaining Agreement 091 solely as applied to employees specified below. Except as expressly provided in this MOU, all terms and conditions of CBA 091 remain in full force and effect. As the sole and exclusive representative for Attorney positions classified as Lawyer 2 with a Job Code of G11012 located in OPD, AFSCME Local # 3448 agrees to the following consideration:

- The base pay rate shall be increased by Employer for the positions according to the chart below, effective June 8, 2026.

June 8, 2026:

Job Code	Title	Years as licensed attorney	Annual	Hourly
G11012	Lawyer 2	Not presently licensed in MT	72,794.60	34.997404
G11012	Lawyer 2	Less than 1 year	89,310.00	42.937500
G11012	Lawyer 2	1 year but less than 2 years	94,086.00	45.233654
G11012	Lawyer 2	2 years but less than 3 years	98,828.00	47.513462
G11012	Lawyer 2	3 years but less than 8 years	103,571.00	49.793750
G11012	Lawyer 2	8 or more years	116,138.00	55.835577

July 1, 2026:

Job Code	Title	Years as licensed attorney	Annual	Hourly
G11012	Lawyer 2	Not presently licensed in MT	74,874.60	35.997404
G11012	Lawyer 2	Less than 1 year	91,542.75	44.010938
G11012	Lawyer 2	1 year but less than 2 years	96,438.15	46.364495
G11012	Lawyer 2	2 years but less than 3 years	101,298.70	48.701299
G11012	Lawyer 2	3 years but less than 8 years	106,160.28	51.038594
G11012	Lawyer 2	8 or more years	119,041.45	57.231466

This MOU amends the Collective Bargaining Agreement 091 as described herein. In all other respects, the collective bargaining agreement remains unchanged.

THIS AGREEMENT is signed and dated this 7/17/2026.

THE STATE OF MONTANA:

Signed by:



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Koan Mercer, Director OPD

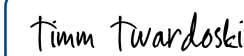
Signed by:



3583B1F3FB95479
Sarah Green, Interim Chief Negotiator
State Office of Labor Relations

THE FEDERATION:

DocuSigned by:



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Timm Twardoski, Executive Director
AFSCME