

**ITEM 138-109-R0308  
ATTACHMENT**

**Memo**

**To:** Board of Regents  
**From:** Kevin McRae  
Director of Labor Relations and Human Resources  
**Date:** February 12, 2008  
**Re:** Item 138-109-R0308

I recommend approval of the following labor agreement. The agreement covers mechanical and maintenance positions in the University of Montana motor pool.

---

**Agreement**

- Each employee receives a 3.6% wage increase effective (retroactive to) October 1, 2007.
- Each employee receives a 3.6% wage increase effective October 1, 2008.
- The Employer's contribution toward each employee's monthly health insurance premium will increase by 6% in July (from \$590 to \$626).
- Employees who have at least 10 years of uninterrupted service received last month an additional 0.5% (half percent) increase in pay because of the Legislature's increase in the 10-year longevity increment (it increases from 1.5% of base wage to 2.0% of base wage).
- One equipment mechanic and one fleet coordinator receive retention-based strategic pay adjustments consistent with the guidelines of the MUS Staff compensation plan.