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STATE OF MONTANA
BEFORE THE BOARD OF PERSONNEL APPEALS

IN THE MATTER OF UNFAIR LABOR PRACTICE:

CITY OF HAVRE POLICE UNIT,) Case No. 1625-2021
MONTANA FEDERATION OF)
PUBLIC EMPLOYEES,) **CITY OF HAVRE'S**
) **FINAL OFFER AND COST**
Complainant,) **SUMMARY**
v.)
)
CITY OF HAVRE.)
)
Defendant.)

Defendant, City of Havre, by and through its counsel of record, Faure
Holden Attorneys at Law, P.C., submits the **FINAL OFFER AND COST**
SUMMARY of January 27, 2021, (Exhibit A) for posting and publication pursuant
to Mont. Code Ann. §39-31-502 and the Hearing Officer's Order of August 20,
2021. The City of Havre remains open, willing and available to return to the
bargaining table at any time. Montana Federation of Public Employees, Havre

Police Unit, continues to refuse to bargain. It is an unfair labor practice to refuse to bargain collectively in good faith. Mont. Code Ann. §§39-31-305; 39-31-401.

DATED this 26 August, 2021

FAURE HOLDEN ATTORNEYS AT LAW, P.C.

By: Jean E. Faure
Jean E. Faure

CERTIFICATE OF SERVICE

I hereby certify that I served the foregoing upon the person named below by electronic means and United States Mail addressed to the following this 26 day of August, 2021.

Nate McConnell
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Caroline A. Holien
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City of Havre's Last Offer 1/27/2021

1. Wages
1% for 20210-2022
2. Health Insurance
Starting July 1, 2021
Medical Insurance: The City will contribute fully the amount needed towards each participating single employee's monthly premium for the employee only. In addition, the City will fully pay employee's dental insurance premiums (employee only).

The City will contribute toward dependent and family premium at the 2017 fixed rate for all employees hired before July 1, 2017.

COST SUMMARY

Proposed increase in Wage \$7,722.93

Health Insurance \$24,800.36

Total \$35,523.29.