

**MEMORANDUM OF UNDERSTANDING  
FIRST MODIFICATION AMENDING THE COLLECTIVE BARGAINING AGREEMENT  
DATED JANUARY 24, 2016, THROUGH JULY 1, 2019, BETWEEN THE CITY OF RIO RANCHO AND  
THE RIO RANCHO FIREFIGHTERS ASSOCIATION, IAFF LOCAL 4877**

This Memorandum of Understanding (MOU) is entered into this 24<sup>th</sup> day of May, 2016, by and between The Rio Rancho Firefighters Association (RRFA), and the City of Rio Rancho, New Mexico, together referred to as the Parties.

**WHEREAS**, the RRFA is currently operating under the Collective Bargaining Agreement (CBA) with the City of Rio Rancho (City), effective January 24, 2016; and

**WHEREAS**, it has come to light that additional donated PTO beyond the current structure may be warranted due to medical necessity;

**WHEREAS**, the parties agree that PTO donations should be contingent upon MOS qualification and approval for medical leave under the Family and Medical Leave Act of 1993;

**NOW THEREFORE**, the RRFA and the City have come to mutual agreement to effect the following terms, effective May 24<sup>th</sup>, 2016:

Article 7, C. shall be amended to read:

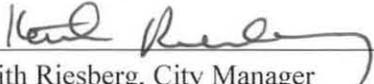
C. Donation of PTO and Compensation Time

1. PTO and comp time may be donated to other employees in need due to medical necessity. PTO shall only be donated to employees who are approved by Human Resources for requested leave under the Family and Medical Leave Act. Qualifying employees who have exhausted their personal PTO and comp time balances may receive up to the maximum number of FMLA hours for which they were approved.
2. PTO and comp time donations will be transferred on an hour for hour basis. Employees can only donate leave if they have more than 400 hours of PTO in their personal balances, and donating employees shall not drop below 240 hours of PTO as a result of donations. Comp time balances may be transferred without stipulations. Any unused hours will be returned to donors on a pro-rated basis.

This Addendum shall remain in effect for the life of the existing Agreement between the Parties.

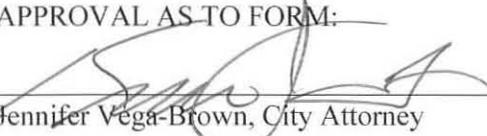
  
\_\_\_\_\_  
Chris Mandeville, President RRFA IAFF Local 4877

6/3/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Keith Riesberg, City Manager

5/27/16  
\_\_\_\_\_  
Date

APPROVAL AS TO FORM: \_\_\_\_\_

  
\_\_\_\_\_  
Jennifer Vega-Brown, City Attorney

7/26/16  
\_\_\_\_\_  
Date