

**MEMORANDUM OF UNDERSTANDING No. 2
 AMENDING THE COLLECTIVE BARGAINING AGREEMENT
 DATED OCTOBER 13, 2016, TO JUNE 30, 2020
 BETWEEN THE CITY OF RIO RANCHO AND THE
 AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 3277**

This Memorandum of Understanding (“MOU”) clarifies an understanding between the American Federation of State, County and Municipal Employees, Local 3277 (“AFSCME”) and the City of Rio Rancho, New Mexico (“City”) (collectively, the “Parties”).

AFSCME and the City hereby enter into this MOU to amend specifically Article 22 (10)-Specialty Pay for Building Inspectors:

Building inspectors are required to inspect commercial and residential buildings and to have both residential and commercial certifications for their respective positions. If a building inspector obtains an additional certification which is relevant but beyond the position’s minimum requirement, the inspector is eligible to receive Specialty Pay that is 5% above the inspector’s base salary for each such additional certification that is valid and current, up to a cumulative maximum of 20% Specialty Pay above base salary. “Base salary” shall not include any Specialty Pay. If any additional certification becomes expired, revoked, or suspended, then the Specialty Pay corresponding to that certification shall cease. All inspectors shall notify their respective supervisors immediately upon expiration, revocation, or suspension of any certification for which they receive Specialty Pay. Please note that for the purposes of this section, the term “Inspector” is a general term and is meant to include only the following specialties: Building, Plumbing, Mechanical, and Electrical inspectors. *The intent of Article 22.10 is to provide specialty pay only when an Inspector who is hired in one specialty obtains a second (or third or fourth) specialty, as specified in the below chart:*

<u>Inspectors</u>	<i>License or Certification required by the Position Description & included in base pay</i>	<i>Additional percentage of salary added to base when additional certifications are acquired. To be eligible for the additional pay, certifications must comply with State of NM, IAPMO, or other regulatory requirements</i>		
Building Inspector (position # 12078)	State of NM General Construction Inspector Certification. Both National <u>residential</u> and <u>commercial</u> Construction Inspector Certifications.	<u>Plumbing</u> 5% for residential; 5% for commercial (10% for both).	<u>Mechanical</u> 5% for residential; 5% for commercial (10% for both).	<u>Electrical</u> 5% for residential; 5% for commercial (10% for both).
Mechanical/ Plumbing Inspector (position # 12101)	A State of NM Certification and IAPMO Plumbing or Mechanical certification for both <u>residential</u> and <u>commercial</u>	<u>Building</u> 5% for residential; 5% for commercial (10% for both).	<u>Plumbing or Mechanical</u> 5% for residential; 5% for commercial (10% for both).	<u>Electrical</u> 5% for residential; 5% for commercial (10% for both).
Electrical Inspector (position # 12100)	Journeyman’s License EE98J. Both ICC <u>residential</u> and <u>commercial</u> electrical certification and NM electrical Inspector certification	<u>Plumbing</u> 5% for residential; 5% for commercial (10% for both).	<u>Mechanical</u> 5% for residential; 5% for commercial (10% for both).	<u>Building</u> 5% for residential; 5% for commercial (10% for both).

Effective Date. This MOU will be effective January 31, 2019.

Termination or Modification. This agreement, or its attachments, shall not be amended or modified except by an instrument in writing executed by the signatories or their authorized replacements. However, notice of changes in persons holding positions, changes in addresses and similar changes of ministerial nature do not constitute amendments which require approval.

IN WITNESS WHEREOF, both RRPCA and the CITY have caused this Memorandum of Understanding to be duly executed.



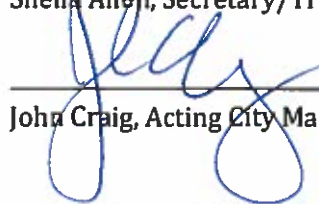
Roberta Larez, Acting President AFSCME Local 3277

2-1-19
Date



Sheila Allen, Secretary/Treasurer AFSCME Local 3277

2-1-19
Date



John Craig, Acting City Manager

1/31/19
Date

Approved as to form:



Greg Lauer, City Attorney

1/31/19
Date