

**MEMORANDUM OF UNDERSTANDING
FIRST MODIFICATION AMENDING THE COLLECTIVE BARGAINING AGREEMENT
DATED FEBRUARY 5, 2019, THROUGH JUNE 30, 2022, BETWEEN THE CITY OF RIO
RANCHO AND THE RIO RANCHO POLICE AND DISPATCHERS ASSOCIATION**

This Memorandum of Understanding (MOU) is made and entered into on this 9th day of July, 2019, by and between the City of Rio Rancho (hereinafter referred to as the "CITY"), and the Rio Rancho Police and Dispatch Association (herein after referred to as RRPDA). The collective bargaining agreement (CBA) dated February 5, 2019, is hereby amended as the result of FY20 pay negotiations in accordance with Article 36 of the CBA. Together, the City and RRPDA enter into and mutually agree to amend Article 34 "Specialty Pay" to include \$50 per pay period for all Members of Service (MOS) assigned to the Criminal Investigations Division (CID). Additionally, the amended pay chart (Article 36) is reflected below:

Law Enforcement Division: Sworn Officers

<i>CLASSIFICATION TITLE</i>	<i>HOURLY RATE</i>	<i>TENURE: YEARS IN CLASSIFICATION</i>	<i>TRAINING REQUIREMENTS</i>	<i>PERFORMANCE/ COMPETENCY RATING</i>
Police Cadet (Non-Union Position)	\$20.00	Date of Hire until academy graduation	Pre-hire qualifications	Pre-hire qualifications and academy performance requirements
Police Officer 2 nd Class	\$20.50	From academy graduation through successful completion of probation	Graduation from NMLEA Academy/ NM State Certification	Pass FTO program and Successful evaluation at end of probation
Police Officer 1 st Class	\$23.00	From completion of probationary period through four years after date of hire	Successful completion of biennium training	At least meet expectations for applicable rating
Advanced Officer	\$25.00	5 years after date of hire through 6 years after date of hire	Successful completion of intermediate level certification through NMLEA	At least meet expectations for applicable rating
Senior Officer	\$28.00	7 years after date of hire through 11 years after date of hire	Successful completion of advanced level certification through NMLEA	At least meet expectations for applicable rating
Master Officer	\$30.00	12 years after date of hire	Successful completion of advanced level certification through NMLEA	At least meet expectations for applicable rating

CLASSIFICATION TITLE	HOURLY RATE	TENURE: YEARS IN CLASSIFICATION	TRAINING REQUIREMENTS	PERFORMANCE/COMPETENCY RATING
Corporal	\$30.50	All		At least meet expectations for applicable rating
Sergeant	\$32.00	Upon promotion to Sergeant through completion of tenure and training requirements for Master Sergeant		At least meet expectations for applicable rating
Master Sergeant	\$35.00	5 years after date of promotion to Sergeant	Successful completion of first line supervisor certification through NMLEA	At least meet expectations for applicable rating

Law Enforcement Division: Non-Sworn Employees (Hourly Pay Rates)

TITLE	MINIMUM	MIDPOINT	MAXIMUM
Public Safety Aide	\$13.47	\$16.84	\$20.20
Property and Evidence Technician	\$15.64	\$18.02	\$20.39
Lead Property and Evidence Technician	\$17.19	\$21.49	\$25.79
Crime Analyst	\$18.05	\$22.56	\$27.07

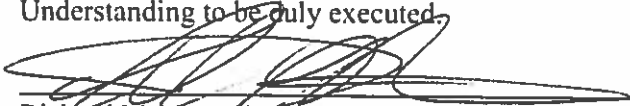
Communications Division

TITLE	HOURLY PAY RATE	TENURE: YEARS IN CLASSIFICATION
Call Taker Trainee	\$13.33	Hire Date until Successful Completion of Training
Call Taker I	\$14.86	End of Successful Completion of Training through Year 2
Call Taker II	\$16.40	Beginning Year 3 through Year 4
Call Taker III	\$17.94	Beginning Year 5 through Year 6
Call Taker IV	\$18.45	Year 7 and Above
Dispatcher Trainee	\$16.40	Date of Hire through Successful Completion of Training
Dispatcher I	\$ 17.43	End of Successful Completion of Training through Year 2
Dispatcher II	\$17.94	Year 3 through Year 4
Dispatcher III	\$18.96	Year 5 through Year 6
TITLE	HOURLY PAY RATE	TENURE: YEARS IN CLASSIFICATION
Dispatcher IV	\$20.50	Year 7 through Year 12
Dispatcher V	\$21.53	Year 13 and Above
Dispatch Shift Supervisor I	\$22.55	Promotion Date through Year 3
Dispatch Shift Supervisor II	\$23.58	Year 4 through Year 7
Dispatch Shift Supervisor III	\$24.60	Year 8 and Above

Effective Date. This MOU will be effective the pay period beginning June 24th, 2019, and reflected on pay checks issued on July 12, 2019.

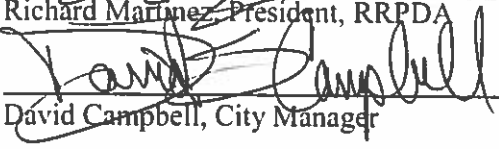
Termination or Modification. This agreement, or its attachments, shall not be amended or modified except by an instrument in writing executed by the signatories below or their authorized replacements. However, notice of changes in persons holding positions, changes in addresses and similar changes of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

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



Richard Martinez, President, RRPDA

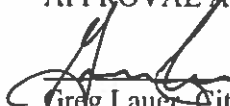
8/12/19
Date



David Campbell, City Manager

8/13/19
Date

APPROVAL AS TO FORM:



Greg Lauer, City Attorney

08.13.19
Date