

**MEMORANDUM OF UNDERSTANDING**

**SECOND 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 29th day of November, 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**, both parties agree that there is a more strategic way to allocate resources for operational efficiency pertaining to Captain positions; and

**WHEREAS**, it has come to light that there are duties performed by Captains that could be performed by persons in the position of Lieutenant;

**WHEREAS**, the RRFD currently does not possess a Lieutenant rank;

**WHEREAS**, the parties agree there is a desire to convert four (4) Captain positions to six (6) Lieutenant positions;

**WHEREAS**, the parties agree to eliminate four (4) Captain positions, as each of the four Captain positions become vacated through attrition after the date of this agreement, and the salary funds from the eliminated Captain positions shall be used to create the six (6) newly-formed Lieutenant positions;

**WHEREAS**, the total position count of 103 MOS will remain the same;

**WHEREAS**, the parties agree that the Chief shall work with the RRFA to create the new job descriptions for the position of Lieutenant;

**WHEREAS**, the parties agree that persons placed in the Lieutenant positions shall be covered by CBA;

**WHEREAS**, the parties agree that Lieutenants shall place bids for shifts after Captains and before Engineers;

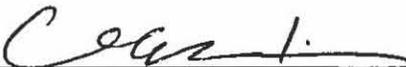
**WHEREAS**, the parties agree that all Lieutenant positions shall be filled under the terms and conditions set forth in the CBA for promotion;

**WHEREAS**, the parties agree that the persons who are promoted to the newly created Lieutenant positions shall receive a 5% raise from their base salary at the time of their promotion, shall receive any and all other raises given to all RRFA members after their promotion under the current CBA; and that this Lieutenant salary agreement shall remain in effect until the next CBA is adopted between the RRFA and the City, in which the Lieutenant's salary ranges shall be determined along with all other RRFA ranks;

**NOW THEREFORE**, the RRFA and the City have come to mutual agreement to effectuate the terms outlined in this Memorandum of Understanding to create six new positions with the rank of Lieutenant

and eliminate four positions of Captain as salary funds become available through attrition, amending Article 1 (A.1.) to include the rank of Lieutenant effective, 2 December, 2016.

This Addendum shall remain in effect for the life of the existing agreement between the parties.

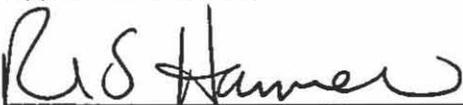
  
Chris Mandeville, President RRFA IAFF Local 4877

2 Dec 16  
Date

  
Keith Riesberg, City Manager

12/5/16  
Date

Approved as to form:

  
ASST. City Attorney  
ROBIN HAMMER

12/5/16  
Date