

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this \_\_\_\_\_ day of October, 2020, by and between the University of New Mexico, hereinafter "UNM", as the employer and the University of New Mexico Police Officer's Association, hereinafter "POA", amending Section 15 of the Collective Bargaining Agreement as follows:

1. The parties entered into a collective bargaining agreement for the period July 1, 2018 through June 30, 2021, with Amendments dated October 7, 2020.
2. The parties seek to amend Section 15 of the Contract to allow for an incentive payment to officers designated as Field Training Officer or Coordinator.
3. The parties therefore agree to amend Section 15: Compensation of the collective bargaining agreement by adding the following:
  - I. FIELD TRAINING OFFICER (FTO) PAYMENT: Officers identified by the Chief or designee with special expertise as Field Training Officers or Field Training Coordinator, will be paid one hundred dollars (\$100.00) bi-weekly for additional duties performed as either a Field Training Officer or Field Training Coordinator, pro-rated based on full-time equivalency. Said FTO payment will be effective October 1, 2020.
4. The specific details of this payment shall be reviewed by the Chief on approximately October 1, 2021 based on the needs of the FTO Program. The results of said review will be negotiated with the union.


This memorandum of agreement shall modify the current collective bargaining agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect.

UNIVERSITY OF NEW MEXICO

POLICE OFFICERS ASSOCIATION

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Dorothy T. Anderson  
VP Human Resources  
Date:



Andy Drexler  
POA President  
Date: