

## Memorandum of Agreement

This Memorandum of Agreement (MOA) between the University of New Mexico (UNM) and University of New Mexico Police Officer's Association (POA) constitutes an agreement between the two parties regarding UNM's administration of one-time retention payments to be issued to POA bargaining unit members pursuant to the New Mexico Department of Public Safety's Law Enforcement Retention Fund program ("LERF") as provided by NMSA 1978, § 9-19-14. Pursuant to the LERF, the one-time retention payments shall be funded solely by the New Mexico Department of Public Safety from the LERF; therefore, the parties acknowledge and agree that the one-time retention payment shall not be construed as binding UNM to make a recurring payment to any bargaining unit members to whom such payments are made or to increase said bargaining unit members' salaries by the amount administered. Furthermore, the parties acknowledge and agree that the one-time retention payments shall not be construed as increasing said bargaining unit members' salary for the purpose of calculating pay equity within the unit. Rather, the parties acknowledge and agree that the one-time payments shall be issued solely upon funding by the New Mexico Department of Public Safety from the LERF for the purpose of retaining said bargaining unit members in their bargaining unit positions. It is further acknowledged and agreed that the New Mexico Department of Public Safety is solely authorized to determine whether and which bargaining unit members meet the necessary criteria to make them eligible to receive a one-time retention payment from funds from the LERF. The parties acknowledge and agree that none of the funding for one-time retention payments discussed herein will be issued from UNM budgetary sources, and that UNM's sole role is to administer payment of any one-time retention payments issued by the LERF to bargaining unit members as determined eligible for such payments by the New Mexico Department of Public Safety, and that such administration shall be processed as wages through UNM's payroll system.

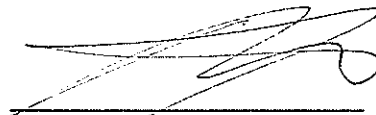
This MOA will be considered non-precedent setting and not for use in future negotiations.

*Kathy D. Agnew*

Kathy Agnew

Asst. VP, Human Resources

Date: Feb 6, 2023



Andy Drexler

POA- President

Date: 1-30-23