

## Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into by and between the Communications Workers of America ("CWA") and the University of New Mexico ("UNM") for the purpose of addressing recruitment and retention challenges within the University of New Mexico Police Department (UNMPD) Police Dispatcher, Pre-Cert and Police Dispatcher classification.

The parties recognize that UNMPD has experienced significant difficulties in recruiting and retaining qualified Police Dispatchers Pre-Cert and Police Dispatchers due, in part, to compensation levels that are not competitive within the relevant labor market. To address these challenges and support operational continuity, the parties agree to a one-time base salary adjustment for eligible employees in the Police Dispatchers Pre-Cert and Police Dispatcher classification.

A one-time base salary adjustment shall be applied to following Police Dispatchers based on their education and experience.

| Name                  | Current Hourly Rate | Proposed Hourly Rate |
|-----------------------|---------------------|----------------------|
| • Lonnie C. Montoya   | \$24.59             | \$26.00              |
| • Erin K. Cayaditto   | \$24.59             | \$26.00              |
| • Jennifer E. Burrows | \$23.02             | \$26.00              |
| • Micah King          | \$20.77             | \$24.00              |

The one-time base salary increase will be effective the first pay period following signature of the MOA.

This MOA will be considered non- precedent setting and not for use in future negotiations. Except as expressly modified by this MOA, all terms and conditions of the applicable Collective Bargaining Agreement shall remain in full force and effect.

This MOA shall become effective upon execution by both parties and shall remain in effect solely for the administration of the salary adjustments described herein.

  
Kevin Stevenson (Aug 31, 2026 16:43:22 MDT)

Kevin Stevenson  
Vice President, Human Resources

**08/31/2026**

Date

  
Jana Smith-Carr (Aug 31, 2026 14:11:26 MDT)

Jana Smith-Carr  
CWA - District Staff Rep

Date