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SANTA FE REGIONAL EMERGENCY COMMUNICATIONS CENTER
BOARD OF DIRECTORS MEETING
October 6, 2016

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SEC CLERK RECORDED 11/17/2018

MINUTES OF THE
SANTA FE REGIONAL EMERGENCY COMMUNICATIONS CENTER
BOARD OF DIRECTORS MEETING

Santa Fe, New Mexico
October 6, 2016

The Meeting of the Santa Fe Regional Emergency Communications Center Board of Directors was called to order by Katherine Miller, Chair at 11:00 a.m. on this date at the Public Safety Complex, 35 Camino Justicia, Santa Fe, New Mexico.

Roll Call indicated the presence of a quorum for conducting official business as follows:

MEMBERS PRESENT:

Katherine Miller, Chair
Chief Ron Crow
Chief Patrick Gallagher
Sheriff Robert A. Garcia
Eric Johnson
Chief Erik Litzenberg

MEMBER (S) ABSENT:

Brian Snyder, Vice Chair, excused
Chief David Sperling, excused

STAFF PRESENT:

Nancy Calhoun, RECC
Jaison Dixon, RECC IT
Amanda Macias, RECC
Vanessa Marquez, RECC Manager
Ken Martinez, RECC Director
Randy Vallegos, RECC Training Coordinator
Debra Witt, RECC

OTHERS PRESENT:

Mark Basham, Basham & Basham, P.C.
Tony Flores, Deputy County Manager
Bernadette Salazar, Director, Santa Fe County Human Resources
Jo Ann G. Valdez, Stenographer

APPROVAL OF AGENDA

The agenda was amended: *Item V: Executive Session* was moved down on the agenda after *Item VII-Matters from the Board*.

Chief Litzenberg made a motion to approve the agenda as amended. Sheriff Garcia seconded the motion. The motion passed unanimously by voice vote.

APPROVAL OF MINUTES: July 21, 2016

Sheriff Garcia made a motion to approve the Minutes of the July 21, 2016 meeting as submitted. Chief Litzenberg seconded the motion. The motion passed unanimously by voice vote.

INFORMATIONAL ITEMS

a. Report on Telecommunications Center Salary Research (Ken Martinez)

[Copies of the handout entitled “*NM PSAP Salary Study Starting Dispatcher Pay (New Cadet)*” were distributed and reviewed.]

Mr. Martinez said at the last meeting the Board discussed the issue of salaries and starting salaries for dispatchers, in comparison to some of the other 911 centers throughout the State. The handout reflects that many of the other centers start their dispatchers at a higher salary. For example: Carlsbad’s starting salary is \$19.83 per hour; Bernalillo County is \$18.50 per hour and APD is \$18.10 per hour. Santa Fe RECC’s starting pay is \$12.00 per hour.

Mr. Martinez noted that the four centers whose starting pay is lower than Santa Fe RECC are: Sierra County who starts their dispatchers at \$11.66 per hour; Luna County starts them at \$10.35 per hour; Rio Arriba County starts them at \$10.00 per hour and Socorro starts them at \$9.00 per hour. These centers only have six dispatchers overall.

Mr. Martinez said he asked Bernadette Salazar, the County Human Resources Director to be present today to answer any questions that the Board may have.

Mr. Martinez said he would like to make this an informational item so possibly the Board can take this forward with the intention of negotiating for some type of salary change/increase. This would not only help in recruiting dispatchers – it would also help in retention. This would also be more competitive with the other 911 dispatch centers.

Mr. Martinez said he will start working with the Human Resources Department to see what they can do to bring the Union in on this because they will start discussion/negotiations with them soon.

Mr. Martinez asked if there were any questions.

Questions/Discussion:

Ms. Miller asked Mr. Martinez if they are also looking at the compaction or the overall impact this could have if they make an adjustment to the starting salary. She said they would have to look at every pay range.

Mr. Martinez said yes, he will be looking at that and he will be working with the Human Resources Department to see what the overall budgetary impact would be. He said there are only a couple of other centers in the State that are using a "step" salary scale.

Ms. Miller said it would be good to know what the average salary and average experience is for the dispatchers at the other centers, compared to the RECC. It would also be good to know how long the dispatchers stay at the starting pay.

Mr. Martinez mentioned that the RECC is one of the only 911 Centers who has to work with the union and this factors in as well.

Mr. Johnson asked what the average salary is for the veteran dispatchers who have been here for a few years.

Mr. Martinez explained that the RECC works in increments: A dispatcher who reaches Level 3 would make \$17.50 per hour and after 3 years would make \$18.00 to \$20.00 per hour. A supervisor could make up to \$21.00 per hour and no one is making more than \$22 an hour.

Ms. Miller asked if they also get a 1% annual increase on the employee's anniversary that is similar to a cost of living adjustment but it is an automatic increase.

Mr. Martinez said yes, this was negotiated into the Union contract and he believes that it was 1% per year on their anniversary.

Ms. Marquez said she believed that this was changed and therefore is not happening.

Mr. Martinez said the Union Contract ended and that is why they will begin discussions soon.

Chief Litzenberg said seeing the starting salaries is important but seeing the benefits package that each person is given is also important and it is not fair to just look at an hourly wage. They should look at the benefits package as a whole, which includes pay and he hopes that staff will put a report together that includes this information.

Mr. Martinez said absolutely, and this is where they will work with the Human Resources Department because they do a full study that includes the budgetary impact for the benefits package. They can also look at the benefit packages for other centers.

Ms. Miller mentioned that she has been working with the City Manager to see if the County and City can change the agreement between the City and the County with regards to the one-quarter percent (.1/4 %) of the gross receipt taxes that funds the RECC Dispatchers, as well as firefighters and EMTs. Anytime there is a request for funding, it is in direct competition with the Fire Department. They would like to redo the agreement where they would dedicate a certain percentage of the EMS Fund to the RECC - versus competing with the Fire Department for these funds.

Director's report (Ken Martinez)

Mr. Martinez gave an update on SMART 911 noting that the program has been implemented and they are using it at the Center. The next step is to let the public know about the program and they are in the process of doing a public outreach where they will do some press releases to inform the public about the program. This program allows the public to create a profile that gives the 911 operators pertinent information (medical history/information, etc.) that they would like the first responders to have, in the event of an emergency. All centers that use SMART 911 will have this information. The profile also allows them to link cell phone numbers. Mr. Martinez encouraged the Board Members to go to www.SMART911.com and create a profile.

Mr. Martinez asked if there were any questions.

Ms. Miller asked Mr. Martinez if he has worked with the County Public Information Officer and he said yes, and he also wants to get this information out to the City and County staff as well.

MATTERS FROM THE PUBLIC

There were no matters from the Public.

MATTERS FROM THE BOARD

Chief Gallagher said at the last meeting, the Board talked about the State Police CAD system. He asked Mr. Martinez if the Board could discuss this more officially at the next meeting and he said sure. He offered to bring a report to the next meeting.

***EXECUTIVE SESSION (Moved down on the agenda)**

a. Limited Personnel Issues

1. RECC Director Performance Evaluation

b. Threatened or Pending Litigation

Sheriff Garcia moved to go into Executive Session at 11:20 a.m. to discuss limited personnel issues and pending litigation. Chief Litzenberg seconded the motion. The motion passed unanimously after a roll call vote.

Sheriff Garcia moved to go back into Regular Session and out of Executive Session at 12:10 p.m. Mr. Johnson seconded the motion. The motion passed unanimously after a roll call vote.

Chair Miller said the only items discussed during Executive Session were those listed on the agenda, which includes the Performance Evaluation for the RECC Director and an update on pending litigation. She noted that the Board did not complete the Performance Evaluation for the RECC Director because the Board wants to provide an opportunity for the absent Board Members to participate in this and provide their input. This discussion will be continued at the next Board Meeting.

NEXT MEETING DATE

The next meeting is scheduled for November 17, 2016 at 9:00 a.m. at the Santa Fe County, Public Safety Complex, South Highway 14, #35 Camino Justicia, Santa Fe.

ADJOURNMENT

There being no further business to come before the Board, Sheriff Garcia moved to adjourn, second by Chief Gallagher, the meeting adjourned at 12:20 p.m.

Katherine Miller
Katherine Miller, Chair

Respectively submitted by:

Ja Ann G. Valdez, Stenographer

Witnessed by: *Nancy L. Carbow*

COUNTY OF SANTA FE)
STATE OF NEW MEXICO) ss

REGIONAL EMERGENCY MII
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I Hereby Certify That This Instrument Was Filed for
Record On The 17TH Day Of November, 2016 at 01:13:41 PM
And Was Duly Recorded as Instrument # **1809933**
Of The Records Of Santa Fe County

Deputy *Geraldine Salazar* Witness My Hand And Seal Of Office
Geraldine Salazar
County Clerk, Santa Fe, NM



SEC CLERK RECORDED 11/17/2016