



**SANTA FE COUNTY**  
**BOARD OF COUNTY COMMISSIONERS**  
**SPECIAL MEETING**

**January 13, 2023**

1. A. This special meeting of the Santa Fe County Board of Commissioners was called to order at approximately 1:05 p.m. by Commission Chair Anna Hansen in the County Commission Chambers, 102 Grant Avenue, Santa Fe, New Mexico.

This meeting was conducted in a hybrid fashion with individuals attending in-person and virtually.

**B. Roll Call**

Roll was called by Deputy County Clerk Evonne Ganz and indicated the presence of a quorum as follows:

**Members Present:**

Commissioner Anna Hansen, Chair  
Commissioner Hank Hughes [via Webex]  
Commissioner Camilla Bustamante  
Commissioner Anna Hamilton

**Member(s) Excused:**

Commissioner Justin Greene

**C. Approval of Agenda**

There being no changes, Commissioner Hamilton moved approval and Commissioner Bustamante seconded. The motion carried by unanimous [4-0] voice vote.

**2. Miscellaneous Action Items**

**A. Request Approval of Amendment No. 7 to Collective Bargaining Agreement Between Santa Fe County and the American Federation of State, County, and Municipal Employees, New Mexico Council 18, Local 182, AFL-CIO [Chair Hansen read the agenda caption.]**

CHAIR HANSEN: And I believe Deputy County Manager Leandro Cordova and Human Resources and Risk Management Director Sonya Quintana are here today.

LEANDRO CORDOVA (Deputy Manager): Thank you, Madam Chair.

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First I want to just thank this body for being here today, for taking the time for this special meeting. It truly was in our mind a need and we are very grateful for your time because we're excited that we're here today. I also want to make sure that we thank our County team: Rachel Brown, Sonya, Yvonne in Finance, and we worked really closely and very hard with the next folks that I want to thank which is our union president Roxanne Lujan, our vice president Matthew Hernandez and their AFSCME rep Sam Chavez. We are very grateful for the hard work and dedication they put in to getting us to this point today as well.

We have a very comprehensive memo that is part of the packet and I'm going to mostly go through the executive summary and a few points as the background. But I think that most of your questions in the background may have been answered within the memo and I thank Ms. Rachel Brown for really helping get this in such a comprehensive way.

In 2022, Santa Fe County contracted with Valiant Consulting Group/ Keystone International also known as VCGK or the contractor to undertake a compensation and classification study in consultation with County management. The subject amendment to the collective bargaining agreement between Santa Fe County and American Federation of State, County and Municipal Employees or New Mexico Council 18, Local 1782 would make the changes to the CBA necessary to implement the compensation study for Local 1782 Bargaining – with minor modifications, specifically among other things, the subject amendment would, number one, create step eligible positions for most bargaining unit members with defined steps from the minimum of the pay range to the mid-point of the range which we consider full-market pay. Step eligible positions would provide for the efficient establishment of employee salaries based upon relevant qualifications compared to the minimum qualification for the position and provide for real and predictable salary growth for employees to the mid-point of the range. And, two, require the Human Resources Director to conduct a comprehensive labor market analysis for all bargaining unit positions simultaneously with the comprehensive labor market analysis which will occur for non-bargaining unit positions and no less frequently than every two years. This should also systematically keep bargaining units' salaries competitive and allow for the possibility of additional salary growth for employees based upon changing market conditions. This removes the merit pay increase process which was part of our old system. It requires the Human Resources Director to adjust pay ranges for step eligible positions within the bargaining unit in accordance with the cost of living adjustments provided by the Board. COLAs are in addition to step increases. So we'll show an example of that today based on the original scale that you adopted and you'll see how COLAs affect the scale. And this is meant to prevent or minimize salary erosion due to inflation and step increases are meant to provide real salary growth.

We're also adjusting pay ranges and steps based upon COLAs and it also helps assure that the County remains externally competitive.

The implementation of the compensation study for bargaining unit employees through adoption of this amendment would also simplify the County's existing classification and compensation system and make it consistent with industry's best practices by among other things reducing the number of pay ranges from 69 to 13 and it will represent a substantial investment in the County's workforce and recruitment and

retention efforts since the initial increases for bargaining units employees and step eligible positions and the cost of filling step eligible positions at mid-point is estimated to be approximately \$2.3 million. It eliminates up to five vacant equipment operator positions to fully fund the amendment in order to have resources to place heavy equipment operators and heavy equipment operators' needs in ranges higher than originally proposed by the classification and compensation study. This modification to the study recommendations addresses the parties' agreement that the higher salaries more accurately reflect market rates for the heavy equipment operators and the heavy equipment operators' needs. And this was a great example of our collaboration and hard work together. I really thank the union for that point.

If this amendment is approved by the Board significant pay increases for most bargaining unit employees as contemplated by the amendment would go into effect tomorrow. Affected employees would be notified of the increase and the new pay range for their positions and changes to their job descriptions. Pay ranges and steps adopted by the amendment have been increased by that proposed in the compensation study by the 1.5 percent COLA that goes into effect tomorrow for non-bargaining unit positions. Bargaining unit employees who are currently paid above the mid-point and utilities positions will also receive a 1.5 percent COLA and that was the COLA you approved in this year's fiscal year budget.

As I mentioned, I'm not going to get into all the detail of the background. It was a comprehensive study. Ms. Quintana worked hard with the contractor and management and we did implement for non-bargaining unit employees a few months back. Most of the data is in there and I do want to go ahead to the point where we're remediating existing weaknesses because I think that is a valuable point to bring up. County management also worked with the contractor to address the following weaknesses in the existing comp classes that we're asking you to replace. There was no defined salary growth for the majority of bargaining unit employees. The existing merit raise system in effect is ineffective at providing real salary growth. Job specific performance is not clearly defined or measured and no money is specifically allocated to merit increases and ranges are not adjusted for the cost of living adjustments and comprehensive and systematic market analysis were not regularly undertaken. Those are all points that we've addressed in that we're starting to already see the effect of, the positive effect of.

So next we're going to move down to what this subject amendment does at the macro-level. The subject resolution extends the term of the CBA by 12 months. It also authorizes application of the revised compensation and classification system to bargaining unit members by authorizing the creation of step eligible positions for bargaining unit positions and recognizing that some positions have set salaries. It authorizes compensation increases for step eligible positions and allows for ongoing increases in accordance with the compensation and classification system up to the mid-point or full market pay. It also removes the perceived inequities of the merit system. The monetary impact to the County and its employees of the compensation study recommendations, as I mentioned, is a pretty significant amount. It's just over \$2.3 million.

In summary, implementation of the compensation study for non-bargaining unit positions will allow the County to offer competitive salaries relative to the labor market

which the recruits. It will reduce the number of pay ranges from 69 to 13. It will ensure consistency in salary and align with industry practices. It sustains external competitiveness. It maintains internal equity between similar positions. It consistency values positions performing comparable work and requiring similar skills and it clearly defines minimum qualifications and essential duties and aligns them to the marketplace. And it abides by the minimum wage for County employees of \$15 per hour. We've said this a couple of times in describing this plan that it is not necessarily an equal amount of pay increases across the County but it is an equitable approach to providing pay increases across the County. Because this was fixing an old system, there was some inequities that had been addressed and that do cover some broader or wider ranges for certain individuals. So not everybody will be getting a pay increase that is true. But most people will and they are quite significant for many. If this is implemented, going forward as we do things like the cost of living adjustments it allows the Board to both create an equitable and equal going forward. So now as we do an equal movement of a COLA of 1.5 percent, you'll see that that is fair across the board at least to the point that we've analyzed it to this day and it shows that we can continue to move the scale in accordance to the market around us. This is a good example but I think the scale that you passed for the non-union employees back a couple of months ago started us off, just as an example, grade 1/step 1 was \$15 an hour. With a 1.5 percent COLA it shifts the entire scale. So we're not just giving people 1.5 percent raise, we're moving the scale so now your starting position in a grade 1/step 1 would be \$15.22 . So that also is an equitable way of bringing in new people and still be competitive with the market around us. This system has so many improvements that we have not quite been able to understand and that's why we're proposing doing this every two years so that we can look at the data over that period of time and focus on any issues that may arise. We also feel like it is a better tool to be able to work with partners like the union on any issues that they might be identifying that we could then pinpoint those issues and work specifically on those things as they rise up based on the new system that would be in place.

There is a summary of CBA amendments in the memo. I am not going to go over all of those. But it does very clearly define all of the different amendments that we have to this agreement. This agreement was originally a five-year agreement. We are extending for one more year. The union definitely wants to get to the table to put in place a new agreement and we want work with them. And I'm very grateful and appreciative of the hard work they put in to get us to this point today. And I'm very optimistic about our ability to continue to work together going forward for positive movement and representation of not just the union members but all employees of Santa Fe County. We are really grateful for that.

At this time, the recommended action is to approve Amendment No. 7 to Collective Bargaining Agreement between Santa Fe County and AFSCME, New Mexico Council 18, Local 1782, and we stand for any questions.

CHAIR HANSEN: Thank you, Leandro. I want to know if the union would like to make a comment or a statement.

MR. CORDOVA: I think they do, thank you.

CHAIR HANSEN: Welcome.

ROXANNE LUJAN: Good afternoon, Madam Chair, Commissioners,

Manager Shaffer. I am Roxanne Lujan. I am the president of AFSCME Local 1782. First of all, we would like to thank you Commissioners for holding a special BCC meeting today to discuss the collective bargaining agreement between Santa Fe County and the American Federation of State, County, Municipal Employees, New Mexico, Council 18, Local 1782, AFL-CIO. And we thank you for your time today.

We'd like to express our gratitude to the members of Local 1782 for your patience and understanding during this process. We'd also thank the members of the negotiating team for Santa Fe County, Deputy County Manager Cordova, Deputy County Attorney Brown, Human Resources Director Quintana, and Finance Director Herrera.

We are here on behalf of Local 1782 for the blue-collar and white-collar workers here at Santa Fe County. We are pleased to announce that we have come to an agreement with Santa Fe County and the 2022 Compensation Study will be implemented and salary increases will be given to several employees that are in step eligible positions that are part of the bargaining unit in addition to the 1.5 percent COLA. This has been a long five years for bargaining unit employees here at Santa Fe County. We are optimistic moving forward that County will continue to find the necessary budget to fund these class and compensation studies and update salaries to remain competitive with other local agencies that it remains a priority in the budget hearings and the upcoming budget sessions going forward. It is our hope that next time salary increases will be given to all employees across the board regardless of whether they are part of a bargaining unit or not.

We are also pleased to announce that the negotiating team for Santa Fe County will be going to each department division to provide a presentation of the class and compensation study for the employees so that everyone will have an understanding as to how it was conducted. This will also give our members a chance to ask any questions that they may have about the studies. Members of Local 1782 will also be present at these presentations.

Member of Local 1782 we have not forgotten you. We will be continuing to work for our members and additional updates to the contract are still in our sights. We have a long road ahead of us and still lots of work that needs to be done. Thank you.

CHAIR HANSEN: Thank you very much for you statement. Please introduce the two gentlemen you have with you.

MATTHEW HERNANDEZ: Hello. Matthew Hernandez, vice president for Local 1782.

CHAIR HANSEN: Thank you.

SAM CHAVEZ: Madam Chair, members of the Board, Sam Chavez, AFSCME Council 18. I'd like to thank Deputy County Manager Cordova, Rachel Brown, Sonya Quintana, Yvonne and I'd also like to thank County Manager Shaffer for pushing this. And thank you all and please approve amendment number 7.

CHAIR HANSEN: Thank you very much. Thank you for being here. Are there any comments from the Board? What's the pleasure of the Board?

COMMISSIONER HUGHES: Madam Chair.

CHAIR HANSEN: Yes, just one moment while I get you on my screen. Commissioner Hughes, yes.

COMMISSIONER HUGHES: I just wanted to say that I really appreciate all of the people who put work into this long overdue but very important salary increase

and adjustments to the budget relating to the salary system with the class and compensation study and certainly I think that every budget year going forward we need to take the needs of our employees into account as we develop the new budget. Thanks to everyone involved.

CHAIR HANSEN: Thank you very much, Commissioner Hughes.  
Commissioner Hamilton.

COMMISSIONER HAMILTON: Yes, I would certainly echo those and based on that, I move to approve the amendment.

COMMISSIONER HUGHES: I'll second it.

CHAIR HANSEN: Motion and second to approve Amendment No. 2.  
All of those in favor.

**The motion passed by unanimous [4-0] voice vote.**

CHAIR HANSEN: No opposed and four in support and one absent. So the motion is approved. Yea, and thank you for the whole entire team of Leandro, Rachel, Sonya, Yvonne, Manager Shaffer, County Attorney Young also and to the entire bargaining unit of the union we are grateful that you could come to the table and we could have an agreement to provide as much services as we possibly can for our employees at the County. So thank you very much everyone for being here. With that the motion has been approved and we will go to concluding business.

**3. Concluding Business**

**A. Announcements**

CHAIR HANSEN: Are there any announcements? I want to wish everyone a happy Martin Luther King Day. Monday is a holiday so I am just reminding everyone that we have Monday off. So not only have we been able to pass a really good amendment to our bargaining unit agreement but now you get a three-day weekend.

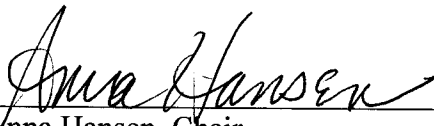
**B. Adjournment**

COMMISSIONER HAMILTON: Move to adjourn

COMMISSIONER BUSTAMANTE: Second.

With no further business and upon unanimous voice vote, Chair Hansen declared this meeting adjourned at approximately 1:25 p.m.

Approved by:



Anna Hansen, Chair

Board of County Commissioners

SFC CLERK RECORDED 02/23/2023


ATTEST TO:



KATHARINE E. CLARK  
SANTA FE COUNTY CLERK



Respectfully submitted:

  
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