

Henry P. Roybal
Commissioner, District 1

Anna Hansen
Commissioner, District 2

Robert A. Anaya
Commissioner, District 3




Anna T. Hamilton
Commissioner, District 4

Ed Moreno
Commissioner, District 5

Katherine Miller
County Manager

MEMORANDUM

To: Board of County Commissioners

From: Bernadette Salazar, Human Resources Director 

Via: Katherine Miller, County Manager

Date: November 1, 2017

Re: Request Approval of Amendment No. 1 To Collective Bargaining Agreement Between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters

BACKGROUND AND SUMMARY

The Santa Fe County Management Team and IAFF 4366 have successfully negotiated the financial re-opener in compliance with the collective bargaining agreement. The parties have worked diligently together to come to a mutual agreement in the best interest of the County and our employees. The agreed upon language provides union employees with a 1% salary adjustment effective the first full pay period after their anniversary dates beginning January 2018 through June 30, 2019. In addition, if approved, the starting pay for the positions of Firefighter EMT-Basic will be increased by 6% and the starting pay for Firefighter EMT-Intermediate will increase by 5%. This will assist in the recruitment and retention of qualified employees. During this process, the parties also updated the Agreement and Recognition Article to reflect the addition of Shift Training Captains pursuant to the state labor board process.

ACTION REQUESTED

The action requested is approval of Amendment No. 1 to Collective Bargaining Agreement between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters.

ATTACHEMENT

Amendment No. 1 to Collective Bargaining Agreement between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters.

Thank you for your consideration.

**AMENDMENT NO. 1 TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN SANTA FE COUNTY AND THE SANTA FE COUNTY FIREFIGHTERS
ASSOCIATION (REFERRING TO THE BARGAINING UNIT AS LOCAL 4366)**

THIS AMENDMENT is made and entered into as of this _____ day of _____, 2017, by and between Santa Fe County, a political subdivision of the State of New Mexico (hereinafter referred to as "the County") and the Santa Fe County Firefighters Association (hereinafter referred to as "the Union").

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement ("CBA") effective December 28, 2017, to December 30, 2019; and

WHEREAS, the CBA provides that each party has the right to open an economic item no earlier than August 30, 2017, and no later than September 30, 2017, and no earlier than March 1, 2018, and no later than April 1, 2018; and

WHEREAS, the parties have agreed upon certain economic provisions and now desire to amend the CBA to incorporate such provisions.

NOW, THEREFORE, THE PARTIES AGREE TO AMEND THE CBA AS SET FORTH HEREIN.

1. The current Section C to Article 1 of the CBA shall be deleted in its entirety and replaced with the following; the remainder of Article 1 shall remain the same:

ARTICLE 1 (AGREEMENT AND RECOGNITION)

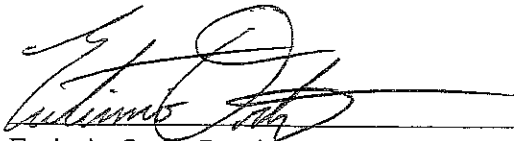
- C. The Employer recognizes the Union as the sole and exclusive representative in all matters establishing and pertaining to wages, hours and other terms and conditions of employment for all employees in the bargaining unit. Classified non-probationary positions covered are Firefighters/EMT Basic, EMT Intermediate, Paramedics, Lieutenants, Shift Training Captains, and Fire Protection Specialists I and II. Any positions that are identified through the CBA or through Memoranda of Understanding shall be added by reference to this Article (Agreement and Recognition) and the Public Employee's Bargaining Act.
2. The current Article 29 of the CBA shall be deleted in its entirety and replaced with the following:

ARTICLE 29 (WAGES)

- A. The pay scale attached hereto as Exhibit A shall become effective the first full pay period in January of 2018 after ratification by the Union and approval by the Board of County Commissioners. This pay scale shall be effective through June 30, 2019, and shall expire on that date even if the CBA remains in effect pursuant to NMSA 1978, Section 10-7E-18(D) and Article 30 of the CBA.
- B. \$0.75 shall be added to the hourly base salary for any bargaining unit employee who holds a paramedic license in the position of Lieutenant and Shift Training Captain. This Section B expressly does not apply to the Acting in Capacity of a Lieutenant Pilot Project.
- C. All items in this Amendment are contingent upon sufficient budget appropriation.


SIGNATORIES OF THE PARTIES

IN WITNESS, WHEREOF, the parties have duly executed this Amendment on the dates indicated.



Eutimio Ortiz, President
IAFF Local 4366

Henry P. Roybal, Chairperson
Board of County Commissioners
County of Santa Fe, New Mexico

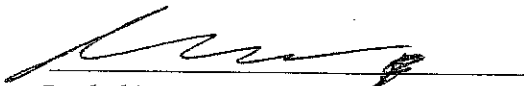


Randal N. Haugen, Jr., Vice President
IAFF Local 4366

Attest:

Approved as to form:

Geraldine Salazar, County Clerk
County of Santa Fe, New Mexico



Rachel Brown, Interim County Attorney
County of Santa Fe, New Mexico

Exhibit A
IAFF Payscale January 2018 - June 30, 2019

	1	2	3	4	5	6	7	8	9	10	11	
FF-EMT-B	\$13.3914	\$13.5253	\$13.6606	\$13.7972	\$13.9351	\$14.0745	\$14.2152	\$14.3574	\$14.5010	\$14.6460	\$14.7924	
FF-EMT-I	\$14.5900	\$14.7359	\$14.8833	\$15.0321	\$15.1824	\$15.3342	\$15.4876	\$15.6425	\$15.7989	\$15.9569	\$16.1164	
FF-P	\$17.2326	\$17.4049	\$17.5790	\$17.7548	\$17.9323	\$18.1116	\$18.2928	\$18.4757	\$18.6604	\$18.8470	\$19.0355	
FF-Lieutenant	\$18.0685	\$18.2492	\$18.4317	\$18.6160	\$18.8022	\$18.9902	\$19.1801	\$19.3719	\$19.5656	\$19.7613	\$19.9589	
FF-Lieutenant Paramedic	(+) 0.75	\$18.8185	\$19.9992	\$19.1817	\$19.3660	\$19.5522	\$19.7402	\$19.9301	\$20.1219	\$20.3156	\$20.5113	\$20.7089
Captain	\$19.3333	\$19.5266	\$19.7219	\$19.9191	\$20.1183	\$20.3195	\$20.5227	\$20.7279	\$20.9352	\$21.1445	\$21.3560	
Captain Paramedic	(+) 0.75	\$20.0833	\$20.2766	\$20.4719	\$20.6691	\$20.8683	\$21.0695	\$21.2727	\$21.4779	\$21.6852	\$21.8945	\$22.1060
Fire Pro. Spec. I	\$19.2904	\$19.4833	\$19.6781	\$19.8749	\$20.0737	\$20.2744	\$20.4771	\$20.6819	\$20.8887	\$21.0976	\$21.3086	
Fire Pro. Spec. II	\$21.1887	\$21.4006	\$21.6146	\$21.8307	\$22.0490	\$22.2695	\$22.4922	\$22.7172	\$22.9443	\$23.1738	\$23.4055	
FF-EMT-B	\$14.9404	\$15.0898	\$15.2407	\$15.3931	\$15.5470	\$15.7025	\$15.8595	\$16.0181	\$16.1783	\$16.3401	\$16.5035	
FF-EMT-I	\$16.2776	\$16.4404	\$16.6048	\$16.7708	\$16.9385	\$17.1079	\$17.2790	\$17.4518	\$17.6263	\$17.8026	\$17.9806	
FF-P	\$19.2259	\$19.4181	\$19.6123	\$19.8084	\$20.0065	\$20.2066	\$20.4086	\$20.6127	\$20.8189	\$21.0270	\$21.2373	
FF-Lieutenant	\$20.1585	\$20.3600	\$20.5636	\$20.7693	\$20.9770	\$21.1867	\$21.3986	\$21.6126	\$21.8287	\$22.0470	\$22.2675	
FF-Lieutenant Paramedic	(+) 0.75	\$20.9085	\$21.1100	\$21.3136	\$21.5193	\$21.7270	\$21.9367	\$22.1486	\$22.3626	\$22.5787	\$22.7970	\$23.0175
Captain	\$21.5696	\$21.7852	\$22.0031	\$22.2231	\$22.4454	\$22.6698	\$22.8965	\$23.1255	\$23.3567	\$23.5903	\$23.8262	
Captain Paramedic	(+) 0.75	\$22.3196	\$22.5352	\$22.7531	\$22.9731	\$23.1954	\$23.4198	\$23.6465	\$23.8755	\$24.1067	\$24.3403	\$24.5762
Fire Pro. Spec. I	\$21.5217	\$21.7369	\$21.9543	\$22.1738	\$22.3956	\$22.6195	\$22.8457	\$23.0742	\$23.3049	\$23.5380	\$23.7733	
Fire Pro. Spec. II	\$23.6396	\$23.8760	\$24.1147	\$24.3559	\$24.5994	\$24.8454	\$25.0939	\$25.3448	\$25.5983	\$25.8542	\$26.1128	

