

Memorandum

To:

Santa Fe Board of County Commissioners

From:

Donna Morris, Fire Department

Thru:

David Sperling, Fire Chief

Pablo Sedillo, Public Safety Director

Katherine Miller, County Manager

Date:

January 29, 2013

Re:

Requesting BCC Approval for a Budget Increase to the Fire Department AFG/FEMA Grant

Fund (\$120,000).

CAPTION:

The Santa Fe County Fire Department is requesting BCC approval for a budget increase in the amount of \$120,000 for the Fire Department's FEMA Grant Fund (244) to budget a grant awarded to purchase three generator/SCBA re-fill cascade stations. (Public Safety/Fire)

BACKGROUND:

The Santa Fe County Fire Department has been awarded an AFG/FEMA grant in the amount of \$120,000 to purchase three generator/SCBA re-fill cascade stations to be located at the Edgewood, Rancho Viejo and Pojoaque Regional Fire Stations. This grant award and equipment purchase will provide our paid and volunteer crews with a reliable source of purified breathing air which is an important part of our respiratory protection program. These generator/re-fill stations will also allow our crews to do more "on air training" which will maintain their familiarity with their equipment and ensure a well-trained cadre of firefighters who respond to the emergency needs of our community.

SUMMARY:

Please approve the request to increase the Fire Department FEMA Fund (244) budget by \$120,000.

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did request the following budget adjustment:	
January 29, 2013	
is, the Board of County Commissioners meeting in regular session on	
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Fiscal Year. 2013 (July 1, 2012 - June 30, 2013) FEMA Fund (244) Fund Name: Fire Department/Administration Budget Increase Budget Adjustment Type: Department / Division:

BUDGETED REVENUES: (use continuation sheet, if necessary)

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BUDGETED EXPENDITURES: (use continuation sheet, if necessary)

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Updated by:

County Manager Approval:

RESOLUTION 2013 -

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Phone No.: 992-3082	
Fire Department/Administration	
Dept/Div:	
Name: Donna Morris	
DEPARTMENT CONFACT:	

DETAILED JUSTIFICATION FOR REQUESTING BUDGET ADJUSTMENT (If applicable, cite the following authority: State Statute, grant name and award

date, other laws, regulations, etc.):

I) Please summarize the request and its purpose.

Requesting BCC approval for a budget increase in the amount of \$120,000 to the Fire Department FEMA Grant Fund (244) which was awarded to purchase three Generator/SCBA re-fill cascade stations that will be located at the Edgewood, Rancho Viejo and Pojoaque Regional Stations.

a) Employee Actions

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Line Item	Action (Add/Delete Position, Reclass, Overtime)	Position Type (permanent, term)	Position Title

b) Professional Services (50-xx) and Capital Category (80-xx) detail:

Line Item	Detail (what specific things, contracts, or services are being added or deleted)	Amount
80-03	Three Generator/SCBA re-fill cascade stations	120,000

or for NON-RECURRING (one-time only) expense X 2) Is the budget action for RECURRING expense_

RESOLUTION 2013 -

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Donna Morris

Name:

State Statute, grant name and award	
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ADJUSTMENT (If applicable, cite the following authori	
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DETAILED JUSTIFICATION FOR REQUESTIN	date, other laws, regulations, etc.):

992-3082

Dept/Div: Fire Department/Administration Phone No.:

- 3) Does this request impact a revenue source? If so, please identify (i.e. General Fund, state funds, federal funds, etc.), and address the following:
 - If this is a state special appropriation, YES NO X

 If YES, cire statute and attach a copy.
- If YES, please cite and attach a copy of statute, if a special appropriation, or include grant name, number, award date and amount, and attach a copy of a award letter and proposed budget. <u>A</u>

AFG Grant EMW-2012-FO-04883 (Grant Attached)

- Is this request is a result of Commission action? YES NO X If YES, please cite and attach a copy of supporting documentation (i.e. Minutes, Resolution, Ordinance, etc.). Is this request is a result of Commission action? YES ଫ
- d) Please identify other funding sources used to match this request.

\$30,000 grant match (20%) will be expended out of cost center 222-0821-422 and cost center 209-0846-422.

RESOLUTION 2013 -

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Santa Fe County that the Local Government Division of the Department of Finance and Administration is hereby requested to grant authority to adjust budgets as detailed above.

Approved, Adopted, and Passed This 29th Day of January, 2013.

Santa Fe Board of County Commissioners

Kathy Holian, Chairperson

ATTEST:

Geraldine Salazar, County Clerk



Memorandum

To:

Santa Fe Board of County Commissioners

From:

Donna Morris, Fire Department

Thru:

David Sperling, Fire Chief

Pablo Sedillo, Public Safety Director

Katherine Miller, County Manager

Date:

January 29, 2013

Re:

Requesting BCC Approval for a Budget Increase to the Fire Department Forestry Fund

(\$312.00).

CAPTION:

The Santa Fe County Fire Department is requesting BCC approval for a budget increase in the amount of \$312 to the Fire Department Forestry Fund (244) to budget the revenue collected for fire department personnel that were utilized on the "Nobody's Looking" Fire. (Public Safety/Fire)

BACKGROUND:

The Santa Fe County Fire Department has a Joint Powers Agreement in place with the Energy, Minerals and Natural Resources Department, Forestry Division for Wildland fire protection and suppression (contract number 10-521-2300-00320). The Santa Fe County Fire Department has received reimbursement in the amount of \$312 which is the designated rate for our personnel utilized at the "Nobody's Looking" Fire. When reimbursement money is collected for deployment to a Wildland fire utilizing the NM Resource Mobilization Plan (JPA) the money is budgeted into the fire department forestry cost center under salaries and benefits to help fund the fire department crew of Wildland Urban Interface Specialists.

SUMMARY:

Please approve the request to increase the Fire Department Forestry Fund (244) budget by \$312.

RESOLUTION 2013 -

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Whereas, the Board of County Commissioners meeting in regular session on January 29, 2013, did request the following budget adjustment:

Department / Division: Fire Department/Wildland

Fund Name: Forestry Fund (244)

Budget Adjustment Type: Budget Increase

Fiscal Year: 2013 (July 1, 2012 - June 30, 2013)

BUDGETED REVENUES: (use continuation sheet, if necessary)

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Title: Chief	Date: //(1/16/12	Date:
Requesting Department Approval:	Finance Department Approval: Wound WENNAS	County Manager Approval:

RESOLUTION 2013 -

BUDGET ADJUSTMENT CONTINUATION SHEET

BUDGETED REVENUES: (use continuation sheet, if necessary)

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DEPARTMENT CONTACT:	Name:	Donna Morris	Dept/Div:	Dept/Div: Fire Department/Administration	Phone No.: 992-3082	-3082
DETAILED JUSTIFICATION FOR REQUESTING date, other laws, regulations, etc.):	FOR REQUESTI :.):	NG BUDGET ADJUSTN	IENT (If appl	BUDGET ADJUSTMENT (If applicable, cite the following authority: State Statute, grant name and award	iate Statute, grant nai	ne and award
• 1) Please summarize the request and its purpose.	quest and its purpos	ij				
Requesting BCC approval for a budget increas personnel utilized on the "Nobody's Looking F Urban Interface Specialists as well as supplies.	al for a budget incr "Nobody's Lookin sts as well as suppli	ease to the Forest Restorati ig Fire". The Wildland Div ies.	on (244) Fores rision utilizes f	Requesting BCC approval for a budget increase to the Forest Restoration (244) Forestry Revenue Fund for a total of \$312 to reimburse the Wildland hand crew for personnel utilized on the "Nobody's Looking Fire". The Wildland Division utilizes forestry reimbursements to help fund the fire department staff of Wildland Urban Interface Specialists as well as supplies.	reimburse the Wildlan fire department staff o	l hand crew for f Wildland
a) Employee Actions						
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b) Professional Services ((50-xx) and Capita	b) Professional Services (50-xx) and Capital Category (80-xx) detail:				
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or for NON-RECURRING (one-time only) expense

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RESOLUTION 2013 -

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d) Please identify other funding sources used to match this request.

Not Applicable.

RESOLUTION 2013 -

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Santa Fe County that the Local Government Division of the Department of Finance and Administration is hereby requested to grant authority to adjust budgets as detailed above.

Approved, Adopted, and Passed This 29th Day of January , 2013.

Santa Fe Board of County Commissioners

Kathy Holian, Madam Chair

ATTEST:

Geraldine Salazar, County Clerk



Memorandum

To:

Santa Fe Board of County Commissioners

From:

Donna Morris, Senior Accountant

Thru:

David Sperling, Fire Chief

Pablo Sedillo, Public Safety Director

Katherine Miller, County Manager

Date:

January 29, 2013

Re:

Requesting a budget increase to the Fire Administration Operations Fund Cost Center (244)

in the amount of \$155.

ISSUE:

The Fire Department is requesting an increase to the Fire Administration Operations Fund Cost Center (244) in the amount of \$155 to budget a donation made to the fire department by Sylvie Ward. (Public Safety/Fire)

BACKGROUND:

On August 24th the SFC Fire Department received a letter from Ms. Sylvie Ward requesting that we take back a refund check that was sent to her in her son's name that resulted due to an overpayment on his patient account with the Fire Department. Ms. Ward's son was recently deceased and she requested that the Fire Department accept this money as a contribution to a program that will benefit the department. In the past, the fire department has utilized contributions such as this for the purchase of food for rehabilitative purposes for our staff who respond to fire emergencies.

SUMMARY:

Please approve the attached budget resolution to increase the Fire Administration Operations Fund (244) by \$155.

RESOLUTION 2013 -

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January 29, 2013 , did	Administration Fund Name: Fire Administration Overations (244)
ners meeting in regular session on <u>Januar</u>	Fund Name
Whereas, the Board of County Commissioners meeting in r	Department / Division: Fire Denartment/Fire Administration

Fiscal Year: 2013 (July 1, 2012 - June 30, 2013) Budget Adjustment Type: Budget Increase

BUDGETED REVENUES: (use continuation sheet, if necessary)

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DECREASE	·	
INCREASE	155	155
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ELEMENT OBJECT XXXX	01-90	
ACTIVITY BASIC/SUB XXX	360	
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CODE XXX	244	

BUDGETED EXPENDITURES: (use continuation sheet, if necessary)

DECREASE AMOUNT		
INCREASE AMOUNT	155	155
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ELEMENTY OBJECT XXXX	60-12	
ACTIVITY BASIC/SUB XXX	422	
DEPARTMENT/ DIVISION XXXX	0801	
FUND CODE XXX	244	

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Requesting Department Approval:	Finance Department Approval: Will Mill Will Will Will Will Will Will	Course, Marsones American

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RESOLUTION 2013 -

	992-3082
	Phone No.:
	Fire Department/Administration
	Dept/Div:
TS IF NECESSARY.	Name: Donna Morris
ATTACH ADDITIONAL SHEETS IF	DEPARTMENT CONTACT:

DETAILED JUSTIFICATION FOR REQUESTING BUDGET ADJUSTMENT (If applicable, cite the following authority: State Statute, grant name and award date, other laws, regulations, etc.):

I) Please summarize the request and its purpose.

Requesting BCC approval for a budget increase to the Fire Administration operations cost center (244) to budget a monetary contribution from a patient transported by the SFC Fire Department to be utilized for food purchased for rehabilitative purposes for staff responding to fire emergencies.

a) Employee Actions

	Position Title		
	Position Type (permanent, term) Position Title		
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b) Professional Services (50-xx) and Capital Category (80-xx) detail:

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RESOLUTION 2013 -

ATTACH ADDITIONAL SHEETS IF NECESSARY.

DEPARTMENT CONTACT:

	TING BUDGET ADJUSTMENT (If applicable, cite the following authority: State Statute, grant name and award
992-3082	g authority:
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Dept/Div: Fire Department/Administration Phone No.: 992-3082	ET ADJUSTMENT (If applicable, cite
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Donna Morris	DETAILED JUSTIFICATION FOR REQUESTING date, other laws, regulations, etc.):
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- Does this include state or federal funds? YES NO X If YES, please cite and attach a copy of statute, if a special appropriation, or include grant name, number, award date and amount, and attach a copy of a 3) Does this request impact a revenue source? If so, please identify (i.e. General Fund, state funds, federal funds, etc.), and address the following: a) If this is a state special appropriation, YES_ <u>a</u>
- c) Is this request is a result of Commission action? YES NO X
 If YES, please cite and attach a copy of supporting documentation (i.e. Minutes, Resolution, Ordinance, etc.).

award letter and proposed budget.

d) Please identify other funding sources used to match this request. N/A

RESOLUTION 2013 -

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Santa Fe County that the Local Government Division of the Department of Finance and Administration is hereby requested to grant authority to adjust budgets as detailed above.

Approved, Adopted, and Passed This 29th Day of January , 2013.

Santa Fe Board of County Commissioners

Kathy Holian, Madam Chair

TYFF

Geraldine Salazar, County Clerk

Robert A. Garcia Sheriff 986-2455 ragarcia@santafecounty.org



Ron E. Madrid Undersheriff 986-2455 rmadrid@santafecounty.org

35 Camino Justicia - Santa Fe, New Mexico 87508

MEMORANDUM

To: Board of County Commissioners

Fr: Ron Madrid / Undersheriff

Date: November 30, 2012

Re: Request approval to budget 3 grants consolidated into one agreement awarded to the

Sheriff's Office for personal services that will provide the funding to Sheriff's Office to

reduce traffic-related injuries, and deaths.

Issue:

The Santa Fe County Sheriff's Office has been awarded funding for three (3) state and federal programs that will assist in overtime needed to reduce traffic-related injuries, and deaths.

Background:

The consolidated agreement consists of the following grants:

- Operation Driving While Impaired PA# 13-AL-64-091 @ \$33,694.00, which will assist with personnel services/overtime for statewide highly publicized sobriety checkpoints, and saturation patrols.
- Operation Buckle Down (OBD) PA# 13-OP-RF-091 @ \$3,358.00, which will assist with personnel services/overtime needed to enforce seatbelt and child restraint laws and participate in child restraint training and clinics.
- Selective Traffic Enforcement Program (S.T.E.P.) PA# 13-RF-01-091 @ \$2,824.00 which will assist with personnel services/overtime needed for traffic-safety related enforcement in high crash locations, and safety corridors, identified through the use of local, state, and federal data.

Auction Requested:

The Santa Fe County Sheriff's Office requests approval to budget funding from the grants listed above totaling \$39,876.00 awarded by the NMDOT - Traffic Safety Division (TSD), in which the funding from these programs are focused on law enforcement activities that are committed to preventing injuries and saving lives by eliminating crashes on New Mexico public roadways.

RESOLUTION 2013 -

A RESOLUTION REQUESTING AUTHORIZATION TO MAKE THE BUDGET ADJUSTMENT DETAILED ON THIS FORM

Whereas, the Board of County Commissioners meeting in regular session on January 34,2013, did request the following budget adjustment:

Department / Division: Country Sheriff

Fund Name: <u>Law Enforcement Operations Fund (LEOF-246)</u>

Budget Adjustment Type: Budget Increase

Fiscal Year: 2013 (July 1, 2012 - June 30, 2013)

BUDGETED REVENUES: (use continuation sheet, if necessary)

DECREASE	AMOUNT		****				
INCREASE	AMOUNT	\$2 824	\$33.694		¢2 3 5 0	07,50	\$39,876
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BUDGETED EXPENDITURES: (use continuation sheet, if necessary)

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RESOLUTION 2013 -

BUDGET ADJUSTMENT CONTINUATION SHEET

BUDGETED REVENUES: (use continuation sheet, if necessary)

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BUDGETED EXPENDITURES: (use continuation sheet, if necessary)

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RESOLUTION 2013 -

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ATTACH ADDITIONAL SHEETS IF NECESSARY.

0.: (505) 986-2455
Phone No
Sheriff's Office
Dept/Div:
Name: Robert Garcia - Sheriff
DEPARTMENT CONTACT:

DETAILED JUSTIFICATION FOR REQUESTING BUDGET ADJUSTMENT (If applicable, cite the following authority: State Statute, grant name and award date, other laws, regulations, etc.):

1) Please summarize the request and its purpose.

Request for increases to the following budgets for overtime/personal services awarded to the Sheriff's Office by NMDOT/Programs Divisions, Traffic Safety Bureau:

PA# 13-AL-64-091 / Operation DWI

Funding from this grant will assist the Santa Fe County Sheriff's Office with the needed overtime to conduct DWI Sobriety Check points and Saturation Patrols aimed at reducing alcohol-related crashes, injuries, and deaths.

PA# 13-OP-RF-091/Operation Buckle Down

Funding from this grant assist the Santa Fe County Sheriff's Office with the overtime needed to participate in a minimum of 1 nighttime seathelt operation in the CIOT national mobilization operation.

PA# 13-RF-01-091/Selective Traffic Enforcement Program (S.T.E.P)

Funding from this program will pay for the overtime needed to conduct traffic activities aimed at reducing traffic related injuries and fatalities.

a) Employee Actions

Line Item	Action (Add/Delete Position, Reclass, Overtime)	Position Type (permanent, term)	Position Title
ODWI / 10.25	Salary & Wages / Overtime	Existing/Permanent	Patrol
OBD / 10.25	Salary & Wages / Overtime	Permanent	Patrol/Deputy
S.T.E.P. / 10.25	Salary & Wages/Overtime	Existing/Permanent	Patrol/Patrol
	Water framework to the control of th		The state of the s

b) Professional Services (50-xx) and Capital Category (80-xx) detail:

Line Item	Detail (what enerific thince contracts or corrison are hains added or defeed)	American
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or for NON-RECURRING (one-time only) expense_ 2) Is the budget action for RECURRING expense

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DEPARTMENT CONTACT:

Phone No.: (505) 986-2455	the following authority: State Statute, grant name and award
Dept/Div: Sheriff's Office	DGET ADJUSTMENT (If applicable, cite
Name: Robert Garcia - Sheriff	DETAILED JUSTIFICATION FOR REQUESTING BU date, other laws, regulations, etc.):

- 3) Does this request impact a revenue source? If so, please identify (i.e. General Fund, state funds, federal funds, etc.), and address the following:
 - a) If this is a state special appropriation, YES If YES, cite statute and attach a copy.
- If YES, please cite and attach a copy of statute, if a special appropriation, or include grant name, number, award date and amount, and attach a copy of a 0 N Does this include state or federal funds? YES **(**

Operation Driving While Impaired (ODWI)

award letter and proposed budget.

Project No.:

Award Period:

13-AL-64-091

October 1, 2012 to September 30, 2013

\$33,694.00 Amount Awarded:

Operation Buckle Down (OBD)

October 1, 2012 to September 30, 2013 13-OP-RF-091 Award Period: Project No.:

\$3,358.00 Amount Awarded:

Selective Traffic Enforcement Program (S.T.E.P.)

13-RF-01-091 Project No.:

October 1, 2012 to September 30, 2013 \$2,824.00 Award Period:

Amount Awarded:

c) Is this request is a result of Commission action? YES NO X

If YES, please cite and attach a copy of supporting documentation (i.e. Minutes, Resolution, Ordinance, etc.).

d) Please identify other funding sources used to match this request.

N/A

RESOLUTION 2013 -

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Santa Fe County that the Local Government Division of the Department of Finance and Administration is hereby requested to grant authority to adjust budgets as detailed above.

Approved, Adopted, and Passed This 29th_ Day of January , 2013.

Santa Fe Board of County Commissioners

Kathy Holian, Chairperson

ATTEST:

Geraldine Salazar, County Clerk

Daniel "Danny" Mayfield Commissioner, District 1

Miguel Chavez Commissioner, District 2

Robert A. Anaya Commissioner, District 3



Kathy Holian Commissioner, District 4

Liz Stefanics
Commissioner. District 5

Katherine Miller County Manager

Date:

January 17, 2013

To:

Santa Fe County Board of County Commissioners

From:

Bernadette Salazar, Human Resources Director

Re:

Request Approval of Amendment No. 3 to the Collective Bargaining Agreement between Santa Fe County and the New Mexico Coalition of Public Safety Officers-

Corrections Union

BACKGROUND AND SUMMARY

The Santa Fe Board of County Commissioners approved the collective bargaining agreement in June 2011. The Union filed a petition with the State of New Mexico Public Employee Labor Relations Board to accrete the positions of Booking Clerks, Sergeants and Medical Personnel into the existing bargaining unit represented by the Union. After going through the process in accordance with the Public Employees Bargaining Act (PEBA), the New Mexico Public Employee Labor Relations Board (NMPELRB) rendered its decision to include Booking Clerks and Sergeants into the existing bargaining unit represented by the Union. Pursuant to PEBA, the Union and County Management Team discussed the decision from the NMPELRB and negotiated changes to the existing contract. These changes include adding the new bargaining unit positions where appropriate, correcting minor errors that were discovered during this process, clarifying language where appropriate, and adding new language to address specific issues regarding the position of Sergeant.

The new language includes adding the process for the promotion and hiring for the rank of Sergeant. The new language allows qualified internal Detention Officers and Corporals to be considered for promotion to the rank of Sergeant prior to recruiting outside of the department. Another section that includes new language is the wage section. The language allows for the following: pay increases to \$20.5362 per hour for all Sergeants with five years or more, all Sergeants employed by the County with three to four years of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.4369 per hour, all Sergeants employed by the County with one to two years of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.3367 per hour, and all Sergeants employed by the County with less than one year of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.2366 per hour. The reason for this increase is to address the issue of compaction. During the negotiation process, the Union raised their concerns that Corporals, which is the rank below Sergeants, earn more than Sergeants in some instances. The current salary of all Sergeants is \$20.0362 per hour. The reason for the compaction is that in the past, Corporals have received cost of living adjustments pursuant to the collective bargaining agreement. Sergeants were

not covered, and did not receive the cost of living adjustments; therefore the salaries of Corporals became comparable or exceeded the salaries of Sergeants. This also was problematic because the department could not recruit Sergeants. The feedback from employees was that it was not beneficial for them to take on greater responsibility for the same or less pay. Both the Union and Management believe this change is a positive measure to address the issue. The budget impact will be approximately \$15,000 annually.

ACTION REQUESTED

We request approval of amendment no. 3 to the Collective Bargaining Agreement between Santa Fe County and the New Mexico Coalition of Public Safety Officers-Corrections Union

Thank you for your consideration.

Attachment:

Amendment No.3 to the Collective Bargaining Agreement between Santa Fe County and the New Mexico Coalition of Coalition of Public Safety Officers-Corrections Union

AMENDMENT NO. 3

COLLECTIVE BARGAINING AGREEMENT BETWEEN SANTA FE COUNTY AND HE NEW MEXICO COALITION OF PUBLIC SAFETY OFF ON BEHALF OF THE SANTA FE COUNTY COVERED

THE NEW MEXICO COALITION OF PUBLIC SAFETY OFFICERS ON BEHALF OF THE SANTA FE COUNTY COVERED CORRECTIONS DEPARTMENT EMPLOYEES

THIS AMENDMENT is made and entered into as of this ______ day of ______, 2013, by and between Santa Fe County, a political subdivision of the State of New Mexico (hereinafter referred to as "the County") and the New Mexico Coalition of Public Safety Officers-Corrections Union (hereinafter referred to as "the Union").

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement (hereinafter referred to as "the Agreement") effective June 28, 2011 to June 28, 2014;

WHEREAS, the County and the Union entered into an amendment to that Agreement on January 10, 2012 to provide a temporary salary adjustment for bargaining unit members;

WHEREAS, the County and the Union entered into a second amendment to the Agreement on June 26, 2012 to increase the percentage of insurance premiums paid for certain bargaining unit members and to provide an additional temporary salary adjustment.

WHEREAS, the Union requested accretion of Sergeants, Medical Personnel and Booking Clerks employed by the Santa Fe County Corrections Department into the existing bargaining unit represented by the Union;

WHEREAS, the State of New Mexico Public Employee Labor Relations Board rendered a decision to include Booking Clerks and Sergeants into the existing bargaining unit represented by the Union;

WHEREAS, the County and the Union have agreed that modifications to the Agreement are necessary to accommodate the accretion of the Booking Clerks and Sergeants into the bargaining unit;

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

- 1. Article 1, Agreement and Recognition, Section A shall be deleted and replaced with the following:
 - A. The parties to this Agreement are Santa Fe County ("County") and the New Mexico Coalition of Public Safety Officers ("Union"). The County recognizes the Union as the exclusive representative of all employees in the bargaining unit, which consists of all non-probationary Corrections Department employees in the positions of Detention Officer, Corporal, Sergeant, Booking Clerk, Teacher, Therapist, Case Manager, Senior Case Manager/Electronic Monitoring, Case Manager/Electronic Monitoring, Life Skills Worker I, Life Skill Worker II, and YDP Assistant Shift Supervisor, and excludes supervisory, managerial, and confidential employees and all other employees not listed herein. The Union may bargain for these bargaining unit employees in negotiating wage rates, work hours, benefits, obligations, and other conditions of employment.

2. Article 7, Work Schedule and Pay Period, Section A, shall be deleted and replaced with the following:

A. The County has the right of assignment of employees and determination of the employees' work schedules in accordance with its duty to ensure minimum staffing of the department, subject to the provisions of Article 9, Shift Bids. Any long-term change to an employee's work schedule will be provided to the employee in writing at least one (1) week prior to the effective date of the change.

3. Article 9, Shift Bids, Section B, Bid Positions, Subsection 1, shall be deleted and replaced with the following:

1. There shall be an open bid for bargaining unit positions of Detention Officer, Corporal, Sergeant, Booking Clerk, Life Skills Worker I, II, and YDP Assistant Shift Supervisor and will include classifications being appropriately scheduled to each shift to ensure adequate experience on each shift. However, in the event the open bid system does not provide for an appropriate allotment of trained employees then the Director may incorporate a bid system that provides an appropriate allotment of employees per shift.

4. Article 9, Shift Bids, Section F, shall be deleted and replaced with the following:

F. Once a bargaining unit employee's shift is determined via the shift bid process found under Article 9 above, the employee may submit a post preference form to the facility personnel responsible for roster management. Preferences for post assignment will be considered by the Jail Administrator. Post assignments are not permanent assignments and may be altered based on facility needs at any time. The post preference identification process will be conducted as a pilot program for one (1) year from the effective date of this Agreement. At the end of one (1) year, the Department may, upon mutual agreement with the Union President, discontinue the program, revise the program, or continue with the program.

5. Article 12, Promotions is amended to add the following:

- D. In order for a bargaining unit employee to be considered for a promotion to Sergeant the employee must:
 - 1. Have a least one (1) year of continuous service with Santa Fe County Corrections Department as a Corporal;
 - 2. Have the most recent evaluation that at least "meets expectations" and have no criteria noted as unsatisfactory or no more than two (2) needs improvement; and
 - 3. Have not been demoted within the last two (2) years.
- E. In the event that there are no qualified internal applicants, the County may recruit outside of the Corrections Department. In this instance, the County will amend the job announcements to remove the requirement of continuous County service but will still require the minimum years of experience.
- 6. Article 16.A., Holiday Pay, Vacation and Sick Leave shall be deleted in its entirety and replaced with the follow:

A. The following days shall be observed as holidays and bargaining unit members will be granted time off with pay unless scheduled for duty:

New Year's Day January 1

Martin Luther King Day 3rd Monday in January Memorial Day Last Monday in May

Independence Day July 4th

Labor Day 1st Monday in September
Columbus Day Second Monday of October
Veteran's Day November 11th

Thanksgiving Day 4th Thursday in November

The Day after Thanksgiving

Christmas Day December 25th

When the County Manager or Board of County Commissioners takes action to authorize County employees to observe the aforementioned holidays on alternate days, those actions will not apply to bargaining unit employees. New holidays, as opposed to alternate days officially designated by the County Commission or County Manager as a holiday for County employees, shall be granted to bargaining unit employees.

7. Article 30, Overtime, Sections B and C, are repealed and replaced with the following:

- B. For Detention Officers and Corporals, Sergeants, hours worked in excess of eighty (84) hours in a regular work period shall be considered as overtime pursuant to Fair Labor Standards Act (FLSA). Overtime shall be paid at one and one half hours for each hour worked for covered employees after the maximum of eight (80) hours of compensatory time has been accumulated. Holidays covered under Article 11 will be counted as hours worked for overtime calculation purposes.
- C. For all bargaining unit employees with the exception of Detention Officers and Corporals, Sergeants, hours worked in excess of forty (40) hours in a regular work week shall be considered as overtime pursuant to Fair Labor Standards Act (FLSA). Overtime shall be paid at one and one half hours for each hour worked for covered employees after the maximum of eight (80) hours of compensatory time has been accumulated. Holidays covered under Article 11 will be counted as hours worked for overtime calculation purposes.

8. Article 31, Shift Differentials, Section B is deleted and replaced with the following:

D. Detention Officers, Corporals, Sergeants, and Booking Clerks who are assigned to the graveyard shift will receive an additional personal holiday at the beginning of each six (6) month assignment. Personal holidays must be used by the last full pay period of each calendar year.

9. Article 32, Wages, is amended to add the following:

C. All Sergeants employed by the County with five or more years of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.5362 per hour, all Sergeants employed by the County with three to four years of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.4369 per hour, all Sergeants employed by the County with one to two years of service as a Sergeant with Santa Fe County Adult Detention Facility shall have their pay increased to \$20.3367 per hour, and all Sergeants employed by the County with less than one year of service as a Sergeant with Santa Fe County Adult

Detention Facility shall have their pay increased to \$20.2366 per hour effective the first full pay period after adoption of this Amendment No. 3 and shall be eligible for any applicable cost of living adjustments approved by the Union and the BCC. The starting pay for all Sergeants hired by the County after the effective date of this Amendment No. 3 shall be paid \$20,2366 per hour.

10. All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced and amended as stated in this Amendment No. 1 remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

SANTA FE COUNTY	
Kathy Holian, Chairperson	Date
ATTEST:	
Geraldine Salazar, Santa Fe County Clerk	Date
APPROVED AS TO FORM:	
Stephen C. Ross Santa Fe County Attorney	/- 18-13 Date
NEW MEXICO COALITION OF PUBLIC SAI	FETY OFFICERS
Steve S. Harvey Executive Director	01/18/2013 Date
SANTA FE COUNTY CORRECTIONAL OFF	ICER'S ASSOCIATION
Joey M. Romero Association President	Date