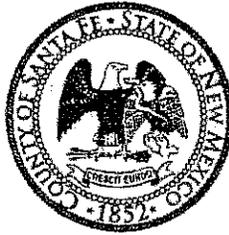


Henry P. Roybal
Commissioner, District 1

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 *BS*

Via: Katherine Miller, County Manager

Date: October 3, 2017

Re: Request Approval of Amendment No. 1 To Collective Bargaining Agreement Between Santa Fe County, New Mexico And The American Federation Of State, County, And Municipal Employees; New Mexico Council 18, Local 1782, AFL-CIO

BACKGROUND AND SUMMARY

The Santa Fe County Management Team and AFSCME Local 1782 have 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 3% cost-of-living adjustment effective the first full pay period in January 2018. The parties have also agreed that AFSCME 1782 bargaining unit employees will receive any across the board cost of living increases comparable to non-bargaining unit employees and appropriated by the Commission for payment in January 2019, January 2020, January 2021, and January 2022. During this process, the parties also updated the uniform allowance list to ensure employees who are required to wear a uniform have been added to the list and corrected a typo on the annual leave accrual rate for employees with more than one (1) year but less than five years of continuous service. The accrual rate was negotiated at 4.62 hours per pay period but was inadvertently listed as 1.62. Employees have been received the correct accrual rate, however the parties decided to correct the typo as they became aware.

ACTION REQUESTED

The action requested is approval of Amendment No. 1 To Collective Bargaining Agreement Between Santa Fe County, New Mexico And The American Federation Of State, County, And Municipal Employees; New Mexico Council 18, Local 1782, AFL-CIO.

ATTACHEMENT

Amendment No. 1 To Collective Bargaining Agreement Between Santa Fe County, New Mexico
And The American Federation Of State, County, And Municipal Employees; New Mexico Council
18, Local 1782, AFL-CIO

Thank you for your consideration.

**AMENDMENT NO. 1 TO COLLECTIVE BARGAINING AGREEMENT BETWEEN
SANTA FE COUNTY, NEW MEXICO AND THE AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES; NEW MEXICO COUNCIL 18,
LOCAL 1782, AFL-CIO**

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 American Federation of State, County, and Municipal Employees (hereinafter referred to as "the Union").

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement ("CBA") effective January 1, 2017, to December 31, 2022; and

WHEREAS, the CBA provides for a financial reopener scheduled to be negotiated beginning no earlier than May 1, 2017; and

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

WHEREAS, the parties agreed that annual leave for employees with more than one year but less than five years of continuous service would be accrued at 4.62 hours per pay period;

WHEREAS, the parties identified a misprint in the current CBA.

NOW, THEREFORE, THE PARTIES AGREE TO ADD THE FOLLOWING PROVISIONS TO THE CBA.

1. **Section 7.D. of Article 16 of the CBA shall be deleted in its entirety and replaced with the following; the remainder of Article 16 shall remain the same:**

ARTICLE 16. LEAVE OF ABSENCE

Section 7. Annual Leave

- D. Bargaining unit members are eligible for annual leave accrual based on actual hours worked and during paid leave in accordance with the following schedule:

4.62 hours per pay period if more than one year but less than five years of continuous service

6.13 hours per pay period if more than five years but less than ten years of continuous service

6.46 hours per pay period if more than ten years of continuous service

2. Section 1.A. of Article 20 of the CBA shall be deleted in its entirety and replaced with the following; the remainder of Article 20 shall remain the same:

ARTICLE 20. UNIFORMS, FOOTWEAR, AND TOOL ALLOWANCE

Section 1. Uniforms

- A. Uniforms shall be provided to all bargaining unit employees as determined by the attached chart.

3. Section 2 of Article 28 of the CBA shall be deleted in its entirety and replaced with the following; the remainder of Article 28 shall remain the same:

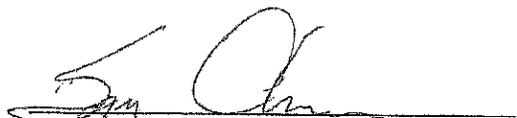
ARTICLE 28. CLASSIFICATION AND PAY PLAN

Section 2. Wages

- A. Effective the first full pay period of January 2018, or the first full pay period after approval by the Board of County Commission, whichever is later, bargaining unit employees shall receive a 3% cost of living adjustment. Bargaining unit employees will receive any across-the-board cost of living increases comparable to non-bargaining unit employees and appropriated by the Commission for payment in January 2019, January 2020, January 2021, and January 2022.

SIGNATORIES OF THE PARTIES

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



Sam Chavez, Staff Representative
AFSCME Council 18

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

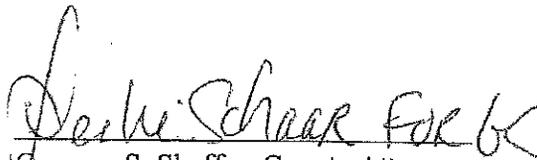


Lucas Herrera, President
AFSCME Local 1782

Attest:

Approved as to form:

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



Gregory S. Shaffer, County Attorney
County of Santa Fe, New Mexico

AFSCME 1782 Uniform List

| Position Title | taxable collared polo shirt (long or short sleeve) Navy Blue Only) | taxable work shirt (long or short sleeve) t-shirt, Navy Blue Only or *Long sleeve denim work shirt | Clothing Allowance to purchase outerwear and pants only unless otherwise described for the position | Safety Boots |
|-------------------------------|--|--|---|-----------------------|
| ACTIVITY PROGRAM COORDINATOR | 5 annually | 0 | 0 | 0 |
| ADOPT-A-ROAD COORDINATOR | 0 | 5 annually | \$300 annually | 2 pairs annually |
| APPRAISER | 2 annually | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| APPRAISER SENIOR | 2 annually | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| ASSESSMENT SPECIALIST II | 1 annually | 0 | 0 | 0 |
| AUTO DRAFTING TECHNICIAN | 1 annually | 0 | 0 | 0 |
| AUTOMOBILE BODY REPAIRER | 0 | 5 annually | \$300 annually | 1 pair annually |
| AUTO PARTS TECHNICIAN | 0 | 5 annually | \$300 annually | 2 pair annually |
| CODE ENFORCEMENT INSPECTOR | 0 | 4 annually as assigned by the Director or designee | \$100 every odd year for outerwear - Pants as assigned by Director or designee | 1 pair annually |
| CODE ENFORCEMENT INSPECTOR SR | 0 | 5 annually as assigned by the Director or designee | \$100 every odd year for outerwear - Pants as assigned by Director or designee | 1 pair annually |
| COLLECTION CENTER CARETAKER | 0 | 5 annually | \$350 annually | 2 pairs annually |
| COOK | 0 | 5 annually | 0 | 1 pair annually |
| COOK'S ASSISTANT | 0 | 5 annually | 0 | 1 pair annually |
| CUSTODIAN | 0 | 5 annually | \$300 annually | 1 pair annually |
| CUSTODIAN LEAD | 0 | 5 annually | \$300 annually | 1 pair annually |
| DELINQUENT TAX SPECIALIST | 3 annually | 0 | 0 | 0 |
| DELINQUENT TAX SYSTEM SPEC | 3 annually | 0 | 0 | 0 |
| DRIVER/COOK'S ASSISTANT | 5 annually | 0 | \$100 annually | 1 pair annually |

AFSCME 1782 Uniform List

| | | | | |
|---------------------------------------|--|------------|---|-----------------------|
| ELECTION ADMIN SPECIALIST | 2 annually | 0 | 0 | 1 pair every odd year |
| ELECTION ADMIN SPECIALIST SR | 2 annually | 0 | 0 | 1 pair every odd year |
| ELECTION TECH ADMINISTRATOR | 2 annually | 0 | 0 | 1 pair every odd year |
| ELECTRICIAN | 0 | 5 annually | \$300 annually | 2 pairs annually |
| EMERGENCY VEHICLE TECHNICIAN | As assigned by Director or designee | 0 | 0 | 1 pair annually |
| EQUIPMENT OPERATOR | 0 | 5 annually | \$350 annually | 2 pairs annually |
| EQUIPMENT SERVICE WORKER | 0 | 5 annually | \$300 annually | 1 pair annually |
| FLEET SPECIALIST (Sheriff's Office) | As assigned by the Sheriff or designee | 0 | 0 | 0 |
| FLEET SPECIALIST (Public Works) | 0 | 5 annually | \$300 annually | 1 pair annually |
| G.I.S. TECHNICIAN (Public Works) | 0 | 0 | \$100 annually for outerwear | 1 pair annually |
| G.P.S. TECHNICIAN (Growth Management) | 4 annually | 0 | \$100 every odd year for outerwear - Pants as assigned by Director or designee | 1 pair annually |
| GIS SPECIALIST | 1 annually | 0 | 0 | 0 |
| GRAFFITI PREVENT&REMOVAL SPEC | 0 | 5 annually | \$300 annually | 1 pair annually |
| HEAVY EQUIPMENT MECHANIC SR. | 0 | 5 annually | \$350 annually | 2 pair annually |
| HEAVY EQUIPMENT OPERATOR | 0 | 5 annually | \$350 annually | 2 pairs annually |
| HEAVY EQUIPMENT OPERATOR LEAD | 0 | 5 annually | \$350 annually | 2 pairs annually |
| HOUSING INSPECTOR | 0 | 5 annually | \$300 annually | 1 pair annually |
| HVAC TECHNICIAN LEAD | 0 | 5 annually | \$300 annually | 1 pair annually |
| HYDROGEOLOGIST | 0 | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| MAINTENANCE FOREMAN | 0 | 5 annually | \$300 annually | 2 pairs annually |
| MAINTENANCE TECHNICIAN | 0 | 5 annually | \$300 annually | 2 pairs annually |
| MAINTENANCE TECHNICIAN LEAD | 0 | 5 annually | \$300 annually | 2 pairs annually |

AFSCME 1782 Uniform List

| | | | | |
|---|---|------------|------------------------------------|-----------------------|
| MAINTENANCE TECHNICIAN SENIOR | 0 | 5 annually | \$300 annually | 2 pairs annually |
| MANUFACTURED HOUSING AUDITOR | 1 annually | 0 | 0 | 0 |
| NUTRITION INVENTORY SPECIALIST | 5 annually | 0 | 0 | 1 pair annually |
| PROJECT MANAGER | 0 | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| PROJECT MANAGER I | 0 | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| PROJECT MANAGER II | 0 | 0 | \$100 every odd year for outerwear | 1 pair every odd year |
| QUALITY CONTROL DATA ANALYST | 1 annually | 0 | 0 | 0 |
| RECORDING CLERK | 1 annually | 0 | 0 | 0 |
| RECORDING CLERK SENIOR | 1 annually | 0 | 0 | 0 |
| ROAD MAINTENANCE FOREMAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| SIGN TECHNICIAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| SIGN TECHNICIAN SENIOR | 0 | 5 annually | \$350 annually | 2 pairs annually |
| SOILS LAB TECHNICIAN | 0 | 5 annually | \$300 annually | 1 pair annually |
| SOLID WASTE COMPLIANCE OFFICER | As assigned by the Director or designee | 0 | \$100 annually | 2 pairs annually |
| SOLID WASTE MAINTENANCE WORKER | 0 | 5 annually | \$350 annually | 2 pairs annually |
| SOLID WASTE TRANSFER STATION FOREMAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| SPECIAL PROJECTS ADMINISTRATOR (Public Works and Assessor's Office) | 1 annually | 0 | 0 | 0 |
| TAX ASSESSMENT SPECIALIST | 3 annually | 0 | 0 | 0 |
| TRAFFIC ENGINEER TECHNICIAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| TRAFFIC MOBILITY TECHNICIAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| TRANSFER STATION MAINTENANCE FOREMAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| TRUCK DRIVER I | 0 | 5 annually | \$350 annually | 2 pairs annually |
| TRUCK DRIVER II | 0 | 5 annually | \$350 annually | 2 pairs annually |

AFSCME 1782 Uniform List

| | | | | |
|------------------------------|------------|------------|----------------|-----------------------|
| UTILITIES MAINTENANCE WORKER | 0 | 5 annually | \$350 annually | 2 pairs annually |
| UTILITIES OPERATIONS FOREMAN | 0 | 5 annually | \$350 annually | 2 pairs annually |
| UTILITY SYSTEMS OPERATOR I | 0 | 5 annually | \$350 annually | 2 pairs annually |
| UTILITY SYSTEMS OPERATOR II | 0 | 5 annually | \$350 annually | 2 pairs annually |
| VEHICLE MECHANIC | 0 | 5 annually | \$350 annually | 2 pairs annually |
| VEHICLE MECHANIC LEAD | 0 | 5 annually | \$350 annually | 2 pairs annually |
| VOTER INFORMATION SPECIALIST | 2 annually | 0 | 0 | 1 pair every odd year |
| VOTER REGISTRATION CLERK | 2 annually | 0 | 0 | 1 pair every odd year |
| VOTING SYSTEMS ADMINISTRATOR | 2 annually | 0 | 0 | 1 pair every odd year |
| WORKZONE COORDINATOR | 0 | 5 annually | \$350 annually | 2 pairs annually |
| END OF LIST | | | | |



