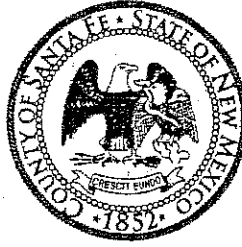


Henry P. Roybal
Commissioner, District 1

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

Date: July 13, 2018

To: Santa Fe County Board of County Commissioners

From: Bernadette Salazar, Human Resources Director 

Via: Katherine Miller, County Manager

Re: Request approval of Amendment No. 3 to the Collective Bargaining Agreement between the County of Santa Fe and the American Federation of State, County and Municipal Employees (AFSCME), Council 18 (referring to the bargaining unit as local #1413M)

BACKGROUND AND SUMMARY

The Santa Fe County Management Team and AFSCME 1413M 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 bargaining unit employees with salary increases that will assist in the recruitment and retention of qualified employees.

ACTION REQUESTED

The action requested is approval of Amendment No. 3 to the Collective Bargaining Agreement between the County of Santa Fe and the American Federation of State, County and Municipal Employees (AFSCME), Council 18 (referring to the bargaining unit as local #1413M). Thank you for your consideration.

Attachment:

Amendment No. 3 to the Collective Bargaining Agreement between the County of Santa Fe and the American Federation of State, County and Municipal Employees (AFSCME), Council 18 (referring to The bargaining unit as local #1413M)

**AMENDMENT NO. 3 TO COLLECTIVE BARGAINING AGREEMENT BETWEEN
SANTA FE COUNTY, NEW MEXICO AND THE AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES; COUNCIL 18 (REFERRING TO
THE BARGAINING UNIT AS LOCAL 1413-M)**

THIS AMENDMENT is made and entered into as of this _____ day of _____, 2018, 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 December 13, 2016 to December 31, 2020; and

WHEREAS, the CBA provides for a financial reopener scheduled to be negotiated beginning no earlier than May 1, 2017, and no later than June 1, 2017 and minimum salaries were increased, cost of living adjustments were approved and shift differential for Licensed Practical Nurses and Registered Nurses were approved; and

WHEREAS, the CBA provides for a financial reopener scheduled to be negotiated beginning no earlier than May 2018, and no later than July 2018; and

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

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

ARTICLE 22. WAGES

- 1. The following shall be added as a new Section 3 to Article 22 of the CBA; the remainder of Article 22 shall remain the same:**

Section 3. Salary Increase

- A. Effective the first full pay period after ratification of this contract by the Union and after approval by the Board of County Commission, or resolution of impasse, whichever is later, all Licensed Practical Nurse, Pharmacy Technician, and Dental Assistant bargaining unit employees will receive a salary increase of \$0.41 per hour, and Registered Nurse bargaining unit employees will receive a salary increase of \$0.33 per hour.
- B. No increases beyond this will be effective under this article. All pay increases shall be subject to specific appropriation by the Board of County Commissioners.

SIGNATORIES OF THE PARTIES

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

SANTA FE COUNTY

Anna Hansen, Chairperson

Date

ATTEST:

Geraldine Salazar, Santa Fe County Clerk

Date

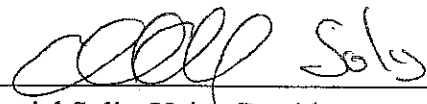
APPROVED AS TO FORM:



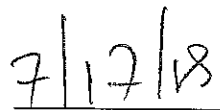
Bruce Frederick, Santa Fe County Attorney

Date

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), NEW MEXICO COUNCIL 18 (REFERRING TO THE BARGAINING UNIT AS LOCAL 1413M:



Daniel Solis, Union President



Date

