

**AMENDMENT NO.1
TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN SANTA FE COUNTY AND
THE NEW MEXICO COALITION OF PUBLIC SAFETY OFFICERS REPRESENTING THE
SANTA FE COUNTY DEPUTY SHERIFFS**

THIS AMENDMENT is made and entered into as of this 28th day of June, 2016, 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 (hereinafter referred to as "the Union").

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement (CBA) effective January 26, 2016 to December 31, 2019;

WHEREAS, Section 20, Clothing Allowance, provides for a \$590 per year clothing and equipment allowance, with \$425 given to bargaining unit employees via a purchase order and the remaining \$165, less mandatory deductions given to Deputies the last pay day in the month of November.

WHEREAS, the parties desire to amend that provision to allow for payment of the entire \$590 clothing allowance, less any required deductions, to be paid to bargaining unit employees by check annually, in the month of November to afford bargaining unit employees the opportunity to purchase uniforms and equipment required by the Santa Fe County Sheriff's Office Standard Operating Procedures and the CBA.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Section 20, Clothing Allowance, is deleted and replaced with the following:

- A. Bargaining unit employees will receive a clothing allowance of \$590, less any required deductions, paid to bargaining unit employees by check annually, no later than the end of November. The clothing allowance will be used for the purchase of uniforms and equipment required by the Santa Fe County Sheriff's Office Standard Operating Procedures and this CBA. This clothing allowance is included in the employee's taxable income in accordance with IRS regulations. Purchases will be subject to applicable gross receipts taxes.
- B. Any bargaining unit employee found to be in violation of the dress standards set forth in the Santa Fe County Sheriff's Office Standard Operating Procedures and/or as published in this Agreement, or who reports for duty in clothing that is not clean and in good condition as determined by the Sheriff or the Sheriff's designee, may be progressively disciplined, up to and including termination, for not maintaining those standards.

2. All other provisions of the CBA not specifically deleted, replaced or amended by Amendment No. 1, shall 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

Miguel M. Chavez
Miguel M. Chavez, Chairperson

6/28/16
Date

ATTEST:

Geraldine Salazar
Geraldine Salazar, Santa Fe County Clerk

6-29-2016
Date

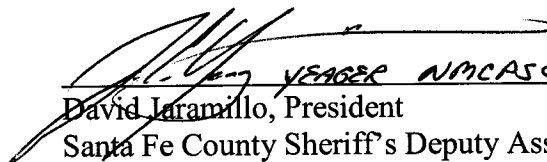
APPROVED AS TO FORM:

Gregory S. Shaffer
Gregory S. Shaffer
Santa Fe County Attorney


6-16-16
Date



NEW MEXICO COALITION OF PUBLIC SAFETY OFFICERS


~~David Jaramillo, President~~
David Jaramillo, President
Santa Fe County Sheriff's Deputy Association

6-21-16
Date


~~David Griffith, President, NMCPST~~
David Griffith, President, NMCPST
APPROVED & SIGNED ON THE BEHALF OF
DAVID GRIFFITH.

6/28/16
Date

