

**AMENDMENT NO. 1**  
**TO**  
**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN SANTA FE COUNTY AND**  
**THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES**  
**(AFSCME),**  
**NEW MEXICO COUNCIL 18, LOCAL 1413**

**THIS AMENDMENT** is made and entered into as of this 29<sup>th</sup> day of June, 2022, 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, New Mexico Council 18, Local 1413** (hereinafter referred to as "the Union").

**WHEREAS**, the County and the Union entered into the Collective Bargaining Agreement (CBA) effective January 25, 2022 to August 31, 2026; and

**WHEREAS**, Article 23, Wages, addresses the wages paid to the Union; and

**WHEREAS**, Article 23, Section A, provides in part that "Commencing at the start of the first full pay period following adoption of this Agreement, all bargaining unit employees, except corporals, shall be paid in accordance with the pay scale attached hereto as Exhibit A. The pay scale shall be in effect until August 31, 2026, and shall expire on that date even if the Agreement remains in effect pursuant to NMSA 1978, Section 10-7E-18 (D) and Article 32."; and

**WHEREAS**, Article 23, Section G, provides in part that "If, during the term of this Agreement, effective in January, 2023, or thereafter, in its discretion, the Board of County Commissioners decides to provide cost of living adjustments to County employees who are not members of any bargaining unit, the pay scale attached hereto as Exhibit A will be adjusted by the percentage amount of the cost of living approved by the Board."; and

**WHEREAS**, the Santa Fe County Board of County Commissioners (BCC) approved an interim Fiscal Year 2023 budget to include sufficient funds to provide a three percent (3%) cost of living adjustment (COLA) to the pay scale attached to the CBA as Exhibit A; and

**WHEREAS**, the interim Fiscal Year 2023 budget also includes sufficient funds to provide a three percent (3%) COLA for existing corporals; and

**WHEREAS**, the County and the Union agree that if the final Fiscal Year 2023 budget includes the funds for a three percent (3%) COLA for this bargaining unit, that COLA should be promptly incorporated into the Collective Bargaining Agreement for implementation during the first full pay period in July of 2022.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

1. Article 23, Section A, is replaced with the following:

"Commencing at the start of the first full pay period following adoption of this Agreement, all bargaining unit employees except corporals, shall be paid in accordance with the pay scale attached hereto as Exhibit A. Effective the first full pay period after July 1, 2022, Exhibit A shall be repealed and replaced with the pay scale attached hereto as Exhibit B, implementing a three percent (3%) increase to the pay scale. The pay scale, as it may be amended from time to time,

shall be in effect until August 31, 2026, and shall expire on that date even if the Agreement remains in effect pursuant to NMSA 1978, Section 10-7E-18 (D) and Article 32. Each year, all pay increases shall be subject to specific appropriation by the Board of County Commissioners. In the case of bargaining unit employees whose hourly rates of pay are equal to or greater than the applicable hourly rate set forth in the pay scale, the following provisions shall apply.

- 1 Bargaining unit employees whose hourly rates of pay are not above the maximum hourly rate for their position shall continue to be paid at their existing hourly rate of pay until such time as they are entitled to a greater hourly rate of pay pursuant to the pay scale.
- 2 Bargaining unit employees whose hourly rates of pay are currently at or above the maximum hourly rate for their position shall continue to be paid at their existing hourly rate of pay until such time as they are entitled to longevity pay pursuant to Paragraph E of this Article.
- 3 The following example illustrates these principles.
  - i. Assume a hypothetical Lieutenant with eight (8) years of service at the Facility, whose current hourly rate of pay is \$31.2789. That hypothetical Lieutenant would continue to be paid \$31.2789 per hour until their tenth anniversary as a Lieutenant, at which time their hourly rate would increase to \$31.5916."

2. Article 23, Section C, is amended to add the following:

"Corporals shall receive a three percent (3%) COLA effective the first full pay period following July 1, 2022."

3. All other provisions of the CBA not specifically amended by this Amendment No. 1 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment No. 1 this 29<sup>th</sup> day of June, 2022.

**BOARD OF COUNTY COMMISSIONERS**

**OF SANTA FE COUNTY**

By: Anna T. Hamilton  
Anna T. Hamilton, Chair

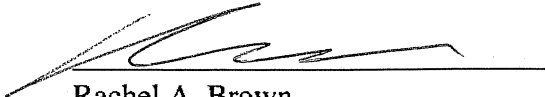
**ATTESTATION:**

Katharine E. Clark  
Katharine E. Clark  
Santa Fe County Clerk

6/29/22  
Date



Approved as to form:



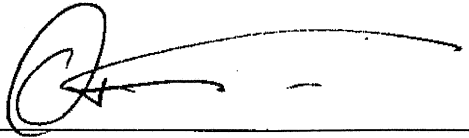
Rachel A. Brown  
Interim Santa Fe County Attorney

**AFSCME COUNCIL 18 (REFERRING TO THE BARGAINING UNIT AS LOCAL 1413-M)  
SANTA FE COUNTY, NEW MEXICO**



Sam Chavez  
AFSCME COUNCIL 18 Representative

6-14-22



Oscar Rojas, President  
AFSCME Local 1413

6.14.22

# EXHIBIT B

Years	Detention Officer	Sergeant	Lieutenant	Booking Clerks	Case Managers	Case Managers - EM	Therapists
0		24.9554	29.8720				
1	21.3416	24.9554	29.8720	20.6000	19.5700	17.5100	27.8100
2	21.3416	24.9554	29.8720	20.6000	19.5700	17.5100	27.8100
3	22.5261	26.5004	30.9020	21.1150	20.0850	18.0250	28.8400
4	22.5261	26.5004	30.9020	21.1150	20.0850	18.0250	28.8400
5+	23.7106	27.7879	30.9020	21.1150	20.0850	18.0250	29.8700

# EXHIBIT A

Detention Officer	1-2	3-4	5+
Hourly Rate	21.3416	22.5261	23.7106

Sergeant	0-2	3-4	5+
Hourly Rate	24.9554	26.5004	27.7879

Lieutenant	0-2	3+
Hourly Rate	29.8720	30.9020

Booking Clerks	1-2	3+
Hourly Rate	20.6000	21.1150

Case Managers	1-2	3+
Hourly Rate	19.5700	20.0850

Case Managers - EM	1-2	3+
Hourly Rate	17.5100	18.0250

Therapist	1-2	3-4	5+
Hourly Rate	27.8100	28.8400	29.8700