

**AMENDMENT NO. 4
TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN SANTA FE COUNTY AND
THE SANTA FE COUNTY DEPUTY SHERIFF'S ASSOCIATION, A SUBSIDIARY OF THE
NEW MEXICO COALITION OF PUBLIC SAFETY OFFICERS/NMCOPS**

THIS AMENDMENT is made and entered into as of this 25th day of June 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 on behalf of the Santa Fe County Deputy Sheriff's Association, a Chapter of the New Mexico Coalition of Public Safety Officers (herein referred to as "the Union")**.

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement effective November 8, 2011 to October 30, 2015;

WHEREAS, the County and the Union entered into an amendment to that Agreement on June 26, 2012 to increase contributions to health benefits, to implement temporary salary adjustments for retention and to implement cost of living adjustments;

WHEREAS, the County and the Union entered into a second amendment to the Agreement on February 25, 2013 to address recruitment challenges for specialized duty assignments with minimum years of service requirements and difficulties filling the Corporal classification;

WHEREAS, the County and the Union entered into a third amendment to the Agreement on June 3, 2013 to address the retention of certified law enforcement officers and officers assigned to specialty assignments;

WHEREAS, the County and the Union have negotiated the financial re-opener required by Section 40, Wages of the Collective Bargaining Agreement to implement a pay scale to be effective upon the first full pay period following each employee's employment anniversary date; and

WHEREAS, both parties agree that although Section 10, Insurance, is not an element of the wage re-opener, it is an issue that should be addressed immediately.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. **SECTION 10: INSURANCE** is deleted in its entirety and replaced with the following:
 - A. The County shall offer to the covered bargaining unit members and their eligible dependents, medical, life, dental, and optical insurance in accordance with the following contributions to the cost of premiums:

	County's Contribution	Union Employee's Contribution
Union Employees who earn \$30,000 annually or less	80%	20%
Union Employees who earn \$30,001 to \$50,000 annually	70%	30%
Union Employees who earn more than \$50,000 annually	63%	37%

B. Percentages may be revised to comply with state law. All medical, life, dental, and optical benefits shall be maintained for the life of this Agreement. Bargaining unit employees will pay 100% of disability insurance offered by the County.

2. **SECTION 40: WAGES**, as amended by Amendment No. 1, 2, and 3 is deleted in its entirety and replaced with the following:

SECTION 40: WAGES

- A. Union employees shall receive up a \$300 temporary salary adjustment as a retention incentive. The temporary pay increase will be paid in January 2012. Union employees shall also receive up to four \$125.00 temporary salary adjustments as retention incentives. Each temporary pay increase shall be paid over four pay periods. The four \$125 dollar temporary salary adjustments as retention incentives will begin the pay day of July 20, 2012. Bargaining unit employees shall also receive a 1% cost of living adjustment effective the first full pay period in January 2013. The next wage re-opener will occur no earlier than March 29, 2013. Union employees shall also receive two (2) personal holidays for a total of three personal holidays for calendar year 2012 to be used upon approval by the Board of County Commissioners that must be used by December 14, 2012.
- B. Upon ratification and approval by the Board of County Commissioners of Amendment No. 3 to Collective Bargaining Agreement Between Santa Fe County and the Santa Fe County Deputy Sheriff's Association, Union employees shall receive the following temporary salary adjustment as a retention incentive:
- | | |
|-------------------------|------------|
| 15+ years of service: | \$1,200.00 |
| 10-14 years of service: | \$1,100.00 |
| 5-9 years of service: | \$1,000.00 |
| 2-4 years of service: | \$800.00 |
| 1 year of service: | \$600.00 |
- C. The temporary pay increase shall be paid over two pay periods. The temporary pay increase will begin the first full pay period after July 1, 2013. The next wage re-opener will begin no later than November 8, 2013.

- D. Salary increases based on the pay scale attached hereto as Exhibit A shall become effective the first full pay period after each bargaining unit member's anniversary date following adoption of this Amendment. This pay scale will be effective through October 30, 2015.
 - E. Upon eligibility of promotion to Deputy I, Deputy II and Deputy III, if a union member is not promoted, the bargaining unit member will remain at their existing pay rate in the pay scale.
3. All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced or amended by Amendment No. 1, Amendment No.2, Amendment No. 3 and Amendment No. 4 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

Kathy Holian
Kathy Holian, Chairperson

6/25/13
Date

ATTEST:

Geraldine Salazar
Geraldine Salazar, Santa Fe County Clerk

6/25/13
Date



APPROVED AS TO FORM:

Stephen C. Ross
Stephen C. Ross
Santa Fe County Attorney

6-25-13
Date

NEW MEXICO COALITION OF PUBLIC SAFETY OFFICERS

Steve S. Harvey
Steve S. Harvey
Executive Director

6/18/13
Date

SANTA FE COUNTY DEPUTY SHERIFF'S ASSOCIATION

James Yeager
James Yeager
Association President

6.25.13
Date

Exhibit A
Pay scale for the Santa Fe County Deputy Sheriff's Association, a Subsidiary of the New Mexico Coalition of Public Safety Officers

YOS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
DI	19.0000	19.1900																					
DII		20.5000	20.7050	20.9121	21.1212	21.3324	21.5457																
DIII							23.0000	23.2300	23.4623	23.6969	23.9339	24.1732	24.4150	24.6591	24.9057	25.1548	25.4063	25.6604	25.9170	26.1761	26.4379	26.7023	
Corp.				25.3000	25.5530	25.8085	26.0666	26.3273	26.5906	26.8565	27.1250	27.3963	27.6702	27.9469	28.2264	28.5087	28.7938	29.0817	29.3725	29.6662	29.9629	30.2625	
Sgt.						28.3894	28.6733	28.9600	29.2496	29.5421	29.8375	30.1359	30.4373	30.7416	31.0491	31.3595	31.6731	31.9899	32.3098	32.6329	32.9592	33.2888	