

**AMENDMENT NO. 1
TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN SANTA FE COUNTY AND
THE SANTA FE COUNTY FIREFIGHTERS ASSOCIATION, LOCAL 4366,
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

THIS AMENDMENT is made and entered into as of this 30th day of July 2013, by and between **Santa Fe County**, a political subdivision of the State of New Mexico (hereinafter referred to as “the County”) and the **Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters** (herein referred to as “the Union”).

WHEREAS, the County and the Union entered into the Collective Bargaining Agreement effective November 13, 2013 to August 30, 2015;

WHEREAS, the County and the Union agreed to negotiate the financial re-opener prior to August 30, 2013 and have negotiated the financial re-opener required by Article 29, Wages of the Collective Bargaining Agreement to implement a pay scale; and

WHEREAS, both parties agree that although Article 23, 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. **ARTICLE 23: 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. **ARTICLE 29: WAGES**, is deleted in its entirety and replaced with the following:

ARTICLE 29: WAGES

- A. The pay scale attached hereto as Exhibit A is made a part hereof by reference as if fully set forth herein.
 - B. Salary increases based on Exhibit A shall become effective the first full pay period following the bargaining unit employee's anniversary date after approval of this amendment, except as otherwise set forth herein. This pay scale will be effective through August 30, 2015. No pay increases shall be implemented after August 30, 2015. All bargaining unit employees who have an anniversary date between June 29, 2013 and August 9, 2013 shall receive their first salary increase effective August 10, 2013 and the first full pay period following their anniversary date thereafter until August 30, 2015. No retro-active pay increases shall occur.
 - C. In addition, all bargaining unit employees shall receive a \$1,000 temporary salary adjustment as a retention incentive to be paid over four pay periods effective the pay days of August 30, 2013, September 13, 27, and October 11, 2013.
 - D. Each party reserves the right to re-open one (1) financial article no earlier than September 1, 2014.
3. All other provisions of the Collective Bargaining Agreement 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

Kathy Holian
Kathy Holian, Chairperson

July 31, 2013
Date

ATTEST:

Geraldine Salazar
Geraldine Salazar, Santa Fe County Clerk

7/31/2013
Date




APPROVED AS TO FORM:

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

7-16-13
Date

SANTA FE COUNTY FIREFIGHTERS ASSOCIATION, LOCAL 4366, IAFF:


Eric Anderson, Union President

7/16/13

_____ Date