

Daniel "Danny" Mayfield
Commissioner, District 1

Miguel Chavez
Commissioner, District 2

Robert A. Anaya
Commissioner, District 3



Kathy Holian
Commissioner, District 4

Liz Stefanics
Commissioner, District 5

Katherine Miller
County Manager

Date: June 11, 2014

To: Santa Fe County Board of County Commissioners

Via: Katherine Miller, County Manager *KM*
Bernadette Salazar, Human Resources Director *BS*

Re: Request Approval of Amendment No. 2 to the Collective Bargaining Agreement between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters

BACKGROUND AND SUMMARY

The Santa Fe County Board of County Commissioners approved the collective bargaining agreement in November 2012. Although Article 23, Insurance is not open for re-negotiation, the cost of insurance is an issue that has been addressed by the Board of County Commissioners for all employees and approved by the Union and the County. This agreement will increase insurance benefits for employees to include the following:

	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	75%	25%
Union Employees who earn more than \$50,000 annually	63%	37%

ACTION REQUESTED

The Union and Management Teams request approval of amendment no. 2 to the Collective Bargaining Agreement between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters. Thank you for your consideration.

Attachment:

Amendment No.2 to the Collective Bargaining Agreement Between Santa Fe County and the Santa Fe County Firefighters Association, Local 4366, International Association of Firefighters.

**AMENDMENT NO. 2
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 27th day of June 2014, 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, on July 30, 2013 the parties entered into Amendment No. 1 to the Collective Bargaining Agreement in order to increase employer contributions to insurance premiums; and

WHEREAS, both parties agree that although Article 23, Insurance, is not open for renegotiation, they desire to have bargaining unit members receive the benefit of increased employer contributions to insurance premiums which will be provided to non-bargaining unit employees of Santa Fe County.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. **ARTICLE 23: INSURANCE** is hereby further amended to read as follows:

“ 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 the insurance, as defined in NMSA 1978, Section 10-7-4.2(B):

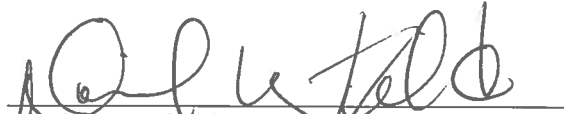
	County's Contribution	Union Employee's Contribution
Union Employees who earn \$30,000 annually or less	80%	20%
Union Employees who earn \$30,001 to \$50,000 annually	75%	25%
Union Employees who earn more than \$50,000 annually	63%	37%

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. All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced or amended by Amendment No. 1 and this Amendment No. 2 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


Daniel Mayfield, Chairperson

8/26/14
Date

ATTEST:


Geraldine Salazar, Santa Fe County Clerk

8-26-2014
Date




APPROVED AS TO FORM:


Gregory S. Shaffer, Santa Fe County Attorney

7-8-14
Date

SANTA FE COUNTY FIREFIGHTERS ASSOCIATION, LOCAL 4366, IAFF:


Eric Anderson, Union President

6/18/14
Date