

Michelle Gutierrez, President, AFSCME: Michelle Gutierrez Date: 11/05/18

Bernadette Salazar, HR Director: City of Santa Fe: B Salazar Date: 11/5/18

**TENTATIVE AGREEMENT**

**ITEM #** 19-0012

**AMENDMENT NO. 1**

**To the Agreement between the City of Santa Fe  
And the  
American Federation of State, County and Municipal Employees Local 3999  
Whole Agreement in Effect  
July 1, 2017 through June 30, 2020**

**THIS AMENDMENT** is made and entered into by and between the **City of Santa Fe** ("City") and **American Federation of State, County and Municipal Employees Local 3999** ("Union").

**WHEREAS**, the City and the Union entered into the Collective Bargaining Agreement ("CBA") effective July 1, 2017 through June 30, 2020; and

**WHEREAS**, the City is losing employees in the key positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator; and

**WHEREAS**, the loss of these employees threatens the termination of bus routes, necessary transportation services; and

**WHEREAS**, the City has been unable to hire replacements in sufficient numbers to offset the employees leaving; and

**WHEREAS**, the parties agree that immediate action needs to be taken to retain employees in these key positions given the economic circumstance which is precipitating their leaving:

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

**1. ARTICLE 34: INCENTIVE PAY** is hereby amended to read as follows:

G. Fulltime bargaining unit members in the positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator shall receive a retention incentive to be paid as follows:

1. Full time bargaining unit employees continuously employed from November 1, 2018 through December 31, 2018 will receive \$700.00 included in the January 18, 2019 paycheck.
2. Full time bargaining unit employees continuously employed from January 1, 2019 through March 31, 2019 will receive \$700.00 included in the April 26, 2019 paycheck.


3. Full time bargaining unit employees continuously employed from April 1, 2019 through June 30, 2019 will receive \$700.00 included in the July 19, 2019 Paycheck.

H. Part-time bargaining unit members in the positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator shall receive a retention incentive to be paid as follows:

1. Part-time bargaining unit employees continuously employed from November 1, 2018 through December 31, 2018 will receive \$350.00 included in the January 18, 2019 paycheck.
2. Part-time bargaining unit employees continuously employed from January 1, 2019 through March 31, 2019 will receive \$350.00 included in the April 26, 2019 paycheck.
3. Part-time bargaining unit employees continuously employed from April 1, 2019 through June 30, 2019 will receive \$350.00 included in the July 19, 2019 Paycheck.

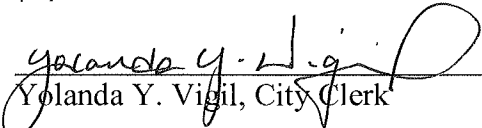
IN WITNESS THEREOF, the parties have signed their names and affixed the signature of their authorized representatives, on this 1 day of November, 2018. Approved by the Governing Body on December 12, 2018. *ygn*

CITY OF SANTA FE

  
Alan Webber, Mayor

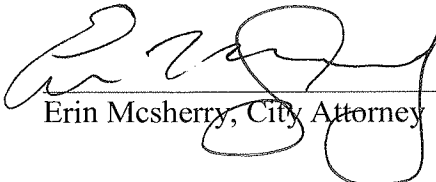
DATE: 1-10-19

~~ATTEST:~~

  
Yolanda Y. Vigil, City Clerk

DATE: CC mtg. 12/12/18

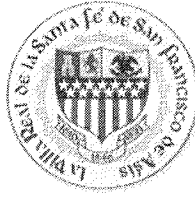
APPROVED AS TO FORM:

  
Erin Mcsherry, City Attorney

Approved:

AFSCME

  
Michelle Gutierrez, AFSCME President



## **MEMORANDUM**

Date: November 5, 2018

To: Alan Webber, Mayor  
City Council  
Finance Committee

Via: Erik Litzenberg, City Manager *W*

From: Thomas Martinez, Division Director of Operations and Maintenance *T.M.*  
Keith Wilson, Division Director of Administration and Grants *KW*  
Bernadette Salazar, HR Director *BS*

Re: Amendment No. 1 to the Agreement between the City of Santa Fe and AFSCME  
Local 3999

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### **Background:**

The City and the Union entered into agreement effective July 1, 2017 through June 30, 2020. The City has recently experience an increase in vacancy rates at the Transit Division specifically with the positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator. The loss of employees filling these positions can pose a threat on the current bus routes. The Union and the City have worked collaboratively on this issue and believe that a retention incentive for existing employees will assist in retaining our qualified drivers. The Union and the City agreed to a non-recurring retention incentive of \$2,100.00 for full time employees and \$1,050.00 for part time employees to be paid over three pay periods between January 2019 and July 2019 based on continuous service. The financial impact will be an average of \$40,000.00 for each payment dependent on the number of eligible employees at the time. This is will be funded with vacancy savings and fund balance dollars.

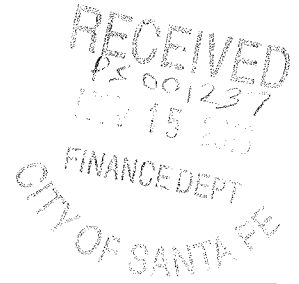
### **Action Requested:**

Through this memo, I respectfully request that Amendment No. 1 to the Agreement between the City of Santa Fe and the American Federation of State, County, and Municipal Employees Local 3999 be approved.



# City of Santa Fe

## Summary of Contracts, Agreements, & Amendments



### Section to be completed by department for each contract or contract amendment

1 **FOR:** ORIGINAL CONTRACT ☐ or CONTRACT AMENDMENT ☒

2 Name of Contractor American Federation of State, County and Municipal Employees

3 Complete information requested ☐ Plus GRT  
☐ Inclusive of GRT

Original Contract Amount: \_\_\_\_\_

Termination Date: June 30, 2020

☒ Approved by Council Date: August 30, 2017

☐ or by City Manager Date: \_\_\_\_\_

Contract is for: Local 3999 AFSCME Union Contract

Amendment # 1 to the Original Contract# 17-0973

Increase/(Decrease) Amount \$ \$121,450.00

Extend Termination Date to: \_\_\_\_\_

☐ Approved by Council \_\_\_\_\_

☐ or by City Manager Date: \_\_\_\_\_

Amendment is for:

4 **History of Contract & Amendments:** (option: attach spreadsheet if multiple amendments) ☐ Plus GRT  
☐ Inclusive of GRT

Amount \$ \_\_\_\_\_ of original Contract# \_\_\_\_\_ Termination Date: \_\_\_\_\_

Reason: \_\_\_\_\_

Amount \$ \_\_\_\_\_ amendment # \_\_\_\_\_ Termination Date: \_\_\_\_\_

Reason: \_\_\_\_\_

Amount \$ \_\_\_\_\_ amendment # \_\_\_\_\_ Termination Date: \_\_\_\_\_

Reason: \_\_\_\_\_

Amount \$ \_\_\_\_\_ amendment # \_\_\_\_\_ Termination Date: \_\_\_\_\_

Reason: \_\_\_\_\_

Total of Original Contract plus all amendments: \$ \_\_\_\_\_



**City of Santa Fe**  
**Summary of Contracts, Agreements, & Amendments**

**5 Procurement Method of Original Contract:** (complete one of the lines)

RFP# \_\_\_\_\_ Date: \_\_\_\_\_

RFQ ☐ \_\_\_\_\_ Date: \_\_\_\_\_

Sole Source ☐ \_\_\_\_\_ Date: \_\_\_\_\_

Other \_\_\_\_\_

**6 Procurement History:** \_\_\_\_\_

example: (First year of 4 year contract)

Shirley Rodriguez  
Purchasing Officer Review

Comments or Exceptions: \_\_\_\_\_

**7 Funding Source:** Transit Operations **BU/Line Item:** 52402, 52414, 52421

ADM 11/15/18  
Budget Officer Approval

Comments or Exceptions: \_\_\_\_\_

**8 Any out-of-the ordinary or unusual issues or concerns:**

\_\_\_\_\_  
(Memo may be attached to explain detail.)

**9 Staff Contact who completed this form:** Keith Wilson

Phone # -2223

**10 Certificate of Insurance attached.** (if original Contract) ☐

Submit to City Attorney for review/signature

Forward to Finance Director for review/signature

Return to originating Department for Committee(s) review or forward to City Manager for review and approval (depending on dollar level).

To be recorded by City Clerk:

Contract # \_\_\_\_\_

Date of contract Executed (i.e., signed by all parties): \_\_\_\_\_

Note: If further information needs to be included, attach a separate memo.

Comments: