RESOLUTION NO. 2018-52

A RESOLUTION ADOPTING AN AMENDMENT TO THE COLLECTIVE
BARGAINING AGREEMENT BETWEEN DOÑA ANA COUNTY AND AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL 18,
BLUE COLLAR, LOCAL 2709

WHEREAS, on August 27, 2017, Doña Ana County (hereinafter “County”) and American
Federation of State, County and Municipal Employees, Council 18, Local 2709, representing Blue
Collar employees (hereinafter “AFSCME”) entered into a collective bargaining for an agreement
governing the terms and conditions of employment for all employees within the collective bargaining
unit; and

WHEREAS it was determined that it would be in the best interest of County and AFSCME to
make modify the collective bargaining agreement with respect to wages paid to employees within the
collective bargaining unit the County and AFSCME agreed to negotiate on the issues of wages; and

WHEREAS the negotiating teams for the County and AFSCME have completed their
negotiations and have come to an agreement to amend the collective bargaining agreement;

IT IS HEREBY RESOLVED by the Board of County Commissioners of Doña Ana County
(hereinafter “BOCC”) that the amendment to the collective bargaining agreement between the County
and AFSCME representing Blue Collar employees is approved and shall become effective upon the
first full pay period of fiscal year 2019.

IT IS FURTHER RESOLVED that the BOCC delegates signature authority of the
Amendment to the Collective Bargaining Agreement to the Interim County Manager.

ADOPTED this 26th day of June 2018

BOARD OF COUNTY COMMISSIONERS OF
DOÑA ANA COUNTY, NEW MEXICO

Benjamin L. Rawson, Chair, District 4 For/Against
Isabella Solis, Vice Chair, District 3 For/Against
Billy G. Garrett, District 1 For/Against
Ramon S. Gonzalez, District 2 For/Against
Kim Hakes, District 5 For/Against

ATTEST:
Scott Krahling
County Clerk
AMENDMENT TO
AGREEMENT BETWEEN DONA ANA COUNTY, NEW MEXICO
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES;
NEW MEXICO COUNCIL 18, BLUE COLLAR, LOCAL 2709 AFL-CIO

Doña Ana County, New Mexico and the American Federation of State, County and
Municipal Employees; New Mexico Council 18, Blue Collar, Local 2709, hereby agree to amend
the collective bargaining agreement executed on August 28, 2017 as follows:

Appendix “A” (Compensation Step Plan) is hereby amended and replaced with the
attached Compensation Step Plan date June 14, 2018.

This amendment becomes effective upon the first full pay period of the fiscal year 2019.

Dated this 27th day of June 2018.

AFSCME Council 18, Local 2709
Council Representative

Doña Ana County
Interim County Manager

By: Jimmy Snow
Name: Jimmy Snow
President

By: Fernando R. Macias
Name: Fernando R. Macias

ATTEST:
By:

Scott Krahling, County Clerk
Executive Summary

Agenda Item Title

Approve resolution adopting an amendment to the collective bargaining agreement between the county and the American Federation of State, County and Municipal Employees, New Mexico Council 18, Blue Collar, Local 2709.

Summary of Item

On August 28, 2017 Doña Ana County and American Federation of State, County and Municipal Employees, New Mexico Council 18, Blue Collar, Local 2709 entered into a Collective Bargaining Agreement. Pursuant Article 24 (Wage Increase and Reopener) the parties were allowed to re-open the agreement for two items (not including wages) in March 2018 and March 2019.

The parties discussed and negotiated potential changes to two items brought forward by the union but ultimately no changes were made relative to the items brought forward by the union.

Although not subject to reopener under the contract, the BOCC authorized negotiation with the union to provide pay raises to the employees within the Blue Collar Union if the union consented to the increase. Consent of the union was required as wages are mandatory subjects of bargaining and cannot be unilaterally imposed even if the pay increase were to the benefit of the employees.

The County proposed an adjustment to the pay scale for the Blue Collar bargaining unit of 4% plus moving the employees to their next step of the pay plan per the current contract resulting in effective pay increases of approximately 6.5%. Additionally it was proposed that for any step in the pay plan that was under $9.20/hour (the Las Cruces minimum wage) that step would be moved to $9.20.

After discussion and negotiations the parties agreed to an amendment to Article 24 (Wage Increase and Reopener) to reflect an increase of 4% to the pay scale.

They pay increases will take effect for the first full pay period of the 2019 fiscal year.
### Appendix "A"

#### Agreement Between

- Dona Ana County
- AFSCME, Blue Collar, Local 2709

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**Counties of Dona Ana**

State of New Mexico

**COUNTY OF DONA ANA**

**Resolution**

Witneses My Hand And Seal Of Office,
Scott Krahling, County Clerk, Dona Ana, NM

Dona Ana County

Compensation Step PIw...