

UNION BUDGET STATEMENT FOR FY27

Good evening Mr. Mayor, City Councilors, Mr. City Manager, City Staff, City Employees, Guests.

My name is Therese Martinez, I am an AFSCME Executive Board Member.

Before speaking tonight, I'd like to introduce you to the current, newly elected, AFSCME Local 3999 Union Board:

Mark Montoya-Union Board President

Maxine Sandoval-Union Board Vice President

Clinton Peterson-Union Board Secretary Treasurer

Grace Lee-Union Secretary

And Union Trustees, Board Members, and Stewards.

Thank you for the invitation to speak on behalf of AFSCME Local 3999.

We at AFSCME welcome the new administration and new governing body. AFSCME workers have seen tangible and noticeable improvements in city governance. From completed audits, direct hiring and investment in our parks staff, and affordable housing staff, and fixing long neglected projects like the airport road paving. Mayor Garcia and the Governing Body have made pledges to clean up and address basic city functions and your collective commitment to delivering on those pledges shows.

According to the FY 27 Proposed Budget Book, "the operating budget (will provide) funding for an across-the-board salary adjustment equivalent to two and a half percent, and the City will also absorb the projected increase in health insurance premiums without passing on any increase to employees".

The Union would like to express their gratitude for both of these inclusions in this next fiscal year proposed budget. We're happy that this administration is actively working with us and we look forward to the next four years together.

We're eager to work with this new administration to advance the interests of City workers and to be a voice for the labor behind making the City Different function by helping to tackle some of the most pressing issues to the people working, living, and visiting our city. As the climate continues to warm and New Mexico enters yet another year of a historic drought, remember that an AFSCME maintenance worker is making sure the City building you walk into has working AC, and that there are a lot of hard working water operators making sure we have clean, clear, water coming out of the tap and irrigating your garden. Please enjoy our lovely City parks while you're out in the warm weather, made possible by our Parks workers.

Just this past April, inflation surged in the U.S. to about 3.8%, the highest since 2023. Gasoline prices are higher than they have been in a while, and there are no signs of them coming down. This is putting extreme pressure on our City workers and membership as we try to make ends meet. Those that live in the City are putting up with a high cost of living, and those that live outside the City, are paying more to commute in these days.

All that said, we as AFSCME would like to make clear the budget expectations our workers have for this administration in the coming years.

The five key components of our budget requests are:

One - That all frozen salaried positions be unfrozen and filled.

- The Union findings on the HR supplied AFSCME Vacancies list, obtained from March of this year, showed that out of 892 AFSCME fully funded full and part-time positions, 181 fully funded positions (7 part time, 174 full time, 20.3%) were left vacant, while employees were tasked with more work and responsibilities due to staff shortages. It is unclear what purpose the hiring freeze served.

In addition, we ask that Departments and Divisions are **NOT** allowed to use AFSCME salary savings to bolster their budgets.

- That the Mid-year budget review incorporate recent GRTs, lodging tax, etc. to be used to meet the most pressing Division and Department needs verses on the backs of the overworked employees working in understaffed working conditions. (Budget is dependent on GRT, Lodgers tax levels)

Two - That Equity be established across all job classifications.

- That **No** new hire receives a higher, or inflated salary, than a veteran, long-standing, experienced, seasoned, employee.
- That **No** job classifications are created unilaterally without Union approval. (Budget: 1.2-2 million, 2024 C&C)
- That contracting out of the City is restricted to an agreed percentage or amount. (Contracting out is at 12%, employee salaries are at 24%, contracting out is 50% of employee salaries-pie chart proposed budget, pg.17)
- That management is not top heavy. The new Organizational Chart shows a reduction in Departments, however, at the present, management outnumbers the police and fire departments combined. (1,643.5 ft. employees, 28%=452 police & fire, 42%=695 AFSCME, 30%=496.5 management, 44.5 more)

Three - That Career Ladders of two to three levels are established for ALL Departments.

- This provides future opportunities for promotion, upward movement, increased education, knowledge, training, longevity, and retention of employees versus high turn-over rates. (Budget: 3% additional per level, \$1.5-2 million)
- (Turn those Range 104's to higher levels. Use the actual salary vacancies to create levels, without lowering the number of AFSCME job classifications, perhaps eliminating unnecessary, redundant, management positions.)

Four - That AFSCME be included in the selection of the vendor and the priorities of the Next Classification and Compensation Study in 2027.

- This will help eliminate any hold ups in its adoption.

Five-

Lastly, this Governing Body ensures funding for AFSCME contract negotiations in the next fiscal year. With a focus on a longevity pay scale, bereavement leave, and overtime language that will best meet the needs of our workforce in the coming years.

In essence our budget requests are asking for accountability, investment, and consistency from the City of Santa Fe leadership; accountability for their actions, their decisions. We are confident in this Governing Body's ability and drive to deliver on this. Thank you for your time.