

OC-14-5

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**CITY OF ALBUQUERQUE  
CITY COUNCIL**

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**INTEROFFICE MEMORANDUM**

**TO: Ken Sanchez, President, City Council**

**FROM: Rey Garduño, Councilor & Member**  
**Committee on Guidelines for Negotiations**  
**Diane Gibson, Councilor & Member**  
**Committee on Guidelines for Negotiations**

**SUBJECT: Vote of No Confidence in Management Associates, Inc. as the City's  
Collective Bargaining Negotiator**

**DATE: August 4, 2014**

**CC: All Councilors**

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City Council approval of a vote of "No Confidence", as requested below, is based upon the following:

- Management Associates, Inc. has been under contract with the City of Albuquerque to provide advice and assistance during labor negotiations since 2010; and
- John Martinez is the principal representative of Management Associates, Inc. and has been since 2010; and
- Since 2010, the City has paid Management Associates, Inc. the following amount per fiscal year:

<u>Fiscal Year</u>	<u>Amount Paid</u>
FY2010	\$85,193.95
FY2011	100,352.86
FY2012	109,971.05
FY2013	68,472.62
FY2014	<u>58,477.49</u>

Total through FY/14	\$422,467.97
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- Since 2010, the City has successfully negotiated with just three of the City's seven unions: the Local 3022 AFSCME Council 18 Management union for FY/14 and FY/15, IAFF Local 244 Fire union for FY/14; and the APOA Local 1888 Police union for FY/15; and

- During that same period of time, negotiations have reached impasse more than a dozen times, with the result that four of the City's seven unions have not had a new contract in place since 2010; and
- We believe that the aggressive and counterproductive posture of Management Associates, Inc. has directly contributed to the lack of success of the City's negotiating process and has resulted in Council approved raises not being received by the majority of the City's employees; and
- We believe that the City and its employees would be better served with a change in the position of the City's lead negotiator, which would provide a fresh start and better opportunities for the City and labor unions to reach agreement during the collective bargaining process.

As such, the Council hereby votes "No Confidence" in Management Associates, Inc. and calls upon the Administration to terminate the City's contract with Management Associates, Inc. and to immediately replace the City's lead negotiator in order to improve the City's collective bargaining process for the benefit of the citizens of Albuquerque.