

OFFICE OF LABOR RELATIONS

Investing in Albuquerque's Workforce

In 2024, the City of Albuquerque made significant strides to ensure it remains a competitive and attractive employer.

Key initiatives focused on improving employee compensation, addressing retention challenges, and fostering a more supportive work environment.

Highlights include a 3% pay raise for all American Federation of State, County, and Municipal Employees (AFSCME) Locals, the completion of a historic Class and Compensation Study, and enhanced benefits and policies to support employees.

These efforts demonstrate the City's commitment to its workforce and the residents it serves.



LABOR RELATIONS BY THE NUMBERS

3%

PAY RAISE

The City has allotted for 3% pay raise for all AFSCME locals. The raise acknowledges employees dedication while addressing cost-of-living increases and improving recruitment and retention.



25 Years

SINCE LAST COMPENSATION STUDY

Marked by the successful completion of a comprehensive review of all city positions.

Multi-Year CBAs

First-Ever Multi-Year CBAs: Secured for all labor unions, ensuring long-term stability and reduced negotiation frequency



12-Hour Shifts

FOR DISPATCHERS

Designed to improve work-life balance and reduce burnout at the Emergency Communications Center.



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Albuquerque's Commitment to Employees

Through these efforts, the City of Albuquerque continues to enhance its position as an employer of choice, ensuring competitive compensation, improved working conditions, and a supportive environment for all employees.

By investing in its workforce, the City reaffirms its commitment to delivering high-quality services to residents.

KEY ACHIEVEMENTS

- **3% Pay Raise for American Federation of State, County, and Municipal Employees (AFSCME) Locals:** The City successfully negotiated a 3% pay raise for all AFSCME Locals, recognizing employee contributions and addressing rising costs of living. This initiative also strengthens the City's ability to recruit and retain skilled talent, ensuring high-quality services for residents.

- **Comprehensive Class and Compensation Study:** For the first time in 25 years, the City completed an extensive evaluation of job responsibilities, market trends, and pay scales for every position. This collaboration between the Class and Compensation division, Department Directors, and the Budget Office aims to align salaries with industry standards and address pay disparities, making Albuquerque a more desirable workplace.
- **Improved Work-Life Balance for Dispatchers:** The implementation of 12-hour shifts for Emergency Communications Center dispatchers reduces burnout and provides more consecutive days off. This change enhances job satisfaction, retains experienced staff, and improves the efficiency of 911 operations.

- **Multi-Year CBAs for Labor Unions:** The City finalized multi-year Collective Bargaining Agreements (CBAs) with all labor unions, a historic achievement that reduces the frequency of negotiations. This stability fosters a predictable work environment and strengthens relationships between employees and administration.
- **Sunport Communications Center Pay Raises:** To address retention challenges, the City negotiated pay increases for supervisors at the Sunport Communications Center. This measure helps maintain a strong leadership team, ensuring continuity and efficiency in airport operations.
- **Pay Raises for Trades Professionals:** Electricians, plumbers, and HVAC technicians received targeted pay increases to better attract and retain skilled workers. These efforts support the City's infrastructure needs and reduce turnover in critical roles.
- **Enhanced Longevity Pay:** The City increased longevity pay for members of the Albuquerque Police Officers

Association (APOA) and the Prisoner Transport Union. This enhancement incentivizes employees to remain with the City, ensuring critical public safety and transport services are staffed by experienced personnel.

- **New Bereavement Leave Policy:** A dedicated bereavement leave policy was implemented to provide employees with time to grieve the loss of a family member. This policy underscores the City's commitment to fostering a compassionate work environment.
- **Bilingual Pay Increase:** Recognizing the value of language skills, the City introduced a bilingual pay increase to reward employees proficient in multiple languages. This initiative supports the City's diverse population and improves service delivery to non-English-speaking residents.
- **Additional Labor Liaison:** To improve communication and responsiveness, the City added an Labor Liaison from AFSCME to the Labor Relations Office. This position ensures union concerns are promptly addressed and collaboration fostered.

