STO CLERK RECORDED 06/23/2014

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JOINT POWERS BOARD MEETING Legal Conference Room

Santa Fe County Courthouse May 15, 2014

I. CALL TO ORDER

A meeting of the City and County of Santa Fe Solid Waste Management Agency Joint Powers Board (SWMA) was called to order by Commissioner Miguel Chavez, Vice-Chair, on Thursday, May 15, 2014, at approximately 5:00 p.m., in the Legal Conference Room Santa Fe County Courthouse, 102 Grant Avenue, Santa Fe, New Mexico.

II. ROLL CALL

MEMBERS PRESENT:

Commissioner Miguel Chavez, Chair Councilor Joseph M. Maestas, Vice Chair Commissioner Robert Anaya Commissioner Kathy Holian

MEMBERS EXCUSED

Councilor Patti J. Bushee Councilor Signe I. Lindell

STAFF PRESENT:

Randall Kippenbrock, Executive Director – SWMA Angelica Salazar, SWMA Justin Miller, Legal Counsel Elizabeth Martin for Melessia Helberg, Stenographer

There was a quorum of the membership in attendance.

III. APPROVAL OF THE AGENDA

MOTION: Commissioner Holian moved, seconded by Councilor Maestas, to approve the Agenda as presented.

VOTE: The motion was approved unanimously on a voice vote.

IV. APPROVAL OF THE MINUTES FOR REGULAR MEETING - APRIL 17, 2014

MOTION: Councilor Maestas moved, seconded by Commissioner Holian, to approve the minutes of the regular meeting of April 17, 2014, as presented.

VOTE: The motion was approved unanimously on a voice vote.

V. MATTERS FROM THE PUBLIC

Joe Eigner, El Dorado, thanked Danita for the tour she gave his group. He thanked Adam Schlachter for coming to their meeting and said Adam will be the featured speaker at their next meeting. He said they look forward to working with him in the future.

VI. MATTERS FROM THE EXECUTIVE DIRECTOR

(A) REQUEST FOR APPROVAL OF THE FISCAL YEAR 2014-2015 PROPOSED BUDGET

Randall Kippenbrock, Executive Director, presented information regarding this matter from his Memorandum of April 11, 2014, with attachments, to the SFSWMA Joint Powers Board, which is incorporated herewith to these minutes as Exhibit "1." Please see Exhibit "1" for specifics of this presentation.

The Committee commented and asked questions as follows:

 Commissioner Anaya asked if the pay that the board adopted has always been across the board relative to the percentage, for all employees, union and non- union.

Mr. Kippenbrock said yes, noting the Board has always done that since 2006.

 Commissioner Anaya said last time, Santa Fe County did a tiered system so that the lower paid employees can get more of a raise, understanding that the negotiations are still to be done.

Mr. Kippenbrock said we can look at that for the future.

Chair Chavez agreed, and asked the union representative to speak, without crossing the line into matters that shouldn't be discussed.

Apolonio Garcia, Chief Steward, Local 3999, introduced Nick Lovato and Angelo Mares also of Local 3999, noting they are a part of the negotiating team.

Nick Lovato said they did not negotiate this 2%, and will have to look at that.

 Commissioner Anaya said he didn't mean to step on their toes. He said he just wants to respect the collective bargaining, and the tiered approach will benefit the lower paid employees.

[Stenographer's note: This exchange is for the most part inaudible because they were speaking from the audience away from the microphone]

Mr. Lovato said they need to look at this and analyze it. He said this is an opportunity to look at the salaries of the lower paid employees.

- Councilor Maestas said the Board discussed a compensation study that was presented
 which recommends pay bands. He thinks we need to move to establish market corrections
 based on the Study. He doesn't think COLA and merit pay are going to establish the
 corrections needed. He said ff we are going to pay for a compensation study and wage
 recommendations, based on the market, we should start making adjustments.
- Councilor Maestas said he would like to propose a change to this budget. He thinks we
 need to consider tenure and start implementing the recommendations and establish salaries
 which are more consistent with the market as defined by the compensation study.
- Commissioner Anaya said the County was trying to bring parity to the positions. He would be willing to hear that, saying he wasn't aware that he was going to bring this up.
- Councilor Maestas said there is no real plan to implement the suggestions of the study. He said the consultant said that COLAs and merit pay usually are not offered at the same time.
 He said what he would propose is that in the next negotiation we move away from COLAs

and include merit and market value for compensation, which will help us to implement the recommendations.

- Commissioner Anaya said then we don't get in the way of contract negotiations on compensation if we do an analysis and decide that certain positions need increases in compensation, and asked if it is okay for us to do this.
 - Justin Miller said he thinks that is true, and in the course of negotiating with the unions you can propose those ideas.
- Chair Chavez asked Mr. Kippenbrock if he would like to respond, and asked if we are too far off, and is it all right to move away from COLA and merit pay.
 - Mr. Kippenbrock said these are all valid points. He said this is something we can move forward in discussions. He said this budget is based on the agency's policy in place for union and non union employees, and COLA and Merit are included for this year. He said it can be changed.
- Responding to the Chair, Mr. Kippenbrock said the policies are in place. If the Board feels
 the appropriation is insufficient, the Board can over-ride that. In the past no merit increase
 was given in the rough years, and in one year, there was no COLA.
 - Mr. Kippenbrock said the compensation study allowed all of the positions at market value, but it hadn't done enough for the people at the bottom. He said he is a big proponent of merit pay. He said, for this purpose, he feels the COLA and merit should be included in the budget for union and non-union employees.
- Councilor Maestas said he wants to remind everyone that he did have staff do a chart for compensation regarding tenure. He said there are 6 employees that have been with SWMA for 10 to 17 years who do not make the mid point. He said the merit pay and COLA are not going to get them there. His suggestion is that we divide the merit pay in half and use the other half for the market adjustments.
- Councilor Maestas said he believes merit should be our mainstay on the compensation side, but market adjustments need to be made for the next 2-4 years, though we probably need to phase those in. He said he puts this out there as a possibility for those positions that have the most disparity.

- Commissioner Anaya said he is amenable to hearing potential adjustments from market to create parity. He said he thinks merit is an excellent tool. He asked if you use evaluation and targets to let them know what the targets might be so they can meet those.
 - Mr. Kippenbrock said yes. He said they have software which is based on a ranking 1 through 5, for each element. He said the rating employees get translates to an amount for merit pay. He said that is all part of the merit based system in the policy.
- Commissioner Anaya said, given that system, that we utilize the resources for our employees, so we don't come back at the end of the year and say we have 50% savings in our pool, the merit or COLA. He wants to utilize the resources to bring the employees to parity.
- Mr. Kippenbrock said it has averaged about 2% for the last two years.
- Commissioner Anaya asked if he used all the resources between COLA and merit last year.
 - Mr. Kippenbrock yes, or very close.
- Councilor Maestas said we can't offer any kind of COLAs or pay adjustments if funds are
 not available. He has questions about the solid waste assessment. He said we have no
 contingency budget set aside for any recommendations that might come from that. He said
 we should set aside a small amount of funds for implementation, and we can adjust that
 once we see the recommendations.
 - Mr. Kippenbrock said the solid waste assessment is being performed right now, noting the County portion is done. He said there are preliminaries for the City. He said he has yet to see the Agency portion, because they want to finalize the City first. He said, "I strongly feel, in terms of the solid waste assessment, some of the things they're looking, it is too early to tell if we need to set aside a contingency." He said we do have reserves if funds are needed, commenting "I feel very strong on that."
- Chair Chavez asked what dollar amount Councilor Maestas has in mind.
- Councilor Maestas said there are a number of recommendations, but he hasn't seen the full report to be able to know.
- Responding to the Chair, Mr. Kippenbrock said he has no idea, but it's too early to tell.

- Commissioner Holian said it is noted in the report that the agency has 5 reserves, and asked how the amount of money is decided for each of those reserves.
 - Mr. Kippenbrock said it is based on revenue received and a 5 year projection. He said we look at the fund balances and divide up the monies.
- Commissioner Holian said, "So you think some of those reserve funds could be used if there are some recommendations in the assessment."
 - Mr. Kippenbrock said yes, noting funds are earmarked, for example, to upgrade the glass crusher..
- Chair Chavez said there are some things we cannot do without.
 - Mr. Kippenbrock said this correct. He said we lease property from the City, and feel obligated to go ahead and upgrade the water system, because the City can't do that at this time. He said the building was never equipped with a mister to keep the dust suppressed, noting this is common. He said they would like to retrofit the building for a misting system, and to replace the water line.
- Councilor Maestas asked the balance of the reserves after the transfer.
 - Mr. Kippenbrock said he doesn't have that number with him, but he can provide it.
- Responding to Councilor Maestas, Mr. Kippenbrock said most likely this will be funded from the equipment reserves.
- Councilor Maestas asked about the proposed expansion position.
 - Mr. Kippenbrock that was for last year, and it was for salary and benefits for a Health and Safety officer.
- Councilor Maestas's remarks here are inaudible.
 - Responding to Councilor Maestas, Angelica Salazar said the \$2 million in the unrestricted cash fund is what we anticipate in costs and it is not reserves.
- Councilor Maestas asked if there is a minimum we have to keep in reserves.

Mr. Kippenbrock said no, but he likes to keep 20% of the operating budget in reserves. He said it is a good idea, noting we try to keep sufficient funds to be able to ride through any recession.

- Councilor Maestas said he would like to see the existing policies as they pertain to the
 amount in reserves, and how those can be utilized. He said the State requires a certain
 percentage of the operating budget to be in reserves. He would like that to be on the next
 meeting agenda to review these policies and discuss any changes the Board would like to
 make.
- Councillor Maestas said, in the absence of a policy I think we need to develop policies for the reserves.
- Commissioner Anaya said he agrees with Councilor Maestas. He asked if there has been a reduction in staffing over-all from this year to the next.
 - Mr. Kippenbrock said it remains the same.
- Commissioner Anaya said he is looking at the budget, and 1.4% is budgeted for COLA, \$45,117 for the current year and the proposed budget has \$33,173, and asked Mr.
 Kippenbrock to help him understand the difference.
 - Mr. Kippenbrock said last year we had a higher COLA.
- Commissioner Anaya asked if there has been a deviation on merit pay.
 - Mr. Kippenbrock said it is based on current positions we have in place, and it is allowed only for those employees who have been with the Agency for 9 months or more.
- Commissioner Anaya I think it makes sense to break that up, and take the opportunity to deal with other compensation issues with that pool. He said he would be amenable to that.
- Councilor Maestas he has something in mind.
- Chair Chavez would like for Mr. Kippebrock to continue his review of the budget before Councilor Maestas makes a motion.
 - Mr. Kippenbrock continued his review of Exhibit "1."

The Board commented and asked questions as follows:

 Councilor Maestas said the Transfers Out on page 1 shows \$500,000, but on another page it says \$1.8 million.

Mr. Kippenbrock said the \$500,000 is a transfer into reserves. The \$1.8 million is what we potentially will spend – a compactor, the GPS and such.

Councillor Maestas asked the current balance of the Reserves.

Mr, Kippenbrock said he will get that for him.

 Chair Chavez said, so if you do add that to the budget to show the balances you would just have to add one or two lines.

Mr. Kippenbrock said yes.

MOTION: Councilor Maestas moved, seconded by Councilor Anaya for purposes of discussion, to approve the FY 2014/15 proposed budget, with an amendment that one-half of the proposed merit pay salary pool of \$47,672, or \$23,836, be set aside for market adjustments to employees salaries, equitable salary adjustments, based on the most recent compensation study recommendations and appropriate pay bands.

DISCUSSION: Commissioner Anaya said he think's we're on the right track.

FRIENDLY AMENDMENT: Commissioner Anaya proposed that primary adjustments associated with classification have to come back to this Board for adoption.

DISCUSSION ON THE FRIENDLY AMENDMENT: Mr. Kippenbrock said he can bring those back. He said, "Although I see where you want to do the market adjustment, in my opinion, if you want to do the market adjustment based on the compensation study which recommended \$12,500, that should be based on a [inaudible] funding, but leave the dollar amount for the merit pay in place. The reason I say that, is that it's based on 1 or 2% of the higher rate, and if we get an average rate, we would not have enough money in the budget. If you are looking at the market adjustment, I would strongly suggest you increase the amount by \$12,500. That would cover the recommendations out of the compensation study for the issues we talked about, increasing the bands, and the union suggestions."

Councilor Maestas said he would like this to apply to all employees, union and non- union, for the spread.

Mr. Kippenbrock said this is what they recommended for union positions, but not non-union positions.

THE AMENDMENT WAS FRIENDLY TO THE MAKER WITH THE CAVEAT THAT IT BE USED WHERE THE GREATEST NEED IS AND THE GREATEST DISPARITY, AND IF WE NEED TO MAKE MORE MONIES AVAILABLE, THEN WE WILL. THERE WERE NO OBJECTIONS BY THE OTHER MEMBERS OF THE BOARD.

Councilor Maestas said this will not include the Executive Director, and asked if that is okay.

Commissioner Anaya said that is fine. He asked if it is the assumption that all employees will get the 2% increase.

Mr. Kippenbrock said no. He said the merit is based on performance evaluation.

Commissioner Anaya said this is the reason he is okay with breaking out a portion. If the goal is to give you a pool to do merit raises as well as deal with the classification study, then he is okay with it.

Chair Chavez asked Councilor Maestas if he is uncomfortable with increasing the dollar amount.

Councilor Maestas said, "No we have a balanced budget. Maybe when he comes back with those recommended adjustments, then we can see if we need more monies. What good is the compensation study if we're not going to implement any of it. I think we will see as we implement this we will see that the salaries are more in line with the market.... We may need these market adjustments for several years."

Justin Miller said he wants to make sure we are not interfering with the collective bargaining agreement. He said, "So the proposal is to leave COLA appropriation as it is, and take ½ of the merit pay and appropriate it for merit pay increases after evaluation of performance, and take ½ for market adjustments in accordance with the compensation study."

Councilor Maestas said this is correct.

Mr. Miller said, "I wonder if it would be easier, or more straightforward to have a separate item for the market adjustments for the compensation study."

Councilor Maestas said, "The contracts don't designate a particular amount, and it is dependent on appropriation, and I would hate to reduce the raise for the market adjustment."

Mr. Kippenbrock said the compensation study brought up a minimum for the mid point for union positions. They felt that the pay bands for the non-union positions were fine. His understands it works well. The \$12,500 is to bring up the union positions not non-union positions. He said the purpose of the compensation study was to determine, based on the last COLA, if the COLA and merit were working, and how our pay rates compare in the market place. They came up with other recommendations, including comp ratios, mid-points and such.

Mr. Kippenbrock said the compensation study is geared to non-union folks. His concern is, based on the motion, we most likely will have a deficit in the merit fund if we take ½ out. That amount is based on what we have done in the past. To compress the pay band the study says it would cost \$12,500.

Councillor Maestas reiterated that he looked at the contract and there are no specific amounts called for in merit pay increases.

Mr. Kippenbrock reiterated that the percentage is 1-4%.

Councilor Maestas said, "Let's just see how the employees perform. You are basing it on historic information. You assume so many people are going to get so much." He said let's play this by ear for the year, and if we need to add more money into the merit pool we can.

Commissioner Anaya said as he listened to the conversation and the rest of the remarks, he envisions Mr. Kippenbrock, as the director, going through a review of seniority and experience to allocate the market rate adjustment. He thinks he will have that opportunity and he could have a multi-faceted and possibly even a multi-year recommendation, based on the analysis of the study.

Mr. Kippenbrock said that is correct, noting he does all of the evaluations in June, and should know by the next meeting.

[Someone speaking here is completely inaudible]

VOTE: The motion, as amended, was approved on a voice vote, with Councilor Maestas and Commissioner Anaya voting in favor of the motion and Commissioner Holian voting against.

Explaining her vote: Commissioner Holian said, "I think we are micro-managing. I would like to wait until we go into the salary negotiations and then see how we can take advantage of the study to realign employees. We are just considering the budget. This is not cast in stone, is that correct, and we could adjust that if necessary."

Mr. Kippenbrock said, "It can be adjusted. You are correct."

Chair Chavez asked if the Organizational Chart was approved as a part of the budget.

Mr. Kippenbrock said, "Yes. It is a part of the budget."

(B) REQUEST FOR APPROVAL OF CONSTRUCTION AGREEMENT WITH DEL HUR INDUSTRIES OF PORT ANGELES, WA, FOR THE BASALT ROCK CRUSHING AND SALES OPERATION FOR THE CAJA DEL RIO LANDFILL (RFP NO. 14/29/P)

Randall Kippenbrock, Executive Director, presented information regarding this matter from his Memorandum dated May 12, 2014, with attachments, to the SFSWMA Joint Powers Board, is incorporated herewith to these minutes as Exhibit "2." Please see Exhibit "2" for specifics of this presentation.

Commissioner Anaya asked the timeline associated with the approval, and if we have to do this today.

Mr. Kippenbrock said he would prefer that it is approved today.

Commissioner Anaya asked when the existing agreement expires.

Mr. Kippenbrock May 4, 2014, which is prior to the next meeting.

Councilor Maestas asked the reason only one firm bid.

Mr. Kippenbrock said he can't speak as to the reason other firms didn't bid. He said they reached out to Mr. Cook and La Farge and they did not respond. Another large firm, Vulcan Materials is no longer in New Mexico. They did reach out to all of the local firms, such as Santa Fe Concrete.

Chair Chavez asked if they contacted Rockology.

Mr. Kippenbrock said Rockology was sent an RFP, as well as any firm who tries to open a basalt quarry near La Bajada.

Commissioner Anaya asked Mr. Miller if it is legal to go out for an 8-year contract, noting it can't be done for the County.

Mr. Miller said he is unsure about the County rules, but it is legal to have an 8-year construction contract, which is the limit.

Commissioner Anaya asked if the 8-year timeline is associated with fulfilling the full projection and asked the reason for 8-years, and asked why not 4-years.

Mr. Kippenbrock said there is enough material for 16 years.

Commissioner Anaya asked what is the rational to go 8 years as opposed to 4.

Mr. Kippenbrock said it is primarily due to the capital outlay for equipment, noting it costs them \$2 million and they are already on site.

Commissioner Anaya asked if this is standard with other landfill operations across the country for a similar process.

Mr. Kippenbrock said we are different. Most landfills are not sited on top of rock, noting the first contract was for 8 years. He said, if for some reason the contract does not work out, there is a termination clause in the contract.

Commissioner Anaya asked if there are landfills similar to ours and what are the terms of their build-outs.

Chair Chavez asked if he would like for Mr. Kippenbrock to do research on that, and Commissioner Anaya said no, he would just like to know.

Councilor Maestas said then 8-year construction contracts are okay, but this is a professional services contract.

Mr. Miller said, "No, this is a construction contract."

Councilor Maestas said we are calling it a professional services contract.

Mr. Miller said the contract itself says it is a construction contract.

Councilor Maestas said then the contract just ended was for 8 years, and Mr. Kippenbrock said this is correct.

Chair Chavez we have not always had a good experience with these.

Mr. Kippenbrock said in 2000-2001 a previous contractor did not do well, although he had good intentions, it did not work out well, in terms of traffic, dust and such. He said when he came on board, he recognized the need for an RFP process which is what they did in 2006. He said the company has done very well for us.

Chair Chavez said the rock crushing operation is separate from the construction.

Mr. Kippenbrock said, for this contract, yes. He said other cells will be bid out separately.

MOTION: Commissioner Anaya moved, seconded by Holian, to approve this request as presented by staff.

VOTE: The motion was approved unanimously on a voice vote.

(C) REQUEST FOR APPROVAL OF RESOLUTION NO. 2014-2, UPDATING A RESTRICTED CASH ACCOUNT AND RELATED LIABILITY ACCOUNT IN THE CLOSURE/POST-CLOSURE FUND TO PROVIDE FUNDS FOR FUTURE CLOSURE, POST-CLOSURE CARE, PHASE I AND II ASSESSMENT AND/OR CORRECTIVE ACTION COSTS AT THE SANTA FE SOLID WASTE MANAGEMENT AGENCY FACILITY KNOWN AS THE CAJA DEL RIO LANDFILL.

Randall Kippenbrock, Executive Director, presented information regarding this matter from his Memorandum dated May 12, 2014, with attachments, to the SFSWMA Joint Powers Board, is incorporated herewith to these minutes as Exhibit "3." Please see Exhibit "3" for specifics of this presentation

MOTION: Commissioner Anaya moved, seconded by Commissioner Holian, to approve this request as presented by staff.

VOTE: The motion was approved unanimously on a voice vote.

(D) UPDATE ON AMNESTY DAY AT THE BUCKMAN ROAD RECYCLING AND TRANSFER STATION

Allen Schlachter, at the request of Randall Kippenbrock, Executive Director, presented information regarding this matter from Mr. Kippenbrock's Memorandum dated May 12, 2014, with attachments, to the SFSWMA Joint Powers Board. This Memorandum and attachments are incorporated herewith to these minutes as Exhibit "4." Please see Exhibit "4" for specifics of this presentation

- Chair Chavez if it is material specific, that will take care of the long line.
 - Mr. Schlachter yes, by breaking up the materials.
 - Chair Chavez asked if there were vehicles with commingled materials.
 - Mr. Schlachter yes, and they surveyed what they had and then gave them recommendations of where to go first.
- Chair Chavez said then if they separate them, then you don't have to go through all that, and Mr. Schlachter yes.
- Commissioner Holian asked what the role of the County will be for the Toss No Mass campaign.
 - Mr. Schlachter they are working more with the Keep America Beautiful effort with the City. He will bring up the County role at the next meeting.
- Commissioner Holian said then that is yet to be decided.
- Commissioner Anaya said he thinks we had that conversation at the meeting he attended in working with the transfer station. He said he would like for "you guys to have that conversation with staff."
 - Mr. Schlachter said we did have some folks who thought the County was doing the same thing.

Oliver Barela, County Solid Waste, said the County would like to be involved, but they are taking things "we do not take." He said a bulletin came out today that the County is going to have an amnesty as well, which will be at 3 sites for 6 weeks. It is only for people who have permits.

- Commissioner Anaya said he has a special request that we set up a twitter account to let people know how long the wait is.
 - Mr. Schlachter said we talked about putting signs, such as, "if you are here you have a one hour wait."
- Chair Chavez said he is encouraged by the response, commenting we got people to bring their own tires.
- Councilor Maestas said he was one of those guys in line on Saturday, and came back on Sunday. He said in the flyer for Sunday the text that advertised accepting green waste was very small. He thinks perhaps some people thought Saturday was the only day for green waste. Maybe we should take everything on both days.
- Councilor Maestas asked it is possible to get a mobile scale so we can process people more quickly, and asked if it is critical that we weigh everyone.
 - Mr. Schlachter said it is for some wastes.
- Councilor Maestas asked if it is possible to have a line for people who do not have to be weighed.
 - Mr. Kippenbrock said they learned a lot, and are still assessing the situation. He said with regard to the long line, there are only so many bays. He said they are looking seriously at doing *Toss no Mas* at the Caja del Rio landfill for that one day. He said we learned that if we include the word free people come.
 - Mr. Kippenbrock said we have green waste this weekend and again in June, and they are working hard on this, commenting "the 700 plus vehicles are pretty much maxing us out, so we're looking at other avenues to try to do this part time."
- Councilor Maestas said we need to talk about lessons learned and streamlining the
 process, and asked that this be on the next Agenda for discussion. He said based on the
 editorial, a lot of people are excited about it, others are angry because of the wait, and we
 need to discuss this.

Mr. Kippenbrock said he can it bring it back in July or August to allow staff more time to analyze it.

 Councilor Maestas asked if he has the data listed by person. He asked that he bring that background data with the other data for the discussion on lessons learned.

Councilor Maestas said, "Congratulations. I thought it was fantastic."

Chair Chavez said if we open the landfill, it can't be on a windy day.

Mr. Kippenbrock said he understands, and it can be on a Saturday.

Chair Chavez said it can't be windy, whatever day it is, because it could get a little dicey.

Mr. Kippenbrock thinks it is doable. He said he would rather give them that ability and encourage people with trailers to go there.

VII. MATTERS FROM STAFF

There were no matters from staff.

VIII. MATTERS FROM THE BOARD

There were no matters from the Board.

IX. NEXT MEETING DATE - THURSDAY, JUNE 19, 2014.

X. ADJOURNMENT

There was no further business to come before the Board.

MOTION: Commissioner Anaya moved, seconded by Commissioner Holian, to adjourn the meeting.

VOTE: The motion was approved unanimously on a voice vote, and the meeting was adjourned at approximately 6:50p.m.

APPROVED BY:

Miguel Chavez, Chair

ATTESTED TO:

Geraldine Salazar, County Clerk

Santa Fe County

6-23-2014



C O R D

0000

SUBMITTED BY:

Melessia Helberg, Board Stenographer

COUNTY OF SANTA FE

SOLID WASTE MINUTES

PAGES: 19

I Hereby Certify That This Instrument Was Filed for Record On The 23RD Day Of June, 2014 at 11:13:31 AM And Was Duly Recorded as Instrument # 1739664 Of The Records Of Santa Fe County

Deputy Ditness My Hand And Seal Of Office
Geraldine Salaza

