

**18-PELRB-2025**

**STATE OF NEW MEXICO  
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

**ALAMOGORDO PUBLIC SAFETY  
OFFICERS ASSOCIATION,**

**Petitioner,**

**&**

**PELRB No. 310-25**

**INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS**

**Intervenor,**

**&**

**CITY OF ALAMOGORDO,**

**Respondent.**

**ORDER**

**THIS MATTER** came before the Public Employee Labor Relations Board at its regularly scheduled meeting on August 5, 2025, upon the Petition by the Alamogordo Public Safety Officers Association (APSOA) to sever fire personnel from an existing unit of both police and firefighters. The Director caused Notice to be posted to the affected employees and the International Association of Fire Fighters (IAFF) intervened seeking certification as the exclusive representative of the fire personnel to be severed. The Executive Director found no issues of unit inclusion or exclusion and determined that each Petition was supported by a majority of the affected employees. Therefore, on June 30, 2025, the Executive Director issued an Amended Certification of Representation to the APSOA indicating the severance of the fire personnel from the existing bargaining unit and a Certification of Representation to the IAFF as the exclusive representative of the fire personnel. Upon review of the submissions and no one appearing in opposition to the Certifications, the Board, by unanimous vote,

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hereby affirms and ratifies the Certifications of Representation issued by the Executive  
Director on June 30, 2025 including the findings therein.

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

Signed by:

Mark Myers

4F5D60DCB87C42D

MARK MYERS, BOARD CHAIR

8/8/2025

DATE



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### Certification of Representation

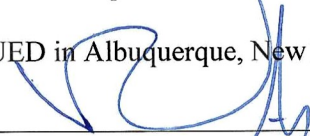
The undersigned hereby certifies that the **International Association of Fire Fighters (IAFF)** has demonstrated majority support such that it should be recognized as the exclusive bargaining representative for the following bargaining unit of **City of Alamogordo** employees:

#### **Fire Fighters and Fire Lieutenants**

The undersigned makes this certification based on the following:

1. On May 1, 2025 the Alamogordo Public Safety Officers Association (APSOA) filed a Petition for Decertification, and on May 30, 2025 it filed an Amended Petition – For Severance, through both of which it sought to sever Fire personnel from a previously certified bargaining unit of Police and Fire personnel represented by APSOA. See PELRB 310-25.
2. On May 30, 2025, the Employer provided a list of unit employees, which shows that there are 27 Fire personnel to be severed from the APSOA bargaining unit.
3. By a Petition for Intervention filed on June 10, 2025 in PELRB Case No. 310-25, the IAFF informed the City of Alamogordo that it was prepared to demonstrate sufficient support among the City's Fire personnel for recognition as their exclusive collective bargaining representative.
4. PELRB Staff determined over the course of Status and Scheduling Conferences on May 28 and June 30, 2025 that no issues exist concerning unit composition, representation, or the validity of interest cards or the employee list submitted.
5. After severing the Fire personnel from the APSOA Union, a card count was conducted on June 30, 2025 on behalf of Intervenor IAFF, with the following results: 25 ballots cast out of a total of 27 eligible voters. Therefore, more than 40% of the eligible voters cast ballots. Additionally, a majority of those ballots (25 or 92.6%) were in favor of representation by the IAFF, while no (0) cards reflected selection of the choice of "No Representation". Accordingly, the IAFF is hereby certified as the exclusive bargaining representative for the unit described herein.

ISSUED in Albuquerque, New Mexico on this 30th day of June, 2025 by:

  
Pilar Vaile  
Executive Director





### Amended Certification of Representation

The undersigned hereby certifies that the **Alamogordo Public Safety Officers Association (APSOA or Petitioner)** has demonstrated a sufficient basis pursuant to NMAC 11.21.2.35 to compel amendment of the certification of the bargaining unit with regard to the **City of Alamogordo** employees represented by **Petitioner**.

The undersigned makes this certification based on the following:

1. APSOA filed a Petition for Decertification on May 1, 2025, and an Amended Petition - For Severance on May 30, 2025, through both of which it sought removal or severance of the Fire personnel from the bargaining unit of Police and Fire personnel represented by APSOA. See PELRB Case 310-25.
2. After determining decertification of Fire personnel was not desired by the Union, and that the subsequent Amended Petition - For Severance was facially valid, a Notice of the Petition for Severance was posted, the International Association of Fire Fighters intervened seeking to represent the Alamogordo Fire personnel, and a Status and Scheduling Conference, including all Parties was held on June 30, 2025.
3. The Petition does not raise a question concerning representation, and it presents sufficient facts establishing the desire of Alamogordo Fire personnel to be severed from the previously certified bargaining unit, under NMAC 11.21.2.35 and NMAC 11.21.2.41. Accordingly, certification of the bargaining unit shall be, and hereby is, amended to reflect its current description as follows:

### **Police Officers and Sergeants**

ISSUED in Albuquerque, New Mexico on this 30th day of June, 2025 by:

A handwritten signature in blue ink, appearing to read "Pilar Vaile", written over a horizontal line.

Pilar Vaile  
Executive Director





**STATE OF NEW MEXICO  
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

**In re:**

**ALAMOGORDO PUBLIC SAFETY OFFICERS  
ASSOCIATION (APSOA),**

**Petitioner,**

**and**

**PELRB No. 310-25**

**INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS (IAFF),**

**Intervenor,**

**and**

**CITY OF ALAMOGORDO,**

**Respondent**

**RESULTS OF CARD CHECK - REPRESENTATION**

On June 30, 2025, PELRB Staff compared a showing of interest (that of Alamogordo Fire personnel in being represented by the International Fire Fighters Association (IAFF or Intervenor)) to the eligible employee list provided by the City of Alamogordo (Respondent). This was done pursuant to NMAC 11.21.2.33 and after posting of notice of the filing of an Amended Petition - For Severance, intervention by the International Association of Fire Fighters (Intervenor), and a determination by PELRB Staff that no issues were raised concerning unit composition, representation, or the validity of interest cards or eligible employee list submitted.

The following is the result of that comparison:

1.	Total Number of Employees in Bargaining Unit	27
2.	50% of Employees in Bargaining Unit Equals:	14
3.	Total Interest Cards Indicating Support	25
4.	Number of Challenged Cards	1
	Challenged Cards Rejected By Director	0
	Challenged Cards Accepted By Director	1

5. Percent of Employees in Bargaining Unit indicating support 92.6%

**WHEREFORE**, the IAFF's showing of interest demonstrates majority support among Fire Fighters and Fire Lieutenants to be their exclusive bargaining representative, so that a new unit certification shall issue.



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Pilar Vaile, Executive Director

Date: June 30, 2025

**STATE OF NEW MEXICO  
PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

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**INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS (IAFF),**

**Intervenor,**

**and**

**CITY OF ALAMOGORDO,**

**Respondent.**

**RESULTS OF CARD CHECK - SEVERANCE**

On June 30, 2025, PELRB Staff compared a showing of interest (that of the Alamogordo Fire personnel in severing from an existing bargaining unit of Police and Fire personnel represented by the Alamogordo Public Safety Officers Association (APSOA or Petitioner)), to the eligible employee list provided by the City of Alamogordo (Respondent). This was done pursuant to NMAC 11.21.2.33 and after posting of notice of the filing of an Amended Petition - For Severance, intervention by the International Association of Fire Fighters (Intervenor), and a determination by PELRB Staff that no issues were raised concerning unit composition, representation, or the validity of interest cards or eligible employee list submitted.

The following is the result of that comparison:

1. Total Number of Employees in Bargaining Unit	27
2. 50% of Employees in Bargaining Unit Equals:	14
3. Total Interest Cards Indicating Support	22
4. Number of Challenged Cards	1
Challenged Cards Rejected By Director	1
Challenged Cards Accepted By Director	0
5. Percent of Employees in Bargaining Unit indicating support	77.8%

WHEREFORE, the APSOA's showing of interest demonstrates majority support among Fire Fighters and Fire Lieutenants for their severance from the unit of Police and Fire personnel represented by APSOA, so that a new description of the APSOA unit in question shall issue.



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Pilar Vaile, Executive Director

Date: June 30, 2025