



Agenda Item Number: 9-5-13.5C

**SANDOVAL COUNTY  
BOARD OF COUNTY COMMISSIONERS**

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**Date of Commission Meeting:**

September 5, 2013

**Division / Elected**

**Office:**

Office of the County Manager

**Staff Contact:**

Phillip Rios, County Manager

**Title of Item:**

Reappointment to the Sandoval County Labor Management Relations Board

**Action Requested:**

Motion to Approve the Re-appointment of Henry F. Narvaez, Attorney at Law, to a One (1) Year Term on the Sandoval County Labor Management Relations Board Commencing Upon Approval

**Summary:**

The Sandoval County Labor Management Relations Ordinance No. 04-09-16.13 adopted by the Sandoval County Board of County Commissioners on September 16, 2004 and approved by the State of New Mexico Public Employee Labor Relations Board (NMPELRB) on October 19, 2004 provides in Section 7. A that the Sandoval County Labor-Management Relations Board "shall be composed of three (3) members appointed by the County Manager and approved by the Sandoval County Board of County Commissioners. One (1) member shall be appointed on the recommendation of individuals representing labor, one (1) member shall be appointed on the recommendation of the County Manager, and one (1) member shall be appointed on the recommendation of the first two (2) appointees."

Henry F. Narvaez was appointed to a one (1) year term on the Sandoval County Labor Management Relations Board by the Board of County Commissioners on August 16, 2012. The proposed action would reappoint Mr. Narvaez in accordance with Section 7.B, which provides that 1) Board members shall serve for a period of one (1) year with terms commencing in the month of September, and 2) Vacancies shall be filled in the same manner as the original appointment.



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Per Ordinance No. 04-09-16.13, a Board member may serve an unlimited number of terms.

**Attachments:**

- Professional Resume of Henry F. Narvaez
- Sandoval County Labor Management Relations Ordinance No. 04-09-16.13
- NMPELRB Memo Ref: Sandoval County Request for Approval of a Local board
- NMPELRB Amended minutes of Board Meeting held on Tuesday, October 19, 2004

**FISCAL IMPACT**

Cost of mileage and per diem for Board members.

**STAFF ANALYSIS SUMMARY**

<b>County Manager:</b>	N/A
<b>Initiating Elected Official / Division Director:</b>	N/A
<b>Legal:</b>	Recommend approval. PFT 8/26/2013
<b>Finance:</b>	Mileage & Per Diem Established in HR Budget- Recommend Approval CCH 8/27/13

## HENRY F. NARVAEZ

**Name:** Henry F. Narvaez

**Areas of Law:**

1. Civil Rights
2. Employment Disputes
3. Law Enforcement Liability
4. General Tort Law

**Licensed in the Following Federal Courts:**

1. United States District Court, District of New Mexico: 1975
2. United States Tenth Circuit Court of Appeals: 1975

**Date licensed in New Mexico:** April 1975

**Date licensed in Texas:** January 2003

**Education:**

Bachelor of Science in Civil Engineering, *New Mexico State University*, 1968

Juris Doctorate, *University of New Mexico*, 1974.

**Background:** Mr. Narvaez is a native of New Mexico with deep family roots in the state. His mother is a full-blooded descendant of the Isleta Pueblo people who traveled South with the Spanish during the Pueblo Revolt and remained in southern New Mexico following the Reconquest in 1690. His father moved to New Mexico as a little boy during the Mexican Revolution in 1911, and his grandfather had a blacksmith shop in Socorro. Upon graduation from NMSU with an engineering degree, Mr. Narvaez was drafted into the military and served as a Marine lieutenant in Vietnam. When he was discharge from the Marines, he obtained his law degree at the UNM School of Law, and accepted a position as an attorney with the Keleher and McLeod Law Firm. Mr. Narvaez is fluent in Spanish.

**Summary of Specific Experience:**

**Civil Rights:** Mr. Narvaez has defended and consulted with numerous clients in civil rights matters including Taos County, Catron County, Grant County, Luna County, Doña Ana County, Socorro County, Mora County, City of Belen, City of Albuquerque, Santa Fe Public Schools, Mora Public Schools, West Las Vegas Public Schools, Las Vegas City Schools, Taos Schools, Chama School District, Espanola School District, Farmington School District, Dulce School District, Grants School District, Gallup-

McKinley School District, Zuni Schools, Las Cruces School District, Ruidoso Municipal School District, Socorro Schools and others. Mr. Narvaez prepared and circulated a draft of Model Personnel Policies for use by Counties in the State of New Mexico and also a policy for drug testing for use by schools in the State of New Mexico.

**Law Enforcement:** Mr. Narvaez has defended numerous clients in law enforcement matters including the New Mexico State Police, State Gaming and Fish Department, Police Department of Las Vegas, Police Department of Las Cruces, Police Department of Silver City, Police Department of Deming, Sheriff of San Miguel County, Sheriff of Mora County, Sheriff of Santa Fe County, Sheriff of Sandoval County, Sheriff of Bernalillo County, Sheriff of Torrance County, Sheriff of Socorro County, and Sheriff of Doña Ana County. He has handled trials involving claims of excess force, wrongful arrest, invalid searches and seizures, and wrongful death matters. Has taught classes at the Law Enforcement Academy in Santa Fe, New Mexico.

**Employment:** Mr. Narvaez has defended numerous jury and non-jury trials on behalf of various employers, private and governmental. The litigation issues included workers compensation, sex, race, religion and age based discrimination, retaliation, disability, breach of express and implied contract, and civil rights claims. Mr. Narvaez has never lost an EEOC discrimination defense trial.

**Medical Malpractice:** Mr. Narvaez has defended numerous medical malpractice lawsuits and pharmaceutical malpractice lawsuits including cases alleging missed diagnoses of cancer and mis-fill of prescription drugs.

**Summary of General Litigation Experience:** Mr. Narvaez has practiced in the area of litigation for approximately 32 years, primarily concentrating in defense litigation. He has appeared in the New Mexico Supreme Court and the New Mexico Court of Appeals, as well as the Tenth Circuit Court of Appeals in Denver. He has handled more than 30 jury trials.

**Summary of Past Experience:** Prior to working at the Narvaez Law Firm (1994-present), Mr. Narvaez worked at Keleher & McLeod, P.A. from 1974 to 1994. At the Keleher firm he defended and consulted with numerous private and governmental clients on various matters including insurance defense, personal injury, and environmental and policy issues. He has participated in numerous administrative hearings for various counties and school boards, for the past twenty (20) years.

Mr. Narvaez is a Hearing Officer for the City of Albuquerque from 2006 to present. He presides over employment disputes between the City of Albuquerque and its employees.

**Professional Activities and Pro Bono Work:** Pro Bono work is strongly encouraged for all the attorneys at the Narvaez Law Firm and numerous clients of the Narvaez Law Firm receive legal services on a Pro Bono basis. Mr. Narvaez and the Narvaez Law Firm have sponsored a legal clinic (Clinica Legal) for many years as an outreach effort to provide free legal services to the poor and elderly. These free legal clinics have been carried out in southern New Mexico (Tortugas Pueblo), northern New Mexico (San Juan Pueblo) and central New Mexico (Albuquerque South Valley).

In addition, Mr. Narvaez has been or is involved in the following professional activities:

1. University of New Mexico Law School Alumni Board, 2001-present, President Elect 2007 – Present
2. Defense Lawyer Newsletter Editor, 1993-1999
3. Equal Access to Justice Campaign Fund Drive Co-Chair, 1998
4. Albuquerque Bar Association Board of Directors, 1987-1992, President, 1991
5. NM State Board of Bar Examiners Member, 1981-2006; Chairman, 1987-1990
6. State Bar of New Mexico Member, Board of Bar Commissioners, 1989-1990
7. Albuquerque Crimestoppers Board of Directors, 1986-1987
8. St. Charles Borromeo School Board, 1978-1984
9. Women's Community Association a/k/a The Albuquerque Shelter for Victims of Domestic Violence; President, 1990 – 1995, President 1993
10. Albuquerque Museum Board of Directors, 2006 – Present
11. Co-chair Equal Access to Justice, 1998 Campaign Fund Drive

**Professional Awards:** Mr. Narvaez received the Outstanding Lawyer Award from the Albuquerque Bar Association in 1998 and the Attorney of the Year Award from the New Mexico Hispanic Bar Association in 2004. He also received Awards for Outstanding Service from the State Bar of New Mexico in 1988, 1990 and 2001, and a Fellow Award from the New Mexico Bar Foundation in 1992.



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

**BILL RICHARDSON**  
GOVERNOR

**JUAN B. MONTOYA**  
DIRECTOR

**EDMUND J. "JOE" LANG, CHAIR**  
**PILAR VAILE, VICE CHAIR**  
**DUFF H. WESTBROOK, MEMBER**  
BOARD

2929 Coors N.W., Suite #303  
Albuquerque, NM 87120  
Telephone: (505) 831-5422  
Fax: (505) 831-8820

October 4, 2004

David Mathews  
Sandoval County Attorney  
Albuquerque, NM 87122

Dear David,

This letter addresses the current status of your PELRB Case, **Case Number 222-04.**

**Ref: Sandoval County Request for Approval of Local Board**

**APPROVAL OF LOCAL BOARDS**

Your proposed Ordinance/Resolution meets all requirements. Your request for Approval of Local Board will be presented to the PELRB at our next monthly meeting, scheduled for Tuesday, October 19, 2004 in Santa Fe, at the State Capitol, room 318.

If we can be of any assistance please do not hesitate to contact us at 505/831-5422, FAX 505/831-8820.

Sincerely,

Judy De Atley  
Deputy Director



STATE OF NEW MEXICO  
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HILL RICHARDSON  
GOVERNOR

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AMENDED

Minutes of Board Meeting held on Tuesday, October 19, 2004, 2004  
at 10:00 a.m., State Capitol Building, Room #318  
Ms. Pilar Vaile Vice-Chair (Acting Chair)

1. **Call to order:** The meeting was called to order by Vice-Chair, Pilar Vaile (Acting Chair) at the State Capitol Building, Room #318, Santa Fe, New Mexico. Present at the publicly noticed meeting were Vice-Chair, Pilar Vaile, Member, Duff H. Westbrook and new Member, Martin Dominguez. Member, Duff Westbrook spoke in memory of our previous Board Chair, Mr. Edmund J. "Joe" Lang. Mr. Dominguez thanked the Board, the Governor and his office for the opportunity to return and serve on the Board. Mr. Dominguez requested that, due to the fact that he was under the weather, Vice-Chair, Pilar Vaile conduct the board meeting. Acting Chair, Pilar Vaile moved to elect Martin Dominguez as Board Chair. Member, Duff Westbrook seconded the Motion, same was carried. Martin Dominguez was elected as PELRB's Board Chair.
2. **Public Comments:** No public comments were made.
3. **Approval of Minutes of September 7, 2004 board meeting:** Acting Chair, Pilar Vaile moved to approve the Minutes of the September 7, 2004 board meeting, Member, Duff Westbrook seconded and the minutes were approved as presented.
4. **Local Boards:**
  - a) Mr. Montoya indicated that the following were being submitted to the Board for approval; San Juan College, New Mexico Highlands University, The City of Grants, Chama Valley Independent Schools, Eddy County, Rio Rancho Public Schools, Sandoval County and The City of Clovis. Chavez County's conditional, upon receiving an enacted copy of their ordinance. Acting Chair, Pilar Vaile inquired as to San Juan College and said she thought that was a conditional one? Executive Director, Mr. Montoya referred to his notes and agreed that San Juan was conditional. Acting Chair, Pilar Vaile asked where Dona Ana County was in the proceedings and Mr. Montoya said that Dona Ana County also had a conditional approval, pending review of the enactment of their ordinance. Acting Chair, Pilar Vaile moved that San Juan College and Chavez County be conditionally approved and the others be unconditionally approved. Martin Dominguez seconded the Motion and it was carried.
5. **Board Activity:**
  - a) Elections being held in Espanola, Los Ranchos and Santa Fe County were announced.

12-07-04 Approved as Amended. See page 6, page 2  
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