City of Santa Fe, New Mexico
Memorandum

DATE: June 3, 2026

TO: **Governing Body**
Finance Committee

FROM: Scott Ouderkirk, Interim Fire Chief
Mario Risso, Assistant Fire Chief

VIA: Brian Moya**,** Interim City Manager

ITEM AND ISSUE:

Request for approval of Year Number 3 of Whole Agreement, July 1, 2024 – June 30, 2027, between the City of Santa Fe and the Santa Fe Firefighters Association International Association of Firefighters – Local 2059 (Mario Risso, Assistant Chief of Support Services; (505) 467-9799; mdrisso@santafenm.gov; Charles Gonzales, IAFF Union President – Local 2059; (cmgonzales@santafenm.gov)

BACKGROUND AND SUMMARY:

The City and the Union entered into the Collective Bargaining Agreement (CBA) effective July 1, 2026, through June 30, 2027. The only financial item negotiated in this collective bargaining Agreement is a 2.5% Cost of Living Adjustment (COLA) **(Article 362).**

Minimum staffing changes in this Agreement include an increase from 39 members to 41 members per shift **(Article 210)**. The agreement also enacts changes to the number of bargaining unit members who may be off per day **(Article 302)**, the type of leave that may be utilized for FMLA **(Article 312),** the type of leave that may be utilized for funeral Leave **(Article 310**), and changes to the requirements for specific promoted positions **(Article 340).** Several other changes were made to improve grammar and enhance clarity in our contract to improve operational effectiveness.

This agreement shall remain in full force and effect until June 30, 2027. Negotiations of Section III of the Agreement shall begin no later than October 1, 2026, for fiscal year 2027-2028, and no later than October 1, 2027, for fiscal year 2028-2029. Each negotiation cycle is to be completed on or before December 31 of each respective year.

In addition, each party may open a maximum of three (3) articles from Section I and/or II of the Agreement for negotiation. Additional articles may be opened upon mutual agreement of both parties. Negotiations for a subsequent agreement shall begin no later than October 1, 2027, and be complete on or before December 31, 2027.

ACTION REQUESTED:

The parties respectfully request approval of the 2026/2027 Local 2059 Collective Bargaining agreement in its entirety.

AMENDMENT NO. 1
TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF SANTA FE AND LOCAL 2059 CITY OF SANTA FE FIRE DEPARTMENT EMPLOYEES, OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

THIS AMENDMENT is made and entered into as of this 5th day of June by and between the **City of Santa Fe**, a political subdivision of the State of New Mexico (hereinafter referred to as "the City") and Local 2059 City of Santa Fe Fire Department Employees of the International Association of Fire Fighters (IAFF) **(herein referred to as "the Union").**

WHEREAS, the City and the Union entered into the Collective Bargaining Agreement effective July 1, 2024, through June 30, 2027, and

WHEREAS, the Collective Bargaining Agreement allows for Negotiations of Section III of the Agreement to begin no later than October 1, 2025, with each party to open up a maximum of three (3) articles from Section I and/or II of the Agreement for negotiation. Additional articles may be opened upon mutual agreement of both parties; and

WHEREAS the Governing Body approved a budget allocation for fiscal year 2027 for IAFF Local 2059 negotiations of an amount equivalent to a 2.5% salary increase for IAFF Local 2059; and

WHEREAS, fiscal year 2027 budget allocation for IAFF Local 2059 negotiations is available the first full pay period in July 2026; and

WHEREAS, both parties agree that IAFF Local 2059 employees should receive the allocated 2.5% increase for FY2027 effective July 4th, 2026; and

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

ARTICLE 210-STAFFING LEVELS

To ensure the effective delivery of essential services as well as firefighter health and safety, the following staffing levels shall be maintained:

Shift:
The minimum staffing shall be Forty-One (41) members per shift, not including any personnel under the Support Services Division and Battalion Chiefs.

Qualified Station Captains may work as an AIC BC. If there is mandatory Company Officer overtime they may be downgraded from AIC BC to that Company Officer position.

In the event additional stations are staffed with frontline personnel or additional positions are required by law or necessity, any related concerns shall be addressed to the Labor-Management Committee per Article 220.

Station:

Minimum staffing shall be Five (5) members per station with the exception of Station 10 (ARFF), which shall be staffed with a minimum of one (1) Station Company Officer, one (1) Engineer, and one (1) ARFF Active Personnel.

One (1) Captain shall be assigned to supervise each operational fire station. Stations may be supervised by a Lieutenant only in the event that either the captain assigned to that station is not at work or there is a vacancy in that assignment.

Apparatus:

1. In no case will staffing on any Type 1 Engine, Type 6 Engine, Ladder, Rescue, Medic unit, or Tender drop below Two (2) while available for an emergency call and being used as an independent resource.
2. Minimum staffing on a Type 1 Engine or Quint/Ladder may only be reduced to Two (2) personnel if personnel have already been re-allocated from the brush truck first, then the Heavy Rescue.

3. Staffing of additional apparatus will only take place if Forty-Three (43) or more personnel are on duty.

Type 1 Engine and Quint/Ladder:
Each Type 1 Engine and Quint/Ladder shall be staffed with a minimum of Three (3) SFFD personnel: One (1) Engineer, One (1) Company Officer, and One (1) SFFD personnel.

Medic Unit:
Each Medic Unit shall be staffed with a minimum of Two (2) SFFD personnel, one of whom must be a licensed paramedic. Licensed Paramedics working in the classification of Captain**,** Lieutenant, Engineer, or Rescue Technician may be utilized as the only Paramedic on the unit as a voluntary assignment.

Rescue:
Each Rescue shall be staffed with a minimum of Two (2) Rescue Technicians, and One (1) SFFD personnel.

Hazardous Materials:
Staffed with a minimum of two (2) Hazardous Materials Technicians and one (1) SFFD personnel when staffed as an independent resource.

Crash Rescue Vehicle:
The Airport Crash Rescue Vehicle (ARFF) shall be staffed with a minimum of the FAA's Part 139 requirements.

Type 6 Engine:
Staffed with a minimum of Two (2) SFFD personnel when staffed as an independent resource.

Tender:
Staffed with a minimum of Two (2) SFFD personnel when staffed as an independent resource.

Brush Truck:
The Brush Truck shall be staffed with a minimum of two (2) SFFD personnel.

In the event minimum manning is below Forty-One (41), prior to 2200 hrs.,

the BC shall outbound for a minimum of 45 minutes in an attempt to bring minimum manning back to Forty-One (41) as outlined in Article 330.

ARTICLE 302-ANNUAL LEAVE ACCRUAL & USE

All personnel covered by this contract working a non-twenty-four (24) hour shifts shall accrue annual leave in accordance with the following schedule, accrued on a per pay period basis:

01-05 years of service - 120 hours per calendar year

05-10 years of service - 140 hours per calendar year

10-15 years of service - 160 hours per calendar year

15-20 years of service - 180 hours per calendar year

20+ years of service - 200 hours per calendar year.

All personnel covered by this contract working Twenty-four (24) hour shifts shall accrue annual leave, in accordance with the following schedule, accrued on a per pay period basis:

01-05 years of service - 204 hours per calendar year

05-10 years of service - 238 hours per calendar year

10-15 years of service - 272 hours per calendar year

15-20 years of service - 306 hours per calendar year

20+ years of service - 340 hours per calendar year

Annual leave use shall include normal annual vacation time and all other periods of approved absence with pay from regularly scheduled hours of work which are not chargeable to some other category of leave.

An employee eligible to accrue annual leave, pursuant to this article, may request and be granted use of accrued leave at the discretion of the employer. No annual leave shall be provided by the employer.

The following shall be used to calculate the total number of years of service by which an employee is allowed to progress from one graduated rate of accrual to another:

1. Where an employee has been employed by the City without any interruption or break in continuity of service, the date from which the employee's years of tenure are counted shall be the date of hire.
2. Periods of service as a City employee prior to a break or interruption in continuity of service shall not be counted except when the break or interruption was of less than twelve (12) months duration and was not the result of disciplinary action.
3. Periods of leave without pay in excess of thirty (30) days shall not be counted as service.

An eligible employee shall be allowed to progress from one graduated rate of accrual for annual leave to the next on the first day of the pay period immediately following completion of the required total length of service.

The amount of accrued annual leave that will be allowed to be carried over from one calendar year to the next will be two and three-fourths (2 ¾) times the amount an employee is allowed to accrue in one calendar year in relation to the applicable years of service.

Upon separation, an employee shall be compensated for all unused and unforfeited annual leave.

Upon death of an eligible employee, compensation for unused total annual leave shall be payable to the employee's estate.

Vacation Selection

1. The Department will attempt to satisfy all vacation requests and still maintain sufficient staffing in the most economical manner.
2. Vacation requests will be determined on a seniority basis.
3. Vacation requests shall begin on November 1 of the preceding year.
4. Members may request and be granted use of accrued annual leave for vacation purposes as follows:

Twenty-four (24) hour shift employees:

01-05 years of service, six shifts

05-10 years of service, eight shifts

10-15 years of service, nine shifts

15-20 years of service, ten shifts

20+ years of service, twelve shifts

Non-twenty-four (24) hour shift employees:

01-05 years of service, ten workdays

05-10 years of service, fifteen workdays

10-15 years of service, seventeen workdays

15-20 years of service, twenty workdays

20+ years of service, twenty-five workdays

5. An employee may elect to use his/her annual leave in consecutive shifts or divide his/her annual leave into two periods, the sum of which does not exceed the number of shifts as stated above per years of service.

Annual Leave/ Personal Holiday/ Educational/ Compensatory Time Use

1. Eight (8) bargaining unit members may be off per day, not to exceed two (2) members per classification with the exception of members classified as Firefighters, Paramedics, and Rescue Technicians.

    - One (1) Rescue Technician may be off per day.
    - Three (3) Firefighters and Three (3) Paramedics may be off per day.

Requests for such leave shall be made via the Electronic Staffing System at least twenty-four (24) hours in advance. Requests for leave made less than twenty-four (24) hours in advance of the day requested will not be granted if voluntary overtime is created. These requests shall be considered on a first-come first-served basis after all employees have scheduled their vacations and personal holidays. In the event multiple requests are received on the same calendar day, the electronic staffing system time stamp, then seniority shall be used to rank the requests. Approvals for leave requested above the maximum numbers established within this article shall be granted if minimum staffing is met and approval of said leave does not create overtime. This additional

approval of requests for leave shall not be granted until 0730 on the first day of a scheduled tour.

2. The employee must have sufficient annual leave available for the requested time off.
3. Leave used by bargaining unit employees will not be affected by leave used by Battalion Chiefs or non-minimum staffing personnel.
4. For the purposes of this Article, FFI and FFII shall be treated as one classification, Lieutenant and Captain shall be considered the same classification, Engineer and Shift Engineer shall be considered the same classification, and Paramedic and Paramedic II shall be considered the same classification.

ARTICLE 310-FUNERAL LEAVE

An employee shall be allowed up to seventy-two (72) hours of paid leave [or forty (40) hours for employees who work a non-twenty-four (24) hour shift] in the event of the death of an immediate family member or significant other.

Immediate family/significant other means the parent, legal guardian, grandparent, spouse, child, sister or brother, father-in-law or mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece or nephew, aunt or uncle and grandchild of the employee**,** and shall also include persons residing in the employee's household.

Special or unusual circumstances shall be evaluated by the Employer on a case-by- case basis. The Employer shall make the final determination of eligibility for funeral leave in these cases.

Time will be charged to the employee at their preference of either annual leave or sick leave.

ARTICLE 312-FAMILY MEDICAL LEAVE ACT

The Employer and Union agree to follow the requirements of the current Family and Medical Leave Act with the following additions:

1. If the employee meets the requirements of the act, leave shall be paid utilizing any accrued paid time off (sick leave, annual leave,

compensatory time, personal-leave).

2. After all leave has been exhausted, an employee can make a request for additional hours from the sick leave bank or utilize Leave Without Pay (LWOP).

ARTICLE 340-PROMOTIONAL POLICY

SECTION 1 - INFORMATION BY POSITION

General

- Years of service and years of experience are both a cumulative assessment
- Position Task Books have no expiration
- The "requirements for testing" are the items a member shall complete to be eligible for a testing process.
- The "qualifications for position" shall be obtained within a reasonable timeframe to perform in the position effectively once promotion has been appointed.
- If a member is offered a promotion and declines, the individual will move to the bottom of the promotional list.

Firefighter I

Years of Service: 1

- Current Position: Firefighter Trainee
- Requirements for testing:
  - Completion of the SFFD Cadet Academy and probationary period.
  - Completed FFI Position Task Book
- Testing Process: Successful completion of Probationary Firefighter test out procedures shall indicate eligibility for the position of Firefighter I.

Firefighter II

- Years of Service (In Current Position): 2 (1)
- Current Position: Firefighter I
- Requirements for testing: No further requirements.
- Testing Process: There shall be no testing process.

Paramedic I

- Years of Service: 2
- Current Position:
    - If being hired as a licensed Paramedic: Firefighter Trainee
    - To be eligible for Paramedic School: Firefighter II and hold a New Mexico EMT-Intermediate License
- Requirements for testing:
    - New Mexico Paramedic License
    - Firefighter I requirements
    - Completed Paramedic Position Task Book: Position Task Book shall be opened a minimum of six (6) months prior to testing.
- Testing Process:
    - For paramedic cadets: shall be tested throughout their academy for proficiency in Paramedic skills.
    - For members who have successfully completed all entrance requirements and been accepted to or are on a list of alternates for paramedic school: Shall consist of a practical evaluation and interview/ review panel.
- Qualifications for position: Candidates shall not be moved to the Paramedic I pay scale until they have completed all requirements for New Mexico Paramedic licensure. The promoted employee shall successfully complete a Paramedic Mentorship Task Book for a minimum of four (4) tours prior to being utilized as minimum staffing in the promoted position.
- In exigent circumstances (i.e. Paramedic shortage), the “years of service" requirement may be reduced to one (1) year with approval from the LMC through a MOU.

Paramedic II

- Years of Service: Three (3) years as a Paramedic I
- For members hired as Paramedic Firefighter Trainee: Completion of one (1) year probationary period and an addition three (3) years as a Paramedic I
- Current Position: Paramedic I
- Requirements for testing: No further requirements.
- Testing Process: There shall be no testing process.

Rescue Technician

- Years of Service: 4
- Current Position: Any recognized position.
- Requirements for testing:

    - Rescue Operations
    - IFSAC Fire Apparatus: Driver
    - Completed Rescue Technician Position Task Book: Position Task Book shall be opened a minimum of six (6) months prior to testing.
- Testing Process: Shall include a written test, a practical evaluation, and an interview/ review panel.
- Qualifications for position: The promoted employee shall successfully complete the following prior to being utilized as minimum staffing in the promoted position:
    - Confined Space Technician
    - Rope Rescue Technician

Shift Engineer

- Years of Service: 4
- Current Position: Any recognized position.
- Requirements for testing:
    - IFSAC Fire Apparatus: Driver
    - IFSAC Fire Apparatus: Pumper
    - Completed Engineer Position Task Book: Position Task Book shall be opened a minimum of six (6) months prior to testing, with continuous work performed up until testing.
- Testing Process: Shall include a written test, a practical evaluation, and an interview/ review panel.
- Qualifications for position: The promoted employee shall successfully complete an Engineer Mentorship Task Book for a minimum of four (4) tours (Two (2) on an Engine and two (2) on a Ladder) prior to being utilized as minimum staffing in the promoted position.

Engineer

- Years of Service: 4
- Current Position: Shift Engineer
- Requirements for testing: No further requirements.
- Testing Process: When a permanent station engineer assignment becomes available, a Shift Engineer shall be given an assignment without competition in the order they were promoted.

Inspector I

- Years of Service: 4
- Requirements for testing: No further requirements.
- Current Position: Any recognized position.
- Testing Process: Shall consist of a written test, a practical evaluation, and an interview/ review panel.
- Qualifications for position: Candidates shall successfully complete the following within six (6) months:
    - IFSAC Fire Inspector
    - Apply for ICC Fire Inspector I
- Qualification for Position: Candidates shall successfully complete the following within one (1) year:
    - IFSAC Fire Investigator

Inspector II

- Years of Service {In Current Position): 4 ½
- Current Position: Inspector I
- Requirements:
    - IFSAC Instructor I
- Testing Process: There shall be no testing process.
- Qualification for position: Candidates shall successfully complete the following within one (1) year:
    - ICC Fire Inspector II

Deputy Fire Marshal

- Years of Service (In Current Position): 8 (2)
- Current Position: Inspector II
- Requirements for Testing:
    - IFSAC Fire Officer I
    - Q0464 – ICS 300 Intermediate All-Hazards NIMS ICS Review for Expanding Incidents
    - Q0426 – Intro to Fire and EMS Supervision and Management
    - Q0297 – Awareness of Command-and-Control Decision Making at Multiple Alarm Incidents
- Testing Process: Shall consist of a written test, a practical evaluation, and an interview/ review panel.

- Qualifications for position: Candidates shall successfully complete the following within one (1) year:
    - ICS 300
    - ICC Certified Fire Plans Examiner

Lieutenant

- Years of Service (In Current Position): 6 (2)
- Current Position: Paramedic I or II, Rescue Technician, Engineer, Inspector II, Deputy Fire Marshal, EMS Captain, Health and Safety Captain, or Training Captain
- Requirements for testing:
    - Q0464 - ICS 300 Intermediate All-Hazards NIMS ICS Review for Expanding Incidents
    - Q0426 – Intro to Fire and EMS Supervision and Management
    - Q0297 - Awareness of Command-and-Control Decision Making at Multiple Alarm Incidents
    - Rescue Operations
    - IFSAC Fire Apparatus: Driver
    - IFSAC Fire Apparatus: Pumper
    - IFSAC Instructor I
    - IFSAC Fire Officer I
    - Completed Lieutenant Position Task Book: Task Book shall be opened a minimum of six (6) months prior to testing.
- Testing Process: Shall consist of a written test, a practical evaluation, and an interview/ review panel.
- The promoted employee shall successfully complete a Lieutenant Mentorship Task Book for a minimum of four (4) tours prior to being utilized as minimum staffing in the promoted position.
- Qualifications for position: Candidates shall successfully complete the following within one (1) year:
    - FAA ARFF Active
    - ICS 300

Captain

- Years of Service: 8
- Current Position: Lieutenant

- Requirements for testing:
    - Completed Lieutenant Mentorship Task Book
- Testing Process: Shall consist of a practical evaluation and an interview/ review panel.

Training Captain

- Years of Service (In Current Position): 8 (2)
- Current Position: Paramedic I or II, Rescue Technician, Engineer, Inspector II, Deputy Fire Marshal, Lieutenant, EMS Captain, Health and Safety Captain, or Captain.
- Requirements for testing:
    - Q0464 – ICS 300 Intermediate All-Hazards NIMS ICS Review for Expanding Incidents
    - Q0426 – Intro to Fire and EMS Supervision and Management
    - Q0297 -Awareness of Command-and-Control Decision Making at Multiple Alarm Incidents
    - Rescue Operations
    - IFSAC Fire Apparatus: Driver
    - IFSAC Fire Apparatus: Pumper
    - IFSAC Instructor I
    - IFSAC Fire Officer I
    - Completed Training Captain Position Task Book: Task Book shall be opened a minimum of six (6) months prior to testing.
- Testing Process: Shall consist of a written test, a practical evaluation and an interview/ review panel.
- Qualifications for position: Candidates shall successfully complete the following within one (1) year:
    - ICS 300
    - IFSAC Instructor II
    - FDSOA Incident Safety Officer

Health and Safety Captain

- Years of service (in Current Position): 8 (2)
- Paramedic I or Paramedic II, Rescue Technician, Engineer, Inspector II, Deputy Fire Marshal, Lieutenant, Captain, EMS Captain, or Training Captain.
- Requirements for testing:
    - Q0464 – ICS 300 Intermediate All-Hazards NIMS ICS Review for

Expanding Incidents
    - Q0426 – Introduction to Fire and EMS Supervision and Management
    - Q0297 – Awareness of Command-and-Control Decision Making at Multiple Alarm Incidents
    - IFSAC Fire Apparatus: Driver
    - IFSAC Instructor I
    - IFSAC Fire Officer I
    - Rescue Operations
- Testing Process: Shall consist of a written test, a practical evaluation, and an interview/ review panel.
- Qualifications for position: Candidates shall successfully complete the following within one (1) year:
    - ICS 300
    - FDSOA Incident Safety Officer

EMS Captain

- Years of Service (In Current Position): 8 (2)
- Years of Service as a classified Paramedic: 3
- Current Position: Paramedic I or II, Rescue Technician, Engineer, Inspector II, Lieutenant, Captain, Health and Safety Captain, Deputy Fire Marshal, or Training Captain.
- Requirements for testing:
    - Q0464 – ICS 300 Intermediate All-Hazards NIMS ICS Review for Expanding Incidents
    - Q0426 - Introduction to Fire and EMS Supervision and Management
    - Q0297 -Awareness of Command-and-Control Decision Making at Multiple Alarm Incidents
    - IFSAC Fire Apparatus: Driver (2027 on)
    - IFSAC Instructor I
    - IFSAC Fire Officer I
    - Completed EMS Captain Position Task Book: Task Book shall be opened a minimum of six (6) months prior to testing.
- Testing Process: Shall consist of a written test, a practical evaluation, and an interview/ review panel.
- Qualifications for position: Candidates shall successfully complete the following within one (1) year:
    - ICS 300
    - FDSOA Incident Safety Officer

- Must obtain FP-C or CCP-C
- Must obtain and maintain BLS, ACLS, and PALS Instructor card

SECTION 2 PROMOTIONAL TESTING PROCESS

Minimum Shift Complement

Promotions will fill the following field staff positions on each shift, which shall constitute the Minimum Shift Complement:

- Six (6) Captains
- Two (2) Lieutenants
- Six (6) Engineers
- Two (2) Shift Engineers
- Four (4) Rescue Technicians

As stated in Article 210, "in the event additional stations are staffed with frontline personnel or additional positions are required by law or necessity, changes to the minimum shift complement will be addressed in Labor Management Committee or negotiations. A vacancy shall be defined as a position that does not have an appropriately classified member assigned to it. Whenever a vacancy puts a shift below Minimum Shift Complement, the Fire Chief or their designee shall immediately promote personnel from an existing respective eligibility list to fill any such vacancy, or initiate scheduling of testing as described below.

Scheduling of Testing

When a vacancy exists and there is no current eligibility list for that classification, the scheduling of additional promotional testing will be decided by mutual agreement of both parties in the Labor-Management Committee per Article 220. Members must have a minimum of fourteen (14) days' notification in advance of any such additional testing.

Announcement

Advertising all positions for which a testing process is required shall be advertised within the City of Santa Fe Fire Department. The announcement shall be posted and applications accepted for not less than fourteen (14) calendar days.

Following the closing date for acceptance of applications, all applications shall be reviewed by the Human Resources Department for verification that the applicant has met minimum qualifications. The Human Resources Department shall notify all applicants of their eligibility for testing after application reviews.

Written Test

A written test shall be a validated multiple-choice test administered by the EMS Division, Fire Prevention, Health and Safety Division, Training Division, or independent contractor.

The candidate's test score shall be the total percentage of correct answers.

The Employer shall post a current list of reference material from which all written examination questions will be derived. If the Employer wishes to add to, amend, or remove any of the reference material utilized to generate a written examination, they must give three (3) months' notice prior to administering any such written examination.

Practical Evaluation

Shall be developed and administered by the EMS Division, Fire Prevention, Health and Safety Division, Training Division, Operational Battalion Chief, or independent contractor.

Practical Evaluations may include:

- Oral presentations
- Practical skills demonstrations
- Assessment centers

Interview/ Review Panel

Shall consist of both management and union members. The Fire Chief shall select one (1) Assistant Chief, and one (1) Battalion Chief level position for the panel. The Union President shall select one (1) individual in the rank of the position being tested for, one (1) individual in the rank of the position being tested for or higher, and one (1) union representative. The union representative is not to evaluate/score the candidates. The union representative is to ensure transparency and fairness in the testing process.

The interview questions for Engineer, Rescue Technician, Lieutenant, and Captain shall be developed by a Battalion Chief assigned by the Assistant Chief of Operations.

The interview questions for Training Captain shall be developed by the Training Officer.

The interview questions for Paramedic School and EMS Captain shall be developed by the Medical Officer.

The interview questions for Fire Inspector I and Deputy Fire Marshal shall be developed by the Fire Marshal.

The interview questions for Health and Safety Captain shall be developed by the Health and Safety Officer.

The panel shall be limited to reviewing only the Candidate's Training File, the candidates Personnel File located at Fire Station #1, and the Practical Evaluation Scores.

Passing Score

The minimum passing score on a written test shall be eighty (80%) with the written test being pass or fail. Candidates shall pass the written test to perform in the practical evaluation.

The minimum passing score on the total practical evaluation shall be eighty percent (80%) with the practical evaluation being pass or fail.

The minimum passing score on the interview/ review panel shall be eighty percent (80%).

When rating each candidate, assessor rating for the practical evaluations and the interview/review panel must be within 10 points (10%) of each other. If ratings are not within 10 points (10%) of each other, further discussion must occur to meet this requirement.

A candidate may be provided up to two testing opportunities to pass a promotional test per year, but only if the scheduling of additional promotional testing is warranted as described within this article.

Eligibility Pool

All candidates who pass the interview/ review panel shall be placed in the eligibility pool. The Fire Chief or designee shall notify all candidates that they have moved into the eligibility pool within five (5) days of receiving the results. The Eligibility Pool shall be effective until it is exhausted, one (1) from the last day of the previous month from when it was created.

The interview/review panel shall provide a list of the top three (3) candidates in the eligibility pool after the promotion(s) has taken place.

Candidates who fail any portion of the testing process or are not recommended for promotion shall not be placed in the eligibility pool.

Promotions

The Fire Chief shall utilize the eligibility pool and the recommendation from the interview/ review panel when selecting personnel for promotion, Factors such as

leadership style and qualities, team fit, team dynamics specialized skills, operational needs, experience, recent performance, or other job-related factors shall be considered.

Promotions shall be effective no later than the first day of the first full pay period after a vacancy has occurred. The Fire Chief shall document the reasons for all final selections.

If a vacancy occurs ninety (90) days after the last interview/review panel, the Fire Chief shall utilize the eligibility pool to conduct an interview/review panel for the open vacancy if the eligibility pool is still active. Whenever a new vacancy occurs, and the eligibility pool is not active or has expired, the Fire Chief shall conduct a new testing process.

Qualifying for Position

All promotions are probationary and contingent upon the member qualifying for the position as described in Section 1 of this Article. Failure to qualify for the position will result in the member being demoted to the position that they held immediately prior to the promotion offers. Failure can occur due to the following reasons:

1. Denying or missing the opportunity to take a course required within this article when given the opportunity to do so by the city.
2. Failing a course required within this article.
3. Not completing a requirement within this article when given the opportunity to do so by the city.

Feedback

Candidates shall be given the opportunity to review the following items from the testing process:

- Written score
- Comments from the evaluators on the practical evaluation
- Comments from the interview/ review panel
- Opportunity to meet the Chiefs from the interview/ review panel and or Fire Chief

ARTICLE 362-COST OF LIVING ADJUSTMENT (FISCAL YEAR 2026/2027)

All bargaining unit members shall receive a two-and-a-half percent (2.5%) salary increase to their base salary, effective the first full pay period of July 2026.

ARTICLE 370 PAY – PLAN
TO BE UPDATED AND ADDED BY HR.

All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced, or amended by Amendment No.___ shall remain in full force and effect.

IN WITNESS THEREOF, the parties have signed their names and affixed the signatures of their authorized representatives this 06/26/2026.

Michael Garcia, Mayor — Date: 06/26/2026

ANDREA PHILLIPS (Jun 10, 2026 12:40:00 MDT)
Andrea Phillips, Interim Finance Director — Date: 06/10/2026

ATTEST:

Geralyn Cardenas, City Clerk — Date: 06/26/2026
GB MTG 06/24/26

APPROVED AS TO FORM:

Christopher W. Ryan
Christopher W. Ryan (Jun 10, 2026 11:58:32 MDT)
Chris Ryan, Assistant City Attorney — Date: 06/10/2026

Santa Fe Firefighters Association – IAFF Local 2059

Charles Gonzales (Jun 10, 2026 12:04:28 MDT)
Charles Gonzales, President — Date: 06/10/2026

Derrek Cowell (Jun 10, 2026 12:00:28 MDT)
Derrek Cowell, Secretary — Date: 06/10/2026

GB - Amendment #1 - IAFF Year 3

Final Audit Report 2026-06-10

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26-0258 Local 2059 City of Santa Fe Department Employees of the International Association of Firefighters

Final Audit Report 2026-06-26

Created:	2026-06-26
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Transaction ID:	CBJCHBCAABAAFpY5i1WN7M3wgV4at-Q5ycZSGT6hweqO
Documents:	26-0258 Local 2059 City of Santa Fe Department Employees of the International Association of Firefighters.pdf (23 pages)
Number of Documents:	1
Document page count:	24
Number of supporting files:	0
Supporting files page count:	0

"26-0258 Local 2059 City of Santa Fe Department Employees of the International Association of Firefighters" History

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