

**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 16th 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, 2021, through June 30, 2024, and

WHEREAS, the Collective Bargaining Agreement allows for Negotiations of Section III of the Agreement to begin no later than October 1, 2022, 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 2024 for IAFF Local 2059 negotiations of an amount equivalent to a 3% salary increase for IAFF Local 2059 bargaining unit employees earning less than \$100,000 annually and a 1% salary increase for IAFF Local 2059 bargaining unit employees earning \$100,000 or more annually; and

WHEREAS, fiscal year 2024 budget allocation for IAFF Local 2059 negotiations is available the first full pay period in July 2023; and

WHEREAS, both parties agree that IAFF Local 2059 employees should receive the allocated 3% or 1% salary increase for FY2024 effective July 8th, 2023; and

WHEREAS, both parties agree that IAFF Local 2059 shall adopt the position of Health and Safety Captain into the IAFF Local 2059 union effective July 8th, 2023; and

WHEREAS, both parties agree that Juneteenth, June 19th shall be added to the Local 2059 Collective Bargaining Agreement with the City of Santa Fe Observed Holidays effective June 8th, 2023; and

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

**ARTICLE 361-BASE RATE ADJUSTMENT (FISCAL YEAR
2023/2024)**

IAFF Local 2059 bargaining unit employees earning less than \$100,000 shall receive a 3% salary increase. IAFF Local 2059 bargaining unit employees earning \$100,000 or more annually shall receive a 1% salary increase effective the first full pay period in fiscal year 2023/2024.

ARTICLE 102-RECOGNITION

The Employer recognizes the Union as the sole and exclusive representative in all matters establishing and pertaining to wages, hours and other terms and conditions of employment for all employees in the bargaining unit. The classified positions covered are Firefighter I, Firefighter II, Engineer, Rescue Technician, Fire Inspector I, Fire Inspector II, Paramedic I, Paramedic II, Lieutenant, Captain, Training Captain, EMS Captain, Deputy Fire Marshal, **Health and Safety Captain**, and any other positions created during the term of this agreement that will be mutually agreed upon for inclusion in the bargaining unit.

The Union and the Employer mutually agree that, for the purposes of this Agreement, Engineer refers to all Engineers, whether station or shift Engineers.

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 those things a member shall be due to be eligible for a testing process. The "qualifications for position" are those things that a member shall do to be qualified to perform the position effectively if different than those required for testing.
- 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: Cadet
- Requirements:
 - o Cadet academy and probation
 - o Completed FFI Task Book
 - o FAAARFF
- Testing Process: Successful completion of the Santa Fe Fire Department recruit academy and follow-up test out procedures shall indicate eligibility for the positions of Firefighter I.

Firefighter II

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

Paramedic I

- Years of Service: 1
- Current Position:
 - o If being hired as a licensed Paramedic: Cadet
 - o To be eligible for Paramedic School: Firefighter I or II
- Requirements:
 - o NM Paramedic License
 - o Firefighter I requirements
- Testing Process:
 - o For paramedic cadets: shall be tested throughout their academy for proficiency in Paramedic skills.
 - o 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.
- Qualifications for position: Candidates shall not be moved to the Paramedic I pay scale until they have completed all requirements for Paramedic licensure.

Paramedic II

- Years of Service (In Current Position): 4 (3)
- Current Position: Paramedic I
- Requirements: 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:
 - o Rescue Operations
 - o Completed Rescue Technician Position Task Book
- Testing Process: Shall include a written test which shall have a weight of twenty five percent (25%) and a practical evaluation which shall have a weight of seventy five percent (75%).
- Qualifications for position: Candidates shall not be used as a Rescue Technician until they have successfully completed the following:
 - o Confined Space Technician
 - o Rope Rescue Technician

Shift Engineer

- Years of Service: 4
- Current Position: Any recognized position.
- Requirements for testing:
 - o Engine Operations
 - o Completed Engineer Position Task Book
- Testing Process: Shall include a written test which shall have a weight of twenty five percent (25%) and a practical evaluation which shall have a weight of seventy five percent (75%).
- Qualifications for position: Candidates shall not be used as an Engineer until they have successfully completed the following:
 - o Pump Operations

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: No further requirements.
- Current Position: Any recognized position.
- Testing Process: Shall consist of a written test which shall have a weight of fifty percent (50%) and a practical evaluation which shall have a total weight of fifty percent (50%).
- Qualification for position: Candidates shall successfully complete the following within six (6) months: IFSAC Fire Inspector I

Inspector II

- Years of Service {In Current Position}: 4 ½ (½)
- Current Position: Inspector I
- Requirements: No further requirements.
- Testing Process: There shall be no testing process.
- Qualification for position: Candidates shall successfully complete the following within six (6) months: ICC Fire Inspector I

Lieutenant

- Years of Service (In Current Position): 6 (2)
- Current Position: Paramedic I or II, Rescue Technician, Engineer, Inspector I or II, Deputy Fire Marshal, or Training Captain
- Requirements for testing:
 - o Q464 - ICS300 Review
 - o Q318 - Fire Service Supervision
 - o Q297 -Awareness of Command and Control at Multi-Alarm Ops
 - o Rescue Operations
 - o Engine Operations
 - o Completed Lieutenant Position Task Book

- Testing Process: Shall include a written test which shall have a weight of twenty five percent (25%) and a practical evaluation which shall have a weight of seventy five percent (75%).
- Qualifications for position: Candidates shall not be used as a Lieutenant until they have successfully completed the following:
 - o FAA ARFF Active
 - o ICS 300
 - o Company Officer mentorship
 - o Company Officer
 - o Instructor I

Captain

- Years of Service: 8
- Current Position: Lieutenant
- Requirements for testing:
 - o Completed Captain Position Task Book
- Testing Process: Shall consist of a practical evaluation.

Training Captain

- Years of Service {In Current Position}: 8 (2)
- Current Position: Paramedic I or II, Rescue Technician, Engineer, Inspector I or II, Deputy Fire Marshal, Lieutenant, or Captain
- Requirements for testing:
 - o Q464 - ICS300 Review
 - o Q318 - Fire Service Supervision
 - o Q297 -Awareness of Command and Control at Multi-Alarm Ops
 - o Rescue Operations
 - o Engine Operations
 - o Completed Training Captain Position Task Book
- Testing Process: Shall consist of a practical evaluation.
- Qualifications for position: Candidates shall successfully complete the following within one year:
 - o ICS 300
 - o Company Officer
 - o Instructor I

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 I or II, Lieutenant, Captain, or Training Captain.
- Requirements for testing:
 - o Q464 - ICS300 Review
 - o Q426 - Introduction to Fire and EMS Supervision and Management
 - o Q297 -Awareness of Command and Control at Multi-Alarm Ops
- Testing Process: Shall consist of an interview.
- Qualifications for position: Candidates shall successfully complete the following within one year:
 - o ICS 300
 - o Company Officer
 - o Instructor I
 - o Must obtain and maintain PALS Provider or Instructor card.

Deputy Fire Marshal

- Years of Service (In Current Position): 8 (2)
- Current Position: Inspector II
- Requirements for testing:
 - o Q464 - ICS300 Review
 - o Q318 - Fire Service Supervision
 - o Q297 -Awareness of Command and Control at Multi-Alarm Ops
- Testing Process: Shall include a written test which shall have a weight of fifty percent (50%) and practical evaluation which shall have a weight of fifty percent (50%).
- Qualifications for position: Candidates shall successfully complete the following within one year:
 - o ICS 300
 - o Company Officer
 - o Instructor I
 - o ICC Fire Inspector II
 - o ICC Certified Fire Plans
 - o Safer NM Now Car Seat Technician

Health and Safety Captain

- **Years of Service (In Current Position): 8 (2)**
- **Paramedic I or II, Rescue Technician, Engineer, Inspector I or II, Training Captain, or EMS Captain.**
- **Requirements for testing:**
 - **Q464 - ICS300 Review**
 - **Q426 - Introduction to Fire and EMS Supervision and Management**
 - **Q297 -Awareness of Command and Control at Multi- Alarms**
- **Testing Process: Shall consist of an interview.**
- **Qualifications for position: Candidates shall successfully complete the following within one year:**
 - **ICS 300**
 - **Company Officer**
 - **Instructor I**

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
- Five (5) 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 thirty (30) days notification in advance of any such additional testing.

At minimum, promotional testing for the position of Lieutenant shall take place annually in October.

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

1. A written test shall be a validated multiple-choice test administered by the Training or Prevention Section, or independent contractor.
2. The candidate's test score shall be the total percentage of correct answers.
3. 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 six.
(6) months' notice prior to administering any such written examination.

Practical Evaluation

1. Shall be developed and administered by the Training or Prevention

Section, or independent contractor. All testing will be approved by City of Santa Fe Human Resources prior to the start of the testing process.

2. Practical Evaluations may include:
 - a. Oral presentations
 - b. Interviews
 - c. Practical skills demonstrations
 - d. Assessment centers
 - e. Candidates shall be provided with a list of skills to be evaluated at the time they are notified of their eligibility.

Passing Score

The minimum passing score on a written test shall be seventy percent (70%).

The applicant must have a combined written and practical score of eighty percent (80%) to pass when both the written and practical evaluations are scored.

If the testing process only requires a practical evaluation, the minimum passing score shall be eighty percent (80%).

Individuals who fail or are not recommended for promotion in any part of the testing process shall not be placed on the eligibility list. If a candidate fails or is not recommended for promotion, the reasons for such action, all testing material pertaining to that candidate, and suggestions for how the candidate may improve, shall be presented to them if requested.

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 List

All candidates who pass the required promotional test shall be placed on an eligibility list. The Fire Chief or designee shall notify all candidates of them.

ranking on the eligibility list within five (5) days of receiving the results. Eligibility Lists shall be effective until exhausted, or for one (1) calendar year after their creation, whichever comes first.

Promotions

The Fire Chief shall utilize the eligibility list and the rule of three when selecting personnel for promotion. 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.

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.

ARTICLE 332-HOLIDAYS

The following Holidays are those that shall be recognized and observed as of the date this contract is executed:

1. New Year's Day, January 1 (Actual)
2. Martin Luther King's Birthday, (City observed)
3. Presidents Day, (Observed Friday after Thanksgiving)
4. Memorial Day, (City Observed)
5. Juneteenth, June 19th (City Observed)
6. Independence Day, July 4, (Actual)
7. Labor Day, (City Observed)
8. Fiesta, four (4) Hours on Friday of Fiesta Weekend, (City Observed)
9. Columbus Day, (City Observed)
10. Armistice Day/Veteran's Day, (City Observed)
11. Thanksgiving Day, (Actual)
12. Christmas Day, (Actual)

All other provisions of the Collective Bargaining Agreement not specifically deleted, replaced, or amended by Amendment No. 1 shall remain in full force and effect.

ARTICLE 370 PAY – PLAN

To calculate an average base annual salary, multiply by 2912 for shift employees. To calculate an average base annual salary, multiply by 2080 for non-shift employees.


2023-2024 Pay Plan

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Position Title															
Firefighter I (F114)	16.5274	16.6927	16.8596	17.0282	17.1985	17.3705	17.5442	17.7196	17.8968	18.0758	18.2565	18.4391	18.6235	18.8097	18.9978
Firefighter II (F115)	18.1806	18.3624	18.5460	18.7315	18.9188	19.1080	19.2991	19.4921	19.6870	19.8839	20.0827	20.2835	20.4864	20.6912	20.8981
Paramedic I (F119)	21.9973	22.2173	22.4394	22.6638	22.8905	23.1194	23.3506	23.5841	23.8199	24.0581	24.2987	24.5417	24.7871	25.0350	25.2853
Paramedic II (F119B)	22.5468	22.7723	23.0000	23.2300	23.4623	23.6969	23.9339	24.1732	24.4150	24.6591	24.9057	25.1548	25.4063	25.6604	25.9170
Engineer (F117)	19.9981	20.1981	20.4001	20.6041	20.8101	21.0182	21.2284	21.4407	21.6551	21.8716	22.0903	22.3112	22.5344	22.7597	22.9873
Rescue Tech (F117)	19.9981	20.1981	20.4001	20.6041	20.8101	21.0182	21.2284	21.4407	21.6551	21.8716	22.0903	22.3112	22.5344	22.7597	22.9873
Inspector I															
Non 24hr (125 A)	28.0859	28.3668	28.6504	28.9369	29.2263	29.5186	29.8137	30.1119	30.4130	30.7171	31.0243	31.3345	31.6479	31.9644	32.2840
24 hr (125B)	20.0630	20.2636	20.4663	20.6709	20.8776	21.0864	21.2973	21.5103	21.7254	21.9426	22.1620	22.3837	22.6075	22.8336	23.0619
Inspector II															
Non 24hr (126A)	30.8950	31.2040	31.5160	31.8311	32.1495	32.4710	32.7957	33.1236	33.4549	33.7894	34.1273	34.4686	34.8133	35.1614	35.5130
24 hr (126B)	22.0678	22.2885	22.5114	22.7365	22.9638	23.1935	23.4254	23.6597	23.8963	24.1352	24.3766	24.6203	24.8665	25.1152	25.3664
Lieutenant (F120)	22.9887	23.2186	23.4508	23.6853	23.9221	24.1614	24.4030	24.6470	24.8935	25.1424	25.3938	25.6478	25.9042	26.1633	26.4249
Captain															
Training Captain															
Health and Safety Captain															
Deputy Fire Marshall															
Non 24hr (121B)	33.8751	34.2139	34.5560	34.9015	35.2506	35.6031	35.9591	36.3187	36.6819	37.0487	37.4192	37.7934	38.1713	38.5530	38.9386
24 hr (F121)	24.1965	24.4385	24.6828	24.9297	25.1790	25.4308	25.6851	25.9419	26.2013	26.4634	26.7280	26.9953	27.2652	27.5379	27.8133

Year	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Position Title															
Firefighter I (F114)	19.1878	19.3797	19.5735	19.7692	19.9669	20.1666	20.3682	20.5719	20.7776	20.9854	21.1953	21.4072	21.6213	21.8375	22.0559
Firefighter II (F115)	21.1071	21.3182	21.5314	21.7467	21.9641	22.1838	22.4056	22.6297	22.8560	23.0845	23.3154	23.5485	23.7840	24.0219	24.2621
Paramedic I (F119)	25.5382	25.7936	26.0515	26.3120	26.5751	26.8409	27.1093	27.3804	27.6542	27.9307	28.2100	28.4921	28.7771	29.0648	29.3555
Paramedic II (F119B)	26.1761	26.4379	26.7023	26.9693	27.2390	27.5114	27.7865	28.0644	28.3450	28.6285	28.9147	29.2039	29.4959	29.7909	30.0888
Engineer (F117)	23.2172	23.4493	23.6838	23.9207	24.1599	24.4015	24.6455	24.8920	25.1409	25.3923	25.6462	25.9027	26.1617	26.4233	26.6875
Rescue Tech (F117)	23.2172	23.4493	23.6838	23.9207	24.1599	24.4015	24.6455	24.8920	25.1409	25.3923	25.6462	25.9027	26.1617	26.4233	26.6875
Inspector I															
Non 24hr (125 A)	32.6069	32.9329	33.2623	33.5949	33.9308	34.2701	34.6128	34.9590	35.3086	35.6616	36.0183	36.3784	36.7422	37.1096	37.4807
24 hr (125B)	23.2925	23.5254	23.7607	23.9983	24.2383	24.4807	24.7255	24.9727	25.2225	25.4747	25.7294	25.9867	26.2466	26.5091	26.7742
Inspector II															
Non 24hr (126A)	35.8681	36.2268	36.5891	36.9550	37.3245	37.6978	38.0747	38.4555	38.8401	39.2285	39.6207	40.0169	40.4171	40.8213	41.2295
24 hr (126B)	25.6200	25.8762	26.1350	26.3963	26.6603	26.9269	27.1962	27.4681	27.7428	28.0203	28.3005	28.5835	28.8693	29.1580	29.4496
Lieutenant (F120)	26.6892	26.9561	27.2256	27.4979	27.7729	28.0506	28.3311	28.6144	28.9005	29.1895	29.4814	29.7763	30.0740	30.3748	30.6785
Captain															
Training Captain															
Health and Safety Captain															
Deputy Fire Marshall															
Non 24hr (121B)	39.3279	39.7212	40.1184	40.5196	40.9248	41.3341	41.7474	42.1649	42.5865	43.0124	43.4425	43.8769	44.3157	44.7589	45.2065
24 hr (F121)	28.0914	28.3723	28.6560	28.9426	29.2320	29.5243	29.8196	30.1178	30.4189	30.7231	31.0304	31.3407	31.6541	31.9706	32.2903

IN WITNESS THEREOF, the parties have signed their names and affixed the signatures of their authorized representatives this June 27, 2023.

CITY OF SANTA FE



ALAN WEBBER, MAYOR

ATTESTS:



KRISTINE BUSTOS-MIHELICIC, CITY CLERK
GB MTG 6/14/2023 *xiv*

CITY ATTORNEY’S OFFICE:


Christopher W. Ryan (Jun 14, 2023 15:23 MDT)

SENIOR ASSISTANT CITY ATTORNEY

APPROVED:


John Blair (Jun 22, 2023 15:33 MDT)

JOHN BLAIR, CITY MANAGER

IAFF REPRESENTATIVE:


Adan Lopez (Jun 19, 2023 07:32 MDT)

ADAN LOPEZ, UNION PRESIDENT


Emily K. Oster (Jun 21, 2023 13:37 MDT)

EMILY OSTER, FINANCE DIRECTOR



BERNADETTE SALAZAR, HUMAN RESOURCES DIRECTOR










23-0436 Local 2059 City of Santa Fe Fire Department Employees of the International Association of Firefighters

Final Audit Report

2023-06-27

Created:	2023-06-15
By:	Xavier Vigil (xivigil@ci.santa-fe.nm.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAK7wvJXZxcnWxA8ZRZexJ4WuPZg7-swY5

"23-0436 Local 2059 City of Santa Fe Fire Department Employees of the International Association of Firefighters" History

-  Document created by Xavier Vigil (xivigil@ci.santa-fe.nm.us)
2023-06-15 - 11:00:03 PM GMT- IP address: 63.232.20.2
-  Document emailed to aslopez@santafenm.gov for signature
2023-06-15 - 11:01:53 PM GMT
-  Email viewed by aslopez@santafenm.gov
2023-06-19 - 1:31:39 PM GMT- IP address: 104.47.64.254
-  Signer aslopez@santafenm.gov entered name at signing as Adan Lopez
2023-06-19 - 1:32:48 PM GMT- IP address: 63.232.20.2
-  Document e-signed by Adan Lopez (aslopez@santafenm.gov)
Signature Date: 2023-06-19 - 1:32:50 PM GMT - Time Source: server- IP address: 63.232.20.2
-  Document emailed to Bernadette Salazar (bjsalazar@santafenm.gov) for signature
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-  Email viewed by Bernadette Salazar (bjsalazar@santafenm.gov)
2023-06-21 - 1:44:09 PM GMT- IP address: 75.161.198.181
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2023-06-21 - 7:32:27 PM GMT

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2023-06-21 - 7:36:45 PM GMT- IP address: 104.47.65.254

 Signer ekoster@santafenm.gov entered name at signing as Emily K. Oster


2023-06-21 - 7:37:15 PM GMT- IP address: 63.232.20.2

 Document e-signed by Emily K. Oster (ekoster@santafenm.gov)

Signature Date: 2023-06-21 - 7:37:17 PM GMT - Time Source: server- IP address: 63.232.20.2

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2023-06-21 - 7:37:19 PM GMT

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Signature Date: 2023-06-22 - 9:02:04 PM GMT - Time Source: server- IP address: 63.232.20.2

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2023-06-22 - 9:02:05 PM GMT

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2023-06-22 - 9:32:15 PM GMT- IP address: 104.47.64.254

 Signer jwblair@santafenm.gov entered name at signing as John Blair

2023-06-22 - 9:32:59 PM GMT- IP address: 63.232.20.2

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Signature Date: 2023-06-22 - 9:33:01 PM GMT - Time Source: server- IP address: 63.232.20.2

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✔ Agreement completed.

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